

**2019-20 Promotion, Tenure, and Continued Appointment Program**

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

**May 4, 2020**

Traditionally, increases for faculty promoted in the spring are effective at the beginning of the academic year (or in the case of calendar-year faculty, at the beginning of the fiscal year). Consistent with the 2019-20 faculty compensation plan, salary adjustments are proposed at this time for teaching and research faculty who have been promoted in rank during the 2019-2020 academic year. In addition to the rank promotions within the faculty categories noted below, faculty may be promoted to ranks within other faculty categories, as appropriate (for example, an Instructor may be promoted to a rank within the Professor of Practice or Collegiate Faculty categories).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**RECOMMENDATION:**

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

June 1, 2020

**2020-21 Promotion & Tenure Recommendations**

**Summary of Promotion & Tenure Adjustment Costs**

<b><u>Proposed Rank</u></b>	<b><u>Increase</u></b>	<b><u>Number of Adjustments</u></b>	<b><u>Total Amount</u></b>
Professor	\$ 7,000	45	\$ 315,000
Associate Professor	5,000	62	310,000
Clinical Associate Professor	5,000	1	5,000
Collegiate Associate Professor	5,000	6	30,000
Collegiate Assistant Professor	3,000	2	6,000
Professor of Practice	7,000	2	14,000
Associate Professor of Practice	5,000	4	20,000
Assistant Professor of Practice	3,000	1	3,000
Senior Instructor	5,000	4	20,000
Advanced Instructor	3,000	11	33,000
Senior Extension Agent	5,000	6	30,000
Extension Agent	3,000	17	51,000
<b><i>Subtotal Promotion &amp; Tenure Adjustment Costs</i></b>		161	837,000
<b>Associated Fringe Benefit Costs<sup>(1)</sup></b>			211,845
<b>TOTAL COST OF PROMOTION &amp; TENURE ADJUSTMENTS</b>			<b>\$ 1,048,845</b>

<b><u>Name</u></b>	<b><u>Proposed Rank</u></b>	<b><u>Recommended Salary 2020-21<sup>(2)</sup></u></b>	<b><u>Appt<sup>(3)</sup></u></b>	<b><u>Increase Amount</u></b>	<b><u>Code</u></b>
<b><i>College of Agriculture &amp; Life Sciences</i></b>					
Easton, Zachary	Professor	137,320	AY	7,000	2
Fike, John Herschel	Professor	98,977	CY	7,000	2
Galbraith, John M	Professor	105,878	CY	7,000	2
Ponder, Monica Anne	Professor	105,437	AY	7,000	2
Rideout, Steven L	Professor	134,946	CY	7,000	2
Schmelz, Eva Maria	Professor	128,609	AY	7,000	2
Tracy, Benjamin Franklin	Professor	116,473	CY	7,000	2
Williams, Mark A	Professor	106,083	AY	7,000	2
Daniels, Kristy Marie	Associate Professor	106,236	AY	5,000	3
Flessner, Michael L	Associate Professor	131,647	CY	5,000	3
Harden, Samantha Marie	Associate Professor	98,495	AY	5,000	3
Li, Song	Associate Professor	92,703	AY	5,000	3
Mehl, Hillary L	Associate Professor	95,031	CY	5,000	3
Nita, Mizuho	Associate Professor	94,683	CY	5,000	3
Stewart, Amanda C	Associate Professor	95,156	AY	5,000	3
Stewart, Ryan Daniel	Associate Professor	102,038	AY	5,000	3
Strawn, Laura K	Associate Professor	112,201	AY	5,000	3
White, Robin	Associate Professor	101,350	AY	5,000	3
<b><i>College of Architecture &amp; Urban Studies</i></b>					
Buehler, Ralph	Professor	133,218	AY	7,000	2
Reichard, Georg	Professor	117,468	AY	7,000	2
Standley, Eric J	Professor	96,105	AY	7,000	2
Bohannon, Cermetrius Lyn	Associate Professor	99,741	AY	5,000	3
Dee, Meaghan Anne	Associate Professor	94,251	AY	5,000	3
Hankey, Steven C	Associate Professor	93,705	AY	5,000	3
Iorio, Josh	Collegiate Associate Professor	113,953	CY	5,000	2
Jewitt, James R	Collegiate Associate Professor	78,120	AY	5,000	2
Velez, Anne-Lise Knox	Collegiate Associate Professor	83,482	AY	5,000	2
Bannan, Diane Hale	Senior Instructor	72,912	AY	5,000	2
Hand, Jennifer Leah Brou	Advanced Instructor	72,767	AY	3,000	2
<b><i>College of Business</i></b>					
Lisic, Ling Lei	Professor	280,120	AY	7,000	2
Davidson, Robert H	Associate Professor	241,120	AY	5,000	3
Stein, Sarah E	Associate Professor	233,169	AY	5,000	3
Townsend, David	Associate Professor	199,737	AY	5,000	3

<u>Name</u>	<u>Proposed Rank</u>	<u>Recommended Salary 2020-21<sup>(2)</sup></u>	<u>Appt<sup>(3)</sup></u>	<u>Increase Attachment<sup>(1)</sup></u>	<u>PP</u>	<u>Code</u>
<b>College of Business (continued)</b>						
Ward Bartlett, Anna Kath	Associate Professor	167,298	AY	5,000		3
Wertalik, Donna	Professor of Practice	126,842	AY	7,000		2
Carlson, Kimberly Ann	Associate Professor of Practice	94,038	CY	5,000		2
<b>College of Engineering</b>						
Ben-Tzvi, Pinhas	Professor	204,983	CY	7,000		2
Centeno, Virgilio A	Professor	121,860	AY	7,000		2
Coutier-Delgosha, Olivie	Professor	124,420	AY	7,000		3
Garvin, Michael J	Professor	123,369	AY	7,000		2
Heaslip, Kevin Patrick	Professor	128,707	AY	7,000		2
Matusovich, Holly	Professor	143,883	AY	7,000		2
Nazhandali, Leyla	Professor	131,092	AY	7,000		2
Reddy, Chandan K	Professor	178,706	AY	7,000		2
Tilevich, Eli	Professor	119,797	AY	7,000		2
Boreyko, Jonathan Barton	Associate Professor	152,377	CY	5,000		3
Chantem, Thidapat	Associate Professor	114,547	AY	5,000		3
Chappell, John Christoph	Associate Professor	130,000	CY	5,000		3
Chen, Cheng	Associate Professor	101,853	AY	5,000		3
Chen, Xi	Associate Professor	102,061	AY	5,000		3
Gerdes, Ryan M	Associate Professor	114,274	AY	5,000		3
Grohs, Jacob Richard	Associate Professor	134,795	CY	5,000		3
Karim, Ayman M	Associate Professor	129,140	AY	0		1
Lau, Nathan Ka Ching	Associate Professor	106,961	AY	5,000		3
Lee, Walter Curtis	Associate Professor	138,105	CY	5,000		3
Luther, Kurt	Associate Professor	129,290	AY	5,000		3
Munson, Jennifer Megan	Associate Professor	146,767	CY	5,000		3
Noble, Christopher Aaron	Associate Professor	145,565	CY	0		1
Raghvendra, Sharath	Associate Professor	112,611	AY	5,000		3
Srinivasan, Bhuvana	Associate Professor	113,585	AY	5,000		3
Srinivasan, Divya	Associate Professor	118,769	AY	5,000		3
Wang, Kevin Guanyuan	Associate Professor	107,063	AY	5,000		3
Xiao, Heng	Associate Professor	106,857	AY	5,000		3
Xin, Hongliang	Associate Professor	113,336	AY	5,000		3
Zeng, Haibo	Associate Professor	108,054	AY	5,000		3
Zhu, Yizheng	Associate Professor	102,125	AY	5,000		3
Arena, Christopher Brian	Collegiate Associate Professor	65,517	AY	5,000		2
Arena, Sara Louise	Collegiate Associate Professor	95,380	AY	5,000		2
Giles, Kendall Everett	Collegiate Assistant Professor	93,747	AY	3,000		2
Ellis, Margaret O'Neil	Associate Professor of Practice	91,569	AY	5,000		2
James, Matthew Bruce	Associate Professor of Practice	81,383	AY	5,000		2
Kulczycki, Gregory W	Associate Professor of Practice	91,928	AY	5,000		2
Gragg, Jared Cole	Advanced Instructor	71,900	AY	3,000		2
<b>College of Liberal Arts and Human Sciences</b>						
Bukvic, Ivica	Professor	113,988	AY	7,000		2
Chen-Yu, Hsiu I	Professor	94,109	AY	7,000		2
Eska, Charlene Marie	Professor	91,161	AY	7,000		2
Evia Puerto, Carlos	Professor	88,985	AY	7,000		2
Fisher, Patricia J	Professor	102,871	AY	7,000		2
Harrison, Anthony Kwame	Professor	132,028	AY	7,000		2
Koch, Bettina	Professor	98,209	AY	7,000		2
Meitner, Erika Sharon	Professor	100,900	AY	7,000		2
Ng, Su Fang	Professor	101,464	AY	7,000		2
Peguero, Anthony	Professor	140,690	AY	7,000		2
Smith, Cynthia Lea	Professor	102,699	AY	7,000		2
Stivachtis, Ioannis	Professor	148,795	CY	7,000		2
Anyanwu, Chinekwu O. <sup>(4)</sup>	Associate Professor	-	n/a	-		2
Carmichael, Katie	Associate Professor	80,957	AY	5,000		3
Copeland, Nicholas M	Associate Professor	76,338	AY	5,000		3
Gitre, Carmen Mary Khair	Associate Professor	71,811	AY	5,000		3
Halpin, Dennis	Associate Professor	77,511	AY	5,000		3
Heflin, Ashley Shew	Associate Professor	80,141	AY	5,000		3
Horning, Michael A	Associate Professor	76,000	AY	5,000		3
Lee, Jung Eun	Associate Professor	76,005	AY	5,000		3

<u>Name</u>	<u>Proposed Rank</u>	<u>Recommended Salary 2020-21<sup>(2)</sup></u>	<u>Appt<sup>(3)</sup></u>	<u>Increase Attachment<sup>(1)</sup></u>	<u>PP</u>	<u>Code</u>
<b>College of Liberal Arts and Human Sciences (continued)</b>						
Pula, Besnik	Associate Professor	78,000	AY	5,000		3
Robbins, Claire Kathleen	Associate Professor	78,341	AY	5,000		3
Roos, Jason Micah	Associate Professor	73,490	AY	5,000		3
Thorsett, Brian	Associate Professor	69,802	AY	5,000		3
Walker, Abby Jewel	Associate Professor	80,992	AY	5,000		3
Watkins, Brandi A	Associate Professor	73,300	AY	5,000		3
Kreye, Bettibel <sup>(4)</sup>	Clinical Professor	-	n/a	-		2
Hesp, Andrea	Collegiate Assistant Professor	64,634	AY	3,000		2
Lyon, Eric	Professor of Practice	95,661	AY	7,000		2
Kniola, David John	Assistant Professor of Practice	61,443	AY	3,000		2
Gallagher, Karen R	Senior Instructor	72,199	CY	5,000		2
Precoda, Karl R.	Senior Instructor	54,609	AY	5,000		2
Baker, Hannah	Advanced Instructor	44,711	AY	3,000		2
Baker, Shaun Joseph	Advanced Instructor	44,795	AY	3,000		2
Conaway, Sean Reed	Advanced Instructor	45,802	AY	3,000		2
Kumazawa, Yasuko	Advanced Instructor	46,346	AY	3,000		2
McKagen, Tatiana P	Advanced Instructor	45,130	AY	3,000		2
<b>College of Natural Resources &amp; Environment</b>						
Bolding, Michael Chad	Professor	119,236	AY	7,000		2
Ellis, Andrew	Professor	105,222	AY	7,000		2
Kolivras, Korine N	Professor	98,017	AY	7,000		2
McGuire, Kevin J	Professor	102,668	AY	7,000		2
Munsell, John F	Professor	110,000	CY	7,000		2
Quesada, Henry Jose	Professor	104,327	CY	7,000		2
Resler, Lynn M	Professor	99,061	AY	7,000		2
Thomas, Valerie Anne	Professor	103,566	AY	7,000		2
Kim, Young Teck	Associate Professor	91,739	AY	5,000		3
McLaughlin, Daniel L	Associate Professor	84,098	AY	5,000		3
Scales, Stewart Adam	Advanced Instructor	53,000	AY	3,000		2
<b>College of Science</b>						
Economou, Sophia Elefthe	Professor	138,341	AY	7,000		2
Hong, Yili	Professor	125,110	AY	7,000		2
Morris, Amanda	Professor	153,000	AY	7,000		2
Cheng, Shengfeng	Associate Professor	89,282	AY	5,000		3
Horiuchi, Shunsaku	Associate Professor	90,330	AY	5,000		3
Johnson, Estrella	Associate Professor	107,040	AY	5,000		3
Johnson, Leah Renee	Associate Professor	107,313	AY	5,000		3
Liu, Guoliang	Associate Professor	97,331	AY	5,000		3
Nesbitt, Sterling James	Associate Professor	119,959	AY	5,000		3
Nguyen, Vinh	Associate Professor	89,203	AY	5,000		3
Smyth, James	Associate Professor	140,000	CY	5,000		3
Robertson Evia, Jane	Collegiate Associate Professor	84,301	AY	5,000		2
Berg, Michael A	Senior Instructor	59,790	AY	5,000		2
Gildersleeve, Nathan D	Advanced Instructor	47,142	AY	3,000		2
Khan, Almas	Advanced Instructor	57,519	AY	3,000		2
Rappold, Erika R	Advanced Instructor	45,707	AY	3,000		2
<b>College of Veterinary Medicine</b>						
Clark-Deener, Sherrie Ga	Professor	159,807	CY	7,000		2
Bartl, Lara Elizabeth	Clinical Associate Professor	144,529	CY	5,000		2
Cecere, Julie Tucker	Clinical Associate Professor	124,910	CY	5,000		2
Nappier, Michael T	Clinical Associate Professor	126,087	CY	5,000		2
<b>Dean of Libraries</b>						
Winn, Samantha R	Associate Professor	63,890	CY	5,000		5
<b>Virginia Cooperative Extension</b>						
Byington, Amy Gail	Senior Extension Agent	59,489	CY	5,000		2
Henderson, Jane Yvette	Senior Extension Agent	75,275	CY	5,000		2
Herdman, Wendy Rebecca	Senior Extension Agent	64,216	CY	5,000		2
Mayo, Kimberly	Senior Extension Agent	72,448	CY	5,000		2
Nguyen, Lenah April	Senior Extension Agent	63,301	CY	5,000		2

<u>Name</u>	<u>Proposed Rank</u>	<u>Recommended Salary 2020-21<sup>(2)</sup></u>	<u>Appt<sup>(3)</sup></u>	<u>Attachment</u>	<u>Increase Month</u>	<u>PP</u>	<u>Code</u>
<b>Virginia Cooperative Extension (continued)</b>							
Scott, Michael T	Senior Extension Agent	71,198	CY		5,000		2
Appling, Ashley Ann	Extension Agent	50,010	CY		3,000		2
Butterfield, Kimberly Ma	Extension Agent	58,133	CY		3,000		2
Cooper, Jason Brondell	Extension Agent	59,368	CY		3,000		2
Davis, Andrea W	Extension Agent	59,034	CY		3,000		2
Dolan, Amanda Marie	Extension Agent	47,908	CY		3,000		2
Haynes, Brenda Carol	Extension Agent	53,109	CY		3,000		2
Jones, Robert Trent	Extension Agent	46,759	CY		3,000		2
Leech, Samuel P	Extension Agent	47,019	CY		3,000		2
Lillard, Clare K	Extension Agent	68,868	CY		3,000		2
Martindell, Morgan Leigh	Extension Agent	46,696	CY		3,000		2
McCroskey, Lauren Michel	Extension Agent	49,314	CY		3,000		2
Olsen, Edward Robert	Extension Agent	65,010	CY		3,000		2
Paulette, Morgan Robert	Extension Agent	51,127	CY		3,000		2
Payne, April Revelle	Extension Agent	50,599	CY		3,000		2
Preisser, Afton Olivia	Extension Agent	50,443	CY		3,000		2
Sharpe, Sarah Elizabeth	Extension Agent	50,083	CY		3,000		2
Verdu, Caitlin Elizabeth	Extension Agent	64,124	CY		3,000		2

**Virginia Tech Carilion School of Medicine <sup>(5)</sup>**

Fox, Michael A.	Professor	-	n/a		-		2
Lucktong, Tananchai A	Professor	-	n/a		-		2
Rea, William S.	Professor	-	n/a		-		2
Sweet, Jon M.	Professor	-	n/a		-		2
Anyanwu, Chinekwu O.	Associate Professor	-	n/a		-		2
Baffoe-Bonnie, Anthony W.	Associate Professor	-	n/a		-		2
Blackwood, R. Allen	Associate Professor	-	n/a		-		2
Capito, Anthony E.	Associate Professor	-	n/a		-		2
Feldmann, Mark E.	Associate Professor	-	n/a		-		2
Jaimes Ocazonez, Silvia N.	Associate Professor	-	n/a		-		2
Kryder, Amy C.	Associate Professor	-	n/a		-		2
Parker, Sarah E.	Associate Professor	-	n/a		-		2
Ramachandran, Krishnaswamy	Associate Professor	-	n/a		-		2
White, Justin B.	Associate Professor	-	n/a		-		2
Adams, Joshua D.	Associate Professor	-	n/a		-		6

**Total Promotion & Tenure Adjustments**

**\$ 837,000**

Codes

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

Notes

- <sup>(1)</sup> Based upon university-wide average variable fringe benefit rate. Actual results may vary depending upon specific employee attributes.
- <sup>(2)</sup> Based on salary at the time of this report.
- <sup>(3)</sup> AY denotes an Academic Year appointment, while CY denotes a calendar year appointment.
- <sup>(4)</sup> Adjunct faculty member on part-time appointment.
- <sup>(5)</sup> Carilion Clinic employees with Virginia Tech faculty appointments; there are no costs related to these positions.