

2021-22 Promotion, Tenure, and Continued Appointment Program

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

May 6, 2022

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 2021-22 faculty compensation plan, salary adjustments are proposed at this time for teaching and research faculty who have been promoted in rank during the 2021-22 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 non-tenure-track collegiate professor ranks, beginning with Collegiate Assistant Professor. Those collegiate faculty members 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 faculty members 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 7, 2022

Summary of Promotion & Tenure Adjustment Costs

Proposed Rank	Adjustments	Total Amount
Professor	28	\$ 161,000
Associate Professor	76	305,000
Clinical Associate Professor	3	15,000
Collegiate Professor	1	7,000
Collegiate Associate Professor	4	20,000
Collegiate Assistant Professor	2	6,000
Professor of Practice	2	14,000
Associate Professor of Practice	5	25,000
Assistant Professor of Practice	1	3,000
Senior Instructor	4	20,000
Advanced Instructor	12	36,000
Senior Extension Agent	2	10,000
Extension Agent	12	36,000
Subtotal Promotion & Tenure Adjustment Costs	152	658,000
Associated Fringe Benefit Costs⁽¹⁾		165,684
TOTAL COST OF PROMOTION & TENURE ADJUSTMENTS		\$ 823,684

Name	Proposed Rank	Appt⁽²⁾	Increase Amount	Code
College of Agriculture & Life Sciences				
Gilbert, Elizabeth Ruth	Professor	AY	7,000	2
Grange, Robert W	Professor	AY	7,000	2
Persia, Michael E	Professor	AY	7,000	2
Haak, David C	Associate Professor	AY	5,000	3
Jarome, Timothy	Associate Professor	CY	5,000	3
Larochelle, Catherine	Associate Professor	AY	5,000	3
Mercadante, Vitor Rodrigues Gomes	Associate Professor	AY	5,000	3
Morota, Gota	Associate Professor	AY	5,000	3
Zhang, Bo	Associate Professor	AY	5,000	3
Anderson, Angela Suzanne	Collegiate Associate Professor	AY	5,000	2
Bergamasco, Luciana	Advanced Instructor	AY	3,000	2
College of Architecture & Urban Studies				
Roberts, Patrick S	Professor	AY	7,000	2
Becker, Edward Gentry	Associate Professor	AY	5,000	3
Bedford, Joseph	Associate Professor	AY	5,000	3
Borowski, Michael	Associate Professor	AY	5,000	3
Tomer, Sharone	Associate Professor	AY	5,000	3
Tural, Elif	Associate Professor	AY	5,000	3
Weaver, Rachel L	Associate Professor	AY	5,000	3
Pamplin College of Business				
Singal, Manisha	Professor	AY	7,000	2
Seref, Michelle Marie Hanna	Collegiate Professor	AY	7,000	2
Kim, Eojina	Associate Professor	AY	5,000	3
Tan, Liang	Associate Professor	AY	5,000	3
Buengel, Dirk	Associate Professor of Practice	AY	5,000	2
Fraticeilli, Barbara M.P.	Associate Professor of Practice	AY	5,000	2
Hart, Brian R	Associate Professor of Practice	AY	5,000	2
Jamison, Elizabeth Cori Shields	Associate Professor of Practice	AY	5,000	2
Clark, Laura L	Senior Instructor	AY	5,000	2
College of Engineering				
Brizzolara, Stefano	Professor	CY	7,000	2
Dhillon, Harpreet Singh	Professor	AY	7,000	2
Eatherton, Matthew Roy	Professor	AY	7,000	2
Farhood, Mazen H	Professor	AY	7,000	2
Poelzing, Steven	Professor	CY	7,000	2
Yu, Guoqiang	Professor	AY	7,000	2
Dove, Joseph E	Professor of Practice	AY	7,000	2
Adams, Colin	Associate Professor	AY	5,000	3
Asbeck, Alan Thomas	Associate Professor	AY	5,000	3
Bansal, Manish	Associate Professor	AY	5,000	3
Barry, Oumar	Associate Professor	AY	5,000	3
Cai, Wenjun	Associate Professor	AY	5,000	3
Cheng, Jiangtao	Associate Professor	AY	-	1
Deshmukh, Sanket A	Associate Professor	AY	5,000	3

<u>Name</u>	<u>Proposed Rank</u>	<u>Appt⁽²⁾</u>	<u>Increase Amount</u>	<u>Attachment Code</u>
College of Engineering (continued)				
England, Scott Leslie	Associate Professor	AY	-	1
Gilbert, Christine Marie	Associate Professor	AY	5,000	3
Hicks, Matthew	Associate Professor	AY	5,000	3
Hotle, Susan	Associate Professor	AY	5,000	3
Isaacman-VanWertz, Gabriel	Associate Professor	AY	5,000	3
Jia, Xiaoting	Associate Professor	AY	5,000	3
Johnson, Blake	Associate Professor	AY	5,000	3
L'Afflitto, Andrea	Associate Professor	AY	5,000	3
Li, Zheng	Associate Professor	AY	5,000	3
London, Jeremi S	Associate Professor	CY	5,000	3
Massa, Luca	Associate Professor	AY	5,000	3
Shahab, Shima	Associate Professor	AY	5,000	3
Vlaisavljevich, Eli	Associate Professor	CY	5,000	3
Yu, Hang	Associate Professor	AY	5,000	3
Young, Kevin David	Associate Professor of Practice	CY	5,000	2
College of Liberal Arts and Human Sciences				
Bell, Shannon Elizabeth	Professor	AY	7,000	2
Moehler, Michael	Professor	CY	7,000	2
Welfare, Laura Everhart	Professor	AY	7,000	2
Baldwin, Andrea N	Associate Professor	AY	5,000	3
Bowen, Bradley Davis	Associate Professor	AY	5,000	3
Caraccioli, Mauro J	Associate Professor	AY	5,000	3
Fullen, Matthew C	Associate Professor	AY	5,000	3
Hester, Rebecca	Associate Professor	AY	5,000	3
Irrera, Anne Stevens	Associate Professor	AY	5,000	3
Jackson, Jeffrey Brown	Associate Professor	AY	5,000	3
Jardine, Eric Henry Lawrence	Associate Professor	AY	5,000	3
Montero, Gonzalo	Associate Professor	AY	5,000	3
Reichelmann, Ashley Veronica	Associate Professor	AY	5,000	3
Teo, Ming Chew	Associate Professor	AY	5,000	3
Yoo, Hyesoo	Associate Professor	AY	5,000	3
Zhao, Tingting	Associate Professor	AY	5,000	3
Case Pease, Jenene	Clinical Associate Professor	CY	5,000	2
Sato, Takumi Carl	Clinical Associate Professor	AY	5,000	2
Dufour, Monique S	Collegiate Associate Professor	AY	5,000	2
Jamerson, William Trevor	Collegiate Assistant Professor	AY	3,000	2
McCown, Christine	Collegiate Assistant Professor	AY	3,000	2
Walsh, Renee Kelly	Assistant Professor of Practice	AY	3,000	2
Robinson, Syrenthia John	Senior Instructor	AY	5,000	2
Conner, Dorothy Skiles	Advanced Instructor	AY	3,000	2
Hutchins, Jeffery Kyle	Advanced Instructor	AY	3,000	2
Maycock, Michelle Sue	Advanced Instructor	AY	3,000	2
Morse, Kira Gulko	Advanced Instructor	AY	3,000	2
Sguerri, Michael	Advanced Instructor	AY	3,000	2
Sowder, Nathan	Advanced Instructor	AY	3,000	2
Truscello, Joseph Thomas	Advanced Instructor	AY	3,000	2
College of Natural Resources and Environment				
Copenheaver, Carolyn A	Professor	CY	7,000	2
Dayer, Ashley Anne	Associate Professor	AY	5,000	3
Hamed, Michael Kevin	Collegiate Associate Professor	AY	5,000	2
College of Science				
Barnes, Edwin Fleming	Professor	AY	7,000	2
Carey, Cayelan C	Professor	AY	7,000	2
Deng, Xinwei	Professor	AY	7,000	2
Finkielstein, Carla V	Professor	AY	7,000	2
Olsen, Michelle Lynne	Professor	CY	7,000	2
Troya, Diego	Professor	AY	7,000	2
Yang, Zhaomin	Professor	AY	7,000	2
Faltin, Frederick William	Professor of Practice	CY	7,000	2
Calderwood, Charles	Associate Professor	AY	5,000	3
Chen, Jing	Associate Professor	AY	5,000	3
Childs, Lauren Maressa	Associate Professor	AY	5,000	3
Franck, Christopher Thomas	Associate Professor	AY	5,000	3
Hotchkiss, Erin R	Associate Professor	AY	5,000	3
Liu, Honghu	Associate Professor	AY	5,000	3
Mims, Meryl C	Associate Professor	AY	5,000	3
O'Donnell, Thomas	Associate Professor	AY	5,000	3

<u>Name</u>	<u>Proposed Rank</u>	<u>Appt⁽²⁾</u>	<u>Increase Amount</u>	<u>Attachment Code</u>
College of Science (continued)				
Palsson, Eyvindur Ari	Associate Professor	AY	5,000	3
Shoemaker, Ian	Associate Professor	AY	5,000	3
Whitehead, Susan	Associate Professor	AY	5,000	3
Phillips, Kristin F	Collegiate Associate Professor	AY	5,000	2
Arachchige, Shamindri M	Senior Instructor	AY	5,000	2
Clemons, Joshua	Senior Instructor	AY	5,000	2
Barreto, Sarah Beth Mason	Advanced Instructor	AY	3,000	2
Karcher, Kelli	Advanced Instructor	AY	3,000	2
Letona Bolivar, Cristina	Advanced Instructor	AY	3,000	2
Voshell, Stephanie Marie	Advanced Instructor	AY	3,000	2
College of Veterinary Medicine				
Estell, Krista Elise	Clinical Associate Professor	CY	5,000	2
Dean of Libraries				
Feerrar, Julia	Associate Professor	CY	5,000	5
Haugen, Inga Marie Storlie	Associate Professor	CY	5,000	5
Hilal, Amr E	Associate Professor	CY	5,000	5
Virginia Cooperative Extension				
Price, Tonya Taylor	Professor	CY	7,000	2
Ligon, Jennifer Marie	Senior Extension Agent	CY	5,000	2
Sutphin, Mark E	Senior Extension Agent	CY	5,000	2
Callahan, Gaylynn Elise	Extension Agent	CY	3,000	2
Edwards, Ashley Light	Extension Agent	CY	3,000	2
Epes, Christopher Mosele	Extension Agent	CY	3,000	2
Lefevre, Claudia	Extension Agent	CY	3,000	2
Mason, James E	Extension Agent	CY	3,000	2
Mize, Kayleigh Jane	Extension Agent	CY	3,000	2
Rice, Sharon Tignor	Extension Agent	CY	3,000	2
Taylor, Amber Anderson	Extension Agent	CY	3,000	2
Vermaak, Stuart James	Extension Agent	CY	3,000	2
Wann, Andrea Krauser	Extension Agent	CY	3,000	2
Williams, Krystal N	Extension Agent	CY	3,000	2
Wright, Carly Michelle G	Extension Agent	CY	3,000	2
Virginia Tech Carilion School of Medicine ⁽³⁾				
Bankole, Azziza	Professor	n/a	-	2
Gregory, David Steven	Professor	n/a	-	2
Oursler, Kris Ann	Professor	n/a	-	2
Queen, Robin Marie	Professor	AY	-	2
Thompson, James T	Professor	n/a	-	2
Borowicz, Violet Maria	Associate Professor	n/a	-	2
Clinton, Michelle	Associate Professor	n/a	-	2
Evans-Hoeker, Emily	Associate Professor	n/a	-	6
Garner, Dorothy C	Associate Professor	n/a	-	2
Gullapalli, Dakshinamurty	Associate Professor	n/a	-	2
Joseph, Mark	Associate Professor	n/a	-	2
King-Casas, Brooks	Associate Professor	CY	-	2
Pandey, Rahul	Associate Professor	n/a	-	2
Pierce, Christopher Andrew	Associate Professor	n/a	-	2
Sullivan, Christopher M	Associate Professor	n/a	-	2
Tershak, Daniel	Associate Professor	n/a	-	2
Williams, Della C	Associate Professor	n/a	-	2
Witcher, Mark	Associate Professor	n/a	-	6
Total Promotion & Tenure Adjustments			\$ 658,000	

Codes

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

Notes

- ⁽¹⁾ Based upon university-wide average variable fringe benefit rate. Actual results may vary depending upon specific employee attributes.
- ⁽²⁾ AY denotes an Academic Year appointment, while CY denotes a calendar year appointment.
- ⁽³⁾ Carilion Clinic employees with Virginia Tech faculty appointments; there are no costs related to these positions.