

## Faculty Personnel Changes Report

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

**Period of June 25 through September 24, 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 from the previous quarter based on payroll period dates:

Teaching and Research Faculty		
New Appointments with Tenure or Continued Appointment	6	
New Appointments to Tenure-Track or Continued Appointment-Track	39	
Adjustments in Salary		6
One-time payments		0
Administrative and Professional Faculty		
New Appointments		8
Adjustments in Salary		6
One-time payments		20
Deferred Compensation		2
Research Faculty		
Adjustments in Salary		0

#### **Faculty Adjustments not included in the report**

	Number	Average Salary	Avg \$ Increase	Avg % Increase	Total Increase
<b>Teaching and Research Faculty</b>	73	\$129,419	\$13,131	12.99%	\$958,577
<b>Administrative and Professional Faculty</b>	102	\$90,756	\$9,769	13.90%	\$996,416

#### **RECOMMENDATION:**

That the Board ratify the Faculty Personnel Changes Report.

November 8, 2021

Teaching and Research Faculty

*New Appointments*

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One- time
<u>College of Agriculture and Life Sciences</u>							
Chappell, Matthew R.	Director, Tidewater AREC- tenured	Tidewater AREC	12	08/01/2021	100%	\$ 155,000	
Ta, Chi L.	Assistant Professor	Agricultural & Applied Economics	9	08/10/2021	100%	\$ 87,000	
Duraj-Thatte, Anna	Assistant Professor	Biological Systems Engineering	9	09/10/2021	100%	\$ 97,500	
<u>College of Architecture and Urban Studies</u>							
Elgewely, Eiman M.	Assistant Professor	School of Architecture and Design	9	08/10/2021	100%	\$ 75,000	
Shojaei kol kachi, Alireza	Assistant Professor	Building Construction	9	08/10/2021	100%	\$ 95,000	
Zhou, Yaoyi	Assistant Professor	School of Architecture and Design	9	08/10/2021	100%	\$ 75,000	
<u>College of Engineering</u>							
Hasan, Shaddi H.	Assistant Professor	Computer Science	9	08/10/2021	100%	\$ 122,500	
Zhang, Richard	Professor	Electrical & Computer Engineering	9	08/10/2021	100%	\$ 250,000	
Rho, Ha Rim	Assistant Professor	Computer Science	9	08/10/2021	100%	\$ 121,000	
Lim, Sol I.	Assistant Professor	Industrial and Systems Engineering	9	08/10/2021	100%	\$ 97,000	
Brown, Dwayne C.	Assistant Professor	Computer Science	9	08/10/2021	100%	\$ 118,000	
Gao, Peng	Assistant Professor	Computer Science	9	08/10/2021	100%	\$ 120,000	
Fu, Yao	Assistant Professor	Aerospace and Ocean Engineering	9	08/10/2021	100%	\$ 110,000	
Fitzgerald, Riley M.	Assistant Professor	Aerospace and Ocean Engineering	9	08/10/2021	100%	\$ 102,500	
Walling, Jeffrey S.	Associate Professor - tenured	Electrical & Computer Engineering	9	09/10/2021	100%	\$ 120,000	
Williams, Daniel J.	Assistant Professor	Computer Science	9	08/10/2021	100%	\$ 126,000	
<u>College of Liberal Arts and Human Sciences</u>							
Queen, Khadijah	Associate Professor	English	9	08/10/2021	100%	\$ 90,000	
Rice, TeKisha M.	Assistant Professor	Human Development & Family Science	9	08/10/2021	100%	\$ 72,000	
Wendt, Fabian O.	Assistant Professor	Political Science	9	08/10/2021	100%	\$ 70,000	
Itchuaqiyag, Cana U.	Assistant Professor	English	9	08/10/2021	100%	\$ 73,000	
Johnson, Jennifer A.	Sociology Department Chair - tenured	Sociology	12	07/01/2021	100%	\$ 170,000	
Wiscomb, Avery	Assistant Professor	English	9	08/10/2021	100%	\$ 68,000	
Rabbi, Shakil	Assistant Professor	English	9	08/10/2021	100%	\$ 74,000	
Robertson, Dana A.	Associate Professor - tenured	School of Education	9	08/10/2021	100%	\$ 85,000	
Ferand, Natalie L.	Assistant Professor	School of Education	9	08/10/2021	100%	\$ 69,500	
Craig, Sherri E.	Assistant Professor	English	9	08/10/2021	100%	\$ 74,000	
Johnson, Marcus	Assoc Director, School of Ed - tenured	School of Education	12	08/01/2021	100%	\$ 125,000	
Webster, Travis	Assistant Professor	English	9	08/10/2021	100%	\$ 74,000	
Gardezi, Syed Maaz H.	Assistant Professor	CLAHS-Innovative Programs	9	08/10/2021	100%	\$ 85,000	
Ribeiro Rosa, Fernanda	Assistant Professor	Science, Technology, and Society	9	08/14/2021	100%	\$ 90,000	

Faculty Personnel Changes Report  
Period of June 25 through September 24, 2021

Attachment HH

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One- time
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*Appointments (continued)*

College of Natural Resources and Environment

Galappaththi, Eranga	Assistant Professor	Geography	9	08/10/2021	100%	\$ 82,000	
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College of Science

Gray, Austin D.	Assistant Professor	Biological Sciences	9	08/10/2021	100%	\$ 85,000	
Figg, Charles A.	Assistant Professor	Chemistry	9	08/10/2021	100%	\$ 86,000	
Brem, Meagan J.	Assistant Professor	Psychology	9	08/10/2021	100%	\$ 87,000	

College of Veterinary Medicine

Southard, Teresa	Associate Professor	Biomedical Science	12	08/01/2021	100%	\$ 140,000	
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Pamplin College of Business

Xu, Yan	Assistant Professor	Marketing	9	08/10/2021	100%	\$ 200,000	
Tellez Parrales, Yessenia C.	Assistant Professor	Finance, Insurance & Business Law	9	08/10/2021	100%	\$ 230,000	
Beason, Tyler J.	Assistant Professor	Finance, Insurance & Business Law	9	08/10/2021	100%	\$ 230,000	
Cabezon Otero, Luis Felipe	Assistant Professor	Finance, Insurance & Business Law	9	08/10/2021	100%	\$ 230,000	
Vance, Anthony O.	Professor - tenured	Business Information Technology	9	08/10/2021	100%	\$ 350,000	

Vice President for Research

Legon, Wynn	Assistant Professor	Fralin Biomedical Res. Institute	12	09/01/2021	100%	\$ 140,000	
Warren, Junko	Assistant Professor	Fralin Biomedical Res. Institute	12	07/01/2021	100%	\$ 120,000	
Pfleger, Jessica M.	Assistant Professor	Fralin Biomedical Res. Institute	12	07/01/2021	100%	\$ 120,000	
Sassi, Yassine	Assistant Professor	Fralin Biomedical Res. Institute	12	08/01/2021	100%	\$ 150,000	
Yu, Jia-Ray	Assistant Professor	Fralin Biomedical Res. Institute	12	09/01/2021	100%	\$ 140,000	

Teaching and Research Faculty

*Adjustments*

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One- time
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College of Engineering

Corcoran, Sean G.	Associate Professor	Materials Science & Engineering	12	08/10/2021	100%	\$ 190,000	\$ -
Ducker, William A.	Professor	Chemical Engineering	9	08/10/2021	100%	\$ 226,440	\$ -
Pruden-Bagchi, Amy J.	Professor	Civil & Environmental Engineering	9	08/10/2021	100%	\$ 209,125	\$ -
Saad, Walid	Professor	Electrical & Computer Engineering	9	08/25/2021	100%	\$ 205,000	\$ -
Seidel, Gary D.	Associate Professor	Aerospace and Ocean Engineering	9	08/10/2021	100%	\$ 140,176	\$ -

Pamplin College of Business

Thompson, Phillip S.	Assistant Professor	Management	9	08/11/2021	100%	\$ 221,349	\$ -
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Administrative and Professional Faculty

*New Appointments*

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One-time
<u>College of Veterinary Medicine</u>							
Vruink, Daniel C.	Hospital Administrator	Animal Cancer Care & Research Center	12	07/25/2021	100%	\$ 125,000	
Morgan, Garry D.	Director of Diversity, Equity	Dean - Veterinary Medicine	12	09/07/2021	100%	\$ 125,000	
<u>Graduate School</u>							
Surprenant, Aimee	Dean	Dean - Graduate School	12	09/01/2021	100%	\$ 300,000	
<u>Vice President for Advancement</u>							
Quinn, Martha N.	AVP for Advancement for Health, Science, and Technology and the Fralin Biomedical Research Institute at Virginia Tech Carilion	University Development	12	09/20/2021	100%	\$ 206,000	
Fitterer, Franki	Director of Communication and Marketing - Innovation Campus	University Relations	12	08/25/2021	100%	\$ 125,000	
<u>Senior Vice President and Chief Business Officer</u>							
Casamento, Charlene A.	Associate Vice President for Enterprise Administrative and Business Services	Senior Vice President & Chief Business Officer	12	07/30/2021	100%	\$ 207,000	
Belshe, Lynsay M.	Vice President for Enterprise Administrative and Business Services	Senior Vice President & Chief Business Officer	12	08/10/2021	100%	\$ 300,000	
<u>Vice President for Finance</u>							
Smith, Adam C.	Associate Director of Capital Construction - Procurement	Procurement	12	07/25/2021	100%	\$ 130,000	

Administrative and Professional Faculty

Adjustments

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One-time
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College of Architecture and Urban Studies

Blieszner, Rosemary	Alumni Distinguished Professor, Interim Dean	Dean - Architecture	12	07/10/2021	100%	\$ 300,006	\$ -
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College of Liberal Arts and Human Sciences

Evia Puerto, Carlos	Associate Dean of Transdisciplinary Initiatives and Chief Technology Officer	Dean-Liberal Arts & Human Sciences	12	08/10/2021	100%	\$ 150,000	\$ -
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Honors College

Heilker, Paul V.	Associate Dean for Academic Affairs	Honors College	12	08/10/2021	100%	\$ 143,928	\$ -
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President

Thompson, James B.	Head Men's Tennis Coach	Athletic Department	12	07/10/2021	100%	\$	9,000
Thompson, James B.	Head Men's Tennis Coach	Athletic Department	12	07/25/2021	100%	\$	3,600
Shuman, John R.	Assoc Director, S/C Football	Athletic Department	12	07/10/2021	100%	\$	3,563
Adair, Charles R.	Head Women's Soccer Coach	Athletic Department	12	07/10/2021	100%	\$	9,000
Sayer, Martin C.	Assistant Coach, Men's Tennis	Athletic Department	12	07/25/2021	100%	\$	1,950
Robertson, Carol G.	Head Women's Golf Coach	Athletic Department	12	07/10/2021	100%	\$	2,313
Babcock, Bradley W.	Director of Athletics	Athletic Department	12	08/10/2021	100%	\$	103,500
Babcock, Bradley W.	Director of Athletics	Athletic Department	12	07/10/2021	100%	\$	18,000
Shibest, James J.	Assistant Coach, Football	Athletic Department	12	07/10/2021	100%	\$	24,750
Fuente, Justin J.	Head Coach, Football	Athletic Department	12	07/10/2021	100%	\$	225,000
Fuente, Justin J.	Head Coach, Football	Athletic Department	12	09/10/2021	100%	\$	708,750
Vice, Vance R.	Assistant Coach, Football	Athletic Department	12	07/10/2021	100%	\$	18,000
Cornelsen, Anthony B.	Assistant Coach, Football	Athletic Department	12	07/10/2021	100%	\$	18,000
Hilgart, Benjamin E.	Assoc Athletic Director, S/C, Football	Athletic Department	12	07/10/2021	100%	\$	40,500
Crosby, Robert A.	Senior Director, S/C, Football	Athletic Department	12	07/10/2021	100%	\$	4,625
Brooks, Kenneth R.	Head Coach, Women's Basketball	Athletic Department	12	07/10/2021	100%	\$	9,000
Elbin, Kurt A.	Assistant Coach, Baseball	Athletic Department	12	07/10/2021	100%	\$	4,500
Dubs, Andrew L.	Assistant Coach, TFCC Program	Athletic Department	12	08/25/2021	100%	\$	9,250
Young, Michael K.	Men's Basketball Head Coach	Athletic Department	12	06/25/2021	100%	\$	393,750
Young, Michael K.	Men's Basketball Head Coach	Athletic Department	12	07/10/2021	100%	\$	99,000

Vice President for Campus Planning, Infrastructure, and Facilities

Lau, Jamie D.	Deputy to the Associate Vice President for Safety & Security	Facilities Operations	12	06/25/2021	100%	\$ 135,000	\$ -
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Vice President for Finance

Lawson, Lauren	University Bursar	Office of the University Bursar	12	08/10/2021	100%	\$ 140,000	\$ -
West, Melinda J.	Associate Vice President for Finance & University Controller	University Controller	12	07/10/2021	100%	\$ 245,000	\$ -

Deferred Compensation

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One-time	Amount of Change	Percent Increase	Reason for current action
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President

Babcock, Bradley W.	Director of Athletics	Athletic Department	12	12/31/2021	100%		\$ 100,000			Deferred Compensation
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Science

Morton, Sally	Dean of Science	Dean of Science	12	12/31/2021	100%		\$ 1,124			Prorated Deferred Compensation left university 1/31/2021
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**Personnel Changes Report - Addendum A**  
**Annual Base Compensation: Athletic Employment Contracts**  
**Calendar Year 2022**

		<b>CY 2022</b>	
<b><u>Charles Adair</u></b>			
Head Coach	Base Salary (contract ends 2/29/24)	\$	170,000
Women's soccer	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$	9,250
	Country Club Membership (est.)	\$	4,360
	Retention Incentive 1/31/22	\$	50,000
	<b>Total Compensation</b>	\$	<b>233,610</b>
<b><u>Whit Babcock</u></b>			
Athletic Director	Base Salary (contract ends 6/30/29)	\$	911,737
	Courtesy Cars (2) (actual amount may be less than \$18,500 maximum)	\$	18,500
	Blacksburg Country Club (est.)	\$	4,360
	Deferred Compensation (to be paid by December 31, 2022)	\$	100,000
	Retention (to be paid in two installments June and December 2022)	\$	230,000
	<b>Total Compensation</b>	\$	<b>1,264,597</b>
<b><u>Kenneth R. Brooks</u></b>			
Head Coach	Base Salary (contract ends 3/31/26)	\$	650,000
Women's	Courtesy Cars (2) - Both are stipends	\$	18,500
Basketball	Blacksburg Country Club (est.)	\$	4,360
	<b>Total Compensation</b>	\$	<b>672,860</b>
<b><u>Dave Cianelli</u></b>			
Director	Base Salary (contract ends 6/30/24)	\$	200,000
Track & Field and	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$	9,250
Cross Country	Blacksburg Country Club (est.)	\$	4,360
	Retention Incentive 9/1/22	\$	50,000
	<b>Total Compensation</b>	\$	<b>263,610</b>
<b><u>Peter D'Amour</u></b>			
Head Coach	Base Salary (contract ends 6/30/25)	\$	215,000
Softball	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$	9,250
	Blacksburg Country Club (est.)	\$	4,360
	<b>Total Compensation</b>	\$	<b>228,610</b>
<b><u>Justin Fuente</u></b>			
Head Coach	Base Salary (contract ends 12/31/24)	\$	650,000
Football	Courtesy Cars (2) 1 car and 1 stipend	\$	18,500
	Blacksburg Country Club (est.)	\$	4,360
	Supplemental Compensation	\$	3,250,000
	Retention bonus (if employed as HC on 4/1/22, 8/1/22)	\$	600,000
	<b>Total Compensation</b>	\$	<b>4,522,860</b>
<b><u>Sergio Lopez</u></b>			
Head Coach	Base Salary (contract ends 6/30/2024)	\$	185,000
Swimming & Diving	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$	9,250
	Blacksburg Country Club (est.)	\$	4,360
	Retention Bonus (if employed as HC on 4/1/22, 7/1/22)	\$	20,000
	<b>Total Compensation</b>	\$	<b>218,610</b>
<b><u>Anthony Robie</u></b>			
Head Coach	Base Salary (contract ends 4/30/25)	\$	160,000
Mens' Wrestling	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$	9,250
	Blacksburg Country Club (est.)	\$	4,360
	Retention Bonus (if employed as HC on 7/1/22)	\$	25,000
	<b>Total Compensation</b>	\$	<b>198,610</b>
<b><u>Kristen Skiera</u></b>			
Head Coach	Base Salary (contract end date 6/30/26)	\$	160,000
Women's Lacrosse	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$	9,250
	Blacksburg Country Club (est.)	\$	4,360
	Retention Bonus (if employed as HC on 12/31/22)	\$	10,000
	<b>Total Compensation</b>	\$	<b>183,610</b>
<b><u>John J. Szefc</u></b>			
Head Coach	Base Salary (contract ends 6/30/27)	\$	600,000
Baseball	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$	9,250
	Blacksburg Country Club (est.)	\$	4,360
	<b>Total Compensation</b>	\$	<b>613,610</b>
<b><u>James B. Thompson</u></b>			
Head Coach	Base Salary (contract ends 6/30/26)	\$	135,000
Men's Tennis	Blacksburg Country Club (est.)	\$	4,360
	<b>Total Compensation</b>	\$	<b>139,360</b>
<b><u>Michael Young</u></b>			
Head Coach	Base Salary (contract ends 3/15/27)	\$	500,000
Men's Basketball	Supplemental Compensation	\$	1,937,500
	Courtesy Cars (2) 1 car and 1 stipend	\$	18,500
	Blacksburg Country Club (est.)	\$	4,360
	<b>Total Compensation</b>	\$	<b>2,469,080</b>