

Faculty Personnel Changes Report

ACADEMIC AFFAIRS COMMITTEE AND FINANCE AND AUDIT COMMITTEE

Quarter ending September 30, 2016

The Faculty Personnel Changes Report includes new appointments and adjustments in salaries for the general faculty, including teaching and research faculty in the colleges, and for 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).

Since the last Board meeting, the university has made the following faculty personnel appointments and salary adjustments:

Teaching and Research Faculty	
New Appointments with Tenure or Continued Appointment	1
New Appointments to Tenure-Track or Continued Appointment-Track	10
New Appointments to Non-Tenure Track	0
Adjustments in Salary	21
One-time payments	1
Administrative and Professional Faculty	
New Appointments	15
Adjustments in Salary	56
One-time payments	4
One-time payments for Post-Season Sports Events	0

RECOMMENDATION:

That the Board ratify the Faculty Personnel Changes Report

November 7, 2016

FACULTY PERSONNEL CHANGES
November 7, 2016

TEACHING AND RESEARCH FACULTY

NEW APPOINTMENTS

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Architecture & Urban Studies</u>								
Becker, Edward	Assistant Professor	School of Architecture + Design	Reg	9	10-Aug-16	100	\$	68,500
<u>Engineering</u>								
Bansal, Manish	Assistant Professor	Industrial and Systems Engineering	Reg	9	10-Aug-16	100	\$	92,000
Chantem, Thidapat	Assistant Professor	Electrical and Computer Engineering	Reg	9	10-Aug-16	100	\$	103,000
Deshmukh, Sanket	Assistant Professor	Chemical Engineering	Reg	9	10-Aug-16	100	\$	93,000
Gerdes, Ryan	Assistant Professor	Electrical and Computer Engineering	Reg	9	10-Aug-16	100	\$	101,000
Huang, Jia-Bin	Assistant Professor	Electrical and Computer Engineering	Reg	9	10-Aug-16	100	\$	96,000
Li, Zheng	Assistant Professor	Mechanical Engineering	Reg	9	10-Aug-16	100	\$	94,000
Williams, Ryan	Assistant Professor	Electrical and Computer Engineering	Reg	9	10-Aug-16	100	\$	93,000
<u>Science</u>								
Luo, Shaowen	Assistant Professor	Economics	Reg	9	10-Aug-16	100	\$	102,000
Tserenjigmid, Gerelt	Assistant Professor	Economics	Reg	9	10-Aug-16	100	\$	102,000
<u>Veterinary Medicine</u>								
Hungerford, Laura	Professor - Tenured	Population Health Sciences	Reg	12	25-Oct-16	100	\$	220,000

TEACHING AND RESEARCH FACULTY***ADJUSTMENTS***

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Agriculture & Life Sciences</u>								
Corl, Benjamin	Associate Professor	Dairy Science	Reg	9	10-Aug-16	100	\$	123,800
Eaton, Renee	Instructor	Human Nutrition, Foods, & Exercise	Reg	9	10-Aug-16	100	\$	70,465
Rockwell, Michelle	Instructor	Human Nutrition, Foods, & Exercise	Reg	9	10-Aug-16	100	\$	60,000
<u>Architecture & Urban Studies</u>								
Albright, Kathryn	Professor	School of Architecture + Design	Reg	12	10-Aug-16	100	\$	150,000
Eckerd, Adam	Assistant Professor	Public and International Affairs	Reg	9	10-Aug-16	100	\$	88,000
Pittman, Vance	Associate Professor	School of Architecture + Design	Reg	12	10-Aug-16	100	\$	128,350
<u>Business</u>								
Billingsley, Randall	Associate Professor	Finance, Insurance and Business Law	Reg	9	10-Aug-16	100	\$	150,000
<u>Engineering</u>								
Heaslip, Kevin	Associate Professor	Civil and Environmental Engineering	Reg	9	10-Aug-16	100	\$	113,908
Hodges, Kimberly	Instructor	Engineering Education	Reg	9	10-Aug-16	100	\$	67,500
Matusovich, Holly	Associate Professor	Engineering Education	Reg	9	10-Aug-16	100	\$	104,353
Philen, Michael	Associate Professor	Aerospace and Ocean Engineering	Reg	9	10-Aug-16	100	\$	118,246
Shahab, Shima	Assistant Professor	Biomedical Engineering and Mechanics	Reg	9	10-Aug-16	100	\$	93,000

continued

TEACHING AND RESEARCH FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Liberal Arts and Human Sciences</u>								
Bigler, Dwight	Associate Professor - Tenured	School of Performing Arts	Reg	9	10-Nov-16	100	\$	70,853
Lewis, Kevin	Associate Professor of Practice	English	Reg	9	10-Aug-16	100	\$	56,000
Hicok, Robert G.	Professor	English	Reg	9	10-Aug-16	100	\$	110,669
<u>Natural Resources</u>								
Hammett, A L	Professor	Sustainable Biomaterials	Reg	12	10-Aug-16	100	\$	120,588
<u>Science</u>								
Bowman, Douglas	Professor	Computer Science	Reg	9	10-Aug-16	100	\$	137,064
Franck, Christopher	Assistant Professor	Statistics	Reg	9	10-Aug-16	100	\$	87,500
Pitt, Mark	Professor	Physics	Reg	9	10-Aug-16	100	\$	139,333
Sontheimer, Harald	Professor	School of Neuroscience	Reg	12	31-Dec-16			\$ 50,000
<u>Vice President for National Capital Region</u>								
Raman, Sanjay	Professor	Research Development Team	Reg	12	15-Jul-16	100	\$	274,411
<u>Vice President for Research</u>								
Robel, Stefanie	Assistant Professor	VT Carilion Research Institute	Reg	12	1-Jul-16	100	\$	110,000

ADMINISTRATIVE AND PROFESSIONAL FACULTY***NEW APPOINTMENTS***

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Executive Vice President & Provost</u>								
Ramirez Fernandez, Mercedes	Associate Vice Provost for Strategic Affairs and Diversity	Inclusion and Diversity	Reg	12	1-Jul-16	100	\$	135,000
<u>President</u>								
Acree, Nicholas	Assistant Director, Strength and Conditioning, Football	Athletics	Reg	12	1-Jul-16	100	\$	45,000
Cox, Brian	Coordinator, Video, Women's Basketball	Athletics	Reg	12	29-Aug-16	100	\$	35,000
Davis, William	Assistant Coach, Women's Tennis	Athletics	Reg	12	25-Jul-16	100	\$	40,000
Hodgson, Andrew	Assistant Coach, Men's and Women's Swimming	Athletics	Reg	12	10-Aug-16	100	\$	46,500
Jones, Adam	Assistant Director, Equipment Services	Athletics	Reg	12	25-Aug-16	100	\$	47,500
Onyon, Alyson	Assistant Director, Sports Nutrition	Athletics	Reg	12	10-Aug-16	100	\$	45,000
Pinzino, James	Associate Head Coach, Baseball	Athletics	Reg	12	13-Jul-16	100	\$	100,000
Poppie, William	Assistant Coach, Women's Basketball	Athletics	Reg	12	18-Jul-16	100	\$	125,000
Sciretta, Phillip	Director, Operations, Baseball	Athletics	Reg	12	18-Jul-16	100	\$	47,500
Webster, James Christian	Assistant Coach, Men's Basketball	Athletics	Reg	12	10-Jul-16	100	\$	145,000
Zadick, Michael	Assistant Coach, Wrestling	Athletics	Reg	12	18-Jul-16	100	\$	55,000
<u>Vice President for Advancement</u>								
Davitt, Alison	Assistant Dean of Advancement for the College of Veterinary Medicine	University Development	Reg	12	6-Sep-16	100	\$	150,000
Taylor, Mollie	Associate Vice President for Principal Gifts	University Development	Reg	12	1-Sep-16	100	\$	210,000
<u>Vice President for Research</u>								
Sherman, Gary	Associate Vice President for Research and Partnerships	Research/Interdisc Programs	Reg	12	10-Jan-17	100	\$	175,000

ADMINISTRATIVE AND PROFESSIONAL FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Agriculture & Life Sciences</u>								
Christian, Mary	Director of Human Resources	CALS Administration	Reg	12	25-Aug-16	100	\$	125,000
<u>Business</u>								
Africa, Emily Anne	Director of Recruiting	Dean of Business	Reg	12	25-Aug-16	100	\$	66,632
French, Gina	Chief of Staff	Dean of Business	Reg	12	25-Aug-16	100	\$	84,850
<u>Engineering</u>								
Kapania, Madhu B.	Academic and Career Advisor	Aerospace & Ocean Engineering	Reg	12	10-Sep-16	100	\$	48,000
Nelson, Edward	Associate Dean of Administration	Dean - Engineering	Reg	12	25-Aug-16	100	\$	225,000
<u>Executive Vice President & Provost</u>								
Bruce, Herbert	Associate Director for First Year Experiences and Curricular Program	University Studies	Reg	12	1-Aug-16	100	\$	66,000
Roberson, Diane	Assistant Director for Client Services	Scholarships and Financial Aid	Reg	12	10-Sep-16	100	\$	45,000
<u>Library</u>								
Frain, Scott	Exhibit Curator & Learning Environments Librarian	University Library	Reg	12	25-Jun-16	100	\$	43,022
Lawrence, Anne	Repository Application Administrator	University Library	Reg	12	25-Jun-16	100	\$	47,476
Lohrey, Melissa	Repository Content Administrator	University Library	Reg	12	25-Jun-16	100	\$	47,476
<u>President</u>								
Cianelli, David	Director, Track, Field, and Cross Country	Athletics	Reg	12	1-Jul-16	100	\$	145,000
Eugene, Ernest	Assistant Athletic Director, Sports Medicine	Athletics	Reg	12	12-Jul-16	100	\$	96,800

continued

ADMINISTRATIVE AND PROFESSIONAL FACULTY
ADJUSTMENTS

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION				
					EFF DATE	% APPT	ANNUAL RATE		
							BASE	ONE-TIME	
Fuente, Justin	Head Football Coach	Athletics	Reg	12	1-Mar-16	100		\$ 500,000*	
Huger, Joshua	Assistant Coach and Recruiting Coordinator	Athletics	Reg	12	10-Aug-16	100	\$ 47,500		
Jackson, David	Assistant Athletic Director, Basketball Programs	Athletics	Reg	12	1-Jul-16	100	\$ 95,000		
Jacobson, Cara	Director of Administration, Men's Basketball	Athletics	Reg	12	12-Jul-16	100	\$ 110,000		
Johnson, Devin	Director, Player Personnel, Men's Basketball	Athletics	Reg	12	12-Jul-16	100	\$ 50,000		
Mason, Patrick	Head Coach, Baseball	Athletics	Reg	12	1-Jul-16	100	\$ 168,550		
McNeilly, Jamie	Assistant Coach, Men's Basketball	Athletics	Reg	12	12-Jul-16	100	\$ 175,000		
Piemonte, Ronald	Head Coach, Diving	Athletics	Reg	12	1-Jul-16	100	\$ 70,000		
Reed, Desiree Don	Deputy Director for Intercollegiate Athletics	Athletics	Reg	12	1-Jul-16	100	\$ 225,000		
Reynolds, Jeffrey	Director, Operations, Men's Basketball	Athletics	Reg	12	12-Jul-16	100	\$ 145,000		
Roccaforte, Steven	Assistant Coach, Men's Basketball	Athletics	Reg	12	12-Jul-16	100	\$ 240,000		
Robie, Anthony	Associate Head Coach, Wrestling	Athletics	Reg	12	1-Jul-16	100	\$ 81,650		
Sands, Timothy	President	President	Reg	12	31-Dec-16	100		\$ 40,000	
Shuman, John	Associate Director, S/C, Football	Athletics	Reg	12	10-Jul-16	100	\$ 55,000		
Skinner, Ned	Director, Swimming and Diving	Athletics	Reg	12	1-Jul-16	100	\$ 110,000		
Stockwell, Sarah	Senior Assistant Coach, Swimming and Diving	Athletics	Reg	12	10-Aug-16	100	\$ 52,000		
Sung, John	Head Coach, Lacrosse	Athletics	Reg	12	1-Aug-16	100		\$ 5,000	
Thomas, Benjamin	Head Coach, Cross Country	Athletics	Reg	12	1-Jul-16	100	\$ 76,000		
Thomas, Nelson	Head Coach, Softball	Athletics	Reg	12	1-Jul-16	100	\$ 110,000		
Thompson, James	Head Coach, Men's Tennis	Athletics	Reg	12	1-Jul-16	100	\$ 95,000		
Wolf, Lyle	Director, Student-Athlete Development	Athletics	Reg	12	12-Jul-16	100	\$ 70,000		
Zawacki-Woods, Terry Ann	Head Coach, Women's Tennis	Athletics	Reg	12	1-Jul-16	100	\$ 75,000		
<u>Science</u>									
Morton, Sally	Dean of Science	College of Science	Reg	12	31-Dec-16			\$ 5,950	

*subject to appropriate tax review

continued

ADMINISTRATIVE AND PROFESSIONAL FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Veterinary Medicine</u>								
Ahmed, S A	Associate Dean, Research and Graduate Studies	Dean - Veterinary Medicine	Reg	12	25-Jul-16	100	\$	214,267
Burchett, Amy	Director of Budget and Finance	Dean - Veterinary Medicine	Reg	12	25-Sep-16	100	\$	89,000
<u>Vice President for Administration</u>								
Cumberland, Jeffrey	Recruiter	Human Resources	Reg	12	25-Aug-16	100	\$	62,500
Hansen, Elizabeth	Director, Facilities Finance and Administration	Facilities Services	Reg	12	10-Jul-16	100	\$	106,579
Hillman, James	Director of Business Affairs	Business Services	Reg	12	1-Aug-16	100	\$	98,000
Roscher, Erich	Building Code Plan Reviewer	Facilities Operations	Reg	12	25-Jul-16	100	\$	66,764
<u>Vice President for Advancement</u>								
Blair, Kimberly	Senior Director of Principal Gifts	University Development	Reg	12	25-Sep-16	100	\$	165,000
Good, Ciji	Annual Giving Officer	University Development	Reg	12	10-Jul-16	100	\$	77,000
Lyman, Robert	Associate Director of Development, Corps of Cadets	University Development	Reg	12	10-Aug-16	100	\$	66,215
Matthiessen, Alison	Director of Communications, VTCSOM	University Development	Reg	12	15-Aug-16	100	\$	70,000
Morris, Kellie	Associate Director of Development, College of Engineering	University Development	Reg	12	10-Aug-16	100	\$	62,500
Pastor, John	Director of Communications, VTCRI	University Relations	Reg	12	25-Sep-16	100	\$	100,000
Russell, Mark	Associate Director of Development, Pamplin College of Business	University Development	Reg	12	10-Jul-16	100	\$	66,650
Soucy, Brandon	Manager, Web Development	University Relations	Reg	12	10-Aug-16	100	\$	69,300
Tuel, Jesse	VT Magazine Editor	University Relations	Reg	12	10-Aug-16	100	\$	70,895

continued

ADMINISTRATIVE AND PROFESSIONAL FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Vice President for Finance and CFO</u>								
Fulk, Carolyn	Principal Auditor, Special Projects	University Internal Audit	Reg	12	10-Aug-16	100	\$	78,000
Johnson, Jeannette	Senior Application and Data Analyst	Finance Information Technology	Reg	12	25-Jul-16	100	\$	70,000
Page, Angela	Budget Manager	Budget and Financial Planning	Reg	12	1-Aug-16	100	\$	85,217
<u>Vice President for Information Technology</u>								
Rahm, Zachary	Senior Software Engineer	Telecommunications Auxiliary	Reg	12	25-Aug-16	100	\$	72,000
Summers, Teggin	Senior Director, InnovationSpace	TLOS	Reg	12	25-Jun-16	100	\$	82,000
<u>Vice President for Research</u>								
Shinpaugh, Kevin	Director of IT HPC and Computing Services	Biocomplexity Institute	Reg	12	10-Aug-16	100	\$	150,450
Verbrugge, Ross	Director of Facilities	Institute for Critical Technology and Applied Science	Reg	12	15-Aug-16	100	\$	93,000
<u>Vice President for Student Affairs</u>								
Miller, Laura	Staff Counselor	Cook Counseling Center	Reg	12	10-Aug-16	100	\$	56,500
Oberoi, Jason	Assistant Director, Corp of Cadets Citizen-Leader Track	Military Affairs	Reg	10	10-Aug-16	100	\$	50,000

Personnel Changes Report - Addendum A
Annual Base Compensation: Athletic Employment Contracts
Calendar Year 2017

		CY 2017
<u>Charles Adair</u>		
Head Coach	Base Salary (contract ends 2/29/20)	\$ 148,333
Women's soccer	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Country Club Membership (est.)	\$ 3,884
	Retention Incentive	\$ 35,000
	Total Compensation	\$ 196,467
<u>Whit Babcock</u>		
Athletic Director	Base Salary (contract ends 6/30/24)	\$ 666,750
	Courtesy Cars (2)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 3,884
	Deferred Compensation (to be paid by December 31, 2016)	\$ 100,000
	Retention Incentive (to be paid by December 31, 2016)	\$ 230,000
	Total Compensation	\$ 1,019,134
<u>Kenneth R. Brooks</u>		
Head Coach	Base Salary (contract ends 3/31/22)	\$ 516,667
Women's	Courtesy Cars (2)	\$ 18,500
Basketball	Blacksburg Country Club (est.)	\$ 3,884
	Total Compensation	\$ 539,051
<u>Dave Cianelli</u>		
Director	Base Salary (contract ends 6/30/20)	\$ 145,000
Track & Field and	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
Cross Country	Blacksburg Country Club (est.)	\$ 3,884
	Retention Incentive	\$ 10,000
	Total Compensation	\$ 168,134
<u>Kevin Dresser</u>		
Head Coach	Base Salary (contract ends 6/30/19)	\$ 162,500
Men's Wrestling	Car stipend (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Auburn Hills Country Club (est.)	\$ 2,145
	Retention Incentive	\$ 75,000
	Total Compensation	\$ 248,895
<u>Bud Foster</u>		
Defensive	Base Salary (contract ends 12/31/19)	\$ 650,000
Coordinator	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
Football	Auburn Hills Country Club (est.)	\$ 2,145
	Retention Incentive	\$ 300,000
	Total Compensation	\$ 961,395
<u>Justin Fuente</u>		
Head Coach	Base Salary (contract ends 12/31/21)	\$ 500,000
Football	Courtesy Cars (2)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 3,884
	Supplemental Compensation	\$ 2,750,000
	Total Compensation	\$ 3,272,384

<u>James Johnson</u>	Contractual obligation (ends 4/30/17)	\$	99,321
Former Coach, MBB	Total Compensation (subject to offset)	\$	99,321
<u>Pat Mason</u>			
Head Coach	Base Salary (contract ends 6/30/18)	\$	172,764
Baseball	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$	9,250
	Blacksburg Country Club (est.)	\$	3,884
	Easton	\$	25,000
	Total Compensation	\$	210,898
<u>James B. Thompson</u>			
Head Coach	Base Salary (contract ends 7/1/21)	\$	97,500
Men's Tennis	Blacksburg Country Club (est.)	\$	3,884
	Retention Incentive	\$	10,000
	Total Compensation	\$	111,384
<u>Buzz Williams</u>			
Head Coach	Base Salary (contract ends 3/23/23)	\$	500,000
Men's Basketball	Courtesy Cars (2)	\$	18,500
	Blacksburg Country Club (est.)	\$	3,884
	Supplemental Compensation	\$	2,066,667
	Retention Bonus	\$	100,000
	Total Compensation	\$	2,689,051
<u>Dennis Wolff</u>	Contractual obligation (ends 3/31/17)	\$	74,491
Former Coach, WBB	Total Compensation (subject to offset)	\$	74,491