

2016-17 National Distinction Salary Adjustments

ACADEMIC AFFAIRS COMMITTEE AND FINANCE AND AUDIT COMMITTEE

June 22, 2016

As described in the 2016-17 Faculty Compensation Plan, approved by the Board of Visitors at the June 6, 2016 meeting, faculty salary adjustments are normally implemented within three categories: Promotion & Tenure, a university-wide Faculty Merit Review process, and through the use of supplemental actions to achieve certain targeted salary compensation or retention needs such as recognition of national distinction. Consistent with the Board approved 2016-17 Faculty Compensation Plan, this report presents the proposed salary adjustments for faculty with demonstrated national distinction and exceptional performance in their role.

National distinction can be demonstrated in a variety of ways, including creating high impact research and scholarship, chairing a National Institutes of Health study section, serving as president of a national/international society, serving as a juror for nationally competitive installations and performance venues, serving as an invited participant in a national workshop, implementing innovative processes that support university operations, and solving complex challenges. Faculty who have demonstrated sustained excellence that is recognized nationally (and internationally) are often approached to consider a faculty position at another university.

To facilitate the 2016-17 national distinction review process, each academic and administrative area was provided with a resource pool based upon the area's base salary budget (1.0 percent of base 208 E&G faculty salary allocations and 0.5 percent of base 229 E&G faculty salary allocations). The university also authorized each senior management area to reallocate existing resources or identify self-generated revenue (sponsored, overhead, or private funds) to enhance the overall pool as needed. Pools were created for both Teaching and Research and Administrative and Professional Faculty.

As a result, Deans and Vice Presidents recommended 323 faculty members with exceptionally meritorious records and/or national distinction in their field. The average recommended merit increase equals 7.0 percent for teaching, research, and administrative and professional faculty. The recommended salary adjustments for national distinction are listed in the attached report.

RECOMMENDATION:

That the proposed national distinction salary adjustments for faculty in the 2016-17 fiscal year be approved as presented in the following report.

August 29, 2016

2016-17 National Distinction Adjustment Nominations

Attachment DD

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed Salary</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>		
College of Agriculture and Life Sciences					
<u>4-H Centers and Administration</u>					
Johnson, Jeremy C	Lecturer	10.0%	5,464	60,104	CY
<u>Agricultural and Applied Economics</u>					
Alwang, Jeffrey R	Professor	10.0%	14,252	156,774	AY
You, Wen	Associate Professor	7.4%	10,933	157,813	REC
<u>Agricultural, Leadership, and Community Education</u>					
Niewolny, Kimberly Lee	Associate Professor	5.0%	4,695	98,589	CY
<u>Agriculture Technology 2-year Program</u>					
Kohl, Rachel Duvall	Instructor	4.6%	3,114	70,399	AY
<u>Animal and Poultry Sciences</u>					
Rhoads, Robert P	Associate Professor	7.0%	7,207	110,160	AY
Lee, Kiho	Assistant Professor	5.0%	4,392	92,230	AY
<u>Biochemistry</u>					
Sobrado, Pablo	Professor	9.2%	14,967	176,966	REC
Tu, Zhijian	Professor	23.5%	33,287	174,724	REC
<u>Biological Systems Engineering</u>					
Senger, Ryan S	Associate Professor	8.0%	8,030	108,410	AY
Easton, Zachary	Associate Professor	9.5%	9,280	107,080	AY
<u>Central District Cooperative Extension</u>					
Hairston, Brian L	Lecturer	7.2%	4,102	60,970	CY
Siegle, Laura Anne	Lecturer	5.0%	2,282	47,922	CY
Wallace, Ruth E	Lecturer	5.0%	3,401	71,426	CY
Gregg, Cynthia L	Lecturer	6.5%	4,033	66,082	CY
Ligon, Jennifer Marie	Lecturer	5.0%	2,490	52,280	CY
<u>College of Agriculture and Life Sciences Extension</u>					
Tyler-Mackey, Crystal Mi	Lecturer	5.0%	3,729	78,303	CY
<u>College of Agriculture and Life Sciences Research</u>					
Dudek, Nancy	Lecturer	10.0%	6,271	68,981	CY
<u>Crop and Soil Environmental Science</u>					
Thomason, Wade Everett	Professor	10.0%	11,501	126,506	CY
Xia, Kang	Professor	4.7%	4,898	109,848	AY
<u>Entomology</u>					
Marek, Paul	Assistant Professor	9.0%	7,189	87,064	AY

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>Food Science and Technology</u>					
Wiersema, Brian Douglass	Lecturer	10.0%	6,579	72,369	CY
Boyer, Renee Raiden	Associate Professor	10.0%	9,202	101,218	AY
<u>Hampton Roads Agricultural Research and Extension Center</u>					
Hong, Chuanxue	Professor	5.0%	5,813	122,065	CY
<u>Human Nutrition, Foods and Exercise</u>					
Davy, Brenda Mueller	Professor	8.0%	10,933	147,601	REC
<u>Northern District Cooperative Extension</u>					
Downing, Adam K	Lecturer	5.0%	3,034	63,717	CY
Abel, Jennifer L	Lecturer	9.7%	6,628	74,960	CY
Daniel, Katherine Copped	Lecturer	5.0%	2,786	58,496	CY
<u>Plant Pathology, Physiology, and Weed Science</u>					
Vinatzter, Boris A	Professor	8.0%	11,090	150,549	REC
Barney, Jacob	Associate Professor	9.5%	8,608	99,688	AY
Westwood, James H	Professor	10.0%	10,394	114,329	CY
<u>Southeast District Cooperative Extension</u>					
Maclin, Hermon Lorenzo	Lecturer	9.7%	5,982	67,654	CY
Deitch, Ursula T	Lecturer	9.7%	4,154	46,994	CY
Munden, Karen P.	Lecturer	5.0%	3,661	76,876	CY
<u>Southwest District Cooperative Extension</u>					
Jessee, Denny S	Lecturer	8.0%	4,729	63,839	CY
Hodges, Christine Lamb	Lecturer	5.0%	2,735	57,429	CY
Peek, Crystal Ledbetter	Lecturer	5.0%	2,802	58,850	CY
Blevins, Philip K	Lecturer	5.0%	4,024	84,501	CY
Dickerson, Ambre Michell	Lecturer	5.0%	3,174	66,645	CY
<u>Virginia Seafood Agricultural Research and Extension Center</u>					
Schwarz, Michael H	Lecturer	8.0%	6,601	89,114	CY
College of Agriculture and Life Sciences Subtotal				\$278,446	

College of Architecture and Urban Studies

Building Construction

McCoy, Andrew Patton	Associate Professor	8.0%	9,706	131,029	REC
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Dean of Architecture

Harris, Carolyn Jayne	Lecturer	8.0%	4,510	60,885	CY
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Myers-Lawson School of Construction

Simmons, Denise Rutledge	Assistant Professor	8.0%	7,452	100,602	AY
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<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>School of Architecture and Design</u>					
Clements, Terry Lynn	Professor	5.0%	4,707	98,842	AY
Kennedy, Brook	Associate Professor	8.0%	6,177	83,387	AY
Tucker, Lisa M	Professor	7.4%	7,078	102,553	AY
Dunay, Robert J	Professor	5.0%	10,664	223,939	CY
Doan, Patrick A	Assistant Professor	5.0%	3,645	76,530	AY
King, Jonathan Lee	Assistant Professor	5.0%	4,085	85,785	AY
Wheeler, Joseph H	Professor	6.8%	6,759	106,779	AY
<u>School of Public and International Affairs</u>					
Knox, Paul L	Professor	5.0%	14,788	310,544	CY
Hall, Ralph P	Associate Professor	7.1%	6,088	92,188	AY
Lemaire, Robin Hargroder	Assistant Professor	5.0%	3,642	76,482	AY
Buehler, Ralph	Associate Professor	9.0%	8,046	97,446	AY
<u>School of Visual Arts</u>					
Webster, Dane	Associate Professor	8.4%	7,768	99,868	AY
Standley, Eric J	Associate Professor	8.0%	6,295	84,985	AY
Blanchard, Samuel Paul	Assistant Professor	8.0%	5,596	75,546	AY
College of Architecture and Urban Studies Subtotal			\$117,006		

College of Engineering

Advanced Research Institute

Rahman, Saifur	Professor	5.0%	12,249	257,232	CY
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Aerospace and Ocean Engineering

Woolsey, Craig A.	Professor	8.2%	9,828	129,429	AY
Paterson, Eric G	Professor	7.0%	15,033	229,796	CY
Brown, Alan J	Professor	5.5%	6,912	132,579	AY
Burchett, Amy Morris	Lecturer	5.0%	3,953	83,003	CY
Ma, Lin	Professor	8.0%	9,422	126,942	AY

Biomedical Engineering and Mechanics

De Vita, Raffaella	Associate Professor	7.0%	8,694	132,894	AY
Rowson, Steven	Assistant Professor	9.8%	12,558	141,354	REC
Queen, Robin Marie	Associate Professor	9.8%	10,335	116,335	AY
Socha, John	Associate Professor	7.0%	7,957	121,631	AY
Lawless, Monika	Lecturer	9.7%	9,815	110,482	CY

Chemical Engineering

Lu, Chang	Professor	5.0%	9,300	195,083	REC
Rajagopalan, Padmavathy	Professor	9.5%	15,000	173,436	REC

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>Civil and Environmental Engineering</u>					
de la Garza, Jesus M	Professor	5.0%	9,615	201,910	REC
Flintsch, Gerardo W	Professor	5.0%	8,242	173,079	REC
Roberts-Wollmann, Carin	Professor	5.0%	6,044	126,920	AY
Filz, George M	Professor	5.0%	9,614	201,899	REC
Vikesland, Peter J	Professor	5.0%	6,065	127,370	AY
Rakha, Hesham A	Professor	6.0%	10,955	193,544	REC
He, Zhen	Associate Professor	6.5%	6,506	106,598	AY
Marr, Linsey C	Professor	5.0%	6,070	127,460	AY
Cranwell, Lindy B	Lecturer	5.0%	2,971	62,386	CY
<u>Computer Science</u>					
Marcum, Robert	Lecturer	5.0%	3,315	69,615	CY
Yao, Danfeng	Associate Professor	12.5%	18,991	170,919	REC
Lou, Wenjing	Professor	5.0%	9,058	190,210	REC
Butt, Ali Raza Ashraf	Professor	5.7%	7,454	138,686	AY
Ramakrishnan, Narendran	Professor	6.0%	12,241	216,263	AY
Cameron, Kirk W	Professor	6.0%	9,084	160,484	AY
Ribbens, Calvin J	Professor	6.4%	12,295	203,308	CY
<u>Dean of Engineering</u>					
Scales, Glenda R	Lecturer	5.0%	7,534	158,222	CY
Watford, Bevelee A	Professor	5.0%	10,741	225,566	CY
<u>Department of Engineering Education</u>					
Riley, Donna M	Professor	2.9%	5,500	195,500	CY
Smith, Natasha Leigh	Lecturer	11.2%	6,703	66,522	CY
McGlothlin Lester, Marle	Lecturer	11.2%	6,703	66,522	CY
<u>Electrical and Computer Engineering</u>					
Wang, Yue J	Professor	10.0%	20,571	226,282	REC
Ruohoniemi, John Michael	Associate Professor	5.0%	7,818	164,184	REC
Poon, Ting Chung	Professor	5.0%	5,167	108,505	AY
Reed, Jeffrey H	Professor	5.0%	7,912	166,156	AY
Lee, Fred C	Professor	5.0%	19,062	400,298	REC
Wang, Anbo	Professor	5.0%	12,729	267,308	REC
Ravindran, Binoy	Professor	15.0%	17,567	134,679	AY
Atkins, Kathy J	Lecturer	5.0%	7,063	148,314	CY
<u>Industrial and Systems Engineering</u>					
Gabbard, Joseph L.	Associate Professor	5.0%	6,497	136,429	REC
Ghaffarzagdegan, Navid	Assistant Professor	5.0%	4,530	95,133	AY
Ellis, Kimberly P	Associate Professor	5.0%	5,486	115,196	AY

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
Kleiner, Brian M	Professor	5.0%	10,389	218,159	CY
Nussbaum, Maury A	Professor	5.0%	8,924	187,396	CY
Camelio, Jaime A.	Professor	4.4%	9,743	229,743	REC
Volkmar, Susan H	Lecturer	5.0%	3,947	82,890	CY
<u>Materials Science and Engineering</u>					
Lu, Peizhen	Professor	5.2%	5,819	118,551	AY
Reynolds, William T	Professor	5.0%	5,784	121,472	AY
Pickrell, Gary R	Professor	5.0%	8,488	178,245	REC
<u>Mechanical Engineering</u>					
Taheri, Saied	Professor	5.7%	7,252	135,111	AY
Zuo, Lei	Associate Professor	5.5%	7,453	142,953	AY
Tarazaga, Pablo Alberto	Assistant Professor	6.2%	5,928	101,548	AY
Nelson, Douglas J	Professor	6.0%	7,245	127,987	AY
Ahmadian, Mehdi	Professor	5.0%	10,241	215,057	REC
Priya, Shashank	Professor	5.0%	13,714	287,987	CY
Williams, Christopher Br	Associate Professor	7.9%	9,965	136,172	AY
Williams, Melissa J	Lecturer	5.0%	4,289	90,077	CY
Mueller, Rolf	Associate Professor	5.0%	5,465	114,773	AY
Behkam, Bahareh	Associate Professor	8.0%	8,047	108,629	AY
Wicks, Alfred L	Associate Professor	8.0%	8,586	115,911	AY
<u>Mining and Minerals Engineering</u>					
Luttrell, Gerald H	Professor	7.0%	15,120	231,120	CY
College of Engineering Subtotal			\$577,558		

College of Liberal Arts and Human Sciences

Apparel, Housing and Resource Management

Kincade, Doris H	Professor	5.8%	6,070	110,722	AY
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Communication

Ivory, James Dee	Associate Professor	10.0%	7,972	87,694	AY
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Dean of Liberal Arts and Human Sciences

Kimbrell, Monica	Lecturer	5.2%	3,273	66,213	CY
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Ewing, Edward T	Professor	4.7%	6,137	135,873	CY
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Department of Religion and Culture

Scott, Rachel Marion	Associate Professor	10.0%	7,734	85,071	AY
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Saffle, Michael B	Professor	5.8%	5,777	105,388	AY
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Britt, Brian M	Professor	5.5%	7,352	141,114	CY
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<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>English</u>					
Hausman, Bernice L	Professor	5.8%	8,728	159,210	CY
Hicok, Robert G	Professor	6.3%	7,443	125,112	AY
Gardner, Thomas M	Professor	5.8%	7,513	137,055	AY
Vollmer, James M	Associate Professor	7.6%	5,526	78,232	AY
Parrish, Timothy	Professor	5.8%	7,183	131,033	AY
Meitner, Erika Sharon	Associate Professor	5.8%	4,354	79,429	AY
<u>Foreign Languages and Literatures</u>					
Watson, Ronda J	Professor	12.0%	10,246	95,631	AY
<u>History</u>					
Hirsh, Richard F	Professor	5.8%	5,463	99,661	AY
Barrow, Mark V	Professor	5.5%	6,842	131,610	CY
Agmon, Danna	Assistant Professor	10.0%	6,290	69,194	AY
Wallenstein, Peter R	Professor	5.8%	5,803	105,861	AY
Ekirch, Arthur R	Professor	10.0%	11,829	130,119	AY
Heaton, Matthew M	Associate Professor	5.8%	4,162	75,928	AY
Kiechle, Melanie A	Assistant Professor	5.8%	3,616	65,967	AY
<u>Human Development</u>					
Falconier, Mariana	Associate Professor	10.0%	8,882	97,703	AY
Dolbin-MacNab, Megan Lei	Associate Professor	4.6%	4,718	107,148	CY
Savla, Jyoti Shital	Associate Professor	5.8%	4,657	84,946	AY
Kaestle, Christine	Associate Professor	7.6%	6,063	85,841	AY
<u>Philosophy</u>					
Patton, Lydia K	Associate Professor	5.8%	4,911	89,583	AY
Jantzen, Benjamin C	Assistant Professor	12.0%	8,091	75,514	AY
<u>Political Science</u>					
Milly, Deborah J	Associate Professor	8.0%	5,510	74,313	AY
Plotica, Luke Philip	Assistant Professor	7.6%	4,445	62,928	AY
Dixit, Priya	Assistant Professor	7.6%	5,154	72,975	AY
Scerri, Andrew Joseph	Assistant Professor	7.6%	5,036	71,296	AY
Koch, Bettina	Associate Professor	7.6%	5,300	75,034	AY
<u>School of Education</u>					
Garrison, James W	Professor	5.8%	6,450	117,657	AY
Hicks, David	Professor	7.0%	6,524	99,370	AY
Ernst, Jeremy V	Associate Professor	5.6%	5,852	109,749	REC
Lawson, Gerard Francis	Associate Professor	7.6%	6,547	92,698	AY
Brand, Brenda R	Associate Professor	5.8%	4,815	87,836	AY

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>School of Performing Arts and Cinema</u>					
Leonard, Robert H	Professor	5.8%	5,574	101,682	AY
Weinstein, Alan	Associate Professor	5.8%	4,181	76,269	AY
Prince, Stephen R	Professor	5.8%	5,862	106,931	AY
Bukvic, Ivica	Associate Professor	5.5%	4,823	91,982	AY
Thorsett, Brian	Assistant Professor	7.6%	4,145	58,682	AY
Nichols, Charles Sabin	Assistant Professor	5.8%	4,001	72,982	AY
Nelson, Amanda	Assistant Professor	5.8%	4,078	74,391	AY
<u>Science and Technology in Society</u>					
Breslau, Daniel	Associate Professor	5.4%	5,718	111,308	CY
Schmid, Sonja	Associate Professor	7.3%	6,645	98,076	AY
Wisnioski, Matthew	Associate Professor	11.0%	8,141	82,154	AY
<u>Sociology</u>					
Hawdon, James E	Professor	5.6%	7,280	138,040	CY
Calasanti, Toni M	Professor	7.5%	8,269	118,519	AY
Peguero, Anthony	Associate Professor	5.8%	5,665	103,341	AY
Ovink, Sarah	Assistant Professor	7.6%	5,339	75,589	AY
Hughes, Michael D	Professor	7.5%	8,267	118,487	AY
College of Liberal Arts and Human Sciences Subtotal			\$320,256		
College of Natural Resources and Environment					
<u>College of Natural Resources</u>					
Winistorfer, Paul M	Professor	5.0%	12,500	262,500	CY
<u>Fish and Wildlife Conservation</u>					
Alexander, Kathleen Ann	Professor	8.5%	10,255	131,202	AY
Castello, Leandro	Assistant Professor	9.0%	6,268	75,913	AY
<u>Forest Resources and Environmental Conservation</u>					
Munsell, John F	Associate Professor	9.0%	7,781	94,231	CY
Gagnon, Jennifer Lynn	Lecturer	10.0%	5,942	65,363	CY
Fox, Thomas R	Professor	5.0%	7,014	147,291	CY
<u>Geography</u>					
Boyer, John Douglas	Instructor	10.0%	6,758	74,335	AY
<u>Sustainable Biomaterials</u>					
Frazier, Charles E	Professor	8.0%	11,206	151,287	CY
Edgar, Kevin J	Professor	5.0%	8,374	175,846	AY
College of Natural Resources and Environment Subtotal			\$76,098		

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
College of Science					
<u>Biological Sciences</u>					
Carey, Cayelan C	Assistant Professor	5.0%	3,875	81,375	AY
Walters, Jeffrey R	Professor	7.0%	13,664	208,861	REC
Li, Liwu	Professor	7.8%	13,541	187,141	REC
Tholl, Dorothea Berta Ch	Associate Professor	5.0%	4,300	90,300	AY
Cimini, Daniela	Associate Professor	5.0%	4,806	100,917	REC
Sible, Jill C	Professor	5.0%	8,207	172,345	CY
<u>Chemistry</u>					
Shanaiah, Narasimhamurth	Lecturer	5.0%	3,419	71,790	CY
Morris, Amanda	Assistant Professor	10.0%	8,300	91,300	AY
Valeyev, Eduard Faritovi	Professor	4.7%	5,875	130,375	AY
Crawford, Daniel	Professor	10.0%	15,000	165,000	AY
<u>Dean of Science</u>					
Sanders, Janet Q	Lecturer	7.0%	9,535	146,535	CY
<u>Economics</u>					
Haller, Hans H	Professor	6.3%	9,493	158,993	AY
Spanos, Aris	Professor	4.7%	7,200	160,524	AY
Tideman, Thorwald N	Professor	6.2%	8,224	141,724	AY
<u>Geosciences</u>					
King, Scott David	Professor	5.0%	5,800	121,800	AY
Xiao, Shuhai	Professor	7.0%	12,985	198,485	AY
<u>Mathematics</u>					
Renardy, Michael	Professor	6.1%	9,999	174,458	AY
Gugercin, Serkan	Professor	7.7%	7,998	111,998	AY
De Sturler, Eric	Professor	6.1%	7,699	133,699	AY
Warburton, Timothy	Professor	5.9%	9,996	179,996	AY
Borggaard, Jeffrey T	Professor	6.3%	7,500	127,500	AY
Embree, Mark Partick	Professor	7.8%	12,480	172,480	AY
<u>Physics</u>					
Pleimling, Michel Jean	Professor	6.4%	8,001	134,001	AY
Link, Jonathan Marion	Professor	8.5%	7,999	101,999	AY
Mariani, Camillo	Associate Professor	10.0%	8,500	93,500	AY
Huber, Patrick	Professor	4.4%	6,548	156,547	CY
Piilonen, Leo E	Professor	5.6%	9,166	173,694	REC
<u>Psychology</u>					
Bell, Martha Ann	Professor	5.0%	6,500	136,500	AY
Kim-Spoon, Jungmeen	Professor	7.0%	9,500	145,500	REC
White, Susan Williams	Associate Professor	9.5%	11,463	132,129	REC

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed Salary</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>		
<u>School of Neuroscience</u>					
Sontheimer, Harald W	Professor	5.0%	23,250	488,250	CY
<u>Statistics</u>					
Hong, Yili	Associate Professor	10.0%	9,450	103,950	AY
Vining, Gordon Geoffrey	Professor	5.0%	6,489	136,269	AY
Du, Pang	Associate Professor	8.0%	7,533	101,696	AY
College of Science Subtotal			\$304,295		

Dean of Libraries

<u>Library</u>					
Kayiwa, Francis	Lecturer	10.0%	8,000	88,000	CY
Xie, Zhiwu	Associate Professor	10.0%	9,084	99,919	CY
Chen, Yinlin	Lecturer	10.0%	6,863	75,488	CY
Ogier, Andrea L	Assistant Professor	8.0%	5,685	76,746	CY
Speer, Julie Griffin	Assistant Professor	5.0%	6,130	128,723	CY
Walz, Anita R.	Assistant Professor	6.0%	3,476	61,401	CY
Pannabecker, Virginia S	Assistant Professor	6.2%	4,023	69,023	CY
Feerrar, Julia	Assistant Professor	8.0%	4,330	58,455	CY
Dean of Libraries Subtotal			\$47,591		

Executive Administration

<u>Legal Counsel</u>					
Gallagher, Tracey K	Lecturer	5.0%	3,916	82,227	CY
Executive Administration Subtotal			\$3,916		

Executive Vice President and Provost

<u>College Access Collaborative</u>					
Sanders, Karen Eley	Lecturer	4.2%	7,050	173,050	CY
<u>Office of Assessment and Evaluation</u>					
Culver, Steven M	Lecturer	8.0%	9,080	122,580	CY
<u>Office of Undergraduate Academic Integrity</u>					
Orr, James Earl	Lecturer	8.0%	7,136	96,336	CY
<u>Provost - Administration</u>					
Finney, Jack W	Professor	6.1%	15,000	260,000	CY
Earley, Jeffrey L	Lecturer	8.0%	9,960	134,460	CY

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed Salary</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>		
Hogan, Amy Marie	Lecturer	6.0%	6,720	118,720	CY

Undergraduate Admissions

Espinoza, Juan Paulo	Lecturer	9.4%	7,746	89,904	CY
Executive Vice President and Provost Subtotal			\$62,692		

Graduate School**Dean of Graduate School**

Beane, Dannette Gomez	Lecturer	7.5%	5,183	74,288	CY
Austin, Janice E	Lecturer	8.5%	5,720	73,011	CY
Graduate School Subtotal			\$10,903		

Office of the President**President's Staff**

Yianilos, Christopher	Lecturer	5.4%	11,574	225,001	CY
Office of the President Subtotal			\$11,574		

Pamplin College of Business**Accounting and Information Systems**

Stein, Sarah E	Assistant Professor	10.0%	17,800	195,800	AY
Bhattacharjee, Sudip	Associate Professor	10.0%	17,600	193,600	AY
Lacoste, Jean M	Instructor	6.0%	4,230	74,730	AY

Business Information Technology

Khansa, Lara Z	Associate Professor	10.0%	15,887	174,756	AY
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Dean of Business

Clemenz, Candice Eileen	Assistant Professor	5.0%	9,444	198,327	CY
Maggard, Derick Allen	Lecturer	5.0%	7,661	160,888	CY

Finance, Insurance and Business Law

Kadlec, Gregory B	Professor	5.0%	15,091	316,911	AY
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Hospitality and Tourism Management

Xiang, Zheng	Associate Professor	9.6%	12,529	142,814	AY
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Management

Hunt, Richard A	Assistant Professor	9.0%	12,578	152,328	AY
Townsend, David	Assistant Professor	9.0%	12,578	152,328	AY

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>Marketing</u>					
Herr, Paul Michael	Professor	10.0%	28,544	313,984	CY
Bagchi, Rajesh	Professor	9.7%	20,389	231,278	AY
Wertalik, Donna	Associate Professor	10.0%	9,969	109,658	AY
Pamplin College of Business Subtotal			\$184,300		

Vice President for Administration

Department of Human Resources

Epperley, Amy Shorter	Lecturer	5.0%	3,000	63,000	CY
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Emergency Management

Mulhare, Michael J.	Lecturer	10.0%	15,203	167,232	CY
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Environmental Health and Safety

Franklin, Lance	Lecturer	10.0%	16,077	176,848	CY
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Organizational Development

Mecham, Ross L	Lecturer	14.0%	11,795	96,047	CY
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Police

Foust, Kevin L	Lecturer	11.0%	16,508	166,582	CY
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Vice President for Administration Subtotal \$62,583

Vice President for Advancement

Alumni Relations

Mills, Angela J	Lecturer	5.0%	2,738	57,495	CY
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University Development

Lambert, Margaret Malind	Lecturer	5.0%	3,159	66,346	CY
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Orzolek, Jennifer Hill	Lecturer	6.8%	7,650	120,656	CY
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Kauhane, Brianna Robinso	Lecturer	10.0%	8,319	91,509	CY
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University Relations

Pastor, John David	Lecturer	5.0%	4,123	86,590	CY
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Neff-Henderson, Laura L	Lecturer	10.0%	7,000	77,000	CY
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Vice President for Advancement

Hayes, Angela L	Lecturer	11.0%	12,094	122,039	CY
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Vice President for Advancement Subtotal \$45,083

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
Vice President for Finance and Chief Financial Officer					
<u>Budget and Financial Planning</u>					
Heath, Harvey Bruce	Lecturer	10.0%	8,703	95,733	CY
VandeVord, Todd Edward	Lecturer	15.0%	11,368	87,156	CY
<u>Office of University Bursar</u>					
West, Melinda Jean	Lecturer	10.0%	11,900	130,900	CY
<u>Procurement</u>					
Sutphin, Bonnie M	Lecturer	5.0%	5,000	104,450	CY
Helmick, Mary White	Lecturer	6.0%	8,240	145,573	CY
<u>University Controller - Operating</u>					
Vest, Wendell L	Lecturer	12.0%	15,840	147,840	CY
<u>University Internal Audit</u>					
Daniels, Brian J	Lecturer	8.0%	10,262	138,531	CY
Fulk, Carolyn Elizabeth	Lecturer	6.3%	4,900	82,900	CY
<u>Vice President for Finance</u>					
Hundley, Jennifer J	Lecturer	5.5%	4,025	77,815	CY
Vice President for Finance and Chief Financial Officer Subtotal				\$80,238	

Vice President for Information Technology and Chief Information Officer

<u>Advanced Research Computing</u>					
Marshall, Michael Brian	Lecturer	8.4%	7,900	102,000	CY
McClure, James E	Lecturer	8.9%	8,860	108,000	CY
<u>Communications Network Services</u>					
Brown, Eric J	Lecturer	7.6%	7,458	106,000	CY
<u>Enterprise Systems</u>					
Quintin, Richard J	Lecturer	7.9%	8,000	109,650	CY
Penland, Ernest Dewayne	Lecturer	8.1%	8,000	107,250	CY
Smith, Arnold J	Lecturer	7.7%	8,000	111,500	CY
<u>Information Technology Experience and Engagement</u>					
Landreth, Joyce R	Lecturer	8.9%	7,489	92,000	CY
<u>Information Technology Security</u>					
Lang, Jeffrey A	Lecturer	10.5%	7,400	78,000	CY
Raymond, David Richard	Lecturer	8.5%	9,594	122,594	CY
Marchany, Randolph Carlo	Lecturer	6.8%	8,559	135,000	CY
Tilley, Richard Bradley	Lecturer	8.7%	8,660	108,000	CY
<u>Secure Identity Services</u>					
Dunker, Mary B	Lecturer	6.3%	7,994	135,000	CY
Long, Brian	Lecturer	11.3%	8,314	82,000	CY

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>Telecommunications Auxiliary</u>					
Gausepohl, Kimberly A	Lecturer	7.5%	4,750	68,000	CY
<u>VP Information Technology - Administration</u>					
Irwin, Michael Scott	Lecturer	11.7%	8,195	78,000	CY
Vice President for Information Technology and Chief Information Officer Subtotal			\$119,173		
Vice President for Outreach and International Affairs					
<u>International Research, Education, and Development</u>					
Muniappan, Rangaswamy	Lecturer	9.8%	11,000	123,146	CY
<u>Language and Culture Institute</u>					
Back, Donald Ray	Lecturer	8.5%	9,000	115,273	CY
<u>Vice President for Outreach - Administration</u>					
Brunais, Andrea C	Lecturer	10.2%	7,000	75,480	CY
Swan, Jane H	Lecturer	6.3%	7,000	118,220	CY
Vice President for Outreach and International Affairs Subtotal			\$34,000		
Vice President for Research and Innovation					
<u>Animal Care</u>					
Robert, Barry	Lecturer	5.0%	9,343	196,203	CY
<u>Biocomplexity Institute - Advanced Computing and Informatics Laboratories</u>					
Lewis, Bryan Leroy	Associate Professor	5.0%	6,895	144,795	CY
Higdon, David	Professor	5.0%	14,490	304,290	CY
<u>Biocomplexity Institute - Research</u>					
Keller, Sallie Ann	Professor	5.0%	15,990	335,790	CY
Bassaganya-Riera, Josep	Professor	5.0%	10,325	216,825	CY
Barrett, Christopher Lou	Professor	5.0%	17,900	375,900	CY
Marathe, Madhav Vishnu	Professor	5.0%	13,750	288,750	CY
<u>Hume Center</u>					
Gantt, Kira R	Lecturer	9.0%	8,100	98,100	CY
Michaels, Alan J	Associate Professor	7.0%	11,900	181,900	CY
<u>Office of Research Compliance</u>					
Brady, David A	Lecturer	6.0%	7,199	127,185	CY
<u>Virginia Tech Carilion Research Institute</u>					
Gourdie, Robert	Professor	10.0%	26,650	293,150	CY
Bickel, Warren K	Professor	10.0%	40,544	445,982	CY

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed Salary</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>		
Kelly, Deborah F	Assistant Professor	10.0%	13,614	149,755	CY
<u>Virginia Tech Transportation Institute</u>					
Hamm, Laura M	Lecturer	7.0%	3,850	58,850	CY
Vice President for Research and Innovation Subtotal			\$200,550		
Vice President for Student Affairs					
<u>Student Affairs - Associate Vice President</u>					
Shushok, Frank X	Assistant Professor	10.0%	20,500	225,500	CY
<u>Vice President of Student Affairs - Administration</u>					
Perillo, Patricia Ann	Lecturer	5.0%	12,650	265,650	CY
Vice President for Student Affairs Subtotal			\$33,150		
Vice President of the National Capital Region					
<u>National Capital Region Operations</u>					
Davenport, Justin A	Lecturer	5.0%	5,341	112,165	CY
Vice President of the National Capital Region Subtotal			\$5,341		
Virginia-Maryland College of Veterinary Medicine					
<u>Biomedical Science</u>					
Meng, Xiang-Jin	Professor	15.0%	31,800	243,800	CY
Yuan, Lijuan	Associate Professor	10.0%	12,589	138,478	REC
<u>Dean of Veterinary Medicine</u>					
Jobst, Peter M	Lecturer	5.0%	4,508	94,676	CY
Hylton, April G	Lecturer	5.0%	5,821	122,237	CY
<u>Equine Medical Ancillary</u>					
Duerbeck, Cathy Ann	Lecturer	5.0%	3,360	70,560	CY
<u>Equine Medical Center</u>					
Erskine, Michael D	Lecturer	5.0%	8,250	173,250	CY
<u>Large Animal Clinical Sciences</u>					
Shepherd, Megan Leigh	Assistant Professor	5.0%	5,946	124,856	CY
Pleasant, Robert S	Professor	5.0%	7,256	152,381	CY
<u>Population Health Sciences Department</u>					
Gohlke, Julia M	Assistant Professor	15.0%	15,000	115,000	REC
Hosig, Kathryn Wright	Associate Professor	5.0%	5,477	115,017	AY

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
Hodgson, Jennifer L	Professor	5.0%	9,240	194,040	CY
<u>Small Animal Clinical Sciences</u>					
Rossmeis, John H	Professor	10.0%	13,752	151,276	CY
Hena Guerrero, Piedad N	Associate Professor	6.0%	7,183	126,907	CY
Daniel, Gregory B	Professor	5.0%	9,848	206,802	CY
Pancotto, Theresa Elizab	Assistant Professor	5.0%	5,505	115,601	CY
Barry, Sabrina L	Assistant Professor	5.0%	5,553	116,605	CY
Ruth, Jeffrey	Assistant Professor	5.0%	6,140	128,939	CY
Clapp, Kemba	Assistant Professor	5.0%	6,171	129,590	CY
Virginia-Maryland College of Veterinary Medicine Subtotal			\$163,399		
Grand Total				\$2,738,152	

Notes:

AY = Academic Year

CY = Calendar Year

REC = Research Conversion