Faculty Personnel Changes Report

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

Period of December 25, 2022 through March 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: 3
- New Appointments to Tenure-Track or Continued Appointment-Track: 13
- Adjustments in Salary: 2
- One-time payments: 0

Administrative and Professional Faculty
- New Appointments: 7
- Adjustments in Salary: 5
- One-time payments: 10

Research Faculty
- Adjustments in Salary: 0

Faculty Adjustments not included in the report

<table>
<thead>
<tr>
<th></th>
<th>Number</th>
<th>Average Salary</th>
<th>Average $ Increase</th>
<th>Average % Increase</th>
<th>Total Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching and Research Faculty</td>
<td>25</td>
<td>$120,070</td>
<td>$8,126</td>
<td>8.48%</td>
<td>$224,588</td>
</tr>
<tr>
<td>Administrative and Professional Faculty</td>
<td>126</td>
<td>$88,946</td>
<td>$8,984</td>
<td>11.24%</td>
<td>$1,023,910</td>
</tr>
</tbody>
</table>

RECOMMENDATION:

That the Board ratify the Faculty Personnel Changes Report.

June 6, 2023
## New Appointments

<table>
<thead>
<tr>
<th>Name</th>
<th>Type</th>
<th>Title</th>
<th>Department</th>
<th>Appt Months</th>
<th>Effective Date</th>
<th>Percent</th>
<th>Base</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>College of Architecture, Arts, and Design</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mastracci, Anthony</td>
<td>AP</td>
<td>Assistant Dean for Finance and Administration</td>
<td>Dean - Architecture</td>
<td>12</td>
<td>03/10/2023</td>
<td>100%</td>
<td>$135,000</td>
</tr>
<tr>
<td><strong>College of Agriculture and Life Sciences</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Booth, Warren</td>
<td>T&amp;R</td>
<td>Associate Professor</td>
<td>Entomology</td>
<td>9</td>
<td>12/25/2022</td>
<td>100%</td>
<td>$120,000</td>
</tr>
<tr>
<td>Cladis, Dennis P.</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>Food Science and Technology</td>
<td>9</td>
<td>12/25/2022</td>
<td>100%</td>
<td>$86,000</td>
</tr>
<tr>
<td><strong>College of Engineering</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Han, Aiguo</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>Biomedical Engineering &amp; Mechanics</td>
<td>9</td>
<td>01/10/2023</td>
<td>100%</td>
<td>$105,000</td>
</tr>
<tr>
<td>Zhang, Lu</td>
<td>T&amp;R</td>
<td>Associate Professor</td>
<td>Myers-Lawson School of Construction</td>
<td>9</td>
<td>12/25/2022</td>
<td>100%</td>
<td>$103,000</td>
</tr>
<tr>
<td>Zhong, Huaiyang</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>Industrial and Systems Engineering</td>
<td>9</td>
<td>12/25/2022</td>
<td>100%</td>
<td>$100,000</td>
</tr>
<tr>
<td>Vantassel, Joseph P.</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>Civil &amp; Environmental Engineering</td>
<td>9</td>
<td>12/25/2022</td>
<td>100%</td>
<td>$100,000</td>
</tr>
<tr>
<td>Noh, Sam Hyuk</td>
<td>T&amp;R</td>
<td>Professor</td>
<td>Computer Science</td>
<td>9</td>
<td>01/23/2023</td>
<td>100%</td>
<td>$265,000</td>
</tr>
<tr>
<td>Wang, Xuan</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>Computer Science</td>
<td>9</td>
<td>01/01/2023</td>
<td>100%</td>
<td>$121,000</td>
</tr>
<tr>
<td>Kim, Oleg</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>Biomedical Engineering &amp; Mechanics</td>
<td>9</td>
<td>01/10/2023</td>
<td>100%</td>
<td>$105,000</td>
</tr>
<tr>
<td>Chen, Yan</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>Computer Science</td>
<td>9</td>
<td>03/13/2023</td>
<td>100%</td>
<td>$125,000</td>
</tr>
<tr>
<td><strong>College of Liberal Arts and Human Sciences</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hunt, Brittany D.</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>School of Education</td>
<td>9</td>
<td>12/25/2022</td>
<td>100%</td>
<td>$70,000</td>
</tr>
<tr>
<td><strong>College of Natural Resources</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nyboer, Elizabeth</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>Fish and Wildlife Conservation</td>
<td>9</td>
<td>01/10/2023</td>
<td>100%</td>
<td>$82,000</td>
</tr>
<tr>
<td><strong>President</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brooks, Elijah</td>
<td>AP</td>
<td>Assistant Coach / Football</td>
<td>Athletic Department</td>
<td>12</td>
<td>03/13/2023</td>
<td>100%</td>
<td>$350,000</td>
</tr>
<tr>
<td>Crook, Ronald M.</td>
<td>AP</td>
<td>Assistant Coach / Football</td>
<td>Athletic Department</td>
<td>12</td>
<td>03/13/2023</td>
<td>100%</td>
<td>$475,000</td>
</tr>
<tr>
<td><strong>College of Science</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Macias Herrera, Silvio</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>School of Neuroscience</td>
<td>9</td>
<td>12/25/2022</td>
<td>100%</td>
<td>$105,000</td>
</tr>
<tr>
<td>Cao, Chun Jun</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>Physics</td>
<td>9</td>
<td>12/25/2022</td>
<td>100%</td>
<td>$94,500</td>
</tr>
<tr>
<td>Agrawal, Sweta</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>School of Neuroscience</td>
<td>9</td>
<td>01/01/2023</td>
<td>100%</td>
<td>$110,000</td>
</tr>
<tr>
<td>Gulseven, Zehra</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>Psychology</td>
<td>9</td>
<td>12/25/2022</td>
<td>100%</td>
<td>$93,000</td>
</tr>
<tr>
<td><strong>Vice President for Campus Planning, Infrastructure, and Facilities</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nguyen, Nam Q.</td>
<td>AP</td>
<td>Senior Director - Electronic Service &amp; Deputy to AVP</td>
<td>FS - Utilities</td>
<td>12</td>
<td>01/10/2023</td>
<td>100%</td>
<td>$192,000</td>
</tr>
<tr>
<td><strong>Vice President for Human Resources</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gardner, Maura J.</td>
<td>AP</td>
<td>Director of Human Resources</td>
<td>Vice President for Human Resources</td>
<td>12</td>
<td>02/13/2023</td>
<td>100%</td>
<td>$137,000</td>
</tr>
<tr>
<td><strong>Vice President for Information Technology</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Skow, Dana D.</td>
<td>AP</td>
<td>Associate Vice President for Research Computing</td>
<td>Advanced Research Computing</td>
<td>12</td>
<td>03/14/2023</td>
<td>100%</td>
<td>$215,000</td>
</tr>
<tr>
<td><strong>Vice President for Student Affairs</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sikes, Steven M.</td>
<td>AP</td>
<td>Dean of Students</td>
<td>Dean of Students Office</td>
<td>12</td>
<td>01/10/2023</td>
<td>100%</td>
<td>$150,000</td>
</tr>
<tr>
<td><strong>Virginia Tech Carilion School of Medicine</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Zhang, Mengxi</td>
<td>T&amp;R</td>
<td>Assistant Professor</td>
<td>VTC Healthcare Science</td>
<td>12</td>
<td>01/10/2023</td>
<td>100%</td>
<td>$120,000</td>
</tr>
</tbody>
</table>
## Adjustments and One-time Payments

<table>
<thead>
<tr>
<th>Name</th>
<th>Type</th>
<th>Appt Months</th>
<th>Effective Date</th>
<th>Percent Appt</th>
<th>Base</th>
<th>One-time</th>
<th>Reason for Current Action</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>College of Business</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Crawford, Ashley</td>
<td>AP</td>
<td>12</td>
<td>1/25/2023</td>
<td>100%</td>
<td>$130,000</td>
<td></td>
<td>Promotion Faculty</td>
</tr>
<tr>
<td><strong>College of Engineering</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Johnson, Blake</td>
<td>T&amp;R</td>
<td>12</td>
<td>01/10/2023</td>
<td>100%</td>
<td>$216,000</td>
<td></td>
<td>Retention</td>
</tr>
<tr>
<td><strong>Executive Vice President and Provost</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hammond, Matthew L.</td>
<td>AP</td>
<td>12</td>
<td>03/10/2023</td>
<td>100%</td>
<td>$140,000</td>
<td></td>
<td>Transfer Competitive Staff/AP</td>
</tr>
<tr>
<td><strong>President</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adair, Charles R.</td>
<td>AP</td>
<td>12</td>
<td>01/10/2023</td>
<td>100%</td>
<td>$50,000</td>
<td></td>
<td>Contractual Retention Incentive</td>
</tr>
<tr>
<td>Babcock, Bradley W.</td>
<td>AP</td>
<td>12</td>
<td>01/10/2023</td>
<td>100%</td>
<td>$10,000</td>
<td></td>
<td>MBB 2022 ACC tournament</td>
</tr>
<tr>
<td>Babcock, Bradley W.</td>
<td>AP</td>
<td>12</td>
<td>02/25/2023</td>
<td>100%</td>
<td>$20,000</td>
<td></td>
<td>M&amp;W indoor track 2023 ACC champs</td>
</tr>
<tr>
<td>Babcock, Bradley W.</td>
<td>AP</td>
<td>12</td>
<td>03/10/2023</td>
<td>100%</td>
<td></td>
<td></td>
<td>WBB 2023 ACC tournament</td>
</tr>
<tr>
<td>Brizendine, Michael L.</td>
<td>AP</td>
<td>12</td>
<td>02/10/2023</td>
<td>100%</td>
<td></td>
<td></td>
<td>Wrestling 2023 ACC Co-Champions</td>
</tr>
<tr>
<td>Brooks, Kenneth R.</td>
<td>AP</td>
<td>12</td>
<td>03/10/2023</td>
<td>100%</td>
<td></td>
<td></td>
<td>Contractual Retention Incentive</td>
</tr>
<tr>
<td>Lopez Miro, Sergio</td>
<td>AP</td>
<td>12</td>
<td>03/10/2023</td>
<td>100%</td>
<td></td>
<td></td>
<td>Contractual Retention Incentive</td>
</tr>
<tr>
<td>Mines, Fontel</td>
<td>AP</td>
<td>12</td>
<td>1/15/2023</td>
<td>100%</td>
<td>$425,000</td>
<td></td>
<td>Retention</td>
</tr>
<tr>
<td>Pry, Brenton J.</td>
<td>AP</td>
<td>12</td>
<td>12/25/2022</td>
<td>100%</td>
<td></td>
<td></td>
<td>Quarterly Contractual Payment</td>
</tr>
<tr>
<td>Pry, Brenton J.</td>
<td>AP</td>
<td>12</td>
<td>03/10/2023</td>
<td>100%</td>
<td></td>
<td></td>
<td>Quarterly Contractual Payment</td>
</tr>
<tr>
<td>Robie, Anthony R.</td>
<td>AP</td>
<td>12</td>
<td>1/1/2023</td>
<td>100%</td>
<td>$205,000</td>
<td></td>
<td>Contractual Increase</td>
</tr>
<tr>
<td>Young, Michael K.</td>
<td>AP</td>
<td>12</td>
<td>02/25/2023</td>
<td>100%</td>
<td></td>
<td></td>
<td>Quarterly Contractual Payment</td>
</tr>
<tr>
<td><strong>College of Science</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pollyea, Ryan</td>
<td>T&amp;R</td>
<td>9</td>
<td>12/10/2022</td>
<td>100%</td>
<td>$136,764</td>
<td></td>
<td>Retention - Retroactive</td>
</tr>
<tr>
<td><strong>Vice President for Advancement</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mulcahy, Tristan D.</td>
<td>AP</td>
<td>12</td>
<td>01/25/2023</td>
<td>100%</td>
<td>$150,000</td>
<td></td>
<td>Promotion Faculty</td>
</tr>
</tbody>
</table>
### Deferred Compensation

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Department</th>
<th>Appt Months</th>
<th>Effective Date</th>
<th>Percent</th>
<th>Appt</th>
<th>One-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capaldo, Stephen</td>
<td>Associate University Legal Counsel</td>
<td>University Legal Counsel</td>
<td>12</td>
<td>7/1/2023</td>
<td>100%</td>
<td>$12,000</td>
<td></td>
</tr>
<tr>
<td>Clarke, Cyril</td>
<td>Executive Vice President and Provost</td>
<td>Executive Vice President and Provost</td>
<td>12</td>
<td>6/1/2023</td>
<td>100%</td>
<td>$50,000</td>
<td></td>
</tr>
<tr>
<td>Gess, Mark</td>
<td>Associate University Legal Counsel</td>
<td>University Legal Counsel</td>
<td>12</td>
<td>7/1/2023</td>
<td>100%</td>
<td>$12,000</td>
<td></td>
</tr>
<tr>
<td>Hartman, Kristina</td>
<td>Associate University Legal Counsel</td>
<td>University Legal Counsel</td>
<td>12</td>
<td>7/1/2023</td>
<td>100%</td>
<td>$12,000</td>
<td></td>
</tr>
<tr>
<td>Heidbreder, Kay</td>
<td>University Legal Counsel</td>
<td>University Legal Counsel</td>
<td>12</td>
<td>7/1/2023</td>
<td>100%</td>
<td>$30,000</td>
<td></td>
</tr>
<tr>
<td>McClanahan, Hud</td>
<td>Associate University Legal Counsel</td>
<td>University Legal Counsel</td>
<td>12</td>
<td>7/1/2023</td>
<td>100%</td>
<td>$12,000</td>
<td></td>
</tr>
<tr>
<td>Phlegar, Charles</td>
<td>Senior Vice President for Advancement</td>
<td>Senior Vice President for Advancement</td>
<td>12</td>
<td>6/1/2023</td>
<td>100%</td>
<td>$70,000</td>
<td></td>
</tr>
<tr>
<td>Pratt, Menah</td>
<td>Vice President for Strategic Affairs and Provost for Inclusion and Diversity</td>
<td>Inclusion and Diversity</td>
<td>12</td>
<td>6/1/2023</td>
<td>100%</td>
<td>$12,000</td>
<td></td>
</tr>
<tr>
<td>Sebring, Amy</td>
<td>Executive Vice President and Chief Operating Officer</td>
<td>Executive Vice President and Chief Operating Officer</td>
<td>12</td>
<td>6/1/2023</td>
<td>100%</td>
<td>$50,000</td>
<td></td>
</tr>
<tr>
<td>Sands, Timothy</td>
<td>President</td>
<td>President</td>
<td>12</td>
<td>6/1/2023</td>
<td>100%</td>
<td>$100,000</td>
<td></td>
</tr>
<tr>
<td>Sands, Timothy</td>
<td>President</td>
<td>President</td>
<td>12</td>
<td>6/1/2023</td>
<td>100%</td>
<td>$180,000</td>
<td></td>
</tr>
</tbody>
</table>