

2023-24 Promotion, Tenure, and Continued Appointment Program

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

May 8, 2024

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 2023-24 faculty compensation plan, the university undertook an annual process of review and evaluation of faculty for promotion, tenure, and continued appointment. Salary adjustments are proposed at this time for teaching and research faculty who have been promoted in rank during the 2023-24 academic year. These salary adjustments reflect a decision to enhance the increments for promotion from the originally approved compensation plan. 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	\$10,000
Associate Professor	7,000
Assistant Professor	5,000

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	\$10,000
Clinical Associate Professor	7,000
Clinical Assistant Professor	5,000

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	\$10,000
Collegiate Associate Professor	7,000
Collegiate Assistant Professor	5,000

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	\$10,000
Associate Professor of Practice	7,000
Assistant Professor of Practice	5,000

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	\$7,000
Advanced Instructor	5,000

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	\$7,000
Extension Agent	5,000

There are three ranks for extension specialists: Associate Extension Specialist, Extension Specialist, and Senior Extension Specialist. They are subject to high professional standards in the dissemination of knowledge through the Virginia Cooperative Extension programs and in the planning and delivery of educational programs and programs of assistance to industries and local governmental agencies. The following raises are recommended for promotions to:

Senior Extension Specialist	\$7,000
Extension Specialist	5,000

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 11, 2024

Summary of Promotion & Tenure Adjustment Costs

<u>Proposed Rank</u>	<u>Adjustments</u>	<u>Total Amount</u>
Professor	28	\$ 280,000
Associate Professor	52	364,000
Collegiate Professor	1	10,000
Collegiate Associate Professor	6	42,000
Collegiate Assistant Professor	4	20,000
Professor of Practice	2	20,000
Associate Professor of Practice	3	21,000
Senior Instructor	2	14,000
Advanced Instructor	8	40,000
Senior Extension Agent	4	28,000
Extension Agent	8	40,000
Senior Extension Specialist	9	63,000
Extension Specialist	2	10,000
<i>Subtotal Promotion & Tenure Adjustment Costs</i>	129	952,000
Associated Fringe Benefit Costs⁽¹⁾		239,714
TOTAL COST OF PROMOTION & TENURE ADJUSTMENTS		\$ 1,191,714

<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>				
Entrekin, Sally	Professor	AY	10,000	2
Krometis, Leigh-Anne	Professor	AY	10,000	2
Rashed, Arash	Professor	CY	10,000	2
Westfall-Rudd, Donna	Professor	AY	10,000	2
Allen, Kylie	Associate Professor	AY	7,000	3
Bovay, John	Associate Professor	AY	7,000	3
Cockrum, Rebecca	Associate Professor	AY	7,000	3
Couvillon, Margaret	Associate Professor	AY	7,000	3
Czuba, Jonathan	Associate Professor	AY	7,000	3
Eastwood, Gillian	Associate Professor	AY	7,000	3
Lahondere, Chloe	Associate Professor	AY	7,000	3
Shortridge, Julie	Associate Professor	AY	7,000	3
van Senten, Jonathan	Associate Professor	AY	7,000	3
Wang, Zhiwu	Associate Professor	AY	7,000	3
Friedel, Jennifer	Associate Professor of Practice	AY	7,000	2
<i>College of Architecture, Arts, and Design</i>				
Bigler, Dwight	Professor	AY	10,000	2
Ishida, Aki	Professor	AY	10,000	2
Powers, Matthew	Professor	CY	10,000	2
Hardwig, George (Scotty)	Associate Professor	AY	7,000	3
Vorster, Clive	Collegiate Assistant Professor	AY	5,000	2
Wilkens-Reed, Molly	Collegiate Assistant Professor	AY	5,000	2
<i>Pamplin College of Business</i>				
Becker, William	Professor	AY	10,000	2
Paye, Bradley	Associate Professor	AY	7,000	3
Thompson, Phillip	Associate Professor	AY	7,000	3
Zach, Florian	Associate Professor	AY	7,000	3

Name	Proposed Rank	Appt⁽²⁾	Increase Amount	Code
<i>College of Engineering</i>				
Behkam, Bahareh	Professor	AY	10,000	2
Hester, Erich	Professor	AY	10,000	2
Jeon, Myounghoon (Philart)	Professor	AY	10,000	2
LaConte, Stephen	Professor	CY	10,000	2
Mehrizi-Sani, Ali	Professor	CY	10,000	2
Munson, Jennifer	Professor	CY	10,000	2
Strom, Kyle	Professor	AY	10,000	2
Yi, Yang (Cindy)	Professor	AY	10,000	2
Zhang, Richard	Professor	AY	0	1
Acar, Pinar	Associate Professor	AY	7,000	3
Dong, Dong	Associate Professor	AY	7,000	3
Jacques, Eric	Associate Professor	AY	7,000	3
Jian, Xun (Steve)	Associate Professor	AY	7,000	3
Marston, Landon	Associate Professor	AY	7,000	3
Nojabaei, Bahareh	Associate Professor	AY	7,000	3
Pitterson, Nicole	Associate Professor	AY	7,000	3
Roofigari-Esfahan, Nazila	Associate Professor	AY	7,000	3
Tallon Galdeano, Carolina	Associate Professor	AY	7,000	3
Yerro-Colom, Alba	Associate Professor	AY	7,000	3
Zhang, Wencai	Associate Professor	CY	7,000	3
Zhang, Yuhao	Associate Professor	CY	7,000	3
Cherbaka, Natalie	Collegiate Professor	AY	10,000	2
Edmison, Kenneth (Bob)	Collegiate Associate Professor	AY	7,000	2
Lord, James	Collegiate Associate Professor	AY	7,000	2
Seyam, Mohammed	Collegiate Associate Professor	AY	7,000	2
Carper, Kathleen	Collegiate Assistant Professor	AY	5,000	2
Druschitz, Alan	Professor of Practice	AY	10,000	2
McGinnis, Sean	Professor of Practice	AY	10,000	2
Scardina, Robert (Paolo)	Associate Professor of Practice	CY	7,000	2
Davison, Sneha	Advanced Instructor	AY	5,000	2
Tahmasian, Sevak	Advanced Instructor	AY	5,000	2
<i>College of Liberal Arts and Human Sciences</i>				
Andrango-Walker, Catalina	Professor	AY	10,000	2
Heaton, Matthew	Professor	AY	10,000	2
Schmid, Sonja	Professor	AY	10,000	2
Catalano, Chase	Associate Professor	AY	7,000	3
Commer, Carolyn	Associate Professor	AY	7,000	3
Dearden, Thomas	Associate Professor	AY	7,000	3
Duncan, Megan	Associate Professor	AY	7,000	3
Gardezi, Maaz	Associate Professor	AY	7,000	3
Howell, Brittany	Associate Professor	CY	7,000	3
Kitchens, Karin	Associate Professor	AY	7,000	3
Lane, Tonisha	Associate Professor	AY	7,000	3
Parti, Katalin	Associate Professor	AY	7,000	3
Russon, Jody	Associate Professor	AY	7,000	3
Taylor, Jessica	Associate Professor	AY	7,000	3
Webster, Travis	Associate Professor	AY	7,000	3
Woods, Chelsea	Associate Professor	AY	7,000	3
Horn, Justin	Collegiate Associate Professor	AY	7,000	2
Mengert, Julie	Collegiate Assistant Professor	AY	5,000	2
Brinkmann, Jodie	Associate Professor of Practice	AY	7,000	2
Lopez-Romero, Nancy	Senior Instructor	AY	7,000	2
Culligan, Joanna	Advanced Instructor	CY	5,000	2
Greene, Justin	Advanced Instructor	AY	5,000	2

Name	Proposed Rank	Appt⁽²⁾	Increase Amount	Code
<i>College of Natural Resources and Environment</i>				
Roman, Maren	Professor	CY	10,000	2
Thomas, Robert (Quinn)	Professor	AY	10,000	2
Carter, David	Associate Professor	CY	7,000	3
Escobar, Luis	Associate Professor	AY	7,000	3
Zick, Stephanie	Associate Professor	AY	7,000	3
<i>College of Science</i>				
Lin, Feng	Professor	AY	10,000	2
Liu, Guoliang (Greg)	Professor	AY	10,000	2
Melville, Stephen	Professor	AY	10,000	2
Nesbitt, Sterling	Professor	AY	10,000	2
Hernandez, Jorge (Ivan)	Associate Professor	AY	7,000	3
Lee, Tae-Ho	Associate Professor	AY	7,000	3
Luo, Shaowen	Associate Professor	AY	7,000	3
Schulz, Michael	Associate Professor	AY	7,000	3
Magill, Brenden	Collegiate Associate Professor	AY	7,000	2
Hogan, Eric	Senior Instructor	AY	7,000	2
Ouliaei-Nia, Maziar	Advanced Instructor	AY	5,000	2
Wall, Candace	Advanced Instructor	AY	5,000	2
Watkinson, Jonathan	Advanced Instructor	AY	5,000	2
Zachrich, Kyle	Advanced Instructor	AY	5,000	2
<i>College of Veterinary Medicine</i>				
Davis, Jennifer	Professor	CY	10,000	2
Gohlke, Julia	Professor	AY	10,000	2
Pan, Yuchin	Associate Professor	CY	0	1
Paranjape, Vaidehi	Associate Professor	CY	7,000	3
Tuohy, Joanne	Associate Professor	CY	7,000	3
<i>Dean of Libraries</i>				
Goldbeck DeBose, Kyrille (Kiri)	Professor	CY	10,000	2
Guimont, Corinne	Associate Professor	CY	7,000	5
Ingram, William	Associate Professor	CY	7,000	5
Miles, Rachel	Associate Professor	CY	7,000	5
Wright de Hernandez, Anthony	Associate Professor	CY	7,000	5
Kinnaman, Alex	Assistant Professor	CY	0	4
<i>Virginia Cooperative Extension</i>				
Benner, John	Senior Extension Agent	CY	7,000	2
Flanagan, Roy	Senior Extension Agent	CY	7,000	2
Gartner, Rebecca	Senior Extension Agent	CY	7,000	2
Worrell, William	Senior Extension Agent	CY	7,000	2
Bolles, Thomas	Extension Agent	CY	5,000	2
Clark, Ashley	Extension Agent	CY	5,000	2
Cooper, Elizabeth Pittman	Extension Agent	CY	5,000	2
Edwards, Emmalee	Extension Agent	CY	5,000	2
Lomax, Bertrille	Extension Agent	CY	5,000	2
Pearson, India	Extension Agent	CY	5,000	2
Reasor, Laura	Extension Agent	CY	5,000	2
Wilson, Hannah Parker	Extension Agent	CY	5,000	2
Bendfeldt, Eric	Senior Extension Specialist	CY	7,000	2
Bonnett, Erika	Senior Extension Specialist	CY	7,000	2
Gagnon, Jennifer	Senior Extension Specialist	CY	7,000	2
Ignosh, John	Senior Extension Specialist	CY	7,000	2
Ling, Erin	Senior Extension Specialist	CY	7,000	2
Prysbly, Michelle	Senior Extension Specialist	CY	7,000	2
Rafie, Carlin	Senior Extension Specialist	CY	7,000	2
Seibel, Megan	Senior Extension Specialist	CY	7,000	2
Tyler-Mackey, Crystal	Senior Extension Specialist	CY	7,000	2
Fisher, Sandra	Extension Specialist	CY	5,000	2
Seibel, George (Andy)	Extension Specialist	CY	5,000	2

Name	Proposed Rank	Appt⁽²⁾	Increase Amount	Code
Virginia Tech Carilion School of Medicine ⁽³⁾				
Bankole, Adegbenga	Professor	N/A	-	2
Varma, Anjali	Professor	N/A	-	2
Abi Hatem, Nathalie	Associate Professor	N/A	-	2
Bhowansingh, Roshan	Associate Professor	N/A	-	2
Faulhaber, Jason	Associate Professor	N/A	-	2
Gillen, Jacob	Associate Professor	N/A	-	6
Henderson, Carl	Associate Professor	N/A	-	2
Jain, Sunil	Associate Professor	N/A	-	2
Karanjeet, Raina	Associate Professor	N/A	-	2
Karp, Natalie	Associate Professor	N/A	-	2
McNamara, Robert	Associate Professor	N/A	-	2
Muelenaer, Penelope	Associate Professor	N/A	-	2
Nickerson, Terry	Associate Professor	N/A	-	2
Nwaonu, Jane	Associate Professor	N/A	-	2
Oliver, Eric	Associate Professor	N/A	-	2
Shaywitz, Ira	Associate Professor	N/A	-	2
Simcox, Kimberly	Associate Professor	N/A	-	2
Venuto-Ashton, Angela	Assistant Professor	N/A	-	2
Toy, Serkan	Collegiate Associate Professor	CY	7,000	2
Total Promotion & Tenure Adjustments			\$ 952,000	

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.

2023-24 Promotion, Tenure, and Continued Appointment Program

Amy Sebring,

Executive Vice President And Chief Operating
Officer

June 11, 2024

Promotion and Tenure Process



- 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
- Each candidate for promotion or tenure will be evaluated in light of the tripartite mission of the university: instruction, research, and outreach
- Update P&T promotion amounts, first update since 2015

	Prior	Proposed
Professor	\$ 7,000	\$ 10,000
Associate Professor	\$ 5,000	\$ 7,000
Assistant Professor	\$ 3,000	\$ 5,000

2024 Recommended Salary Adjustments

Proposed Rank	Number of Adjustments	Total Amount
Professor	28	\$ 280,000
Associate Professor	52	364,000
Collegiate Professor	1	10,000
Collegiate Associate Professor	6	42,000
Collegiate Assistant Professor	4	20,000
Professor of Practice	2	20,000
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Advanced Instructor	8	40,000
Senior Extension Agent	4	28,000
Extension Agent	8	40,000
Senior Extension Specialist	9	63,000
Extension Specialist	2	10,000
Total Promotion and Tenure Adjustments	129	\$952,000

2023-24 Promotion, Tenure and Continued Appointment Program

RECOMMENDATION

That the Promotion, Tenure, and Continued Appointment recommendations be approved in accordance with the faculty compensation plan.

JUNE 11, 2024