

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

**Quarter ending March 31, 2021**

The Faculty Personnel Changes Report includes new appointments and adjustments in salaries for select faculty as defined by the Resolution on Delegation of Authority for Selected Faculty Personnel Actions passed by the Board in November 2020. Included in this report are teaching and research faculty in the colleges, and administrative and professional faculty that support the university including the library, extension, academic support, athletics, and administration. The report is organized by senior management area (college or vice presidential area), and includes the following faculty personnel appointments and salary adjustments since the last Board meeting:

Teaching and Research Faculty		
New Appointments with Tenure or Continued Appointment		1
New Appointments to Tenure-Track or Continued Appointment-Track		4
Adjustments in Salary		3
One-time payments		0
Administrative and Professional Faculty		
New Appointments		1
Adjustments in Salary		7
One-time payments		14
Research Faculty		
Adjustments in Salary		0
Deferred Compensation		9

**Faculty Adjustments not included in the report**

	Number	Average Salary	Avg \$ Increase	Avg % Increase	Total \$
Teaching and Research Faculty	23	\$117,735	\$8,829	8.15%	\$203,067
Administrative and Professional Faculty	86	\$95,703	\$10,882	13.63%	\$935,852

**RECOMMENDATION:**

That the Board ratify the Faculty Personnel Changes Report

June 8, 2021

**Faculty Personnel Changes Report**  
**Quarter ending March 31,2021**

**Teaching and Research Faculty**  
***New Appointments***

Name	Title	Department	Months	Effective Date	Percent Appointment	Base	One-time	Reason for current action
<u>Pamplin College of Business</u>								
Venkatesh, Viswanath	Professor CY	Business Information Technology	12	01/16/2021	100	\$475,000	-	Orig Appt/Salary
<u>College of Veterinary Medicine</u>								
Ruktanonchai, Nick	Asst Professor CY	Population Health Sciences Dept	12	01/10/2021	100	\$118,667	-	Orig Appt/Salary
Gaji, Rajshekhar	Asst Professor CY	Biomedical Science	12	01/01/2021	100	\$118,667	-	Orig Appt/Salary
<u>College of Natural Resources and Environmental Conservation</u>								
Jesmer, Brett R.	Asst Professor AY	Fish and Wildlife Conservation	9	01/01/2021	100	\$82,000	-	Orig Appt/Salary
<u>College of Agriculture and Life Sciences</u>								
Yang, Chin-Cheng S.	Asst Professor AY	Entomology	9	03/25/2021	100	\$83,500	-	Orig Appt/Salary

**Teaching and Research Faculty**  
***Adjustments***

Name	Title	Department	Months	Effective Date	Percent Appointment	Base	One-time	Reason for current action
<u>College of Architecture and Urban Studies</u>								
Knoblauch, Ann-Marie	Assoc Professor AY	School of Visual Arts SOVA	9	01/25/2021	100	\$160,949	-	Increased Responsibilities
<u>College of Science</u>								
Matthews, Gretchen L.	Professor AY	Mathematics	9	02/25/2021	100	\$214,166	-	Administrative Supplement
<u>Vice President for Research</u>								
Michaels, Alan J.	Director, Electronic Systems Lab	Hume Center	12	03/10/2021	100	\$265,000	-	Retention

**Faculty Personnel Changes Report**  
**Quarter ending March 31,2021**

**Administrative Professional Faculty**

***New Appointments***

Name	Title	Department	Months	Effective Date	Percent Appointment	Base	One-time	Reason for current action
<u>Vice President for Advancement</u> Church, Tracy C.	Principal Gift Officer	University Development	12	03/01/2021	100	\$190,000	-	Orig Appt/Salary

**Administrative Professional Faculty**

***Adjustments***

Name	Title	Department	Months	Effective Date	Percent Appointment	Base*	One-time	Reason for current action
<u>Executive Vice President and Provost</u> Beane, Dannette G.	Assistant Vice Provost, Enrollment Management	VP for Enrollment Management	12	01/25/2021	100	\$137,000	-	Promotion
<u>Innovation Campus</u> Robin Jones	Assistant Vice President for Student Services	Innovation Campus	12	01/10/2021	100	\$175,000	-	Promotion Increased Responsibilities
<u>Vice President for Student Affairs</u> Charoensiri, Kanitta	Director, Schiffert Health Center	Schiffert Health Center	12	01/10/2021	100	\$230,000	-	Administrative Supplement
Neely, Julie	Staff Physician	Schiffert Health Center	12	03/10/2021	100	\$190,000	-	Market Competitiveness
<u>Vice President for Advancement</u> Kobia, Holly A.	CLAHS	University Development	12	03/25/2021	100	\$145,000	-	Promotion
<u>President</u> Lechtenberg, Adam L.	Assistant Coach, Offensive Recruiting Coordinator	Athletic Department	12	03/01/2021	100	\$247,500	-	Increased Responsibilities
Smith, Ryan M.	Assistant Coach, Football	Athletic Department	12	03/01/2021	100	\$247,500	-	Increased Responsibilities
Neal, Brian W.	Senior Director, S/C, Olympic Sports	Athletic Department	12	03/10/2021	100	\$77,063	\$2,313	Retention Per letter of agreement
Shuman, John R.	Director, S/C, Football	Athletic Department	12	03/10/2021	100	\$60,000	\$3,563	Retention Per letter of agreement
Adair, Charles R.	Head Coach, Women's Soccer	Athletic Department	12	01/10/2021	100	\$170,000	\$45,000	Retention Per letter of agreement
Shibest, James J.	Assistant Coach, Football	Athletic Department	12	03/10/2021	100	\$420,000	\$24,750	Retention Per letter of agreement
Fuente, Justin J.	Head Coach, Football	Athletic Department	12	01/01/2021	100	\$600,000	\$708,750	Bonus - Coaches
				03/10/2021	100	\$600,000	\$933,750	Bonus - Coaches
Vice, Vance R.	Assistant Coach, Football	Athletic Department	12	03/10/2021	100	\$260,000	\$18,000	Retention Per letter of agreement
Cornelsen, Anthony B.	Offensive Coordinator, Football	Athletic Department	12	03/10/2021	100	\$450,000	\$18,000	Retention Per letter of agreement
Hilgart, Benjamin E.	Football	Athletic Department	12	03/10/2021	100	\$190,000	\$40,500	Retention Per letter of agreement
Crosby, Robert A.	Senior Director, S/C, Football	Athletic Department	12	03/10/2021	100	\$85,000	\$4,625	Retention Per letter of agreement
Elbin, Kurt A.	Assistant Coach, Baseball	Athletic Department	12	03/10/2021	100	\$135,000	\$4,500	Retention Per letter of agreement
Lopez Miro, Sergio	Director/Head Coach, Men's/Women's Swimming and Divinng	Athletic Department	12	03/10/2021	100	\$170,000	\$9,000	Retention Per letter of agreement
Young, Michael K.	Head Coach, Men's Basketball	Athletic Department	12	01/01/2021	100	\$500,000	\$185,625	Bonus - Coaches

\*Base Salaries do not reflect the temporary salary reductions for Athletics effective January 10, 2021 - December 31, 2021

**FACULTY PERSONNEL CHANGES REPORT**  
**June 8, 2021**

**DEFERRED COMPENSATION**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION						
					EFF DATE	% APPT	ANNUAL RATE		AMOUNT CHANGE	PERCENT INCREASE	REASON FOR CURRENT ACTION
							BASE	ONE-TIME			
Pratt-Clarke, Menah	Vice President for Strategic Affairs and Diversity	Inclusion and Diversity	Reg	12	1-Jun-21	100	\$	12,000			Deferred Compensation
Clarke, Cyril	Executive Vice President and Provost	Executive Vice President and Provost	Reg	12	1-Jun-21	100	\$	25,000			Deferred Compensation
Capaldo, Stephen	Associate Legal Counsel	University Legal Counsel	Reg	12	1-Jul-21	100	\$	12,000			Deferred Compensation
Gess, Mark	Associate Legal Counsel	University Legal Counsel	Reg	12	1-Jul-21	100	\$	12,000			Deferred Compensation
Hartman, Kristina	Associate Legal Counsel	University Legal Counsel	Reg	12	1-Jul-21	100	\$	12,000			Deferred Compensation
Heidreder, Kay	University Legal Counsel	University Legal Counsel	Reg	12	1-Jul-21	100	\$	30,000			Deferred Compensation
McClanahan, Hud	Associate Legal Counsel	University Legal Counsel	Reg	12	1-Jul-21	100	\$	12,000			Deferred Compensation
Phlegar, Charles	Vice President for Advancement	Vice President for Advancement	Reg	12	1-Jun-21	100	\$	35,000			Deferred Compensation
Pinkney, Dwayne	Senior Vice President and CBO	Senior Vice President and CBO	Reg	12	1-Jun-21	100	\$	25,000			Deferred Compensation