

2018-19 Faculty Salary Adjustments

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

May 1, 2019

As detailed in the 2018-19 Faculty Compensation Plan, 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. A state authorized 3.0 percent salary increase, effective June 10, 2019, was approved by the 2019 General Assembly. Consistent with the approved 2018-19 Faculty Compensation Plan, the university facilitated a faculty merit review process resulting in recommendations effective June 10, 2019.

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.

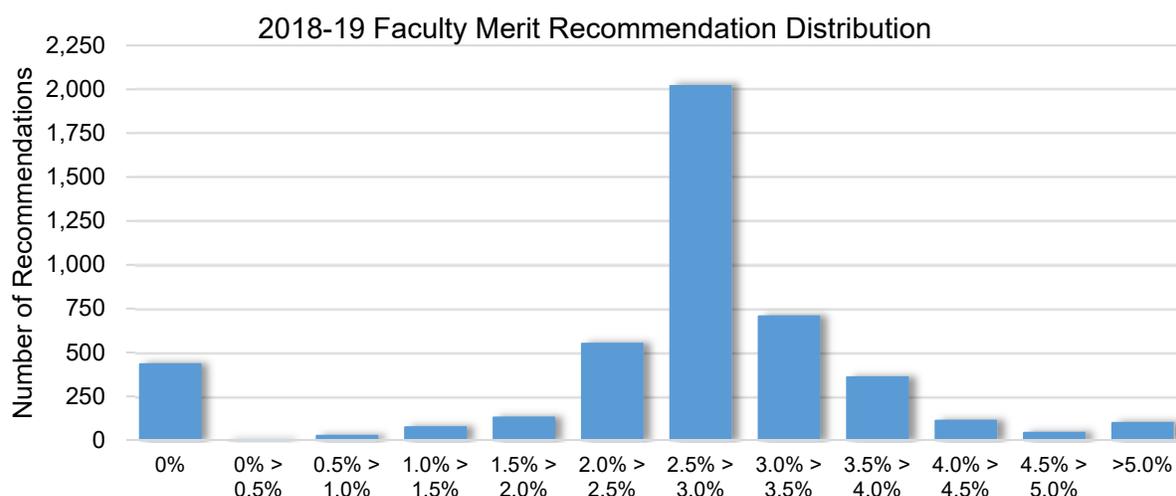
Using SCHEV's projection methodology for 2018, it is reasonable to expect that Virginia Tech's annual merit process will fall below the projected peer average increase.

	Fall 2017	Fall 2018 Projection
60th Percentile	\$112,607	\$115,760*
VT Actual Average Salary	102,470	104,432
VT Rank	18 of 26	20 of 26*
VT Percentile	35th	32nd*

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

Summary of Faculty Merit Review Process

The university allocated up to 2.75 percent of base E&G faculty budgets to each senior management area to support this 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 15.6 percent, and averaged 2.7 percent as displayed in the distribution below.



*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 387 Special Salary Adjustments were recommended, averaging 4.2 percent, and representing a supplemental increase of 0.4 percent over the total faculty salary base.

Of the total Special Salary Adjustments, 208 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 4.0 percent, representing a supplemental increase of 0.2 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, effective June 10, 2019, be approved as presented in the following report.

June 3, 2019

Benchmark Salary Analysis

Institution	VT Actual Salary Average vs. Peer Average			2018 Rank ⁽¹⁾
	Fall 2016	Fall 2017	Fall 2018 Projected ⁽¹⁾	
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
Stony Brook University	99,854	101,513	104,355	19
Virginia Tech	100,552	102,470	104,132	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
Virginia Tech's Percentile Ranking	35th	35th	32nd	

⁽¹⁾ 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>
<u>ADMINISTRATION</u>			
Grant, Alan	Administrative Professor	326,917	CY
Barlow, Christopher	Professional Lecturer	93,948	CY
Crichton, Juliet	Professional Lecturer	62,220	CY
Ebel, Elizabeth	Professional Lecturer	78,000	CY
Graham, Crystal	Professional Lecturer	53,692	CY
Hale, Shalin	Professional Lecturer	62,160	CY
Jones, Jennifer	Professional Lecturer	60,155	CY
Kleiber, Stephen	Professional Lecturer	180,000	CY
Mahdu, Samantha	Professional Lecturer	72,295	CY
Mountain, Gabrielle	Professional Lecturer	58,568	CY
Painter, Amy	Professional Lecturer	68,123	CY
Skiles, Timothy	Professional Lecturer	53,451	CY
Wood, April	Professional Lecturer	69,075	CY

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

Bergh, James	Professor	125,698	CY
Wolf, Anthony	Professor	150,850	CY
Nita, Mizuho	Assistant Professor	89,683	CY
Sherif, Sherif	Assistant Professor	85,000	CY
Hatch, Tremain	Research Associate	57,000	CY
Ludwick, Dalton	Postdoctoral Associate	51,000	CY

AGRICULTURAL RESEARCH AND EXTENSION CENTER - EASTERN SHORE

Reiter, Mark	Associate Professor	121,540	CY
Rideout, Steven	Associate Professor	127,250	CY
Strawn, Laura	Assistant Professor	106,505	AY
Gu, Ganyu	Research Associate	50,560	CY

AGRICULTURAL RESEARCH AND EXTENSION CENTER - EASTERN VIRGINIA

Oakes, Joseph	Professional Lecturer	80,600	CY
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AGRICULTURAL RESEARCH AND EXTENSION CENTER - HAMPTON ROADS

Derr, Jeffrey	Professor	120,600	CY
Hong, Chuanxue	Professor	133,695	CY
Owen, James	Associate Professor	106,750	AY
Sample, David	Associate Professor	114,469	AY
Samtani, Jayesh	Assistant Professor	86,980	AY
Kong, Ping	Research Scientist	68,796	CY
Fox, Laurie	Professional Lecturer	58,147	CY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - SOUTHERN PIEDMONT</u>			
Johnson, Charles	Professor	111,874	CY
Wilkinson, Carol	Associate Professor	124,600	CY
Reed, Thomas	Research Scientist	85,487	CY
Ellis, Bradley	Professional Lecturer	48,306	CY
Pent, Gabriel	Professional Lecturer	78,090	CY
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - SOUTHWEST VIRGINIA</u>			
Wright, Donald	Research Associate	77,600	CY
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - TIDEWATER</u>			
Estienne, Mark	Professor	113,369	CY
Langston, David	Professor	139,900	CY
Balota, Maria	Associate Professor	96,018	CY
Frame, William	Associate Professor	98,214	CY
Holshouser, David	Associate Professor	93,104	CY
Mehl, Hillary	Assistant Professor	90,031	CY
Taylor, Sally	Assistant Professor	94,404	CY
Ahmed, Saleh	Research Associate	49,295	CY
Cazenave, Alexandre	Research Associate	47,000	CY
Aguilar, Christian	Postdoctoral Associate	48,672	CY
Davies, Benjamin	Postdoctoral Associate	45,000	CY
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - VIRGINIA SEAFOOD</u>			
Ovissipour, Mahmoudreza	Assistant Professor	84,655	AY
van Senten, Jonathan	Assistant Professor	84,040	AY
Ghorban Shiroodi, Setareh	Postdoctoral Associate	45,900	CY
Lane, Robert	Professional Lecturer	66,375	CY
Schwarz, Michael	Professional Lecturer	114,300	CY
Villalba, Abigail	Professional Lecturer	78,817	CY
<u>AGRICULTURAL AND APPLIED ECONOMICS</u>			
Alwang, Jeffrey	Professor	172,159	AY
Bosch, Darrell	Professor	130,435	CY
Boyle, Kevin	Professor	243,559	CY
Davis, George	Professor	153,240	AY
Ellerbrock, Michael	Professor	127,797	AY
Holt, Matthew	Professor	220,193	CY
Marchant, Mary	Professor	162,333	RE10
Mills, Bradford	Professor	137,750	CY
Moeltner, Klaus	Professor	146,309	AY
Norton, George	Professor	163,810	CY

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<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Peterson, Everett	Professor	106,824	RE10
Stephenson, Stephen	Professor	130,284	CY
Chen, Susan	Associate Professor	146,727	AY
Grant, Jason	Associate Professor	217,355	RE12
Isengildina Massa, Olga	Associate Professor	130,760	AY
You, Wen	Associate Professor	173,992	RE11
Larochelle, Catherine	Assistant Professor	88,308	AY
Morgan, Kimberly	Assistant Professor	104,994	AY
Mountain, Travis	Assistant Professor	88,270	AY
Neill, Clinton	Assistant Professor	87,000	AY
Ramsey, Ford	Assistant Professor	84,550	AY
Cadot, Julien	Collegiate Associate Professor	89,000	AY
Haskins, Conaway	Professional Lecturer	99,418	CY
Walker, Martha	Professional Lecturer	106,448	CY
White, Katherine	Professional Lecturer	53,626	CY

AGRICULTURAL, LEADERSHIP AND COMMUNITY EDUCATION

Rudd, Rickie	Professor	187,978	AY
Friedel, Curtis	Associate Professor	93,726	AY
Kaufman, Eric	Associate Professor	134,839	RE12
Niewolny, Kimberly	Associate Professor	127,203	CY
Westfall-Rudd, Donna	Associate Professor	92,690	AY
Archibald, Thomas	Assistant Professor	95,628	AY
Rateau, Richard	Assistant Professor	71,750	AY
Scherer, Hannah	Assistant Professor	87,361	AY
Vines, Karen	Assistant Professor	84,020	AY
Gilliam, Kyle	Instructor	72,000	CY
Martin, Perry	Instructor	69,700	AY
Culhane, Jennifer	Assistant Prof of Practice	73,400	CY
Drape, Tiffany	Research Assistant Professor	77,069	CY
Mitra, Shreya	Project Associate	31,980	CY
Seibel, Megan	Professional Lecturer	76,898	CY

AGRICULTURE TECHNOLOGY PROGRAM – TWO YEAR

Doak, Samuel	Senior Instructor	73,569	AY
Guthrie, Joseph	Senior Instructor	74,460	AY
Kohl, Rachel	Senior Instructor	76,762	AY
Martin, Thomas	Senior Instructor	75,137	AY
Mykerezi, Pavli	Senior Instructor	114,307	CY
Gwaltney, Wesley	Instructor	62,174	AY

ANIMAL AND POULTRY SCIENCES

Dalloul, Rami	Professor	132,221	RE10
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College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Ealy, Alan	Professor	119,550	AY
Gerrard, David	Professor	217,368	CY
Greiner, Scott	Professor	111,417	AY
Jiang, Honglin	Professor	135,049	RE11
Johnson, Sally	Professor	159,091	AY
Knight, James	Professor	128,483	CY
Maurer, John	Professor	125,000	AY
Smith, Edward	Professor	148,833	RE12
Wong, Eric	Professor	134,381	AY
Cline, Mark	Associate Professor	109,825	AY
Eversole, Dan	Associate Professor	107,843	AY
Gilbert, Elizabeth	Associate Professor	109,825	AY
Persia, Michael	Associate Professor	111,614	RE10
Rhoads, Michelle	Associate Professor	105,210	AY
Rhoads, Robert	Associate Professor	121,060	AY
Wood, Cynthia	Associate Professor	97,617	AY
Campbell, Susan	Assistant Professor	94,500	AY
El-Kadi, Samer	Assistant Professor	96,090	AY
Feuerbacher, Erica	Assistant Professor	86,550	AY
Jacobs, Leonie	Assistant Professor	84,000	AY
Jarome, Timothy	Assistant Professor	91,800	AY
Lee, Kiho	Assistant Professor	112,394	AY
Leeth, Caroline	Assistant Professor	96,950	AY
Mercadante, Vitor	Assistant Professor	125,343	AY
Morota, Gota	Assistant Professor	92,500	AY
White, Robin	Assistant Professor	96,350	AY
Wilson, Thomas	Assistant Professor	83,600	AY
Bergamasco, Luciana	Instructor	71,050	AY
Tamim, Nada	Instructor	71,150	AY
Bradford, Heather	Research Assistant Professor	72,100	AY
Shi, Hao	Research Assistant Professor	73,709	AY
Campbell, Malachy	Postdoctoral Associate	46,000	CY
Fausnacht, Dane	Postdoctoral Associate	46,238	CY
Momen, Mehdi	Postdoctoral Associate	48,000	CY
Negron Perez, Veronica	Postdoctoral Associate	48,000	CY
Arnold, Sandy	Professional Lecturer	48,450	CY
Bradley, Jennifer	Professional Lecturer	46,157	CY
Carter, Katherine	Professional Lecturer	62,400	CY
Golightly, William	Professional Lecturer	57,100	CY
Ransdell, Leona	Professional Lecturer	44,350	CY
Sheely, Beth	Professional Lecturer	46,250	CY
Wicks, Jordan	Professional Lecturer	67,925	CY

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<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>BIOCHEMISTRY</u>			
Dean, Dennis	Professor	355,436	CY
Gillaspy, Glenda	Professor	199,335	CY
Kennelly, Peter	Professor	168,218	CY
Larson, Timothy	Professor	111,709	CY
Li, Jianyong	Professor	115,121	AY
Mukhopadhyay, Biswarup	Professor	144,377	RE12
Sobrado, Pablo	Professor	206,267	RE11
Tu, Zhijian	Professor	192,782	RE12
Zhu, Jinsong	Professor	138,741	RE12
Helm, Richard	Associate Professor	116,518	CY
Klemba, Michael	Associate Professor	89,789	AY
White, Robert	Associate Professor	57,255	CY
Allen, Kylie	Assistant Professor	85,950	AY
Jutras, Brandon	Assistant Professor	83,000	AY
Lemkul, Justin	Assistant Professor	84,500	AY
Mackey, Zachary	Assistant Professor	85,963	AY
Slade, Daniel	Assistant Professor	91,134	AY
Vinauger Tella, Clement	Assistant Professor	84,500	AY
Xu, Bin	Assistant Professor	84,963	AY
Hite, Kristopher	Collegiate Assistant Professor	77,150	AY
Marine, Sasha	Collegiate Assistant Professor	79,200	AY
Thorpe, Chevon	Collegiate Assistant Professor	74,500	AY
Lahondere, Chloe	Research Assistant Professor	68,660	AY
Purwantini, Endang	Research Assistant Professor	73,477	CY
Phillips, Katherine	Senior Research Scientist	114,563	CY
Aryan, Azadeh	Research Scientist	81,950	CY
Craige, Branch	Research Scientist	61,650	CY
Qi, Yumin	Research Scientist	61,254	CY
Sanchez Martin del Campo, Julia	Research Scientist	61,650	CY
Susanti, Dwi	Research Scientist	55,550	CY
Wu, Ling	Research Scientist	29,172	CY
Jimenez Vicente, Emilio	Senior Research Associate	51,375	CY
Ray, William	Senior Research Associate	50,420	CY
Almeida Garcia Reis, Renata	Research Associate	50,000	CY
Liu, Pengcheng	Research Associate	51,978	CY
Ruggio, David	Research Associate	67,181	CY
Chandrasegaran, Karthikeyan	Postdoctoral Associate	45,000	CY
Li, Hao	Postdoctoral Associate	47,500	CY
Lally, David	Professional Lecturer	61,000	CY
Rasor, Amy	Professional Lecturer	61,965	CY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>BIOLOGICAL SYSTEMS ENGINEERING</u>			
Grisso, Robert	Administrative Lecturer	194,928	CY
Barone, Justin	Professor	144,365	CY
Benham, Brian	Professor	133,337	AY
Hession, William	Professor	120,702	AY
Wolfe, Mary Leigh	Professor	106,570	CY
Zhang, Chenming	Professor	163,570	RE10
Easton, Zachary	Associate Professor	129,624	AY
Krometis, Leigh Anne	Associate Professor	112,917	AY
Ogejo, Jactone	Associate Professor	113,438	CY
Scott, Durelle	Associate Professor	106,380	AY
Senger, Ryan	Associate Professor	117,510	AY
Sridhar, Venkataramana	Associate Professor	107,570	AY
Thompson, Theresa	Associate Professor	114,746	AY
Czuba, Jonathan	Assistant Professor	94,600	AY
Shortridge, Julie	Assistant Professor	95,480	AY
Wright, Robert	Assistant Professor	93,000	AY
Mariger, Stanley	Instructor	71,473	CY
Kline, Karen	Senior Research Scientist	78,684	CY
Fuka, Daniel	Research Associate	48,688	CY
Ling, Erin	Sr Project Associate	81,360	CY
Hanson, Jeremy	Project Associate	72,945	CY
Ahmadisharaf, Ebrahim	Postdoctoral Associate	49,950	CY
Kang, Hyunwoo	Postdoctoral Associate	48,834	CY
Reis, Julia	Postdoctoral Associate	48,065	CY
Wagena, Moges	Postdoctoral Associate	47,500	CY
Baker, Priscilla	Professional Lecturer	40,451	AY
Ignosh, John	Professional Lecturer	80,561	CY
Lehmann, Laura	Professional Lecturer	62,427	CY
Rustia, Roman	Professional Lecturer	72,700	CY
<u>DAIRY SCIENCE</u>			
Hanigan, Mark	Professor	139,320	AY
Knowlton, Katharine	Professor	131,911	CY
Corl, Benjamin	Associate Professor	145,400	AY
Petersson-Wolfe, Christina	Associate Professor	101,090	CY
Cockrum, Rebecca	Assistant Professor	88,166	AY
Daniels, Kristy	Assistant Professor	101,236	AY
Ferreira, Gonzalo	Assistant Professor	90,102	AY
White, William	Advanced Instructor	71,274	AY
Winston, David	Lecturer	82,075	CY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>DIRECTOR, RESIDENT INSTRUCTION</u>			
Sumner, Susan	Administrative Professor	235,893	CY
Ziegler, Peter	Assistant Prof of Practice	79,257	AY
Beatty, Cynthia	Professional Lecturer	60,191	CY
Wilson, Molly	Professional Lecturer	56,600	CY
<u>ENTOMOLOGY</u>			
Kring, Timothy	Professor	199,335	CY
Kuhar, Thomas	Professor	127,533	CY
Miller, Dini	Professor	113,266	CY
Pfeiffer, Douglas	Professor	112,408	CY
Salom, Scott	Professor	127,304	CY
Sharakhov, Igor	Professor	141,643	RE12
Entrekin, Sally	Associate Professor	98,640	AY
Paulson, Sally	Associate Professor	94,001	AY
Auguste, Albert	Assistant Professor	84,313	AY
Couvillon, Margaret	Assistant Professor	85,714	AY
Eastwood, Gillian	Assistant Professor	80,000	AY
Gross, Aaron	Assistant Professor	84,230	AY
Marek, Paul	Assistant Professor	94,701	AY
Schuerch, Roger	Assistant Professor	82,065	AY
Sharakhova, Maria	Assistant Professor	86,361	AY
Onufrieva, Ksenia	Research Scientist	56,435	CY
Dodd, Howard	Research Associate	71,925	CY
Laub, Curtis	Research Associate	56,927	CY
Alford, Adam	Postdoctoral Associate	45,000	CY
Sharma, Atashi	Postdoctoral Associate	48,688	CY
Blevins, Stephanie	Professional Lecturer	44,379	CY
Day, Eric	Professional Lecturer	74,081	CY
Dodd, Denise	Professional Lecturer	57,261	CY
Lee, Peter	Professional Lecturer	47,634	CY
McCoy, Tim	Professional Lecturer	48,210	CY
Parson, Rachel	Professional Lecturer	44,921	CY
Roghair, Laura	Professional Lecturer	61,650	CY
Trujillo Burbano, Laura	Professional Lecturer	57,643	CY
Wilson, James	Professional Lecturer	65,235	CY
<u>EXTENSION</u>			
Jones, Edwin	Administrative Professor	233,434	CY
Seibel, George	Instructor	71,675	CY
Sutphin, Cathy	Professional Associate Professo	143,723	CY
Baughman, Sarah	Research Associate Professor	123,731	CY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Scott, Brigitte	Research Assistant Professor	83,432	CY
Goerlich, Daniel	Professional Lecturer	128,450	CY
Hunnings, Joseph	Professional Lecturer	111,586	CY
Johnson, Lonnie	Professional Lecturer	133,125	CY
Lambur, Michael	Professional Lecturer	138,360	CY
Tyler-Mackey, Crystal	Professional Lecturer	85,803	CY

FOOD SCIENCE AND TECHNOLOGY

Boyer, Renee	Professor	118,168	AY
Eifert, Joseph	Professor	109,648	AY
Marcy, Joseph	Professor	197,500	CY
O'Keefe, Sean	Professor	120,213	AY
Kuhn, David	Associate Professor	100,919	AY
Ponder, Monica	Associate Professor	98,437	AY
Williams, Robert	Associate Professor	100,802	AY
Fernandez-Fraguas, Cristina	Assistant Professor	84,800	AY
Huang, Haibo	Assistant Professor	92,300	AY
Lahne, Jacob	Assistant Professor	85,650	AY
Stewart, Amanda	Assistant Professor	90,156	AY
Yin, Yun	Research Assistant Professor	65,460	AY
Hurley, Eldon	Research Associate	58,500	CY
Wu, Jian	Research Associate	50,050	CY
Driver, Brett	Project Associate	47,500	CY
Feng, Yiming	Postdoctoral Associate	48,000	CY
Galagarza, Oscar	Postdoctoral Associate	22,500	CY
Phetxumphou, Katherine	Postdoctoral Associate	48,000	CY
Yang, Lily	Postdoctoral Associate	45,000	CY
Chase, Melissa	Professional Lecturer	68,817	CY
Eifert, Joell	Professional Lecturer	55,600	CY
Granata, Linda	Professional Lecturer	56,100	CY
Saunders, Thomas	Professional Lecturer	47,100	CY
Wiersema, Brian	Professional Lecturer	79,519	CY

GLOBAL PROGRAMS

Thompson, Tommy	Administrative Lecturer	222,500	CY
Grove, Benjamin	Professional Lecturer	94,710	CY
Stensland, Ann	Professional Lecturer	97,000	CY

HUMAN NUTRITION, FOODS AND EXERCISE

Davy, Brenda	Professor	136,335	RE10
Davy, Kevin	Professor	151,025	RE11
Hulver, Matthew	Professor	227,078	CY
Liu, Dongmin	Professor	154,406	RE10

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Serrano, Elena	Professor	166,803	RE12
Williams, Jay	Professor	118,071	AY
Brown, David	Associate Professor	223,452	RE12
Good, Deborah	Associate Professor	110,498	AY
Grange, Robert	Associate Professor	116,400	AY
Ju, Young	Associate Professor	94,790	AY
Schmelz, Eva	Associate Professor	106,609	AY
Anderson, Angela	Assistant Professor	71,925	AY
Craige, Siobhan	Assistant Professor	89,393	AY
Harden, Samantha	Assistant Professor	93,495	AY
Hedrick, Valisa	Assistant Professor	87,860	AY
Kraak, Vivica	Assistant Professor	95,179	AY
Rafie, Carlin	Assistant Professor	89,325	CY
Papillon, Carol	Senior Instructor	81,476	AY
Cox, Heather	Advanced Instructor	77,900	AY
Eaton, Renee	Advanced Instructor	76,646	AY
Girmes-Grieco, Nicolin	Advanced Instructor	68,976	AY
Chang, Kristen	Instructor	89,084	AY
Rockwell, Michelle	Instructor	52,473	AY
Frisard, Madlyn	Collegiate Associate Professor	96,585	AY
McMillan, Ryan	Research Assistant Professor	74,213	CY
Misyak, Sarah	Research Assistant Professor	75,684	CY
Marinik, Elaina	Project Director	37,370	CY
Basso, Julia	Senior Research Associate	65,000	CY
Addington, Adele	Research Associate	63,967	CY
Bandara, Aloka	Research Associate	64,769	CY
Wiedmer, Franc-Eric	Research Associate	69,109	CY
Brooks, Austin	Project Associate	56,548	CY
Ledlie, Meredith	Project Associate	67,274	CY
Dobson, Elizabeth	Professional Lecturer	46,200	CY
Hahn, Johanna	Professional Lecturer	71,281	CY
Jones, Danielle	Professional Lecturer	60,623	CY
Kindred, Gina	Professional Lecturer	90,420	CY
LaFalce, Amy	Professional Lecturer	47,747	AY
Nelson, Stephanie	Professional Lecturer	50,852	CY
Newby, Shevonne	Professional Lecturer	58,568	CY
Pollio, Deborah	Professional Lecturer	53,508	CY
Stylianios, Kyriakos	Professional Lecturer	65,423	CY
Wogenrich, Kevin	Professional Lecturer	43,680	CY

INFORMATION TECHNOLOGY

Collins, Stephanie	Professional Lecturer	61,575	CY
Crawford, Mark	Professional Lecturer	75,006	CY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Flinchum, Randy	Professional Lecturer	66,217	CY
Kelly, Sarah	Professional Lecturer	56,708	CY
Magana, Isaac	Professional Lecturer	55,500	CY
Meeks, Andrew	Professional Lecturer	70,846	CY
Robinson, Patrick	Professional Lecturer	97,296	CY
Shetrone, Scott	Professional Lecturer	68,820	CY
Sumner, Mark	Professional Lecturer	74,941	CY
Vines, Neal	Professional Lecturer	167,611	CY
Yao, Xiaozheng	Professional Lecturer	55,265	CY

RESEARCH

Mostaghimi, Saied	Administrative Lecturer	262,448	CY
Duncan, Susan	Professor	170,000	CY
Dudek, Nancy	Professional Lecturer	79,600	CY
Hilt, Patrick	Professional Lecturer	103,000	CY

SCHOOL OF PLANT AND ENVIRONMENTAL SCIENCE

Abaye, Azenegashe	Professor	121,543	CY
Beers, Eric	Professor	141,076	CY
Daniels, Walter	Professor	152,579	RE10
Eick, Matthew	Professor	111,811	CY
Eisenback, Jonathan	Professor	92,866	CY
Evans, Michael	Professor	196,000	CY
Evanylo, Gregory	Professor	125,786	CY
Goatley, James	Professor	117,359	CY
Griffey, Carl	Professor	146,796	CY
Hodges, Steven	Professor	139,816	CY
Latimer, Joyce	Professor	118,106	CY
Maguire, Rory	Professor	112,887	CY
McDowell, John	Professor	138,486	AY
Niemiera, Alexander	Professor	109,472	CY
Saghai-Marroof, Mohammad	Professor	159,677	CY
Schmale, David	Professor	141,294	RE10
Thomason, Wade	Professor	149,894	CY
Vinatzer, Boris	Professor	127,050	RE10
Welbaum, Gregory	Professor	114,897	CY
Westwood, James	Professor	126,979	CY
Xia, Kang	Professor	121,645	AY
Zipper, Carl	Professor	52,182	CY
Askew, Shawn	Associate Professor	108,161	CY
Barney, Jacob	Associate Professor	111,026	AY
Baudoin, Antonius	Associate Professor	95,515	AY
Clark, Susan	Associate Professor	95,549	AY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Colla'kova', Eva	Associate Professor	92,519	AY
Fike, John	Associate Professor	91,977	CY
Galbraith, John	Associate Professor	98,878	CY
Jelesko, John	Associate Professor	87,411	CY
Pilot, Guillaume	Associate Professor	94,891	AY
Scoggins, Holly	Associate Professor	110,830	CY
Tracy, Benjamin	Associate Professor	109,473	CY
Wang, Xiaofeng	Associate Professor	104,833	RE10
Williams, Mark	Associate Professor	99,083	AY
Zhao, Bingyu	Associate Professor	102,950	AY
Badgley, Brian	Assistant Professor	88,453	AY
Bargmann, Bastiaan	Assistant Professor	85,000	AY
Flessner, Michael	Assistant Professor	125,951	RE12
Fukao, Takeshi	Assistant Professor	85,553	AY
Haak, David	Assistant Professor	88,797	AY
Li, Song	Assistant Professor	87,703	AY
McCall, David	Assistant Professor	88,241	AY
O'Rourke, Megan	Assistant Professor	96,002	AY
Steele, Meredith	Assistant Professor	86,204	AY
Stewart, Ryan	Assistant Professor	97,038	AY
Zhang, Bo	Assistant Professor	95,375	AY
Leshyn, Barbara	Senior Instructor	80,192	AY
Hansen, Mary	Instructor	75,963	CY
Hessler, Alex	Instructor	61,877	CY
Zhang, Xunzhong	Research Assistant Professor	64,637	CY
Brooks, Wynse	Senior Research Associate	60,144	CY
Bush, Elizabeth	Senior Research Associate	54,315	CY
Park, So Yon	Senior Research Associate	64,168	CY
Shang, Chao	Senior Research Associate	73,496	CY
Booth, Jordan	Research Associate	52,275	CY
Burger, Julia	Research Associate	42,131	CY
Clevinger, Elizabeth	Research Associate	48,687	CY
Haering, Kathryn	Research Associate	30,791	CY
Hanlon, Regina	Research Associate	54,805	CY
Hokanson, Elizabeth	Research Associate	56,941	CY
Klopf, Sara	Research Associate	55,369	CY
Liu, Limei	Research Associate	51,709	CY
McMaster, Nicole	Research Associate	54,833	CY
Pittman, Kara	Research Associate	46,795	CY
Waller, Lucas	Research Associate	50,778	CY
Shuman, Joel	Sr Project Associate	59,892	AY
Angelella, Gina	Postdoctoral Associate	53,500	CY
Chen, Chaoqi	Postdoctoral Associate	32,967	CY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Fitzgerald, Joshua	Postdoctoral Associate	46,361	CY
Bendfeldt, Eric	Professional Lecturer	90,558	CY
Close, David	Professional Lecturer	85,004	CY
Douglas, David	Professional Lecturer	82,272	CY
Freeborn, John	Professional Lecturer	55,460	CY
Hardiman, Thomas	Professional Lecturer	64,250	CY
Holler, Tammy	Professional Lecturer	54,446	CY
Huckestein, Stephanie	Professional Lecturer	50,548	CY
Stewart, Jennifer	Professional Lecturer	42,128	AY
Vallotton, Amber	Professional Lecturer	68,562	CY
Williams, Tad	Professional Lecturer	53,404	CY

College of Architecture and Urban Studies

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>ART AND ART HISTORY</u>			
Concannon, Kevin	Professor	165,736	CY
Van Hook, Leila	Professor	109,700	AY
Blanchard, Samuel	Associate Professor	97,822	AY
Casto, Marilyn	Associate Professor	79,866	AY
Head, Travis	Associate Professor	90,735	AY
Knoblauch, Ann-Marie	Associate Professor	105,642	AY
Moseley Christian, Michelle	Associate Professor	93,273	AY
Standley, Eric	Associate Professor	89,105	AY
Tucker, Thomas	Associate Professor	99,638	AY
Borowski, Michael	Assistant Professor	70,015	AY
Dee, Meaghan	Assistant Professor	89,251	AY
Duer, Zachary	Assistant Professor	78,791	AY
Finley, Patrick	Assistant Professor	83,191	AY
Meaney, Kathleen	Assistant Professor	76,296	AY
Santos Lages, Wallace	Assistant Professor	90,420	AY
Weaver, Rachel	Assistant Professor	80,990	AY
Bannan, Diane	Advanced Instructor	67,912	AY
Rosenthal, Joy	Instructor	66,261	AY
Sim, Deborah	Instructor	81,607	CY
Duffield, Lesley	Collegiate Assistant Professor	72,177	AY
Okumura, Hiromi	Collegiate Assistant Professor	68,262	AY
Joiner, Jeffrey	Assistant Prof of Practice	74,210	AY
King, Nathan	Visiting Assistant Professor	71,575	AY
Nguyen, Phat	Visiting Assistant Professor	70,000	AY
Hand, Jennifer	Visiting Instructor	69,767	AY
Choi, Dongsoo	Professional Lecturer	67,135	CY
Jewitt, James	Professional Lecturer	68,120	AY
<u>BUILDING CONSTRUCTION</u>			
Beliveau, Yvan	Professor	174,920	AY
McCoy, Andrew	Professor	152,580	AY
Thabet, Walid	Professor	108,732	AY
Mills, Thomas	Associate Professor	106,079	AY
Pearce, Annie	Associate Professor	98,979	AY
Reichard, Georg	Associate Professor	109,772	AY
Turkaslan Bulbul, Muhsine	Associate Professor	103,460	AY
Roofigari-Esfahan, Nazila	Assistant Professor	96,857	AY
Haas, Stanley	Professor of Practice	100,800	CY
Markovic Graff, Aleksandra	Assistant Prof of Practice	77,063	CY
Yauger, James	Assistant Prof of Practice	69,010	CY
Lally, Lindsay	Visiting Assistant Professor	77,063	AY

College of Architecture and Urban Studies

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Kinder, Gary	Professional Lecturer	56,375	CY
Ryan, Jacqueline	Professional Lecturer	71,557	CY
<u>COMMUNITY DESIGN ASSISTANCE CENTER</u>			
Gilboy, Elizabeth	Assistant Professor	80,954	CY
Proctor, Nicholas	Project Associate	49,775	CY
<u>DEAN - ARCHITECTURE</u>			
Blythe, Richard	Administrative Professor	315,032	CY
Albright, Kathryn	Professor	165,547	CY
Emmons, Paul	Professor	137,675	CY
Schubert, Robert	Professor	176,900	CY
Velez, Anne-Lise	Collegiate Assistant Professor	78,482	AY
Lawrence, Jennifer	Visiting Assistant Professor	72,100	AY
Ottaviani, Dorotea	Sr Project Associate	67,600	CY
Jacks, Robert	Professional Lecturer	71,700	CY
Poff, Erin	Professional Lecturer	107,888	CY
Simpson, Maritza	Professional Lecturer	117,989	CY
<u>HOUSING RESEARCH CENTER</u>			
Jones O'Brien, Melissa	Research Scientist	83,953	CY
Spencer, Samuel	Research Associate	40,000	CY
<u>LEARNING SYSTEMS INNOVATIONS AND EFFECTIVENESS</u>			
Mooney, Erin	Research Associate	66,688	CY
Dunkenberger, Mary	Sr Project Associate	99,725	CY
Moore, John	Sr Project Associate	91,732	CY
Price-Rhodes, Melony	Sr Project Associate	96,679	CY
<u>MYERS-LAWSON SCHOOL OF CONSTRUCTION</u>			
Akanmu, Abiola	Assistant Professor	98,640	AY
Muir, Robert	Professor of Practice	105,822	CY
Iorio, Josh	Assistant Prof of Practice	108,953	CY
Johnson, Ashley	Assistant Prof of Practice	74,414	AY
<u>SCHOOL OF ARCHITECTURE AND DESIGN</u>			
Breitschmid, Markus	Professor	109,542	AY
Choudhury, Salahuddin	Professor	115,108	AY
Clements, Terry	Professor	105,750	AY
Davis, Albert	Professor	243,168	AY
de Hahn, Henri	Professor	124,682	AY
Dunay, Donna	Professor	164,431	RE10
Dunay, Robert	Professor	237,675	CY

College of Architecture and Urban Studies

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Ermann, Michael	Professor	55,220	AY
Jones, James	Professor	112,496	AY
Miller, Patrick	Professor	126,269	AY
Piedmont-Palladino, Susan	Professor	153,098	CY
Rodriguez-Camilloni, Humberto	Professor	106,860	AY
Rott, Hans	Professor	110,297	AY
Setareh, Mehdi	Professor	137,623	AY
Stamm, Marcelo	Professor	121,245	AY
Tucker, Lisa	Professor	111,285	AY
Weiner, Frank	Professor	109,609	AY
Wheeler, Joseph	Professor	120,534	AY
Bassett, James	Associate Professor	91,350	AY
Bork, Dean	Associate Professor	98,275	AY
Bryon, Hilary	Associate Professor	91,679	AY
Cortes, Mario	Associate Professor	90,569	AY
Doan, Patrick	Associate Professor	87,142	AY
Dugas, David	Associate Professor	94,843	AY
Edge, Kay	Associate Professor	87,851	AY
Feuerstein, Marcia	Associate Professor	92,372	AY
Galloway, William	Associate Professor	100,269	AY
Gartner, Howard	Associate Professor	91,108	AY
Grant, Elizabeth	Associate Professor	91,406	AY
Green, William	Associate Professor	82,447	AY
Haley, Vincent	Associate Professor	87,338	AY
Heavers, Nathan	Associate Professor	89,495	AY
Ishida, Aki	Associate Professor	91,894	AY
Jacobson, Wendy	Associate Professor	86,413	AY
Katen, Brian	Associate Professor	92,901	AY
Kelsch, Paul	Associate Professor	99,765	AY
Kennedy, Brook	Associate Professor	89,244	AY
Kim, Mintai	Associate Professor	84,635	AY
Martin, Shelley	Associate Professor	96,421	AY
McGrath, Margarita	Associate Professor	87,147	AY
McSherry, Laurel	Associate Professor	118,265	AY
Pittman, Vance	Associate Professor	160,660	CY
Renard, Helene	Associate Professor	81,995	AY
Schnoedt, Heinrich	Associate Professor	99,668	AY
Sharma, Akshay	Associate Professor	97,326	AY
Tew, Gregory	Associate Professor	105,360	AY
Thompson, Steven	Associate Professor	97,577	AY
Whitney, Brad	Associate Professor	83,228	AY
Zellner Bassett, Paola	Associate Professor	91,925	AY
Becker, Edward	Assistant Professor	82,447	AY

College of Architecture and Urban Studies

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Bedford, Joseph	Assistant Professor	80,196	AY
Bohannon, Cermetrius	Assistant Professor	94,741	AY
Hauptman, Jonas	Assistant Professor	79,683	AY
King, Jonathan	Assistant Professor	45,759	AY
Morshedzadeh, Elham	Assistant Professor	78,604	AY
Tomer, Sharone	Assistant Professor	80,196	AY
Tural, Elif	Assistant Professor	76,035	AY
Wagner, Matthew	Assistant Professor	75,765	AY
Holt, Rengin	Instructor	66,500	AY
MacDonald, Katherine	Collegiate Assistant Professor	73,415	AY
Ruiz Geli, Enrique	Professor of Practice	172,620	AY
Sullivan, Martha	Assistant Prof of Practice	72,028	AY
Jones, Kevin	Visiting Assistant Professor	64,743	AY
La Coe, Jodi	Visiting Instructor	60,647	AY
Pieper, Ryan	Visiting Instructor	66,150	CY
Pritchett, Christopher	Visiting Instructor	71,642	AY
Regan, Deidre	Visiting Instructor	47,162	AY
Vance, Robert	Visiting Instructor	54,203	AY
Vorster, Clive	Visiting Instructor	61,460	AY

SCHOOL OF PUBLIC AND INTERNATIONAL AFFAIRS

Cook, Brian	Professor	128,930	AY
Khademian, Anne	Professor	198,952	CY
Peters, Joel	Professor	159,920	CY
Sanchez, Thomas	Professor	129,053	AY
Stephenson, Max	Professor	125,476	CY
Toal, Gerard	Professor	133,300	AY
Wernstedt, Kris	Professor	110,970	AY
Ahram, Ariel	Associate Professor	107,562	AY
Bieri, David	Associate Professor	96,523	AY
Buehler, Ralph	Associate Professor	121,218	AY
Cowell, Margaret	Associate Professor	95,419	AY
Datz, Giselle	Associate Professor	99,543	AY
Dull, Matthew	Associate Professor	86,409	AY
Hall, Ralph	Associate Professor	110,068	AY
Jensen, Laura	Associate Professor	102,330	AY
Lemaire, Robin	Associate Professor	86,961	AY
Rees, Joseph	Associate Professor	102,222	AY
Roberts, Patrick	Associate Professor	101,109	AY
Zahm, Diane	Associate Professor	94,891	AY
Zhang, Yang	Associate Professor	110,720	AY
Bredenkamp, David	Assistant Professor	80,044	AY
Edisis, Adrienne	Assistant Professor	89,136	AY

College of Architecture and Urban Studies

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Hankey, Steven	Assistant Professor	83,705	AY
Jordan, Sara	Assistant Professor	84,056	AY
Levinson, Chad	Assistant Professor	82,048	AY
Lim, Theodore	Assistant Professor	82,000	AY
Malczewski, Eric	Assistant Professor	83,603	AY
Misra, Shalini	Assistant Professor	84,337	AY
Schenk, Todd	Assistant Professor	92,000	AY
Skuzinski, Thomas	Assistant Professor	81,803	AY
Zhang, Wenwen	Assistant Professor	79,292	AY
Zuniga, Raymond	Assistant Professor	78,642	AY
Pourchot, Georgeta	Instructor	55,544	CY
Morton, Elizabeth	Associate Prof of Practice	82,834	AY
Davis, Stephanie	Assistant Prof of Practice	103,550	CY
Fawkes, Heather	Professional Lecturer	67,526	CY
Gregory, Lin Chiu	Professional Lecturer	51,375	CY
LaRiviere, Leisha	Professional Lecturer	106,989	CY
Rodriguez, Cecily	Professional Lecturer	70,000	CY

UNIVERSITY INITIATIVES-GLOBAL FORUM ON RESILIENCE

Bemis, Sean	Research Assistant Professor	59,739	AY
Simundza, Daniel	Research Scientist	64,140	CY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>ADVANCED RESEARCH INSTITUTE</u>			
Rahman, Saifur	Professor	275,975	CY
Chen, Tao	Postdoctoral Associate	60,000	CY
Teklu, Yonael	Professional Lecturer	87,172	AY
<u>AEROSPACE AND OCEAN ENGINEERING</u>			
Black, Jonathan	Professor	213,841	RE12
Brown, Alan	Professor	143,095	AY
Canfield, Robert	Professor	166,308	AY
Devenport, William	Professor	256,338	RE12
Kapania, Rakesh	Professor	195,781	AY
Paterson, Eric	Professor	262,383	CY
Psiaki, Mark	Professor	195,833	AY
Roy, Christopher	Professor	139,296	AY
Schetz, Joseph	Professor	231,587	AY
Woolsey, Craig	Professor	150,079	AY
Brizzolara, Stefano	Associate Professor	128,235	AY
Coutier-Delgosha, Olivier	Associate Professor	117,420	AY
England, Scott	Associate Professor	115,690	AY
Farhood, Mazen	Associate Professor	115,823	AY
Lowe, Kevin	Associate Professor	123,158	AY
Patil, Mayuresh	Associate Professor	114,972	AY
Philen, Michael	Associate Professor	132,902	AY
Pitt, Jonathan	Associate Professor	164,400	RE12
Seidel, Gary	Associate Professor	110,481	AY
Sultan, Cornel	Associate Professor	134,393	RE10
Adams, Colin	Assistant Professor	96,668	AY
Alexander, William	Assistant Professor	98,520	AY
Choi, Seongim	Assistant Professor	99,678	AY
Gilbert, Christine	Assistant Professor	101,312	AY
Massa, Luca	Assistant Professor	97,370	AY
Srinivasan, Bhuvana	Assistant Professor	108,585	AY
Wang, Kevin	Assistant Professor	102,063	AY
Xiao, Heng	Assistant Professor	101,857	AY
Raj, Pradeep	Collegiate Professor	137,800	AY
Borgoltz, Aurelien	Research Associate Professor	120,148	CY
Intaratep, Nanyaporn	Research Assistant Professor	92,864	CY
Kuester, Matthew	Research Assistant Professor	85,521	CY
Byun, Gwi Bo	Research Scientist	96,421	CY
Gillespie, John	Research Associate	53,451	CY
Szoke, Tibor	Research Associate	55,000	CY
Cagas, Petr	Postdoctoral Associate	55,000	CY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Schroeder, Kevin	Postdoctoral Associate	57,643	CY
Belay, Ginger	Professional Lecturer	66,788	CY
Kapania, Madhu	Professional Lecturer	49,980	CY
Thompson, Cory	Professional Lecturer	81,261	CY

BIOMEDICAL ENGINEERING AND MECHANICS

Batra, Romesh	Professor	318,837	RE12
Case, Scott	Professor	200,149	RE10
Cramer, Mark	Professor	98,893	AY
Davalos, Rafael	Professor	229,552	RE12
Dillard, David	Professor	168,714	AY
Gabler, Hampton	Professor	231,393	CY
Ragab, Saad	Professor	127,922	AY
Ross, Shane	Professor	184,146	CY
Stremmer, Mark	Professor	151,112	AY
VandeVord, Pamela	Professor	216,045	CY
De Vita, Raffaella	Associate Professor	145,484	AY
Lee, Yong	Associate Professor	98,217	AY
Queen, Robin	Associate Professor	129,871	AY
Rowson, Steven	Associate Professor	174,164	RE12
Socha, John	Associate Professor	133,755	AY
Staples, Anne	Associate Professor	100,069	AY
Thangjitham, Surot	Associate Professor	85,986	AY
Untaroiu, Costin	Associate Professor	154,781	RE12
Van Dyke, Mark	Associate Professor	155,836	RE12
Verbridge, Scott	Associate Professor	160,916	RE12
Wang, Vincent	Associate Professor	136,404	AY
Abaid, Nicole	Assistant Professor	107,888	AY
Cao, Guohua	Assistant Professor	99,736	AY
Domann, John	Assistant Professor	96,650	AY
Hanna, James	Assistant Professor	93,959	AY
Kemper, Andrew	Assistant Professor	142,539	RE12
Munson, Jennifer	Assistant Professor	141,767	RE12
Untaroiu, Alexandrina	Assistant Professor	98,840	AY
Vlaisavljevich, Eli	Assistant Professor	108,700	AY
Aidi, Bilel	Instructor	65,050	AY
Chang, Tsu-Sheng	Instructor	78,750	AY
Davison, Sneha	Instructor	71,000	AY
Galitz, Christopher	Instructor	72,700	AY
Gragg, Jared	Instructor	68,900	AY
Johnson, Nicholas	Instructor	66,500	AY
Pendar, Hodjat	Instructor	67,100	AY
Tahmasian, Sevak	Instructor	76,250	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Arena, Christopher	Collegiate Assistant Professor	53,457	AY
Arena, Sara	Collegiate Assistant Professor	90,380	AY
Lord, James	Collegiate Assistant Professor	96,650	AY
Muelenaer, Andre	Professor of Practice	78,000	CY
Robertson, John	Research Professor	91,895	AY
McNeil, Elizabeth	Research Assistant Professor	71,450	CY
Rowson, Bethany	Research Assistant Professor	73,370	CY
Murphy, Susan	Research Scientist	59,200	CY
Begonia, Mark	Research Associate	71,925	CY
Langon, Taylor	Research Associate	46,240	CY
Miller, Barry	Research Associate	77,080	CY
Albert, Devon	Postdoctoral Associate	57,200	CY
Chatterjee, Krishnashis	Postdoctoral Associate	47,500	CY
Cornelison, Robert	Postdoctoral Associate	52,400	CY
Fayed, Hassan El-Hady	Postdoctoral Associate	54,000	CY
Pydah, Anup	Postdoctoral Associate	48,800	CY
Vadlamani, Ram	Postdoctoral Associate	47,500	CY
Covey, Amanda	Professional Lecturer	66,355	CY
McCord, Marshal	Professional Lecturer	77,644	CY
Rodriguez-McGill, Claudia	Professional Lecturer	48,000	CY
Roediger, Emily	Professional Lecturer	66,405	CY
Sandridge, Amanda	Professional Lecturer	62,536	CY
Tomlin, Timothy	Professional Lecturer	88,816	CY

CHEMICAL ENGINEERING

Achenie, Luke	Professor	151,641	AY
Baird, Donald	Professor	200,369	AY
Cox, David	Professor	240,242	CY
Davis, Richey	Professor	133,936	AY
Ducker, William	Professor	170,800	AY
Kiran, Erdogan	Professor	182,137	AY
Liu, Yih-An	Professor	194,939	AY
Lu, Chang	Professor	229,397	RE12
Rajagopalan, Padmavathy	Professor	191,386	RE10
Goldstein, Aaron	Associate Professor	122,339	AY
Karim, Ayman	Associate Professor	129,140	AY
Martin, Stephen	Associate Professor	54,555	AY
Bortner, Michael	Assistant Professor	108,460	AY
Deshmukh, Sanket	Assistant Professor	99,620	AY
Tong, Rong	Assistant Professor	106,445	AY
Xin, Hongliang	Assistant Professor	108,336	AY
Zhu, Huiyuan	Assistant Professor	98,640	AY
Whiting, Gary	Professor of Practice	103,000	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Guo, Wendi	Research Scientist	57,080	CY
Bejagam, Karteek	Postdoctoral Associate	51,075	CY

CIVIL AND ENVIRONMENTAL ENGINEERING

Abbas, Montasir	Professor	118,491	AY
Brandon, Thomas	Professor	125,157	AY
Charney, Finley	Professor	136,348	AY
de la Garza, Jesus	Professor	211,335	RE12
Dietrich, Andrea	Professor	133,584	AY
Dymond, Randel	Professor	131,316	AY
Easterling, William	Professor	277,884	CY
Edwards, Marc	Professor	340,146	CY
Filz, George	Professor	159,262	AY
Flintsch, Gerardo	Professor	192,679	RE12
Gallagher, Daniel	Professor	119,166	AY
Grant, Stanley	Professor	187,000	AY
Green, Russell	Professor	141,863	AY
He, Zhen	Professor	126,948	AY
Irish, Jennifer	Professor	159,035	RE11
Knocke, William	Professor	219,568	AY
Leon, Roberto	Professor	180,947	AY
Little, John	Professor	73,579	AY
Marr, Linsey	Professor	147,032	AY
Pruden-Bagchi, Amy	Professor	162,230	AY
Rakha, Hesham	Professor	210,939	RE12
Roberts-Wollmann, Carin	Professor	138,585	AY
Rodriguez-Marek, Adrian	Professor	128,430	AY
Sinha, Sunil	Professor	127,873	AY
Trani, Antonio	Professor	132,778	AY
Vikesland, Peter	Professor	146,295	AY
Wang, Linbing	Professor	141,294	AY
Widdowson, Mark	Professor	188,685	RE12
Eatherton, Matthew	Associate Professor	120,461	AY
Garvin, Michael	Associate Professor	116,369	AY
Hancock, Kathleen	Associate Professor	124,025	AY
Heaslip, Kevin	Associate Professor	121,707	AY
Hester, Erich	Associate Professor	110,473	AY
Koutromanos, Ioannis	Associate Professor	108,137	AY
Mauldon, Matthew	Associate Professor	95,700	AY
Strom, Kyle	Associate Professor	112,083	AY
Brand, Alexander	Assistant Professor	96,000	AY
Flint, Madeleine	Assistant Professor	110,223	RE10
Foroutan, Hosein	Assistant Professor	99,150	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Hebdon, Matthew	Assistant Professor	100,050	AY
Hotle, Susan	Assistant Professor	97,287	AY
Isaacman-VanWertz, Gabriel	Assistant Professor	99,100	AY
Jacques, Eric	Assistant Professor	96,687	AY
Jazizadeh Karimi, Farrokh	Assistant Professor	98,300	AY
Paige, Frederick	Assistant Professor	96,585	AY
Rippy, Megan	Assistant Professor	96,000	AY
Sarlo, Rodrigo	Assistant Professor	96,000	AY
Shakiba, Maryam	Assistant Professor	96,842	AY
Shealy, Earl	Assistant Professor	100,300	AY
Stark, Nina	Assistant Professor	108,686	AY
Wang, Zhiwu	Assistant Professor	100,676	AY
Yerro Colom, Alba	Assistant Professor	96,585	AY
Lattimer, Kara	Instructor	77,949	CY
Wright Cron, Amanda	Instructor	57,540	AY
Dove, Joseph	Associate Prof of Practice	106,700	AY
Katz, Bryan	Associate Prof of Practice	61,938	CY
Scardina, Robert	Assistant Prof of Practice	97,904	CY
White, Claire	Assistant Prof of Practice	85,385	AY
Young, Kevin	Assistant Prof of Practice	98,305	CY
Godrej, Adil	Research Associate Professor	171,395	CY
Hodges, Clayton	Research Assistant Professor	42,761	CY
Castellanos, Bernardo	Research Scientist	90,675	CY
Parks, Jeffrey	Research Scientist	78,963	CY
Pieper, Kelsey	Research Scientist	88,678	CY
Hinze, Nicolas	Senior Research Associate	88,995	CY
Alvi, Dongmei	Research Associate	81,724	CY
Dai, Dongjuan	Research Associate	58,690	CY
Eichler, Clara	Research Associate	35,625	CY
Mokarem, David	Research Associate	99,286	CY
Post, Harold	Research Associate	91,680	CY
Chan, Matthew	Project Associate	48,960	CY
Bi, Chenyang	Postdoctoral Associate	48,608	CY
Garner, Emily	Postdoctoral Associate	57,070	CY
Guo, Huiyuan	Postdoctoral Associate	49,440	CY
Rhoads, William	Postdoctoral Associate	68,484	CY
Roy, Siddhartha	Postdoctoral Associate	65,850	CY
Belcher, William	Professional Lecturer	110,100	CY
Cranwell, Lindy	Professional Lecturer	75,246	CY
Laskowski, Kathleen	Professional Lecturer	100,518	CY
Prussin, Aaron	Professional Lecturer	76,510	CY
Sakry, Courtney	Professional Lecturer	60,915	CY
Smiley, Elizabeth	Professional Lecturer	73,822	CY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>COMPUTER SCIENCE</u>			
Balci, Osman	Professor	123,372	AY
Bowman, Douglas	Professor	149,055	AY
Butt, Ali	Professor	157,937	AY
Cameron, Kirk	Professor	207,971	AY
Chen, Ing Ray	Professor	142,237	AY
Edwards, Stephen	Professor	155,856	AY
Feng, Wu-Chun	Professor	162,939	AY
Fox, Edward	Professor	195,910	RE11
Heath, Lenwood	Professor	141,738	AY
Kafura, Dennis	Professor	129,899	AY
Lou, Wenjing	Professor	205,689	AY
Lu, Chang Tien	Professor	174,289	RE11
Murali, T	Professor	180,170	RE11
North, Christopher	Professor	148,168	AY
Onufriev, Alexey	Professor	122,775	AY
Ramakrishnan, Narendran	Professor	339,619	RE12
Ribbens, Calvin	Professor	282,559	CY
Sandu, Adrian	Professor	152,580	AY
Shaffer, Clifford	Professor	159,597	AY
Tatar, Deborah	Professor	60,016	AY
Watson, Layne	Professor	132,897	AY
Back, Godmar	Associate Professor	107,154	AY
Cao, Young	Associate Professor	108,055	AY
Cho, Jin-Hee	Associate Professor	123,240	AY
Gracanin, Denis	Associate Professor	121,292	RE10
Kelliher, Aisling	Associate Professor	123,618	AY
McCrickard, Donald	Associate Professor	110,274	AY
Reddy, Chandan	Associate Professor	187,316	RE12
Tilevich, Eli	Associate Professor	112,797	AY
Yao, Danfeng	Associate Professor	187,192	RE12
Zhang, Liqing	Associate Professor	107,576	AY
Hicks, Matthew	Assistant Professor	108,886	AY
Huang, Bert	Assistant Professor	109,032	AY
Jian, Xun	Assistant Professor	106,741	AY
Jiang, Jiepu	Assistant Professor	104,550	AY
Jung, Changhee	Assistant Professor	110,787	AY
Karpatne, Anuj	Assistant Professor	106,781	AY
Lee, Sang Won	Assistant Professor	105,754	AY
Lee, Dongyoon	Assistant Professor	103,764	AY
Luther, Kurt	Assistant Professor	114,290	AY
Meng, Na	Assistant Professor	110,295	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Mitra, Tanushree	Assistant Professor	106,741	AY
Prakash, Bodicherla	Assistant Professor	112,061	AY
Raghvendra, Sharath	Assistant Professor	107,611	AY
Servant Cortes, Francisco	Assistant Professor	104,376	AY
Viswanath, Bimal	Assistant Professor	107,808	AY
Wang, Gang	Assistant Professor	105,721	AY
Barnette, Noah	Senior Instructor	110,769	CY
McQuain, William	Senior Instructor	75,618	AY
Bradford, Libby	Lecturer	58,749	CY
Esakia, Andria	Collegiate Assistant Professor	94,430	AY
Harrison, Steven	Associate Prof of Practice	109,282	AY
Ellis, Margaret	Assistant Prof of Practice	69,255	AY
Kulczycki, Gregory	Assistant Prof of Practice	86,928	AY
Seyam, Mohammed	Visiting Assistant Professor	83,230	CY
Hauck, Peter	Senior Research Scientist	95,694	CY
Butler, Patrick	Senior Research Associate	162,391	CY
Tolokh, Igor	Senior Research Associate	51,296	CY
Self, Nathan	Research Associate	102,794	CY
Sathre, Paul	Sr Project Associate	64,356	CY
Mayer, Brian	Project Associate	82,735	CY
Bortz, Whitney	Postdoctoral Associate	59,000	CY
Thebault-Spieker, Jacob	Postdoctoral Associate	50,000	CY
Loeffler, Amy	Professional Lecturer	59,739	CY
Marcum, Robert	Professional Lecturer	82,529	CY
Montgomery, Tonisha	Professional Lecturer	52,403	CY
Underwood, Ryan	Professional Lecturer	52,403	CY

DEAN - ENGINEERING

Lesko, John	Administrative Professor	222,354	CY
Watford, Bevelee	Administrative Professor	258,262	CY
Lester, Kim	Administrative Lecturer	61,346	CY
Martens, Bradley	Administrative Lecturer	121,237	CY
Nelson, Edward	Administrative Lecturer	260,000	CY
Ross, Julia	Administrative Lecturer	373,687	CY
Scales, Glenda	Administrative Lecturer	175,875	CY
Egenrieder, James	Research Assistant Professor	117,000	AY
Wang, Jun	Research Assistant Professor	110,000	CY
Cvetkovic, Igor	Research Scientist	133,900	CY
Gilham, David	Senior Research Associate	105,678	CY
Arnold-Christian, Susan	Professional Lecturer	64,364	CY
Boone, Christi	Professional Lecturer	76,665	CY
Grove, Dennis	Professional Lecturer	102,000	CY
Haugh, Lindsey	Professional Lecturer	91,081	CY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Lanford, Tiera	Professional Lecturer	43,000	CY
Phillips, Jeffrey	Professional Lecturer	69,962	CY
Ren, Na	Professional Lecturer	80,340	CY
Sanderlin, Nicole	Professional Lecturer	83,557	CY
Spangler, Dewey	Professional Lecturer	73,575	CY
Spoon, Phillip	Professional Lecturer	101,805	CY
Stuart, Robyn	Professional Lecturer	51,786	CY
Wagoner, Ryan	Professional Lecturer	58,130	CY
Waller, Tremayne	Professional Lecturer	107,888	CY
Watts, Natasha	Professional Lecturer	55,000	CY

ELECTRICAL AND COMPUTER ENGINEERING

Agah, Masoud	Professor	186,281	AY
Ampadu, Paul	Professor	147,892	AY
Athanas, Peter	Professor	160,144	AY
Bailey, Scott	Professor	131,122	AY
Beex, Aloysius	Professor	121,391	AY
Boroyevich, Dushan	Professor	456,498	RE12
Buehrer, Richard	Professor	155,531	AY
Clancy, Thomas	Professor	296,317	RE12
Earle, Gregory	Professor	153,065	AY
Ha, Dong	Professor	120,907	AY
Hou, Yiwei	Professor	212,124	AY
Hsiao, Michael	Professor	137,103	AY
Jones, Mark	Professor	125,933	AY
Lai, Jih	Professor	177,562	AY
Lester, Luke	Professor	283,070	CY
Liu, Chen-Ching	Professor	252,115	AY
MacKenzie, Allen	Professor	122,261	AY
Martin, Thomas	Professor	141,654	AY
Mili, Lamine	Professor	121,759	AY
Ngo, Khai	Professor	159,984	AY
Orlowski, Mariusz	Professor	194,197	AY
Park, Jung-Min	Professor	200,509	RE12
Plassmann, Paul	Professor	186,886	CY
Poon, Ting Chung	Professor	123,961	AY
Ravindran, Binoy	Professor	151,728	AY
Reed, Jeffrey	Professor	182,994	AY
Ruohoniemi, John	Professor	190,128	RE12
Safaai-Jazi, Ahmad	Professor	111,744	AY
Scales, Wayne	Professor	206,577	CY
Schaumont, Patrick	Professor	141,164	AY
Stilwell, Daniel	Professor	219,295	RE12

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Tront, Joseph	Professor	167,346	RE12
Wang, Anbo	Professor	294,612	RE12
Wang, Yue	Professor	192,529	AY
Xu, Yong	Professor	111,983	AY
Xuan, Jianhua	Professor	130,453	AY
Abbott, Amos	Associate Professor	104,093	AY
Baker, Joseph	Associate Professor	148,121	RE12
Baumann, William	Associate Professor	136,113	CY
Burgos, Rolando	Associate Professor	183,499	AY
Centeno, Virgilio	Associate Professor	114,860	AY
De La Reelopez, Jaime	Associate Professor	159,711	CY
Ellingson, Steven	Associate Professor	114,603	AY
Guido, Louis	Associate Professor	117,735	AY
Hudait, Mantu	Associate Professor	115,421	AY
Li, Qiang	Associate Professor	143,057	RE12
Liu, Lingjia	Associate Professor	126,036	AY
Manteghi, Majid	Associate Professor	108,900	AY
Nazhandali, Leyla	Associate Professor	124,092	AY
Odendaal, Willem	Associate Professor	101,341	AY
Patterson, Cameron	Associate Professor	108,823	AY
Paul, JoAnn	Associate Professor	109,432	AY
Saad, Walid	Associate Professor	125,558	AY
Wyatt, Chris	Associate Professor	107,688	AY
Yang, Yaling	Associate Professor	110,229	AY
Yu, Guoqiang	Associate Professor	108,837	AY
Chantem, Thidapat	Assistant Professor	109,547	AY
Dhillon, Harpreet Singh	Assistant Professor	113,890	AY
Diehl, William	Assistant Professor	96,986	AY
Dimarino, Christina	Assistant Professor	103,000	AY
Dong, Dong	Assistant Professor	100,006	AY
Gerdes, Ryan	Assistant Professor	109,274	AY
Ghassemi, Mona	Assistant Professor	97,637	AY
Huang, Jia-Bin	Assistant Professor	102,245	AY
Jia, Xiaoting	Assistant Professor	101,824	AY
Kekatos, Vasileios	Assistant Professor	102,244	AY
Lind, Elena	Assistant Professor	99,160	AY
Min, Chang Woo	Assistant Professor	105,445	AY
Tokekar, Pratap	Assistant Professor	100,640	AY
Williams, Ryan	Assistant Professor	98,916	AY
Yi, Yang	Assistant Professor	105,311	AY
Zeng, Haibo	Assistant Professor	103,054	AY
Zhang, Yuhao	Assistant Professor	96,577	AY
Zhou, Wei	Assistant Professor	98,551	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Zhu, Yizheng	Assistant Professor	97,125	AY
Zhu, Yunhui	Assistant Professor	97,528	AY
McPherson, David	Advanced Instructor	74,194	AY
Thweatt, Jason	Advanced Instructor	74,417	AY
Ball, Arthur	Instructor	87,568	AY
Cooper, Kristie	Instructor	81,497	AY
Mayer, Jeffrey	Collegiate Associate Professor	116,829	AY
Barnes, Adam	Assistant Prof of Practice	74,904	AY
Giles, Kendall	Assistant Prof of Practice	90,747	AY
Han, Wei-Jer	Assistant Prof of Practice	75,205	AY
Weimer, Daniel	Research Professor	165,142	CY
Dietrich, Carl	Research Associate Professor	111,916	CY
Nikolaev, Ruslan	Research Assistant Professor	107,730	CY
Olivier, Pierre	Research Assistant Professor	86,581	CY
Verbeek, Freek	Research Assistant Professor	89,856	CY
Zhao, Junbo	Research Assistant Professor	62,400	CY
Carstens, Justin	Research Scientist	69,882	CY
Thurairajah, Brentha	Research Scientist	72,284	CY
Xu, Zhonghua	Research Scientist	68,869	CY
Noel, Stephen	Research Associate	81,779	CY
Bruce, Robert	Postdoctoral Associate	78,000	CY
Chen, Cheng Wei	Postdoctoral Associate	48,688	CY
Karaoui, Mohamed Lamine	Postdoctoral Associate	68,289	CY
Khalfallah, Ibrahim Youniss A	Postdoctoral Associate	51,000	CY
Kim, Jaeho	Postdoctoral Associate	66,963	CY
Kim, Jong Woo	Postdoctoral Associate	52,250	CY
Kunduri, Bharat Simha Reddy	Postdoctoral Associate	48,960	CY
Liu, Yong	Postdoctoral Associate	49,200	CY
Mankar, Praful	Postdoctoral Associate	51,500	CY
Nguyen, Anh Dung	Postdoctoral Associate	48,000	CY
Niknam, Solmaz	Postdoctoral Associate	55,000	CY
Reza, MD Farhadur	Postdoctoral Associate	52,500	CY
Sanjab, Anibal	Postdoctoral Associate	50,000	CY
Tahat, Amer	Postdoctoral Associate	64,418	CY
Wang, Xiaoguang	Postdoctoral Associate	77,250	CY
Xiao, Ming	Postdoctoral Associate	47,500	CY
Xie, Jing	Postdoctoral Associate	55,000	CY
Zhou, Bo	Postdoctoral Associate	48,925	CY
Andrews DeHart, Roderick	Professional Lecturer	68,091	CY
Atkins, Kathy	Professional Lecturer	163,192	CY
Brewer, Mary	Professional Lecturer	54,943	CY
Broniak, Susan	Professional Lecturer	51,399	CY
Gholston, Nicole	Professional Lecturer	52,648	CY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Ghra, John	Professional Lecturer	108,943	CY
Johnston, Kimberly	Professional Lecturer	57,112	CY
Leber, Donald	Professional Lecturer	90,843	CY
Lewis, JoAnna	Professional Lecturer	53,544	CY
Lineberry, Robert	Professional Lecturer	92,635	CY
Nealy, J	Professional Lecturer	51,585	CY
Russell, Brandon	Professional Lecturer	47,055	CY

ENGINEERING EDUCATION

Case, Jennifer	Professor	231,672	CY
Lohani, Vinod	Professor	149,392	AY
McNair, Elizabeth	Professor	125,482	AY
Paretti, Marie	Professor	132,325	AY
Connor, Jeffrey	Associate Professor	76,566	AY
Goff, Richard	Associate Professor	102,185	AY
Knight, David	Associate Professor	133,050	AY
Matusovich, Holly	Associate Professor	136,883	AY
Reid, Kenneth	Associate Professor	118,880	AY
Bairaktarova, Diana	Assistant Professor	98,546	AY
Grohs, Jacob	Assistant Professor	129,795	RE12
Lee, Walter	Assistant Professor	99,829	AY
London, Jeremi	Assistant Professor	99,360	AY
Murzi Escobar, Homero	Assistant Professor	96,655	AY
Pitterson, Nicole	Assistant Professor	94,554	AY
Lo, Jenny	Senior Instructor	77,895	AY
Chambers, Benjamin	Instructor	69,690	AY
Goldsmith, David	Instructor	67,500	AY
Gray, David	Instructor	69,525	AY
Ohanehi, Donatus	Instructor	69,539	AY
Butler, William	Associate Prof of Practice	84,532	AY
Van Tyne, Natalie	Associate Prof of Practice	85,477	AY
James, Matthew	Assistant Prof of Practice	76,383	AY
Knott, Tamara	Professional Associate Professo	89,471	CY
Carrico, Cheryl	Research Scientist	32,368	CY
Lesko, Holly	Sr Project Associate	63,497	CY
Edwards, Cherie	Postdoctoral Associate	52,530	CY
Groen, Cassandra	Postdoctoral Associate	50,613	CY
Hawkins Ash, Chanee	Postdoctoral Associate	25,000	CY
Elmore, Jessica	Professional Lecturer	55,451	CY
Greene-Havas, Maia	Professional Lecturer	51,201	CY
Hager, Monte	Professional Lecturer	83,143	CY
McGlothlin Lester, Marlena	Professional Lecturer	82,800	CY
Miller, Alexandra	Professional Lecturer	51,325	CY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Newcomb, Daniel	Professional Lecturer	50,146	CY
Newcomer, James	Professional Lecturer	52,743	CY
Noble, Alice	Professional Lecturer	50,146	CY
Smith, Natasha	Professional Lecturer	73,893	CY

INDUSTRIAL AND SYSTEMS ENGINEERING

Camelio, Jaime	Professor	256,875	RE12
Casali, John	Professor	256,120	RE12
Kleiner, Brian	Professor	235,500	CY
Madigan, Michael	Professor	163,084	AY
Nussbaum, Maury	Professor	233,201	CY
Sarin, Subhash	Professor	181,337	RE10
Triantis, Konstantinos	Professor	172,746	AY
Van Aken, Eileen	Professor	249,292	CY
Bish, Douglas	Associate Professor	109,419	AY
Bish, Ebru	Associate Professor	108,106	AY
Dickerson, Deborah	Associate Professor	106,375	AY
Ellis, Kimberly	Associate Professor	124,689	AY
Gabbard, Joseph	Associate Professor	189,456	RE12
Ghaffarzadegan, Navid	Associate Professor	125,227	AY
Harmon, Lawrence	Associate Professor	126,976	AY
Jeon, Myoungsoon	Associate Professor	123,360	AY
Kong, Zhenyu	Associate Professor	123,592	AY
Shewchuk, John	Associate Professor	142,665	CY
Taaffe, Michael	Associate Professor	113,862	AY
Bansal, Manish	Assistant Professor	99,559	AY
Chen, Xi	Assistant Professor	97,061	AY
Hildebrand, Robert	Assistant Professor	101,652	AY
Hosseinichimeh, Niyousha	Assistant Professor	103,959	AY
Jin, Ran	Assistant Professor	110,781	AY
Johnson, Blake	Assistant Professor	104,881	AY
Kannan, Hanumanthrao	Assistant Professor	97,090	AY
Lau, Nathan	Assistant Professor	101,961	AY
Salado Diez, Alejandro	Assistant Professor	103,457	AY
Srinivasan, Divya	Assistant Professor	113,769	AY
Xie, Weijun	Assistant Professor	97,986	AY
Yue, Xiaowei	Assistant Professor	97,375	AY
Cherbaka, Natalie	Collegiate Associate Professor	101,430	AY
Patrick, Rafael	Research Assistant Professor	87,338	AY
Kim, Sun Wook	Research Scientist	80,000	CY
Earnest, Madison	Project Associate	72,043	AY
Kang, SungKu	Postdoctoral Associate	52,000	CY
Xu, Ran	Postdoctoral Associate	55,794	CY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Couch, Jon	Professional Lecturer	66,300	CY
Hazelwood, Linda	Professional Lecturer	53,199	CY
Johnson, Margaret	Professional Lecturer	45,430	CY
Van Curen, Paula	Professional Lecturer	52,394	CY
Volkmar, Susan	Professional Lecturer	99,320	CY

MATERIALS SCIENCE AND ENGINEERING

Clark, David	Professor	261,257	CY
Farkas, Diana	Professor	183,951	RE12
Lu, Guo Quan	Professor	142,999	AY
Lu, Peizhen	Professor	140,464	AY
Murayama, Mitsuhiro	Professor	117,049	AY
Pickrell, Gary	Professor	195,389	RE12
Reynolds, William	Professor	132,997	AY
Viehland, Dwight	Professor	192,065	AY
Aning, Alexander	Associate Professor	106,424	AY
Asryan, Levon	Associate Professor	106,933	AY
Corcoran, Sean	Associate Professor	130,021	CY
Foster, Earl	Associate Professor	112,887	AY
Whittington, Abby	Associate Professor	105,867	AY
Bai, Xianming	Assistant Professor	103,682	AY
Cai, Wenjun	Assistant Professor	99,183	AY
Tallon Galdeano, Carolina	Assistant Professor	103,946	AY
Yu, Hang	Assistant Professor	98,899	AY
Burgoyne, Christine	Instructor	57,221	AY
Staley, Thomas	Collegiate Associate Professor	98,547	AY
Druschitz, Alan	Associate Prof of Practice	117,794	AY
McGinnis, Sean	Associate Prof of Practice	99,714	AY
Li, Jie-Fang	Research Associate Professor	81,025	CY
Suchicital, Carlos	Research Associate Professor	101,802	CY
Homa, Daniel	Research Scientist	81,519	CY
Leung, Chung Ming	Research Scientist	57,643	CY

MECHANICAL ENGINEERING

Ahmadian, Mehdi	Professor	239,109	RE12
Burdisso, Ricardo	Professor	155,774	AY
Diller, Thomas	Professor	151,369	AY
Eskandarian, Azim	Professor	349,999	CY
Fuller, Christopher	Professor	249,794	RE12
Furukawa, Tomonari	Professor	209,741	RE12
Haghighat, Alireza	Professor	209,489	AY
Kurdila, Andrew	Professor	177,931	AY
Leonessa, Alexander	Professor	140,393	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Mahajan, Roop	Professor	314,147	AY
Mueller, Rolf	Professor	132,907	AY
Nelson, Douglas	Professor	135,336	AY
Ng, Wing Fai	Professor	274,227	RE12
O'Brien, Walter	Professor	294,474	RE12
Parker, Robert	Professor	196,646	AY
Paul, Mark	Professor	133,577	AY
Pitchumani, Ranga	Professor	283,316	RE12
Qiao, Rui	Professor	140,948	AY
Roan, Michael	Professor	142,538	AY
Sandu, Corina	Professor	141,680	AY
Son, Changmin	Professor	180,000	AY
Tafti, Danesh	Professor	203,228	AY
Taheri, Saied	Professor	151,148	AY
von Spakovsky, Michael	Professor	176,599	AY
Zhang, Jinsuo	Professor	138,769	AY
Zuo, Lei	Professor	224,142	RE12
Ban, Chunmei	Associate Professor	120,000	AY
Behkam, Bahareh	Associate Professor	119,436	AY
Ben-Tzvi, Pinhas	Associate Professor	197,983	RE12
Bohn, Jan Helge	Associate Professor	106,387	AY
Cheng, Jiangtao	Associate Professor	114,137	AY
Dancey, Clinton	Associate Professor	141,724	AY
Ellis, Michael	Associate Professor	106,162	AY
Ferris, John	Associate Professor	119,394	AY
Hardy, Warren	Associate Professor	125,495	AY
Hin, Celine	Associate Professor	107,506	AY
Huxtable, Scott	Associate Professor	110,636	AY
Kasarda, Mary	Associate Professor	116,644	AY
Kochersberger, Kevin	Associate Professor	123,577	AY
Nain, Amrinder	Associate Professor	124,107	AY
Southward, Steve	Associate Professor	117,093	AY
Tarazaga, Pablo	Associate Professor	133,688	AY
Vick, Brian	Associate Professor	94,067	AY
West, Robert	Associate Professor	105,421	AY
Wicks, Alfred	Associate Professor	126,083	AY
Williams, Christopher	Associate Professor	153,313	AY
Acar, Pinar	Assistant Professor	100,253	AY
Akbari Hamed, Kaveh	Assistant Professor	106,340	AY
Asbeck, Alan	Assistant Professor	112,507	AY
Barry, Oumar	Assistant Professor	105,317	AY
Boreyko, Jonathan	Assistant Professor	147,377	RE12
Komendera, Erik	Assistant Professor	105,317	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Li, Ling	Assistant Professor	107,756	AY
Li, Zheng	Assistant Professor	100,487	AY
Liu, Yang	Assistant Professor	102,663	AY
Meadows, Joseph	Assistant Professor	101,660	AY
Mirzaeifar, Reza	Assistant Professor	113,694	AY
Pacheco Duarte, Juliana	Assistant Professor	99,182	AY
Palmore, John	Assistant Professor	98,160	AY
Shahab, Shima	Assistant Professor	104,620	AY
Zheng, Xiaoyu	Assistant Professor	115,313	AY
Ranganathan, Shivakumar	Collegiate Associate Professor	108,760	AY
Ott, Robin	Associate Prof of Practice	85,138	CY
Pierson, Mark	Associate Prof of Practice	117,807	AY
Vick, Linda	Associate Prof of Practice	87,044	CY
Long, Ry	Assistant Prof of Practice	73,620	CY
Wilson, Samuel	Senior Research Scientist	244,986	CY
Albakri, Mohammad	Research Scientist	57,897	CY
Malladi, Vijaya Venkata	Research Scientist	61,200	CY
Pandit, Jaideep	Research Scientist	78,042	CY
Kennedy, Ronald	Project Director	81,486	CY
Peterson, Andrew	Senior Research Associate	70,000	CY
Howell, Margaret	Research Associate	79,938	CY
Lee, Seul-Yi	Research Associate	50,938	CY
Sekhar, Susheel Kumar	Research Associate	52,020	CY
Chen, Yang	Postdoctoral Associate	49,419	CY
Ge, Jianbang	Postdoctoral Associate	49,490	CY
Gupta, Sunit Kumar	Postdoctoral Associate	47,500	CY
Ha, Chan Soo	Postdoctoral Associate	47,500	CY
Hosseinian Ahangarnejad, Arash	Postdoctoral Associate	47,500	CY
Khyam, Mohammad Omar	Postdoctoral Associate	52,020	CY
Miyanaji, Hadi	Postdoctoral Associate	48,450	CY
Yang, Heng	Postdoctoral Associate	55,000	CY
Zhang, Sanpei	Postdoctoral Associate	51,000	CY
Bushey, Rosaire	Professional Lecturer	73,925	CY
Williams, Melissa	Professional Lecturer	106,887	CY

MINING AND MINERALS ENGINEERING

Karmis, Michael	Professor	242,508	RE12
Luttrell, Gerald	Professor	270,371	RE12
Luxbacher, Kramer	Professor	167,045	CY
Westman, Erik	Professor	232,759	CY
Yoon, Roe	Professor	314,777	RE12
Karfakis, Mario	Associate Professor	95,590	AY
Noble, Christopher	Associate Professor	145,565	RE12

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Ripepi, Nino	Associate Professor	144,872	RE12
Sarver, Emily	Associate Professor	159,429	RE12
Chen, Cheng	Assistant Professor	96,853	AY
Gilliland, Ellen	Assistant Professor	95,150	AY
Nojabaei, Bahareh	Assistant Professor	96,050	AY
Biviano, Angelo	Instructor	59,000	AY
Gupta, Nikhil	Research Associate	61,651	CY
Keles, Cigdem	Research Associate	78,083	CY
Keles, Serhat	Research Associate	53,300	CY
Kim, Daejin	Research Associate	53,100	CY
Schlosser, Charles	Research Associate	69,465	CY
Amini, Seyed Hassan	Postdoctoral Associate	51,700	CY
Wang, Yan	Postdoctoral Associate	51,600	CY
Crotto, Michelle	Professional Lecturer	49,100	CY
Hassall Lawrence, Anne	Professional Lecturer	70,000	CY
Lucero, Warren	Professional Lecturer	63,050	CY
Radcliffe, Margaret	Professional Lecturer	99,964	CY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>ADULT DAY CARE</u>			
Schepisi, Ila	Advanced Instructor	61,270	CY
Culligan, Joanna	Instructor	41,000	CY
<u>APPAREL, HOUSING AND RESOURCE MANAGEMENT</u>			
Beamish, Julia	Professor	159,176	CY
Gaskill, LuAnn	Professor	109,379	AY
Kincade, Doris	Professor	122,177	AY
Parrott, Kathleen	Professor	56,924	AY
Chen-Yu, Hsiu	Associate Professor	87,109	AY
Fisher, Patricia	Associate Professor	95,871	AY
Hwang, Eunju	Associate Professor	78,017	AY
Leech, Irene	Associate Professor	83,262	AY
Read, Dustin	Associate Professor	136,498	AY
Hopkins, Erin	Assistant Professor	79,766	AY
Lee, Jung Eun	Assistant Professor	71,005	AY
Shin, Eonyou	Assistant Professor	66,730	AY
Quesenberry, Peggy	Collegiate Assistant Professor	61,493	AY
Avery, Kelly	Associate Prof of Practice	89,080	AY
<u>CENTER FOR GERONTOLOGY</u>			
Roberto, Karen	Professor	280,833	CY
Sands, Laura	Professor	76,560	AY
Teaster, Pamela	Professor	157,754	CY
Brossoie, Nancy	Senior Research Scientist	92,360	CY
<u>CENTER FOR HUMANITIES</u>			
Johnson, Sylvester	Professor	228,568	CY
<u>CENTER FOR INSTRUCTIONAL TECHNOLOGY SOLUTIONS FOR INDUSTRY AND EDUCATION</u>			
Song, Kibong	Assistant Prof of Practice	60,000	CY
<u>CHILD DEVELOPMENT CENTER FOR LEARNING AND RESEARCH</u>			
Gallagher, Karen	Advanced Instructor	71,162	CY
<u>COMMUNICATION</u>			
Denton, Robert	Professor	202,482	CY
Hopkins, William	Professor	99,600	AY
Ivory, James	Professor	105,606	AY
Kuypers, Jim	Professor	94,600	AY
Tedesco, John	Professor	96,975	AY
Evia Puerto, Carlos	Associate Professor	81,985	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Mackay, Jennifer	Associate Professor	79,825	AY
Waggenspack, Beth	Associate Professor	92,700	AY
Duncan, Megan	Assistant Professor	66,000	AY
Haenschen, Katherine	Assistant Professor	70,300	AY
Horning, Michael	Assistant Professor	71,000	AY
Ivory, Adrienne	Assistant Professor	72,354	AY
Logan, Nneka	Assistant Professor	74,150	AY
Mielczarek, Natalia	Assistant Professor	67,500	AY
Myers, Marcus	Assistant Professor	72,200	AY
Smith, Stephanie	Assistant Professor	66,700	AY
Tamul, Daniel	Assistant Professor	66,600	AY
Watkins, Brandi	Assistant Professor	68,300	AY
Woods, Chelsea	Assistant Professor	66,400	AY
Stallings, Emily	Senior Instructor	62,300	AY
Howell, Buddy	Advanced Instructor	60,000	AY
Jenkins, Dale	Advanced Instructor	56,500	AY
Quesenberry, Brandi	Advanced Instructor	60,500	AY
Robinson, Syrenthia	Advanced Instructor	59,300	AY
Shinault, Hannah	Advanced Instructor	44,100	AY
Boor, Claire	Instructor	42,350	AY
Conner, Dorothy	Instructor	42,350	AY
Purcell, Laura	Instructor	41,100	AY
Sowder, Nathan	Instructor	42,510	AY
Stinson, Susan	Instructor	46,500	AY
Woolly, Jared	Instructor	48,700	AY
Cannon, Douglas	Professor of Practice	87,480	AY
Reed, Robin	Professor of Practice	82,000	AY
Roth, William	Professor of Practice	95,650	AY

DEAN-LIBERAL ARTS AND HUMAN SCIENCES

Ewing, Edward	Administrative Professor	154,360	CY
Stoudt, Debra	Administrative Professor	162,460	CY
Blieszner, Rosemary	Administrative Lecturer	280,353	CY
Kimbrell, Monica	Administrative Lecturer	84,893	CY
Shabanowitz, Brian	Administrative Lecturer	176,119	CY
Thorp, Daniel	Administrative Associate Profes	128,859	CY
Watson, Karen	Professional Instructor	73,018	CY

ENGLISH

Eska, Joseph	Professor	132,905	AY
Falco, Edward	Professor	113,755	AY
Fowler, Virginia	Professor	119,300	AY
Gardner, Thomas	Professor	151,284	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Giovanni, Nikki	Professor	209,480	AY
Graham, Peter	Professor	156,167	AY
Hicok, Robert	Professor	138,365	AY
Hodges, Kenneth	Professor	90,691	AY
Metz, Nancy	Professor	53,946	AY
Powell, Katrina	Professor	107,271	AY
Radcliffe, David	Professor	94,253	AY
Roy, Lucinda	Professor	206,805	AY
Smith, Carmen	Professor	89,822	AY
Carter-Tod, Sheila	Associate Professor	91,577	AY
Chandler-Smith, Gena	Associate Professor	86,113	AY
Colaianne, Anthony	Associate Professor	92,340	AY
Dubinsky, James	Associate Professor	89,736	AY
Eska, Charlene	Associate Professor	84,161	AY
Heilker, Paul	Associate Professor	99,948	AY
Knapp, Shoshana	Associate Professor	79,462	AY
Mann, Jeffrey	Associate Professor	44,114	AY
Meitner, Erika	Associate Professor	93,900	AY
Mueller, Derek	Associate Professor	87,720	AY
Ng, Su Fang	Associate Professor	94,464	AY
Pender, Kelly	Associate Professor	112,308	CY
Swenson, Karen	Associate Professor	69,856	AY
Vollmer, James	Associate Professor	88,448	AY
Carmichael, Katie	Assistant Professor	75,957	AY
Cleland, Katharine	Assistant Professor	67,787	AY
Commer, Carolyn	Assistant Professor	68,943	AY
Lavender-Smith, Evan	Assistant Professor	65,456	AY
Lindgren, Chris	Assistant Professor	69,980	AY
Reed, Ashley	Assistant Professor	71,199	AY
Sano-Franchini, Jennifer	Assistant Professor	71,217	AY
Walker, Abby	Assistant Professor	75,992	AY
Allnutt, Robin	Senior Instructor	51,245	AY
Armstrong, Mark	Senior Instructor	55,668	AY
Bliss, Michael	Senior Instructor	50,993	AY
Bloomer, Elisabeth	Senior Instructor	56,264	AY
Canter, Robert	Senior Instructor	54,542	AY
Combiths, Zana	Senior Instructor	50,540	AY
Frost, Serena	Senior Instructor	51,170	AY
Harvill, Joann	Senior Instructor	56,883	AY
Kinder, Alice	Senior Instructor	61,380	AY
Lawrence, Jennifer	Senior Instructor	57,168	AY
Mengert, Julie	Senior Instructor	53,952	AY
Mooney, Jennifer	Senior Instructor	80,212	CY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Mooney, Stephen	Senior Instructor	53,976	AY
Moore, Mary	Senior Instructor	61,137	AY
Murphy, Aileen	Senior Instructor	62,558	AY
Neilan, Leslie	Senior Instructor	60,569	AY
Oakey, Steve	Senior Instructor	53,477	AY
Patton, Herbert	Senior Instructor	57,330	AY
Scallorns, Joseph	Senior Instructor	52,327	AY
Voros, Gyorgyi	Senior Instructor	53,609	AY
Wemhoener, Jane	Senior Instructor	59,195	AY
Barton, Jennifer	Advanced Instructor	46,723	AY
Gibbs, Jared	Advanced Instructor	47,664	AY
Lautenschlager, Edward	Advanced Instructor	46,745	AY
Ruccolo, Vanessa	Advanced Instructor	46,103	AY
Baker, Hannah	Instructor	41,711	AY
Baker, Shaun	Instructor	41,795	AY
Bean, Carl	Instructor	44,262	AY
Conaway, Sean	Instructor	42,802	AY
Correll, Colleen	Instructor	41,912	AY
Fehr, Laura	Instructor	41,912	AY
Gardner, Traci	Instructor	42,081	AY
Hobin, Andrew	Instructor	41,912	AY
Hooper, Robert	Instructor	41,335	AY
Johnson, Ingrid	Instructor	42,038	AY
Maycock, Michelle	Instructor	40,656	AY
McGlone, Amanda	Instructor	41,997	AY
Trager, Eve	Instructor	52,325	CY
Truscello, Joseph	Instructor	41,955	AY
Cassinelli, Silas	Postdoctoral Associate	46,237	AY
Harman, Jordan	Professional Lecturer	49,163	CY

HISTORY

Barrow, Mark	Professor	146,416	CY
Ekirch, Arthur	Professor	180,555	AY
Hirsh, Richard	Professor	57,545	AY
Shadle, Brett	Professor	90,853	AY
Wallenstein, Peter	Professor	116,081	AY
Agmon, Danna	Associate Professor	92,564	AY
Bugh, Glenn	Associate Professor	95,606	AY
Gumbert, Heather	Associate Professor	84,660	AY
Heaton, Matthew	Associate Professor	88,040	AY
Kiechle, Melanie	Associate Professor	80,613	AY
Mollin, Marian	Associate Professor	83,132	AY
Nelson, Amy	Associate Professor	92,337	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Quigley, Paul	Associate Professor	106,358	AY
Schneider, Helen	Associate Professor	80,679	AY
Stephens, Robert	Associate Professor	88,355	AY
Winling, LaDale	Associate Professor	80,673	AY
Demmer, Amanda	Assistant Professor	67,015	AY
Gitre, Carmen	Assistant Professor	66,811	AY
Gitre, Edward	Assistant Professor	68,695	AY
Halpin, Dennis	Assistant Professor	65,511	AY
Lumba, Allan	Assistant Professor	65,760	AY
Taylor, Jessica	Assistant Professor	65,469	AY
Becker, Gertrude	Senior Instructor	61,591	AY
Dufour, Monique	Collegiate Assistant Professor	53,961	AY
Nichols, Bradley	Visiting Assistant Professor	52,879	AY
Polanco, Edward	Postdoctoral Associate	55,000	AY
Verboon, Caitlin	Postdoctoral Associate	48,720	CY

HUMAN DEVELOPMENT AND FAMILY SCIENCE

Allen, Katherine	Professor	72,270	AY
Arditti, Joyce	Professor	107,861	AY
Few-Demo, April	Professor	109,688	AY
Savla, Jyoti	Professor	115,000	RE10
Dolbin-MacNab, Megan	Associate Professor	120,552	CY
Grafsky, Erika	Associate Professor	77,451	AY
Kaestle, Christine	Associate Professor	96,075	AY
Kim, Kee	Associate Professor	35,352	AY
Smith, Cynthia	Associate Professor	95,699	AY
Choi, Koeun	Assistant Professor	65,811	AY
Jackson, Jeffrey	Assistant Professor	78,074	AY
Katz, Benjamin	Assistant Professor	73,081	AY
Landers, Ashley	Assistant Professor	75,680	AY
Muruthi, Bertranna	Assistant Professor	75,045	AY
Russon, Jody	Assistant Professor	67,914	AY
Shivers, Carolyn	Assistant Professor	69,490	AY
Verdu, Mary	Senior Instructor	78,164	CY
Gardner, Alexa	Advanced Instructor	49,253	CY
Komelski, Matthew	Instructor	59,598	AY
Lael, Victoria	Instructor	53,771	AY
Case Pease, Jenene	Clinical Assistant Professor	75,854	CY
Cunanan-Petty, Elnora	Clinical Assistant Professor	76,841	CY
West, Jamie	Clinical Assistant Professor	67,222	CY
Bradburn, Isabel	Research Scientist	74,852	AY
Landis, Jennifer	Sr Project Associate	60,000	CY
Muruthi, James	Postdoctoral Associate	45,900	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>INNOVATIVE PROGRAMS</u>			
Thompson, Tyechia	Postdoctoral Associate	53,430	AY
<u>MODERN AND CLASSICAL LANGUAGES</u>			
Bixler, Jacqueline	Professor	70,834	AY
Folkart, Jessica	Professor	93,326	AY
Watson, Ronda	Professor	137,381	CY
Andrango-Walker, Catalina	Associate Professor	78,206	AY
Austin, Elisabeth	Associate Professor	75,775	AY
Bauer, Esther	Associate Professor	36,141	AY
Becker, Andrew	Associate Professor	89,657	AY
Cana Jimenez, Maria	Associate Professor	82,389	AY
Coburn, Melissa	Associate Professor	68,947	AY
Dickow, Alexander	Associate Professor	66,834	AY
Efird, Robert	Associate Professor	70,067	AY
Gudmestad, Aarnes	Associate Professor	92,411	AY
Gueye, Medoune	Associate Professor	70,472	AY
Hofer, Stefanie	Associate Professor	73,227	AY
Johnson, Sharon	Associate Professor	80,601	AY
Milman-Miller, Nyusya	Associate Professor	87,722	AY
Noiro, Corinne	Associate Professor	75,771	AY
Shryock, Richard	Associate Professor	86,713	AY
Sierra, Sarah	Associate Professor	73,413	AY
Sinno, Nadine	Associate Professor	87,228	AY
Teulon, Fabrice	Associate Professor	73,722	AY
Venkatesh, Vinodh	Associate Professor	91,367	AY
Klausmeyer, Bryan	Assistant Professor	64,418	AY
Minkova, Yuliya	Assistant Professor	62,065	AY
Montero, Gonzalo	Assistant Professor	65,170	AY
Phillips, Richard	Assistant Professor	64,263	AY
Ridge, Patrick	Assistant Professor	65,582	AY
Zhao, Tingting	Assistant Professor	65,331	AY
Hesp, Andrea	Advanced Instructor	61,634	AY
Lopez-Romero, Nancy	Advanced Instructor	47,233	AY
Dalton, Addison	Instructor	42,150	AY
Kumazawa, Yasuko	Instructor	43,346	AY
Layne, Jay	Instructor	43,509	AY
McKagen, Tatiana	Instructor	42,130	AY
Mishra, Sulagna	Instructor	44,022	AY
Nassereddine, Ragheda	Instructor	53,753	AY
Rutsala, Kirsten	Instructor	52,698	AY
Sguerri, Michael	Instructor	43,054	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Steer, Christine	Instructor	43,678	AY
Younos, Yumiko	Instructor	42,402	AY
Sobrado, Alejandra	Assistant Prof of Practice	47,691	AY
Jaque, Javiera	Visiting Assistant Professor	50,000	AY
Teo, Ming Chew	Visiting Assistant Professor	51,500	AY

OFFICE OF EDUCATION, RESEARCH, AND OUTREACH

Bickley, Patricia	Project Director	97,574	CY
Seibert, Michele	Sr Project Associate	95,716	CY
Barrier, Helen	Project Associate	75,990	CY
Beeken, Lora	Project Associate	76,960	CY
Eaton, Diann	Project Associate	77,503	CY
Everett, Lynn	Project Associate	72,846	CY
Fielder, Emily	Project Associate	59,185	CY
Flores, Selina	Project Associate	71,785	CY
McCaleb, Dana	Project Associate	68,527	CY
Miller, Whitney	Project Associate	70,492	CY
Nester, Holly	Project Associate	69,156	CY
Newton, Matthew	Project Associate	65,898	CY
Phillips, Wendy	Project Associate	66,976	CY
Schulz, Susan	Project Associate	69,808	CY
Vaughan, Margaret	Project Associate	69,884	CY
Washburn, Jocelyn	Project Associate	68,546	CY

PHILOSOPHY

Klagge, James	Professor	122,068	AY
Lind, Douglas	Professor	157,542	CY
Patton, Lydia	Professor	111,794	AY
Pitt, Joseph	Professor	149,272	AY
Jantzen, Benjamin	Associate Professor	89,017	AY
Moehler, Michael	Associate Professor	98,757	AY
Hirji, Sukaina	Assistant Professor	65,406	AY
Kovaka, Karen	Assistant Professor	67,080	AY
Trogdon, Kelly	Assistant Professor	75,000	AY
Wodak, Daniel	Assistant Professor	65,472	AY
Wildman Short, Hannah	Instructor	41,699	AY
Novack, Gregory	Visiting Assistant Professor	55,311	AY
Parent, Ted	Visiting Assistant Professor	55,311	AY
Hersch, Gil	Postdoctoral Associate	52,764	CY
Rowe, Thomas	Postdoctoral Associate	52,764	CY
Roy, Subhradeep	Postdoctoral Associate	47,231	CY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>POLITICAL SCIENCE</u>			
Debrix, Francois	Professor	174,129	CY
Hult, Karen	Professor	162,138	CY
Luciak, Ilja	Professor	140,030	AY
Luke, Timothy	Professor	293,497	AY
Weisband, Edward	Professor	201,697	AY
Apodaca, Clair	Associate Professor	98,167	AY
Dixit, Priya	Associate Professor	87,319	AY
Koch, Bettina	Associate Professor	91,209	AY
Milly, Deborah	Associate Professor	86,361	AY
Moore, Wayne	Associate Professor	81,616	AY
Nelson, Scott	Associate Professor	76,124	AY
Stivachtis, Ioannis	Associate Professor	141,795	CY
Zanotti, Laura	Associate Professor	103,862	AY
Avey, Paul	Assistant Professor	70,585	AY
Brantly, Aaron	Assistant Professor	99,319	AY
Caraccioli, Mauro	Assistant Professor	70,692	AY
Daggett, Cara	Assistant Professor	65,074	AY
Gill, Bikrum	Assistant Professor	69,904	AY
Goedert, Nicholas	Assistant Professor	67,174	AY
Jardine, Eric	Assistant Professor	82,256	AY
Jewitt, Caitlin	Assistant Professor	69,823	AY
Kelly, Jason	Assistant Professor	64,946	AY
Kitchens, Karin	Assistant Professor	63,037	AY
Plotica, Luke	Assistant Professor	68,152	AY
Poets, Desiree	Assistant Professor	66,820	AY
Pula, Besnik	Assistant Professor	67,118	AY
Reeves, Audrey	Assistant Professor	66,820	AY
Scerri, Andrew	Assistant Professor	79,462	AY
Hanratty, Jennifer	Instructor	55,523	CY
Faulkner, Brandy	Visiting Assistant Professor	57,331	AY
Thomas, Courtney	Visiting Assistant Professor	68,294	AY
<u>RELIGION AND CULTURE</u>			
Britt, Brian	Professor	122,565	AY
Gabriele, Matthew	Professor	131,921	CY
Saffle, Michael	Professor	115,747	AY
Abeysekara, Ananda	Associate Professor	97,099	AY
Ansell, Aaron	Associate Professor	88,029	AY
Ni, Zhange	Associate Professor	83,570	AY
Puckett, Anita	Associate Professor	79,185	AY
Satterwhite, Emily	Associate Professor	77,225	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Schmitthenner, Peter	Associate Professor	88,403	AY
Scott, Rachel	Associate Professor	94,985	AY
Christensen, Danille	Assistant Professor	71,011	AY
Patel, Shaily	Assistant Professor	66,705	AY
Singh, Balbir	Assistant Professor	66,755	AY
Laney, Jordan	Instructor	44,040	AY
Case, Megan	Postdoctoral Associate	48,316	AY

SCHOOL OF EDUCATION

Alexander, Michael	Professor	156,737	AY
Billingsley, Bonnie	Professor	133,223	AY
Cennamo, Katherine	Professor	109,490	AY
Doolittle, Peter	Professor	157,045	CY
Garrison, James	Professor	64,728	AY
Glasson, George	Professor	100,466	AY
Hicks, David	Professor	111,917	AY
Jones, Brett	Professor	113,850	AY
Lawson, Gerard	Professor	110,933	AY
Lockee, Barbara	Professor	132,487	AY
Mesmer, Heidi	Professor	103,123	AY
Mullen, Carol	Professor	149,330	AY
Sutphin, H	Professor	179,122	CY
Wells, John	Professor	106,346	AY
Wilkins, Jesse	Professor	106,451	AY
Azano, Amy	Associate Professor	108,500	AY
Barksdale, Mary	Associate Professor	89,900	AY
Bodenhorn, Nancy	Associate Professor	110,964	CY
Brand, Brenda	Associate Professor	100,953	AY
Glenn, William	Associate Professor	85,322	AY
Hein, Serge	Associate Professor	75,395	AY
Miyazaki, Yasuo	Associate Professor	77,239	AY
Price, William	Associate Professor	85,125	AY
Skaggs, Gary	Associate Professor	81,706	AY
Stewart, Trevor	Associate Professor	77,833	AY
Tilley-Lubbs, Gresilda	Associate Professor	77,694	AY
Ulrich, Catherine	Associate Professor	73,156	AY
Welfare, Laura	Associate Professor	83,012	AY
Williams, Thomas	Associate Professor	102,378	CY
Bowen, Bradley	Assistant Professor	70,214	AY
Farmer, Laura	Assistant Professor	68,990	AY
Fullen, Matthew	Assistant Professor	68,813	AY
Grimes, Tameka	Assistant Professor	68,676	AY
Robbins, Claire	Assistant Professor	73,341	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Holmes, Glen	Collegiate Professor	126,816	CY
Fogelsong, Donna	Assistant Prof of Practice	66,626	AY
Cook, Michael	Visiting Assistant Professor	56,111	AY
Johnson, Alicia	Visiting Assistant Professor	57,514	AY
Kniola, David	Visiting Assistant Professor	58,443	AY
Mukuni, Joseph	Visiting Assistant Professor	56,073	AY
Price, Ted	Visiting Assistant Professor	58,639	AY
Gratto, John	Clinical Assistant Professor	79,783	AY
Potter, Kenneth	Clinical Assistant Professor	72,568	AY
Sato, Takumi	Clinical Assistant Professor	68,442	AY

SCHOOL OF PERFORMING ARTS

Crone, William	Professor	88,740	AY
Leonard, Robert	Professor	112,509	AY
Lepczyk, Billie	Professor	97,096	AY
Prince, Stephen	Professor	118,871	AY
Raun, Patricia	Professor	128,131	AY
Sochinski, James	Professor	98,101	AY
Steger, Paul	Professor	179,070	CY
Ward, Randolph	Professor	119,752	AY
Ambrosone, John	Associate Professor	74,678	AY
Bigler, Dwight	Associate Professor	79,079	AY
Bukvic, Ivica	Associate Professor	106,988	AY
Crafton, Jason	Associate Professor	75,971	AY
Easter, Wallace	Associate Professor	85,360	AY
Glazebrook, William	Associate Professor	96,234	AY
Johnson, David	Associate Professor	86,500	AY
Justice, Gregory	Associate Professor	94,006	AY
Rawlings, Cara	Associate Professor	69,347	AY
Rinehart, Susanna	Associate Professor	101,214	AY
Staley, Natasha	Associate Professor	81,628	AY
Weinstein, Alan	Associate Professor	84,857	AY
Dye, Charles	Assistant Professor	61,776	AY
Hardwig, George	Assistant Professor	68,495	AY
Masters, Richard	Assistant Professor	62,416	AY
Nelson, Amanda	Assistant Professor	82,910	AY
Nichols, Charles	Assistant Professor	81,421	AY
Perkinson, Justin	Assistant Professor	72,100	AY
Stein, Jane	Assistant Professor	68,175	AY
Stevens, Anne	Assistant Professor	62,190	AY
Thorsett, Brian	Assistant Professor	64,802	AY
Wyatt, Ariana	Assistant Professor	64,878	AY
Yoo, Hyesoo	Assistant Professor	62,398	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Dunston, Michael	Senior Instructor	69,214	AY
Lantz Crone, Elizabeth	Senior Instructor	60,406	AY
Precoda, Karl	Advanced Instructor	49,609	AY
Bean, James	Instructor	55,379	AY
Evangelista, Al	Instructor	41,400	AY
Garcia Taborda, Jose	Instructor	40,000	AY
Harris, Brittney	Instructor	41,400	AY
Heatherington Tilka, Wyatt	Instructor	44,449	AY
Hutchins, Jeffery	Instructor	42,635	AY
Iancu, Laura	Instructor	53,582	AY
Irrera, John	Instructor	43,315	AY
Middleton, Polly	Instructor	73,728	CY
Reep, Chad	Instructor	46,228	AY
Rushing, Sarah	Instructor	40,000	AY
Wilkens-Reed, Molly	Instructor	41,584	AY
Lyon, Eric	Associate Prof of Practice	66,496	AY
Russo, Christopher	Associate Prof of Practice	68,457	AY
Caldwell, Jonathan	Visiting Assistant Professor	54,477	AY
Dietze, Nicole	Postdoctoral Associate	41,000	AY
Jeffries, Devair	Postdoctoral Associate	46,013	AY
Tobin, Daniel	Postdoctoral Associate	41,000	AY
Murphy, Kathryn	Professional Lecturer	70,614	AY

SCIENCE AND TECHNOLOGY IN SOCIETY

Abbate, Janet	Professor	53,875	AY
Allen, Barbara	Professor	125,964	AY
Downey, Gary	Professor	158,273	AY
Breslau, Daniel	Associate Professor	125,737	CY
Collier, James	Associate Professor	76,711	AY
Halfon, Saul	Associate Professor	81,127	AY
Olson, Philip	Associate Professor	74,059	AY
Patzig, Eileen	Associate Professor	85,709	AY
Schmid, Sonja	Associate Professor	110,530	AY
Wisnioski, Matthew	Associate Professor	91,739	AY
Heflin, Ashley	Assistant Professor	75,141	AY
Hester, Rebecca	Assistant Professor	70,905	AY
Vinsel, Lee	Assistant Professor	72,397	AY
Goodrum, Matthew	Collegiate Associate Professor	66,866	AY

SOCIOLOGY

Agozino, Onwubiko	Professor	109,424	AY
Brunsma, David	Professor	168,137	AY
Calasanti, Toni	Professor	145,080	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Hawdon, James	Professor	168,612	CY
Hughes, Michael	Professor	130,924	AY
Kiecolt, K	Professor	92,848	AY
King, Neal	Professor	94,662	AY
Reed, Wornie	Professor	173,055	AY
Ryan, John	Professor	202,361	CY
Bell, Shannon	Associate Professor	101,473	AY
Cook, Samuel	Associate Professor	88,635	AY
Harrison, Anthony	Associate Professor	100,028	AY
Labuski, Christine	Associate Professor	77,986	AY
Ovink, Sarah	Associate Professor	89,261	AY
Peguero, Anthony	Associate Professor	133,690	AY
Polanah, Paulo	Associate Professor	73,262	AY
Seniors, Paula	Associate Professor	85,306	AY
Vogt Yuan, Anastasia	Associate Professor	82,448	AY
Wimberley, Dale	Associate Professor	76,545	AY
Zare, Bonnie	Associate Professor	80,976	AY
Zhu, Haiyan	Associate Professor	76,399	AY
Baldwin, Andrea	Assistant Professor	70,040	AY
Bondy, Jennifer	Assistant Professor	72,179	AY
Boyle, Kaitlin	Assistant Professor	65,614	AY
Copeland, Nicholas	Assistant Professor	71,338	AY
Reichelmann, Ashley	Assistant Professor	66,154	AY
Roos, Jason	Assistant Professor	68,490	AY
Samanta, Suchitra	Assistant Professor	73,425	AY
Sedgwick, Donna	Assistant Professor	68,556	AY
Graves, Ellington	Senior Instructor	83,653	AY
McCown, Christine	Instructor	41,100	AY
Simmons, Lowell	Instructor	41,100	AY
Williams, Heidi	Instructor	43,401	AY
Brown, Letisha	Postdoctoral Associate	46,238	AY
Hey, Christina	Postdoctoral Associate	51,000	CY

College of Natural Resources and Environment

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>CENTER FOR LEADERSHIP IN GLOBAL SUSTAINABILITY</u>			
Mortimer, Michael	Administrative Lecturer	179,642	CY
Lindsey, Kieran	Sr Project Associate	91,180	CY
Hurley, Elizabeth	Professional Lecturer	80,658	CY
Martchouk, Ekaterina	Professional Lecturer	80,500	CY
Robertson, David	Professional Lecturer	153,986	CY
Talley, Emily	Professional Lecturer	100,000	CY
<u>CENTER FOR GEOSPATIAL INFORMATION TECHNOLOGY</u>			
Sforza, Peter	Research Scientist	79,311	CY
Norcross Bryan, Kathryn	Research Associate	55,485	CY
Newman, Joseph	Project Associate	62,000	CY
Ramirez, Javier	Project Associate	51,375	CY
Wang, Haitao	Project Associate	54,341	CY
<u>CONSERVATION MANAGEMENT INSTITUTE</u>			
Emrick, Verl	Research Scientist	77,841	CY
Kauffman, Jobriath	Research Scientist	65,789	CY
Klopfers, Scott	Senior Research Associate	84,901	CY
St Germain, Michael	Senior Research Associate	63,036	CY
Carey, Caitlin	Research Associate	55,828	CY
De La Cruz, Jesse	Research Associate	55,514	CY
Laube, Edward	Research Associate	47,402	CY
Carter, Melanie	Project Associate	86,000	CY
Cook, Cassandra	Project Associate	43,669	CY
Cross, Daniel	Project Associate	43,205	CY
Dickerson, Robert	Project Associate	64,165	CY
Faller, Chelsey	Project Associate	42,156	CY
Folks, Donald	Project Associate	51,449	CY
Glennon, Robert	Project Associate	53,179	CY
Harris, Morgan	Project Associate	40,000	CY
Kalen, Nicholas	Project Associate	46,094	CY
Koontz, Lorien	Project Associate	51,449	CY
Maynard, Amy	Project Associate	45,711	CY
Nocera, Tomas	Project Associate	42,500	CY
Orndorff, David	Project Associate	47,766	CY
Peele, Ashley	Project Associate	56,733	CY
Rosenberger, Andrew	Project Associate	57,794	CY
Weber, Jennifer	Project Associate	42,500	CY
<u>DEAN - NATURAL RESOURCES AND ENVIRONMENT</u>			
Winistorfer, Paul	Administrative Professor	305,125	CY

College of Natural Resources and Environment

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Fuller, Leslie	Senior Research Associate	86,700	CY
Albert, Candice	Professional Lecturer	103,670	CY
Cumbia, Melissa	Professional Lecturer	48,379	CY
Deisinger, Maureen	Professional Lecturer	52,701	CY
Goynes, Keith	Professional Lecturer	170,000	CY
Hart, Stephanie	Professional Lecturer	81,451	CY
McGuire, Dana	Professional Lecturer	52,744	CY
Varboncoeur, Lauren	Professional Lecturer	52,856	CY
Weber, Lon	Professional Lecturer	104,905	CY
Williams, John	Professional Lecturer	64,519	CY

FISH AND WILDLIFE CONSERVATION

Alexander, Kathleen	Professor	142,854	AY
Fraser, James	Professor	147,464	CY
Haas, Carola	Professor	130,468	CY
Hallerman, Eric	Professor	150,505	CY
Hopkins, William	Professor	183,416	CY
Jiao, Yan	Professor	105,222	CY
Kelly, Marcella	Professor	124,567	CY
Orth, Donald	Professor	155,737	AY
Snodgrass, Joel	Professor	181,504	CY
Stauffer, Dean	Professor	128,611	CY
Frimpong, Emmanuel	Associate Professor	101,442	AY
Karpanty, Sarah	Associate Professor	95,535	AY
Parkhurst, James	Associate Professor	105,991	CY
Castello, Leandro	Assistant Professor	82,736	AY
Cherry, Michael	Assistant Professor	84,531	AY
Dayer, Ashley	Assistant Professor	84,639	AY
Escobar Quinonez, Luis	Assistant Professor	85,146	AY
Catlin, Daniel	Research Associate Professor	105,969	CY
Gibson, Daniel	Research Scientist	55,475	CY
Hata, David	Research Scientist	66,843	CY
Henley, William	Research Scientist	64,207	CY
Kwon, Eunbi	Research Scientist	53,135	CY
Sweeten, Sara	Research Scientist	59,156	CY
Barnes, Jessica	Research Associate	55,000	CY
Buckwalter, Joseph	Research Associate	46,824	CY
Hunt, Kelsi	Research Associate	50,367	CY
Hurst, Zachary	Research Associate	44,016	CY
Jones, Kelly	Research Associate	51,476	CY
Ritter, Shannon	Research Associate	58,104	CY
Sanderson, Claire	Research Associate	56,579	CY
Wolter, Faren	Research Associate	46,393	CY

College of Natural Resources and Environment

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Caruso, Nicholas	Postdoctoral Associate	49,374	CY
Diggins, Corinne	Postdoctoral Associate	46,359	CY
Galligan, Thomas	Postdoctoral Associate	46,350	CY

FOREST RESOURCES AND ENVIRONMENTAL CONSERVATION

Amacher, Gregory	Professor	136,908	CY
Aust, Wallace	Professor	138,920	CY
Burkhart, Harold	Professor	282,150	CY
Hull, Robert	Professor	131,388	CY
McGee, John	Professor	106,961	AY
Seiler, John	Professor	186,949	CY
Stern, Marc	Professor	100,117	AY
Sullivan, Bradley	Professor	171,146	CY
Wynne, Randolph	Professor	137,389	CY
Bolding, Michael	Associate Professor	112,236	RE11
Brunner, Amy	Associate Professor	115,299	CY
Copenheaver, Carolyn	Associate Professor	106,304	CY
Holliday, Jason	Associate Professor	93,367	AY
Munsell, John	Associate Professor	103,000	CY
Radtke, Philip	Associate Professor	98,430	CY
Sorice, Michael	Associate Professor	84,026	AY
Strahm, Brian	Associate Professor	96,004	AY
Thomas, Valerie	Associate Professor	96,566	AY
Wiseman, Phillip	Associate Professor	100,690	CY
Barrett, Scott	Assistant Professor	94,124	CY
Carter, David	Assistant Professor	95,443	CY
Coates, Thomas	Assistant Professor	78,719	AY
Cobourn, Kelly	Assistant Professor	84,417	AY
McLaughlin, Daniel	Assistant Professor	79,098	AY
Schons Do Valle, Stella	Assistant Professor	78,566	AY
Thomas, Robert	Assistant Professor	85,043	AY
Brooks, Evan	Research Scientist	59,971	CY
Amateis, Ralph	Senior Research Associate	97,917	CY
Franco, Carol	Senior Research Associate	62,370	AY
Peer, Kyle	Senior Research Associate	74,941	CY
Silvius, Kirsten	Senior Research Associate	128,520	CY
Sumnall, Matthew	Senior Research Associate	61,650	CY
Albaugh, Timothy	Research Associate	99,764	CY
Rajala, Kiandra	Research Associate	42,500	CY
Walker, David	Research Associate	49,332	CY
Gagnon, Jennifer	Project Associate	71,340	CY
Ji, Xinde	Postdoctoral Associate	46,238	CY
Prysbay, Michelle	Professional Lecturer	68,761	CY

College of Natural Resources and Environment

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>GEOGRAPHY</u>			
Crawford, Thomas	Administrative Professor	165,701	CY
Campbell, James	Professor	130,687	AY
Carstensen, Laurence	Professor	131,162	AY
Baird, Timothy	Associate Professor	85,486	AY
Ellis, Andrew	Associate Professor	98,222	AY
Kennedy, Lisa	Associate Professor	86,421	AY
Kolivras, Korine	Associate Professor	91,017	AY
Oliver, Robert	Associate Professor	82,821	AY
Pingel, Thomas	Associate Professor	82,200	AY
Resler, Lynn	Associate Professor	92,061	AY
Shao, Yang	Associate Professor	82,281	AY
Bukvic, Anamaria	Assistant Professor	73,944	AY
Juran, Luke	Assistant Professor	75,705	AY
Zick, Stephanie	Assistant Professor	74,620	AY
Boyer, John	Senior Instructor	81,516	AY
Carroll, David	Advanced Instructor	67,554	AY
Scales, Stewart	Instructor	50,000	AY
Rijal, Santosh	Visiting Assistant Professor	48,902	AY
<u>SUSTAINABLE BIOMATERIALS</u>			
Bond, Brian	Professor	118,341	CY
Buehlmann, Urs	Professor	125,058	CY
Bush, Robert	Professor	127,484	CY
Edgar, Kevin	Professor	196,241	AY
Frazier, Charles	Professor	164,787	CY
Hammett, A	Professor	129,388	CY
Kline, David	Professor	129,156	CY
Loferski, Joseph	Professor	121,480	CY
Smith, Robert	Professor	218,151	CY
Zink-Sharp, Audrey	Professor	135,335	CY
Hindman, Daniel	Associate Professor	98,467	CY
Horvath, Laszlo	Associate Professor	95,408	AY
Quesada, Henry	Associate Professor	97,327	CY
Roman, Maren	Associate Professor	100,373	CY
Kim, Young	Assistant Professor	86,739	AY
Shuai, Li	Assistant Professor	78,600	AY
Molina Montoya, Eduardo	Instructor	59,200	AY
Chen, Zhangjing	Research Scientist	53,126	CY
Caudill, Linda	Senior Research Associate	97,501	CY
Bouldin, John	Research Associate	64,263	CY
Barde, Mehul	Postdoctoral Associate	48,000	CY

College of Natural Resources and Environment

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>WATER RESOURCES RESEARCH CENTER</u>			
Schoenholtz, Stephen	Professor	184,390	CY
McGuire, Kevin	Associate Professor	95,668	AY
Walker, Jane	Research Associate	58,291	CY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>BIOLOGICAL SCIENCES</u>			
Barrett, John	Professor	99,205	AY
Belden, Lisa	Professor	102,581	AY
Cimini, Daniela	Professor	106,531	AY
Cohen, Robert	Professor	203,000	CY
Jensen, Roderick	Professor	126,299	AY
Li, Liwu	Professor	229,158	RE12
Moore, Ignacio	Professor	110,228	AY
Nilsen, Erik	Professor	107,565	AY
Opell, Brent	Professor	113,770	AY
Phillips, John	Professor	105,545	AY
Popham, David	Professor	110,130	AY
Sible, Jill	Professor	186,998	CY
Stevens, Ann	Professor	108,774	AY
Tholl, Dorothea	Professor	106,570	AY
Tyson, John	Professor	283,324	CY
Walters, Jeffrey	Professor	226,352	RE11
Winkel, Brenda	Professor	142,739	AY
Brown, Bryan	Associate Professor	90,574	AY
Capelluto, Daniel	Associate Professor	87,064	AY
Finkelstein, Carla	Associate Professor	93,773	AY
Hauf, Silke	Associate Professor	98,284	AY
Hawley, Dana	Associate Professor	100,256	AY
Lawrence, Christopher	Associate Professor	142,035	RE12
Lazar, Maria	Associate Professor	114,907	RE11
McGlothlin, Joel	Associate Professor	97,220	AY
Melville, Stephen	Associate Professor	88,542	AY
Scharf, Birgit	Associate Professor	102,094	AY
Schubot, Florian	Associate Professor	88,192	AY
Walker, Richard	Associate Professor	126,628	AY
Yang, Zhaomin	Associate Professor	89,531	AY
Aylward, Frank	Assistant Professor	85,305	AY
Carey, Cayelan	Assistant Professor	99,801	AY
Chen, Jing	Assistant Professor	84,137	AY
Hotchkiss, Erin	Assistant Professor	84,781	AY
Jones, Caroline	Assistant Professor	84,414	AY
Kojima, Shihoko	Assistant Professor	90,181	AY
Langwig, Kate	Assistant Professor	84,892	AY
Mims, Meryl	Assistant Professor	85,321	AY
Munoz, Martha	Assistant Professor	93,836	AY
Sewall, Kendra	Assistant Professor	88,126	AY
Uyeda, Josef	Assistant Professor	84,892	AY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Whitehead, Susan	Assistant Professor	84,296	AY
Evans, Jackson	Senior Instructor	77,404	AY
Lipscomb, Mary	Senior Instructor	65,262	AY
Rosenzweig, Michael	Senior Instructor	64,808	AY
Hogan, Eric	Advanced Instructor	64,005	AY
Seyler, Richard	Advanced Instructor	57,652	AY
Emori, Megan	Instructor	46,114	AY
Voshell, Stephanie	Instructor	49,975	AY
Watkinson, Jonathan	Instructor	48,938	AY
Blanc, Lori	Assistant Prof of Practice	62,420	AY
Tokuhisa, James	Assistant Prof of Practice	60,880	AY
Geng, Shuo	Research Assistant Professor	60,000	CY
Zhang, Yao	Research Assistant Professor	54,000	CY
Banerjee, Anand	Research Scientist	58,916	CY
Hoyt, Joseph	Research Scientist	47,162	CY
Hildreth, Sherry	Senior Research Associate	49,928	CY
Baaziz, Hiba	Postdoctoral Associate	48,767	CY
Bradford, Emma	Postdoctoral Associate	45,000	CY
Emmerson, Michael	Postdoctoral Associate	46,500	CY
Farallo, Vincent	Postdoctoral Associate	46,125	CY
Farrell, Kaitlin	Postdoctoral Associate	48,688	CY
Gopala Krishna, Varun	Postdoctoral Associate	48,802	CY
Hopkins, Skylar	Postdoctoral Associate	45,900	CY
Hornsby, Angela	Postdoctoral Associate	49,500	CY
Liao, Xiaofeng	Postdoctoral Associate	46,000	CY
Moniruzzaman, Mohammad	Postdoctoral Associate	45,000	CY
Neupane, Suman	Postdoctoral Associate	46,350	CY
Schneider, Gerald	Postdoctoral Associate	47,741	CY
Strube, Laura	Postdoctoral Associate	52,500	CY
Tarasov, Sergei	Postdoctoral Associate	45,000	CY
Vijayakumari, Drisya	Postdoctoral Associate	49,198	CY
Niederlehner, Barbara	Professional Lecturer	63,094	CY

CHEMISTRY

Carlier, Paul	Professor	166,645	AY
Crawford, Daniel	Professor	211,948	AY
Dorn, Harry	Professor	164,976	AY
Esker, Alan	Professor	147,416	CY
Etz Korn, Felicia	Professor	108,130	AY
Gandour, Richard	Professor	140,535	AY
Kingston, David	Professor	207,502	AY
Merola, Joseph	Professor	177,262	AY
Moore, Robert	Professor	169,573	AY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Morris, John	Professor	146,721	AY
Santos, Webster	Professor	170,363	AY
Tanko, James	Professor	139,555	AY
Valeyev, Eduard	Professor	156,914	AY
Amateis, Patricia	Associate Professor	86,493	AY
Deck, Paul	Associate Professor	85,620	AY
Long, Gary	Associate Professor	90,245	AY
Madsen, Louis	Associate Professor	115,329	AY
Matson, John	Associate Professor	104,866	AY
Morris, Amanda	Associate Professor	120,069	AY
Tissue, Brian	Associate Professor	86,455	AY
Troya, Diego	Associate Professor	95,529	AY
Yee, Gordon	Associate Professor	86,699	AY
Grove, Tijana	Assistant Professor	87,391	AY
Josan, Jatinder	Assistant Professor	80,433	AY
Lin, Feng	Assistant Professor	90,441	AY
Liu, Guoliang	Assistant Professor	92,331	AY
Lowell, Andrew	Assistant Professor	88,147	AY
Mayhall, Nicholas	Assistant Professor	92,417	AY
Schulz, Michael	Assistant Professor	88,819	AY
Bump, Maggie	Senior Instructor	58,989	AY
Eddleton, Jeannine	Senior Instructor	63,635	AY
Arachchige, Shamindri	Advanced Instructor	53,295	AY
Berg, Michael	Advanced Instructor	54,790	AY
Long, Victoria	Advanced Instructor	56,769	AY
Bell, Thomas	Instructor	100,697	CY
Geller, Aaron	Instructor	52,685	AY
Neidigh, Kurt	Instructor	51,119	AY
Wall, Candace	Instructor	51,450	AY
Slebodnick, Carla	Research Associate Professor	75,141	AY
Altarawy, Doaa	Research Scientist	88,088	CY
Ashraf-Khorassani, Mehdi	Research Scientist	81,531	CY
Barnes, Taylor	Research Scientist	108,160	CY
Ellis, Samuel	Research Scientist	83,200	CY
Marin-Rimoldi, Eliseo	Research Scientist	75,712	CY
Moussa, Jonathan	Research Scientist	93,600	CY
Naden, Levi	Research Scientist	104,000	CY
Nash, Jessica	Research Scientist	82,390	CY
Peng, Chong	Research Scientist	67,275	CY
Pritchard, Benjamin	Research Scientist	94,588	CY
Saxe, Paul	Research Scientist	122,408	CY
Smith, Daniel	Research Scientist	97,240	CY
Dai, Yumin	Senior Research Associate	48,600	CY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Cunningham, Jeremy	Research Associate	40,000	CY
Bazante, Alexandre	Postdoctoral Associate	51,418	CY
Chakraborty, Arnab	Postdoctoral Associate	48,600	CY
Claudino, Daniel	Postdoctoral Associate	45,450	CY
Du, Yongle	Postdoctoral Associate	46,350	CY
Edling, Hans	Postdoctoral Associate	45,000	CY
Kumar, Ashutosh	Postdoctoral Associate	48,925	CY
Liu, Tianyu	Postdoctoral Associate	45,900	CY
Mu, Linqin	Postdoctoral Associate	49,894	CY
Nekvinda, Jan	Postdoctoral Associate	45,000	CY
Nellepalli, Pothana	Postdoctoral Associate	48,204	CY
Rishi, Varun	Postdoctoral Associate	47,278	CY
Salamoun, Joseph	Postdoctoral Associate	48,204	CY
Wang, Yin	Postdoctoral Associate	46,132	CY
Brodkin, Claudia	Professional Lecturer	54,189	CY
Dalton, Michelle	Professional Lecturer	52,570	CY
Shanaiah, Narasimhamurthy	Professional Lecturer	78,890	CY

DEAN - SCIENCE

Fricker, Ronald	Administrative Professor	257,500	CY
Heflin, James	Administrative Professor	180,282	CY
Morgan, John	Administrative Professor	209,026	CY
Morton, Sally	Administrative Professor	385,360	CY
Sanders, Janet	Administrative Lecturer	158,156	CY
Corbin, Victoria	Associate Professor	95,000	AY
Steiner, James	Instructor	70,000	AY
Kraikivski, Pavel	Collegiate Assistant Professor	70,000	AY
Tian, Chixia	Collegiate Assistant Professor	77,063	AY
Williams, Sparkle	Collegiate Assistant Professor	74,460	AY
Panneton, Robin	Administrative Associate Profes	139,906	CY
Dragovic, Nora	Professional Lecturer	56,039	CY
Mackay, Steven	Professional Lecturer	75,230	CY
Tollin, Craig	Professional Lecturer	54,958	CY

ECONOMICS

Ashley, Richard	Professor	134,750	AY
Ball, Sheryl	Professor	126,400	AY
Bose, Niloy	Professor	153,000	AY
Haller, Hans	Professor	173,759	AY
Salehi-Isfahani, Djavad	Professor	144,725	AY
Sarangi, Sudipta	Professor	207,085	CY
Spanos, Aris	Professor	174,172	AY
Tideman, Thorwald	Professor	154,835	AY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Bahel, Eric	Associate Professor	122,245	AY
Cothren, Richard	Associate Professor	109,133	AY
Dominiak, Adam	Associate Professor	123,520	AY
Ge, Suqin	Associate Professor	139,650	AY
Lin, Xu	Associate Professor	134,457	AY
Tsang, Kwok	Associate Professor	116,761	AY
Habibnia, Ali	Assistant Professor	111,180	AY
Hari, Siddharth	Assistant Professor	110,443	AY
Luo, Shaowen	Assistant Professor	107,184	AY
Miller, Melinda	Assistant Professor	111,036	AY
Rosa, Benjamin	Assistant Professor	113,410	AY
Smith, Alexander	Assistant Professor	107,085	AY
Tserenjigmid, Gerelt	Assistant Professor	109,250	AY
Gebremariam, Gebremeskel	Advanced Instructor	77,527	AY
Yang, Zhou	Instructor	73,476	AY
Kovach, Matthew	Collegiate Assistant Professor	96,703	AY
Trost, Steven	Collegiate Assistant Professor	104,765	AY

GEOSCIENCES

Bodnar, Robert	Professor	291,924	AY
Burbey, Thomas	Professor	106,541	AY
Dove, Patricia	Professor	283,938	AY
Eriksson, Kenneth	Professor	72,224	AY
Holbrook, Steven	Professor	211,755	CY
Hole, John	Professor	114,955	AY
King, Scott	Professor	133,670	AY
Law, Richard	Professor	118,609	AY
Ross, Nancy	Professor	141,963	AY
Schreiber, Madeline	Professor	124,935	AY
Spotila, James	Professor	116,470	AY
Xiao, Shuhai	Professor	218,856	AY
Caddick, Mark	Associate Professor	95,630	AY
Gill, Benjamin	Associate Professor	94,472	AY
Romans, Brian	Associate Professor	97,354	AY
Weiss, Robert	Associate Professor	141,416	RE11
Zhou, Ying	Associate Professor	90,631	AY
Dura, Cristina	Assistant Professor	79,000	AY
Michel, Frederick	Assistant Professor	99,168	AY
Nesbitt, Sterling	Assistant Professor	114,959	AY
Pollyea, Ryan	Assistant Professor	84,577	AY
Stamps, D	Assistant Professor	85,465	AY
Stocker, Michelle	Assistant Professor	83,153	AY
Johnson, Neil	Advanced Instructor	57,389	AY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Chermak, John	Collegiate Associate Professor	95,369	AY
Chapman, Martin	Research Professor	98,823	AY
Fedele, Luca	Senior Research Associate	57,942	CY
Han, Nizhou	Senior Research Associate	54,519	CY
Zhao, Jing	Senior Research Associate	52,891	CY
Sievers, Natalie	Sr Project Associate	62,883	CY
Chen, Wenlin	Postdoctoral Associate	45,900	CY
Inoue, Sayako	Postdoctoral Associate	47,754	CY
Tang, Qing	Postdoctoral Associate	45,000	CY
Dunson, James	Professional Lecturer	59,870	CY
Glesener, Gary	Professional Lecturer	63,519	CY

MATHEMATICS

Adjerid, Slimane	Professor	117,545	AY
Beattie, Christopher	Professor	113,591	AY
Borggaard, Jeffrey	Professor	142,129	AY
Burns, John	Professor	248,469	AY
De Sturler, Eric	Professor	188,142	CY
Embree, Mark	Professor	215,544	AY
Gugercin, Serkan	Professor	151,212	AY
Haskell, Peter	Professor	144,945	AY
Iliescu, Traian	Professor	115,214	AY
Kim, Jong	Professor	104,654	AY
Klaus, Martin	Professor	96,313	AY
Lin, Tao	Professor	114,444	AY
Linnell, Peter	Professor	108,310	AY
Loehr, Nicholas	Professor	117,607	AY
Matthews, Gretchen	Professor	145,595	AY
Norton, Anderson	Professor	115,240	AY
Renardy, Michael	Professor	195,440	AY
Rogers, Robert	Professor	137,593	AY
Rossi, John	Professor	134,069	AY
Shimozono, Mark	Professor	125,852	AY
Sun, Shu Ming	Professor	116,813	AY
Turner, James	Professor	122,552	AY
Warburton, Timothy	Professor	223,992	AY
Chung, Matthias	Associate Professor	96,578	AY
Ciupe, Mihaela	Associate Professor	99,039	AY
Elgart, Alexander	Associate Professor	95,051	AY
Mihalcea, Constantin	Associate Professor	97,770	AY
Wapperom, Peter	Associate Professor	81,610	AY
Wawro, Megan	Associate Professor	105,316	AY
Yue, Pengtao	Associate Professor	91,832	AY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Zietsman, Lizette	Associate Professor	101,102	AY
Childs, Lauren	Assistant Professor	96,708	AY
Chung, Julianne	Assistant Professor	93,652	AY
Cui, Xingshan	Assistant Professor	82,500	AY
Fraas, Martin	Assistant Professor	85,030	AY
Hewett, Russell	Assistant Professor	92,475	AY
Johnson, Estrella	Assistant Professor	97,040	AY
Liu, Honghu	Assistant Professor	77,404	AY
Martin, Eileen	Assistant Professor	92,520	AY
Orr, Daniel	Assistant Professor	78,910	AY
Palsson, Eyvindur	Assistant Professor	91,265	AY
Agud, Diane	Senior Instructor	55,687	AY
Anderson, Susan	Senior Instructor	65,030	AY
Bourdon, Terri	Senior Instructor	84,561	AY
Hagen, Susan	Senior Instructor	58,086	AY
Hart, Heath	Senior Instructor	55,680	AY
Clemons, Joshua	Advanced Instructor	47,328	AY
Hurdus, Jessica	Advanced Instructor	58,172	AY
Robbins, Nicholas	Advanced Instructor	48,304	AY
Saenz Maldonado, Edgar	Advanced Instructor	43,774	AY
Schmale, Jessica	Advanced Instructor	52,166	AY
Ufferman, Eric	Advanced Instructor	45,448	AY
Wilson, Jason	Advanced Instructor	48,190	AY
Asfaw, Teffera	Instructor	40,905	AY
Balkew, Teshome	Instructor	40,804	AY
Barreto, Sarah	Instructor	37,691	AY
Brooks, Josh	Instructor	46,094	AY
Bulka, Yuriy	Instructor	45,450	AY
Cerezo Menegay, Graciela	Instructor	39,372	AY
Chung, Myungsuk	Instructor	39,579	AY
England, Jerri	Instructor	47,988	AY
Fakron, Osama	Instructor	36,756	AY
Farhat, Hamidullah	Instructor	46,177	AY
Farmer, Shelley	Instructor	39,296	AY
Galinaitis, William	Instructor	42,681	AY
Gildersleeve, Nathan	Instructor	40,920	AY
Hammer, Steven	Instructor	51,300	AY
Jasso-Hernandez, Edna	Instructor	39,220	AY
Karcher, Kelli	Instructor	39,409	AY
Kasebian, Kaveh	Instructor	36,738	AY
Krueger, Justin	Instructor	37,300	AY
Letona Bolivar, Cristina	Instructor	38,841	AY
Ouliaei-Nia, Maziar	Instructor	50,675	AY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Rappold, Erika	Instructor	39,190	AY
Silber, Steven	Instructor	37,447	AY
StClair, Jessica	Instructor	36,900	AY
Thompson, Jessica	Instructor	39,584	AY
Truman, Jeffrey	Instructor	36,724	AY
Withrow, Camron	Instructor	36,864	AY
Yasuda, Sohei	Instructor	40,340	AY
Zachrich, Kyle	Instructor	37,337	AY
Arnold, Rachel	Collegiate Assistant Professor	70,426	AY
Fillman, Jacob	Visiting Assistant Professor	57,418	AY
Manoharan, Palanivel	Visiting Assistant Professor	65,179	AY
Steiner, Rebecca	Visiting Assistant Professor	55,648	AY
Austin, Anthony	Postdoctoral Associate	55,000	CY
Jiang, Jiahua	Postdoctoral Associate	49,049	CY
Pranjal, Fnu	Postdoctoral Associate	53,430	CY
Kairamkonda, Vinay	Professional Lecturer	89,032	CY
Reilly, William	Professional Lecturer	94,986	CY
Sibol, Alison	Professional Lecturer	38,790	AY
Widdowson, Emily	Professional Lecturer	38,784	AY

NEUROSCIENCE

Sontheimer, Harald	Professor	532,384	CY
Clinton, Sarah	Associate Professor	185,522	RE12
Olsen, Michelle	Associate Professor	197,733	RE12
Bowers, Jerald	Assistant Professor	146,454	RE12
Buczynski, Matthew	Assistant Professor	141,486	RE12
English, Daniel	Assistant Professor	136,000	RE12
Hodes, Georgia	Assistant Professor	141,761	RE12
Ni, Lina	Assistant Professor	103,020	AY
Pickrell, Alicia	Assistant Professor	138,369	RE12
Thompson, Christopher	Assistant Professor	141,279	RE12
Vijayan, Sujith	Assistant Professor	103,525	AY
Fu, Zhuo	Instructor	51,000	AY
Kimbrough, Ian	Collegiate Assistant Professor	82,000	AY
Phillips, Kristin	Collegiate Assistant Professor	94,100	AY
Gregus, Ann	Research Scientist	59,827	CY
Rho, Young-Ah	Research Scientist	53,704	CY
Roby, Clinton	Senior Research Associate	66,300	CY
Glover, Matthew	Research Associate	55,702	CY
Kahanovitch, Uri	Postdoctoral Associate	50,419	CY
McCoy Asadorian, Chelsea	Postdoctoral Associate	53,475	CY
McDaniel, Dylan	Postdoctoral Associate	48,500	CY
Miliano, Cristina	Postdoctoral Associate	50,757	CY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Patel, Dipankumar	Postdoctoral Associate	56,222	CY
Rainville, Jennifer	Postdoctoral Associate	51,963	CY

PHYSICS

Arav, Nahum	Professor	115,262	AY
Chang, Lay	Professor	238,891	AY
Heremans, Jean	Professor	105,147	AY
Huber, Patrick	Professor	132,450	AY
Link, Jonathan	Professor	110,225	AY
Minic, Djordje	Professor	97,646	AY
Mun, Seong	Professor	246,870	AY
Piilonen, Leo	Professor	154,058	AY
Pitt, Mark	Professor	154,293	CY
Pleimling, Michel	Professor	154,198	AY
Sharpe, Eric	Professor	102,182	AY
Simonetti, John	Professor	133,671	CY
Tauber, Uwe	Professor	129,008	AY
Vogelaar, Robert	Professor	114,748	AY
Economou, Sophia	Associate Professor	111,341	AY
Khodaparast, Giti	Associate Professor	98,998	AY
Mariani, Camillo	Associate Professor	106,789	AY
Park, Kyungwha	Associate Professor	92,227	AY
Robinson, Hans	Associate Professor	79,372	AY
Scarola, Vito	Associate Professor	95,477	AY
Soghomonian, Victoria	Associate Professor	81,281	AY
Takeuchi, Tatsu	Associate Professor	91,375	AY
Anderson, Lara	Assistant Professor	96,315	AY
Ashkar, Rana	Assistant Professor	87,339	AY
Barnes, Edwin	Assistant Professor	98,033	AY
Cheng, Shengfeng	Assistant Professor	84,282	AY
Emori, Satoru	Assistant Professor	87,783	AY
Gray, James	Assistant Professor	95,745	AY
Horiuchi, Shunsaku	Assistant Professor	85,330	AY
Nguyen, Vinh	Assistant Professor	84,203	AY
O'Donnell, Thomas	Assistant Professor	87,252	AY
Shoemaker, Ian	Assistant Professor	85,000	AY
Tao, Chenggang	Assistant Professor	76,321	AY
Khan, Almas	Instructor	54,519	AY
Papavasiliou, Kriton	Instructor	54,738	AY
Robinson, Alma	Instructor	53,430	AY
Magill, Brenden	Collegiate Assistant Professor	67,670	AY
Merritt, Travis	Collegiate Assistant Professor	68,680	AY
Wong, Kenneth	Research Assistant Professor	166,108	CY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Gaur, Vipin	Research Scientist	54,631	CY
Lucero, Danielle	Research Scientist	56,100	CY
Wysocki, Aleksander	Research Scientist	50,000	CY
Gard, Bryan	Research Associate	50,000	CY
Berryman, Jeffrey	Postdoctoral Associate	48,000	CY
Calderon Vargas, Fernando	Postdoctoral Associate	49,000	CY
Chakraborty, Saptarshi	Postdoctoral Associate	50,000	CY
Dell'Oro, Stefano	Postdoctoral Associate	47,500	CY
Khodadadi, Behrouz	Postdoctoral Associate	52,000	CY
Miller, Timothy	Postdoctoral Associate	50,000	CY
Najafi, Khadijeh	Postdoctoral Associate	49,000	CY
Priyanka, Priyanka	Postdoctoral Associate	49,920	CY
Raghuram, Nikhil	Postdoctoral Associate	50,000	CY
Russo, Antonio	Postdoctoral Associate	49,000	CY
Zhu, Linghua	Postdoctoral Associate	48,000	CY

PSYCHOLOGY

Bell, Martha Ann	Professor	166,014	AY
Clum, George	Professor	128,284	AY
Geller, E	Professor	183,166	AY
Jones, Russell	Professor	117,400	AY
Kim-Spoon, Jungmeen	Professor	177,716	RE12
Ollendick, Thomas	Professor	257,894	AY
Scarpa-Friedman, Angela	Professor	117,170	AY
Stephens, Robert	Professor	151,671	AY
Winett, Richard	Professor	170,913	AY
Axson, Danny	Associate Professor	79,950	AY
Diana, Rachel	Associate Professor	95,525	AY
Dunsmore, Julie	Associate Professor	100,033	AY
Foti, Roseanne	Associate Professor	147,247	CY
Harrison, David	Associate Professor	96,400	AY
Hauenstein, Neil	Associate Professor	88,675	AY
Richey, John	Associate Professor	96,025	AY
Scarpa-Friedman, Bruce	Associate Professor	82,100	AY
Calderwood, Charles	Assistant Professor	85,875	AY
Cate, Anthony	Assistant Professor	81,418	AY
Hernandez, Jorge	Assistant Professor	85,280	AY
Lee, Tae-Ho	Assistant Professor	88,050	AY
Hoffman, Kurt	Senior Instructor	82,000	AY
Kerfoot, Erin	Instructor	49,000	AY
Means-Christensen, Adrienne	Instructor	42,000	AY
Cooper, Lee	Clinical Associate Professor	108,900	CY
Diaz, Vanessa	Research Assistant Professor	63,300	AY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>STATISTICS</u>			
Gramacy, Robert	Professor	151,378	AY
Smith, Eric	Professor	151,331	AY
Vining, Gordon	Professor	154,809	AY
Woodall, William	Professor	168,947	AY
Deng, Xinwei	Associate Professor	118,222	AY
Du, Pang	Associate Professor	118,685	AY
Ferreira, Marco	Associate Professor	119,374	AY
Guo, Feng	Associate Professor	116,837	AY
Hong, Yili	Associate Professor	118,110	AY
House, Leanna	Associate Professor	111,491	AY
Kim, Inyoung	Associate Professor	109,950	AY
Leman, Scott	Associate Professor	114,453	AY
Terrell, George	Associate Professor	85,641	CY
Zhu, Hongxiao	Associate Professor	105,042	AY
Franck, Christopher	Assistant Professor	96,203	AY
Johnson, Leah	Assistant Professor	102,313	AY
Ranganathan, Shyam	Assistant Professor	90,553	AY
Sengupta, Srijan	Assistant Professor	97,011	AY
Wu, Xiaowei	Assistant Professor	97,243	AY
Russell, John	Instructor	59,053	AY
Tavera, Haydee	Instructor	55,910	AY
Zhang, Zhiyang	Instructor	54,499	AY
Driscoll, Anne	Collegiate Assistant Professor	80,897	AY
Lucero, Christian	Collegiate Assistant Professor	84,244	AY
Mahmoud, Hamdy	Collegiate Assistant Professor	75,558	AY
McCarty, Frances	Collegiate Assistant Professor	92,006	AY
Robertson Evia, Jane	Collegiate Assistant Professor	79,301	AY
Hanlon, Alexandra	Professor of Practice	165,000	AY
Woteki, Thomas	Professor of Practice	200,000	CY
Faltin, Frederick	Associate Prof of Practice	123,360	CY
Van Mullekom, Jennifer	Associate Prof of Practice	147,349	CY
Tegge, Allison	Research Assistant Professor	91,870	CY
Jalil, Deelan	Research Associate	57,643	CY
Villena Carpio, Oswaldo	Postdoctoral Associate	48,500	CY
Slaughter, Stephen	Professional Lecturer	96,585	CY

College of Veterinary Medicine

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>ACADEMIC AFFAIRS</u>			
Edwards, Virginia	Instructor	85,741	CY
Foster, Raeann	Instructor	76,035	AY
Kegley, Melanie	Professional Lecturer	80,284	CY
Stinson-Dixon, Rebecca	Professional Lecturer	91,700	CY
<u>BIOMEDICAL SCIENCE</u>			
LeRoith, Tanya	Clinical Professor	151,696	CY
Lee, Margie	Professor	227,248	CY
Lindsay, David	Professor	137,568	CY
Meng, Xiang-Jin	Professor	301,443	CY
Smith, Stephen	Professor	134,912	CY
Sponenberg, Dan	Professor	168,230	CY
Sriranganathan, Nammalwar	Professor	144,918	CY
Wilcke, Jeffrey	Professor	157,750	CY
Zajac, Anne	Professor	136,760	CY
Zimmerman, Kurt	Professor	139,741	CY
Davis, Jennifer	Associate Professor	128,265	CY
He, Jia-Qiang	Associate Professor	114,388	RE10
Huckle, William	Associate Professor	117,619	CY
Klein, Bradley	Associate Professor	111,864	CY
Luo, Xin	Associate Professor	158,934	RE12
Smith, Bonnie	Associate Professor	111,178	CY
Theus, Michelle	Associate Professor	197,760	RE12
Yuan, Lijuan	Associate Professor	161,423	RE12
Allen, Irving	Assistant Professor	152,709	RE12
Caswell, Clayton	Assistant Professor	144,017	RE12
Coutermarsh-Ott, Sheryl	Assistant Professor	114,531	CY
Duggal, Nisha	Assistant Professor	92,536	AY
Morton, Paul	Assistant Professor	88,686	AY
Corcoran, Lisa	Collegiate Assistant Professor	90,200	AY
Boes, Katie	Clinical Associate Professor	123,365	CY
Lahmers, Kevin	Clinical Associate Professor	136,502	CY
Barrett, Sarah	Clinical Assistant Professor	125,794	CY
Cecere, Thomas	Clinical Assistant Professor	125,594	CY
Dai, Rujuan	Research Assistant Professor	72,621	CY
Green, Julie	Research Assistant Professor	76,243	CY
Weger, James	Research Assistant Professor	89,393	AY
Li, Wen	Research Scientist	69,838	CY
Subramaniam, Sakthivel	Research Scientist	56,117	CY
Jain-Gupta, Neeta	Senior Research Associate	52,339	CY
Cao, Qian	Postdoctoral Associate	46,350	CY

College of Veterinary Medicine

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Gudenschwager Basso, Erwin Kri	Postdoctoral Associate	45,000	CY
Kowalski, Elizabeth	Postdoctoral Associate	49,159	CY
Mu, Qinghui	Postdoctoral Associate	47,556	CY
Sooryanarain, Harini	Postdoctoral Associate	52,464	CY
Tian, Debin	Postdoctoral Associate	53,728	CY

DEAN - VETERINARY MEDICINE

Daniel, Gregory	Administrative Professor	262,013	CY
Ahmed, S	Administrative Lecturer	229,681	CY
Hylton, April	Administrative Lecturer	134,860	CY
Ascue, Kimberly	Professional Lecturer	88,492	CY
Averill, Jennifer	Professional Lecturer	63,772	CY
Blevins, Anne	Professional Lecturer	68,897	CY
Burchett, Amy	Professional Lecturer	113,624	CY
Jobst, Peter	Professional Lecturer	103,204	CY
McKenzie, Marylee	Professional Lecturer	60,338	CY

EQUINE MEDICAL ANCILLARY

Adams, Morton	Clinical Assistant Professor	199,058	CY
Brown, James	Clinical Assistant Professor	183,264	CY
Estell, Krista	Clinical Assistant Professor	141,483	CY
Kelleher, Maureen	Clinical Assistant Professor	138,531	CY
MacDonald, Elizabeth	Clinical Instructor	88,558	CY
Schaefer, Emily	Clinical Instructor	96,901	CY

EQUINE MEDICAL CENTER

Erskine, Michael	Administrative Lecturer	205,592	CY
Barrett, Jennifer	Associate Professor	156,333	CY

LARGE ANIMAL CLINICAL SCIENCES

Buechner-Maxwell, Virginia	Professor	155,302	CY
Pelzer, Kevin	Professor	182,500	CY
Pleasant, Robert	Professor	171,958	CY
Byron, Christopher	Associate Professor	146,950	CY
Clark-Deener, Sherrie	Associate Professor	150,807	CY
Dahlgren, Linda	Associate Professor	130,716	CY
McKenzie, Harold	Associate Professor	169,246	CY
Scarratt, William	Associate Professor	62,188	CY
Witonsky, Sharon	Associate Professor	134,060	CY
Stewart, Jamie	Assistant Professor	117,531	CY
Burns, Travis	Associate Prof of Practice	105,771	CY
Currin, John	Clinical Associate Professor	136,648	CY
Bogers, Sophie	Clinical Assistant Professor	124,922	CY

College of Veterinary Medicine

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Funk, Rebecca	Clinical Assistant Professor	117,350	CY
Guyann, Sierra	Clinical Assistant Professor	120,557	CY
Reeder, Dana	Clinical Assistant Professor	97,960	CY
Schramm, Hollie	Clinical Assistant Professor	112,577	CY
Shepherd, Megan	Clinical Assistant Professor	135,570	CY
Wilson, Katherine	Clinical Assistant Professor	117,818	CY
Brookhart, Meghan	Clinical Instructor	93,840	CY

POPULATION HEALTH SCIENCES

Hodgson, Jennifer	Administrative Professor	220,079	CY
Hungerford, Laura	Professor	237,495	CY
Redican, Kerry	Professor	193,153	CY
Gohlke, Julia	Associate Professor	108,845	AY
Hosig, Kathryn	Associate Professor	140,799	AY
Pithua, Patrick	Associate Professor	97,170	AY
Baker, Charlotte	Assistant Professor	91,169	AY
Bertke, Andrea	Assistant Professor	106,298	CY
Zambriski, Jennifer	Assistant Professor	91,033	AY
Smith, Amy	Collegiate Assistant Professor	51,790	CY
Pelzer, Jacquelyn	Associate Prof of Practice	129,569	CY
Ragan, Valerie	Associate Prof of Practice	181,525	CY
Rist, Cassidy	Assistant Prof of Practice	111,714	CY
Werre, Stephen	Research Assistant Professor	85,203	CY
Graef, Geneva	Project Associate	46,238	CY
Richardson, Molly	Postdoctoral Associate	47,162	CY
Wenzel, Sophie	Professional Lecturer	82,193	CY

SMALL ANIMAL CLINICAL SCIENCES

Borgarelli, Michele	Professor	169,990	CY
Lanz, Otto	Professor	164,649	CY
Larson, Martha	Professor	152,852	CY
Monroe, Edward	Professor	74,839	CY
Pancieria, David	Professor	156,860	CY
Rossmeisl, John	Professor	211,192	CY
Abbott, Jonathan	Associate Professor	142,866	CY
Dervis, Nikolaos	Associate Professor	146,545	CY
Grant, David	Associate Professor	142,626	CY
Henao Guerrero, Piedad	Associate Professor	159,645	CY
Herring, Ian	Associate Professor	163,586	CY
Klahn, Shawna	Associate Professor	134,782	CY
Bartl, Lara	Assistant Professor	152,305	CY
Bolton, Timothy	Assistant Professor	117,618	CY
Clapp, Kemba	Assistant Professor	146,774	CY

College of Veterinary Medicine

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Corrigan, Virginia	Assistant Professor	114,586	CY
Demonaco, Stefanie	Assistant Professor	121,556	CY
Freeman, Mark	Assistant Professor	121,561	CY
Muro, Noelle	Assistant Professor	125,822	CY
Nappier, Michael	Assistant Professor	121,087	CY
Pavlisiko, Noah	Assistant Professor	134,057	CY
Sawyer Hansford, Dominique	Assistant Professor	124,735	CY
Tham, Heng	Assistant Professor	127,157	CY
Lahmers, Sunshine	Clinical Associate Professor	61,000	CY
Pancotto, Theresa	Clinical Associate Professor	139,114	CY
Barry, Sabrina	Clinical Assistant Professor	103,784	CY
Cecere, Julie	Clinical Assistant Professor	119,910	CY
Petrovitch, Julia	Clinical Assistant Professor	113,428	CY
Rodriguez Galarza, Roxanne	Clinical Assistant Professor	127,922	CY
Arendse, Avril	Clinical Instructor	120,641	CY
Wilson, Jeffrey	Clinical Instructor	122,059	CY
Quigley, Mindy	Project Associate	44,830	CY
Jeong, Hyeon	Postdoctoral Associate	45,000	CY

VETERINARY MEDICINE CLINICAL SERVICES

Swecker, William	Professional Lecturer	187,057	CY
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VETERINARY MEDICINE EXPERIMENT STATION

Crawford, Jessica	Professional Lecturer	81,722	CY
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VETERINARY MEDICINE TEACHING HOSPITAL

Foster, Drema	Professional Lecturer	85,155	CY
Hiller, Richard	Professional Lecturer	117,863	CY

Dean of Libraries

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>LIBRARY</u>			
Walters, Tyler	Administrative Professor	266,192	CY
Griffin, Julie	Administrative Associate Profes	148,139	CY
McMillan, Gail	Professional Professor	108,877	CY
Purcell, Aaron	Professional Professor	99,102	CY
Xie, Zhiwu	Professional Professor	116,565	CY
Bailey, Annette	Professional Associate Professo	79,975	CY
Goldbeck DeBose, Kyrille	Professional Associate Professo	74,384	CY
Hall, Nathan	Professional Associate Professo	83,871	CY
Kennelly, Tamara	Professional Associate Professo	68,817	CY
Krupar, Ellen	Professional Associate Professo	76,890	CY
Lener, Edward	Professional Associate Professo	100,943	CY
Pencek, Bruce	Professional Associate Professo	65,598	CY
Shen, Yi	Professional Associate Professo	67,928	CY
Thompson, Larry	Professional Associate Professo	76,296	CY
Tomlin, Patrick	Professional Associate Professo	94,264	CY
Becksford, Lisa	Professional Assistant Professor	64,392	CY
Brodsky, Marc	Professional Assistant Professor	63,351	CY
Brown, Anne	Professional Assistant Professor	82,238	CY
Brown, Byron	Professional Assistant Professor	83,852	CY
Dietz, Kira	Professional Assistant Professor	56,878	CY
Feerrar, Julia	Professional Assistant Professor	66,710	CY
Finn, Mary	Professional Assistant Professor	69,597	CY
Haugen, Inga	Professional Assistant Professor	62,185	CY
Metko, Stefanie	Professional Assistant Professor	86,514	CY
Nardine, Jennifer	Professional Assistant Professor	61,696	CY
Obenhaus, Bruce	Professional Assistant Professor	80,420	CY
O'Brien, Leslie	Professional Assistant Professor	121,165	CY
Ogier, Andrea	Professional Assistant Professor	94,282	CY
Ogle, Jeffrey	Professional Assistant Professor	100,453	CY
Pannabecker, Virginia	Professional Assistant Professor	84,766	CY
Speer, Ryan	Professional Assistant Professor	68,457	CY
Walz, Anita	Professional Assistant Professor	69,133	CY
Winn, Samantha	Professional Assistant Professor	58,890	CY
Wright de Hernandez, Anthony	Professional Assistant Professor	56,534	CY
Young, Philip	Professional Assistant Professor	65,825	CY
Arthur, Craig	Professional Lecturer	63,076	CY
Battleson, Keith	Professional Lecturer	76,239	CY
Bradley, Jonathan	Professional Lecturer	70,095	CY
Browder, Robert	Professional Lecturer	50,427	CY
Brown, Ann	Professional Lecturer	82,823	CY
Carr, Curtis	Professional Lecturer	103,229	CY

Dean of Libraries

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Chen, Yinlin	Professional Lecturer	83,276	CY
Coleman, Robin	Professional Lecturer	61,508	CY
Copper, Cathryn	Professional Lecturer	74,309	CY
Dean, Kirsten	Professional Lecturer	57,500	CY
Finney, Trevor	Professional Lecturer	58,785	CY
Fitzsimmons, Rebecca	Professional Lecturer	48,816	CY
Flanagan, Jeffrey	Professional Lecturer	48,960	CY
Fralin, Scott	Professional Lecturer	52,324	CY
Ghosh, Soumik	Professional Lecturer	69,275	CY
Gilbertson, Keith	Professional Lecturer	79,833	CY
Guimont, Corinne	Professional Lecturer	53,578	CY
Hammer, Kelsey	Professional Lecturer	51,198	CY
Henshaw, Neal	Professional Lecturer	55,186	CY
Hilal, Amr	Professional Lecturer	75,113	CY
Huffman, Scott	Professional Lecturer	63,000	CY
Hunnewell, Aaron	Professional Lecturer	90,820	CY
Hunter, William	Professional Lecturer	74,614	CY
Ingram, William	Professional Lecturer	117,705	CY
Jiang, Tingting	Professional Lecturer	82,295	CY
Kim, Janice	Professional Lecturer	70,000	CY
Kinnaman, Alex	Professional Lecturer	56,194	CY
Kohler, Ellie	Professional Lecturer	67,915	CY
Kucsak, Michael	Professional Lecturer	125,141	CY
Lawrence, Anne	Professional Lecturer	60,689	CY
MacDonald, Amanda	Professional Lecturer	59,384	CY
Mather, Paul	Professional Lecturer	77,767	CY
McNabb, Kayla	Professional Lecturer	64,073	CY
McVoy, Elizabeth	Professional Lecturer	65,240	CY
Menzies, Luke	Professional Lecturer	54,341	CY
Miles, Rachel	Professional Lecturer	60,000	CY
Miller, Chreston	Professional Lecturer	72,843	CY
Ng, Wen Nie	Professional Lecturer	55,089	CY
Nino, Miguel	Professional Lecturer	63,711	CY
Petters, Jonathan	Professional Lecturer	73,619	CY
Pittman, Elisabeth	Professional Lecturer	50,162	CY
Porter, Nathaniel	Professional Lecturer	62,071	CY
Potter, Peter	Professional Lecturer	96,550	CY
Puckett, Elise	Professional Lecturer	53,241	CY
Rogers, Alice	Professional Lecturer	52,300	CY
Rozema, Laurel	Professional Lecturer	54,775	CY
Saylor, Kodi	Professional Lecturer	52,970	CY
Sindt, David	Professional Lecturer	64,793	CY
Smith, Erin	Professional Lecturer	70,000	CY

Dean of Libraries

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Snelling, Jade	Professional Lecturer	48,000	CY
Stamper, Michael	Professional Lecturer	63,421	CY
Stovall, Connie	Professional Lecturer	68,319	CY
Sutherland, Michael	Professional Lecturer	69,899	CY
Sweeney, Sara	Professional Lecturer	51,342	CY
Tuttle, Jim	Professional Lecturer	99,101	CY
Weeks, Kimberli	Professional Lecturer	47,038	CY

Department of Athletics

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>DEPARTMENT OF ATHLETICS</u>			
Abbott, Russell	Professional Lecturer	64,466	CY
Amberg, Thomas	Professional Lecturer	40,800	CY
Anderson, Britney	Professional Lecturer	115,842	CY
Ballein, John	Professional Lecturer	174,854	CY
Banks, Omar	Professional Lecturer	180,727	CY
Bartelstein, Danielle	Professional Lecturer	112,246	CY
Benion, Eddie	Professional Lecturer	100,000	CY
Black, Ahsaki	Professional Lecturer	55,000	CY
Black, Alexander	Professional Lecturer	50,000	CY
Bost, Joshua	Professional Lecturer	72,326	CY
Brizendine, Michael	Professional Lecturer	96,000	CY
Brooks, Adam	Professional Lecturer	61,650	CY
Brown, Jennifer	Professional Lecturer	136,195	CY
Brugger-McSorley, Bridget	Professional Lecturer	73,152	CY
Bryan, Anne	Professional Lecturer	55,000	CY
Burden, Zohn	Professional Lecturer	200,000	CY
Cash, Erin	Professional Lecturer	75,419	CY
Castro, James	Professional Lecturer	75,000	CY
Chambers, Joshua	Professional Lecturer	70,000	CY
Clark, Timothy	Professional Lecturer	76,886	CY
Collins, Sean	Professional Lecturer	49,570	CY
Cooke, William	Professional Lecturer	61,650	CY
Cornelsen, Anthony	Professional Lecturer	450,000	CY
Cox, Brian	Professional Lecturer	54,363	CY
Crosby, Robert	Professional Lecturer	85,000	CY
Cusack, Jason	Professional Lecturer	46,350	CY
D'Amour, Peter	Professional Lecturer	130,000	CY
Daniels, Abigail	Professional Lecturer	41,922	CY
Davis, William	Professional Lecturer	43,180	CY
Denny, Anna	Professional Lecturer	41,100	CY
DeShambo, Kelsey	Professional Lecturer	42,000	CY
Dickson, Ronald	Professional Lecturer	56,513	CY
Diethorn, Mark	Professional Lecturer	87,338	CY
Dillard, Brandon	Professional Lecturer	43,631	CY
Dooley, Sheri	Professional Lecturer	58,054	CY
Dubs, Andrew	Professional Lecturer	83,844	CY
Dyer, Jacy	Professional Lecturer	46,238	CY
Elbin, Kurt	Professional Lecturer	135,000	CY
Fecteau, Ryan	Professional Lecturer	153,000	CY
Forbes, Natalie	Professional Lecturer	50,442	CY
Fraye, Jared	Professional Lecturer	89,735	CY

Department of Athletics

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Frey, Eric	Professional Lecturer	73,980	CY
Gabbard, Thomas	Professional Lecturer	159,299	CY
Garnes, Bruce	Professional Lecturer	56,513	CY
Gavagan, Robert	Professional Lecturer	41,600	CY
Gebhard, Gregg	Professional Lecturer	57,334	CY
Gilbert-Lowry, Reyna	Professional Lecturer	105,173	CY
Gillis, Douglas	Professional Lecturer	64,890	CY
Goforth, Michael	Professional Lecturer	113,164	CY
Griesemer, Brett	Professional Lecturer	60,000	CY
Griesemer, Megan	Professional Lecturer	59,987	CY
Guerry, James	Professional Lecturer	60,782	CY
Gwilliam, Ford	Professional Lecturer	59,194	CY
Gwinn, Derek	Professional Lecturer	85,827	CY
Haines, Corey	Professional Lecturer	52,403	CY
Hamilton, Justin	Professional Lecturer	80,000	CY
Hamlin, Carmen	Professional Lecturer	60,787	CY
Helms, Christopher	Professional Lecturer	133,413	CY
Hilgart, Benjamin	Professional Lecturer	190,000	CY
Huger, Joshua	Professional Lecturer	56,358	CY
Iezzi, John	Professional Lecturer	50,800	CY
Jackson, David	Professional Lecturer	125,569	CY
Johannigmeier, Eric	Professional Lecturer	67,015	CY
Johnson, Devin	Professional Lecturer	150,000	CY
Jones, Matthew	Professional Lecturer	42,500	CY
Jones, Samuel	Professional Lecturer	59,740	CY
Klockenbrink, Heidi	Professional Lecturer	41,100	CY
Kopp, Andrew	Professional Lecturer	68,514	CY
Kumar, Kirin	Professional Lecturer	69,010	CY
Lage, Sarah	Professional Lecturer	52,122	CY
Lawrence, Jimmy	Professional Lecturer	58,946	CY
Layer, Dale	Professional Lecturer	115,000	CY
Lechtenberg, Adam	Professional Lecturer	175,000	CY
Lewis, Matthew	Professional Lecturer	70,876	CY
Lewis, Shannon	Professional Lecturer	44,824	CY
Littlejohn, Angela	Professional Lecturer	171,593	CY
Long, Peter	Professional Lecturer	50,429	CY
Lopez Miro, Sergio	Professional Lecturer	155,000	CY
McNeilly, Jamie	Professional Lecturer	200,000	CY
McSorley, Patrick	Professional Lecturer	52,500	CY
Mervos, Daniel	Professional Lecturer	41,100	CY
Miller, Shelby	Professional Lecturer	50,442	CY
Mitchell, Brian	Professional Lecturer	260,000	CY
Mitchell, Samantha	Professional Lecturer	58,136	CY

Department of Athletics

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Molinaro, Frank	Professional Lecturer	86,700	CY
Moran, Patricia	Professional Lecturer	90,000	CY
Moris, Peter	Professional Lecturer	102,768	CY
Nadeau, Ryan	Professional Lecturer	55,000	CY
Neal, Brian	Professional Lecturer	77,063	CY
Nix, Tyrone	Professional Lecturer	200,000	CY
Onyon, Alyson	Professional Lecturer	48,106	CY
Piemonte, Ronald	Professional Lecturer	75,008	CY
Poppie, William	Professional Lecturer	132,578	CY
Randall, Allison	Professional Lecturer	46,238	CY
Reese, Kaitlin	Professional Lecturer	41,600	CY
Ritz, Peter	Professional Lecturer	41,100	CY
Robertson, Carol	Professional Lecturer	95,000	CY
Rutledge, Amanda	Professional Lecturer	41,100	CY
Sabatino, Daniel	Professional Lecturer	53,055	CY
Sayer, Martin	Professional Lecturer	49,549	CY
Sharp, Brian	Professional Lecturer	49,862	CY
Shibest, James	Professional Lecturer	420,000	CY
Shimp, Amanda	Professional Lecturer	61,672	CY
Showalter, Whitney	Professional Lecturer	46,575	CY
Shuman, John	Professional Lecturer	60,000	CY
Simmons, Charles	Professional Lecturer	51,000	CY
Smith, Clarence	Professional Lecturer	96,995	CY
Speicher, Logan	Professional Lecturer	44,805	CY
Staggers, Kyle	Professional Lecturer	43,785	CY
Stankard, Ryan	Professional Lecturer	40,000	CY
Steketee, Steven	Professional Lecturer	53,430	CY
Stous, Baylie	Professional Lecturer	60,000	CY
Sung, John	Professional Lecturer	120,000	CY
Szefc, John	Professional Lecturer	450,000	CY
Thirati, Pimplo	Professional Lecturer	41,600	CY
Transue, Matthew	Professional Lecturer	59,114	CY
Turner, Zaire	Professional Lecturer	40,400	CY
Underwood, Casey	Professional Lecturer	86,062	CY
Vaught, Timothy	Professional Lecturer	78,604	CY
Vice, Vance	Professional Lecturer	260,000	CY
Viet, Adam	Professional Lecturer	43,785	CY
Walls, Brian	Professional Lecturer	75,000	CY
Wasielewski, John	Professional Lecturer	81,600	CY
Webster, James	Professional Lecturer	170,000	CY
Werner, Gregory	Professional Lecturer	119,646	CY
White, Daniel	Professional Lecturer	105,808	CY
Whittaker, Alison	Professional Lecturer	43,095	CY

Department of Athletics

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Wiles, Charles	Professional Lecturer	260,000	CY
Williams, Jafar	Professional Lecturer	200,000	CY
Wilson, Jill	Professional Lecturer	130,000	CY
Wolf, Lyle	Professional Lecturer	125,000	CY
Wurthman, Bradley	Professional Lecturer	132,034	CY
Young, Perren	Professional Lecturer	42,864	CY
Zabinsky, Jennifer	Professional Lecturer	77,656	CY
Zalewski, Paul	Professional Lecturer	63,036	CY
Zawacki-Woods, Terry	Professional Lecturer	84,666	CY

Executive Vice President and Provost

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>ACADEMIC RESOURCE MANAGEMENT</u>			
Daku, Feride	Administrative Lecturer	123,900	CY
Jones, Robin	Administrative Lecturer	125,608	CY
Smith, Kenneth	Administrative Lecturer	235,976	CY
Coble, Zebulon	Professional Lecturer	110,178	CY
Earley, Jeffrey	Professional Lecturer	180,000	CY
Hammond, Matthew	Professional Lecturer	72,040	CY
Miller, Mallory	Professional Lecturer	61,810	CY
Spangler, Cynthia	Professional Lecturer	106,130	CY
<u>ADMINISTRATION</u>			
Clarke, Cyril	Administrative Professor	489,250	CY
Guerin, David	Administrative Lecturer	131,006	CY
Keller, Adriane	Professional Lecturer	69,870	CY
<u>CAREER AND PROFESSIONAL DEVELOPMENT</u>			
Beach, Katherine	Professional Lecturer	54,534	CY
Byers, Jonathan	Professional Lecturer	51,382	CY
Childress, Mary	Professional Lecturer	70,968	CY
Copeland, Catherine	Professional Lecturer	68,862	CY
Gilbert, Heidi	Professional Lecturer	47,957	CY
Henderson, James	Professional Lecturer	81,265	CY
Jordan, Kathryn	Professional Lecturer	59,595	CY
Leist, Leigh	Professional Lecturer	70,646	CY
McPherson, Amy	Professional Lecturer	83,582	CY
Rametta, Alyssa	Professional Lecturer	46,750	CY
Ratcliffe, Donna	Professional Lecturer	120,138	CY
Scott, Rebecca	Professional Lecturer	70,918	CY
White, Steven	Professional Lecturer	47,782	CY
Wilson, Elizabeth	Professional Lecturer	53,590	CY
<u>CAREER AND PROFESSIONAL DEVELOPMENT E&G</u>			
Capers, Joy	Professional Lecturer	49,320	CY
Kyle, Henry	Professional Lecturer	56,670	CY
Robinson, Carol	Professional Lecturer	80,723	CY
<u>CENTER FOR INSTRUCTIONAL DEVELOPMENT AND EDUCATIONAL RESEARCH</u>			
Baum Walker, Liesl	Professional Lecturer	79,093	CY
Filer, Kimberly	Professional Lecturer	128,452	CY
Harder, James	Professional Lecturer	56,100	CY
Lusk, Danielle	Professional Lecturer	86,980	CY
Shoop, Tiffany	Professional Lecturer	79,980	CY

Executive Vice President and Provost

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Williams, Leslie	Professional Lecturer	52,224	CY
<u>CENTER FOR THE ARTS</u>			
Knapp, Richard	Administrative Professor	249,245	CY
Peterson, Bryanne	Research Assistant Professor	61,800	CY
Pillis, Daniel	Research Assistant Professor	73,414	CY
Kavanaugh, Andrea	Senior Research Scientist	38,743	CY
Alarid, Renee	Professional Lecturer	67,833	CY
Bland, Susan	Professional Lecturer	74,009	CY
Boulter, Jonathan	Professional Lecturer	75,737	CY
Crutchfield, Margaret	Professional Lecturer	94,618	CY
Ehrlich, David	Professional Lecturer	68,882	CY
Ginn, Raymond	Professional Lecturer	74,873	CY
Hicklin, Meggin	Professional Lecturer	50,779	CY
Newbill, Phyllis	Professional Lecturer	64,865	CY
Scharman, Elizabeth	Professional Lecturer	110,373	CY
Waalkes, Ruth	Professional Lecturer	222,187	CY
Williams, Holly	Professional Lecturer	91,155	CY
Witney, Douglas	Professional Lecturer	100,418	CY
<u>COLLEGE ACCESS COLLABORATIVE</u>			
Sanders, Karen	Administrative Lecturer	193,907	CY
Campos, Mary Grace	Professional Lecturer	66,389	CY
<u>ENROLLMENT AND DEGREE MANAGEMENT</u>			
Havens Gerardo, Luisa	Administrative Lecturer	293,454	CY
Guntoro, Bennu	Professional Lecturer	57,026	CY
Jacques, Jenise	Professional Lecturer	56,591	CY
McKenzie, William	Professional Lecturer	55,785	CY
<u>INCLUSION AND DIVERSITY</u>			
Pratt-Clarke, Menah	Administrative Professor	351,333	CY
Saunders, Natasha	Administrative Lecturer	66,963	CY
Arcienega, Errol	Professional Lecturer	48,000	CY
Cohen, Alicia	Professional Lecturer	90,000	CY
Deramo, Michele	Professional Lecturer	100,547	CY
Dickerson, Patrice	Professional Lecturer	98,180	AY
Ramirez Fernandez, Mercedes	Professional Lecturer	170,048	CY
Scarborough, Duston	Professional Lecturer	50,500	CY
Schnitzer, Marcy	Professional Lecturer	97,908	CY
Sharif, Hallema	Professional Lecturer	92,475	CY
Thorpe, Leemar	Professional Lecturer	74,000	CY

Executive Vice President and Provost

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>LEARNING SYSTEMS INNOVATIONS AND EFFECTIVENESS</u>			
Taylor, Gaylon	Professor	338,021	CY
Amelink, Catherine	Professional Lecturer	127,427	CY
Byrd, Christina	Professional Lecturer	125,781	CY
Nicewonger, Todd	Professional Lecturer	73,466	CY
<u>OFFICE OF ACADEMIC DECISION SUPPORT</u>			
Raghuraman, Thulasi Kumar	Administrative Lecturer	189,249	CY
Bodo, Bethany	Professional Lecturer	109,223	CY
Bryant, Lauren	Professional Lecturer	63,000	CY
Connors, Nicole	Professional Lecturer	50,000	CY
Gile, Roxanne	Professional Lecturer	110,354	CY
Greenawald, Benjamin	Professional Lecturer	66,788	CY
Hall, Molly	Professional Lecturer	72,439	CY
Han, Jaeo	Professional Lecturer	66,788	CY
Hung, Chang Yu	Professional Lecturer	81,399	CY
Joshi, Abhay	Professional Lecturer	172,093	CY
Li, Yu	Professional Lecturer	75,083	CY
McBee, Janice	Professional Lecturer	72,839	CY
Singleton, Scott	Professional Lecturer	69,870	CY
Timilsina, Pratap	Professional Lecturer	66,625	CY
West, Jennifer	Professional Lecturer	58,876	CY
<u>OFFICE OF SUMMER AND WINTER SESSIONS</u>			
Herndon, Michael	Administrative Lecturer	95,723	CY
<u>OFFICE OF UNDERGRADUATE ACADEMIC INTEGRITY</u>			
Latopolski, Kara	Professional Lecturer	60,000	CY
Moreau, Rebecca	Professional Lecturer	44,000	CY
Orr, James	Professional Lecturer	112,391	CY
Perry, Ashley	Professional Lecturer	45,000	CY
Wang, Rong	Professional Lecturer	77,952	CY
<u>REGISTRAR</u>			
Cridlin, Clyde	Professional Instructor	79,523	CY
Costello, Gary	Professional Lecturer	70,622	CY
Gordon, Nannette	Professional Lecturer	56,022	CY
Langford, Vicki	Professional Lecturer	56,552	CY
Sparks, Richard	Professional Lecturer	155,003	CY
Wiseley, Colin	Professional Lecturer	73,030	CY

Executive Vice President and Provost

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>STUDENT ATHLETE ACADEMIC SUPPORT SERVICES</u>			
Armstrong, Sarah	Professional Lecturer	82,806	CY
Byrd, Cory	Professional Lecturer	50,701	CY
Gosney, Rebecca	Professional Lecturer	49,152	CY
Guerry, Amanda	Professional Lecturer	46,101	CY
Hozey, William	Professional Lecturer	45,924	CY
Mayotte, Matthew	Professional Lecturer	109,176	CY
Mitchell, Ryndee	Professional Lecturer	46,864	CY
Moore, Timothy	Professional Lecturer	48,390	CY
Steinberg, Mary	Professional Lecturer	57,446	CY
Svihla, Alise	Professional Lecturer	61,624	CY
Swanhart, Michael	Professional Lecturer	62,178	CY
Vaccaro, Nicolas	Professional Lecturer	48,391	CY
<u>THE STUDENT SUCCESS</u>			
Brown, Jennifer	Professional Lecturer	74,158	CY
Headley, Jerry	Professional Lecturer	57,500	CY
Hunter, Monica	Professional Lecturer	54,741	CY
Mondesir, Sachiel	Professional Lecturer	46,686	CY
Oliveros, Dorothy Claire	Professional Lecturer	117,190	CY
Rakes, Todd	Professional Lecturer	46,080	CY
<u>UNDERGRADUATE ADMISSIONS</u>			
Espinoza, Juan	Administrative Lecturer	168,400	CY
Beane, Dannette	Professional Lecturer	100,488	CY
Boyd, Samantha	Professional Lecturer	68,338	CY
Burgos, Luisa	Professional Lecturer	41,100	CY
Cruz, Mario	Professional Lecturer	41,100	CY
Dulaney, Jarrid	Professional Lecturer	46,238	CY
Garrett, Alphonso	Professional Lecturer	63,869	CY
Hannah, Samantha	Professional Lecturer	41,100	CY
Hipp, Exree	Professional Lecturer	41,100	CY
James, Michael	Professional Lecturer	42,230	CY
Kum, Shyrah	Professional Lecturer	58,968	AY
McCoy, Traci	Professional Lecturer	45,000	CY
Milley, Steven	Professional Lecturer	58,968	AY
Oxley, Tyler	Professional Lecturer	57,760	CY
Parrish, Alex	Professional Lecturer	64,112	CY
Seagreaves, Kaitlin	Professional Lecturer	46,238	CY
St Clair, Kayla	Professional Lecturer	51,375	CY
St Jean, Albert	Professional Lecturer	66,498	CY
Todd, Jane	Professional Lecturer	67,128	CY

Executive Vice President and Provost

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Wright, Donnell	Professional Lecturer	41,100	CY
<u>UNDERGRADUATE STUDIES</u>			
Biscotte, Stephen	Professional Lecturer	76,674	CY
Keebler, Joel	Professional Lecturer	52,224	CY
Swaby, Keri	Professional Lecturer	65,427	CY
Waters, Rexford	Professional Lecturer	71,680	CY
<u>UNIVERSITY PLANNING AND SELF-STUDY</u>			
Bush, Kristen	Administrative Lecturer	132,284	CY
<u>UNIVERSITY ACADEMIC ADVISING CENTER</u>			
Smith, Kimberly	Administrative Lecturer	127,205	CY
Blair, Brantley	Professional Lecturer	51,200	CY
Bressin, Leta	Professional Lecturer	43,775	CY
Bruce, Herbert	Professional Lecturer	76,589	CY
Chatham, Janice	Professional Lecturer	55,419	CY
Goetz, Helene	Professional Lecturer	70,246	CY
Johnson, Jason	Professional Lecturer	48,759	CY
Sano-Franchini, Dominic	Professional Lecturer	53,248	CY
Schwab, Nasim	Professional Lecturer	51,200	CY
Thomas, Lauren	Professional Lecturer	57,000	CY
Underwood, Zackary	Professional Lecturer	83,968	CY
<u>UNIVERSITY SCHOLARSHIPS AND FINANCIAL AID</u>			
Armstrong, Elizabeth	Professional Lecturer	151,522	CY
Castle, Steven	Professional Lecturer	95,840	CY
Collins, Sarah	Professional Lecturer	47,162	CY
French, Tawana	Professional Lecturer	56,071	CY
Holdren, Chelsey	Professional Lecturer	48,011	CY
Learn, Autumn	Professional Lecturer	66,065	CY
Maxwell, Andrew	Professional Lecturer	53,085	CY
Miller, Jamesen	Professional Lecturer	54,971	CY
Roberson, Diane	Professional Lecturer	48,011	CY
Ruotolo, Alison	Professional Lecturer	46,800	CY
Scaggs, Bradley	Professional Lecturer	90,338	CY
<u>VICE PRESIDENT FOR HEALTH SCIENCES AND TECHNOLOGY</u>			
Irvin, Andrew	Administrative Lecturer	175,360	CY
<u>VICE PROVOST - FACULTY AFFAIRS</u>			
Finney, Jack	Administrative Professor	284,466	CY
Hogan, Amy	Administrative Lecturer	136,637	CY

Executive Vice President and Provost

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Layne, Margaret	Administrative Lecturer	112,651	CY
Plummer, Ellen	Administrative Lecturer	137,546	CY
Gabriele, Rachel	Professional Lecturer	108,018	CY

VICE PROVOST FOR UNDERGRADUATE ACADEMIC AFFAIRS

Holloway, Rachel	Administrative Associate Profes	234,763	CY
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WOMEN'S CENTER

Brown, Rebecca	Professional Lecturer	46,000	CY
LoMascolo, Anna	Professional Lecturer	86,988	CY
Meltsner, Jessica	Professional Lecturer	30,000	AY
Mey, Katelin	Professional Lecturer	49,159	CY
Prince, Jessica	Professional Lecturer	56,806	CY
Smith, Christine	Professional Lecturer	81,597	CY
Sowisdral, Alicia	Professional Lecturer	47,500	CY
Terry, Traci	Professional Lecturer	49,355	CY

Graduate School

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>DEAN - GRADUATE SCHOOL</u>			
DePauw, Karen	Administrative Professor	294,405	CY
Austin, Janice	Professional Lecturer	90,624	CY
Fuller, Sheldon	Professional Lecturer	97,750	CY
Gibson, Monika	Professional Lecturer	101,163	CY
Grimes, Catherine	Professional Lecturer	65,950	CY
Grimes, Justin	Professional Lecturer	55,500	CY
Hanson, Bryan	Professional Lecturer	88,350	CY
Lawrence, Kacy	Professional Lecturer	88,813	CY
Lee, Shernita	Professional Lecturer	72,500	CY
Riegger, Marin	Professional Lecturer	48,200	CY
Sippel, Jeremy	Professional Lecturer	75,035	CY
Walton, William	Professional Lecturer	128,000	CY

Honors College

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>UNIVERSITY HONORS PROGRAM</u>			
Rikakis, Thanassis	Administrative Professor	288,214	AY
Knox, Paul	Administrative Lecturer	341,501	CY
Lewis, Stephanie	Collegiate Assistant Professor	76,300	CY
Daku, Lefter	Professional Lecturer	135,210	CY
McIntyre, Christina	Professional Lecturer	94,625	CY
Shrader, Russell	Professional Lecturer	65,226	CY
Vandyke, Sara	Professional Lecturer	66,950	CY

Pamplin College of Business

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>ACCOUNTING AND INFORMATION SYSTEMS</u>			
Pittman, Jeffrey	Visiting Professor	406,000	AY
Barkhi, Reza	Professor	207,974	AY
Belanger, France	Professor	243,086	AY
Bhattacharjee, Sudip	Professor	253,391	AY
Maher, John	Professor	330,286	CY
Seago, Wilmer	Professor	223,589	AY
Sheetz, Steven	Professor	160,542	AY
Lisic, Ling	Associate Professor	273,120	AY
Salbador, Debra	Associate Professor	159,650	AY
Tegarden, David	Associate Professor	152,070	AY
Wallace, Linda	Associate Professor	176,564	AY
Cobabe, Matthew	Assistant Professor	207,500	AY
Davidson, Robert	Assistant Professor	236,120	AY
Erickson, Matthew	Assistant Professor	227,755	AY
Harding, Michelle	Assistant Professor	227,755	AY
Hillison, Sean	Assistant Professor	229,559	AY
Huang, Jingjing	Assistant Professor	197,272	AY
Johnson, Eugene	Assistant Professor	185,063	AY
Lowry, Michelle	Assistant Professor	223,300	AY
Smith, Kecia	Assistant Professor	206,654	AY
Stein, Sarah	Assistant Professor	228,169	AY
Vance, Marshall	Assistant Professor	225,000	AY
Wolfe, Michael	Assistant Professor	193,442	AY
Lacoste, Jean	Senior Instructor	85,717	AY
Sharp, Jason	Instructor	81,282	AY
Shortt, Jacob	Instructor	82,072	AY
Easterwood, Cintia	Collegiate Assistant Professor	88,437	AY
Garner, Dana	Collegiate Assistant Professor	85,357	AY
Rogers, Nadia	Associate Prof of Practice	100,121	AY
Almond, Lynn	Assistant Prof of Practice	85,289	AY
Martin, Eric	Assistant Prof of Practice	83,852	AY

BUSINESS - OFF CAMPUS INSTRUCTION

Falkenstern, Julia	Professional Lecturer	87,550	CY
Gillcash, Holly	Professional Lecturer	78,605	CY
Hansson, Dana	Professional Lecturer	133,316	CY
Ombac, Annabelle	Professional Lecturer	78,090	CY
Pinette, Emily	Professional Lecturer	75,528	CY
Wagg, Anna	Professional Lecturer	60,000	CY
Willett, Brantley	Professional Lecturer	76,875	CY

Pamplin College of Business

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>BUSINESS INFORMATION TECHNOLOGY</u>			
Badinelli, Ralph	Professor	144,016	AY
Lowry, Paul	Professor	411,000	AY
Ragsdale, Cliff	Professor	186,125	AY
Rakes, Terry	Professor	187,689	AY
Rees, Loren	Professor	209,002	AY
Russell, Roberta	Professor	224,125	CY
Taylor, Bernard	Professor	239,209	AY
Zobel, Christopher	Professor	182,345	AY
Abrahams, Alan	Associate Professor	169,101	AY
Adjerid, Idris	Associate Professor	256,250	AY
Deane, Jason	Associate Professor	153,839	AY
Hoopes, Barbara	Associate Professor	123,692	AY
James, Tabitha	Associate Professor	172,273	AY
Major, Raymond	Associate Professor	114,558	AY
Matheson, Lance	Associate Professor	120,268	AY
Nottingham, Quinton	Associate Professor	125,393	AY
Seref, Onur	Associate Professor	167,354	AY
Wang, Alan	Associate Professor	176,857	AY
Mindel, Vitali	Assistant Professor	184,500	AY
Shen, Wenqi	Assistant Professor	156,517	AY
Clark, Laura	Advanced Instructor	99,332	AY
Baker, Wade	Collegiate Associate Professor	130,750	AY
Seref, Michelle	Collegiate Associate Professor	152,675	AY
Teets, Jay	Collegiate Associate Professor	113,322	AY
Simpson, David	Professor of Practice	102,500	AY
Fernandez, Pedro	Assistant Prof of Practice	89,316	AY
Fratlicelli, Barbara	Assistant Prof of Practice	109,071	AY
Kern, James	Assistant Prof of Practice	108,171	AY
Travis, Laurel	Assistant Prof of Practice	107,322	AY
<u>DEAN - BUSINESS</u>			
Sumichrast, Robert	Administrative Professor	545,874	CY
Ghandforoush, Parviz	Administrative Lecturer	314,619	CY
Hunnings, Wanda	Administrative Lecturer	185,082	CY
Tillar, Thomas	Administrative Lecturer	163,600	CY
Khansa, Lara	Administrative Associate Profes	294,000	CY
Carlson, Kevin	Professional Professor	269,900	CY
Allen, Blair	Professional Lecturer	64,855	CY
Armstrong, Amanda	Professional Lecturer	44,895	CY
Ausman, Kelley	Professional Lecturer	63,860	CY
Borny, Lorraine	Professional Lecturer	51,990	AY

Pamplin College of Business

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Burke, Kayla	Professional Lecturer	52,780	CY
Byrd, Leigh	Professional Lecturer	49,007	CY
Carty, Jennifer	Professional Lecturer	90,640	CY
Clevenger, Jennifer	Professional Lecturer	76,852	CY
Collins, Sean	Professional Lecturer	150,037	CY
Crawford, Ashley	Professional Lecturer	64,615	CY
Dickhans, James	Professional Lecturer	115,841	CY
Filiatreau, Svetlana	Professional Lecturer	93,634	CY
Flint, Michael	Professional Lecturer	98,485	CY
Gay, Keith	Professional Lecturer	49,916	CY
Gilbert, Bonnie	Professional Lecturer	74,142	CY
Grady, Justin	Professional Lecturer	47,150	CY
Haines, Howard	Professional Lecturer	81,385	CY
Hall, Janice	Professional Lecturer	93,000	AY
Heinold, Jennifer	Professional Lecturer	51,651	CY
Maggard, Derick	Professional Lecturer	176,664	CY
Matuszak, Steve	Professional Lecturer	80,606	CY
Mccorkle, Emily Anne	Professional Lecturer	90,640	CY
Monday, Justin	Professional Lecturer	63,860	CY
Osborne, Mary	Professional Lecturer	115,099	CY
Ramey, Lindsey	Professional Lecturer	48,059	CY
Rosenberger, Julie	Professional Lecturer	78,825	CY
Snider Kindley, Taylor	Professional Lecturer	46,129	CY
Townsend, Laura	Professional Lecturer	61,500	CY
Weishaar, Amy	Professional Lecturer	58,558	CY
Wells, Katherine	Professional Lecturer	92,465	CY

FINANCE, INSURANCE, AND BUSINESS LAW

Hiller, Janine	Professor	183,390	AY
Kadlec, Gregory	Professor	343,515	AY
Keown, Arthur	Professor	265,123	AY
Kumar, Raman	Professor	220,849	AY
Lytton, Ruth	Professor	115,740	AY
Mansi, Sattar	Professor	262,491	AY
Morgan, George	Professor	188,385	AY
Patterson, Douglas	Professor	69,305	AY
Singal, Vijay	Professor	370,829	CY
Billingsley, Randall	Associate Professor	163,085	AY
Easterwood, John	Associate Professor	208,406	CY
Edelen, Roger	Associate Professor	282,960	AY
Xu, Jin	Associate Professor	262,329	AY
MacKinlay, Andrew	Assistant Professor	249,671	AY
Paye, Bradley	Assistant Professor	250,470	AY

Pamplin College of Business

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Ye, Pengfei	Assistant Professor	231,925	AY
Hart, Brian	Instructor	76,965	AY
Kender, Michael	Professor of Practice	126,165	AY
Klock, Derek	Associate Prof of Practice	104,740	AY
Spicer, Cara	Associate Prof of Practice	97,650	AY
Malone, Jason	Assistant Prof of Practice	90,800	AY
Artavanis, Nikolaos	Visiting Assistant Professor	181,800	AY
Bowen, Donald	Visiting Assistant Professor	181,800	AY
Lin, Jerchern	Visiting Assistant Professor	181,000	AY

HOSPITALITY AND TOURISM MANAGEMENT

Lamoureux, Kristin	Visiting Professor	103,000	AY
Khan, Mahmood	Professor	196,105	CY
McGehee, Nancy	Professor	252,458	CY
Nicolau Gonzalbez, Juan	Professor	216,429	AY
Perdue, Richard	Professor	208,520	AY
Magnini, Vincent	Associate Professor	131,104	AY
Singal, Manisha	Associate Professor	143,888	AY
Xiang, Zheng	Associate Professor	158,554	AY
Kang, Hee Jung	Assistant Professor	104,115	AY
Kim, Eojina	Assistant Professor	118,698	AY
Zach, Florian	Assistant Professor	128,750	AY
Fitch, Candace	Instructor	76,500	AY
Feiertag, Howard	Lecturer	41,099	AY
Sexton, James	Lecturer	103,310	CY
Feigenbaum, Stuart	Professor of Practice	90,000	AY
Walton, Gary	Assistant Prof of Practice	77,520	AY

MANAGEMENT

Gnyawali, Devi	Professor	277,211	CY
Markham, Steven	Professor	173,749	AY
Wokutch, Richard	Professor	203,373	AY
Arthur, Jeffrey	Associate Professor	150,181	AY
Beal, Daniel	Associate Professor	170,097	AY
Becker, William	Associate Professor	209,423	AY
Hatfield, Donald	Associate Professor	148,773	AY
Tegarden, Linda	Associate Professor	133,918	AY
Zimmerman, Ryan	Associate Professor	189,479	AY
Awate, Kiran	Assistant Professor	174,250	AY
Bluey, David	Assistant Professor	82,000	AY
Hunt, Richard	Assistant Professor	199,174	AY
Jamison, Elizabeth	Assistant Professor	84,460	AY
Kemp, Ayenda	Assistant Professor	174,250	AY

Pamplin College of Business

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Kumar, Pankaj	Assistant Professor	175,950	AY
Stallkamp, Maximilian	Assistant Professor	174,250	AY
Thompson, Phillip	Assistant Professor	178,949	AY
Townsend, David	Assistant Professor	194,737	AY
Ward Bartlett, Anna	Assistant Professor	162,298	AY
Cortes, Anastasia	Instructor	61,106	AY
Deck, Margaret	Instructor	58,634	AY
Mondry, Mark	Professor of Practice	106,080	AY
Skripak, Stephen	Professor of Practice	119,918	AY
Kennedy, Reed	Associate Prof of Practice	104,920	CY
Carlson, Kimberly	Assistant Prof of Practice	89,038	CY

MARKETING

Bagchi, Rajesh	Professor	340,082	CY
Brinberg, David	Professor	225,959	AY
Chakravarti, Dipankar	Professor	472,797	AY
Herr, Paul	Professor	343,704	CY
Sirgy, Mack	Professor	73,526	AY
Coupey, Eloise	Associate Professor	149,047	AY
Pandelaere, Mario	Associate Professor	191,503	AY
Chaxel, Anne-Sophie	Assistant Professor	163,004	AY
Jiang, Juncai	Assistant Professor	165,486	AY
May, Frank	Assistant Professor	215,865	AY
Reilly, Thomas	Advanced Instructor	63,417	AY
Schirr, Laurel	Instructor	59,900	AY
Swayne, Charles	Instructor	58,400	AY
Daniloski, Kimberly	Collegiate Associate Professor	102,657	AY
Collins, Brian	Professor of Practice	136,992	AY
Wertalik, Donna	Associate Prof of Practice	119,842	AY
Crabbe, Rowena	Visiting Assistant Professor	146,362	AY
Sundie, Jill	Visiting Assistant Professor	147,651	AY

REAL ESTATE PROGRAM

Everett, Jonathan	Assistant Prof of Practice	76,533	CY
Minford, Christina	Professional Lecturer	55,003	CY

President

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>	
<u>BUSINESS AND MANAGEMENT SYSTEMS</u>				
Cooper, George	Administrative Lecturer	141,265	CY	
Burroughs, Brock	Professional Lecturer	98,462	CY	
Deskins, Jonathan	Professional Lecturer	61,237	CY	
Earles, Corey	Professional Lecturer	103,057	CY	
Franchi, Peter	Professional Lecturer	75,316	CY	
Heron, Jason	Professional Lecturer	78,604	CY	
Rahmes, Christopher	Professional Lecturer	102,371	CY	
Simpkins, Sara	Professional Lecturer	67,995	CY	
<u>LEGAL COUNSEL</u>				
Capaldo, Stephen	Administrative Lecturer	102,915	CY	1
Gess, Mark	Administrative Lecturer	101,478	CY	1
McClanahan, Marvin	Administrative Lecturer	130,915	CY	1
Heidbreder, Kay	Administrative Instructor	207,558	CY	1
Gallagher, Tracey	Professional Lecturer	92,521	CY	1
Hartman, Kristina	Professional Lecturer	77,112	CY	1
<u>OFFICE OF AUDIT, RISK AND COMPLIANCE</u>				
Kurek, Sharon	Administrative Lecturer	260,000	CY	
Boyette, Charity	Professional Lecturer	97,000	CY	
Daniels, Brian	Professional Lecturer	168,344	CY	
Dean, Michael	Professional Lecturer	103,386	CY	
Demmer, Thomas	Professional Lecturer	77,500	CY	
Griffin, William	Professional Lecturer	64,000	CY	
Hamilton, Ryan	Professional Lecturer	120,500	CY	
Hughes, Trevor	Professional Lecturer	85,325	CY	
Parker, Timothy	Professional Lecturer	93,800	CY	
Taylor, Dawnetta	Professional Lecturer	85,000	CY	
<u>PRESIDENT - ADMINISTRATION</u>				
Earnhart, Eric	Professional Lecturer	126,209	CY	
Peterson, Cheryl	Professional Lecturer	158,105	CY	
<u>PRESIDENT'S STAFF</u>				
Yanilos, Christopher	Administrative Lecturer	256,373	CY	
Chandler, D'Elia	Professional Lecturer	65,423	CY	
Hooper, Elizabeth	Professional Lecturer	155,111	CY	
Watkinson, Christine	Professional Lecturer	82,400	CY	
<u>VICE PRESIDENT FOR STRATEGIC AFFAIRS</u>				
Becksted, Patricia	Professional Lecturer	92,820	CY	

President

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
McCann, Erin	Professional Lecturer	120,500	CY

Senior Vice President for Operations and Administration

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>BUSINESS AFFAIRS</u>			
Akers, Kimberly	Professional Lecturer	93,600	CY
Mecham, Ross	Professional Lecturer	121,800	CY
<u>EQUITY AND ACCESS</u>			
Oaks, Kelly	Administrative Lecturer	195,090	CY
Adams, Sharrika	Professional Lecturer	78,238	CY
Arthur, Nikeshia	Professional Lecturer	76,425	CY
Bakeley, Avery	Professional Lecturer	84,254	CY
Barnett, Kristin	Professional Lecturer	71,925	CY
Byrd, Renee	Professional Lecturer	112,750	CY
Chatman, Christina	Professional Lecturer	71,020	CY
Hartley, Gloria	Professional Lecturer	54,458	CY
Kutnak, Michael	Professional Lecturer	59,320	CY
Polidoro, Kathryn	Professional Lecturer	100,000	CY
Vickers, Pamela	Professional Lecturer	109,525	CY
<u>SENIOR VICE PRESIDENT FOR OPERATIONS AND ADMINISTRATION</u>			
Pinkney, Dwayne	Administrative Lecturer	452,100	CY
Wilkes, Lisa	Administrative Lecturer	297,970	CY

Vice President and Executive Director, National Capital Region

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>NATIONAL CAPITAL REGION OPERATIONS</u>			
McKnight, Steven	Administrative Professor	287,863	CY
Stone, Nicholas	Professor	191,439	CY
Bulka, Lauren	Professional Lecturer	130,816	CY
Davenport, Justin	Professional Lecturer	125,102	CY
De Wet, Bradley	Professional Lecturer	58,000	CY
Murphy Curtis, Dianka	Professional Lecturer	110,264	CY
Sorensen, Mark	Professional Lecturer	80,087	CY
<u>RESEARCH DEVELOPMENT TEAM</u>			
Raman, Sanjay	Professor	300,795	CY
Murch, Randall	Professional Lecturer	191,831	CY

Vice President for Advancement

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>ALUMNI RELATIONS</u>			
Day, Deborah	Administrative Lecturer	136,875	CY
Cowell-Lucero, Jamie	Professional Lecturer	77,735	CY
Fansler, Gregory	Professional Lecturer	84,098	CY
Foiles, Andrew	Professional Lecturer	47,420	CY
Good, Ciji	Professional Lecturer	98,280	CY
Grahe, Shaun	Professional Lecturer	89,901	CY
Green, Kathleen	Professional Lecturer	50,052	CY
Harrington, Gwen	Professional Lecturer	76,173	CY
Hoefler, Amanda	Professional Lecturer	45,000	CY
Hutcheson, John	Professional Lecturer	77,808	CY
Jefferson, Crystal	Professional Lecturer	90,019	CY
Lafon, Katherine	Professional Lecturer	59,119	CY
Lineberry, Christian	Professional Lecturer	42,420	CY
Marquis, Raleigh	Professional Lecturer	57,001	CY
McCann, Kelly	Professional Lecturer	58,514	CY
Miller, Christina	Professional Lecturer	57,335	CY
Mills, Angela	Professional Lecturer	87,338	CY
Ritenour, Virginia	Professional Lecturer	75,866	CY
Sumpter, Justina	Professional Lecturer	58,458	CY
van der Molen, Glen	Professional Lecturer	47,392	CY
Wagner, Catherine	Professional Lecturer	102,750	CY
Walker, Latanya	Professional Lecturer	62,933	CY
Winston, Matthew	Professional Lecturer	230,442	CY
Woods, Corrine	Professional Lecturer	56,154	CY
<u>LICENSING AND TRADEMARK ADMINISTRATION</u>			
Hotter, Jessica	Professional Lecturer	59,885	CY
<u>UNIVERSITY DEVELOPMENT</u>			
Ahner, Stacey	Administrative Lecturer	94,320	CY
Arsenault, Rhonda	Administrative Lecturer	262,013	CY
Davitt, Alison	Administrative Lecturer	154,546	CY
Taylor, Mollie	Administrative Lecturer	224,492	CY
Adair, Shelbylynn	Professional Lecturer	47,000	CY
Adams, Steven	Professional Lecturer	72,151	CY
Amal, Tommy	Professional Lecturer	52,403	CY
Anderson, Ashleigh	Professional Lecturer	49,834	CY
Aylor, Robert	Professional Lecturer	50,000	CY
Bartlett, Christopher	Professional Lecturer	62,730	CY
Blair, Kimberly	Professional Lecturer	206,000	CY
Bliss, Sandi	Professional Lecturer	112,519	CY

Vice President for Advancement

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Bolt, Terry	Professional Lecturer	118,255	CY
Bourne, Gene	Professional Lecturer	69,000	CY
Camire, Matthew	Professional Lecturer	53,430	CY
Cannoy, Amanda	Professional Lecturer	81,000	CY
Carberry, Rachael	Professional Lecturer	60,787	CY
Clark, Karin	Professional Lecturer	86,464	CY
Clark, Steven	Professional Lecturer	191,908	CY
Cleveland, Daniel	Professional Lecturer	154,500	CY
Cooke, Elizabeth	Professional Lecturer	50,000	CY
Corvin, Kelley	Professional Lecturer	51,375	CY
Eggers, Whitney	Professional Lecturer	71,206	CY
Everett, David	Professional Lecturer	130,407	CY
Fravel, Bradley	Professional Lecturer	131,006	CY
Gavva, Shravya	Professional Lecturer	81,765	CY
Goff, Matthew	Professional Lecturer	79,638	CY
Grahe, Rachel	Professional Lecturer	109,968	CY
Green, Leslie	Professional Lecturer	91,520	CY
Grove, James	Professional Lecturer	87,338	CY
Hart, Natalie	Professional Lecturer	206,400	CY
Holden, Randy	Professional Lecturer	103,630	CY
Hutchins, Emily	Professional Lecturer	133,575	CY
Ickes, Andrew	Professional Lecturer	58,609	CY
Jordan, James	Professional Lecturer	56,564	CY
Kauhane, Brianna	Professional Lecturer	101,002	CY
Kobia, Holly	Professional Lecturer	109,574	CY
Kopec, Heather	Professional Lecturer	118,720	CY
Krauchun, Tracy	Professional Lecturer	123,300	CY
Lambert, Margaret	Professional Lecturer	74,483	CY
Lansden, William	Professional Lecturer	162,763	CY
Lawrence, Edward	Professional Lecturer	49,834	CY
Lyman, Robert	Professional Lecturer	71,671	CY
Lyon, James	Professional Lecturer	99,668	CY
Martin, Karina	Professional Lecturer	119,061	CY
Massengill, Evan	Professional Lecturer	53,944	CY
Meacham, Vernon	Professional Lecturer	154,125	CY
Miers, Jerrad	Professional Lecturer	92,475	CY
Mikkalson, Kathleen	Professional Lecturer	71,206	CY
Mitchell, Carl	Professional Lecturer	94,530	CY
Mitchell, Elizabeth	Professional Lecturer	204,805	CY
Morris, Kellie	Professional Lecturer	73,980	CY
Morrison, Mark	Professional Lecturer	92,207	CY
Moyer, Michael	Professional Lecturer	246,541	CY
Mulcahy, Tristan	Professional Lecturer	72,800	CY

Vice President for Advancement

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Norris, Bobbie	Professional Lecturer	95,277	CY
Orzolek, Jennifer	Professional Lecturer	131,562	CY
Paul, Jacob	Professional Lecturer	49,320	CY
Plum, Brian	Professional Lecturer	69,870	CY
Price, Wynoka Ann	Professional Lecturer	96,546	CY
Ridenour, Tamara	Professional Lecturer	82,200	CY
Robbins-Forbes, Marise	Professional Lecturer	130,000	CY
Sain, Brittany	Professional Lecturer	53,403	CY
Salmon, Brandy	Professional Lecturer	258,685	CY
Short, Adam	Professional Lecturer	87,338	CY
Smith, Devon	Professional Lecturer	52,403	CY
Smith, Douglas	Professional Lecturer	64,141	CY
Smythers, Robert	Professional Lecturer	120,332	CY
Stewart, JMahl	Professional Lecturer	85,059	CY
Stokes, Loyd	Professional Lecturer	168,096	CY
Swanson, Bryce	Professional Lecturer	61,000	CY
Tawney, Janice	Professional Lecturer	103,000	CY
Torgersen, Paul	Professional Lecturer	44,183	CY
Torget, John	Professional Lecturer	212,627	CY
Torget, Sandra	Professional Lecturer	82,392	CY
Tucker, Gretchen	Professional Lecturer	68,000	CY
Wagner, Nicole	Professional Lecturer	101,276	CY
Watts, Justin	Professional Lecturer	83,500	CY
Weaver, Jeremy	Professional Lecturer	241,052	CY
Weaver, Kevin	Professional Lecturer	94,790	CY
Weddle, Lonnie	Professional Lecturer	102,000	CY
White, Sarah	Professional Lecturer	56,496	CY
Wolfe, Judy	Professional Lecturer	120,295	CY
Wong, Emily	Professional Lecturer	72,315	CY

UNIVERSITY RELATIONS

Owczarski, Mark	Administrative Lecturer	155,982	CY
Vosburgh, Tracy	Administrative Lecturer	253,249	CY
Andrea, Shannon	Professional Lecturer	117,591	CY
Boone, Jennifer	Professional Lecturer	56,595	CY
Byron, Paula	Professional Lecturer	101,402	CY
Coleman, Olivia	Professional Lecturer	45,320	CY
Ducote, Heather	Professional Lecturer	100,695	CY
Durgam, Vivek	Professional Lecturer	55,000	CY
Durham, Joseph	Professional Lecturer	110,213	CY
Duvall, Roger	Professional Lecturer	118,450	CY
Elward, Alison	Professional Lecturer	77,555	CY
Fifer, Jordan	Professional Lecturer	50,041	CY

Vice President for Advancement

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Foy, William	Professional Lecturer	91,316	CY
Gill, Susan	Professional Lecturer	88,507	CY
Gray, Cynthia	Professional Lecturer	82,456	CY
Horner, Fairen	Professional Lecturer	51,108	CY
Jackson, John	Professional Lecturer	106,104	CY
Jackson, Joshua	Professional Lecturer	87,602	CY
Jefferies, Dawn	Professional Lecturer	26,000	CY
Leonard, Cecilia	Professional Lecturer	49,741	CY
Lockhart, Jason	Professional Lecturer	64,424	CY
Lovegrove, Richard	Professional Lecturer	64,507	CY
Matthiessen, Alison	Professional Lecturer	80,009	CY
McCallum, Anne	Professional Lecturer	69,286	CY
Meese, Donna	Professional Lecturer	52,403	CY
Meese, Raymond	Professional Lecturer	61,182	CY
Miller, Erik	Professional Lecturer	59,698	CY
Milleson, John	Professional Lecturer	80,625	CY
Pastor, John	Professional Lecturer	109,000	CY
Pruden, Tiffany	Professional Lecturer	58,220	CY
Raboteau, Albert	Professional Lecturer	78,580	CY
Seidel, David	Professional Lecturer	60,787	CY
Soucy, Brandon	Professional Lecturer	96,345	CY
Stacy, Erica	Professional Lecturer	69,655	CY
Stith, Randall	Professional Lecturer	105,796	CY
Stowe, Michael	Professional Lecturer	98,162	CY
Timney, Krista	Professional Lecturer	78,795	CY
Tuel, Jesse	Professional Lecturer	93,183	CY
Wagner, Larry	Professional Lecturer	84,892	CY
Watson, Brenda	Professional Lecturer	61,800	CY
Wetter, Kerone	Professional Lecturer	75,000	CY
White, Steven	Professional Lecturer	68,123	CY
Williams, Travis	Professional Lecturer	49,378	CY
Yorke, Lesley	Professional Lecturer	104,805	CY

VICE PRESIDENT FOR ADVANCEMENT

Phlegar, Charles	Administrative Lecturer	696,324	CY
Hayes, Angela	Professional Lecturer	136,247	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>
<u>BUDGET AND FINANCIAL PLANNING</u>			
Hodge, Timothy	Administrative Lecturer	242,500	CY
Hundley, Travis	Administrative Lecturer	136,196	CY
Garber, Brian	Professional Lecturer	89,166	CY
Heath, Harvey	Professional Lecturer	135,197	CY
Long, Courtney	Professional Lecturer	64,077	CY
Mabe, Parker	Professional Lecturer	63,993	CY
Mouris, Skylar	Professional Lecturer	52,402	CY
Page, Angela	Professional Lecturer	104,605	CY
Rolley, Alison	Professional Lecturer	71,824	CY
Shepard, Brennan	Professional Lecturer	136,196	CY
VandeVord, Todd	Professional Lecturer	95,349	CY
Williams, Tori	Professional Lecturer	66,715	CY
<u>BURSAR</u>			
West, Melinda	Administrative Lecturer	152,610	CY
Ford, Rebecca	Professional Lecturer	82,000	AY
Low, Jesse	Professional Lecturer	53,602	CY
<u>CONTROLLER</u>			
Miller, Kenneth	Administrative Lecturer	243,600	CY
Alexander, Diana	Professional Lecturer	98,100	CY
Assad, Lisa	Professional Lecturer	98,312	CY
Carter, Matthew	Professional Lecturer	76,500	CY
Connelly, Alexis	Professional Lecturer	107,200	CY
King, Stacy	Professional Lecturer	141,200	CY
Linkous, Kimberly	Professional Lecturer	94,600	CY
Sapp, Karen	Professional Lecturer	66,388	CY
Saylor, Rebekah	Professional Lecturer	110,000	CY
Scheidt, Derek	Professional Lecturer	95,250	CY
Schoner, Jenni	Professional Lecturer	87,601	CY
Smith, Brian	Professional Lecturer	86,970	CY
Smith, Michael	Professional Lecturer	55,690	CY
Starling, Barbara	Professional Lecturer	155,810	CY
Webb, Brandon	Professional Lecturer	91,650	CY
<u>FINANCE AND FOUNDATION SUPPORT - ADMINISTRATION</u>			
Meacham, Nancy	Professional Lecturer	95,000	CY
<u>INVESTMENTS AND DEBT MANAGEMENT</u>			
Cusimano, John	Administrative Lecturer	262,650	CY
Walsh, Michael	Professional Lecturer	135,876	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>
<u>PROCUREMENT</u>			
Helmick, Mary	Administrative Lecturer	169,000	CY
Sutphin, Bonnie	Professional Lecturer	115,416	CY
<u>RISK MANAGEMENT</u>			
Douglas, Ellen	Professional Lecturer	145,580	CY
<u>STRATEGIC INITIATIVE AND BUSINESS ANALYSIS</u>			
Crotts, David	Professional Lecturer	110,940	CY
<u>VICE PRESIDENT FOR FINANCE</u>			
Broyden, Robert	Administrative Lecturer	237,000	CY
Shelton, Millard	Administrative Lecturer	429,502	CY
Baldwin, Quentin	Professional Lecturer	100,000	CY
Buhrdorf, Kristofer	Professional Lecturer	55,500	CY
Greer, Deborah	Professional Lecturer	110,000	CY
Hillman, Emilee	Professional Lecturer	87,300	CY
Hundley, Jennifer	Professional Lecturer	104,420	CY
Jakoubek, Zdenek	Professional Lecturer	75,000	CY
Johnson, Jeannette	Professional Lecturer	81,600	CY
Mann, Robert	Professional Lecturer	104,420	CY
Orren, Ryan	Professional Lecturer	75,000	CY
Royal, Alisha	Professional Lecturer	69,250	CY
Ruble, Charles	Professional Lecturer	79,000	CY
Sharma, Savita	Professional Lecturer	136,000	CY
Sumpter, Jerry	Professional Lecturer	133,000	CY
Wilson, Scott	Professional Lecturer	75,000	CY
Woods, Nicholas	Professional Lecturer	68,000	CY

Vice President for Human Resources

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>VICE PRESIDENT FOR HUMAN RESOURCES</u>			
Daniel, Martin	Administrative Lecturer	226,543	CY
Garey, Bryan	Administrative Lecturer	326,231	CY
Hughes, Susan	Administrative Lecturer	98,880	CY
Banks, Ellen	Professional Lecturer	98,262	CY
Bliss, Marie	Professional Lecturer	152,946	CY
Brown, Stephanie	Professional Lecturer	126,175	CY
Cheyne, Sandee	Professional Lecturer	132,553	CY
Copper, Michael	Professional Lecturer	61,800	CY
Cronley, Ann	Professional Lecturer	71,295	CY
Cumberland, Jeffrey	Professional Lecturer	87,550	CY
Elliott, Marcia	Professional Lecturer	84,130	CY
Epperley, Amy	Professional Lecturer	71,980	CY
Filipiak, Stephen	Professional Lecturer	123,406	CY
Gabrysch, Emily	Professional Lecturer	63,860	CY
Irvin, Rodney	Professional Lecturer	110,255	CY
Leftwich, Sara	Professional Lecturer	80,000	CY
Luketic, Christine	Professional Lecturer	111,070	CY
Mabry, Curtis	Professional Lecturer	130,944	CY
Massey, John	Professional Lecturer	102,059	CY
McClanahan, Jacqueline	Professional Lecturer	61,215	CY
McCoy, Michael	Professional Lecturer	69,636	CY
McCoy, Robin	Professional Lecturer	139,787	CY
Pence, Minh-An	Professional Lecturer	70,000	CY
Shapiro, Gary	Professional Lecturer	89,867	CY
Shelor, Lauren	Professional Lecturer	52,530	CY
Shelor, Leisa	Professional Lecturer	136,500	CY
Stacy, Laurie	Professional Lecturer	92,298	CY
Stuard, Paula	Professional Lecturer	137,651	CY
Yi, Steven	Professional Lecturer	93,839	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>
<u>ADVANCED RESEARCH COMPUTING</u>			
Herdman, Terry	Administrative Professor	229,555	CY
Worley, Gary	Administrative Lecturer	106,159	CY
Arsenault, Lance	Professional Lecturer	70,720	CY
Brown, Matthew	Professional Lecturer	92,000	CY
Gardner, Mark	Professional Lecturer	131,309	CY
Krometis, Justin	Professional Lecturer	109,000	CY
Liles, Nathan	Professional Lecturer	88,000	CY
McClure, James	Professional Lecturer	136,000	CY
Polys, Nicholas	Professional Lecturer	122,450	CY
Rajamohan, Srijith	Professional Lecturer	97,500	CY
Romanella, Alana	Professional Lecturer	56,500	CY
Settlage, Robert	Professional Lecturer	122,500	CY
<u>COLLABORATIVE COMPUTING SOLUTIONS</u>			
Cox, Steven	Professional Lecturer	75,677	CY
DeBonis, Marcus	Professional Lecturer	146,000	CY
Ghra, Paige	Professional Lecturer	68,123	CY
Heath, James	Professional Lecturer	72,332	CY
Hendrix, Justin	Professional Lecturer	70,000	CY
Johnson, Dustin	Professional Lecturer	67,958	CY
Shively, Christopher	Professional Lecturer	99,000	CY
<u>COMMUNICATIONS NETWORK SERVICES</u>			
Booker, Brandon	Professional Lecturer	85,100	CY
Brown, Eric	Professional Lecturer	115,814	CY
Dougherty, William	Professional Lecturer	163,801	CY
Hach, Richard	Professional Lecturer	125,841	CY
Potters, Rachel	Professional Lecturer	84,668	CY
Rodgers, Patricia	Professional Lecturer	139,448	CY
Shahin, Hossameldin	Professional Lecturer	80,806	CY
<u>CYBER-RANGE</u>			
Burnett, Christopher	Professional Lecturer	50,000	CY
Doughty, Lee	Professional Lecturer	82,400	CY
Josyula, Anupama	Professional Lecturer	76,720	CY
Kampanya, Nithiwat	Professional Lecturer	116,500	CY
Lawrence-Kuether, Maureen	Professional Lecturer	66,700	CY
Martin, David	Professional Lecturer	57,500	CY
Niebanck, Gregory	Professional Lecturer	67,500	CY
Schiavo, Sandra	Professional Lecturer	104,040	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>
<u>ENTERPRISE SYSTEMS</u>			
Fulton, Deborah	Administrative Lecturer	184,500	CY
Addagada, Sai Karthikeya	Professional Lecturer	62,000	CY
Ahmed, Gasser	Professional Lecturer	62,300	CY
Akula, Venkata	Professional Lecturer	58,300	CY
Behara, Venkata Alekhya	Professional Lecturer	62,000	CY
Belew, Timothy	Professional Lecturer	62,300	CY
Buhrdorf, Kevin	Professional Lecturer	108,170	CY
Campbell, Allen	Professional Lecturer	145,000	CY
Carpenter, Andrew	Professional Lecturer	103,300	CY
Carpenter, Michael	Professional Lecturer	89,500	CY
Chandler, Scott	Professional Lecturer	65,320	CY
Clemons, Jason	Professional Lecturer	73,365	CY
Conner, Sabrina	Professional Lecturer	66,030	CY
Covey, Lucas	Professional Lecturer	118,500	CY
Ellison, Ryan	Professional Lecturer	75,075	CY
Elmore, Bethany	Professional Lecturer	75,845	CY
Ervine, Michelle	Professional Lecturer	88,300	CY
Feng, Rui	Professional Lecturer	81,000	CY
Fenn, Russell	Professional Lecturer	98,130	CY
Ferrell, Jonathan	Professional Lecturer	59,425	CY
Flora, Michael	Professional Lecturer	73,365	CY
Gajulammagari, Akshay Kumar R	Professional Lecturer	66,790	CY
Godbole, Anushree	Professional Lecturer	72,500	CY
Hall, Vicki	Professional Lecturer	101,500	CY
Heberling, Bryan	Professional Lecturer	62,285	CY
Herr, Christian	Professional Lecturer	72,035	CY
Herrington, Amanda	Professional Lecturer	101,125	CY
Herrington, William	Professional Lecturer	79,120	CY
Howard, Andrea	Professional Lecturer	69,000	CY
Ingram, Henry	Professional Lecturer	78,820	CY
Johnson, Debra	Professional Lecturer	113,110	CY
Joshi, Archana	Professional Lecturer	61,655	CY
Kothala, Bhavya Deepthi	Professional Lecturer	65,800	CY
Kremer, Brent	Professional Lecturer	105,250	CY
Kumbam, Navyasree	Professional Lecturer	62,000	CY
Lakkakula, Amitha	Professional Lecturer	56,515	CY
L'Amoreaux, Shane	Professional Lecturer	65,000	CY
McClafferty, Mark	Professional Lecturer	73,240	CY
McNabb, Christopher	Professional Lecturer	81,175	CY
Minnix, Zachary	Professional Lecturer	62,285	CY
Muppidi, Sangeetha	Professional Lecturer	71,930	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>
Parikh, Sanjiv	Professional Lecturer	67,845	CY
Pecora, Terri	Professional Lecturer	114,375	CY
Peery, Stephen	Professional Lecturer	108,000	CY
Penland, Ernest	Professional Lecturer	122,505	CY
Pilli, Prasanna	Professional Lecturer	71,930	CY
Powell, Lincoln	Professional Lecturer	65,000	CY
Quintin, Richard	Professional Lecturer	120,040	CY
Rush, Jennifer	Professional Lecturer	94,000	CY
Schulte, Michael	Professional Lecturer	71,700	CY
Shrestha, Jitendra	Professional Lecturer	87,200	CY
Slate, Michael	Professional Lecturer	78,540	CY
Smith, Arnold	Professional Lecturer	121,900	CY
Smith, Kimberly	Professional Lecturer	98,100	CY
Spitzer, Cynthia	Professional Lecturer	85,000	CY
Vangala, Swetcha Reddy	Professional Lecturer	62,000	CY
Welch, William	Professional Lecturer	63,300	CY
Williams, Elizabeth	Professional Lecturer	60,970	CY
Wilson, Glenda	Professional Lecturer	59,215	CY

EXPERIENCE AND ENGAGEMENT

Correa-Becker, Angela	Professional Lecturer	62,000	CY
Davis, Kevin	Professional Lecturer	80,303	CY
Duckett, David	Professional Lecturer	64,400	CY
Ha, Sang	Professional Lecturer	70,000	CY
Hu, Deyu	Professional Lecturer	64,634	CY
Hurley, Carol	Professional Lecturer	78,000	CY
Landreth, Joyce	Professional Lecturer	125,000	CY
Ondin, Zeynep	Professional Lecturer	62,400	CY
Poor, Matthew	Professional Lecturer	71,740	CY
Sheppard, Anne	Professional Lecturer	78,766	CY
Snavelly, Teresa	Professional Lecturer	49,515	CY
Sullivan, Lucas	Professional Lecturer	67,285	CY

IDENTITY MANAGEMENT SERVICES

Kommareddy, Sreelekha Reddy	Professional Lecturer	47,000	CY
Long, Brian	Professional Lecturer	89,412	CY

INFORMATION TECHNOLOGY ACQUISITIONS

Branscome, Patricia	Professional Lecturer	133,214	CY
Kemp, Jerri	Professional Lecturer	81,800	CY
Ratliff, Andrew	Professional Lecturer	74,600	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>
<u>INFORMATION TECHNOLOGY MANAGEMENT</u>			
Herrington, Karen	Professional Lecturer	104,375	CY
Hudson, Denise	Professional Lecturer	71,925	CY
<u>SECURE ENTERPRISE TECHNOLOGY INITIATIVES</u>			
Addison, Marvin	Professional Lecturer	87,000	CY
Conley, Wesley	Professional Lecturer	76,050	CY
Cupp, Matthew	Professional Lecturer	74,630	CY
Duncan, Kevin	Professional Lecturer	78,321	CY
Fisher, Daniel	Professional Lecturer	110,000	CY
Golla, Sai Deekshith	Professional Lecturer	64,625	CY
McDaniel, Ryan	Professional Lecturer	157,700	CY
Moda, Hari Priya	Professional Lecturer	74,000	CY
Rooney, Kevin	Professional Lecturer	118,400	CY
Yanoshita, Erin	Professional Lecturer	55,000	CY
<u>SECURITY</u>			
Huff, Stephen	Professional Lecturer	72,800	CY
Kobezak, Amy	Professional Lecturer	86,000	CY
Lancaster, Elizabeth	Professional Lecturer	85,000	CY
Lang, Jeffrey	Professional Lecturer	92,200	CY
Marchany, Randolph	Professional Lecturer	159,000	CY
Mullins, Thomas	Professional Lecturer	70,500	CY
Raymond, David	Professional Lecturer	156,700	CY
Tilley, Richard	Professional Lecturer	131,000	CY
<u>SYSTEMS ENGINEERING AND ADMINISTRATION</u>			
Aylor, Joshua	Professional Lecturer	85,000	CY
Sawyers, Brandon	Professional Lecturer	100,445	CY
Snapp, Christopher	Professional Lecturer	103,500	CY
<u>TECHNOLOGY-ENHANCED LEARNING AND ONLINE STRATEGIES</u>			
Pike, Dale	Administrative Lecturer	159,400	CY
Baab, Lujean	Professional Lecturer	107,000	CY
Bishop, Wesley	Professional Lecturer	57,100	CY
Bond, Mark	Professional Lecturer	102,300	CY
Broniak, Brian	Professional Lecturer	112,000	CY
Burns, Gary	Professional Lecturer	101,500	CY
Chalamalla, Santhosh	Professional Lecturer	71,925	CY
Chittenden, Timothy	Professional Lecturer	88,900	CY
Connell, Caroline	Professional Lecturer	52,000	CY
Cox, Larry	Professional Lecturer	58,300	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>
Derden, Deborah	Professional Lecturer	64,500	CY
Dickert, Robert	Professional Lecturer	93,650	CY
Drewry, Holli	Professional Lecturer	57,250	CY
Edmison, Kenneth	Professional Lecturer	97,700	CY
Edwards, Nikki	Professional Lecturer	49,500	CY
Gilmore, Eric	Professional Lecturer	73,610	CY
Griffin, Ian	Professional Lecturer	61,555	CY
Hestnes, Oddbjoern	Professional Lecturer	56,481	CY
Kelley, Cynthia	Professional Lecturer	91,923	CY
Kensler, Jonathan	Professional Lecturer	68,396	CY
Louvet, Matthew	Professional Lecturer	62,700	CY
McCreary, Kenneth	Professional Lecturer	142,000	CY
Meese, Jack	Professional Lecturer	77,000	CY
Miller, Christa	Professional Lecturer	67,800	CY
Najdi, Jihane	Professional Lecturer	78,580	CY
Nichols, Mark	Professional Lecturer	109,200	CY
Ofori, Eunice	Professional Lecturer	58,300	CY
Thacker, April	Professional Lecturer	60,400	CY
Tweedt, Andrew	Professional Lecturer	71,000	CY
Upham, Donald	Professional Lecturer	52,225	CY
Warnick, Quinn	Professional Lecturer	115,000	CY
Williams, Daron	Professional Lecturer	66,400	CY
Yaffe, Daniel	Professional Lecturer	60,400	CY
Zaldivar, Marc	Professional Lecturer	73,800	CY
Zhang, Jianqiang	Professional Lecturer	55,000	CY
Zhang, Ruiling	Professional Lecturer	63,252	CY

TELECOMMUNICATIONS AUXILIARY

Harris, Carl	Administrative Lecturer	188,679	CY
Smith, Roy	Administrative Lecturer	97,175	CY
Baitule, Pranav	Professional Lecturer	60,058	CY
Copenhaver, Kristin	Professional Lecturer	85,110	CY
Crowder, Jeffrey	Professional Lecturer	179,800	CY
Davila Reyes, Julian	Professional Lecturer	60,000	CY
Fotedar, Ajinkya	Professional Lecturer	88,865	CY
Hess, Gary	Professional Lecturer	90,000	CY
Johnson, Kerry	Professional Lecturer	90,220	CY
Norman, Phillip	Professional Lecturer	72,800	CY
Sadineni, Naga Vishnu	Professional Lecturer	60,058	CY
Strickland, Justin	Professional Lecturer	90,000	CY
Strickler, Matthew	Professional Lecturer	90,850	CY
Watson, Patrick	Professional Lecturer	55,058	CY
Wattus, Ryan	Professional Lecturer	72,700	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>
Williams, Mark	Professional Lecturer	63,757	CY

VICE PRESIDENT FOR INFORMATION TECHNOLOGY - ADMINISTRATION

Midkiff, Scott	Administrative Professor	336,624	CY
Krallman, John	Administrative Lecturer	170,000	CY
Irwin, Michael	Professional Lecturer	98,500	CY
Kobezak, Philip	Professional Lecturer	93,400	CY
Kroll, Gregory	Professional Lecturer	102,154	CY
Mitchell, Jeffery	Professional Lecturer	90,017	CY
Ransbottom, Jeffrey	Professional Lecturer	175,542	CY
van Gelder, Brenda	Professional Lecturer	137,200	CY
Weeks, Thomas	Professional Lecturer	141,487	CY

Vice President for Operations

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>AIR TRANSPORTATION SERVICES</u>			
Huffman, John	Professional Lecturer	107,888	CY
Humphreys, Richard	Professional Lecturer	114,053	CY
Light, Michael	Professional Lecturer	107,888	CY
Nease, Daniel	Professional Lecturer	117,685	CY
Seely, Robert	Professional Lecturer	107,888	CY
<u>ALTERNATIVE TRANSPORTATION</u>			
Quint, Nicholas	Professional Lecturer	70,000	CY
<u>ASSISTANT VICE PRESIDENT FOR BUSINESS SERVICES</u>			
Myers, Heidi	Administrative Lecturer	199,130	CY
<u>CAMPUS MAIL CENTER</u>			
McCoy, Virginia	Professional Lecturer	89,393	CY
<u>CONSULTING SERVICES</u>			
Ma, Ping	Professional Lecturer	71,965	CY
Vantine, Stephen	Professional Lecturer	123,300	CY
<u>EMERGENCY MANAGEMENT</u>			
Mulhare, Michael	Administrative Lecturer	182,885	CY
Marinik, Andrew	Professional Lecturer	86,633	CY
McCann, Peter	Professional Lecturer	65,545	CY
<u>ENVIRONMENTAL HEALTH AND SAFETY</u>			
Franklin, Lance	Administrative Lecturer	195,071	CY
Adams, Zachary	Professional Lecturer	102,148	CY
Conner, Donald	Professional Lecturer	86,069	CY
Dadras, Mariam	Professional Lecturer	66,827	CY
Imperatore, Frank	Professional Lecturer	73,522	CY
Kroner, Anna	Professional Lecturer	69,480	CY
Layman, Rachel	Professional Lecturer	69,987	CY
Lowe, Robert	Professional Lecturer	74,707	CY
McCall-Miller, Robin	Professional Lecturer	73,492	CY
Mondy, Bernadette	Professional Lecturer	100,646	CY
Osborne, Kenneth	Professional Lecturer	63,407	CY
Perkins, Dedreia	Professional Lecturer	71,928	CY
Porterfield, Curt	Professional Lecturer	79,496	CY
Soni, Shilpa	Professional Lecturer	64,368	CY
Stevens-Mauldon, Susan	Professional Lecturer	55,195	CY
Trent, Jewel	Professional Lecturer	62,883	CY

Vice President for Operations

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Waggoner, Charlotte	Professional Lecturer	98,918	CY
Watson, Kern	Professional Lecturer	77,838	CY
Williams, Jeremy	Professional Lecturer	61,172	CY

FACILITIES SERVICES DEPUTY CHIEF FACILITIES OFFICE

Cochrane, Dennis	Administrative Lecturer	88,400	CY
Avis, Kimberly	Professional Lecturer	88,025	CY
Crane, Joseph	Professional Lecturer	88,025	CY
Stanford, Brian	Professional Lecturer	62,890	CY
Winters, Gregory	Professional Lecturer	56,525	CY

FACILITIES SERVICES FACILITIES OPERATIONS

Avagyan, Ruben	Professional Lecturer	106,150	CY
Canaday, Gregory	Professional Lecturer	96,100	CY
Dietz, Charles	Professional Lecturer	93,000	CY
Hagedorn, James	Professional Lecturer	92,550	CY
Jessee, Lowell	Professional Lecturer	88,740	CY
Kerklo, Scott	Professional Lecturer	87,000	CY

FACILITIES SERVICES OFFICE OF UNIVERSITY PLANNING

Dunn, Michael	Professional Lecturer	88,890	CY
Kubecki, Brian	Professional Lecturer	72,700	CY
Lally, Leigh	Professional Lecturer	77,346	CY
Morris, Liza	Professional Lecturer	180,520	CY
Rosenberger, John	Professional Lecturer	74,000	CY

FACILITIES SERVICES UNIVERSITY BUILDING OFFICIAL

Gall, Elaine	Professional Lecturer	163,135	CY
Smith, Steven	Professional Lecturer	91,600	CY
Thompson, John	Professional Lecturer	88,410	CY

FACILITIES SERVICES UNIVERSITY DESIGN AND CONSTRUCTION

Carwile, Christopher	Professional Lecturer	85,435	CY
Curfiss, Aaron	Professional Lecturer	103,720	CY
DeBusk, Gulcin	Professional Lecturer	65,650	CY
Ely, Paul	Professional Lecturer	102,750	CY
Estep, Katrina	Professional Lecturer	66,885	CY
Folio, Gerard	Professional Lecturer	90,795	CY
Jessee, Travis	Professional Lecturer	101,645	CY
O'Keef, Paul	Professional Lecturer	85,435	CY
White, Kyle	Professional Lecturer	85,435	CY

Vice President for Operations

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>FACILITIES SERVICES UNIVERSITY DESIGN AND CONSTRUCTION - ADMINISTRATION</u>			
Manning, Joy	Professional Lecturer	98,633	CY
Taylor, George	Professional Lecturer	194,714	CY
Thompson, John	Professional Lecturer	71,500	CY
<u>FACILITIES SERVICES VIRGINIA TECH ELECTRIC SERVICE</u>			
Glenn, Robert	Professional Lecturer	130,000	CY
Hagy, Carl	Professional Lecturer	97,000	CY
Hartwell, James	Professional Lecturer	85,000	CY
Hebdon, Scott	Professional Lecturer	85,000	CY
<u>FACILITIES SERVICES ASSOCIATE VICE PRESIDENT AND CHIEF FACILITIES OFFICE</u>			
Kiwus, Christopher	Administrative Lecturer	261,157	CY
Teglas, Jonathan	Professional Lecturer	97,371	CY
<u>PARKING SERVICES</u>			
Baker, Jeri	Professional Lecturer	137,501	CY
<u>POLICE</u>			
Foust, Kevin	Administrative Lecturer	182,174	CY
Babb, William	Professional Lecturer	108,435	CY
<u>SHARED SERVICES - ASSISTANT VICE PRESIDENT</u>			
Briehl, Alexa	Professional Lecturer	59,423	CY
<u>SHARED SERVICES - FINANCE</u>			
Brown, Lisa	Professional Lecturer	62,050	CY
Bush, Kevin	Professional Lecturer	84,255	CY
Cox, Amberson	Professional Lecturer	65,250	CY
Davis, Gannon	Professional Lecturer	89,500	CY
Hillman, James	Professional Lecturer	133,575	CY
<u>SHARED SERVICES - INFORMATION TECHNOLOGY</u>			
Abplanalp, William	Professional Lecturer	120,526	CY
Altman, Jennifer	Professional Lecturer	86,488	CY
Beckett, Malcolm	Professional Lecturer	133,576	CY
Chamberlin, Nathan	Professional Lecturer	68,622	CY
Fritz, Scott	Professional Lecturer	78,604	CY
Judy, Aaron	Professional Lecturer	58,141	CY
Smith, Adam	Professional Lecturer	59,339	CY
Thomas, Jonathan	Professional Lecturer	82,103	CY
Watson, Luke	Professional Lecturer	54,786	CY

Vice President for Operations

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
West, Paul	Professional Lecturer	53,377	CY
Willey, Christopher	Professional Lecturer	68,424	CY

VICE PRESIDENT FOR OPERATIONS

Wilson, Sherwood	Administrative Lecturer	330,084	CY
Lau, Jamie	Professional Lecturer	89,510	CY
Smith, Kayla	Professional Lecturer	96,938	CY

Vice President for Outreach and International Affairs

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>CONTINUING AND PROFESSIONAL EDUCATION</u>			
Cooper, Jeanette	Professional Lecturer	66,470	CY
Jobst, Shelly	Professional Lecturer	110,100	CY
Tatro, Patricia	Professional Lecturer	92,375	CY
Weimer, Scott	Professional Lecturer	120,119	CY
<u>ECONOMIC DEVELOPMENT</u>			
Lyon-Hill, Sarah	Professional Lecturer	59,000	CY
Mohammed, Afroze	Professional Lecturer	117,275	CY
Provo, John	Professional Lecturer	149,622	CY
Tate, Anthony	Professional Lecturer	86,122	CY
Travis, Elli	Professional Lecturer	57,248	CY
<u>ENGAGEMENT ADMINISTRATION</u>			
Gruber, Nancy	Professional Lecturer	96,000	CY
Mahaney, Lisa	Professional Lecturer	61,584	CY
<u>ENGAGEMENT ADMINISTRATION</u>			
Short, Susan	Administrative Lecturer	187,000	CY
Taylor, Adam	Professional Lecturer	55,000	CY
<u>GLOBAL EDUCATION OFFICE</u>			
Coffren, Rommelyn	Professional Lecturer	51,510	CY
Fitzgerald, Rachel	Professional Lecturer	63,369	CY
Jensen, Martha	Professional Lecturer	45,000	CY
Johansson, Theresa	Professional Lecturer	98,011	CY
Oberoi, Alexandra	Professional Lecturer	49,430	CY
Watts, Chelsey	Professional Lecturer	51,922	CY
Wijnands, Marielle	Professional Lecturer	53,054	CY
<u>INTERNATIONAL SUPPORT SERVICES</u>			
Leuschner, Ian	Professional Lecturer	85,070	CY
Neese, Dena	Professional Lecturer	74,444	CY
<u>INTERNATIONAL RESEARCH EDUCATION AND DEVELOPMENT</u>			
Crowder, Loy	Administrative Lecturer	159,282	CY
Christie, Maria Elisa	Research Scientist	100,219	CY
Vaughan, Larry	Research Scientist	97,432	CY
Muniappan, Rangaswamy	Project Director	135,196	CY
Fayad, Amer	Senior Research Associate	84,199	CY
Neilan, Angela	Sr Project Associate	87,159	CY
Seddiq, Noor	Sr Project Associate	148,625	CY

Vice President for Outreach and International Affairs

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Ball, Gene	Professional Lecturer	98,729	CY
Foreman, James	Professional Lecturer	87,580	CY
Hassouna, Khaled	Professional Lecturer	75,052	CY
Raphiou, April	Professional Lecturer	70,000	CY
Sumner, Daniel	Professional Lecturer	53,226	CY

LANGUAGE AND CULTURE INSTITUTE

Bowles, Elizabeth	Instructor	48,400	AY
Capone, Caitlin	Instructor	39,954	AY
Freday, Mary	Instructor	42,838	AY
Ghaderi, Aniseh	Instructor	48,433	AY
Gurdal, Pinar	Instructor	45,353	AY
Moore, Donita	Instructor	43,811	AY
Al-Daily, Wafa	Professional Lecturer	66,000	CY
Back, Donald	Professional Lecturer	128,094	CY
Bratichko, Guennadi	Professional Lecturer	61,236	CY
Ducote, Bryan	Professional Lecturer	76,651	CY
Mathieson, Richard	Professional Lecturer	70,070	CY
Moore, Eric	Professional Lecturer	57,716	CY
Moser Moore, Janette	Professional Lecturer	52,577	CY
Paredes, Elsie	Professional Lecturer	78,032	CY
Parera, Patricia	Professional Lecturer	70,719	CY
Rowand, Rita	Professional Lecturer	65,000	CY
Smart-Smith, Pamela	Professional Lecturer	65,071	CY
Todd, Andrea	Professional Lecturer	83,000	CY

OUTREACH INFORMATION SERVICES

Farmer, Scott	Professional Lecturer	108,228	CY
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REYNOLDS HOMESTEAD

Steele, Julie	Professional Lecturer	85,522	CY
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RICHMOND CENTER

Johnstad, Susan	Professional Lecturer	107,573	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	79,225	CY
Cowan-Brown, Alicia	Project Associate	48,346	CY
Hill, Melinda	Project Associate	49,320	CY
Lyle, Joseph	Project Associate	51,414	CY

Vice President for Outreach and International Affairs

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Moore, Michael	Project Associate	61,800	CY
Puryear, Jason	Project Associate	49,968	CY
Scott, Arlethea	Project Associate	49,805	CY
Umbarger-Wells, Sarah	Project Associate	51,489	CY

VICE PRESIDENT FOR OUTREACH - ADMINISTRATION

Ghosh, Guruprasad	Administrative Lecturer	272,598	CY
Swan, Jane	Administrative Lecturer	131,052	CY
Brunais, Andrea	Professional Lecturer	83,081	CY

VIRGINIA TECH EXECUTIVE BRIEFING CENTER - ARLINGTON

LaCour, Larissa	Professional Lecturer	78,067	CY
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VIRGINIA TECH ROANOKE CENTER

Hanlin, Lesa	Professional Lecturer	133,585	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>
<u>VICE PRESIDENT FOR POLICY AND GOVERNANCE</u>			
O'Rourke, Kim	Administrative Lecturer	237,352	CY
Harris, Deanna	Professional Lecturer	107,512	CY
Myers, April	Professional Lecturer	80,000	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>ANIMAL CARE</u>			
Schabdach, David	Administrative Lecturer	310,000	CY
Rizzo, Amy	Professional Lecturer	117,522	CY
Settlage, Julie	Professional Lecturer	128,262	CY
<u>BIOCOMPLEXITY INSTITUTE</u>			
Higdon, David	Professor	330,530	CY
Hoeschele, Ina	Professor	160,366	CY
Xie, Hehuang	Associate Professor	170,487	CY
Bassaganya-Riera, Josep	Research Professor	235,707	CY
Hefta, Stanley	Research Professor	186,266	CY
Hontecillas-Magarzo, Raquel	Research Professor	122,370	CY
Pires, Bianica	Research Assistant Professor	100,613	CY
Goode, Brian	Research Scientist	115,286	CY
Kale, Shiv	Research Scientist	86,339	CY
Karyala, Saikumar	Research Scientist	109,682	CY
Collins, Kristy	Project Director	86,553	CY
Borkowski, Dominik	Research Associate	95,852	CY
Gentry, William	Research Associate	89,807	CY
Lee, Kristin	Research Associate	63,541	CY
Lu, Jian	Research Associate	87,824	CY
Marmagas, William	Research Associate	106,860	CY
McMaster, Douglas	Research Associate	89,482	CY
Johnson, Jeremy	Sr Project Associate	100,285	CY
Stoll, James	Sr Project Associate	117,231	CY
Dixon, Jonathan	Project Associate	89,319	CY
Liu, Dan	Project Associate	79,083	CY
Crandell, Ian	Postdoctoral Associate	68,483	CY
Cassidy, Erin	Professional Lecturer	81,516	CY
Felton, Clifton	Professional Lecturer	139,055	CY
Freemal, Rebecca	Professional Lecturer	99,809	CY
Hall, Mabelle	Professional Lecturer	96,446	CY
Hoeflein, Joseph	Professional Lecturer	94,325	CY
Lawson, Sharon	Professional Lecturer	109,954	CY
Morgan, Rebecca	Professional Lecturer	82,847	CY
Shinpaugh, Kevin	Professional Lecturer	165,042	CY
Trent, Tiffany	Professional Lecturer	61,290	CY
<u>FRALIN LIFE SCIENCE INSTITUTE</u>			
DeCourcy, Kristi	Senior Research Associate	84,182	CY
Akers, Aaron	Professional Lecturer	67,271	CY
Clarke, Jean	Professional Lecturer	85,569	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	60,000	CY
Webster, Janet	Professional Lecturer	108,348	CY

HUME CENTER

Colbert, Edward	Research Professor	190,000	CY
McGwier, Robert	Research Professor	211,420	CY
Michaels, Alan	Research Professor	206,000	CY
Nance, Kara	Research Professor	208,619	CY
Gaeddert, Joseph	Research Associate Professor	143,000	CY
Hay, Brian	Research Associate Professor	181,913	CY
Davis, Bradley	Research Assistant Professor	123,500	CY
Doyle, Daniel	Research Assistant Professor	139,725	CY
Gilbert, John	Research Assistant Professor	110,000	CY
Headley, William	Research Assistant Professor	140,000	CY
O'Shea, Timothy	Research Assistant Professor	82,867	CY
Fowler, Michael	Research Scientist	137,241	CY
Langford, Zachary	Research Scientist	110,000	CY
Vondal, Matthew	Senior Research Associate	151,889	CY
Clark, William	Research Associate	100,000	CY
DePoy, Daniel	Research Associate	91,000	CY
Krauss, Thomas	Research Associate	174,500	CY
Leffke, Zachary	Research Associate	94,553	CY
McCollum, James	Research Associate	81,600	CY
Ridge, Devin	Research Associate	146,100	CY
Sterne, Kevin	Research Associate	84,723	CY
Wong, Lauren	Research Associate	88,000	CY
Graham, Justus	Sr Project Associate	127,414	CY
Hayes, Sarah	Sr Project Associate	113,025	CY
Hill, Ehren	Sr Project Associate	105,000	CY
Hutton, Claude	Sr Project Associate	148,061	CY
Poetter, Alexandra	Sr Project Associate	124,000	CY
Pokorski, James	Sr Project Associate	99,517	CY
Rowe, Sonya	Sr Project Associate	115,000	CY
Bartos, Colleen	Project Associate	58,000	CY
Clark, Deanna	Project Associate	66,500	CY
Florez, Orlando	Project Associate	119,115	CY
Moy, Geoffrey	Project Associate	64,333	CY
Walker, Russell	Project Associate	67,600	CY
Callsen, Christine	Professional Lecturer	140,000	CY
Thompson, Christie	Professional Lecturer	133,000	CY

INSTITUTE FOR CRITICAL TECHNOLOGY AND APPLIED SCIENCE

Duma, Stefan	Administrative Lecturer	441,825	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>
Leng, Weinan	Research Scientist	58,387	CY
Coggin, John	Senior Research Associate	109,110	CY
McCartney, Stephen	Senior Research Associate	82,000	CY
Winkler, Christopher	Senior Research Associate	85,061	CY
Briggs, Robert	Research Associate	88,400	CY
Burton, Matthew	Research Associate	101,908	CY
Cantando, Elizabeth	Research Associate	66,000	CY
Frank, Peter	Research Associate	71,960	CY
Kriz, Andrew	Research Associate	66,856	CY
McNally, Craig	Research Associate	63,824	CY
Stewart, Christopher	Research Associate	63,736	CY
Yu, Ya-Peng	Research Associate	47,741	CY
Hull, Matthew	Sr Project Associate	111,796	CY
Tysor, Christine	Sr Project Associate	94,086	CY
Wade, Melissa	Project Associate	62,694	CY
Blanks, Mark	Professional Lecturer	188,182	CY
Calvert, Gregory	Professional Lecturer	82,240	CY
Greene, Jon	Professional Lecturer	197,282	CY
Jones, Thomas	Professional Lecturer	125,000	CY
Lawless, Monika	Professional Lecturer	148,823	CY
Nelsen, Eleanor	Professional Lecturer	79,575	CY
Verbrugge, Ross	Professional Lecturer	135,656	CY

INSTITUTE FOR SOCIETY, CULTURE, AND ENVIRONMENT

Orden, David	Professional Professor	184,088	CY
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INTERDISCIPLINARY CTR -APPLIED MATH

Cheung, James	Postdoctoral Associate	67,320	CY
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MACROMOLECULES INNOVATION INSTITUTE

Long, Timothy	Professor	260,650	CY
Appuhamillage, Gayan	Postdoctoral Associate	46,350	CY
Felix, Kimberley	Professional Lecturer	56,171	CY

OFFICE OF RESEARCH COMPLIANCE

Lee, Lisa	Administrative Lecturer	224,913	CY
Allen, Regina	Professional Lecturer	80,000	CY
Beckett, Thomas	Professional Lecturer	86,604	CY
Chen, Ling	Professional Lecturer	65,000	CY
Dunbar, Joshua	Professional Lecturer	70,600	CY
Kendrick, Michael	Professional Lecturer	86,150	CY
Leake, Timothy	Professional Lecturer	102,100	CY
Phelps, Christopher	Professional Lecturer	79,400	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Ratcliffe, Victoria	Professional Lecturer	83,919	CY
Talerico, John	Professional Lecturer	104,250	CY
Trout, Stephanie	Professional Lecturer	85,521	CY

RESEARCH/INTERDISCIPLINARY PROGRAM- ADMINISTRATION

Garner, Harold	Administrative Professor	355,411	CY
Mayer, Theresa	Administrative Professor	356,514	CY
Sherman, Gary	Administrative Lecturer	185,710	CY
Boblitt, Justin	Professional Lecturer	84,255	CY
Byrd, Kimberly	Professional Lecturer	94,300	CY
Dunavant, Christopher	Professional Lecturer	107,699	CY
Fthenos, Odesseas	Professional Lecturer	111,300	CY
Miner, Laurel	Professional Lecturer	151,777	CY
Qian, Yani	Professional Lecturer	73,980	CY
Reka, Sai Kiran	Professional Lecturer	95,044	CY
Schenk Kretinska, Radka	Professional Lecturer	140,000	CY
Sedlak, Neil	Professional Lecturer	126,995	CY

SPONSORED PROGRAMS

Riley, Trudy	Administrative Lecturer	225,000	CY
Amin, Divyabala	Professional Lecturer	88,573	CY
Cochrane, Christina	Professional Lecturer	89,020	CY
Cockrum, Daniel	Professional Lecturer	90,000	CY
Cutlip, Michael	Professional Lecturer	61,891	CY
Davis, Nevada	Professional Lecturer	75,000	CY
Farmer, Shannell	Professional Lecturer	80,631	CY
Lee, Kangja	Professional Lecturer	78,576	CY
Magruder, Lauren	Professional Lecturer	107,750	CY
Mwinyi, Mwanasera	Professional Lecturer	57,999	CY
Steen, Anna	Professional Lecturer	78,576	CY
Upadhyaya, Kamala	Professional Lecturer	141,586	CY
Wright, Emmett	Professional Lecturer	59,794	CY

TECHNOLOGY TRANSFER

Goodwin, Mark	Senior Research Associate	188,075	CY
Brewer, Grant	Professional Lecturer	113,500	CY
Piche, Jason	Professional Lecturer	168,000	CY

VIRGINIA TECH CARILION RESEARCH INSTITUTE

Friedlander, Michael	Administrative Professor	546,522	CY
Bickel, Warren	Professor	500,400	CY
Gourdie, Robert	Professor	355,587	CY
Montague, Pendleton	Professor	515,000	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Chiu, Pearl	Associate Professor	193,120	CY
Fox, Michael	Associate Professor	223,000	CY
King-Casas, Brooks	Associate Professor	168,981	CY
LaConte, Stephen	Associate Professor	203,900	CY
Pan, Yuchin	Associate Professor	149,500	CY
Poelzing, Steven	Associate Professor	200,000	CY
Valdez, Gregorio	Associate Professor	174,656	CY
Chappell, John	Assistant Professor	125,000	CY
Farris, Shannon	Assistant Professor	118,160	CY
Morozov, Alexei	Assistant Professor	146,750	CY
Mukherjee, Konark	Assistant Professor	137,060	CY
Oestreich, Kenneth	Assistant Professor	126,211	CY
Robel, Stefanie	Assistant Professor	125,000	CY
Sheng, Zhi	Assistant Professor	129,000	CY
Smyth, James	Assistant Professor	135,000	CY
Swanger, Sharon	Assistant Professor	119,945	CY
Van Wart, Audra	Professional Assistant Professor	146,600	CY
Horn, Kimberly	Research Professor	191,250	CY
DeLuca, Stephanie	Research Assistant Professor	155,000	CY
Fischer, Quentin	Research Assistant Professor	85,275	CY
Hankey, Maria	Research Assistant Professor	85,099	CY
Ismailov, Iskander	Research Assistant Professor	56,200	CY
Ito, Wataru	Research Assistant Professor	124,915	CY
Kalikulov, Djanenkhodja	Research Assistant Professor	90,000	CY
Koffarnus, Mikhail	Research Assistant Professor	123,600	CY
Lamouille, Samy	Research Assistant Professor	103,525	CY
Lohrenz, Terry	Research Assistant Professor	164,400	CY
Parker, Sarah	Research Assistant Professor	170,930	CY
Srivastava, Sarika	Research Assistant Professor	70,600	CY
Stein, Jeffrey	Research Assistant Professor	93,600	CY
Su, Jianmin	Research Assistant Professor	79,000	CY
Zeitz, Michael	Research Scientist	65,760	CY
Gatchalian, Kirstin	Senior Research Associate	104,459	CY
Gilmore, Brian	Senior Research Associate	66,770	CY
Lisinski, Jonathan	Senior Research Associate	105,225	CY
Snider, Sarah	Senior Research Associate	56,390	CY
White, Jason	Senior Research Associate	143,850	CY
Baker, Chandra	Research Associate	51,000	CY
Burke, Kelsey	Research Associate	69,870	CY
Carrin, Cassandra	Research Associate	62,900	CY
Jourdan, Linda	Research Associate	89,375	CY
Kiss, Susanna	Research Associate	80,775	CY
Kler, Stanislav	Research Associate	50,500	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Ma, Manxiu	Research Associate	50,800	CY
Raines, Jenny	Research Associate	58,000	CY
Rogers, Eda	Research Associate	58,760	CY
Taetzsch, Thomas	Research Associate	57,000	CY
Trucks, Mary Rebekah	Research Associate	85,870	CY
Wallace, Dorian	Research Associate	85,870	CY
Crawford, John	Project Associate	95,518	CY
Lee, Jacob	Project Associate	79,983	CY
Perry, Elan	Project Associate	52,570	CY
Phan, Duy	Project Associate	85,000	CY
Stuart, Megan	Project Associate	55,670	CY
Clark, Kareem	Postdoctoral Associate	50,800	CY
DeHart, William	Postdoctoral Associate	67,339	CY
Hoagland, Daniel	Postdoctoral Associate	50,250	CY
Hoeker, Gregory	Postdoctoral Associate	53,790	CY
Kaplan, Brent	Postdoctoral Associate	52,365	CY
Ladislav, Marek	Postdoctoral Associate	48,432	CY
Luo, Yi	Postdoctoral Associate	51,400	CY
Munoz Ballester, Maria del Carme	Postdoctoral Associate	48,000	CY
Payne, Laura	Postdoctoral Associate	51,250	CY
Pope, Derek	Postdoctoral Associate	51,121	CY
Pridham, Kevin	Postdoctoral Associate	48,780	CY
Shandra, Oleksii	Postdoctoral Associate	54,750	CY
Tewari, Bhanu	Postdoctoral Associate	58,790	CY
Umans, Robyn	Postdoctoral Associate	55,162	CY
Bateson, Christopher	Professional Lecturer	110,850	CY
Childers, Diane	Professional Lecturer	81,090	CY
Cook, Sherri	Professional Lecturer	204,220	CY
Cuskovic, Amel	Professional Lecturer	92,050	CY
Dash, Pabitra	Professional Lecturer	92,700	CY
Huffman, Amy	Professional Lecturer	68,600	CY
Krisch, Jason	Professional Lecturer	163,700	CY
Martin, Gerald	Professional Lecturer	72,450	CY
Mason, Gary	Professional Lecturer	130,020	CY
Nichols, Dana	Professional Lecturer	52,650	CY
Wainwright, Heather	Professional Lecturer	68,600	CY
Whitt, Sarah	Professional Lecturer	109,500	CY

VIRGINIA TECH TRANSPORTATION INSTITUTE

Dingus, Thomas	Professor	477,735	RE12
Doerzaph, Zachary	Associate Professor	161,288	CY
Gibbons, Ronald	Associate Professor	161,902	CY
Klauer, Sheila	Associate Professor	140,598	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Perez, Miguel	Associate Professor	160,396	CY
Blanco, Myra	Senior Research Scientist	186,517	CY
Hankey, Jonathan	Senior Research Scientist	300,085	CY
Hanowski, Richard	Senior Research Scientist	219,833	CY
Ahn, Kyounggho	Research Scientist	91,795	CY
Antin, Jonathan	Research Scientist	161,069	CY
de Leon Izeppi, Edgar	Research Scientist	93,059	CY
Elshawarby, Ihab	Research Scientist	91,778	CY
Hickman, Jeffrey	Research Scientist	144,108	CY
Katicha, Samer	Research Scientist	81,271	CY
Li, Yingfeng	Research Scientist	97,602	CY
Llaneras, Robert	Research Scientist	157,793	CY
McLaughlin, Shane	Research Scientist	162,938	CY
Mollenhauer, Michael	Research Scientist	178,473	CY
Nordberg, Eric	Research Scientist	108,237	CY
Owens, Justin	Research Scientist	93,085	CY
Smith, Ryan	Research Scientist	105,442	CY
Lee, Suzanne	Project Director	96,049	CY
McClafferty, Julie	Project Director	94,450	CY
Schaudt, William	Project Director	117,645	CY
Alden, Andrew	Senior Research Associate	133,409	CY
Bhagavathula, Rajaram	Senior Research Associate	71,807	CY
Bowden, Zachary	Senior Research Associate	125,055	CY
Camden, Matthew	Senior Research Associate	72,211	CY
Chaka, Michelle	Senior Research Associate	175,474	CY
Daily, Brian	Senior Research Associate	108,128	CY
Druta, Cristian	Senior Research Associate	79,625	CY
Du, Jianhe	Senior Research Associate	81,383	CY
Dunn, Naomi	Senior Research Associate	77,736	CY
Frye, Timothy	Senior Research Associate	119,691	CY
Iverson, Dean	Senior Research Associate	119,691	CY
Iverson, Sondra	Senior Research Associate	119,691	CY
Kaliniouk, Irina	Senior Research Associate	106,484	CY
Kaliniouk, Vasily	Senior Research Associate	113,824	CY
Kim, Hyungil	Senior Research Associate	97,185	CY
Krum, Andrew	Senior Research Associate	99,287	CY
Mabry, Jessica	Senior Research Associate	74,298	CY
McGraw, Thomas	Senior Research Associate	118,413	CY
Medina-Flintsch, Alejandra	Senior Research Associate	72,203	CY
Neurauter, Michael	Senior Research Associate	133,699	CY
Palmer, Matthew	Senior Research Associate	103,274	CY
Petersen, Andrew	Senior Research Associate	226,349	CY
Russell, Sheldon	Senior Research Associate	81,162	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Stowe, Loren	Senior Research Associate	148,405	CY
Sudweeks, Jeremy	Senior Research Associate	105,279	CY
Trimble, Tammy	Senior Research Associate	86,724	CY
Ali, Gibran	Research Associate	67,748	CY
Anderson, Gabriel	Research Associate	51,150	CY
Ankem, Gayatri	Research Associate	63,961	CY
Atwood, Jonathan	Research Associate	59,690	CY
Bichiou, Youssef	Research Associate	63,228	CY
Bryson, Michael	Research Associate	142,080	CY
Cannon, Brad	Research Associate	62,385	CY
Chen, Hao	Research Associate	71,469	CY
Clontz, Matthew	Research Associate	54,465	CY
Coello Behr, Andres	Research Associate	52,894	CY
Cook, Julie	Research Associate	77,601	CY
Cospel, Carl	Research Associate	148,634	CY
Cospel, Colin	Research Associate	73,042	CY
Dennis, Jacob	Research Associate	85,944	CY
Doerzaph, Travis	Research Associate	72,040	CY
Fang, Youjia	Research Associate	70,803	CY
Feierabend, Robert	Research Associate	78,842	CY
Freeman, William	Research Associate	77,845	CY
Glenn, Trijntje	Research Associate	59,168	CY
Gorman, Thomas	Research Associate	71,064	CY
Grove, Kevin	Research Associate	76,649	CY
Hammond, Rebecca	Research Associate	75,131	CY
Han, Shu	Research Associate	59,000	CY
Harold, Douglas	Research Associate	62,393	CY
Harwood, Leslie	Research Associate	60,574	CY
Hayes, Paul	Research Associate	50,000	CY
Huang, Fang	Research Associate	94,747	CY
Johnson, William	Research Associate	61,380	CY
Jones, Mario	Research Associate	60,941	CY
Leeson, Brian	Research Associate	117,440	CY
Lefevers, David	Research Associate	70,314	CY
McCall, Robert	Research Associate	71,406	CY
Meyer, Jason	Research Associate	74,351	CY
Miller, Andrew	Research Associate	61,056	CY
Miller, Daniel	Research Associate	59,404	CY
Monti, Henry	Research Associate	66,820	CY
Oleksuk, Richard	Research Associate	96,425	CY
Osman, Osama	Research Associate	63,945	CY
Pawlicki, Colleen	Research Associate	57,736	CY
Quesenberry, Joshua	Research Associate	77,653	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Rainey, Cameron	Research Associate	76,114	CY
Rooks, Kurtis	Research Associate	79,259	CY
Rutledge, Julie	Research Associate	95,108	CY
Sarkar, Abhijit	Research Associate	61,380	CY
Skole, Joshua	Research Associate	59,607	CY
Socolich, Susan	Research Associate	69,982	CY
Song, Miao	Research Associate	74,840	CY
Sunshine, Nicholus	Research Associate	84,113	CY
Talbot, Frank	Research Associate	74,772	CY
Talledo Vilela, Jean	Research Associate	109,181	CY
Terry, Travis	Research Associate	67,196	CY
Turturici, Marissa	Research Associate	65,216	CY
Viray, Reginald	Research Associate	80,256	CY
Weatherford, Laura	Research Associate	60,000	CY
White, Elizabeth	Research Associate	71,412	CY
Williams, Brian	Research Associate	59,454	CY
Wotring, Brian	Research Associate	60,220	CY
Xue, Wenjing	Research Associate	55,921	CY
Yankowski, John	Research Associate	105,369	CY
Sears, Edie	Sr Project Associate	74,504	CY
Witcher, Christina	Sr Project Associate	70,390	CY
Anderson, Joel	Project Associate	61,361	CY
Baker, Stephanie	Project Associate	44,940	CY
Baynes, Peter	Project Associate	58,746	CY
Briggs, Ashley	Project Associate	53,870	CY
Buchanan-King, Mindy	Project Associate	66,225	CY
Custer, Kenneth	Project Associate	48,234	CY
Davoodi, Maryam	Project Associate	46,575	CY
Dominic Savio, Rufina	Project Associate	58,853	CY
Druta, Nicoleta	Project Associate	47,058	CY
Eichelberger, Elizabeth	Project Associate	66,376	CY
Fitchett, Vikki	Project Associate	64,759	CY
Furrow, Cory	Project Associate	54,879	CY
Gregory, Steven	Project Associate	73,185	CY
Hulse, Melissa	Project Associate	67,631	CY
Layman, Charles	Project Associate	58,473	CY
Lowdermilk, Charlotte	Project Associate	55,150	CY
Mason, Matthew	Project Associate	98,791	CY
McElroy, Tracy	Project Associate	68,490	CY
Moeller, Devon	Project Associate	56,132	CY
Nadler, Leonore	Project Associate	45,915	CY
Smith, Carol	Project Associate	62,002	CY
Walker, Timothy	Project Associate	53,196	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Woods, Jean	Project Associate	70,587	CY
Absher, Christine	Professional Lecturer	98,028	CY
Gaylord, Clark	Professional Lecturer	158,039	CY
Gerni, Pascha	Professional Lecturer	170,000	CY
Hamm, Laura	Professional Lecturer	78,202	CY
Laratonda, Elliot	Professional Lecturer	66,820	CY
Naff, Ryan	Professional Lecturer	66,191	CY
Robinson, Angela	Professional Lecturer	68,051	CY
Shelton, Kimberly	Professional Lecturer	72,865	CY
Strickland, Catherine	Professional Lecturer	72,188	CY
Williams, Ginger	Professional Lecturer	74,679	CY

Vice President for Student Affairs

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>ASSOCIATE VICE PRESIDENT</u>			
Shushok, Frank	Administrative Assistant Profess	252,995	CY
Armstrong, Brian	Professional Lecturer	41,616	CY
Blackwell, Bryan	Professional Lecturer	43,000	CY
Cardone, Taran	Professional Lecturer	82,084	CY
Cheatham, Matthew	Professional Lecturer	40,000	CY
Cherry-Clarke, Tamara	Professional Lecturer	57,062	CY
Chinn, David	Professional Lecturer	106,634	CY
Coiley, Erin	Professional Lecturer	42,045	CY
Eagan, Amanda	Professional Lecturer	50,025	CY
Ebert, Matthew	Professional Lecturer	46,130	CY
Erwin, Abbey	Professional Lecturer	52,000	CY
Evans, Heather	Professional Lecturer	81,404	CY
Harbison, Samantha	Professional Lecturer	50,896	CY
Henkel, Taylor	Professional Lecturer	43,180	CY
Henninger, Stephen	Professional Lecturer	48,000	CY
Keene, Frances	Professional Lecturer	130,076	CY
Kwiatkowski, Matthew	Professional Lecturer	74,412	CY
Kytan, Alexandra	Professional Lecturer	41,922	CY
Lambusta, Chelsea	Professional Lecturer	51,329	CY
Mack, Asa	Professional Lecturer	49,500	CY
Mangrum, Hailey	Professional Lecturer	46,000	CY
McCallum, Darryl	Professional Lecturer	49,212	CY
McCrery, Ennis	Professional Lecturer	81,549	CY
McIlvaine, Hayley	Professional Lecturer	42,970	CY
McIlvaine, Jonathan	Professional Lecturer	42,760	CY
Mullen, Amber	Professional Lecturer	78,563	CY
Pete, Kendall	Professional Lecturer	52,245	CY
Price, Andrew	Professional Lecturer	43,180	CY
Schuh, Steven	Professional Lecturer	45,881	CY
Settle, Rohsaan	Professional Lecturer	92,192	CY
Sloan, Shanai	Professional Lecturer	43,000	CY
Stayer, Sarah	Professional Lecturer	41,100	CY
Sullivan, Meaghan	Professional Lecturer	41,100	CY
Tully, Rachael	Professional Lecturer	43,000	CY
Welsh, Yusuke	Professional Lecturer	42,760	CY
<u>CRANWELL INTERNATIONAL CENTER</u>			
Clubb, David	Professional Lecturer	110,083	CY
Kelinsky-Jones, Lia	Professional Lecturer	62,315	CY
Littreal, Jessica	Professional Lecturer	48,420	CY
Parker, Jonathan	Professional Lecturer	56,513	CY

Vice President for Student Affairs

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Woodson, Rachel	Professional Lecturer	46,080	CY
Zwart, Fawna	Professional Lecturer	50,306	CY

CULTURAL AND COMMUNITY CENTERS

Avent, Yolanda	Professional Lecturer	94,649	CY
Faircloth, Melissa	Professional Lecturer	52,250	CY
Garay, Luis	Professional Lecturer	52,600	CY
Montes, Maria	Professional Lecturer	55,620	CY
Williams, Kimberly	Professional Lecturer	52,712	CY

DEAN OF STUDENTS OFFICE

Blethyn, Teresa	Professional Lecturer	61,650	CY
Frank, Tara	Professional Lecturer	61,650	CY
Hernandez de Wright, Phillip	Professional Lecturer	61,650	CY
Hughes, Byron	Professional Lecturer	108,915	CY
Scott, Anthony	Professional Lecturer	91,653	CY

DINING SERVICES

Faulkner, Theodore	Professional Lecturer	169,708	CY
Gelbert, Craig	Professional Lecturer	110,900	CY

HOKIE WELLNESS

Andrews, David	Professional Lecturer	60,960	CY
Fritsch, Jon	Professional Lecturer	54,756	AY
Fritsch, Laurie	Professional Lecturer	55,569	AY
Kropff, Catherine	Professional Lecturer	98,415	CY
O'Hara, Kelsey	Professional Lecturer	47,323	CY
Prabhu, Swathi	Professional Lecturer	43,000	CY
Redding, Joshua	Professional Lecturer	58,017	CY

MILITARY AFFAIRS

Fullhart, Randal	Administrative Lecturer	160,767	CY
Barnhart, Shay	Professional Lecturer	55,599	CY
Combs, David	Professional Lecturer	54,337	AY
Cox, Carrie	Professional Lecturer	52,533	AY
Humphrey, Elaine	Professional Lecturer	81,796	CY
Jackson, Gary	Professional Lecturer	55,524	AY
Jones, Lance	Professional Lecturer	54,337	AY
Larkin, Patience	Professional Lecturer	67,399	AY
Mallory, Sarah	Professional Lecturer	50,000	CY
Mariger, Rewa	Professional Lecturer	64,713	CY
Oberoi, Jason	Professional Lecturer	53,461	AY
Payne, Charles	Professional Lecturer	64,352	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	44,903	CY
Russell, Donald	Professional Lecturer	61,468	AY
Snyder, James	Professional Lecturer	78,215	CY
Willey, Daniel	Professional Lecturer	54,337	AY

NEW STUDENT AND FAMILY PROGRAMS

Martinelli, Linzy	Professional Lecturer	48,775	CY
Rebolledo, Lizette	Professional Lecturer	90,501	CY
Webster, Bobbie	Professional Lecturer	58,545	CY
Zoller, Chad	Professional Lecturer	48,775	CY

RECREATIONAL SPORTS AUXILIARY

Cross, Alison	Professional Lecturer	103,000	CY
Feldhaus, Jeffrey	Professional Lecturer	54,739	CY
Glick, Alan	Professional Lecturer	58,352	CY
Gwilliam, Krista	Professional Lecturer	54,346	CY
Hughes, Megan	Professional Lecturer	65,171	CY
Lattis, Matthew	Professional Lecturer	54,739	CY
McCollum, Gabriela	Professional Lecturer	59,203	CY
Old, William	Professional Lecturer	41,200	CY
Rasnick, Shelly	Professional Lecturer	45,627	CY
Rhoads, Julie	Professional Lecturer	53,346	CY
Stridsberg, Clark	Professional Lecturer	41,200	CY
Worrell, Zachery	Professional Lecturer	42,101	CY

SCHIFFERT HEALTH CENTER

Wise, Christopher	Administrative Lecturer	166,329	CY
Anderson, Rachel	Professional Lecturer	74,000	AY
Barry, Fredrick	Professional Lecturer	121,774	AY
Buchanan-Scheyer, Theresa	Professional Lecturer	90,669	CY
Charoensiri, Kanitta	Professional Lecturer	184,950	CY
Chitwood, Patty	Professional Lecturer	156,303	CY
Frasca, Dominic	Professional Lecturer	140,876	AY
Hairfield, Emily	Professional Lecturer	74,000	AY
Livingston, David	Professional Lecturer	121,514	AY
Lowry, Shannon	Professional Lecturer	72,000	AY
Mills, Kelsey	Professional Lecturer	91,572	CY
Mitcham, Rhonda	Professional Lecturer	108,172	CY
Neely, Julie	Professional Lecturer	141,029	CY
Pula, Shpresa	Professional Lecturer	83,136	AY
Zheng, Jianfeng	Professional Lecturer	88,400	CY

Vice President for Student Affairs

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>SERVICES FOR STUDENTS WITH DISABILITIES</u>			
Brown, Michael	Professional Lecturer	70,268	CY
Burns, Emily	Professional Lecturer	50,432	CY
Doan, Thanh	Professional Lecturer	44,425	CY
Hooks, Mya	Professional Lecturer	47,000	CY
Smith, Deborah	Professional Lecturer	69,235	CY
Smith, Donna	Professional Lecturer	52,668	CY
<u>STUDENT ENGAGEMENT AND CAMPUS LIFE</u>			
Simmons, Angela	Administrative Lecturer	158,736	CY
Barnes, Chatrice	Professional Lecturer	48,683	CY
Kolb, Clayton	Professional Lecturer	71,184	CY
Margiotta, Eric	Professional Lecturer	70,210	CY
Mawyer, Emily	Professional Lecturer	48,333	CY
Nachlis, Scott	Professional Lecturer	50,680	CY
Scully, Robin	Professional Lecturer	55,852	CY
Stidd, Spencer	Professional Lecturer	58,871	CY
Tamburro, Regina	Professional Lecturer	71,359	CY
Wagoner, Heather	Professional Lecturer	99,047	CY
Walker, Lamar	Professional Lecturer	49,173	CY
<u>STUDENT AFFAIRS CENTRAL AUXILIARY</u>			
Gresham, Hunter	Administrative Lecturer	119,949	CY
Hawthorne, Lee	Administrative Lecturer	138,847	CY
Beecher, Greg	Professional Lecturer	78,711	CY
Glass, Martha	Professional Lecturer	108,650	CY
Gursoy, Hikmet	Professional Lecturer	83,622	CY
Houston, Kristen	Professional Lecturer	56,041	CY
Hubble, Leslie	Professional Lecturer	73,419	CY
Knies, Jeananne	Professional Lecturer	61,500	CY
<u>THOMAS COOK COUNSELING CENTER AUXILIARY</u>			
Klein, Rita	Professional Assistant Professor	74,896	CY
Amenkhienan, Charlotte	Professional Lecturer	87,540	CY
Bennett, Gary	Professional Lecturer	103,608	CY
Betzel, Cathye	Professional Lecturer	92,041	CY
Bhutta, Miriam	Professional Lecturer	49,500	AY
Brinckman, Jason	Professional Lecturer	56,720	CY
Chapman, Aliya	Professional Lecturer	53,446	CY
Coates, Erica	Professional Lecturer	54,800	AY
Davis, Trent	Professional Lecturer	75,459	CY
Dunleavy, Sarah	Professional Lecturer	49,525	AY

Vice President for Student Affairs

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Dye, Jennifer	Professional Lecturer	54,722	AY
Emery, Hannah	Professional Lecturer	60,050	CY
Flynn, Christopher	Professional Lecturer	150,579	CY
Frieben, Joseph	Professional Lecturer	158,365	CY
Grey, Evalyn	Professional Lecturer	60,050	CY
Harrison, Jordan	Professional Lecturer	63,994	CY
Hottenstein, Joy	Professional Lecturer	63,484	CY
Jenkins, Debra	Professional Lecturer	97,550	AY
Karas, Kristy	Professional Lecturer	104,700	AY
Knackstedt, Paul	Professional Lecturer	63,909	CY
Lindgren, Laura	Professional Lecturer	54,745	AY
Love, Michael	Professional Lecturer	63,531	CY
Martinson, Daniel	Professional Lecturer	61,600	CY
Martinson, Marybeth	Professional Lecturer	53,500	CY
Miller, Laura	Professional Lecturer	62,300	CY
Molls, Mallory	Professional Lecturer	55,500	CY
Mustard, Amelia	Professional Lecturer	73,400	AY
Palmo, Trinley	Professional Lecturer	55,275	CY
Rallis, Bethany	Professional Lecturer	61,750	CY
Ramadan, Yasmin	Professional Lecturer	54,000	CY
Reinhard, James	Professional Lecturer	199,274	CY
Ritchey, Robert	Professional Lecturer	78,950	CY
Shen, Claire	Professional Lecturer	74,250	CY
Slusher, Jennifer	Professional Lecturer	79,000	AY
Sturgis, Ellie	Professional Lecturer	100,602	CY

VICE PRESIDENT FOR STUDENT AFFAIRS - ADMINISTRATION

Brown, James	Administrative Lecturer	139,555	CY
Perillo, Patricia	Administrative Lecturer	288,930	CY
Barbour, Kathleen	Professional Lecturer	104,370	CY

VT ENGAGE

Kuhn, Meghan	Professional Lecturer	57,709	CY
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VT ENGAGE: COMMUNITY LEARNING COLLABORATIVE

Case, Mary	Professional Lecturer	46,193	CY
Cotrupi, Catherine	Professional Lecturer	51,231	CY
Davis, Jessica	Professional Lecturer	46,193	CY
Wethey, Eliza	Professional Lecturer	57,709	CY

Virginia Cooperative Extension

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>4-H CENTERS AND ADMINISTRATION</u>			
Price, Tonya	Associate Professor	94,278	CY
Atkinson, Melvin	Professional Lecturer	71,006	CY
Benninghove, Heather	Professional Lecturer	56,000	CY
Bonnett, Erika	Professional Lecturer	68,000	CY
Callahan, Robert	Professional Lecturer	37,000	CY
Ellmore, Roger	Professional Lecturer	110,642	CY
Fisher, Sandra	Professional Lecturer	84,029	CY
Harper, Avery	Professional Lecturer	47,500	CY
Iden, Charles	Professional Lecturer	52,215	CY
Johnson, Jeremy	Professional Lecturer	89,125	CY
Makufka, Craig	Professional Lecturer	38,924	CY
Proudfoot, Chad	Professional Lecturer	65,510	CY
Saville, Joi	Professional Lecturer	46,350	CY
Stanford, Jeremy	Professional Lecturer	72,000	CY
Wheeler, Rayna	Professional Lecturer	43,000	CY
Williams, Susan	Professional Lecturer	69,240	CY
<u>CENTRAL DISTRICT COOPERATIVE EXTENSION</u>			
Abston, Therese	Professional Lecturer	57,185	CY
Adkins, Alani	Professional Lecturer	43,000	CY
Alt, Theresa	Professional Lecturer	58,712	CY
Anderson, Amber	Professional Lecturer	40,000	CY
Baker, Scott	Professional Lecturer	72,182	CY
Barrow, Melanie	Professional Lecturer	57,307	CY
Barts, Stephen	Professional Lecturer	60,701	CY
Bowen, Jason	Professional Lecturer	60,673	CY
Bowen, Jennifer	Professional Lecturer	68,201	CY
Bunn, Travis	Professional Lecturer	50,072	CY
Camm, Kevin	Professional Lecturer	51,744	CY
Carrington, Anne-Carter	Professional Lecturer	72,965	CY
Clarke, C	Professional Lecturer	71,393	CY
Crews, Sarah	Professional Lecturer	44,798	CY
Dolan, Amanda	Professional Lecturer	41,212	CY
Eanes, Linda	Professional Lecturer	51,337	CY
Elliott, Alyssa	Professional Lecturer	47,863	CY
Fimon, Lindy	Professional Lecturer	52,008	CY
Fisher, Kevin	Professional Lecturer	74,565	CY
Furgurson, Sonya	Professional Lecturer	67,008	CY
Gregg, Cynthia	Professional Lecturer	71,050	CY
Hairston, Brian	Professional Lecturer	64,442	CY
Hale, Daniel	Professional Lecturer	45,083	CY

Virginia Cooperative Extension

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Hawkins, Amy	Professional Lecturer	52,082	CY
Haynes, Brenda	Professional Lecturer	44,413	CY
Hazelwood, Leigh	Professional Lecturer	46,105	CY
Henderson, Jane	Professional Lecturer	70,275	CY
Henley, Rachel	Professional Lecturer	50,808	CY
Howland, Catherine	Professional Lecturer	54,733	CY
Jardine, Elyse	Professional Lecturer	60,475	CY
Jones, Bruce	Professional Lecturer	67,417	CY
Ligon, Jennifer	Professional Lecturer	58,752	CY
Marks, Darla	Professional Lecturer	54,052	CY
Martel, Cynthia	Professional Lecturer	53,508	CY
Martin, Kimberly	Professional Lecturer	45,273	CY
Martin, Maribeth	Professional Lecturer	43,000	CY
Mize, Kayleigh	Professional Lecturer	43,000	CY
Morgan, Jacob	Professional Lecturer	52,439	CY
Morrison, Robbie	Professional Lecturer	56,738	CY
Norton, Haley	Professional Lecturer	50,008	CY
Overby, Kathryn	Professional Lecturer	56,107	CY
Parker, Hannah	Professional Lecturer	40,000	CY
Parrish, Michael	Professional Lecturer	73,836	CY
Prillaman, Susan	Professional Lecturer	67,709	CY
Robbins, Hannah	Professional Lecturer	43,000	CY
Roberts, Rebecca	Professional Lecturer	53,605	CY
Robinson, Dillon	Professional Lecturer	40,000	CY
Rutherford, Sara	Professional Lecturer	40,575	CY
Scott, Michael	Professional Lecturer	65,502	CY
Shuman, Nicole	Professional Lecturer	41,105	CY
Siegle, Laura	Professional Lecturer	54,394	CY
Slabach, Rebekah	Professional Lecturer	41,128	CY
Stokes, Pauline	Professional Lecturer	43,712	CY
Sutphin, Stuart	Professional Lecturer	69,963	CY
Tanner, Karen	Professional Lecturer	66,608	CY
Tillotson, Bonnie	Professional Lecturer	57,926	CY
Vanden Hoek, Corissa	Professional Lecturer	45,403	CY
Wallace, Ruth	Professional Lecturer	72,898	CY
Wilson, Amber	Professional Lecturer	51,724	CY
Woodson, Thomas	Professional Lecturer	47,838	CY

NORTHERN DISTRICT COOPERATIVE EXTENSION

Alstat, Kathryn	Professional Lecturer	65,377	CY
Appling, Shawn	Professional Lecturer	46,314	CY
Beardslee, Molly	Professional Lecturer	38,105	CY
Benner, John	Professional Lecturer	47,298	CY

Virginia Cooperative Extension

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Booher, Matthew	Professional Lecturer	58,260	CY
Booker, Kimberly	Professional Lecturer	45,105	CY
Bordas, Adria	Professional Lecturer	84,024	CY
Broaddus, Michael	Professional Lecturer	57,767	CY
Buonomo, Kimberly	Professional Lecturer	40,000	CY
Chapins, Dyllan	Professional Lecturer	46,105	CY
Childs, Clay	Professional Lecturer	88,382	CY
Clark, Robert	Professional Lecturer	63,053	CY
Clem, Nicole	Professional Lecturer	53,063	CY
Conrad, Kirsten	Professional Lecturer	62,388	CY
Cooper, Jason	Professional Lecturer	52,672	CY
Daniel, Katherine	Professional Lecturer	66,968	CY
Daubert, Jeremy	Professional Lecturer	59,757	CY
Diehl, Stephanie	Professional Lecturer	76,054	CY
Do, Van	Professional Lecturer	47,428	CY
Downing, Adam	Professional Lecturer	75,189	CY
Gartner, Rebecca	Professional Lecturer	63,461	CY
Griffith, Carly	Professional Lecturer	43,896	CY
Hilleary, James	Professional Lecturer	78,107	CY
Hoffman, Kimberly	Professional Lecturer	40,969	CY
Hopkins, Crysti	Professional Lecturer	61,298	CY
Horn, Douglas	Professional Lecturer	59,403	CY
Jarvis, Leon	Professional Lecturer	71,403	CY
Leech, Samuel	Professional Lecturer	40,323	CY
Lefevre, Claudia	Professional Lecturer	48,969	CY
Lerch, MaryBeth	Professional Lecturer	46,105	CY
Lillard, Clare	Professional Lecturer	62,172	CY
Love, Kenner	Professional Lecturer	63,830	CY
Mallory, Kelly	Professional Lecturer	59,495	CY
Martindell, Morgan	Professional Lecturer	39,314	CY
Mayo, Kimberly	Professional Lecturer	66,752	CY
Misch, Teresa	Professional Lecturer	50,798	CY
Mize, Timothy	Professional Lecturer	67,941	CY
Morris, Reginald	Professional Lecturer	61,091	CY
Mosley, Cristy	Professional Lecturer	63,143	CY
Mussey, Guy	Professional Lecturer	73,395	CY
Nansel, Carol	Professional Lecturer	70,311	CY
Nguyen, Lenah	Professional Lecturer	57,605	CY
Ohlwiler, Timothy	Professional Lecturer	62,597	CY
Payne, April	Professional Lecturer	46,903	CY
Pearson, India	Professional Lecturer	52,000	CY
Poff, Karen	Professional Lecturer	65,603	CY
Rosson, Charles	Professional Lecturer	62,030	CY

Virginia Cooperative Extension

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Sharpe, Sarah	Professional Lecturer	44,083	CY
Sheets, Megan	Professional Lecturer	46,428	CY
Sponaugle, Kari	Professional Lecturer	52,107	CY
Sprenger, Cristin	Professional Lecturer	57,418	CY
Stafford, Carl	Professional Lecturer	76,608	CY
Stanley, Thomas	Professional Lecturer	58,897	CY
Strong, Kathryn	Professional Lecturer	65,941	CY
Sutphin, Mark	Professional Lecturer	69,044	CY
Swanson, Carrie	Professional Lecturer	66,302	CY
Thacker, Paige	Professional Lecturer	72,853	CY
Thompson, Jennifer	Professional Lecturer	58,795	CY
Thompson, John	Professional Lecturer	84,255	CY
Verdu, Caitlin	Professional Lecturer	57,428	CY
Vermaak, Stuart	Professional Lecturer	41,969	CY
Walden, Alyssa	Professional Lecturer	58,608	CY
Wesner, Courtney	Professional Lecturer	45,000	CY
Wilder, Rebecca	Professional Lecturer	50,618	CY
Williams, Krystal	Professional Lecturer	45,969	CY
Wright, LaWanda	Professional Lecturer	64,401	CY

SOUTHEAST DISTRICT COOPERATIVE EXTENSION

Andruczyk, Michael	Professional Lecturer	59,133	CY
Baker, Karen	Professional Lecturer	57,646	CY
Barber, Crystal	Professional Lecturer	60,941	CY
Brent, Tara	Professional Lecturer	60,908	CY
Clark, Neil	Professional Lecturer	65,951	CY
Council, Brittany	Professional Lecturer	45,803	CY
Davis, Andrea	Professional Lecturer	52,338	CY
Deitch, Ursula	Professional Lecturer	59,810	CY
Edmonds, Kimberly	Professional Lecturer	60,904	CY
Eigel, Bethany	Professional Lecturer	69,685	CY
Epes, Christopher	Professional Lecturer	46,969	CY
Farley, Sarah	Professional Lecturer	46,105	CY
Flanagan, Roy	Professional Lecturer	64,308	CY
Frick, Carl	Professional Lecturer	46,849	CY
Gorimani-Mundoma, Elizabeth	Professional Lecturer	54,314	CY
Gustafson, Krista	Professional Lecturer	58,384	CY
Herdman, Wendy	Professional Lecturer	58,520	CY
Holland, Joshua	Professional Lecturer	47,000	CY
Johnson, Gaylynn	Professional Lecturer	44,859	CY
Jones, Robert	Professional Lecturer	40,063	CY
Kennedy, Kelsey	Professional Lecturer	46,105	CY
Kirby, Katrina	Professional Lecturer	51,658	CY

Virginia Cooperative Extension

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Lawrence, Marion	Professional Lecturer	79,946	CY
Lomax, Bertrille	Professional Lecturer	43,000	CY
Lomax, Twandra	Professional Lecturer	59,150	CY
Longest, Robert	Professional Lecturer	43,105	CY
Maclin, Hermon	Professional Lecturer	67,622	CY
Mason, James	Professional Lecturer	40,000	CY
Maxey Nay, Laura	Professional Lecturer	55,708	CY
Mitchell, Sonja	Professional Lecturer	55,913	CY
Morgan, Erin	Professional Lecturer	53,105	CY
Morris, Rachael	Professional Lecturer	40,814	CY
Munden, Karen	Professional Lecturer	77,515	CY
Olsen, Edward	Professional Lecturer	61,314	CY
Orozco Obando, Warner	Professional Lecturer	46,969	CY
Pearson, Jocelyn	Professional Lecturer	59,455	CY
Pittman, Theresa	Professional Lecturer	55,207	CY
Preisser, Afton	Professional Lecturer	44,943	CY
Reiter, James	Professional Lecturer	64,197	CY
Romelczyk, Stephanie	Professional Lecturer	53,009	CY
Ruszczuk-Murray, Christina	Professional Lecturer	60,708	CY
Schalk, Rita	Professional Lecturer	64,835	CY
Spencer, Janet	Professional Lecturer	82,750	CY
Sturm, Glenn	Professional Lecturer	52,238	CY
Tierney, Megan	Professional Lecturer	57,471	CY
Vargo, Ann	Professional Lecturer	50,434	CY
White, LaSonya	Professional Lecturer	60,862	CY
Wyskiewicz, Cynthia	Professional Lecturer	61,966	CY
Young, Kendra	Professional Lecturer	60,422	CY

SOUTHWEST DISTRICT COOPERATIVE EXTENSION

Allen, George	Professional Lecturer	60,994	CY
Baber, Lindsey	Professional Lecturer	40,000	CY
Barnes, Laquita	Professional Lecturer	70,190	CY
Blankenship, John	Professional Lecturer	65,872	CY
Blevins, Philip	Professional Lecturer	90,973	CY
Butterfield, Kimberly	Professional Lecturer	49,437	CY
Cox, Erin	Professional Lecturer	52,428	CY
Dickerson, Ambre	Professional Lecturer	68,117	CY
Edwards, Ashley	Professional Lecturer	43,000	CY
Estep, Taylor	Professional Lecturer	40,000	CY
Fannon, Amy	Professional Lecturer	53,793	CY
Fioramonti, Kasey	Professional Lecturer	40,000	CY
Grimes, Kelsey	Professional Lecturer	56,541	CY
Hardin, Keri	Professional Lecturer	39,000	CY

Virginia Cooperative Extension

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Hodges, Christine	Professional Lecturer	63,901	CY
Jerrell, Scottie	Professional Lecturer	58,887	CY
Jessee, Denny	Professional Lecturer	72,311	CY
Johnson, Elizabeth	Professional Lecturer	61,150	CY
Kopp, Lauren	Professional Lecturer	45,618	CY
Lawrence, Mary	Professional Lecturer	49,867	CY
Layton-Dudding, Jeannie	Professional Lecturer	55,257	CY
Lichty, Christopher	Professional Lecturer	71,194	CY
McFarland, Mary	Professional Lecturer	75,632	CY
Meeks, Phillip	Professional Lecturer	57,308	CY
Miller, Matthew	Professional Lecturer	58,784	CY
Mullins, William	Professional Lecturer	64,710	CY
Mungo, Jonette	Professional Lecturer	55,159	CY
Overbay, Andrew	Professional Lecturer	75,421	CY
Painter, Tyler	Professional Lecturer	47,198	CY
Paulette, Morgan	Professional Lecturer	47,431	CY
Peek, Crystal	Professional Lecturer	65,322	CY
Peek, Danny	Professional Lecturer	91,675	CY
Pomfrey, Emily	Professional Lecturer	49,212	CY
Pottorff, Stephen	Professional Lecturer	56,798	CY
Pratt, Sarah	Professional Lecturer	54,928	CY
Prillaman, Leslie	Professional Lecturer	71,065	CY
Reasor, Laura	Professional Lecturer	40,000	CY
Reed, Kathleen	Professional Lecturer	43,000	CY
Rice, Sharon	Professional Lecturer	52,806	CY
Romano, Timothy	Professional Lecturer	43,000	CY
Rose, Kelly	Professional Lecturer	53,198	CY
Scott, Kelli	Professional Lecturer	58,431	CY
Sexton, Demi	Professional Lecturer	36,864	CY
Shortridge, Sandra	Professional Lecturer	54,172	CY
Sproles, Donna	Professional Lecturer	53,749	CY
Spurlin, Kevin	Professional Lecturer	68,329	CY
Stoneman, Sandra	Professional Lecturer	56,438	CY
Vest, Jonathan	Professional Lecturer	64,812	CY
Wann, Andrea	Professional Lecturer	41,575	CY
Worrell, William	Professional Lecturer	66,409	CY

Virginia Tech Carilion School of Medicine

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<u>DEAN - VIRGINIA TECH CARILION SCHOOL OF MEDICINE</u>			
Backus, Danitza	Professional Lecturer	142,318	CY
Berbic, Elvir	Professional Lecturer	54,968	CY
Bradbury, Ronald	Professional Lecturer	82,724	CY
Brindle, Brian	Professional Lecturer	135,907	CY
Daniel, Kelsey	Professional Lecturer	64,899	CY
Doss, Catherine	Professional Lecturer	56,648	CY
Duerbeck, Cathy	Professional Lecturer	82,200	CY
Greek, Vianne	Professional Lecturer	63,962	CY
Gregory, Sue	Professional Lecturer	144,760	CY
Headley, Robin	Professional Lecturer	50,553	CY
Holt Foerst, Emily	Professional Lecturer	84,145	CY
Howard, Lisa	Professional Lecturer	52,832	CY
Knopf, Carrie	Professional Lecturer	49,834	CY
McCandless, Margarite	Professional Lecturer	64,244	CY
Nevarez, Karyna	Professional Lecturer	51,375	CY
Parshall, Barbara	Professional Lecturer	123,616	CY
Pearo-Baker, Lynne	Professional Lecturer	71,791	CY
Pline, Elizabeth	Professional Lecturer	142,526	CY
Powell, Courtney	Professional Lecturer	50,052	CY
Reynolds, Hope	Professional Lecturer	102,503	CY
Stanley, Monica	Professional Lecturer	47,779	CY
Stovall, Angelica	Professional Lecturer	65,036	CY
Van Metre, Mary	Professional Lecturer	53,713	CY
Womack, Dustin	Professional Lecturer	78,635	CY
<u>VIRGINIA TECH CARILION BASIC SCIENCES EDUCATION</u>			
Nolan, Michael	Administrative Professor	171,880	CY
Binks, Andrew	Associate Professor	152,712	CY
Carvalho, Helena	Associate Professor	130,422	CY
LeClair, Renee	Associate Professor	157,978	CY
Brown, Katherine	Assistant Professor	113,025	CY
Cleveland, Jennifer	Assistant Professor	105,319	CY
Eden, Kristin	Assistant Professor	115,000	CY
McNamara, John	Assistant Professor	125,542	CY
Mutcheson, Ryan	Assistant Professor	130,000	CY
Rau, Kristofer	Assistant Professor	113,025	CY
Dorey, C	Collegiate Professor	126,383	CY
<u>VIRGINIA TECH CARILION SCHOOL OF MEDICINE - INSTRUCTIONAL PROGRAM</u>			
Musick, David	Administrative Professor	192,474	CY
Vari, Richard	Administrative Professor	286,920	CY

Virginia Tech Carilion School of Medicine

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Trinkle, David	Administrative Lecturer	205,500	CY
LaConte, Leslie	Associate Professor	128,000	CY
Adams, Pamela	Professional Lecturer	50,062	CY
Bradshaw, Jessica	Professional Lecturer	43,829	CY
Brown, Sharita	Professional Lecturer	42,655	CY
Carpenter, Pamela	Professional Lecturer	54,396	CY
Greenawald, Joanne	Professional Lecturer	96,132	CY
Harris, Lauren	Professional Lecturer	53,071	CY
Huston, Emma	Professional Lecturer	42,924	CY
Ipock, Beth	Professional Lecturer	86,325	CY
Irvine, Phyllis	Professional Lecturer	50,756	CY
Lane, Heidi	Professional Lecturer	163,218	CY
Lugar, David	Professional Lecturer	57,147	CY
Lynch, Taylor	Professional Lecturer	51,080	CY
Page, Jennifer	Professional Lecturer	53,865	CY
St Clair, Maria	Professional Lecturer	49,834	CY
Stambol, Adelaida	Professional Lecturer	53,065	CY
Tabor, Joalenn	Professional Lecturer	57,925	CY
Torre, Nicholas	Professional Lecturer	43,425	CY

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Footnotes:

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

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>
College of Agriculture and Life Sciences				
<u>ADMINISTRATION</u>				
Kleiber, Stephen	Professional Lecturer	180,000	CY	14,000
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - EASTERN SHORE</u>				
Strawn, Laura	Assistant Professor	106,505	AY	5,000
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - HAMPTON ROADS</u>				
Owen, James	Associate Professor	106,750	AY	5,000
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - TIDEWATER</u>				
Taylor, Sally	Assistant Professor	94,404	CY	10,000
<u>AGRICULTURAL AND APPLIED ECONOMICS</u>				
You, Wen	Associate Professor	173,992	RE11	8,000
<u>AGRICULTURE TECHNOLOGY PROGRAM – TWO YEAR</u>				
Gwaltney, Wesley	Instructor	62,174	AY	3,000
<u>ANIMAL AND POULTRY SCIENCES</u>				
Lee, Kiho	Assistant Professor	112,394	AY	5,000
White, Robin	Assistant Professor	96,350	AY	10,000
<u>BIOLOGICAL SYSTEMS ENGINEERING</u>				
Easton, Zachary	Associate Professor	129,624	AY	5,000
<u>FOOD SCIENCE AND TECHNOLOGY</u>				
Huang, Haibo	Assistant Professor	92,300	AY	6,000
<u>INFORMATION TECHNOLOGY</u>				
Collins, Stephanie	Professional Lecturer	61,575	CY	3,000
Shetrone, Scott	Professional Lecturer	68,820	CY	3,000
<u>SCHOOL OF PLANT AND ENVIRONMENTAL SCIENCE</u>				
Zhang, Bo	Assistant Professor	95,375	AY	5,000
Subtotal				\$82,000

**Recommended
Salary for
2018 - 2019**

Name**Rank****Appt****NDP
Increase**

College of Architecture and Urban Studies

ART AND ART HISTORY

Knoblauch, Ann-Marie	Associate Professor	105,642	AY	4,662
Finley, Patrick	Assistant Professor	83,191	AY	4,662

SCHOOL OF ARCHITECTURE AND DESIGN

Wheeler, Joseph	Professor	120,534	AY	4,662
Vance, Robert	Visiting Instructor	54,203	AY	4,662

SCHOOL OF PUBLIC AND INTERNATIONAL AFFAIRS

Ahram, Ariel	Associate Professor	107,562	AY	4,662
Buehler, Ralph	Associate Professor	121,218	AY	4,662
Cowell, Margaret	Associate Professor	95,419	AY	4,662

Subtotal**\$32,634**

College of Engineering

AEROSPACE AND OCEAN ENGINEERING

Black, Jonathan	Professor	213,841	RE12	5,175
Paterson, Eric	Professor	262,383	CY	4,000
Woolsey, Craig	Professor	150,079	AY	3,150
Srinivasan, Bhuvana	Assistant Professor	108,585	AY	1,000
Thompson, Cory	Professional Lecturer	81,261	CY	2,096

BIOMEDICAL ENGINEERING AND MECHANICS

Gabler, Hampton	Professor	231,393	CY	7,300
Arena, Christopher	Collegiate Assistant Professor	53,457	AY	3,000
Roediger, Emily	Professional Lecturer	66,405	CY	4,600

CHEMICAL ENGINEERING

Lu, Chang	Professor	229,397	RE12	3,200
Rajagopalan, Padmavathy	Professor	191,386	RE10	2,600

CIVIL AND ENVIRONMENTAL ENGINEERING

Flintsch, Gerardo	Professor	192,679	RE12	3,000
Irish, Jennifer	Professor	159,035	RE11	2,500
Rodriguez-Marek, Adrian	Professor	128,430	AY	2,500
Sinha, Sunil	Professor	127,873	AY	2,750
Lattimer, Kara	Instructor	77,949	CY	2,500
Young, Kevin	Assistant Prof of Practice	98,305	CY	2,000
Cranwell, Lindy	Professional Lecturer	75,246	CY	3,000

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>	<u>NDP Increase</u>
<u>COMPUTER SCIENCE</u>				
Cameron, Kirk	Professor	207,971	AY	25,676
Ribbens, Calvin	Professor	282,559	CY	4,249
Meng, Na	Assistant Professor	110,295	AY	6,000
<u>DEAN - ENGINEERING</u>				
Martens, Bradley	Administrative Lecturer	121,237	CY	1,000
Nelson, Edward	Administrative Lecturer	260,000	CY	3,000
<u>ELECTRICAL AND COMPUTER ENGINEERING</u>				
Bailey, Scott	Professor	131,122	AY	6,150
Burgos, Rolando	Associate Professor	183,499	AY	11,500
Saad, Walid	Associate Professor	125,558	AY	9,200
Andrews DeHart, Roderick	Professional Lecturer	68,091	CY	2,359
<u>ENGINEERING EDUCATION</u>				
Knight, David	Associate Professor	133,050	AY	4,051
Matusovich, Holly	Associate Professor	136,883	AY	3,500
<u>INDUSTRIAL AND SYSTEMS ENGINEERING</u>				
Lau, Nathan	Assistant Professor	101,961	AY	3,750
Salado Diez, Alejandro	Assistant Professor	103,457	AY	3,100
Srinivasan, Divya	Assistant Professor	113,769	AY	4,280
<u>MATERIALS SCIENCE AND ENGINEERING</u>				
Lu, Peizhen	Professor	140,464	AY	3,000
Bai, Xianming	Assistant Professor	103,682	AY	3,198
<u>MECHANICAL ENGINEERING</u>				
Li, Ling	Assistant Professor	107,756	AY	9,000
Mirzaeifar, Reza	Assistant Professor	113,694	AY	7,340
Zheng, Xiaoyu	Assistant Professor	115,313	AY	6,335
<u>MINING AND MINERALS ENGINEERING</u>				
Ripepi, Nino	Associate Professor	144,872	RE12	3,800
Subtotal				\$174,859
<i>College of Liberal Arts and Human Sciences</i>				
<u>CENTER FOR GERONTOLOGY</u>				
Sands, Laura	Professor	76,560	AY	4,200

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>	<u>NDP Increase</u>
<u>DEAN-LIBERAL ARTS AND HUMAN SCIENCES</u>				
Ewing, Edward	Administrative Professor	154,360	CY	3,000
<u>MODERN AND CLASSICAL LANGUAGES</u>				
Cana Jimenez, Maria	Associate Professor	82,389	AY	5,207
Venkatesh, Vinodh	Associate Professor	91,367	AY	5,775
<u>POLITICAL SCIENCE</u>				
Apodaca, Clair	Associate Professor	98,167	AY	6,250
Koch, Bettina	Associate Professor	91,209	AY	8,065
Stivachtis, Ioannis	Associate Professor	141,795	CY	9,023
Brantly, Aaron	Assistant Professor	99,319	AY	8,790
Jardine, Eric	Assistant Professor	82,256	AY	7,280
<u>RELIGION AND CULTURE</u>				
Ansell, Aaron	Associate Professor	88,029	AY	7,755
<u>SOCIOLOGY</u>				
Calasanti, Toni	Professor	145,080	AY	6,700
Hawdon, James	Professor	168,612	CY	7,800
Peguero, Anthony	Associate Professor	133,690	AY	6,189
Subtotal				\$86,034

College of Natural Resources and Environment

CENTER FOR LEADERSHIP IN GLOBAL SUSTAINABILITY

Mortimer, Michael	Administrative Lecturer	179,642	CY	4,000
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DEAN - NATURAL RESOURCES AND ENVIRONMENT

Hart, Stephanie	Professional Lecturer	81,451	CY	1,481
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FISH AND WILDLIFE CONSERVATION

Snodgrass, Joel	Professor	181,504	CY	5,179
Cherry, Michael	Assistant Professor	84,531	AY	4,000

FOREST RESOURCES AND ENVIRONMENTAL CONSERVATION

Amacher, Gregory	Professor	136,908	CY	3,000
Thomas, Valerie	Associate Professor	96,566	AY	3,000
Wiseman, Phillip	Associate Professor	100,690	CY	3,000
Barrett, Scott	Assistant Professor	94,124	CY	3,000

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>	<u>NDP Increase</u>
<u>GEOGRAPHY</u>				
Scales, Stewart	Instructor	50,000	AY	7,549
<u>WATER RESOURCES RESEARCH CENTER</u>				
McGuire, Kevin	Associate Professor	95,668	AY	2,000
Subtotal				\$36,209
<i>College of Science</i>				
<u>BIOLOGICAL SCIENCES</u>				
Li, Liwu	Professor	229,158	RE12	12,502
Carey, Cayelan	Assistant Professor	99,801	AY	5,500
Kojima, Shihoko	Assistant Professor	90,181	AY	3,500
<u>CHEMISTRY</u>				
Esker, Alan	Professor	147,416	CY	4,000
Morris, Amanda	Associate Professor	120,069	AY	3,370
Lin, Feng	Assistant Professor	90,441	AY	2,400
Liu, Guoliang	Assistant Professor	92,331	AY	2,400
Mayhall, Nicholas	Assistant Professor	92,417	AY	2,400
<u>DEAN - SCIENCE</u>				
Tollin, Craig	Professional Lecturer	54,958	CY	2,800
<u>ECONOMICS</u>				
Ge, Suqin	Associate Professor	139,650	AY	7,620
<u>GEOSCIENCES</u>				
Weiss, Robert	Associate Professor	141,416	RE11	4,131
Nesbitt, Sterling	Assistant Professor	114,959	AY	3,331
<u>MATHEMATICS</u>				
Gugercin, Serkan	Professor	151,212	AY	5,000
Chung, Matthias	Associate Professor	96,578	AY	5,000
Childs, Lauren	Assistant Professor	96,708	AY	5,000
Chung, Julianne	Assistant Professor	93,652	AY	1,770
<u>NEUROSCIENCE</u>				
Clinton, Sarah	Associate Professor	185,522	RE12	1,427
Olsen, Michelle	Associate Professor	197,733	RE12	1,427

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>	<u>NDP Increase</u>
<u>PHYSICS</u>				
Economou, Sophia	Associate Professor	111,341	AY	4,525
Barnes, Edwin	Assistant Professor	98,033	AY	4,020
<u>PSYCHOLOGY</u>				
Kim-Spoon, Jungmeen	Professor	177,716	RE12	3,884
Dunsmore, Julie	Associate Professor	100,033	AY	5,009
Foti, Roseanne	Associate Professor	147,247	CY	4,000
<u>STATISTICS</u>				
Deng, Xinwei	Associate Professor	118,222	AY	4,000
Johnson, Leah	Assistant Professor	102,313	AY	2,426
Subtotal				\$101,442

College of Veterinary Medicine

<u>BIOMEDICAL SCIENCE</u>				
Theus, Michelle	Associate Professor	158,183	RE12	6,000
Allen, Irving	Assistant Professor	152,709	RE12	3,000
Caswell, Clayton	Assistant Professor	144,017	RE12	3,000
<u>LARGE ANIMAL CLINICAL SCIENCES</u>				
Burns, Travis	Associate Prof of Practice	105,771	CY	5,000
<u>POPULATION HEALTH SCIENCES</u>				
Hodgson, Jennifer	Administrative Professor	220,079	CY	6,000
Hosig, Kathryn	Associate Professor	140,799	AY	6,000
<u>SMALL ANIMAL CLINICAL SCIENCES</u>				
Rossmeisl, John	Professor	211,192	CY	6,000
Subtotal				\$35,000

Dean of Libraries

<u>LIBRARY</u>				
Lener, Edward	Professional Associate Professor	100,943	CY	3,780
Brodsky, Marc	Professional Assistant Professor	63,351	CY	4,410
Haugen, Inga	Professional Assistant Professor	62,185	CY	3,964
Winn, Samantha	Professional Assistant Professor	58,890	CY	3,754
Subtotal				\$15,908

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>	<u>NDP Increase</u>
<i>Executive Vice President and Provost</i>				
<u>ACADEMIC RESOURCE MANAGEMENT</u>				
Daku, Feride	Administrative Lecturer	123,900	CY	600
Smith, Kenneth	Administrative Lecturer	235,976	CY	6,000
Coble, Zebulon	Professional Lecturer	110,178	CY	700
Earley, Jeffrey	Professional Lecturer	180,000	CY	4,900
Hammond, Matthew	Professional Lecturer	72,040	CY	700
Miller, Mallory	Professional Lecturer	61,810	CY	510
Spangler, Cynthia	Professional Lecturer	106,130	CY	1,325
<u>CENTER FOR INSTRUCTIONAL DEVELOPMENT AND EDUCATIONAL RESEARCH</u>				
Filer, Kimberly	Professional Lecturer	128,452	CY	7,764
<u>CENTER FOR THE ARTS</u>				
Knapp, Richard	Administrative Professor	249,245	CY	2,817
<u>INCLUSION AND DIVERSITY</u>				
Ramirez Fernandez, Mercedes	Professional Lecturer	170,048	CY	2,598
<u>LEARNING SYSTEMS INNOVATIONS AND EFFECTIVENESS</u>				
Amelink, Catherine	Professional Lecturer	127,427	CY	1,646
<u>OFFICE OF ACADEMIC DECISION SUPPORT</u>				
Raghuraman, Thulasi Kumar	Administrative Lecturer	189,249	CY	600
Joshi, Abhay	Professional Lecturer	172,093	CY	500
Li, Yu	Professional Lecturer	75,083	CY	1,000
<u>REGISTRAR</u>				
Costello, Gary	Professional Lecturer	70,622	CY	1,964
Sparks, Richard	Professional Lecturer	155,003	CY	4,700
<u>UNDERGRADUATE ADMISSIONS</u>				
Espinoza, Juan	Administrative Lecturer	168,400	CY	4,000
Beane, Dannette	Professional Lecturer	100,488	CY	4,000
<u>UNIVERSITY SCHOLARSHIPS AND FINANCIAL AID</u>				
Scaggs, Bradley	Professional Lecturer	90,338	CY	2,000
<u>VICE PROVOST - FACULTY AFFAIRS</u>				
Gabriele, Rachel	Professional Lecturer	108,018	CY	3,008
Subtotal				\$51,332

**Recommended
Salary for
2018 - 2019**

Name**Rank****Appt****NDP
Increase**

Graduate School

DEAN - GRADUATE SCHOOL

Lee, Shernita	Professional Lecturer	72,500	CY	2,000
Subtotal				\$2,000

Honors College

UNIVERSITY HONORS PROGRAM

Daku, Lefter	Professional Lecturer	135,210	CY	2,210
Subtotal				\$2,210

Pamplin College of Business

ACCOUNTING AND INFORMATION SYSTEMS

Wallace, Linda	Associate Professor	176,564	AY	8,690
Stein, Sarah	Assistant Professor	228,169	AY	11,300

BUSINESS INFORMATION TECHNOLOGY

Wang, Alan	Associate Professor	176,857	AY	8,837
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DEAN - BUSINESS

Flint, Michael	Professional Lecturer	98,485	CY	4,570
Osborne, Mary	Professional Lecturer	115,099	CY	5,339

HOSPITALITY AND TOURISM MANAGEMENT

Kim, Eojina	Assistant Professor	118,698	AY	5,823
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MARKETING

May, Frank	Assistant Professor	215,865	AY	10,782
Collins, Brian	Professor of Practice	136,992	AY	6,860

Subtotal				\$62,201
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Senior Vice President for Operations and Administration

EQUITY AND ACCESS

Kutnak, Michael	Professional Lecturer	59,320	CY	1,326
Vickers, Pamela	Professional Lecturer	109,525	CY	3,000

Subtotal				\$4,326
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**Recommended
Salary for
2018 - 2019**

Name

Rank

Appt

**NDP
Increase**

Vice President and Executive Director, National Capital Region

NATIONAL CAPITAL REGION OPERATIONS

Bulka, Lauren	Professional Lecturer	130,816	CY	1,700
Davenport, Justin	Professional Lecturer	125,102	CY	1,700
Subtotal				\$3,400

Vice President for Advancement

ALUMNI RELATIONS

Cowell-Lucero, Jamie	Professional Lecturer	77,735	CY	4,000
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UNIVERSITY DEVELOPMENT

Cannoy, Amanda	Professional Lecturer	81,000	CY	3,000
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UNIVERSITY RELATIONS

Milleson, John	Professional Lecturer	80,625	CY	3,000
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Subtotal				\$10,000
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Vice President for Finance and Chief Financial Officer

BUDGET AND FINANCIAL PLANNING

Williams, Tori	Professional Lecturer	66,715	CY	2,402
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FINANCE AND FOUNDATION SUPPORT - ADMINISTRATION

Meacham, Nancy	Professional Lecturer	95,000	CY	2,300
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PROCUREMENT

Sutphin, Bonnie	Professional Lecturer	115,416	CY	1,388
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RISK MANAGEMENT

Douglas, Ellen	Professional Lecturer	145,580	CY	3,745
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STRATEGIC INITIATIVE AND BUSINESS ANALYSIS

Crotts, David	Professional Lecturer	110,940	CY	8,500
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VICE PRESIDENT FOR FINANCE

Orren, Ryan	Professional Lecturer	75,000	CY	1,500
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Subtotal				\$19,835
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**Recommended
Salary for
2018 - 2019**

Name

Rank

Appt

**NDP
Increase**

Vice President for Human Resources

VICE PRESIDENT FOR HUMAN RESOURCES

Epperley, Amy	Professional Lecturer	71,980	CY	3,083
Filipiak, Stephen	Professional Lecturer	123,406	CY	2,644
McClanahan, Jacqueline	Professional Lecturer	61,215	CY	1,458
Subtotal				\$7,185

Vice President for Information Technology and Chief Information Officer

ADVANCED RESEARCH COMPUTING

McClure, James	Professional Lecturer	136,000	CY	4,150
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CYBER-RANGE

Martin, David	Professional Lecturer	57,500	CY	5,450
Niebanck, Gregory	Professional Lecturer	67,500	CY	5,500

ENTERPRISE SYSTEMS

Covey, Lucas	Professional Lecturer	118,500	CY	3,935
Penland, Ernest	Professional Lecturer	122,505	CY	3,830
Rush, Jennifer	Professional Lecturer	94,000	CY	3,735

SECURE ENTERPRISE TECHNOLOGY INITIATIVES

Addison, Marvin	Professional Lecturer	87,000	CY	5,725
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SECURITY

Lancaster, Elizabeth	Professional Lecturer	85,000	CY	4,600
Mullins, Thomas	Professional Lecturer	70,500	CY	3,800

Subtotal				\$40,725
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Vice President for Operations

EMERGENCY MANAGEMENT

McCann, Peter	Professional Lecturer	65,545	CY	4,500
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ENVIRONMENTAL HEALTH AND SAFETY

Conner, Donald	Professional Lecturer	86,069	CY	5,700
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VICE PRESIDENT FOR OPERATIONS

Smith, Kayla	Professional Lecturer	96,938	CY	6,072
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Subtotal				\$16,272
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<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>	<u>NDP Increase</u>
<i>Vice President for Outreach and International Affairs</i>				
<u>ECONOMIC DEVELOPMENT</u>				
Tate, Anthony	Professional Lecturer	86,122	CY	4,000
<u>GLOBAL EDUCATION OFFICE</u>				
Johansson, Theresa	Professional Lecturer	98,011	CY	4,000
<u>INTERNATIONAL RESEARCH EDUCATION AND DEVELOPMENT</u>				
Christie, Maria Elisa	Research Scientist	100,219	CY	4,000
Subtotal				\$12,000
<i>Vice President for Policy and Governance</i>				
<u>VICE PRESIDENT FOR POLICY AND GOVERNANCE</u>				
Harris, Deanna	Professional Lecturer	107,512	CY	874
Subtotal				\$874
<i>Vice President for Research</i>				
<u>INSTITUTE FOR CRITICAL TECHNOLOGY AND APPLIED SCIENCE</u>				
Coggin, John	Senior Research Associate	109,110	CY	1,259
Briggs, Robert	Research Associate	88,400	CY	1,020
Blanks, Mark	Professional Lecturer	188,182	CY	2,171
Verbrugge, Ross	Professional Lecturer	135,656	CY	8,648
<u>OFFICE OF RESEARCH COMPLIANCE</u>				
Lee, Lisa	Administrative Lecturer	224,913	CY	4,000
Beckett, Thomas	Professional Lecturer	86,604	CY	5,000
Kendrick, Michael	Professional Lecturer	86,150	CY	5,000
Talerico, John	Professional Lecturer	104,250	CY	1,500
Subtotal				\$28,598
<i>Vice President for Student Affairs</i>				
<u>ASSOCIATE VICE PRESIDENT</u>				
Shushok, Frank	Administrative Assistant Professor	252,995	CY	4,217
Keene, Frances	Professional Lecturer	130,076	CY	3,078
McCreary, Ennis	Professional Lecturer	81,549	CY	2,858
<u>HOKIE WELLNESS</u>				
Andrews, David	Professional Lecturer	60,960	CY	993

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>	<u>NDP Increase</u>
Redding, Joshua	Professional Lecturer	58,017	CY	963
<u>NEW STUDENT AND FAMILY PROGRAMS</u>				
Rebolledo, Lizette	Professional Lecturer	90,501	CY	3,173
<u>SCHIFFERT HEALTH CENTER</u>				
Wise, Christopher	Administrative Lecturer	166,329	CY	7,416
Barry, Fredrick	Professional Lecturer	121,774	AY	1,384
Chitwood, Patty	Professional Lecturer	156,303	CY	2,512
Pula, Shpresa	Professional Lecturer	83,136	AY	798
<u>STUDENT ENGAGEMENT AND CAMPUS LIFE</u>				
Simmons, Angela	Administrative Lecturer	158,736	CY	9,605
<u>STUDENT AFFAIRS CENTRAL AUXILIARY</u>				
Glass, Martha	Professional Lecturer	108,650	CY	3,199
Subtotal				\$40,196
<i>Virginia Cooperative Extension</i>				
<u>4-H CENTERS AND ADMINISTRATION</u>				
Atkinson, Melvin	Professional Lecturer	71,006	CY	3,000
<u>CENTRAL DISTRICT COOPERATIVE EXTENSION</u>				
Baker, Scott	Professional Lecturer	72,182	CY	3,437
Clarke, C	Professional Lecturer	71,393	CY	3,400
<u>NORTHERN DISTRICT COOPERATIVE EXTENSION</u>				
Conrad, Kirsten	Professional Lecturer	62,388	CY	2,971
Leech, Samuel	Professional Lecturer	40,323	CY	1,920
<u>SOUTHEAST DISTRICT COOPERATIVE EXTENSION</u>				
Deitch, Ursula	Professional Lecturer	59,810	CY	2,848
<u>SOUTHWEST DISTRICT COOPERATIVE EXTENSION</u>				
Butterfield, Kimberly	Professional Lecturer	49,437	CY	2,354
Paulette, Morgan	Professional Lecturer	47,431	CY	2,259
Subtotal				\$22,189

**Recommended
Salary for
2018 - 2019**

Name

Rank

Appt

**NDP
Increase**

Virginia Tech Carilion School of Medicine

VIRGINIA TECH CARILION BASIC SCIENCES EDUCATION

Carvalho, Helena	Associate Professor	130,422	CY	13,043
Mutcheson, Ryan	Assistant Professor	130,000	CY	30,715
Subtotal				\$43,758

University National Distinction Total:

\$931,187

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