

Faculty Personnel Changes Report
FINANCE AND RESOURCE MANAGEMENT COMMITTEE
First Quarter FY 2025 *

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. 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	7
New Appointments to Tenure-Track or Continued Appointment-Track	50
Adjustments in Salary	8
One-time payments	0

Administrative and Professional Faculty

New Appointments	13
Adjustments in Salary	6
One-time payments	17
Deferred Compensation	1

Research Faculty

Adjustments in Salary	0
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Faculty Adjustments not included in the report

	Number	Average New Base	Average \$ Increase	Average % Increase	Total Increase
Teaching and Research Faculty	144	\$146,298	\$10,999	10.74%	\$1,804,662
Administrative and Professional Faculty	157	\$103,986	\$12,532	12.50%	\$1,726,911

RECOMMENDATION:

That the Board ratify the Faculty Personnel Changes Report.

November 19, 2024

* 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>							
Bryant, Timothy B.	TR	Assistant Professor	Tidewater AREC	9	8/10/2024	100%	\$ 94,000
Nayak, Roshan K.	TR	Assistant Professor	Ag, Leadership & Community Education	9	8/10/2024	100%	\$ 87,000
<u>College of Architecture, Arts, and Design</u>							
Anderson, Ashley L.	TR	Assistant Professor	School of Visual Arts	9	8/10/2024	100%	\$ 87,000
Cannici, Giorgia I.	TR	Assistant Professor	School of Architecture	9	8/10/2024	100%	\$ 90,000
Cronin, Christine	TR	Assistant Professor	School of Architecture	9	8/10/2024	100%	\$ 90,000
Dupre, Karine	AP	Associate Dean for Research & Creative Scholarship	Dean - Architecture	12	8/1/2024	100%	\$ 180,000
Haghnazar Kouchaksaraei, Ramtin	TR	Assistant Professor	School of Architecture	9	8/10/2024	100%	\$ 90,000
Harris, Brittney S.	TR	Assistant Professor	School of Performing Arts	9	8/10/2024	100%	\$ 89,000
Huh, Boyoung	TR	Assistant Professor	School of Design	9	8/10/2024	100%	\$ 80,000
Munoz Vera, Gonzalo G.	TR	Assistant Professor	School of Architecture	9	8/10/2024	100%	\$ 90,000
Wu, Shuang	TR	Assistant Professor	School of Visual Arts	9	8/10/2024	100%	\$ 87,000
<u>College of Engineering</u>							
Beemer, Ryan D.	TR	Assistant Professor	Civil & Environmental Engineering	9	8/10/2024	100%	\$ 112,000
Chen, Jie	TR	Assistant Professor	Mechanical Engineering	9	8/10/2024	100%	\$ 110,000
Denby, Bradley	TR	Assistant Professor	Aerospace and Ocean Engineering	9	8/10/2024	100%	\$ 126,000
Garcia, Christiana C.	TR	Assistant Professor	Electrical and Computer Engineering	9	8/10/2024	100%	\$ 112,000
Husic, Admin	TR	Associate Professor	Civil & Environmental Engineering	9	8/10/2024	100%	\$ 130,000
Julien, Christine L.	TR	Professor	Computer Science	12	8/10/2024	100%	\$ 317,777
Kantarcioglu, Murat	TR	Professor	Computer Science	9	9/1/2024	100%	\$ 245,000
Khatri, Sumeet	TR	Assistant Professor	Computer Science	9	8/10/2024	100%	\$ 130,000
McMahan, Ryan P.	TR	Professor	Computer Science	9	8/10/2024	100%	\$ 183,000
Pham, Thang Toan	TR	Assistant Professor	Materials Science & Engineering	9	8/10/2024	100%	\$ 110,000
Saha, Sourav	TR	Assistant Professor	Aerospace and Ocean Engineering	9	8/10/2024	100%	\$ 117,000
Sarojini, Darshan	TR	Assistant Professor	Aerospace and Ocean Engineering	9	8/10/2024	100%	\$ 110,000
Sharma Priyadarshini, Maitreyee	TR	Assistant Professor	Aerospace and Ocean Engineering	9	8/10/2024	100%	\$ 115,000
Vu, Tu	TR	Assistant Professor	Computer Science	9	8/10/2024	100%	\$ 129,000
Yu, Hongrui	TR	Assistant Professor	Civil & Environmental Engineering	9	8/10/2024	100%	\$ 102,000
<u>College of Liberal Arts and Human Sciences</u>							
Halcomb, Laura E.	TR	Assistant Professor	Sociology	9	8/10/2024	100%	\$ 82,000
Henry, Sarah M.	TR	Assistant Professor	School of Education	9	8/10/2024	100%	\$ 75,000
Joseph, Janine A.	TR	Associate Professor	English	9	8/10/2024	100%	\$ 90,000
Li, Zhuofan	TR	Assistant Professor	Sociology	9	8/10/2024	100%	\$ 78,000
Locklear, Harley D.	TR	Assistant Professor	School of Education	9	8/10/2024	100%	\$ 75,000
McCumber, Andrew	TR	Assistant Professor	Sociology	9	8/10/2024	100%	\$ 82,000
Salesses, Matthew	TR	Associate Professor	English	9	8/10/2024	100%	\$ 110,000
Thomas, Casedy A.	TR	Assistant Professor	School of Education	9	8/10/2024	100%	\$ 75,000
Vincent, Jennifer	AP	Assistant Dean, Finance & Administration	Dean-Liberal Arts & Human Sciences	12	7/15/2024	100%	\$ 190,000
Wald, Dara M.	TR	Associate Professor	School of Public & Internat Affairs	9	8/10/2024	100%	\$ 140,000
Zimmerman, Matthew H.	TR	Assistant Professor	School of Communication	9	8/10/2024	100%	\$ 75,000
<u>College of Natrural Resources and Environment</u>							
Lyu, Fangzheng	TR	Assistant Professor	Geography	9	8/10/2024	100%	\$ 90,000

* Aligned with applicable pay period dates.

New Appointments

Name	Type	Title	Department	Appt Months	Effective Date	Percent Appt	Base
<u>College of Science</u>							
Arpin, Sarah	TR	Assistant Professor	Mathematics	9	8/10/2024	100%	\$ 100,000
Deuchert, Andreas	TR	Assistant Professor	Mathematics	9	8/10/2024	100%	\$ 100,000
Douglas, Daniel C.	TR	Assistant Professor	Mathematics	9	8/10/2024	100%	\$ 90,000
Gel, Yulia	TR	Professor	Statistics	9	9/10/2024	100%	\$ 210,000
Gomez Bahamon, Valentina	TR	Assistant Professor	Biological Sciences	9	8/10/2024	100%	\$ 96,000
Herr, Leo S.	TR	Assistant Professor	Mathematics	9	8/10/2024	100%	\$ 95,000
Igwe, Alexandria	TR	Assistant Professor	Biological Sciences	9	8/10/2024	100%	\$ 92,000
Marshall, Amy D.	TR	Professor	Psychology	9	8/10/2024	100%	\$ 155,000
Pasha, Mirjeta	TR	Assistant Professor	Mathematics	9	8/10/2024	100%	\$ 105,000
<u>College of Veterinary Medicine</u>							
Austin, Erika L.	AP	Associate Dean for Public Health Programs	Population Health Sciences Dept	12	9/1/2024	100%	\$ 185,000
Blader, Ira	TR	Professor	Biomedical Science	12	8/19/2024	100%	\$ 242,000
Nielsen, Kirsten	TR	Professor	Biomedical Science	9	8/10/2024	100%	\$ 220,000
Togawa, Go	TR	Assistant Professor	Small Animal Clinical Sciences	12	8/1/2024	100%	\$ 150,000
Wang, Xiaogang	TR	Assistant Professor	Biomedical Science	9	8/10/2024	100%	\$ 97,500
<u>Executive Vice President and Chief Operating Officer</u>							
Nolan, Dennis	AP	Executive Director of Environmental Health and Safety	Environmental Health & Safety	12	7/8/2024	100%	\$ 210,000
Wiggins, Jennifer M.	AP	Director of Sexual and Gender-Based Violence Prevention Education	Sexual Violence Prevention Education	12	9/16/2024	100%	\$ 133,000
<u>Executive Vice President and Provost</u>							
Pennix, James A.	AP	Senior Associate Director of Recruitment	Undergraduate Admissions	12	7/25/2024	100%	\$ 150,000
Watkins, Alyssa	AP	Director of Finance & Administration, Moss Arts Center	Center for the Arts	12	8/25/2024	100%	\$ 135,000
<u>Pamplin College of Business</u>							
Leonard, Gregory B.	TR	Assistant Professor	Finance, Insurance & Business Law	9	8/10/2024	100%	\$ 255,000
Lithell, Markus	TR	Assistant Professor	Finance, Insurance & Business Law	9	8/10/2024	100%	\$ 255,000
Read, Dustin C.	TR	Associate Professor	Blackwood Department of Real Estate	12	8/10/2024	100%	\$ 290,000
Xu, Boya	TR	Assistant Professor	Marketing	9	8/10/2024	100%	\$ 212,000
<u>Senior Vice President for Research and Innovation</u>							
Duffy, Linda F.	AP	Assistant Vice President for Research and Innovation and Director of Sponsored Programs	Sponsored Programs	12	8/5/2024	100%	\$ 265,000
Jenkins, Iris L.	AP	Director of Research Integrity & Consultation	Scholarly Integrity & Research Compliance	12	8/1/2024	100%	\$ 150,000
Lee, DaeYong	TR	Assistant Professor	Fralin Biomedical Research Institute	12	7/1/2024	100%	\$ 130,000
Lessard, Sarah	TR	Associate Professor	Fralin Biomedical Research Institute	12	7/15/2024	100%	\$ 175,000
Limes, Mark E.	TR	Associate Professor	VTNSI	12	7/1/2024	100%	\$ 160,000
Purcell, Ryan H.	TR	Assistant Professor	Fralin Biomedical Research Institute	12	8/1/2024	100%	\$ 135,000
<u>Vice President for Information Technology</u>							
Bhatnagar, Deepak	AP	Enterprise Architect	Vice President for Information Technology	12	8/19/2024	100%	\$ 200,000
Fotedar, Ajinkya	AP	Network Architect	Telecommunications Auxiliary	12	9/1/2024	100%	\$ 127,000
Johnson, Kyle E.	AP	Associate Vice President for IT Governance, Planning, and Strategy	Vice President for Information Technology	12	8/19/2024	100%	\$ 215,000
<u>Virginia Tech Carilion School of Medicine</u>							
Rakes, Edward L.	AP	Senior Director of Educational Affairs	Virginia Tech Carilion School of Medicine	12	7/25/2024	100%	\$ 140,000

* Aligned with applicable pay period dates.

Faculty Personnel Changes Report
1st Quarter FY 2025 *

Adjustments

Name	Type	Title	Department	Appt Months	Effective Date	Percent Appt	New Base	Amount of Change	Reason for Current Action
<u>College of Agriculture and Life Sciences</u>									
Ebel, Elizabeth R.	AP	Director of Finance	CALS Administration	12	8/10/2024	100%	\$ 170,000	\$ 55,000	Admin Supplement/Internal Alignment
LaFalce, Amy H.	TR	Instructor	Human Nutrition, Foods & Exercise	9	8/10/2024	100%	\$ 110,000	\$ 25,189	Promotion Faculty
<u>College of Engineering</u>									
Dong, Dong	TR	Associate Professor	Electrical and Computer Engineering	9	8/10/2024	100%	\$ 158,185	\$ 26,605	Retention
Jia, Xiaoting	TR	Associate Professor	Electrical and Computer Engineering	9	8/10/2024	100%	\$ 180,000	\$ 56,779	Retention
Zhu, Liyan	TR	Assistant Professor	Electrical and Computer Engineering	9	8/10/2024	100%	\$ 112,000	\$ 24,590	Transfer/Faculty
<u>College of Liberal Arts and Human Sciences</u>									
Avey, Paul C.	TR	Associate Professor	Political Science	9	8/10/2024	100%	\$ 121,335	\$ 24,267	Retention
Quigley, Paul	TR	Associate Professor	Center for Humanities	12	6/25/2024	100%	\$ 180,000	\$ 43,999	Transfer/Faculty
<u>College of Science</u>									
Lin, Feng	TR	Professor	Chemistry	9	8/10/2024	100%	\$ 195,000	\$ 52,200	Retention
<u>Executive Vice President and Chief Operating Officer</u>									
Marinik, Andrew	AP	Executive Director, Emergency Management	Emergency Management	12	7/10/2024	100%	\$ 180,000	\$ 42,576	Transfer Competitive Staff/AP
<u>President</u>									
Thomas, Benjamin D.	AP	Director, Cross Country Track and Field	Athletics	12	7/1/2024	100%	\$ 225,000	\$ 85,000	Promotion Faculty
<u>Senior Vice President for Advancement</u>									
Owczarski, Mark A.	AP	Associate Vice President for University Relations	Communications and Marketing	12	6/25/2024	100%	\$ 290,000	\$ 50,000	Admin Supplement
<u>Senior Vice President for Research and Innovation</u>									
Munson, Jennifer M.	TR	Professor	Fralin Biomedical Research Institute	12	6/25/2024	100%	\$ 298,495	\$ 50,000	Admin Supplement
<u>Vice President for Campus Planning, Infrastructure, and Facilities</u>									
Taylor, George E.	AP	Vice President for Campus Planning, Infrastructure, and Facilities	Vice President for Campus Planning, Infrastructure, and Facilities	12	6/25/2024	100%	\$ 365,000	\$ 119,910	Transfer Competitive Staff/AP
<u>Vice President for Finance and Chief Financial Officer</u>									
Nagel, Reed S.	AP	Assistant Vice President of Finance and Director of Procurement	Procurement	12	7/25/2024	100%	\$ 185,000	\$ 64,456	Transfer Competitive Staff/AP

* Aligned with applicable pay period dates.

One-time Payments

Name	Type	Title	Department	Appt Months	Effective Date	Percent Appt	One-time
<u>President</u>							
Babcock, Bradley W.	AP	Director of Athletics	Athletic Department	12	7/10/2024	100%	\$ 20,000
Brizendine, Michael L.	AP	Head Coach, Men's Soccer	Athletic Department	12	7/10/2024	100%	\$ 2,000
D'Amour, Peter J.	AP	Head Coach, Softball	Athletic Department	12	8/10/2024	100%	\$ 2,500
Duffy, Megan M.	AP	Head Coach, Women's Basketball	Athletic Department	12	6/25/2024	100%	\$ 93,750
Foster, Robert E.	AP	Special Assistant to the Athletic Director	Athletic Department	12	7/10/2024	100%	\$ 30,000
Frayer, Jared D.	AP	Associate Head Coach, Wrestling	Athletic Department	12	7/25/2024	100%	\$ 10,000
Holdren, Terry A.	AP	Head Coach, Women's Tennis	Athletic Department	12	7/10/2024	100%	\$ 5,000
Holdren, Terry A.	AP	Head Coach, Women's Tennis	Athletic Department	12	7/25/2024	100%	\$ 5,000
Matthis, Kristen	AP	Director, Sports Medicine, Softball	Athletic Department	12	7/10/2024	100%	\$ 500
Pry, Brenton J.	AP	Head Coach, Football	Athletic Department	12	7/10/2024	100%	\$ 25,000
Pry, Brenton J.	AP	Head Coach, Football	Athletic Department	12	9/10/2024	100%	\$ 1,062,500
Robertson, Carol G.	AP	Head Coach, Women's Golf	Athletic Department	12	7/10/2024	100%	\$ 6,000
Szefc, John R.	AP	Head Coach, Baseball	Athletic Department	12	7/10/2024	100%	\$ 25,000
Thomas, Benjamin D.	AP	Director, Cross Country Track and Field	Athletic Department	12	8/10/2024	100%	\$ 20,000
Thompson, James B.	AP	Head Coach, Men's Tennis	Athletic Department	12	7/10/2024	100%	\$ 5,000
Young, Michael K.	AP	Head Coach, Men's Basketball	Athletic Department	12	7/10/2024	100%	\$ 100,000
Young, Michael K.	AP	Head Coach, Men's Basketball	Athletic Department	12	8/25/2024	100%	\$ 537,500

* Aligned with applicable pay period dates.

Deferred Compensation

Name	Type	Title	Department	Appt Months	Effective Date	Percent Appt	One-time
<u>President</u> Babcock, Bradley W.	AP	Director of Athletics	Athletic Department	12	12/31/2024	100%	\$ 150,000

* Aligned with applicable pay period dates.

Personnel Changes Report - Addendum A
Annual Base Compensation: Athletic Employment Agreements
Calendar Year 2025

Contracts		CY 2025
<u>Charles Adair</u>		
<i>Head Coach</i>	Base Salary (contract ends 6/30/28)	\$ 192,500
<i>Women's Soccer</i>	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Country Club Membership (est.)	\$ 5,720
	Retention 1/31/2025	\$ 50,000
	Total Compensation	\$ 257,470
<u>Whit Babcock</u>		
<i>Athletic Director</i>	Base Salary (contract ends 6/30/2029)	\$ 1,096,040
	Courtesy Cars (2) (actual amount may be less than \$18,500 maximum)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 5,720
	Deferred Compensation	\$ 150,000
	Retention (Paid in two installments - June and December)	\$ 250,000
	Total Compensation	\$ 1,520,260
<u>Michael Brizendine</u>		
<i>Head Coach</i>	Base Salary (contract ends 2/9/2028)	\$ 205,000
<i>Men's Soccer</i>	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Blacksburg Country Club (est.)	\$ 5,720
	Retention 3/1/2025	\$ 15,000
	Total Compensation	\$ 234,970
<u>Peter D'Amour</u>		
<i>Head Coach</i>	Base Salary (contract ends 6/30/2029)	\$ 300,000
<i>Softball</i>	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Blacksburg Country Club (est.)	\$ 5,720
	Retention (Paid in two installments - January and July)	\$ 50,000
	Total Compensation	\$ 364,970
<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.)	\$ 5,720
	Retention 3/31/25	\$ 25,000
	Supplemental Compensation	\$ 287,500
	Total Compensation	\$ 827,970
<u>Sergio Lopez</u>		
<i>Head Coach</i>	Base Salary (contract ends 6/30/2028)	\$ 215,000
<i>Swimming & Diving</i>	Car Stipend	\$ 7,500
	Blacksburg Country Club (est.)	\$ 5,720
	Retention 7/1/2025	\$ 25,000
	Total Compensation	\$ 253,220
<u>Brent Pry</u>		
<i>Head Coach</i>	Base Salary (contract ends 12/1/2027)	\$ 500,000
<i>Football</i>	Courtesy Car (1) and Car Stipend (1)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 5,720
	Football Stadium Suite	\$ 65,000
	Supplemental Compensation	\$ 4,250,000
	Total Compensation	\$ 4,839,220
<u>Carol Robertson</u>		
<i>Head Coach</i>	Base Salary (contract ends 6/30/2027)	\$ 170,000
<i>Women's Golf</i>	Car Stipend	\$ 5,000
	Blacksburg Country Club (est.)	\$ 5,720
	Retention 6/30/2025	\$ 30,000
	Total Compensation	\$ 210,720
<u>Anthony Robie</u>		
<i>Head Coach</i>	Base Salary (contract ends 12/31/28)	\$ 225,000
<i>Men's Wrestling</i>	Car Stipend	\$ 7,500
	Blacksburg Country Club (est.)	\$ 5,720
	Retention (Paid in two installments - April & October)	\$ 50,000
	Total Compensation	\$ 288,220

Personnel Changes Report - Addendum A
Annual Base Compensation: Athletic Employment Agreements
Calendar Year 2025

Contracts - continued		CY 2025
<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.)	\$ 5,720
Total Compensation		\$ 203,220
<u>John J. Szefc</u>		
<i>Head Coach</i>	Base Salary (contract ends 6/30/2027)	\$ 700,000
<i>Baseball</i>	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Blacksburg Country Club (est.)	\$ 5,720
Total Compensation		\$ 714,970
<u>Ben Thomas</u>		
<i>Director</i>	Base Salary (contract ends 6/30/29)	\$ 240,000
<i>Track & Field and Cross Country</i>	Car Stipend	\$ 7,500
	Blacksburg Country Club (est.)	\$ 5,720
	Retention 9/1/2025	\$ 20,000
Total Compensation		\$ 273,220
<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.)	\$ 5,720
Total Compensation		\$ 175,720
<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.)	\$ 5,720
	Supplemental Compensation	\$ 2,337,500
Total Compensation		\$ 2,962,220
Letters of Appointment		
<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.)	\$ 5,720
Total Compensation		\$ 153,220
<u>Terry Ann Holdren</u>		
<i>Head Coach</i>	Base Salary (Appointment ends 6/30/2025)	\$ 110,000
<i>Women's Tennis</i>	Car Stipend	\$ 5,000
	Blacksburg Country Club (est.)	\$ 5,720
Total Compensation		\$ 120,720
<u>Brian Sharp</u>		
<i>Head Coach</i>	Base Salary (Appointment ends 6/30/2025)	\$ 105,000
<i>Men's Golf</i>	Car Stipend	\$ 5,000
	Blacksburg Country Club (est.)	\$ 5,720
Total Compensation		\$ 115,720