

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

**Period of March 25, 2022 through June 24, 2023**

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           | 1 |
| New Appointments to Tenure-Track or Continued Appointment-Track | 1 |
| Adjustments in Salary   | 3 |
| One-time payments   | 0 |

Administrative and Professional Faculty

|                       |    |
|-----------------------|----|
| New Appointments      | 6  |
| Adjustments in Salary | 6  |
| One-time payments     | 49 |

Research Faculty

|                       |   |
|-----------------------|---|
| Adjustments in Salary | 0 |
|-----------------------|---|

**Faculty Adjustments not included in the report**

|  | Number | Average Salary | Average \$ Increase | Average % Increase | Total Increase |
|--|--------|----------------|---------------------|--------------------|----------------|
| <b>Teaching and Research Faculty</b>           | 10     | \$233,935      | \$21,259            | 12.59%             | \$212,586      |
| <b>Administrative and Professional Faculty</b> | 58     | \$116,865      | \$11,635            | 13.14%             | \$674,831      |

**RECOMMENDATION:**

That the Board ratify the Faculty Personnel Changes Report.

August 29, 2023

Faculty Personnel Changes Report  
 Period of March 25, 2023 - June 24, 2023

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New Appointments

| Name   | Type | Title  | Department                              | Appt<br>Months | Effective<br>Date | Percent<br>Appt | Base       |
|--|------|--|---|----------------|-------------------|-----------------|------------|
| <u>College of Architecture, Arts, and Design</u> |      |  |   |                |                   |                 |            |
| Powers, Matthew N.                               | T&R  | Associate Professor  | School of Design                        | 12             | 06/01/2023        | 100%            | \$ 165,000 |
| <u>College of Agriculture and Life Sciences</u>  |      |  |   |                |                   |                 |            |
| Feng, Yiming                                     | T&R  | Assistant Professor  | Virginia Seafood AREC                   | 9              | 03/25/2023        | 100%            | \$ 86,000  |
| <u>College of Veterinary Medicine</u>            |      |  |   |                |                   |                 |            |
| Dolinger, Jessica L.                             | AP   | Pharmacist   | Vet. Medicine Teaching Hospital         | 12             | 03/25/2023        | 100%            | \$ 140,000 |
| <u>Executive Vice President and Provost</u>      |      |  |   |                |                   |                 |            |
| Leech Jr, John R.                                | AP   | Deputy Registrar, Director of Operations                   | Registrar                               | 12             | 03/25/2023        | 100%            | \$ 125,000 |
| Lucas, John S.                                   | AP   | Deputy Director of University Scholarships & Financial Aid | University Scholarships & Financial Aid | 12             | 04/24/2023        | 100%            | \$ 150,000 |
| <u>Innovation Campus</u>                         |      |  |   |                |                   |                 |            |
| Cardenas, Patricia I.                            | AP   | Innovation Campus Director of Admissions                   | Innovation Campus                       | 12             | 05/01/2023        | 100%            | \$ 148,000 |
| <u>President</u>                                 |      |  |   |                |                   |                 |            |
| Byers, Jon-David                                 | AP   | Assistant Coach, Men's Basketball                          | Athletic Department                     | 12             | 04/10/2023        | 100%            | \$ 325,000 |
| Knee, Robert E.                                  | AP   | Senior Consultant, Transformation and Change Management    | Organizational Excellence               | 12             | 06/01/2023        | 100%            | \$ 160,000 |

Faculty Personnel Changes Report  
Period of March 25, 2023 - June 24, 2023

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Adjustments and One-time Payments

| Name                          | Type | Title   | Department                         | Appt<br>Months | Effective<br>Date | Base       | One-time   | Reason for Current Action |
|-------------------------------|------|---|------------------------------------|----------------|-------------------|------------|------------|---------------------------|
| <u>College of Engineering</u> |      |   |                                    |                |                   |            |            |                           |
| Kong, Zhenyu                  | T&R  | Professor   | Industrial and Systems Engineering | 9              | 03/25/2023        | \$ 210,000 | \$ -       | Retention                 |
| <u>President</u>              |      |   |                                    |                |                   |            |            |                           |
| Babcock, Bradley W.           | AP   | Director of Athletics                                   | Athletic Department                | 12             | 06/10/2023        | \$ 975,559 | \$ 125,000 | Bonus - Coaches           |
| Brewer, Cody D.               | AP   | Assistant Coach, Wrestling                              | Athletic Department                | 12             | 04/10/2023        | \$ 89,446  | \$ 13,500  | Bonus - Coaches           |
| Brooks, Kenneth R.            | AP   | Head Coach, Women's Basketball                          | Athletic Department                | 12             | 03/10/2023        | \$ 650,000 | \$ 35,000  | Bonus - Coaches           |
| Brooks, Kenneth R.            | AP   | Head Coach, Women's Basketball                          | Athletic Department                | 12             | 04/25/2023        | \$ 650,000 | \$ 80,000  | Bonus - Coaches           |
| Brown, Carter W.              | AP   | Director, Creative Communications                       | Athletic Department                | 12             | 04/25/2023        | \$ 52,707  | \$ 1,500   | Bonus - Coaches           |
| Brugger-McSorley, Bridget     | AP   | Senior Associate AD for Strategic Affairs               | Athletic Department                | 12             | 04/25/2023        | \$ 158,920 | \$ 5,000   | Bonus - Coaches           |
| Capaldo, Stephen F.           | AP   | Associate University Legal Counsel                      | Legal Counsel                      | 12             | 05/25/2023        | \$ 165,375 | \$ -       | Market Competitiveness    |
| Cash, Erin                    | AP   | Senior Director, Sports Medicine                        | Athletic Department                | 12             | 04/25/2023        | \$ 87,835  | \$ 5,250   | Bonus - Coaches           |
| Castro, James E.              | AP   | Associate AD, Production and Multimedia                 | Athletic Department                | 12             | 04/10/2023        | \$ 95,294  | \$ 250     | Bonus                     |
| Cianelli, David D.            | AP   | Director of Track & Field and Cross Country             | Athletic Department                | 12             | 03/25/2023        | \$ 200,000 | \$ 16,000  | Bonus - Coaches           |
| Clark, Timothy R.             | AP   | Senior Director, Chief of Staff                         | Athletic Department                | 12             | 04/25/2023        | \$ 100,716 | \$ 5,750   | Bonus - Coaches           |
| Collins, Sean P.              | AP   | Director, Sports Medicine - Wrestling                   | Athletic Department                | 12             | 04/10/2023        | \$ 56,081  | \$ 750     | Bonus                     |
| Cusack, Jason T.              | AP   | Assistant Coach (Distance, Cross Country)               | Athletic Department                | 12             | 03/25/2023        | \$ 52,263  | \$ 8,000   | Bonus - Coaches           |
| D'Amour, Peter J.             | AP   | Head Coach, Softball                                    | Athletic Department                | 12             | 05/25/2023        | \$ 215,000 | \$ 7,500   | Bonus - Coaches           |
| DeShambo, Kelsey M.           | AP   | Athletic Trainer  | Athletic Department                | 12             | 04/25/2023        | \$ 52,677  | \$ 1,500   | Bonus - Coaches           |
| Dubs, Andrew L.               | AP   | Associate Head Coach                                    | Athletic Department                | 12             | 03/25/2023        | \$ 94,540  | \$ 8,000   | Bonus - Coaches           |
| Framer, Jared D.              | AP   | Associate Head Coach                                    | Athletic Department                | 12             | 04/10/2023        | \$ 101,845 | \$ 13,500  | Bonus - Coaches           |
| Frey, Eric M.                 | AP   | Assistant AD, ACC Network Operations                    | Athletic Department                | 12             | 04/10/2023        | \$ 91,800  | \$ 250     | Bonus                     |
| Frey, Eric M.                 | AP   | Assistant AD, ACC Network Operations                    | Athletic Department                | 12             | 04/25/2023        | \$ 91,800  | \$ 1,500   | Bonus                     |
| Gess, Mark A.                 | AP   | Associate University Legal Counsel                      | Legal Counsel                      | 12             | 05/25/2023        | \$ 165,375 | \$ -       | Market Competitiveness    |
| Gibbons, Daniel               | AP   | Director, ACC Network                                   | Athletic Department                | 12             | 05/25/2023        | \$ 65,651  | \$ 250     | Bonus - Coaches           |
| Goforth, Michael W.           | AP   | Associate AD, Sports Medicine - Football                | Athletic Department                | 12             | 04/25/2023        | \$ 130,539 | \$ 1,000   | Bonus - Coaches           |
| Hamlin, Carmen R.             | AP   | Associate AD, Business & Finance                        | Athletic Department                | 12             | 03/25/2023        | \$ 112,320 | \$ 250     | Bonus - Coaches           |
| Hartman, Kristina J.          | AP   | Associate University Legal Counsel                      | Legal Counsel                      | 12             | 05/25/2023        | \$ 131,250 | \$ -       | Market Competitiveness    |
| Heidbreder, Kay K.            | AP   | University Counsel                                      | Legal Counsel                      | 12             | 05/25/2023        | \$ 311,850 | \$ -       | Market Competitiveness    |
| Helms, Christopher L.         | AP   | Senior Associate AD, Administration and Sports Programs | Athletic Department                | 12             | 03/25/2023        | \$ 190,949 | \$ 3,000   | Bonus                     |
| Helms, Christopher L.         | AP   | Senior Associate AD, Administration and Sports Programs | Athletic Department                | 12             | 04/10/2023        | \$ 190,949 | \$ 2,000   | Bonus                     |
| Helms, Christopher L.         | AP   | Senior Associate AD, Administration and Sports Programs | Athletic Department                | 12             | 05/25/2023        | \$ 190,949 | \$ 1,500   | Bonus                     |
| Johannigmeier, Eric J.        | AP   | Cross Country & Distance Coach                          | Athletic Department                | 12             | 03/25/2023        | \$ 83,200  | \$ 8,000   | Bonus - Coaches           |
| Larrick, Joshua J.            | AP   | Head Spirit Coach                                       | Athletic Department                | 12             | 04/25/2023        | \$ 45,103  | \$ 1,000   | Bonus - Coaches           |
| Lee, Brittany D.              | AP   | Senior Director, Facilities Management & Finance        | Athletic Department                | 12             | 04/25/2023        | \$ 71,147  | \$ 2,000   | Bonus - Coaches           |
| Lewis, Matthew E.             | AP   | Senior Director, Equipment Services                     | Athletic Department                | 12             | 04/25/2023        | \$ 84,240  | \$ 750     | Bonus - Coaches           |
| Lopez Miro, Sergio            | AP   | Director, Men's & Women's Swimming/Diving Programs      | Athletic Department                | 12             | 04/10/2023        | \$ 185,000 | \$ 23,000  | Bonus - Coaches           |
| Lopez Miro, Sergio            | AP   | Director, Men's & Women's Swimming/Diving Programs      | Athletic Department                | 12             | 06/10/2023        | \$ 185,000 | \$ 10,000  | Bonus - Coaches           |

Faculty Personnel Changes Report  
 Period of March 25, 2023 - June 24, 2023

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Adjustments and One-time Payments - continued

| Name                                      | Type |  | Department                          | Appt<br>Months | Effective<br>Date | Base       | One-time   | Reason for Current Action |
|---|------|--|-------------------------------------|----------------|-------------------|------------|------------|---------------------------|
| <u>President - Continued</u>              |      |  |                                     |                |                   |            |            |                           |
| Matthis, Kristen                          | AP   | Director, Sports Medicine - Softball                         | Athletic Department                 | 12             | 05/25/2023        | \$ 48,914  | \$ 500     | Bonus - Coaches           |
| McClanahan, Marvin H.                     | AP   | Associate University Legal Counsel                           | Legal Counsel                       | 12             | 05/25/2023        | \$ 183,750 | \$ -       | Market Competitiveness    |
| Murphy, Kelly C.                          | AP   | Director, S/C, Olympic Sports & Nutrition Assistant          | Athletic Department                 | 12             | 05/25/2023        | \$ 63,000  | \$ 500     | Bonus - Coaches           |
| Pry, Brenton J.                           | AP   | Head Coach, Football   | Athletic Department                 | 12             | 06/10/2023        | \$ 500,000 | \$ 875,000 | Bonus - Coaches           |
| Robertson, Carol G.                       | AP   | Head Women's Golf Coach                                      | Athletic Department                 | 12             | 06/10/2023        | \$ 140,000 | \$ 30,000  | Bonus - Coaches           |
| Robie, Anthony R.                         | AP   | Head Wrestling Coach   | Athletic Department                 | 12             | 04/10/2023        | \$ 205,000 | \$ 62,000  | Bonus - Coaches           |
| Robie, Anthony R.                         | AP   | Head Wrestling Coach   | Athletic Department                 | 12             | 04/25/2023        | \$ 205,000 | \$ 500     | Bonus - Coaches           |
| Steketee, Steven P.                       | AP   | Associate Head Coach, Men & Women's Swimming                 | Athletic Department                 | 12             | 04/10/2023        | \$ 65,133  | \$ 10,500  | Bonus - Coaches           |
| Subirats Altes, Albert                    | AP   | Assistant Coach, Swimming / Men's Recruiting Coordinator     | Athletic Department                 | 12             | 04/10/2023        | \$ 59,538  | \$ 13,500  | Bonus - Coaches           |
| Szefc, John R.                            | AP   | Head Coach, Baseball   | Athletic Department                 | 12             | 06/10/2023        | \$ 600,000 | \$ 75,000  | Bonus - Coaches           |
| Underwood, Casey W.                       | AP   | Associate AD, Facility Maintenance and Capital Projects      | Athletic Department                 | 12             | 04/25/2023        | \$ 118,650 | \$ 2,500   | Bonus - Coaches           |
| Vaught, Timothy G.                        | AP   | Assistant Coach, Track & Field                               | Athletic Department                 | 12             | 03/25/2023        | \$ 96,882  | \$ 8,000   | Bonus - Coaches           |
| Walls, Brian C.                           | AP   | Associate AD, Technology Integration & Strategic Initiatives | Athletic Department                 | 12             | 04/10/2023        | \$ 106,939 | \$ 250     | Bonus - Coaches           |
| Walls, Brian C.                           | AP   | Associate AD, Technology Integration & Strategic Initiatives | Athletic Department                 | 12             | 04/25/2023        | \$ 106,939 | \$ 1,500   | Bonus - Coaches           |
| Werner, Gregory A.                        | AP   | Assistant AD, Strength & Conditioning, Women's Basketball    | Athletic Department                 | 12             | 04/25/2023        | \$ 134,908 | \$ 10,000  | Bonus - Coaches           |
| Whidden, Jacqueline C.                    | AP   | Associate AD, Brand Advancement                              | Athletic Department                 | 12             | 04/10/2023        | \$ 91,765  | \$ 750     | Bonus                     |
| White, Daniel M.                          | AP   | Senior Associate AD  | Athletic Department                 | 12             | 04/10/2023        | \$ 189,690 | \$ 3,000   | Bonus                     |
| Whittaker, Alison S.                      | AP   | Director of Compliance, Admissions, and Housing              | Athletic Department                 | 12             | 03/25/2023        | \$ 60,840  | \$ 250     | Bonus - Coaches           |
| Young, Michael K.                         | AP   | Head Coach, Men's Basketball                                 | Athletic Department                 | 12             | 05/25/2023        | \$ 500,000 | \$ 562,500 | Bonus - Coaches           |
| Zalewski, Paul R.                         | AP   | Assistant Coach, Jumps / Technical Director                  | Athletic Department                 | 12             | 03/25/2023        | \$ 78,000  | \$ 8,000   | Bonus - Coaches           |
| <u>Vice President for Research</u>        |      |  |                                     |                |                   |            |            |                           |
| Casas, Brooks                             | T&R  | Associate Professor  | Fralin Biomedical Res. Institute    | 12             | 05/25/2023        | \$ 257,458 | \$ -       | Retention                 |
| Chiu, Pearl H.                            | T&R  | Professor  | Fralin Biomedical Res. Institute    | 12             | 05/25/2023        | \$ 294,238 | \$ -       | Retention                 |
| <u>Vice President for Student Affairs</u> |      |  |                                     |                |                   |            |            |                           |
| Keene, Frances B.                         | AP   | Vice President for Student Affairs                           | VP Student Affairs - Administration | 12             | 03/25/2023        | \$ 336,000 | \$ -       | Promotion                 |