

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
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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

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

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

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>							
	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

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

Deferred Compensation

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

Babcock, Bradley W.	Director of Athletics	Athletic Department	12	12/31/2023	100%		\$ 100,000			Deferred Compensation
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Personnel Changes Report - Addendum A
Annual Base Compensation: Athletic Employment Agreements
Calendar Year 2024

Attachment X

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

Attachment X

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