

Faculty Personnel Changes Report
FINANCE AND RESOURCE MANAGEMENT COMMITTEE
First Quarter FY 2026 *

The Faculty Personnel Changes Report includes new appointments and adjustments in salaries for select faculty as defined by the Resolution to Amend the Delegation of Authority for Selected Faculty Personnel Actions passed by the Board in June 2024. 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. Deferred compensation actions are included in the Faculty Personnel Changes Report based on the payment date to the beneficiary and listed separately from other compensation actions. 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	8
New Appointments to Tenure-Track or Continued Appointment-Track	31
Adjustments in Salary	3
One-time payments	0
Administrative and Professional Faculty	
New Appointments	13
New Appointments with Tenure	2
Adjustments in Salary	3
One-time payments	73
Deferred Compensation	1
Research Faculty	
Adjustments in Salary	0

RECOMMENDATION:

That the Board ratify the Faculty Personnel Changes Report.

November 18, 2025

* Aligned with applicable pay periods.

New Appointments

Name	Type	Title	Department	Appt Months	Effective Date	Percent Appt	Base
<u>College of Agriculture and Life Sciences</u>							
Baros, Jonathan R.	AP	Assistant Dean of Finance	CALS Administration	12	08/18/2025	100%	\$ 200,000
Dong, Mengyi	TR	Assistant Professor	Virginia Seafood AREC	9	08/25/2025	100%	\$ 94,000
Hao, Shilai	TR	Assistant Professor	School of Plant & Environmental Sciences	9	08/10/2025	100%	\$ 92,000
Mott, Joshua D.	TR	Assistant Professor	Southern Piedmont AREC	9	08/10/2025	100%	\$ 93,000
Perry, Demetra	TR	Assistant Professor	Alson H. Smith, Jr. AREC	9	08/10/2025	100%	\$ 92,000
Voothuluru, Priyamvada	TR	Assistant Professor	School of Plant & Environmental Sciences	9	08/10/2025	100%	\$ 96,000
Wong, Kong M.	TR	Assistant Professor	Biological Systems Engineering	9	08/10/2025	100%	\$ 102,000
You, Yongfa	TR	Assistant Professor	School of Plant & Environmental Sciences	9	08/10/2025	100%	\$ 93,000
<u>College of Architecture, Arts, and Design</u>							
Davidson, Paige E.	TR	Assistant Professor	School of Architecture	9	08/10/2025	100%	\$ 90,000
Dieudonne, Rudy	TR	Assistant Professor	School of Design	9	08/10/2025	100%	\$ 83,000
Isbilen Cakiroglu, Ezgi	TR	Assistant Professor	School of Architecture	9	08/25/2025	100%	\$ 95,000
Metz, Walter C.	TR	Professor	School of Performing Arts	9	08/10/2025	100%	\$ 125,000
Ornelas, Maria C.	TR	Assistant Professor	School of Design	9	08/10/2025	100%	\$ 83,000
Piazz, Leandro	TR	Assistant Professor	School of Architecture	9	08/10/2025	100%	\$ 90,000
Vance, Robert	TR	Assistant Professor	School of Architecture	9	08/10/2025	100%	\$ 90,000
<u>College of Business</u>							
Lattimore, Somiah M.	AP	Executive Director, Apex Center for Entrepreneurs	Dean of Business	12	07/25/2025	100%	\$ 240,000
Ruchti, Thomas G.	TR	Assistant Professor	Accounting & Information Systems	9	08/10/2025	100%	\$ 265,000
<u>College of Engineering</u>							
An, Shengwei	TR	Assistant Professor	Computer Science	9	08/10/2025	100%	\$ 133,000
Avsar, Alkim Z.	TR	Assistant Professor	Industrial and Systems Engineering	9	08/10/2025	100%	\$ 107,000
Berger, Edward	TR	Department Head, Engineering Education	Engineering Education	12	07/25/2025	100%	\$ 275,000
Brubaker, Eric R.	TR	Assistant Professor	Industrial and Systems Engineering	9	08/10/2025	100%	\$ 108,500
Huang, Kaiwu	TR	Assistant Professor	Mining and Minerals Engineering	9	08/10/2025	100%	\$ 105,000
Liu, Mushuang	TR	Assistant Professor	Mechanical Engineering	9	08/10/2025	100%	\$ 116,000
Mishra, Debakanta	TR	Associate Professor	Civil & Environmental Engineering	9	08/10/2025	100%	\$ 134,000
Sarmah, Anubhav	TR	Assistant Professor	Chemical Engineering	9	08/10/2025	100%	\$ 115,000
Smith IV, David H.	TR	Assistant Professor	Computer Science	9	08/10/2025	100%	\$ 133,000
Stepputtis, Simon B.	TR	Assistant Professor	Mechanical Engineering	9	08/10/2025	100%	\$ 112,000
Thangjitham, Jessica S.	TR	Assistant Professor	Civil & Environmental Engineering	9	08/10/2025	100%	\$ 111,000
Vakilian, Ali	TR	Assistant Professor	Computer Science	9	08/10/2025	100%	\$ 133,000
Wang, Jun	TR	Assistant Professor	Electrical and Computer Engineering	9	08/10/2025	100%	\$ 120,000
Zhong, Yuhao	TR	Assistant Professor	Industrial and Systems Engineering	9	08/10/2025	100%	\$ 107,000
<u>College of Liberal Arts and Human Sciences</u>							
Grace, Breanne L.	TR	Associate Professor	Sociology	9	08/10/2025	100%	\$ 100,000
Grace, Joshua R.	TR	Associate Professor and Director of the Academy of Transdisciplinary Studies	CLAHS-Innovative Programs	9	08/10/2025	100%	\$ 105,000
<u>College of Natural Resources and Environment</u>							
Cooper, Robert D.	TR	Assistant Professor	Fish and Wildlife Conservation	9	08/10/2025	100%	\$ 90,000
Furze, Shane R.	TR	Assistant Professor	Forest Resources & Environmental Conservation	9	08/10/2025	100%	\$ 93,000
van de Gevel, Saskia L.	AP	Dean	College of Natural Resources and Environment	12	07/01/2025	100%	\$ 325,000

*Aligned with applicable pay periods

**Internal hire resulting from competitive search

New Appointments - continued

Name	Type	Title	Department	Appt Months	Effective Date	Percent Appt	Base
<u>College of Science</u>							
Acosta, Mateo	TR	Assistant Professor	Geosciences	9	08/10/2025	100%	\$ 104,000
Hematian, Shabnam	TR	Associate Professor	Chemistry	9	08/10/2025	100%	\$ 120,000
Liu, Wei	TR	Associate Professor	Chemistry	9	08/10/2025	100%	\$ 126,500
Schwob, Michael R.	TR	Assistant Professor	Statistics	9	08/10/2025	100%	\$ 118,000
<u>College of Veterinary Medicine</u>							
Lahmers, Sunshine M. **	AP	Associate Dean for Professional Programs	Dean - Veterinary Medicine	12	09/10/2025	100%	\$ 264,000
Messenger, Kristen	TR	Associate Professor	Biomedical Science	12	08/01/2025	100%	\$ 170,000
<u>Executive Vice President and Provost</u>							
Ross, Julie	AP	Executive Vice President and Provost	Executive Vice President and Provost	12	01/10/2026	100%	\$ 690,000
Sible, Jill C. **	AP	Vice Provost for Undergraduate Affairs	Vice President Undergraduate Academic Affairs	12	06/25/2025	100%	\$ 300,000
<u>Executive Vice President and Chief Operating Officer</u>							
Orders, Amy B.	AP	Associate Vice President for Public Safety	Public Safety	12	08/04/2025	100%	\$ 280,000
<u>Honors College</u>							
Bott, Rebecca	AP	Dean	Honors College	12	07/01/2025	100%	\$ 300,000
<u>President</u>							
Franklin, James	AP	Head Coach, Football	Athletic Department	12	11/15/2025	100%	\$ 500,000
<u>Senior Vice President for Advancement</u>							
Wamsley, Thomas F.	AP	Senior Vice President for Advancement	Senior Vice President for Advancement	12	08/18/2025	100%	\$ 700,000
<u>Senior Vice President for Research and Innovation</u>							
Amo, Ryunosuke	TR	Assistant Professor	Fralin Biomedical Research Institute	12	07/01/2025	100%	\$ 130,000
<u>Vice President for Facilities</u>							
Tatum, Ralph E.	AP	Director of VTES and Deputy to the Executive Director of Energy & Utilities	Energy and Utilities	12	08/25/2025	100%	\$ 175,000
White, Kyle **	AP	Director of Capital Construction	Capital Construction	12	06/25/2025	100%	\$ 160,000
<u>Vice President for Information Technology</u>							
Beck, Shannon I.	AP	Director, Virginia Cyber Range	Cyber Range	12	07/14/2025	100%	\$ 180,000
Brown, Brian T.	AP	Director, IT Project Management Office	IT Governance Planning and Strategy	12	07/21/2025	100%	\$ 175,000
<u>Vice President for Student Affairs</u>							
Davidson, Meaghan K.	AP	Assistant Vice President & Dean of Students	Dean of Students	12	07/14/2025	100%	\$ 190,000

*Aligned with applicable pay periods

**Internal hire resulting from competitive search

Adjustments

Name	Type	Title	Department	Appt Months	Effective Date	Percent Appt	Base	Reason for Current Action
<u>College of Business</u>								
Zhu, Meng	TR	Department Head, Professor of Marketing	Marketing	12	08/10/2025	100%	\$ 443,992	Promotion
<u>College of Engineering</u>								
Knocke, William R.	TR	Professor	Civil & Environmental Engineering	9	08/10/2025	100%	\$ 152,258	Administrative Supplement
<u>College of Science</u>								
Allen, Julia	TR	Associate Professor	Biological Sciences	9	08/25/2025	100%	\$ 122,539	Retention
<u>President</u>								
D'Amour, Peter J.	AP	Head Coach, Softball	Athletic Department	12	07/01/2025	100%	\$ 300,000	Contractual Increase
<u>Vice President of Facilities</u>								
Stolte, Matthew H.	AP	Director of Engineering Services	Facilities Engineering	12	06/25/2025	100%	\$ 180,000	Internal Alignment
<u>Senior Vice President for Research and Innovation</u>								
LaVallee, Katherine T.	AP	University Attending Veterinarian and Director of ARCD	Animal Care	12	06/25/2025	100%	\$ 230,000	Promotion

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Faculty Personnel Changes Report
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One-time Payments**

Name	Type	Title	Department	Appt Months	Effective Date	Percent Appt	One-time
<u>President</u>							
Adibi, Xavier O.	AP	Inside Linebackers Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 2,000
Adibi, Xavier O.	AP	Inside Linebackers Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 12,500
Babcock, Bradley W.	AP	Director of Athletics	Athletic Department	12	07/10/2025	100%	\$ 20,000
Black, Alexander K.	AP	Senior Director, Sports Medicine - Football, Golf	Athletic Department	12	09/10/2025	100%	\$ 3,250
Borel, Cleopatra A.	AP	Assistant Coach, Throws - Track and Field	Athletic Department	12	07/10/2025	100%	\$ 2,000
Brizendine, Michael L.	AP	Head Coach, Men's Soccer	Athletic Department	12	07/10/2025	100%	\$ 2,000
Bryan, Anne L.	AP	Assistant Athletic Director, Sports Medicine	Athletic Department	12	07/10/2025	100%	\$ 1,500
Carter, William S.	AP	Director of Football Equipment Services	Athletic Department	12	09/10/2025	100%	\$ 2,000
Collier, Lauren E.	AP	Director, Strength & Conditioning	Athletic Department	12	07/25/2025	100%	\$ 2,500
Crist, Brian D.	AP	Co-Quarterbacks Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 2,000
Crist, Brian D.	AP	Co-Quarterbacks Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 12,500
Danielsen, Jens	AP	Assistant Offensive Line Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Davis, Brent C.	AP	Tight Ends Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 2,000
Davis, Brent C.	AP	Tight Ends Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 12,500
DeVault-Smith, Brayden	AP	Assistant Cornerbacks Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Dillard, Brandon A.	AP	Assistant Director of Strength & Conditioning, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Duffy, Megan M.	AP	Head Coach, Women's Basketball	Athletic Department	12	06/25/2025	100%	\$ 75,000
Dunson, Alan	AP	Associate Head Coach, Track and Field	Athletic Department	12	07/10/2025	100%	\$ 2,000
Eaton, Jeffrey P.	AP	Associate Director of Strength & Conditioning, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Ellis, John	AP	Assistant Coach, Jumps-Multi - Track and Field	Athletic Department	12	07/10/2025	100%	\$ 2,000
Ferguson, Jarrett T.	AP	Assistant Athletic Director of Strength & Conditioning, Football	Athletic Department	12	09/10/2025	100%	\$ 2,000
Fraye, Jared D.	AP	Associate Head Coach, Wrestling	Athletic Department	12	09/10/2025	100%	\$ 10,000
Frazier, Chester L.	AP	Associate Head Coach, Men's Basketball	Athletic Department	12	08/10/2025	100%	\$ 62,500
Gouveia-Winslow, Jeron K.	AP	Associate Safeties Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Griesemer, Brett P.	AP	Assistant Athletic Director, Head Football Athletic Trainer	Athletic Department	12	09/10/2025	100%	\$ 3,250
Hale, Eric J.	AP	Associate Director of Strength & Conditioning	Athletic Department	12	07/10/2025	100%	\$ 500
Hall, Jordyn C.	AP	Director of Recruiting Admissions, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Hampton, Carrie L.	AP	Director, Compliance	Athletic Department	12	09/10/2025	100%	\$ 2,000
Hardie, Ryan N.	AP	Assistant Director of Strength & Conditioning, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Hazel, Michael L.	AP	Associate Athletic Director, Chief of Staff	Athletic Department	12	09/10/2025	100%	\$ 2,000
Helms, Christopher L.	AP	Executive Associate Athletic Director, Sport Oversight	Athletic Department	12	07/10/2025	100%	\$ 1,500
Hernandez, Nelson E.	AP	Men's Basketball General Manager	Athletic Department	12	08/10/2025	100%	\$ 12,500
Hildahl, Carly J.	AP	Director, Football Sports Nutrition	Athletic Department	12	09/10/2025	100%	\$ 2,000
Holdren, Terry A.	AP	Head Coach, Woman's Tennis	Athletic Department	12	07/10/2025	100%	\$ 10,000
Ireland, Adam C.	AP	Assistant Director	Athletic Department	12	09/10/2025	100%	\$ 3,000

*Aligned with applicable pay periods

**One-time payments may include, but are not limited to, contractual supplemental compensation and athletic or academic achievement incentive bonuses.

Faculty Personnel Changes Report
First Quarter FY 2026 *

Attachment EE

One-time Payments - continued**

Name	Type	Title	Department	Appt Months	Effective Date	Percent Appt	One-time
Johnson, James L.	AP	Director of High School Relations, Football	Athletic Department	12	09/10/2025	100%	\$ 2,000
Johnson, Jan C.	AP	Assistant Defensive Line Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Lantz, Zachary W.	AP	Director of Creative Media	Athletic Department	12	09/10/2025	100%	\$ 2,000
Laughlin, James R.	AP	Assistant Director of Operations	Athletic Department	12	09/10/2025	100%	\$ 3,000
Lewis, Shannon	AP	Executive Assistant to the Head Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Maust, Zachary H.	AP	Director, Sports Medicine	Athletic Department	12	09/10/2025	100%	\$ 3,250
McCombs, Brandon	AP	Assistant Special Teams - Specialist Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Montgomery, Cannon	AP	Assistant Running Backs Coach	Athletic Department	12	09/10/2025	100%	\$ 3,000
Montgomery, Philip J.	AP	Interim Head Coach, Football	Athletic Department	12	08/10/2025	100%	\$ 150,000
Moyseenko, Michael P.	AP	Associate Tight Ends Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Nance, Tolbert	AP	Director of Player Personnel, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Neyer, Kenneth E.	AP	Assistant Athletic Director of Player Personnel, Football	Athletic Department	12	09/10/2025	100%	\$ 2,000
Phillips, Cameron	AP	Assistant Wide Receivers Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Phillips, Joshua S.	AP	Director of Football Coaching Video	Athletic Department	12	09/10/2025	100%	\$ 2,000
Phillips, Robert	AP	Assistant Coach, Pole Vault - Track and Field	Athletic Department	12	07/10/2025	100%	\$ 2,000
Phillips, Travon	AP	Assistant Coach, Sprint - Track and Field	Athletic Department	12	07/10/2025	100%	\$ 2,000
Pry, Brenton J.	AP	Head Coach, Football	Athletic Department	12	07/10/2025	100%	\$ 50,000
Pry, Brenton J.	AP	Head Coach, Football	Athletic Department	12	07/25/2025	100%	\$ 869,318
Pry, Brenton J.	AP	Head Coach, Football	Athletic Department	12	07/25/2025	100%	\$ 135,227
Ratcliffe, Reagan E.	AP	Director, Sports Medicine	Athletic Department	12	09/10/2025	100%	\$ 3,250
Robertson, Carol G.	AP	Head Coach, Women's Golf	Athletic Department	12	07/10/2025	100%	\$ 6,000
Ross, Hannah L.	AP	Director of On-Campus Recruiting, Football	Athletic Department	12	09/10/2025	100%	\$ 8,000
Selk, Caleb	AP	Director of Football Operations	Athletic Department	12	09/10/2025	100%	\$ 3,000
Siefkes, Samuel	AP	Defensive Coordinator, Football	Athletic Department	12	07/10/2025	100%	\$ 125,000
Staggers, Kyle A.	AP	Director, Sports Medicine	Athletic Department	12	09/10/2025	100%	\$ 500
Sykes, Timothy E.	AP	Assistant Coach, Distance and Cross Country	Athletic Department	12	07/10/2025	100%	\$ 2,000
Szefc, John R.	AP	Head Coach, Baseball	Athletic Department	12	07/10/2025	100%	\$ 10,000
Thomas, Benjamin D.	AP	Head Track and Field Coach	Athletic Department	12	08/10/2025	100%	\$ 20,000
Thompson, James B.	AP	Head Coach, Men's Tennis	Athletic Department	12	07/10/2025	100%	\$ 10,000
Tranum, Andrew T.	AP	Assistant Director of Football Equipment Services	Athletic Department	12	09/10/2025	100%	\$ 8,000
Vergara, Matthew T.	AP	Operations and Analytics Coordinator	Athletic Department	12	09/10/2025	100%	\$ 3,000
Vinson, Kelsey L.	AP	Director of Sports Science, Football	Athletic Department	12	09/10/2025	100%	\$ 2,000
Webster, James C.	AP	Assistant Coach, Men's Basketball	Athletic Department	12	06/25/2025	100%	\$ 6,648
Whitehead, Bryan	AP	Nickels Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Wilcox Jr., James E.	AP	Assistant Director of Player Personnel, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000

*Aligned with applicable pay periods

**One-time payments may include, but are not limited to, contractual supplemental compensation and athletic or academic achievement incentive bonuses.

Faculty Personnel Changes Report
 First Quarter FY 2026 *

One-time Payments - continued**

Name	Type	Title	Department	Appt	Effective Date	Percent	One-time
Wilson, Rophe J.	AP	Edges Coach, Football	Athletic Department	12	09/10/2025	100%	\$ 3,000
Young, Michael K.	AP	Head Coach, Men's Basketball	Athletic Department	12	07/10/2025	100%	\$ 75,000
Young, Michael K.	AP	Head Coach, Men's Basketball	Athletic Department	12	08/25/2025	100%	\$ 600,000

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**One-time payments may include, but are not limited to, contractual supplemental compensation and athletic or academic achievement incentive bonuses.

Deferred Compensation

Name	Type	Title	Department	Appt Months	Effective Date	Percent Appt	One-time
Babcock, Bradley W.	AP	Director of Athletics	Athletic Department	12	12/31/2025	100%	\$150,000

Personnel Changes Report - Addendum B
Annual Base Compensation: Athletic Employment Agreements
Calendar Year 2026

Attachment EE

Contracts		CY 2026	
<u>Charles Adair</u>			
<i>Head Coach</i>	Base Salary (contract ends 6/30/28)	\$	200,000
<i>Women's Soccer</i>	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$	9,250
	Country Club Membership (est.)	\$	6,200
	Retention 1/31/2026	\$	55,000
	Total Compensation	\$	270,450
<u>Whit Babcock</u>			
<i>Athletic Director</i>	Base Salary (contract ends 6/30/2029)	\$	1,150,842 * 5% increase
	Courtesy Cars (2) (actual amount may be less than \$18,500 maximum)	\$	18,500
	Blacksburg Country Club (est.)	\$	6,200
	Deferred Compensation	\$	175,000
	Retention (Paid in two installments - June and December)	\$	275,000
	Total Compensation	\$	1,625,542
<u>Michael Brizendine</u>			
<i>Head Coach</i>	Base Salary (contract ends 2/9/2028)	\$	225,000
<i>Men's Soccer</i>	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$	9,250
	Blacksburg Country Club (est.)	\$	6,200
	Retention 3/1/2026	\$	15,000
	Total Compensation	\$	255,450
<u>Peter D'Amour</u>			
<i>Head Coach</i>	Base Salary (contract ends 6/30/2029)	\$	325,000
<i>Softball</i>	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$	9,250
	Blacksburg Country Club (est.)	\$	6,200
	Retention (Paid in two installments - January and July)	\$	65,000
	Total Compensation	\$	405,450
<u>Megan Duffy</u>			
<i>Head Coach</i>	Base Salary (contract ends 3/31/2030)	\$	500,000
<i>Women's Basketball</i>	Car stipend	\$	9,750
	Blacksburg Country Club (est.)	\$	6,200
	Retention 3/31/26	\$	25,000
	Supplemental Compensation	\$	337,500
	Total Compensation	\$	878,450
<u>James Franklin</u>			
<i>Head Coach</i>	Base Salary (contract ends 12/31/2030)	\$	500,000
<i>Football</i>	Car Stipend	\$	9,750
	Blacksburg Country Club (est.)	\$	6,200
	Football Stadium Suite	\$	69,000
	Supplemental Compensation	\$	5,500,000
	Total Compensation **	\$	6,084,950
<u>Sergio Lopez</u>			
<i>Head Coach</i>	Base Salary (contract ends 6/30/2028)	\$	220,000
<i>Swimming & Diving</i>	Car Stipend	\$	7,500
	Blacksburg Country Club (est.)	\$	6,200
	Retention 7/1/2026	\$	30,000
	Total Compensation	\$	263,700
<u>Brent Pry</u>			
<i>Head Coach</i>			
<i>Football</i>	Buyout 70% base and supplemental	\$	3,514,583
<u>Carol Robertson</u>			
<i>Head Coach</i>	Base Salary (contract ends 6/30/2027)	\$	180,000
<i>Women's Golf</i>	Car Stipend	\$	5,000
	Blacksburg Country Club (est.)	\$	6,200
	Retention 6/30/2026	\$	30,000
	Total Compensation	\$	221,200
<u>Anthony Robie</u>			
<i>Head Coach</i>	Base Salary (contract ends 12/31/28)	\$	230,000
<i>Men's' Wrestling</i>	Car Stipend	\$	7,500
	Blacksburg Country Club (est.)	\$	6,200
	Retention (Paid in two installments - April & October)	\$	60,000
	Total Compensation	\$	303,700

** Contingent upon a fully executed contract.

**Personnel Changes Report - Addendum B
Annual Base Compensation: Athletic Employment Agreements
Calendar Year 2026**

Attachment EE

Contracts - continued		CY 2026	
<u>Kristen Skiera</u>			
<i>Head Coach</i>	Base Salary (contract ends 6/30/2026)	\$	190,000
<i>Women's Lacrosse</i>	Car Stipend	\$	7,500
	Blacksburg Country Club (est.)	\$	6,200
Total Compensation		\$	203,700
<u>John J. Szefc</u>			
<i>Head Coach</i>	Base Salary (contract ends 6/30/2027)	\$	725,000
<i>Baseball</i>	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$	9,250
	Blacksburg Country Club (est.)	\$	6,200
	Retention 7/1/26	\$	125,000
Total Compensation		\$	865,450
<u>Ben Thomas</u>			
<i>Director</i>	Base Salary (contract ends 6/30/29)	\$	255,000
<i>Track & Field and Cross Country</i>	Car Stipend	\$	7,500
	Blacksburg Country Club (est.)	\$	6,200
	Retention 9/1/2026	\$	20,000
Total Compensation		\$	288,700
<u>James B. Thompson</u>			
<i>Head Coach</i>	Base Salary (contract ends 6/30/2026)	\$	165,000
<i>Men's Tennis</i>	Car Stipend	\$	5,000
	Blacksburg Country Club (est.)	\$	6,200
Total Compensation		\$	170,000
<u>Michael Young</u>			
<i>Head Coach</i>	Base Salary (contract ends 3/15/2027)	\$	600,000
<i>Men's Basketball</i>	Courtesy Car (1) and Car Stipend (1)	\$	19,000
	Blacksburg Country Club (est.)	\$	6,200
	Supplemental Compensation	\$	2,400,000
Total Compensation		\$	3,025,200
<u>Letters of Appointment</u>			
<u>Marci Byers</u>			
<i>Head Coach</i>	Base Salary (Appointment ends 2/28/2026)	\$	140,000
<i>Women's Volleyball</i>	Car Stipend	\$	7,500
	Blacksburg Country Club (est.)	\$	6,200
Total Compensation		\$	153,700
<u>Terry Ann Holdren</u>			
<i>Head Coach</i>	Base Salary (Appointment ends 6/30/2027)	\$	120,000
<i>Women's Tennis</i>	Car Stipend	\$	5,000
	Blacksburg Country Club (est.)	\$	6,200
Total Compensation		\$	131,200
<u>Brian Sharp</u>			
<i>Head Coach</i>	Base Salary (Appointment ends 6/30/2026)	\$	110,000
<i>Men's Golf</i>	Car Stipend	\$	5,000
	Blacksburg Country Club (est.)	\$	6,200
Total Compensation		\$	121,200