

Faculty Personnel Changes Report
ACADEMIC, RESEARCH, AND STUDENT AFFAIRS COMMITTEE
AND
FINANCE AND RESOURCE MANAGEMENT COMMITTEE

Period of June 25, 2023 through September 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 | 16 |
| New Appointments to Tenure-Track or Continued Appointment-Track | 49 |
| Adjustments in Salary | 2 |
| One-time payments | 0 |

Administrative and Professional Faculty

| | |
|-----------------------|----|
| New Appointments | 11 |
| Adjustments in Salary | 4 |
| One-time payments | 21 |

Research Faculty

| | |
|-----------------------|---|
| Adjustments in Salary | 0 |
|-----------------------|---|

Faculty Adjustments not included in the report

| | Number | Average Salary | Average \$ Increase | Average % Increase | Total Increase |
|--|--------|----------------|---------------------|--------------------|----------------|
| Teaching and Research Faculty | 185 | \$134,422 | \$11,166 | 10.05% | \$2,065,758 |
| Administrative and Professional Faculty | 102 | \$103,778 | \$10,977 | 14.21% | \$1,119,656 |

RECOMMENDATION:

That the Board ratify the Faculty Personnel Changes Report.

November 6, 2023

Faculty Personnel Changes Report
Period of June 25, 2023 - September 24, 2023

New Appointments

| Name | Type | Title | Department | Appt Months | Effective Date | Percent Appt | Base |
|---|------|---|--|----------------|-------------------|-----------------|------------|
| <u>Architecture, Arts, and Design</u> | | | | | | | |
| Chipman, Kerry L. | T&R | Assistant Professor | School of Performing Arts | 9 | 08/10/2023 | 100% | \$ 70,000 |
| Dandridge, Logan R. | T&R | Assistant Professor | School of Performing Arts | 9 | 06/25/2023 | 100% | \$ 72,000 |
| Engelke, Jennifer A. | T&R | Assistant Professor | School of Design | 9 | 08/10/2023 | 100% | \$ 80,000 |
| Keslacy, Elizabeth M. | T&R | Assistant Professor | School of Architecture | 9 | 08/10/2023 | 100% | \$ 88,000 |
| Liu, Tsai Lu | AP | Dean, College of Architecture | Dean - Architecture | 12 | 07/01/2023 | 100% | \$ 330,000 |
| Prochner, Isabel | T&R | Assistant Professor | School of Architecture | 9 | 08/10/2023 | 100% | \$ 87,000 |
| Sato, Eduardo T. | T&R | Assistant Professor | School of Performing Arts | 9 | 08/10/2023 | 100% | \$ 69,000 |
| Thompto, Chelsea | T&R | Assistant Professor | School of Visual Arts | 9 | 08/10/2023 | 100% | \$ 88,000 |
| <u>College of Agriculture and Life Sciences</u> | | | | | | | |
| Bell, Natasha L. | T&R | Assistant Professor | Biological Systems Engineering | 9 | 08/10/2023 | 100% | \$ 106,000 |
| Burrows, Mary E. | AP | Director, Virginia Agriculture Experiment Station and Associate Dean of Research | CALS Research | 12 | 07/10/2023 | 100% | \$ 260,000 |
| Gunter, Lisa M. | T&R | Assistant Professor | School of Animal Sciences | 9 | 08/10/2023 | 100% | \$ 92,000 |
| Jernigan, Ashley | T&R | Assistant Professor | School of Plant & Environmental Sciences | 9 | 08/10/2023 | 100% | \$ 87,000 |
| Leisner, Courtney P. | T&R | Assistant Professor | School of Plant & Environmental Sciences | 9 | 08/10/2023 | 100% | \$ 93,000 |
| Medler, Kathryn | T&R | Professor | School of Animal Sciences | 9 | 09/01/2023 | 100% | \$ 130,000 |
| Parrella, Jean A. | T&R | Assistant Professor | Ag, Leadership & Community Education | 9 | 08/10/2023 | 100% | \$ 87,000 |
| Roberts, Stefan | T&R | Professor | Biochemistry | 12 | 09/01/2023 | 100% | \$ 235,000 |
| Stallknecht, Eric J. | T&R | Assistant Professor | Hampton Roads AREC | 9 | 08/10/2023 | 100% | \$ 87,000 |
| Wang, Chunbei | T&R | Associate Professor | Agricultural & Applied Economics | 9 | 09/01/2023 | 100% | \$ 155,000 |
| Wang, Le | T&R | Professor | Agricultural & Applied Economics | 9 | 09/01/2023 | 100% | \$ 232,000 |
| <u>College of Engineering</u> | | | | | | | |
| Ammar, Ashtarout | T&R | Assistant Professor | Myers-Lawson School of Construction | 9 | 08/10/2023 | 100% | \$ 100,000 |
| Hasnine, Md Sami | T&R | Assistant Professor | Civil & Environmental Engineering | 9 | 08/10/2023 | 100% | \$ 110,000 |
| Jaworski, Justin W. | T&R | Associate Professor | Aerospace and Ocean Engineering | 9 | 08/10/2023 | 100% | \$ 136,000 |
| Kannan, Rohit | T&R | Assistant Professor | Industrial and Systems Engineering | 9 | 08/20/2023 | 100% | \$ 104,000 |
| Mantri, Atul | T&R | Assistant Professor | Computer Science | 9 | 08/10/2023 | 100% | \$ 128,500 |
| Naughton, Noel M. | T&R | Assistant Professor | Mechanical Engineering | 9 | 08/10/2023 | 100% | \$ 105,000 |
| Phillips, Adam R.* | T&R | Associate Professor | Civil & Environmental Engineering | 9 | 08/10/2023 | 100% | \$ 120,000 |
| Rost, Christina M. | T&R | Assistant Professor | Materials Science & Engineering | 9 | 08/10/2023 | 100% | \$ 115,000 |
| Sundararajah, Kirshanthan | T&R | Assistant Professor | Computer Science | 9 | 08/10/2023 | 100% | \$ 125,000 |
| Yanardag Delul, Pinar | T&R | Assistant Professor | Computer Science | 9 | 08/10/2023 | 100% | \$ 133,000 |
| Yao, Yaxing | T&R | Assistant Professor | Computer Science | 9 | 08/10/2023 | 100% | \$ 133,500 |

* Hired with tenure

Faculty Personnel Changes Report
Period of June 25, 2023 - September 24, 2023

New Appointments - Continued

| Name | Type | Title | Department | Appt Months | Effective Date | Percent Appt | Base |
|---|------|---|---|-------------|----------------|--------------|------------|
| <u>College of Liberal Arts and Human Sciences</u> | | | | | | | |
| Bayne, Hannah B. | T&R | Associate Professor | School of Education | 9 | 08/10/2023 | 100% | \$ 85,000 |
| Brantly, Nataliya D. | T&R | Assistant Professor | Science, Technology, and Society | 9 | 08/10/2023 | 100% | \$ 75,000 |
| Haines, Monamie B. | T&R | Assistant Professor | Science, Technology, and Society | 9 | 08/10/2023 | 100% | \$ 80,000 |
| Hart, Jennifer A. | T&R | Professor | History | 12 | 08/01/2023 | 100% | \$ 150,000 |
| Perdue, Robert T. | T&R | Associate Professor | Sociology | 9 | 08/10/2023 | 100% | \$ 85,000 |
| Springer, Paul R. | T&R | Professor | Human Development & Family Science | 12 | 07/01/2023 | 100% | \$ 180,000 |
| Wagle, Paroma S. | T&R | Assistant Professor | School of Public & International Affairs | 9 | 08/10/2023 | 100% | \$ 88,000 |
| <u>College of Natural Resources and Environment</u> | | | | | | | |
| Fearer, Carrie J. | T&R | Assistant Professor | Forest Resources & Environmental Conservation | 9 | 08/28/2023 | 100% | \$ 90,000 |
| <u>College of Science</u> | | | | | | | |
| Allen, Julia | T&R | Assistant Professor | Biological Sciences | 9 | 08/10/2023 | 100% | \$ 99,000 |
| Appelo, Daniel E. | T&R | Professor | Mathematics | 9 | 08/10/2023 | 100% | \$ 160,000 |
| Camliyurt, Guher | T&R | Assistant Professor | Mathematics | 9 | 08/10/2023 | 100% | \$ 90,000 |
| Cheng, Yingda | T&R | Professor | Mathematics | 9 | 08/10/2023 | 100% | \$ 160,000 |
| Cisneros, Julia | T&R | Assistant Professor | Geosciences | 9 | 08/10/2023 | 100% | \$ 96,000 |
| Felegi, Brianna N. | T&R | Assistant Professor | Economics | 9 | 08/10/2023 | 100% | \$ 123,000 |
| Hudson, Chloe | T&R | Assistant Professor | Psychology | 9 | 08/10/2023 | 100% | \$ 95,000 |
| Kempker-Margherio, Samantha M. | T&R | Assistant Professor | Psychology | 9 | 08/10/2023 | 100% | \$ 93,000 |
| Lopez Valdez, Hiram H. | T&R | Assistant Professor | Mathematics | 9 | 08/10/2023 | 100% | \$ 95,000 |
| Madrid Padilla, Jose Ramon | T&R | Assistant Professor | Mathematics | 9 | 08/10/2023 | 100% | \$ 93,000 |
| Reznikoff, Sarah | T&R | Professor | Mathematics | 12 | 08/01/2023 | 100% | \$ 214,000 |
| Romer, Adrienne L. | T&R | Assistant Professor | Psychology | 9 | 08/10/2023 | 100% | \$ 97,000 |
| Saouma, Caroline T. | T&R | Associate Professor | Chemistry | 9 | 08/10/2023 | 100% | \$ 120,000 |
| Suvorov, Anton | T&R | Assistant Professor | Biological Sciences | 9 | 08/10/2023 | 100% | \$ 92,000 |
| Swanson, Jamie E. | T&R | Professor | Psychology | 12 | 07/01/2023 | 100% | \$ 205,000 |
| Werner, Steffen Wilhelm Richard | T&R | Assistant Professor | Mathematics | 9 | 08/10/2023 | 100% | \$ 100,000 |
| Zhou, Tianci | T&R | Assistant Professor | Physics | 9 | 08/10/2023 | 100% | \$ 94,500 |
| <u>College of Veterinary Medicine</u> | | | | | | | |
| Romero-Masters, James C. | T&R | Assistant Professor | Biomedical Science | 9 | 08/10/2023 | 100% | \$ 90,000 |
| <u>Executive Vice President and Provost</u> | | | | | | | |
| Cowley, Matthew P. | AP | Executive Director of Career and Professional Development | Career and Prof Develop - Auxiliary | 12 | 07/01/2023 | 100% | \$ 150,000 |
| <u>Innovation Campus</u> | | | | | | | |
| Wilder, David P. | AP | Senior Director for DC Region Building Operations | Innovation Campus | 12 | 07/17/2023 | 100% | \$ 195,000 |

Faculty Personnel Changes Report
Period of June 25, 2023 - September 24, 2023

New Appointments - Continued

| Name | Type | Title | Department | Appt Months | Effective Date | Percent Appt | Base |
|--|------|---|---|----------------|-------------------|-----------------|------------|
| <u>Pamplin College of Business</u> | | | | | | | |
| Ionescu, Ramona M. | T&R | Assistant Professor | Business Information Technology | 9 | 08/10/2023 | 100% | \$ 230,000 |
| Joe, Jennifer R. | T&R | Professor | Accounting & Information Systems | 9 | 08/10/2023 | 100% | \$ 475,000 |
| Mayock, Thomas J. | T&R | Associate Professor | Real Estate Program | 9 | 08/10/2023 | 100% | \$ 230,000 |
| Ni, Jian | T&R | Professor | Marketing | 9 | 08/10/2023 | 100% | \$ 330,000 |
| Porter, Christopher O. | T&R | Professor | Management | 9 | 08/10/2023 | 100% | \$ 425,000 |
| Reggi Pecora, Alexandre | T&R | Assistant Professor | Finance, Insurance & Business Law | 9 | 08/10/2023 | 100% | \$ 240,000 |
| Sarker, Saonee | AP | Dean, Pamplin College of Business | Dean of Business | 12 | 07/01/2023 | 100% | \$ 500,000 |
| Sheng, Hainan | T&R | Associate Professor | Real Estate Program | 9 | 08/10/2023 | 100% | \$ 180,000 |
| Srinivas, Santhosh | T&R | Assistant Professor | Business Information Technology | 9 | 08/25/2023 | 100% | \$ 230,000 |
| Xiao, Xue | T&R | Assistant Professor | Real Estate Program | 9 | 08/10/2023 | 100% | \$ 150,000 |
| Zhu, Meng | T&R | Professor | Marketing | 9 | 08/10/2023 | 100% | \$ 330,000 |
| <u>President</u> | | | | | | | |
| Thomas, Benjamin D. | AP | Head Coach, Track and Field | Athletic Department | 12 | 07/01/2023 | 100% | \$ 140,000 |
| Wattenberg, Clinton H. | AP | Assistant Athletics Director, Sports Nutrition | Athletic Department | 12 | 08/14/2023 | 100% | \$ 130,000 |
| <u>Vice President for Auxiliary and Business Services</u> | | | | | | | |
| Griego, Harry | AP | Pilot in Command | Air Transportation Services | 12 | 08/07/2023 | 100% | \$ 130,000 |
| <u>Vice President for Human Resources</u> | | | | | | | |
| Kurowski, Jesse L. | AP | Human Resources Director - President's Senior Management | VP-Human Resources | 12 | 09/10/2023 | 100% | \$ 125,000 |
| <u>Vice President for Information Technology</u> | | | | | | | |
| XXXXXXXXXX | AP | Vice President for Information Technology and Chief Information Officer | Vice President for Information Technology | 12 | 02/01/2024 | 100% | \$ 460,000 |
| <u>Vice President for Research and Innovation</u> | | | | | | | |
| Ivanov, Vsevolod M. | T&R | Assistant Professor | Virginia Tech National Security Institute | 12 | 08/25/2023 | 100% | \$ 140,000 |
| <u>Vice President for Student Affairs</u> | | | | | | | |
| Jones, Sarah L. | AP | Director, Cook Counseling Center | Thomas Cook Counseling Ctr. Aux | 12 | 07/10/2023 | 100% | \$ 151,000 |
| Penland Ismatov, Sherry L. | AP | Staff Physician | Schiffert Health Center | 9 | 08/10/2023 | 100% | \$ 150,300 |

Faculty Personnel Changes Report
Period of June 25, 2022 - September 24, 2022

Adjustments and One-time Payments

| Name | Type | Title | Department | Appt Months | Effective Date | Percent Appt | Base | One-time | Reason for Current Action |
|---|------|--|------------------------------------|-------------|----------------|--------------|------------|------------|--|
| <u>College of Engineering</u> | | | | | | | | | |
| Deshmukh, Sanket A. | T&R | Associate Professor | Chemical Engineering | 9 | 08/10/2023 | 100% | \$ 145,000 | \$ - | Retention |
| <u>College of Science</u> | | | | | | | | | |
| Tzavellas, Hector | T&R | Assistant Professor | Economics | 9 | 08/10/2023 | 100% | \$ 125,000 | \$ - | Transfer Competitive |
| <u>Executive Vice President & Chief Operating Officer</u> | | | | | | | | | |
| Shepard, Brennan E. | AP | Chief of Staff, Executive Vice President & Chief Operating Officer | University Operations | 12 | 08/25/2023 | 100% | \$ 208,200 | \$ - | Promotion Non Comp |
| <u>Executive Vice President and Provost</u> | | | | | | | | | |
| Nichols, Kayla M. | AP | Senior Associate Director | Undergraduate Admissions | 12 | 08/10/2023 | 100% | \$ 150,000 | \$ - | Promotion Non Comp |
| <u>Innovation Campus</u> | | | | | | | | | |
| Cameron, Kirk W. | AP | Associate Vice President for Academic Affairs | Innovation Campus Academic Affairs | 12 | 08/10/2023 | 100% | \$ 387,280 | \$ - | Change of Duties |
| <u>President</u> | | | | | | | | | |
| Adair, Charles R. | AP | Head Women's Soccer Coach | Athletic Department | 12 | 06/25/2023 | 100% | \$ - | \$ 5,000 | Bonus Team GPA |
| Babcock, Bradley W. | AP | Director of Athletics | Athletic Department | 12 | 06/25/2023 | 100% | \$ - | \$ 20,000 | Bonus GPA and APR |
| Brooks, Kenneth R. | AP | Head Coach, Women's Basketball | Athletic Department | 12 | 06/25/2023 | 100% | \$ - | \$ 20,000 | Bonus Team GPA and APR |
| Brooks, Kenneth R. | AP | Head Coach, Women's Basketball | Athletic Department | 12 | 07/25/2023 | 100% | \$ - | \$ 63,333 | Supplemental Compensation payment |
| Cianelli, David D. | AP | Director of Track, Field, and Cross Country | Athletic Department | 12 | 06/25/2023 | 100% | \$ - | \$ 3,500 | Bonus Women's NCAA Ind. Nat. Champ. Top 25 |
| Cianelli, David D. | AP | Director of Track, Field, and Cross Country | Athletic Department | 12 | 07/01/2023 | 100% | \$ - | \$ 3,500 | Bonus Women's NCAA Ind. Nat. Champ. Top 25 |
| Cianelli, David D. | AP | Director of Track, Field, and Cross Country | Athletic Department | 12 | 08/10/2023 | 100% | \$ - | \$ 40,000 | Retention Incentive Payment |
| Cusack, Jason T. | AP | Assistant Coach, Cross Country | Athletic Department | 12 | 06/25/2023 | 100% | \$ - | \$ 2,000 | Bonus Women's NCAA Top 25 |
| D'Amour, Peter J. | AP | Head Coach, Softball | Athletic Department | 12 | 08/10/2023 | 100% | \$ - | \$ 10,000 | Retention Incentive Payment |
| D'Amour, Peter J. | AP | Head Coach, Softball | Athletic Department | 12 | 08/25/2023 | 100% | \$ - | \$ 2,500 | Bonus NCAA Regional |
| Dubs, Andrew L. | AP | Associate Head Women's Track & Field Coach | Athletic Department | 12 | 06/25/2023 | 100% | \$ - | \$ 2,000 | Bonus Women's NCAA Ind. Nat. Champ. Top 25 |
| Johannigmeier, Eric J. | AP | Cross Country & Distance Coach | Athletic Department | 12 | 06/25/2023 | 100% | \$ - | \$ 2,000 | Bonus Women's NCAA Ind. Nat. Champ. Top 25 |
| Holdren, Terry A. | AP | Head Women's Tennis Coach | Athletic Department | 12 | 07/25/2023 | 100% | \$ - | \$ 10,000 | Bonus Team GPA and APR |
| Pry, Brenton J. | AP | Head Coach / Football | Athletic Department | 12 | 09/10/2023 | 100% | \$ - | \$ 875,000 | Supplemental Compensation payment |
| Robertson, Carol G. | AP | Head Women's Golf Coach | Athletic Department | 12 | 06/25/2023 | 100% | \$ - | \$ 3,000 | Bonus Team GPA and APR |
| Robertson, Carol G. | AP | Head Women's Golf Coach | Athletic Department | 12 | 07/01/2023 | 100% | \$ - | \$ 3,000 | Bonus Team GPA and APR |
| Szefc, John R. | AP | Head Coach, Baseball | Athletic Department | 12 | 06/25/2023 | 100% | \$ - | \$ 10,000 | Bonus Team GPA and APR |
| Szefc, John R. | AP | Head Coach, Baseball | Athletic Department | 12 | 07/01/2023 | 100% | \$ - | \$ 10,000 | Bonus Team GPA and APR |
| Young, Michael K. | AP | Men's Basketball Head Coach | Athletic Department | 12 | 06/25/2023 | 100% | \$ - | \$ 50,000 | Bonus Team GPA |
| Young, Michael K. | AP | Men's Basketball Head Coach | Athletic Department | 12 | 08/25/2023 | 100% | \$ - | \$ 562,500 | Supplemental Compensation payment |
| Zalewski, Paul R. | AP | Associate Head Men's Track & Field Coach | Athletic Department | 12 | 06/25/2023 | 100% | \$ - | \$ 2,000 | Bonus Women's NCAA Ind. Nat. Champ. Top 25 |
| <u>Vice President for Student Affairs</u> | | | | | | | | | |
| Haines, Chelsea E. | AP | Chief of Staff | Student Affairs - Associate VP | 12 | 07/25/2023 | 100% | \$ 130,000 | \$ - | Transfer Competitive Staff/AP |

Faculty Personnel Changes Report
November 6, 2023

Deferred Compensation

| Name | Title | Department | Appt Months | Effective Date | Percent Appt | Base | One-time | Amount of Change | Percent Increase | Reason for current action |
|------|-------|------------|----------------|-------------------|-----------------|------|----------|---------------------|---------------------|---------------------------|
|------|-------|------------|----------------|-------------------|-----------------|------|----------|---------------------|---------------------|---------------------------|

President

| | | | | | | | | | | |
|---------------------|-----------------------|---------------------|----|------------|------|----|---------|--|--|-----------------------|
| Babcock, Bradley W. | Director of Athletics | Athletic Department | 12 | 12/31/2023 | 100% | \$ | 100,000 | | | Deferred Compensation |
|---------------------|-----------------------|---------------------|----|------------|------|----|---------|--|--|-----------------------|

Personnel Changes Report - Addendum A
Annual Base Compensation: Athletic Employment Agreements
Calendar Year 2024

| Contracts | | CY 2024 | |
|----------------------------------|---|----------------|------------------|
| <u>Charles Adair</u> | | | |
| <i>Head Coach</i> | Base Salary (contract ends 6/30/28) | \$ | 185,000 |
| <i>Women's Soccer</i> | Courtesy Car (actual amount may be less than \$9,250 maximum) | \$ | 9,250 |
| | Country Club Membership (est.) | \$ | 5,600 |
| | Retention 1/31/2024 | \$ | 50,000 |
| | Total Compensation | \$ | 249,850 |
| <u>Whit Babcock</u> | | | |
| <i>Athletic Director</i> | Base Salary (contract ends 6/30/2029) | \$ | 1,024,337 |
| | Courtesy Cars (2) (actual amount may be less than \$18,500 maximum) | \$ | 18,500 |
| | Blacksburg Country Club (est.) | \$ | 5,600 |
| | Deferred Compensation (to be paid by 12/31/2024) | \$ | 150,000 |
| | Retention (Paid in two installments - June and December) | \$ | 250,000 |
| | Total Compensation | \$ | 1,448,437 |
| <u>Michael Brizendine</u> | | | |
| <i>Head Coach</i> | Base Salary (contract ends 2/9/2028) | \$ | 190,000 |
| <i>Men's Soccer</i> | Courtesy Car (actual amount may be less than \$9,250 maximum) | \$ | 9,250 |
| | Blacksburg Country Club (est.) | \$ | 5,600 |
| | Retention 3/1/2024 | \$ | 15,000 |
| | Total Compensation | \$ | 219,850 |
| <u>Kenneth R. Brooks</u> | | | |
| <i>Head Coach</i> | Base Salary (contract ends 3/31/2029) | \$ | 700,000 |
| <i>Women's Basketball</i> | Courtesy Car (actual amount may be less than \$9,250 maximum) | \$ | 9,250 |
| | Blacksburg Country Club (est.) | \$ | 5,600 |
| | Retention (Paid in four installments - Jan, April, July, Oct) | \$ | 269,583 |
| | Total Compensation | \$ | 984,433 |
| <u>Dave Cianelli</u> | | | |
| <i>Director</i> | Base Salary (contract ends 6/30/2024) | \$ | 210,000 |
| <i>Track & Field and</i> | Car stipend | \$ | 7,500 |
| <i>Cross Country</i> | Blacksburg Country Club (est.) | \$ | 5,600 |
| | (Final Retention was 9/1/2023) | | |
| | Total Compensation | \$ | 223,100 |
| <u>Peter D'Amour</u> | | | |
| <i>Head Coach</i> | Base Salary (contract ends 6/30/2028) | \$ | 250,000 |
| <i>Softball</i> | Courtesy Car (actual amount may be less than \$9,250 maximum) | \$ | 9,250 |
| | Blacksburg Country Club (est.) | \$ | 5,600 |
| | Retention 9/1/2024 | \$ | 10,000 |
| | Total Compensation | \$ | 274,850 |
| <u>Sergio Lopez</u> | | | |
| <i>Head Coach</i> | Base Salary (contract ends 6/30/2028) | \$ | 210,000 |
| <i>Swimming & Diving</i> | Car Stipend | \$ | 7,500 |
| | Blacksburg Country Club (est.) | \$ | 5,600 |
| | Retention 7/1/2024 | \$ | 25,000 |
| | Total Compensation | \$ | 248,100 |
| <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.) | \$ | 5,600 |
| | Football Stadium Suite | \$ | 55,000 |
| | Supplemental Compensation | \$ | 4,250,000 |
| | Total Compensation | \$ | 4,829,100 |

Personnel Changes Report - Addendum A
Annual Base Compensation: Athletic Employment Agreements
Calendar Year 2024

| Contracts - Continued | | CY 2024 | |
|---------------------------------|---|----------------|------------------|
| <u>Carol Robertson</u> | | | |
| <i>Head Coach</i> | Base Salary (contract ends 6/30/2027) | \$ | 160,000 |
| <i>Women's Golf</i> | Car Stipend | \$ | 5,000 |
| | Blacksburg Country Club (est.) | \$ | 5,600 |
| | Retention 6/30/2024 | \$ | 30,000 |
| | Total Compensation | \$ | 200,600 |
| <u>Anthony Robie</u> | | | |
| <i>Head Coach</i> | Base Salary (contract ends 12/31/28) | \$ | 210,000 |
| <i>Mens' Wrestling</i> | Car Stipend | \$ | 7,500 |
| | Blacksburg Country Club (est.) | \$ | 5,600 |
| | Retention (Paid in two installments - April & October) | \$ | 50,000 |
| | Total Compensation | \$ | 273,100 |
| <u>Kristen Skiera</u> | | | |
| <i>Head Coach</i> | Base Salary (contract ends 6/30/2026) | \$ | 180,000 |
| <i>Women's Lacrosse</i> | Car Stipend | \$ | 7,500 |
| | Blacksburg Country Club (est.) | \$ | 5,600 |
| | Total Compensation | \$ | 193,100 |
| <u>John J. Szefc</u> | | | |
| <i>Head Coach</i> | Base Salary (contract ends 6/30/2027) | \$ | 650,000 |
| <i>Baseball</i> | Courtesy Car (actual amount may be less than \$9,250 maximum) | \$ | 9,250 |
| | Blacksburg Country Club (est.) | \$ | 5,600 |
| | Total Compensation | \$ | 664,850 |
| <u>James B. Thompson</u> | | | |
| <i>Head Coach</i> | Base Salary (contract ends 6/30/2026) | \$ | 155,000 |
| <i>Men's Tennis</i> | Car Stipend | \$ | 5,000 |
| | Blacksburg Country Club (est.) | \$ | 5,600 |
| | Total Compensation | \$ | 160,000 |
| <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.) | \$ | 5,600 |
| | Supplemental Compensation | \$ | 2,175,000 |
| | Total Compensation | \$ | 2,799,600 |
| Letters of Appointment | | | |
| <u>Marci Byers</u> | | | |
| <i>Head Coach</i> | Base Salary (Appointment ends 2/29/2024) | \$ | 140,000 |
| <i>Women's Volleyball</i> | Car Stipend | \$ | 7,500 |
| | Blacksburg Country Club (est.) | \$ | 5,600 |
| | Total Compensation | \$ | 153,100 |
| <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.) | \$ | 5,600 |
| | Total Compensation | \$ | 120,600 |
| <u>Brian Sharp</u> | | | |
| <i>Head Coach</i> | Base Salary (Appointment ends 6/30/2024) | \$ | 105,000 |
| <i>Men's Golf</i> | Car Stipend | \$ | 5,000 |
| | Blacksburg Country Club (est.) | \$ | 5,600 |
| | Total Compensation | \$ | 115,600 |