

2020-21 Promotion, Tenure, and Continued Appointment Program

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

May 6, 2021

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 2020-21 faculty compensation plan, salary adjustments are proposed at this time for teaching and research faculty who have been promoted in rank during the 2020-21 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 8, 2021

2021-22 Promotion & Tenure Recommendations

Summary of Promotion & Tenure Adjustment Costs

<u>Proposed Rank</u>	<u>Increase</u>	<u>Number of Adjustments</u>	<u>Total Amount</u>
Professor	\$7,000	39	\$ 273,000
Associate Professor	5,000	39	195,000
Clinical Professor	7,000	1	7,000
Clinical Associate Professor	5,000	1	5,000
Collegiate Associate Professor	5,000	1	5,000
Collegiate Assistant Professor	3,000	2	6,000
Professor of Practice	7,000	3	21,000
Associate Professor of Practice	5,000	4	20,000
Assistant Professor of Practice	3,000	1	3,000
Senior Instructor	5,000	3	15,000
Advanced Instructor	3,000	7	21,000
Senior Extension Agent	5,000	3	15,000
Extension Agent	3,000	9	27,000
<i>Subtotal Promotion & Tenure Adjustment Costs</i>		113	613,000
Associated Fringe Benefit Costs⁽¹⁾			154,353
TOTAL COST OF PROMOTION & TENURE ADJUSTMENTS			\$ 767,353

<u>Name</u>	<u>Proposed Rank</u>	<u>Appt⁽²⁾</u>	<u>Increase Amount</u>	<u>Code</u>
<i>College of Agriculture & Life Sciences</i>				
Balota, Maria	Professor	CY	7,000	2
Grant, Jason Hugh	Professor	CY	7,000	2
Holshouser, David L	Professor	CY	7,000	2
Isengildina Massa, Olga	Professor	AY	7,000	2
Reiter, Mark S	Professor	CY	7,000	2
Sample, David J	Professor	AY	7,000	2
Zhao, Bingyu	Professor	AY	7,000	2
Feuerbacher, Erica N	Associate Professor	CY	5,000	3
Huang, Haibo	Associate Professor	AY	5,000	3
Kraak, Vivica I	Associate Professor	AY	5,000	3
Scherer, Hannah H.	Associate Professor	AY	5,000	3
Sharakhova, Maria V	Associate Professor	AY	5,000	3
Shushok, Frank X	Associate Professor	CY	0	1
Slade, Daniel Joseph	Associate Professor	AY	5,000	3
Taylor, Sally Vann	Associate Professor	CY	5,000	3
Girmes-Grieco, Nicolin	Senior Instructor	AY	5,000	2
Gwaltney, Wesley Allen	Advanced Instructor	AY	3,000	2
<i>College of Architecture & Urban Studies</i>				
Ahram, Ariel I	Professor	AY	7,000	2
Kim, Mintai	Professor	AY	7,000	2
Akanmu, Abiola Aboosedo	Associate Professor	AY	5,000	3
Schenk, Todd Edward Will	Associate Professor	AY	5,000	3
Joiner, Jeffrey M	Associate Professor of Practice	AY	5,000	2
Sullivan, Martha Lynn Lu	Associate Professor of Practice	AY	5,000	2
<i>Pamplin College of Business</i>				
James, Tabitha L	Professor	AY	7,000	2
Wang, Alan Gang	Professor	AY	7,000	2
Rogers, Nadia Alga	Professor of Practice	AY	7,000	2
Spicer, Cara Anne	Professor of Practice	AY	7,000	2
Huang, Jingjing	Associate Professor	AY	5,000	3
Hunt, Richard A	Associate Professor	AY	5,000	3
Almond, Lynn A	Associate Professor of Practice	AY	5,000	2
Malone, Jason B	Associate Professor of Practice	AY	5,000	2
Lamoureux, Kristin	Collegiate Associate Professor	AY	0	2
Deck, Margaret Evans	Assistant Professor of Practice	AY	3,000	2
Reilly, Thomas William	Senior Instructor	AY	5,000	2

Name	Proposed Rank	Appt ⁽²⁾	Increase Amount	Attachment T Code
College of Engineering				
Baker, Joseph Benjamin	Professor	CY	7,000	2
Liu, Lingjia	Professor	AY	7,000	2
Lowe, Kevin T	Professor	AY	7,000	2
Queen, Robin Marie	Professor	AY	7,000	2
Tarazaga, Pablo Alberto	Professor	AY	7,000	2
Zhang, Liqing	Professor	AY	7,000	2
Butler, William Michael	Professor of Practice	AY	7,000	2
Bai, Xianming	Associate Professor	AY	5,000	3
Bairaktarova, Diana	Associate Professor	AY	5,000	3
Bortner, Michael J	Associate Professor	AY	5,000	3
Hebdon, Matthew Hardy	Associate Professor	AY	5,000	3
Jazizadeh Karimi, Farrokh	Associate Professor	AY	5,000	3
Kekatos, Vasileios	Associate Professor	AY	5,000	3
Klauer, Sheila G	Associate Professor	CY	0	1
Meng, Na	Associate Professor	AY	5,000	3
Mirzaeifar, Reza	Associate Professor	AY	5,000	3
Shealy, Earl Wade	Associate Professor	AY	5,000	3
Untaroiu, Costin D	Associate Professor	CY	0	1
Ball, Arthur Hugues	Collegiate Assistant Professor	AY	3,000	2
College of Liberal Arts and Human Sciences				
Brand, Brenda R	Professor	AY	7,000	2
Gudmestad, Aarnes E	Professor	AY	7,000	2
Miyazaki, Yasuo	Professor	AY	7,000	2
Mueller, Derek	Professor	AY	7,000	2
Pender, Kelly Elizabeth	Professor	CY	7,000	2
Scott, Rachel Marion	Professor	AY	7,000	2
Vollmer, James M	Professor	AY	7,000	2
Williams, Thomas O	Professor	AY	7,000	2
Zare, Bonnie	Professor	AY	7,000	2
Avey, Paul C	Associate Professor	AY	5,000	3
Brantly, Aaron F	Associate Professor	AY	5,000	3
Cleland, Katharine	Associate Professor	AY	5,000	3
Dye, Charles E	Associate Professor	AY	5,000	3
Hopkins, Erin	Associate Professor	AY	5,000	3
Jewitt, Caitlin Elizabet	Associate Professor	AY	5,000	3
Masters, Richard J	Associate Professor	AY	5,000	3
Phillips, Richard L	Associate Professor	AY	5,000	3
Reed, Ashley	Associate Professor	AY	5,000	3
Shivers, Carolyn	Associate Professor	AY	5,000	3
Smith, Stephanie A	Associate Professor	AY	5,000	3
Vinsel, Lee	Associate Professor	AY	5,000	3
Mukuni, Joseph S	Collegiate Associate Professor	AY	5,000	2
Rutsala, Kirsten	Collegiate Assistant Professor	AY	3,000	2
Johnson, Ingrid Liv	Advanced Instructor	AY	3,000	2
Nassereddine, Ragheda	Advanced Instructor	AY	3,000	2
Steer, Christine Elaine	Advanced Instructor	AY	3,000	2
Wildman Short, Hannah Ru	Advanced Instructor	AY	3,000	2
College of Natural Resources & Environment				
Holliday, Jason A	Professor	AY	7,000	2
Strahm, Brian	Professor	AY	7,000	2
College of Science				
Ciupe, Mihaela Stanca	Professor	AY	7,000	2
Foti, Roseanne J	Professor	CY	7,000	2
Ge, Suqin	Professor	AY	7,000	2
Mariani, Camillo	Professor	AY	7,000	2
Matson, John	Professor	AY	7,000	2
Mihalcea, Constantin Leo	Professor	AY	7,000	2
Scarola, Vito W	Professor	AY	7,000	2
Yue, Pengtao	Professor	AY	7,000	2
Takeuchi, Tatsu	Professor	AY	7,000	2
Cooper, Lee D	Clinical Professor	CY	7,000	2
Kojima, Shihoko	Associate Professor	AY	5,000	3
Lin, Feng	Associate Professor	AY	5,000	3
Mayhall, Nicholas	Associate Professor	AY	5,000	3
Orr, Daniel D	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)				
Pollyea, Ryan	Associate Professor	AY	5,000	3
Stamps, D Sarah	Associate Professor	AY	5,000	3
Hurdus, Jessica Michelle	Senior Instructor	AY	5,000	2
Robinson, Alma L C	Advanced Instructor	AY	3,000	2
Yasuda, Sohei	Advanced Instructor	AY	3,000	2
College of Veterinary Medicine				
Xie, Hehuang David	Professor	CY	7,000	3
Wilson, Katherine E	Clinical Associate Professor	CY	5,000	2
Dean of Libraries				
Hall, Nathan	Professor	CY	7,000	2
Brodsky, Marc David	Associate Professor	CY	5,000	2
Virginia Cooperative Extension				
Johnson, Elizabeth Ann	Senior Extension Agent	CY	5,000	2
Prillaman, Leslie R	Senior Extension Agent	CY	5,000	2
Weekley, Sandra Shortrid	Senior Extension Agent	CY	5,000	2
Fioramonti, Kasey Sheryl	Extension Agent	CY	3,000	2
Gorimani-Mundoma, Elizab	Extension Agent	CY	3,000	2
Morris, Rachael Winston	Extension Agent	CY	3,000	2
Mungo, Jonette E	Extension Agent	CY	3,000	2
Pratt, Sarah Elizabeth	Extension Agent	CY	3,000	2
Robinson, Dillon Michael	Extension Agent	CY	3,000	2
Sheets, Megan Elizabeth	Extension Agent	CY	3,000	2
Slabach, Rebekah Jane	Extension Agent	CY	3,000	2
Wilder, Rebecca Marlatt	Extension Agent	CY	3,000	2
Virginia Tech Carilion School of Medicine ⁽³⁾				
Carmouche, Jonathan	Professor	n/a	-	2
Dev, Devasmita	Professor	n/a	-	2
Nagy-Agren, Stephanie	Professor	n/a	-	2
Allen, Irving C.	Associate Professor	n/a	-	2
Apel, Peter	Associate Professor	n/a	-	2
Cossio, Moises	Associate Professor	n/a	-	2
Dallas, Apostolos	Associate Professor	n/a	-	2
Garcia, Evelyn	Associate Professor	n/a	-	2
Iglesias, David	Associate Professor	n/a	-	6
Jamison, Suzanna	Associate Professor	n/a	-	2
Lollar, Daniel	Associate Professor	n/a	-	6
Loschner, Anthony	Associate Professor	n/a	-	2
Rao, Jayasimha	Associate Professor	n/a	-	2
Rivelli, Sarah	Associate Professor	n/a	-	6
Salzberg, Arnold	Associate Professor	n/a	-	2
Smyth, James	Associate Professor	n/a	-	2
Sofi, Umar	Associate Professor	n/a	-	2
Stephenson, Keith	Associate Professor	n/a	-	2
Vasudeva, Sachinder	Associate Professor	n/a	-	2
Total Promotion & Tenure Adjustments			\$ 613,000	

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.