

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

**Quarter ending December 31, 2017**

The Faculty Personnel Changes Report includes new appointments and adjustments in salaries for the general faculty, including teaching and research faculty in the colleges, and for 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	8
New Appointments to Tenure-Track or Continued Appointment-Track	11
New Appointments to Non-Tenure Track	0
Adjustments in Salary	7
One-time payments	0
Administrative and Professional Faculty	
New Appointments	0
Adjustments in Salary	31
One-time payments	1
One-time payments for Post-Season Sports Events	0
Research Faculty	
Adjustments	1

**RECOMMENDATION:**

That the Board ratify the Faculty Personnel Changes Report

March 25, 2018

**FACULTY PERSONNEL CHANGES**  
**March 25, 2018**

**TEACHING AND RESEARCH FACULTY**

***NEW APPOINTMENTS***

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<b><u>Agriculture &amp; Life Sciences</u></b>								
Evans, Michael	Professor - Tenured	School of Plant and Environmental Sciences	Reg	12	16-Apr-18	100	\$	190,000
Feuerbacher, Erica	Assistant Professor	Animal & Poultry Sciences	Reg	9	25-Dec-17	100	\$	82,500
Jarome, Timothy	Assistant Professor	Animal & Poultry Sciences	Reg	9	25-Dec-17	100	\$	87,500
Vinauger, Clement	Assistant Professor	Biochemistry	Reg	9	10-Oct-17	100	\$	80,000
<b><u>Architecture &amp; Urban Studies</u></b>								
Stamm, Marcelo	Professor - Tenured	School of Architecture + Design	Reg	9	10-Apr-18	100	\$	118,000
<b><u>Business</u></b>								
Adjerid, Idris	Associate Professor - Tenured	Business Information Technology	Reg	9	10-Aug-18	100	\$	250,000
Edelen, Roger	Associate Professor - Tenured	Finance, Insurance and Business Law	Reg	9	10-Aug-18	100	\$	275,000
Lowry, Paul	Professor - Tenured	Business Information Technology	Reg	9	1-Sep-18	100	\$	400,000
<b><u>Engineering</u></b>								
Acar, Pinar	Assistant Professor	Mechanical Engineering	Reg	9	25-Dec-17	100	\$	96,000
Hildebrand, Robert	Assistant Professor	Industrial & Systems Engineering	Reg	9	25-Dec-17	100	\$	98,000
Liu, Chen-Ching	Professor - Tenured	Electrical & Computer Engineering	Reg	9	10-Jan-18	80	\$	240,000
Spinei Lind, Elena	Assistant Professor	Electrical & Computer Engineering	Reg	9	10-Nov-17	100	\$	95,000
<b><u>Natural Resources</u></b>								
Escobar, Luis	Assistant Professor	Fish and Wildlife Conservation	Reg	9	1-Oct-17	100	\$	82,000
Schons, Stella	Assistant Professor	Forest Resources and Environmental Conservation	Reg	9	25-Sep-17	100	\$	75,000
Shuai, Li	Assistant Professor	Sustainable Biomaterials	Reg	9	1-Nov-17	100	\$	77,000
<b><u>Science</u></b>								
Ashkar, Rana	Assistant Professor	Physics	Reg	9	25-Dec-17	100	\$	85,000

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**

Duggal, Nisha	Assistant Professor	Biomedical Sciences & Pathobiology	Reg	12	25-Dec-17	100	\$ 118,667	
Lee, Margie	Professor - Tenured	Biomedical Sciences & Pathobiology	Reg	12	10-Apr-18	100	\$ 220,000	
Pithua, Patrick	Associate Professor - Tenured	Population Health Sciences	Reg	9	10-Aug-18	100	\$ 126,666	

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

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<b><u>Agriculture &amp; Life Sciences</u></b>								
Daniels, Walter	Professor	Crop and Soil Environmental Sciences	Reg	9	25-Nov-17	100	\$ 167,838	
<b><u>Architecture &amp; Urban Studies</u></b>								
Edisis, Adrienne	Assistant Professor	School of Public & International Affairs	Reg	9	25-Dec-17	100	\$ 92,500	
<b><u>Business</u></b>								
Khansa, Lara	Associate Professor	Dean of Business	Reg	12	1-Nov-17	100	\$ 275,000	
<b><u>Engineering</u></b>								
Black, Jonathan	Professor	Aerospace & Ocean Engineering	Reg	12	10-Aug-17	100	\$ 199,184	
<b><u>Science</u></b>								
Kimbrough, Ian	Collegiate Assistant Professor	Neuroscience	Reg	9	25-Dec-17	100	\$ 80,000	
<b><u>Veterinary Medicine</u></b>								
Daniel, Gregory	Professor	Dean, Veterinary Medicine	Reg	12	1-Nov-17	100	\$ 250,000	
Henaes Guerrero, Piedad	Associate Professor	Small Animal Clinical Science	Reg	12	1-Nov-17	100	\$ 151,800	

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

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<b><u>Agriculture &amp; Life Sciences</u></b>								
Hale, Shalin	Business Operations Manager	CALS Admin	Reg	12	10-Oct-17	100	\$ 58,000	
<b><u>Executive Vice President &amp; Provost</u></b>								
Clarke, Cyril	Interim Executive Vice President & Provost	Provost Administration	Reg	12	1-Nov-17	100	\$ 400,000	
Daku, Lefter	Assistant Dean of Finance	Honors College	Reg	12	10-Dec-17	100	\$ 125,000	
Espinoza, Juan	Assistant Vice Provost for Enrollment Management	Enrollment Management	Reg	12	25-Nov-17	100	\$ 140,000	
Garrett, Alphonso	Director of Undergraduate Diversity Recruitment Initiatives	Undergraduate Admissions	Reg	12	10-Sep-17	100	\$ 61,079	
Holloway, Rachel	Vice Provost, Undergraduate Academic Affairs	Undergraduate Academic Affairs	Reg	12	25-Nov-17	100	\$ 224,000	
Miller, Mallory	Project Director	Senior Fellow for Resources	Reg	12	10-Dec-17	100	\$ 55,000	
Smith, Kenneth	Vice Provost, Resource Management & Planning	Academic Resources Management	Reg	12	25-Nov-17	100	\$ 218,900	
Spangler, Cynthia	Academic Budget Manager	Academic Resources Management	Reg	12	25-Nov-17	100	\$ 100,000	
<b><u>Graduate School</u></b>								
Lawrence, Kacy	Director of Assessment and Strategic Data Initiatives	Dean - Graduate School	Reg	12	10-Oct-17	100	\$ 85,000	
Walton, William	Director, Finance and Administration	Dean - Graduate School	Reg	12	10-Dec-17	100	\$ 125,750	
<b><u>Liberal Arts &amp; Human Sciences</u></b>								
Blieszner, Rosemary	Dean	Dean - Liberal Arts & Human Sciences	Reg	12	25-Aug-17	100	\$ 267,500	

continued

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

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<b><u>President</u></b>								
Bennington, Kelly	Senior Auditor	University Internal Audit	Reg	12	20-Nov-17	100	\$	85,000
Sabantino, Daniel	Assistant Director, HokieVision	Athletics	Reg	12	25-Sep-17	100	\$	51,000
Walls, Brian	Senior Director, Broadcast Operations	Athletics	Reg	12	10-Oct-17	100	\$	67,513
<b><u>Vice President for Advancement</u></b>								
Bauschelt, Andrew	Annual Fund Giving Officer	Virginia Tech Athletic Fund	Reg	12	10-Dec-17	100	\$	48,000
Massengill, Evan	Annual Fund Giving Officer	Virginia Tech Athletic Fund	Reg	12	10-Dec-17	100	\$	48,000
Schramm, Melanie	Director of Marketing, University Relations	University Relations	Reg	12	25-Nov-17	100	\$	95,000
<b><u>Vice President for Finance and CFO</u></b>								
Broyden, Robert	Associate Vice President for Capital Assets and Financial Management	Capital Assets and Financial Management	Reg	12	10-Sep-17	100	\$	216,200
Hodge, Timothy	Associate Vice President for Budget and Financial Planning	Budget and Financial Planning	Reg	12	10-Sep-17	100	\$	226,050
Miller, Kenneth	Assistant Vice President of Finance and Controller	Controller's Office	Reg	12	10-Sep-17	100	\$	231,263
<b><u>Vice President for Human Resources</u></b>								
Luketic, Christine	Director, HR Analytics and Reporting	Human Resources	Reg	12	25-Oct-17	100	\$	105,000
<b><u>Vice President for Information Technology</u></b>								
Feng, Rui	Lead Applications Analyst	Human Resources Applications	Reg	12	10-Nov-17	100	\$	77,000
Kampanya, Nithiwat	Lead Cloud Application Developer	Cyber-Range	Reg	12	25-Sep-17	100	\$	95,000

continued

**ADMINISTRATIVE AND PROFESSIONAL FACULTY**

**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<b><u>Vice President for Operations</u></b>								
Franklin, Lance	Assistant Vice President for Environmental Health and Safety	Environmental Health and Safety	Reg	12	30-Sep-17	100	\$ 186,022	
McCoy, Heidi	Assistant Vice President for Operations Shared Services	Vice President for Operations	Reg	12	25-Dec-17	100	\$ 190,000	
Porterfield, Curt	Health and Safety Trainer Coordinator	Environmental Health and Safety	Reg	12	30-Sep-17	100	\$ 69,946	
Soileau, Jason	Assistant Vice President, Office of University Planning	University Planning	Reg	12	31-Dec-17	100		\$ 10,000
Trent, Jewel Andrew	Compliance Safety Officer	Environmental Health and Safety	Reg	12	10-Dec-17	100	\$ 60,000	
Watson, Kern	Health and Safety Trainer Coordinator	Environmental Health and Safety	Reg	12	30-Sep-17	100	\$ 68,488	
<b><u>Vice President for Policy and Governance</u></b>								
Harris, Deanna	Director of University Policy Development and Coordination	Vice President for Policy and Governance	Reg	12	10-Nov-17	100	\$ 100,000	
<b><u>Vice President for Research</u></b>								
Byrd, Kimberly Lynn	Human Resources Project Manager	Vice President for Research	Reg	12	1-Oct-17	100	\$ 89,778	

**RESEARCH FACULTY****ADJUSTMENTS**

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

Engineering

Cvetkovic, Igor	Research Scientist	Center for Power Electronics Systems	Reg	12	16-Oct-17	100	\$ 125,000
-----------------	--------------------	--------------------------------------	-----	----	-----------	-----	------------



**Personnel Changes Report - Addendum A**  
**Annual Base Compensation: Athletic Employment Contracts**  
**Calendar Year 2018**

		<b>CY 2018</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.)	\$ 3,285
	Supplemental Compensation	\$ 2,850,000
	Retention bonus (if employed as HC on 4/1/18)	\$ 300,000
	Retention Bonus (due 8/1/18)	\$ 300,000
	<b>Total Compensation</b>	<b>\$ 4,021,785</b>