

**Faculty Personnel Changes Report**  
**ACADEMIC, RESEARCH, AND STUDENT AFFAIRS COMMITTEE**  
**AND**  
**FINANCE AND RESOURCE MANAGEMENT COMMITTEE**

**Quarter ending September 30, 2018**

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 June 2009. 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).

Since the last Board meeting, the university has made the following faculty personnel appointments and salary adjustments:

Teaching and Research Faculty	
New Appointments with Tenure or Continued Appointment	4
New Appointments to Tenure-Track or Continued Appointment-Track	23
New Appointments to Non-Tenure Track	0
Adjustments in Salary	21
One-time payments	1
Administrative and Professional Faculty	
New Appointments	21
Adjustments in Salary	71
One-time payments	4
One-time payments for Post-Season Sports Events	0

**RECOMMENDATION:**

That the Board ratify the Faculty Personnel Changes Report and Addendum A.

November 5, 2018

## FACULTY PERSONNEL CHANGES

### November 2, 2018

#### TEACHING AND RESEARCH FACULTY

##### NEW APPOINTMENTS

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Architecture &amp; Urban Studies</u>								
Haley, Vincent	Associate Professor	School of Architecture + Design	Reg	9	10-Sep-18	100	\$	85,000
Lages, Wallace	Assistant Professor	School of Visual Arts	Reg	9	10-Aug-18	100	\$	88,000
<u>Engineering</u>								
Akbari Hamed, Kaveh	Assistant Professor	Mechanical Engineering	Reg	9	10-Aug-18	100	\$	104,000
Barry, Oumar	Assistant Professor	Mechanical Engineering	Reg	9	10-Aug-18	100	\$	103,000
Diehl, William	Assistant Professor	Electrical and Computer Engineering	Reg	9	10-Aug-18	100	\$	95,000
Dong, Dong	Assistant Professor	Electrical and Computer Engineering	Reg	9	10-Aug-18	100	\$	97,500
Duarte, Juliana	Assistant Professor	Mechanical Engineering	Reg	9	10-Aug-18	100	\$	97,000
Komendera, Erik	Assistant Professor	Mechanical Engineering	Reg	9	10-Aug-18	100	\$	103,000
Lee, Sang Won	Assistant Professor	Computer Science	Reg	9	10-Aug-18	100	\$	102,000
London, Jeremi	Assistant Professor	Engineering Education	Reg	12	1-Jul-18	100	\$	128,000
Palmore, John	Assistant Professor	Mechanical Engineering	Reg	9	10-Aug-18	100	\$	96,000
Sarlo, Rodrigo	Assistant Professor	Civil & Environmental Engineering	Reg	9	10-Aug-18	100	\$	94,000
Son, Changmin	Professor - Tenured	Mechanical Engineering	Reg	9	10-Jan-19	100	\$	180,000
Yue, Xiaowei	Assistant Professor	Industrial and Systems Engineering	Reg	9	10-Aug-18	100	\$	95,000
Zhang, Yuhao	Assistant Professor	Electrical and Computer Engineering	Reg	9	10-Aug-18	100	\$	95,000
<u>Natural Resources</u>								
Carter, David	Assistant Professor	Forest Resources and Environmental Conservation	Reg	12	1-Aug-18	100	\$	92,889
Goyne, Kenneth	Professor - Tenured	Forest Resources and Environmental Conservation	Reg	12	2-Jan-19	100	\$	170,000
<u>Science</u>								
Cohen, Robert	Professor - Tenured	Biological Sciences	Reg	12	10-Nov-18	100	\$	203,000
Corbin, Victoria	Associate Professor - Tenured	Biological Sciences	Reg	12	10-Nov-18	100	\$	95,000
English, Daniel	Assistant Professor	School of Neuroscience	Reg	9	10-Aug-18	100	\$	100,000
Hernandez, Ivan	Assistant Professor	Psychology	Reg	9	10-Aug-18	100	\$	82,000
Hewett, Russell	Assistant Professor	Mathematics	Reg	9	10-Aug-18	100	\$	90,000

continued

**TEACHING AND RESEARCH FACULTY*****NEW APPOINTMENTS***

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME

Veterinary Medicine

Stewart, Jamie	Assistant Professor	Large Animal Clinical Sciences	Reg	12	1-Aug-18	100	\$	115,000
Zambriski, Jennifer	Assistant Professor	Population Health Sciences	Reg	9	10-Aug-18	100	\$	89,000

Vice President for Research

Farris, Shanon	Assistant Professor	Virginia Tech Carilion Research Institute	Reg	12	1-Oct-18	100	\$	115,000
Swanger, Sharon	Assistant Professor	Virginia Tech Carilion Research Institute	Reg	12	1-Jul-18	100	\$	115,000

## TEACHING AND RESEARCH FACULTY

### ADJUSTMENTS

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Agriculture &amp; Life Sciences</u>								
Brown, David	Associate Professor	Human Nutrition, Foods & Exercise	Reg	12	10-Jul-18	100	\$ 213,497	
Tracy, Benjamin	Associate Professor	School of Plant and Environmental Sciences	Reg	12	10-Jul-18	100	\$ 104,649	
<u>Architecture &amp; Urban Studies</u>								
Bannan, Diane	Advanced Instructor	School of Visual Arts	Reg	9	25-Sep-18	100	\$ 65,000	
Blanchard, Samuel	Assistant Professor	School of Visual Arts	Reg	9	10-Aug-18	100	\$ 87,060	
Bohannon, Cermetrius	Assistant Professor	School of Architecture	Reg	9	10-Aug-18	100	\$ 89,970	
Hand, Jennifer	Instructor	School of Visual Arts	Reg	9	25-Sep-18	100	\$ 67,000	
Rosenthal, Joy	Instructor	School of Visual Arts	Reg	9	25-Sep-18	100	\$ 65,000	
Sim, Deborah	Instructor	School of Visual Arts	Reg	9	25-Sep-18	100	\$ 79,400	
<u>Business</u>								
Daniloski, Kimberly	Collegiate Associate Professor	Marketing	Reg	9	10-Aug-18	100	\$ 86,280	
Hunt, Richard	Assistant Professor	Management	Reg	9	10-Aug-18	100	\$ 192,439	
Quesenberry, Peggy	Collegiate Assistant Professor	Apparel, Housing and Resource Management	Reg	9	10-Aug-18	100	\$ 60,000	
<u>Engineering</u>								
Cameron, Kirk	Professor	Computer Science	Reg	9	10-Aug-18	100	\$ 169,336	
Cherbaka, Natalie	Collegiate Associate Professor	Industrial and Systems Engineering	Reg	9	10-Aug-18	100	\$ 98,000	
Kannan, Hanumanthrao	Assistant Professor	Industrial and Systems Engineering	Reg	9	10-Aug-18	100	\$ 95,000	
Lord, James	Collegiate Assistant Professor	Biomedical Engineering and Mechanics	Reg	9	10-Aug-18	100	\$ 92,000	
Murzi Escobar, Homero	Assistant Professor	Engineering Education	Reg	9	10-Aug-18	100	\$ 92,000	

continued

**TEACHING AND RESEARCH FACULTY*****ADJUSTMENTS***

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME

Liberal Arts and Human Sciences

Azano, Amy	Associate Professor	School of Education	Reg	9	10-Aug-18	100	\$	105,000	
Commer, Carolyn	Assistant Professor	English	Reg	9	10-Aug-18	100	\$	67,000	
Hester, Rebecca	Assistant Professor	Science, Technology and Society	Reg	9	10-Aug-18	100	\$	68,728	

Science

Magill, Brenden	Collegiate Assistant Professor	Physics	Reg	9	10-Aug-18	100	\$	67,000	
Sontheimer, Harald	Professor	School of Neuroscience	Reg	12	31-Dec-18	100			\$ 50,000
Tian, Chixia	Collegiate Assistant Professor	Academy of Integrated Science	Reg	9	10-Aug-18	100	\$	75,000	

## ADMINISTRATIVE AND PROFESSIONAL FACULTY

### NEW APPOINTMENTS

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>President</u>								
Benion, Eddie	Assistant Athletic Director, Sports Medicine	Athletics	Reg	12	30-Jul-18	100	\$ 100,000	
Black, Alexander	Assistant Director, Sports Medicine	Athletics	Reg	12	10-Aug-18	100	\$ 42,000	
Boyette, Charity	Chief of Staff	Office of Audit, Risk and Compliance	Reg	12	10-Sep-18	100	\$ 95,000	
Brooks, Adam	Director, Equipment, Football	Athletics	Reg	12	30-Jul-18	100	\$ 60,000	
Cusack, Jason	Assistant Coach, Cross Country and Distance	Athletics	Reg	12	10-Aug-18	100	\$ 45,000	
Denny, Anna	Recruiting and Social Media Assistant	Athletics	Reg	12	10-Jul-18	100	\$ 40,000	
Dyer, Jacy	Assistant Coach, Swimming	Athletics	Reg	12	1-Aug-18	100	\$ 45,000	
Gillis, Douglas	Assistant Coach, Softball	Athletics	Reg	12	10-Aug-18	100	\$ 63,000	
Klockenbrink, Heidi	Coordinator, Big Screens	Athletics	Reg	12	4-Sep-18	100	\$ 40,000	
Lage, Sarah	Associate Director, Student-Athlete Development	Athletics	Reg	12	25-Sep-18	100	\$ 51,000	
Layer, Dale	Special Assistant to the Head Coach, Men's Basketball	Athletics	Reg	12	13-Aug-18	100	\$ 115,000	
Moran, Patricia	Associate Athletic Director, Business and Finance	Athletics	Reg	12	4-Sep-18	100	\$ 90,000	
Randall, Allison	Associate Director, Strength and Conditioning, Olympic Sports	Athletics	Reg	12	10-Jul-18	100	\$ 45,000	
Reese, Kaitlin	Assistant Director, Marketing	Athletics	Reg	12	10-Aug-18	100	\$ 40,000	
Ritz, Peter	Assistant Director, Sports Nutrition	Athletics	Reg	12	10-Jul-18	100	\$ 40,000	
Rutledge, Amanda	Coordinator, ACC Network Operations	Athletics	Reg	12	13-Aug-18	100	\$ 40,000	
Speicher, Logan	Director, Sports Medicine	Athletics	Reg	12	20-Aug-18	100	\$ 43,500	
Steketee, Steven	Assistant Coach, Men's and Women's Swimming	Athletics	Reg	12	1-Jul-18	100	\$ 52,000	
Thirati, Pimply	Assistant Director, Marketing and Digital Strategy	Athletics	Reg	12	25-Aug-18	100	\$ 40,000	
Turner, Zaire	Recruiting Assistant, Football	Athletics	Reg	12	16-Jul-18	100	\$ 40,000	
<u>Vice President for Research</u>								
Miner, Laurel	Chief of Staff	Office of the Vice President for Research and Innovation	Reg	12	1-Jul-18	100	\$ 147,000	

## ADMINISTRATIVE AND PROFESSIONAL FACULTY

### ADJUSTMENTS

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Agriculture &amp; Life Sciences</u>								
Grisso, Robert	Interim Department Head	CALS Extension	Reg	12	1-Jul-18	100	\$	186,361
Saville, Joi	4-H Operations and Events Coordinator	4-H General Admin	Reg	12	10-Jul-18	100	\$	45,000
Wilson, Molly	CALS Director of Undergraduate Student Recruitment	Academic Programs	Reg	12	25-Sep-18	100	\$	55,000
<u>Business</u>								
Minford, Chelsea	Student Support and Program Development Manager	Pamplin Real Estate	Reg	12	10-Jul-18	100	\$	53,530
<u>Executive Vice President &amp; Provost</u>								
Beckett, Jessica	Assistant Director for Academic Integrity Education and Marketing	Office of Undergraduate Academic Integrity	Reg	12	10-Aug-18	100	\$	45,000
Burke, Kayla	Assistant Director of Recruitment and Retention	Undergraduate Advising	Reg	12	4-Sep-18	100	\$	52,000
Espinoza, Juan	Associate Vice Provost for Enrollment Management and Director of Undergraduate Admissions	Enrollment and Degree Management	Reg	12	1-Jul-18	100	\$	160,000
<u>President</u>								
Abbott, Russell	Assistant Coach, Women's Golf	Athletics	Reg	12	1-Jul-18	100	\$	62,741
Babcock, Bradley	Director of Athletics	Athletics	Reg	12	29-Jun-18	100	\$	750,088
Chambers, Joshua	Director of Recruiting, Men's Basketball	Athletics	Reg	12	31-Dec-18	100		\$ 100,000
					1-Jul-18	100	\$	51,250
Chambers, Joshua	Director of Recruiting, Men's Basketball	Athletics	Reg	12	10-Aug-18	100	\$	65,000
					1-Jul-18	100	\$	155,000
Cianelli, David	Director, Men's and Women's TFCC Programs	Athletics	Reg	12	1-Jul-18	100	\$	155,000
Elbin, Kurt	Assistant Coach, Baseball	Athletics	Reg	12	10-Jul-18	100	\$	135,000
Griesemer, Brett	Senior Director, Sports Medicine	Athletics	Reg	12	1-Jul-18	100	\$	55,000

continued

**ADMINISTRATIVE AND PROFESSIONAL FACULTY****ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION				
					EFF DATE	% APPT	ANNUAL RATE		
							BASE	ONE-TIME	
Jackson, David	Assistant Athletic Director, Strength and Conditioning, Basketball Programs	Athletics	Reg	12	1-Jul-18	100	\$	115,569	
		Athletics	Reg	12	25-Jul-18	100	\$	125,569	
Johannigmeier, Eric	Cross Country and Distance Coach	Athletics	Reg	12	25-Jul-18	100	\$	65,000	
Johnson, Devin	Director, Player Personnel for Men's Basketball	Athletics	Reg	12	1-Jul-18	100	\$	89,303	
					10-Aug-18	100	\$	150,000	
Littlejohn, Angela	Senior Associate Athletic Director, Internal Operations	Athletics	Reg	12	1-Jul-18	100	\$	167,000	
McNeilly, Jamie	Assistant Coach/Director of Student-Athlete Development	Athletics	Reg	12	1-Jul-18	100	\$	183,859	
					10-Aug-18	100	\$	200,000	
Reynolds, Jeffrey	Director, Scouting/Game Management	Athletics	Reg	12	1-Jul-18	100	\$	152,341	
Robertson, Carol	Head Coach, Women's Golf	Athletics	Reg	12	1-Jul-18	100	\$	95,000	
Roccaforte, Steven	Associate Head Coach, Men's Basketball	Athletics	Reg	12	1-Jul-18	100	\$	252,150	
Simpkins, Sara	Assistant Director of User Experience Design	Business & Management Systems	Reg	12	25-Sep-18	100	\$	66,175	
Staggers, Kyle	Director, Sports Medicine	Athletics	Reg	12	1-Jul-18	100	\$	42,000	
Stous, Baylie	Director, Administration	Athletics	Reg	12	10-Aug-18	100	\$	55,000	
Sung, John	Head Coach, Lacrosse	Athletics	Reg	12	1-Jul-18	100	\$	120,000	
Thomas, Benjamin	Head Coach, Cross Country	Athletics	Reg	12	1-Jul-18	100	\$	96,000	
Thompson, James	Head Coach, Men's Tennis	Athletics	Reg	12	1-Jul-18	100	\$	105,000	
Viet, Adam	Director, Sports Medicine	Athletics	Reg	12	1-Jul-18	100	\$	42,000	
Webster, James	Assistant Coach, Men's Basketball	Athletics	Reg	12	1-Jul-18	100	\$	152,341	
					10-Aug-18	100	\$	170,000	
Williams, Brent	Head Coach, Men's Basketball	Athletics	Reg	12	31-Dec-18	100			\$ 50,000
Wolf, Lyle	Director of Internal and External Operations	Athletics	Reg	12	1-Jul-18	100	\$	73,554	
					10-Aug-18	100	\$	125,000	
Wurthman, Bradley	Senior Associate Athletic Director, External Operations	Athletics	Reg	12	1-Jul-18	100	\$	128,500	
Zawacki-Woods, Terry Ann	Head Coach, Women's Tennis	Athletics	Reg	12	1-Jul-18	100	\$	82,400	
<u>Science</u>									
Morton, Sally	Dean of Science	Dean of Science	Reg	12	1-Jul-18	100	\$	366,800	
					31-Dec-18	100			\$ 13,095

continued

**ADMINISTRATIVE AND PROFESSIONAL FACULTY****ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Senior Vice President for Operations and Administration</u>								
Wilkes, Lisa	Vice President for Business Affairs	Senior Vice President for Operations and Administration	Reg	12	17-Sep-18	100	\$	290,000
<u>Vice President for Advancement</u>								
Amal, Tommy	Assistant Director of Development and Leadership Gifts	Advancement	Reg	12	1-Aug-18	100	\$	51,000
Bauschelt, Andrew	Annual Giving Officer	Virginia Tech Athletic Fund	Reg	12	25-Jun-18	100	\$	52,500
Blair, Kimberly	Assistant Vice President of Advancement, Roanoke	Advancement	Reg	12	25-Sep-18	100	\$	200,000
Meacham, Vernon	Chief Advancement Officer, CALS	Advancement	Reg	12	25-Sep-18	100	\$	150,000
Mills, Angela	Director of Alumni Relations, College of Engineering	Advancement	Reg	12	25-Sep-18	100	\$	85,000
<u>Vice President for Finance and CFO</u>								
Connelly, Alexis	Payroll Operations Manager	Controller's Office	Reg	12	10-Jul-18	100	\$	92,927
<u>Vice President for Human Resources</u>								
Garey, Bryan	Vice President for Human Resources	Human Resources	Reg	12	31-Dec-18	100		\$ 13,700
Mabry, Curtis	Executive Director of Initiatives and Partnerships	Human Resources	Reg	12	25-Jul-18	100	\$	118,000
Shelor, Leisa	Senior Director of Benefits	Human Resources	Reg	12	10-Jul-18	100	\$	130,000
<u>Vice President for Information Technology</u>								
Aylor, Joshua	Systems Engineer	NIS - Solutions Engineering	Reg	12	25-Sep-18	100	\$	85,000
Belew, Timothy	Web Developer	Academic Applications	Reg	12	23-Jul-18	100	\$	60,000
Brown, Matthew	Computational Scientist	Advanced Research Computing	Reg	12	25-Sep-18	100	\$	88,500
Minnix, Zachary	Applications Analyst	Human Resource Applications	Reg	12	8-Oct-18	100	\$	60,000

continued

**ADMINISTRATIVE AND PROFESSIONAL FACULTY****ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Vice President for Operations</u>								
Light, Michael	Command Pilot	Air Transportation Services	Reg	12	25-Jun-18	100	\$	105,000
Morris, Liza	Interim Assistant Vice President for Planning	Facilities, University Planning	Reg	12	25-Jul-18	100	\$	124,735
Nease, Daniel	Command Pilot	Air Transportation Services	Reg	12	25-Jun-18	100	\$	114,535
<u>Vice President for Research</u>								
Cockrum, Daniel	Industry Contracting Manager	Sponsored Programs	Reg	12	10-May-18	100	\$	72,000
Felton, Clifton	Interim Director, Finance & Administration	Biocomplexity Institute	Reg	12	25-Sep-18	100	\$	135,005
Salmon, Brandy	Associate Vice President for Innovation and Partnerships	Advancement	Reg	12	10-Sep-18	100	\$	222,025
Verbrugge, Ross	Director of Facilities	ICTAS	Reg	12	10-Aug-18	100	\$	116,251
<u>Vice President for Student Affairs</u>								
Carpenter, Tricia	Assistant Director of Immigration Support	Cranwell International Center	Reg	12	25-Sep-18	100	\$	55,426
Emery, Hannah	Staff Counselor	Cook Counseling Center	Reg	12	10-Aug-18	100	\$	58,500
Frank, Tara	Assistant Dean of Students	Dean of Students	Reg	12	25-Sep-18	100	\$	60,000
Glass, Martha	Senior Director, Assessment and Professional Development	Division of Student Affairs Central Auxiliary	Reg	12	10-Jul-18	100	\$	99,157
Hawthorne, Lee	Assistant Vice President for Operations and Administration	Division of Student Affairs Central Auxiliary	Reg	12	10-Jul-18	100	\$	131,835
Hughes, Byron	Dean of Students	Dean of Students	Reg	12	1-Oct-18	100	\$	106,000
Kelinsky, Lia	Interim Associate Director	Cranwell International Center	Reg	12	25-Sep-18	100	\$	62,315
McCrery, Ennis	Interim Director, Student Conduct	Student Conduct	Reg	12	25-Sep-18	100	\$	76,214
Parker, J. Scott	Communications and Marketing Manager	Cranwell International Center	Reg	12	10-Aug-18	100	\$	55,000
Settle, Rohsaan	Interim Director, Fraternity and Sorority Life	Student Conduct	Reg	12	25-Sep-18	100	\$	89,725
<u>Virginia Tech Carilion School of Medicine</u>								
St Clare, Maria	Clinical Skills & Standardized Patient Trainer	Virginia Tech Carilion School of Medicine	Reg	12	10-Aug-18	100	\$	48,500
Stanley, Monica	Admissions Counselor	Virginia Tech Carilion School of Medicine	Reg	12	1-Jul-18	100	\$	46,500

**Personnel Changes Report - Addendum A**  
**Annual Base Compensation: Athletic Employment Contracts**  
**Calendar Year 2019**

		CY 2019
<b><u>Charles Adair</u></b>		
Head Coach	Base Salary (contract ends 2/29/20)	\$ 168,333
Women's soccer	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Country Club Membership (est.)	\$ 4,104
	Retention Incentive	\$ 40,000
	<b>Total Compensation</b>	<b>\$ 221,687</b>
<b><u>Whit Babcock</u></b>		
Athletic Director	Base Salary (contract ends 6/30/24)	\$ 787,592
	Courtesy Cars (2)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 4,104
	Deferred Compensation (to be paid by December 31, 2019)	\$ 100,000
	Retention Incentive (to be paid by December 31, 2019)	\$ 230,000
	<b>Total Compensation</b>	<b>\$ 1,140,196</b>
<b><u>Kenneth R. Brooks</u></b>		
Head Coach	Base Salary (contract ends 3/31/22)	\$ 568,752
Women's	Courtesy Cars (2)	\$ 18,500
Basketball	Blacksburg Country Club (est.)	\$ 4,104
	<b>Total Compensation</b>	<b>\$ 591,356</b>
<b><u>Dave Cianelli</u></b>		
Director	Base Salary (contract ends 6/30/22)	\$ 157,500
Track & Field and	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
Cross Country	Blacksburg Country Club (est.)	\$ 4,104
	Retention Incentive	\$ 15,000
	<b>Total Compensation</b>	<b>\$ 185,854</b>
<b><u>Bud Foster</u></b>		
Defensive	Base Salary (contract ends 12/31/19)	\$ 700,000
Coordinator	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
Football	Auburn Hills Country Club (est.)	\$ 2,500
	Retention Incentive	\$ 300,000
	<b>Total Compensation</b>	<b>\$ 1,011,750</b>
<b><u>Justin Fuente</u></b>		
Head Coach	Base Salary (contract ends 12/31/24)	\$ 550,000
Football	Courtesy Cars (2)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 4,104
	Supplemental Compensation	\$ 2,950,000
	Retention bonus (if employed as HC on 4/1/19, 8/1/19)	\$ 500,000
	<b>Total Compensation</b>	<b>\$ 4,022,604</b>
<b><u>Anthony Robie</u></b>		
Head Coach	Base Salary (contract ends 4/30/23)	\$ 130,000
Mens' Wrestling	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Blacksburg Country Club (est.)	\$ 4,104
	Retention Bonus (if employed as HC on 7/1/19)	\$ 10,000
	<b>Total Compensation</b>	<b>\$ 153,354</b>
<b><u>John J. Szefc</u></b>		
Head Coach	Base Salary (contract ends 6/30/23)	\$ 450,000
Baseball	Car stipend	\$ 9,750
	Blacksburg Country Club (est.)	\$ 4,104
	<b>Total Compensation</b>	<b>\$ 463,854</b>
<b><u>James B. Thompson</u></b>		
Head Coach	Base Salary (contract ends 7/1/21)	\$ 107,500
Men's Tennis	Blacksburg Country Club (est.)	\$ 4,104
	Retention Incentive	\$ 10,000
	<b>Total Compensation</b>	<b>\$ 121,604</b>
<b><u>Buzz Williams</u></b>		
Head Coach	Base Salary (contract ends 3/23/24)	\$ 500,000
Men's Basketball	Courtesy Cars (2)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 4,104
	Supplemental Compensation	\$ 2,266,667
	Retention Bonus	\$ 200,000
	Deferred Compensation	\$ 100,000
	<b>Total Compensation</b>	<b>\$ 3,089,271</b>