

## 2022-23 Promotion, Tenure, and Continued Appointment Program

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

April 13, 2023

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 2022-23 faculty compensation plan, salary adjustments are proposed at this time for teaching and research faculty who have been promoted in rank during the 2022-23 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 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	\$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 faculty members 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 6, 2023

2023-2024 Promotion and Tenure Recommendations

**Summary of Promotion & Tenure Adjustment Costs**

<b><u>Proposed Rank</u></b>	<b><u>Adjustments</u></b>	<b><u>Total Amount</u></b>
Professor	34	\$ 238,000
Associate Professor	61	305,000
Clinical Professor	1	7,000
Clinical Associate Professor	3	15,000
Collegiate Associate Professor	7	35,000
Collegiate Assistant Professor	2	6,000
Professor of Practice	3	21,000
Associate Professor of Practice	8	40,000
Assistant Professor of Practice	1	3,000
Senior Instructor	6	30,000
Advanced Instructor	16	48,000
Senior Extension Agent	2	10,000
Extension Agent	8	24,000
<b><i>Subtotal Promotion &amp; Tenure Adjustment Costs</i></b>	<b>152</b>	<b>782,000</b>
<b>Associated Fringe Benefit Costs<sup>(1)</sup></b>		<b>196,908</b>
<b>TOTAL COST OF PROMOTION &amp; TENURE ADJUSTMENTS</b>		<b>\$ 978,908</b>

<b><u>Name</u></b>	<b><u>Proposed Rank</u></b>	<b><u>Appt<sup>(2)</sup></u></b>	<b><u>Increase Amount</u></b>	<b><u>Code</u></b>
<b><i>College of Agriculture &amp; Life Sciences</i></b>				
Barney, Jacob	Professor	AY	7,000	2
Niewolny, Kimberly Lee	Professor	CY	7,000	2
Scott, Durelle T	Professor	AY	7,000	2
Auguste, Albert Jonathan	Associate Professor	AY	5,000	3
Biase, Fernando H	Associate Professor	AY	5,000	3
Campbell, Susan	Associate Professor	CY	5,000	3
Gross, Aaron Donald	Associate Professor	AY	5,000	3
Hedrick, Valisa Ellen	Associate Professor	CY	5,000	3
Jacobs, Leonie	Associate Professor	AY	5,000	3
Jutras, Brandon L	Associate Professor	CY	5,000	3
Lahne, Jacob	Associate Professor	AY	5,000	3
Lemkul, Justin Alan	Associate Professor	AY	5,000	3
McCall, David Scott	Associate Professor	AY	5,000	3
Ramsey, Ford	Associate Professor	AY	5,000	3
Samtani, Jayesh Bharat	Associate Professor	AY	5,000	3
Sherif, Sherif Mohamed	Associate Professor	AY	5,000	3
Steele, Meredith Kate	Associate Professor	AY	5,000	3
Vinauger Tella, Clement	Associate Professor	CY	5,000	3
Eaton, Renee Selberg	Senior Instructor	AY	5,000	2
<b><i>College of Architecture &amp; Urban Studies</i></b>				
Al, Stefan Johannes	Associate Professor	AY	5,000	3
Drum, Meredith	Associate Professor	AY	5,000	3
Duer, Zachary Raymond	Associate Professor	AY	5,000	3
Finley, Patrick	Associate Professor	AY	5,000	3
Hauptman, Jonas	Associate Professor	AY	5,000	3
Hutchins, Jeffery Kyle	Assistant Professor of Practice	AY	3,000	2
<b><i>Pamplin College of Business</i></b>				
Davidson, Robert H	Professor	CY	7,000	2
Wallace, Linda G	Professor	AY	7,000	2
Xiang, Zheng	Professor	CY	7,000	2
Acito, Andrew A	Associate Professor	AY	5,000	3
Kumar, Pankaj	Associate Professor	AY	5,000	3
Vance, Marshall David	Associate Professor	AY	5,000	3
Simpson, Joseph John	Collegiate Associate Professor	AY	5,000	2
Lacoste, Jean M	Associate Professor of Practice	AY	5,000	2
Poff, Ronnie Albert	Associate Professor of Practice	AY	5,000	2

**College of Engineering**

Gabbard, Joseph L.	Professor	CY	7,000	2
Karim, Ayman M	Professor	AY	7,000	2
Katz, Bryan J	Professor of Practice	CY	7,000	2
Knight, David B	Professor	AY	7,000	2
Kochersberger, Kevin Bru	Professor	CY	7,000	2
Li, Qiang	Professor	AY	7,000	2
Michaels, Alan J	Professor	CY	0	1
Nain, Amrinder	Professor	AY	7,000	2
Noble, Christopher Aaron	Professor	CY	7,000	2
Philen, Michael Keith	Professor	AY	7,000	2
Seidel, Gary D	Professor	AY	7,000	2
Akbari Hamed, Kaveh	Associate Professor	AY	5,000	3
Alexander, William Natha	Associate Professor	AY	5,000	3
Bartlett, Michael David	Associate Professor	AY	5,000	3
Bhattacharya, Debswapna	Associate Professor	CY	0	1
Cho, Jin-Hee	Associate Professor	AY	0	1
Doerzaph, Zachary Richard	Associate Professor	CY	0	1
Foroutan, Hosein	Associate Professor	AY	5,000	3
Fu, Yao	Associate Professor	AY	5,000	3
Karpatne, Anuj	Associate Professor	AY	5,000	3
Li, Ling	Associate Professor	AY	5,000	3
Motaleb Abdelaziz, Sherif	Associate Professor	AY	0	1
Murzi Escobar, Homero Gr	Associate Professor	AY	5,000	3
Perez, Miguel A	Associate Professor	CY	0	1
Tong, Rong	Associate Professor	AY	5,000	3
Untaroiu, Alexandrina	Associate Professor	AY	5,000	3
Williams, Ryan K	Associate Professor	AY	5,000	3
Zhou, Wei	Associate Professor	AY	5,000	3
Earnest, Madison Rogers	Associate Professor of Practice	AY	5,000	2
Johnson, Ashley Lynn	Associate Professor of Practice	AY	5,000	2
White, Claire McKenzie	Associate Professor of Practice	AY	5,000	2
Thweatt, Jason S	Senior Instructor	AY	5,000	2
Aidi, Bilel	Advanced Instructor	AY	3,000	2
Galitz, Christopher Lee	Advanced Instructor	AY	3,000	2

**College of Liberal Arts and Human Sciences**

Azano, Amy Price	Professor	AY	7,000	2
Dickow, Alexander	Professor	AY	7,000	2
Dolbin-MacNab, Megan Lei	Professor	CY	7,000	2
Hall, Ralph P	Professor	AY	7,000	2
Myers, Marcus Cayce	Professor	AY	7,000	2
Noiro, Corinne	Professor	AY	7,000	2
Satterwhite, Emily M	Professor	AY	7,000	2
Bieri, David Stephan	Associate Professor	AY	0	1
Christensen, Danille	Associate Professor	AY	5,000	3
Daggett, Cara	Associate Professor	AY	5,000	3
Demmer, Amanda C	Associate Professor	AY	5,000	3
Gitre, Edward Joseph Kha	Associate Professor	AY	5,000	3
Hersch, Gil	Associate Professor	AY	5,000	3
Katz, Benjamin D	Associate Professor	AY	5,000	3
Mielczarek, Natalia	Associate Professor	AY	5,000	3
Queen, Khadijah	Associate Professor	AY	0	1
Ridge, Patrick Thomas	Associate Professor	AY	5,000	3
Sedgwick, Donna Ann	Associate Professor	AY	5,000	3
Shin, Eonyou	Associate Professor	AY	5,000	3
Wadoski, Andrew Marc	Associate Professor	AY	5,000	3
Davis, Stephanie Dean	Collegiate Associate Professor	CY	5,000	2
Delgado Lopez, David	Collegiate Assistant Professor	AY	3,000	2
Shinault, Hannah Leigh	Collegiate Assistant Professor	AY	3,000	2
Bradley, Nancy Ann	Associate Professor of Practice	CY	5,000	2
Fortune, Donna J	Associate Professor of Practice	AY	5,000	2
Gardner, Alexa Fraley	Senior Instructor	CY	5,000	2
Gibbs, Jared A	Senior Instructor	CY	5,000	2
Boor, Claire Hall	Advanced Instructor	AY	3,000	2
Correll, Colleen Catheri	Advanced Instructor	AY	3,000	2
Fehr, Laura Anne	Advanced Instructor	AY	3,000	2

Hobin, Andrew John	Advanced Instructor	AY	3,000	2
Lael, Victoria	Advanced Instructor	AY	3,000	2
Marzolf, Amanda Kay	Advanced Instructor	AY	3,000	2
Stinson, Susan C	Advanced Instructor	AY	3,000	2
<b>College of Natural Resources and Environment</b>				
Coates, Thomas Adam	Associate Professor	AY	5,000	
Gannon, John Patrick	Collegiate Associate Professor	AY	5,000	
<b>College of Science</b>				
Bahel, Eric A	Professor	CY	7,000	2
Caddick, Mark James	Professor	AY	7,000	2
Casas, Brooks	Professor	CY	7,000	2
Chiu, Pearl Huh	Professor	CY	7,000	2
Du, Pang	Professor	AY	7,000	2
Ferreira, Marco Antonio	Professor	AY	7,000	2
Kim, Inyoung	Professor	AY	7,000	2
Romans, Brian W	Professor	AY	7,000	2
Wawro, Megan	Professor	AY	7,000	2
Aylward, Frank	Associate Professor	AY	5,000	3
Emori, Satoru	Associate Professor	AY	5,000	3
Langwig, Kate Elizabeth	Associate Professor	AY	5,000	3
Ni, Lina	Associate Professor	CY	5,000	3
Pickrell, Alicia Mae	Associate Professor	CY	5,000	3
Smith, Alexander Charles	Associate Professor	AY	5,000	3
Stocker, Michelle	Associate Professor	AY	5,000	3
Uyeda, Josef C	Associate Professor	AY	5,000	3
Vijayan, Sujith	Associate Professor	AY	5,000	3
Arnold, Rachel Florence	Collegiate Associate Professor	AY	5,000	2
Kraikivski, Pavel	Collegiate Associate Professor	AY	5,000	2
Tian, Chixia	Collegiate Associate Professor	AY	5,000	2
Van Mullekom, Jennifer H	Professor of Practice	CY	7,000	2
Gebremariam, Gebremeskel	Senior Instructor	AY	5,000	2
Robbins, Nicholas P	Senior Instructor	AY	5,000	2
Chung, Myungsuk	Advanced Instructor	AY	3,000	2
Emori, Megan M	Advanced Instructor	AY	3,000	2
Geller, Aaron	Advanced Instructor	AY	3,000	2
Hammer, Steven T	Advanced Instructor	AY	3,000	2
Silber, Steven	Advanced Instructor	AY	3,000	2
Thompson, Jessica	Advanced Instructor	AY	3,000	2
Yang, Zhou	Advanced Instructor	AY	3,000	2
<b>Honors College</b>				
Lewis, Stephanie Nicole	Collegiate Associate Professor	AY	5,000	2
<b>College of Veterinary Medicine</b>				
Allen, Irving Coy	Professor	CY	7,000	2
Luo, Xin	Professor	AY	7,000	2
Theus, Michelle Hedrick	Professor	CY	7,000	2
Duggal, Nisha	Associate Professor	AY	5,000	3
Klahn, Shawna L	Associate Professor	CY	0	1
Lahmers, Kevin K	Clinical Professor	CY	7,000	2
Freeman, Mark D	Clinical Associate Professor	CY	5,000	2
Schramm, Hollie H	Clinical Associate Professor	CY	5,000	2
Tham, Heng Leet	Clinical Associate Professor	CY	5,000	2
Ragan, Valerie E	Professor of Practice	CY	7,000	2
Rist, Cassidy	Associate Professor of Practice	CY	5,000	2
<b>Dean of Libraries</b>				
Becksford, Lisa Diane	Associate Professor	CY	5,000	5
Brown, Anne M	Associate Professor	CY	5,000	5
MacDonald, Amanda	Associate Professor	CY	5,000	5
Ogle, Jeffrey Todd	Associate Professor	CY	5,000	5
<b>Virginia Cooperative Extension</b>				
Thacker, Paige Elizabeth	Senior Extension Agent	CY	5,000	2

Tillotson, Bonnie B	Senior Extension Agent	CY	5,000	2
Humphries, Carter Davis	Extension Agent	CY	3,000	2
Kline, Kelsey Marie Kennedy	Extension Agent	CY	3,000	2
Longest, Robert Joseph	Extension Agent	CY	3,000	2
Martin, Maribeth Jones	Extension Agent	CY	3,000	2
Morgan, Erin Elizabeth S	Extension Agent	CY	3,000	2
Morgan, Jacob McKinney	Extension Agent	CY	3,000	2
Roberts, Rebecca Mahan	Extension Agent	CY	3,000	2
Rutherford, Sara Riggan	Extension Agent	CY	3,000	2

**Virginia Tech Carilion School of Medicine** <sup>(3)</sup>

Berzingi, Chalak	Professor	N/A	-	2
Fazili, Tasaduq	Professor	N/A	-	2
Sapra, Mamta	Professor	N/A	-	2
Faulks, Emily Renee	Associate Professor	N/A	-	2
Foerst, Jason R	Associate Professor	N/A	-	2
Giri, Badri	Associate Professor	N/A	-	2
Hama Amin, Ali	Associate Professor	N/A	-	2
Johnson, Isaiah	Associate Professor	N/A	-	2
Marvin, Eric	Associate Professor	N/A	-	6
McNamara, John Patrick	Associate Professor	CY	-	2
Nunziato, Jaclyn	Associate Professor	N/A	-	2
Nunziato, Jaclyn	Associate Professor	N/A	-	2
O'Brien, Virginia	Associate Professor	N/A	-	6
Polk, Elizabeth	Associate Professor	N/A	-	2
Price, Justin	Associate Professor	N/A	-	2
Stewart, Christi	Associate Professor	N/A	-	2
Stewart, Jonathan	Associate Professor	N/A	-	2
Tegge, Allison	Associate Professor	CY	-	2
Vasudeva, Shikha	Associate Professor	N/A	-	2

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**\$ 782,000**
**Codes**

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- 1: Tenure
  - 2: Promotion
  - 3: Promotion with Tenure
  - 4: Continued Appointment
  - 5: Promotion and Continued Appointment
  - 6: Promotion with Tenure to Title

**Notes**

<sup>(1)</sup> Based upon university-wide average variable fringe benefit rate. Actual results may vary depending upon specific employee attributes.

<sup>(2)</sup> AY denotes an Academic Year appointment, while CY denotes a calendar year appointment.

<sup>(3)</sup> Carilion Clinic employees with Virginia Tech faculty appointments; there are no costs related to these positions.