

2016-17 Faculty Salary Adjustments

ACADEMIC AFFAIRS COMMITTEE AND FINANCE AND AUDIT COMMITTEE

September 30, 2016

As detailed in the 2016-17 Faculty Compensation Plan approved by the Board of Visitors at the June 6, 2016 meeting, faculty salary adjustments are normally reviewed and approved by the Board of Visitors in two phases: adjustments for promotion are traditionally recommended at the spring meeting and adjustments based on performance are recommended at the fall meeting.

The General Assembly authorized a merit-based salary program for instructional faculty and administrative and professional faculty for the 2016-17 fiscal year, contingent upon the achievement of state revenue targets for 2015-16. In July, the state announced a revenue shortfall for 2015-16, which triggered a revenue reforecast for the 2016-18 biennium and the elimination of state General Fund support for the proposed merit process. Consistent with the Board approved 2016-17 Faculty Compensation Plan, the university budgeted resource allocations to support the nongeneral fund share of the state compensation program. With the elimination of state General Fund support, the university has scaled back the merit program to utilize only nongeneral fund resources.

To facilitate the 2016-17 merit review process for faculty, each academic area was provided with a target based upon 2.0 percent of its actual faculty salary expenses. The university will provide senior management areas funding for these increases based on 2.0 percent of actual faculty salary increase expenses, up to 2.0 percent of faculty salary budgets.

The resulting average of the recommended merit increases for faculty is 2.07 percent. The recommended salary adjustments for merit actions are listed in the attached report.

Benchmark Comparison for Instructional Faculty

The State Council of Higher Education for Virginia (SCHEV) maintains a set of peer institutions for each public institution in Virginia for the purpose of determining the adequacy of funding for faculty salaries.

Two significant changes occurred during 2007 with regard to the university's faculty salary peer group. First, at its July 10, 2007 meeting, SCHEV approved a new group of peer institutions for each Virginia institution to benchmark for salary purposes. Virginia Tech has since had 25 institutions in its peer group. The establishment of the peer group is an intensive process, and one that occurs once every 10 years.

Second, the Commonwealth made the decision to change the official data source from which peer salary information is obtained. Previously, the source for salary data from peer institutions was the American Association of University Professors (AAUP) Faculty

Salary Survey data. The AAUP data has been used since the establishment of the first faculty salary peer group in 1986. During the summer 2007, SCHEV changed the source for faculty salary data to be the Integrated Postsecondary Education Data System (IPEDS). This data source does not, in the view of the institution, have the same level of integrity and consistency as the AAUP data. The switch of faculty salary data sets to IPEDS has had a dampening impact on the faculty salary peer data and thus the 60th percentile target for Virginia Tech.

The university annually monitors the authorized faculty salary average, which reflects the salary average available to Virginia Tech based on funding appropriations provided by the Commonwealth. Each year the university also computes its actual salary average, which is determined based on faculty in place at the end of each calendar year in accordance with rules issued by the Secretary of Education.

The most recent IPEDS data of the university's peer group salary average is as of the Fall of 2015. The attached table provides a list of the university's peer group and the comparative salary averages for Fall 2015 based on preliminary data for peer schools.

Because the state did not fund a compensation program for Fall 2016, SCHEV has maintained the prior year Authorized Salary of \$96,362. Using SCHEV's estimated 2.5 percent average increase at peer institutions for 2016-17, this average places Virginia Tech at 22 out of 26 institutions. This is the equivalent of the 22nd percentile of the university's peer group forecast for 2016-17. The 60th percentile salary based on this data is \$109,695.

Using SCHEV's projection methodology for 2016-17, it is reasonable to expect that Virginia Tech's annual merit process will help the university maintain its current position among the peer group in terms of the authorized salary ranking.

	Fall 2014	Fall 2015* Preliminary	Fall 2016** Projection
60th Percentile IPEDS	\$104,091	\$107,019	\$109,695
State Authorized Salary Average	\$93,104	\$96,362	\$96,362
Actual Average Salary(a)	\$94,295	\$97,420	\$100,343
Rank -- Authorized	20 of 26	19 of 26	22 of 26
Rank -- Actual	18 of 26	18 of 26	18 of 26
Percentile -- Authorized	29 th	28 th	22 nd
Percentile -- Actual	32 nd	31 st	32 nd

**Preliminary Peer average salary data from SCHEV (IPEDS).*

***Projection based on SCHEV escalator and university calculations.*

(a) Computed in accordance with traditional consolidated salary average guidelines provided by the Secretary of Education.

While the university's actual salary average is higher than the estimated authorized salary average, the state understands that the two salary averages may not match exactly at certain points in time.

In the past, a gap between the actual and the authorized salary averages has occurred because of the university's actions, in some cases, to recruit junior faculty at salary averages well below the authorized average to replace retiring senior faculty and, on occasion, replace one senior faculty member with two junior faculty members. The actions taken in the past helped to support the departmental budgets (especially during recessions) and to provide the faculty needed to address teaching loads, especially at the undergraduate level, as enrollments have increased significantly without corresponding General Fund support. Over time, the university has managed to eliminate the gap between the authorized and actual salary averages, and believes the state may consider resetting the authorized salary to match the actual salary in the future.

Other Salary Adjustments

In addition to the faculty salary adjustments based on performance, it is necessary to adjust the salaries of specific faculty members at other times during the fiscal year. These adjustments are primarily for changes in duties and responsibilities, for special temporary assignments, for faculty transitioning to a different position as part of a search, and for merit increases upon reaching the hiring anniversary dates for restricted positions. The President, Provost, and Vice President for Finance and CFO have been authorized by the Board of Visitors to administer the faculty compensation plan during the year and act upon requests for salary adjustments. The salary changes established through this process are submitted for ratification to the Board of Visitors on a quarterly basis on the Faculty Personnel Changes Report in accordance with the Faculty Compensation Plan.

RECOMMENDATION:

That the proposed merit salary adjustments for faculty in the 2016-17 fiscal year be approved as presented in the following report.

November 7, 2016

Benchmark Salary Analysis

Institution	VT Actual Salary Average vs. Peer Average			
	Fall 2014 Actual	Fall 2015 Preliminary ⁽¹⁾	Fall 2016 Projected ⁽²⁾	2016 Rank ⁽²⁾
California-Berkeley, University of	\$ 136,746	\$ 141,399	\$ 144,934	1
Cornell University	127,530	128,853	132,074	2
Southern California, University of	120,195	121,149	124,178	3
California-Davis, University of	113,283	118,125	121,078	4
Maryland-College Park, University of	109,881	111,375	114,159	5
Illinois at Urbana-Champaign, University of	106,470	106,506	109,169	6
Washington-Seattle Campus, University of	101,016	106,362	109,021	7
Ohio State University-Main Campus	103,149	105,651	108,292	8
Purdue University-Main Campus	100,269	103,779	106,373	9
Texas at Austin, University of	100,548	103,248	105,829	10
Rutgers University-New Brunswick/Piscataway	98,811	101,538	104,076	11
Wisconsin-Madison, University of	100,287	101,385	103,920	12
Minnesota-Twin Cities, University of	99,819	101,322	103,855	13
Michigan State University	97,218	100,476	102,988	14
Stony Brook University	96,129	100,143	102,647	15
Florida, University of	97,650	98,595	101,060	16
Michigan-Ann Arbor, University of	96,093	97,974	100,423	17
Virginia Tech	94,295	97,420	100,343	18
Texas A & M University	89,649	97,101	99,529	19
Colorado at Boulder, University of	94,068	96,183	98,588	20
Pennsylvania State University-Main Campus	91,575	94,626	96,992	21
Iowa State University	94,212	94,617	96,982	22
Pittsburgh-Main Campus, University of	88,614	93,222	95,553	23
SUNY at Buffalo	91,215	92,763	95,082	24
North Carolina State University at Raleigh	75,960	92,169	94,473	25
Missouri-Columbia, University of	82,305	81,090	83,117	26
Virginia Tech's Percentile Ranking	32nd	31st	32nd	

⁽¹⁾ Fall 2015 peer salary averages are based on preliminary IPEDS data shared by SCHEV.

⁽²⁾ Fall 2016 peer salary averages are based on SCHEV projected average increases of 2.5%.

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Alson H. Smith, Jr.</u>				
Bergh, James	Professor		109,315	CY
Wolf, Anthony	Professor	Director	141,000	CY
Yoder, Keith	Professor		123,889	CY
Nita, Mizuho	Assistant Professor		84,056	CY
Hatch, Tremain	Research Associate		53,606	CY
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Eastern Shore</u>				
Reiter, Mark	Associate Professor		107,265	CY
Rideout, Steven	Associate Professor	Director	119,500	CY
Arancibia, Ramon	Assistant Professor		98,169	CY
Cahoon, Charles	Assistant Professor		87,000	CY
Strawn, Laura	Assistant Professor		89,905	AY
Gu, Ganyu	Research Associate		49,560	CY
Pitman, Robert	Senior Research Associate	Superintendent	95,685	CY
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Hampton Roads</u>				
Derr, Jeffrey	Professor		103,352	CY
Hong, Chuanxue	Professor		125,015	CY
Schultz, Peter	Professor	Director	140,100	CY
Sample, David	Associate Professor		106,535	AY
Kong, Ping	Research Scientist		64,423	CY
Owen, James	Assistant Professor		89,700	AY
Samtani, Jayesh	Assistant Professor		76,500	AY
Yang, Xiao	Postdoctoral Associate		46,511	CY
Fox, Laurie	Professional Lecturer		55,230	CY
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Middleburg</u>				
Fiske, David	Research Associate	Superintendent	98,100	CY
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Southern Piedmont</u>				
Johnson, Charles	Professor		104,200	CY
Teutsch, Christopher	Associate Professor		89,864	CY
Wilkinson, Carol	Associate Professor	Director	116,500	CY
Reed, Thomas	Research Scientist		79,836	CY
Ellis, Bradley	Professional Lecturer		44,974	CY
Wright, Donald	Research Associate	Superintendent	70,000	CY
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Tidewater</u>				
Estienne, Mark	Professor		107,927	CY
Langston, David	Professor		130,000	CY
Balota, Maria	Associate Professor		89,621	CY
Holshouser, David	Associate Professor		87,145	CY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Frame, William	Assistant Professor		86,449	CY
Mehl, Hillary	Assistant Professor		83,968	CY
Parvej, Rasel	Postdoctoral Associate		40,800	CY
Oakes, Joseph	Research Associate		43,260	CY
Opoku, Joseph	Research Associate		41,300	CY

AGRICULTURAL RESEARCH AND EXTENSION CENTER - Virginia Seafood

Jahncke, Michael	Professor	Director	134,900	CY
Kauffman, Daniel	Professional Lecturer		88,526	CY
Lane, Robert	Professional Lecturer		62,210	CY
Schwarz, Michael	Professional Lecturer		90,896	CY
Villalba, Abigail	Professional Lecturer		73,799	CY

Administration

Grant, Alan	Administrative Professor	Dean	285,463	CY
Barlow, Christopher	Professional Lecturer		75,949	CY
Christian, Mary	Professional Lecturer		125,000	CY
Ebel, Elizabeth	Professional Lecturer		66,430	CY
Gehrt, Dennis	Professional Lecturer		103,000	CY
Gill, Susan	Professional Lecturer		56,000	CY
Glidden, Dorothy	Professional Lecturer		97,330	CY
Jones, Jennifer	Professional Lecturer		52,275	CY
Kleiber, Stephen	Professional Lecturer		141,780	CY
Mahdu, Samantha	Professional Lecturer		64,770	CY
Perkins, Dedreia	Professional Lecturer		62,300	CY
Wood, April	Professional Lecturer		62,500	CY

Agricultural, Leadership and Community Education

Rudd, Rickie	Professor	Department Head & Endowed Professor	181,848	AY
Kaufman, Eric	Associate Professor		101,004	AY
Niewolny, Kimberly	Associate Professor		100,634	CY
Westfall-Rudd, Donna	Associate Professor		86,688	AY
Anderson, James	Assistant Professor		85,352	CY
Archibald, Thomas	Assistant Professor		124,625	CY
Clegome, Nicholas	Assistant Professor		63,800	CY
Friedel, Curtis	Assistant Professor		82,780	AY
Scherer, Hannah	Assistant Professor		81,261	AY
Spindler, Matthew	Assistant Professor		81,250	AY
Gehrt, Karen	Professional Lecturer		115,694	CY
Seibel, Megan	Professional Lecturer		68,418	CY
Vines, Karen	Professional Lecturer		72,574	CY
Drape, Tiffany	Senior Research Associate		58,792	CY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Agricultural and Applied Economics</u>				
Alwang, Jeffrey	Professor		159,909	AY
Blank, Steven	Professor	Department Head	197,600	CY
Bosch, Darrell	Professor		121,635	CY
Boyle, Kevin	Professor	Director, Real Estate Program	227,312	CY
Davis, George	Professor		145,090	AY
Ellerbrock, Michael	Professor		119,371	AY
Geyer, Leighton	Professor		137,637	CY
Lytton, Ruth	Professor		103,744	AY
Marchant, Mary	Professor		137,210	AY
Mills, Bradford	Professor		128,800	CY
Moeltner, Klaus	Professor		136,479	AY
Norton, George	Professor		151,700	CY
Pease, James	Professor		111,810	CY
Peterson, Everett	Professor		103,774	RE10
Stephenson, Stephen	Professor		121,934	CY
Taylor, Daniel	Professor		108,133	CY
Grant, Jason	Associate Professor		164,939	RE12
Groover, Gordon	Associate Professor		110,000	CY
Isengildina Massa, Olga	Associate Professor		122,160	AY
You, Wen	Associate Professor		136,000	RE12
Asebedo, Sarah	Assistant Prof of Practice		82,400	AY
Larochelle, Catherine	Assistant Professor		82,458	AY
Morgan, Kimberly	Assistant Professor		92,963	AY
Mountain, Travis	Assistant Professor		82,620	AY
Haynie, Frenda	Professional Lecturer		47,000	CY
Walker, Martha	Professional Lecturer		97,348	CY
Bruce, Franklin	Senior Project Associate		54,194	CY
<u>Agriculture Technology Program – Two Year</u>				
Guthrie, Joseph	Advanced Instructor		64,960	AY
Gwaltney, Wesley	Instructor		54,884	AY
Doak, Samuel	Senior Instructor		68,690	AY
Kohl, Rachel	Senior Instructor		71,807	AY
Martin, Thomas	Senior Instructor		70,290	AY
Mykerezzi, Pavli	Senior Instructor	Director	108,426	CY
<u>Animal and Poultry Sciences</u>				
Denbow, Donald	Professor		132,814	AY
Dunnington, Elizabeth	Professor		93,813	AY
Gerrard, David	Professor	Department Head	203,400	CY
Greiner, Scott	Professor		103,967	AY
Jiang, Honglin	Professor		126,799	RE11
Knight, James	Professor		120,433	CY
Smith, Edward	Professor		125,039	RE12

College of Agriculture and Life Sciences

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Wong, Eric	Professor	Endowed Professor	125,131	AY
Cline, Mark	Associate Professor		96,900	AY
Dalloul, Rami	Associate Professor		104,600	AY
Ealy, Alan	Associate Professor		104,300	AY
Eversole, Dan	Associate Professor		99,793	AY
Gilbert, Elizabeth	Associate Professor		96,900	AY
Johnson, Sally	Associate Professor	Endowed Professor	142,100	AY
Rhoads, Robert	Associate Professor		112,660	AY
Splan, Rebecca	Associate Professor		87,037	CY
Wood, Cynthia	Associate Professor		91,367	AY
El-Kadi, Samer	Assistant Professor		89,490	AY
Lee, Kiho	Assistant Professor		94,430	AY
Leeth, Caroline	Assistant Professor		90,800	AY
Mercadante, Vitor	Assistant Professor		81,600	AY
Persia, Michael	Assistant Professor		100,242	RE10
Rhoads, Michelle	Assistant Professor		93,245	AY
Lu, Yue	Postdoctoral Associate		42,126	CY
Shi, Hao	Research Assistant Professor		67,909	AY
Bergamasco, Luciana	Instructor		66,100	AY
Tamim, Nada	Instructor		66,100	AY
Arnold, Sandy	Professional Lecturer		44,900	CY
Boteler, Beth	Professional Lecturer		42,800	CY
Bradley, Jennifer	Professional Lecturer		41,958	CY
Crisman, Virginia	Professional Lecturer		50,000	CY
McIntosh, Bridgett	Professional Lecturer		114,300	CY
Nulton, Lisa	Professional Lecturer		43,000	CY
Ransdell, Leona	Professional Lecturer		40,900	CY
Roper, David	Professional Lecturer		70,000	CY
Saville, Joi	Professional Lecturer		38,746	CY
West, Sherri	Professional Lecturer		46,900	CY
Wicks, Jordan	Professional Lecturer		63,000	CY
Wilson, Thomas	Professional Lecturer		71,400	CY
Zhao, Lidan	Research Associate		47,392	CY
<u>Biochemistry</u>				
Bevan, David	Professor		110,868	CY
Dean, Dennis	Professor	University Distinguished Professor & Endowed Professor	338,246	CY
Gillaspy, Glenda	Professor	Department Head	184,000	CY
Kennelly, Peter	Professor		159,018	CY
Larson, Timothy	Professor		106,699	CY
Li, Jianyong	Professor		112,619	AY
Sobrado, Pablo	Professor		146,974	AY
Tu, Zhijian	Professor		178,218	RE12
Phillips, Katherine	Senior Research Scientist		104,385	CY
Cassera, Maria	Associate Professor		119,492	RE12

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Helm, Richard	Associate Professor		108,318	CY
Klemba, Michael	Associate Professor		84,480	AY
Mukhopadhyay, Biswarup	Associate Professor		125,724	RE12
White, Robert	Associate Professor		113,510	CY
Zhu, Jinsong	Associate Professor		112,986	RE12
Biedler, James	Research Scientist		38,244	CY
Merino, Emilio	Research Scientist		64,815	CY
Qi, Yumin	Research Scientist		54,995	CY
Wu, Ling	Research Scientist		28,600	CY
Mackey, Zachary	Assistant Professor		83,563	AY
Slade, Daniel	Assistant Professor		81,288	AY
Xu, Bin	Assistant Professor		83,563	AY
Aryan, Azadeh	Postdoctoral Associate		47,501	CY
Susanti, Dwi	Postdoctoral Associate		53,358	CY
Williams, Sarah	Postdoctoral Associate		42,640	CY
Purwantini, Endang	Research Assistant Professor		72,036	CY
Lally, David	Professional Lecturer		52,000	CY
Irwin, Ruth	Project Director		74,430	CY
Fernandez-Murga Chavanne, Maria	Research Associate		43,960	CY
Liu, Pengcheng	Research Associate		48,027	CY
Rasor, Amy	Research Associate		57,876	CY
Ruggio, David	Research Associate		63,129	CY
Ray, William	Senior Research Associate		47,501	CY

Biological Systems Engineering

Benham, Brian	Professor		117,657	AY
Hession, William	Professor		112,152	AY
Mallikarjunan, Parameswaran	Professor		120,112	CY
Wolfe, Mary Leigh	Professor	Department Head	206,140	CY
Zhang, Chenming	Professor		144,009	RE10
Zhang, Yi Heng	Professor		115,972	AY
Yagow, Eugene	Senior Research Scientist		77,553	CY
Barone, Justin	Associate Professor		131,715	CY
Easton, Zachary	Associate Professor		109,780	AY
Heatwole, Conrad	Associate Professor		114,113	CY
Ogejo, Jactone	Associate Professor		104,838	CY
Scott, Durelle	Associate Professor		98,980	AY
Senger, Ryan	Associate Professor		110,260	AY
Thompson, Theresa	Associate Professor		107,246	AY
Kline, Karen	Research Scientist		67,434	CY
Feng, Xueyang	Assistant Professor		87,734	AY
Krometis, Leigh Anne	Assistant Professor		93,830	AY
Ruder, Warren	Assistant Professor		87,800	AY
Sridhar, Venkataramana	Assistant Professor		96,500	AY
Billah, Mirza	Postdoctoral Associate		44,461	CY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Chen, Hui	Postdoctoral Associate		40,000	CY
Fuka, Daniel	Postdoctoral Associate		42,880	CY
Hu, Yun	Postdoctoral Associate		44,000	CY
Sheng, Jiayuan	Postdoctoral Associate		43,800	CY
Mariger, Stanley	Instructor		67,073	CY
Baker, Priscilla	Professional Lecturer		37,500	AY
Ignosh, John	Professional Lecturer		71,761	CY
Lehmann, Laura	Professional Lecturer		57,427	CY
Rustia, Roman	Professional Lecturer		68,100	CY
Hanson, Jeremy	Project Associate		67,295	CY
Tse, Wesley	Project Associate		45,400	CY
Kim, Eui-Jin	Research Associate		46,000	CY
Lou, Song	Research Associate		46,500	CY
Ling, Erin	Senior Project Associate		66,910	CY

College Farm

Paulette, Dwight	Senior Research Associate		97,000	CY
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Crop and Soil Environmental Sciences

Abaye, Azenegashe	Professor		113,441	CY
Daniels, Walter	Professor	Endowed Professor	167,034	RE12
Eick, Matthew	Professor		104,850	CY
Ervin, Erik	Professor		120,292	CY
Evanylo, Gregory	Professor		118,085	CY
Goatley, James	Professor		107,999	CY
Griffey, Carl	Professor	Endowed Professor	136,000	CY
Hagedorn, Charles	Professor		134,719	CY
Hodges, Steven	Professor		134,081	CY
Maguire, Rory	Professor		105,185	CY
Saghai-Marroof, Mohammad	Professor		150,132	CY
Thomason, Wade	Professor		129,146	CY
Thompson, Tommy	Professor	Department Head	200,200	CY
Xia, Kang	Professor		112,048	AY
Zipper, Carl	Professor		104,364	CY
Berry, Duane	Associate Professor		84,396	CY
Fike, John	Associate Professor		86,675	CY
Galbraith, John	Associate Professor		92,358	CY
Tracy, Benjamin	Associate Professor		93,021	CY
Malla, Subas	Research Scientist		55,188	CY
Badgley, Brian	Assistant Professor		82,110	AY
Fukao, Takeshi	Assistant Professor		82,110	AY
Li, Song	Assistant Professor		83,203	AY
Steele, Meredith	Assistant Professor		82,110	AY
Stewart, Ryan	Assistant Professor		84,507	AY
Chen, Chaoqi	Postdoctoral Associate		32,640	CY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Chim, Bee Khim	Postdoctoral Associate		40,800	CY
Fitzgerald, Joshua	Postdoctoral Associate		41,820	CY
Rajasundaram, Dhivyaa	Postdoctoral Associate		40,000	CY
Zhang, Bo	Research Assistant Professor		83,700	CY
Zhang, Xunzhong	Research Assistant Professor		59,447	CY
Bendfeldt, Eric	Professional Lecturer		84,586	CY
Hardiman, Thomas	Professional Lecturer		60,101	CY
Holler, Tammy	Professional Lecturer		49,955	CY
Stewart, Jennifer	Professional Lecturer		35,701	CY
Buckwalter, Joseph	Research Associate		45,675	CY
Burger, Julia	Research Associate		38,000	CY
Clevinger, Elizabeth	Research Associate		44,772	CY
Haering, Kathryn	Research Associate		31,291	CY
Hokanson, Elizabeth	Research Associate		51,117	CY
Klopf, Sara	Research Associate		50,429	CY
Liu, Limei	Research Associate		45,636	CY
Rosso, Maria	Research Associate		44,529	CY
Thomas, Steven	Research Associate		73,151	CY
Brooks, Wynse	Senior Research Associate		56,818	CY
Conta, Jay	Senior Research Associate		80,031	CY
Orndorff, Zenah	Senior Research Associate		45,589	CY
Severson, Erik	Senior Research Associate		62,676	CY
Shang, Chao	Senior Research Associate		69,940	CY
 <u>Dairy Science</u>				
Akers, Robert	Professor	Department Head & Endowed Professor	177,577	CY
Hanigan, Mark	Professor	Endowed Professor	129,707	AY
James, Robert	Professor		110,231	CY
Knowlton, Katharine	Professor	Endowed Professor	123,164	CY
Corl, Benjamin	Associate Professor		126,800	AY
Kanevsky, Isis	Associate Professor		94,411	AY
Petersson-Wolfe, Christina	Associate Professor		94,315	CY
Cockrum, Rebecca	Assistant Professor		82,350	AY
Daniels, Kristy	Assistant Professor		96,100	AY
Ferreira, Gonzalo	Assistant Professor		83,641	AY
Feng, Xin	Postdoctoral Associate		40,800	CY
White, Robin	Postdoctoral Associate		42,840	CY
Winston, David	Lecturer		76,436	CY
 <u>Director, Resident Instruction</u>				
Sumner, Susan	Administrative Professor	Associate Dean	208,080	CY
Beatty, Cynthia	Professional Lecturer		52,020	CY
Hazelwood, Sherry	Professional Lecturer	Director of Recruitment	66,606	CY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Entomology</u>				
Brewster, Carlyle	Professor		99,795	CY
Kring, Timothy	Professor		184,000	CY
Kuhar, Thomas	Professor		112,861	CY
Miller, Dini	Professor		107,366	CY
Pfeiffer, Douglas	Professor		105,160	CY
Salom, Scott	Professor		118,925	CY
Weaver, Michael	Professor		113,271	CY
Adelman, Zachary	Associate Professor		118,137	RE12
Myles, Kevin	Associate Professor		117,068	RE12
Paulson, Sally	Associate Professor		88,215	AY
Sharakhov, Igor	Associate Professor		123,512	RE12
Jenson, Lacey	Research Scientist		65,539	CY
Onufrieva, Ksenia	Research Scientist		51,273	CY
Anderson, Troy	Assistant Professor		83,903	AY
Marek, Paul	Assistant Professor		88,805	AY
Sharakhova, Maria	Assistant Professor		80,000	AY
Day, Eric	Professional Lecturer		69,148	CY
Dodd, Denise	Professional Lecturer		52,530	CY
Lee, Peter	Professional Lecturer		44,125	CY
Pogue, Bradley	Professional Lecturer		55,000	CY
Dellinger, Theresa	Project Associate		40,000	CY
Stedfast, Molly	Project Associate		42,961	CY
Dodd, Howard	Research Associate		60,325	CY
Laub, Curtis	Research Associate		53,067	CY
Hipkins, Patricia	Senior Research Associate		61,487	CY
Roberts, Everett	Senior Research Associate		78,602	CY
Samuel, Gladys	Senior Research Associate		57,054	CY
<u>Extension</u>				
Jones, Edwin	Administrative Professor		218,025	CY
Sutphin, Cathy	Professional Associate Prof		125,462	CY
Baughman, Sarah	Research Associate Professor		110,459	CY
Seibel, George	Instructor		66,625	CY
Grisso, Robert	Administrative Lecturer		155,161	CY
Fogel, Jonah	Professional Lecturer		61,854	CY
Hunnings, Joseph	Professional Lecturer		103,910	CY
Johnson, Lonnie	Professional Lecturer	District Director	117,050	CY
Lambur, Michael	Professional Lecturer		125,200	CY
Monk, Brandon	Professional Lecturer		51,500	CY
Tyler-Mackey, Crystal	Professional Lecturer		80,403	CY
Scott, Brigitte	Project Associate		70,887	CY
<u>Food Science and Technology</u>				
Marcy, Joseph	Professor	Department Head	180,500	CY
O'Keefe, Sean	Professor		110,462	AY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Boyer, Renee	Associate Professor		103,318	AY
Eifert, Joseph	Associate Professor		96,509	AY
Ponder, Monica	Associate Professor		91,887	AY
Williams, Robert	Associate Professor		94,302	AY
Fernandez-Fraguas, Cristina	Assistant Professor		80,500	AY
Huang, Haibo	Assistant Professor		80,500	AY
Kuhn, David	Assistant Professor		84,080	AY
Neilson, Andrew	Assistant Professor		84,050	AY
Stewart, Amanda	Assistant Professor		84,416	AY
Chase, Melissa	Professional Lecturer		57,067	CY
Eifert, Joell	Professional Lecturer		52,000	CY
Granata, Linda	Professional Lecturer		52,500	CY
Kelly, Molly	Professional Lecturer		69,689	CY
Wiersema, Brian	Professional Lecturer		73,869	CY
Driver, Brett	Project Associate		44,000	CY
Hurley, Eldon	Research Associate		55,755	CY
Taylor, Daniel	Research Associate		48,856	CY
Wu, Jian	Research Associate		48,050	CY
<u>Horticulture</u>				
Beers, Eric	Professor		123,710	CY
Harris, James	Professor	Department Head	172,489	CY
Latimer, Joyce	Professor		111,248	CY
Niemiera, Alexander	Professor		108,777	CY
Veilleux, Richard	Professor	Endowed Professor	144,411	CY
Welbaum, Gregory	Professor		109,302	CY
Clark, Susan	Associate Professor		89,168	AY
McDuffie, Robert	Associate Professor		90,842	AY
Scoggins, Holly	Associate Professor		103,749	CY
Williams, Mark	Associate Professor		93,167	AY
Zhao, Bingyu	Associate Professor		96,559	AY
Bombarely Gomez, Aureliano	Assistant Professor		81,550	AY
O'Rourke, Megan	Assistant Professor		90,000	AY
Angelella, Gina	Postdoctoral Associate		41,000	CY
Leshyn, Barbara	Advanced Instructor		69,315	AY
Hessler, Alex	Instructor		57,656	CY
Close, David	Professional Lecturer		72,010	CY
Freeborn, John	Professional Lecturer		48,460	CY
Huckestein, Stephanie	Professional Lecturer		47,230	CY
Straw, Richard	Professional Lecturer		80,067	CY
Vallotton, Amber	Professional Lecturer		63,026	CY
Gugercin, Sarah	Research Associate		43,968	CY
<u>Human Nutrition, Foods and Exercise</u>				
Davy, Brenda	Professor		127,321	RE10
Davy, Kevin	Professor		155,134	RE11

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Liu, Dongmin	Professor		164,756	RE12
Rankin, Janet	Professor		113,657	AY
Serrano, Elena	Professor		143,083	RE12
Williams, Jay	Professor		110,657	AY
Good, Deborah	Associate Professor		103,344	AY
Grange, Robert	Associate Professor		108,993	AY
Hulver, Matthew	Associate Professor	Department Head	194,500	CY
Ju, Young	Associate Professor		89,109	AY
Schmelz, Eva	Associate Professor		99,903	AY
Zoellner, Jamie	Associate Professor		131,651	RE12
Farris, Alisha	Research Scientist		60,000	CY
Misyak, Sarah	Research Scientist		66,300	CY
Porter, Kathleen	Research Scientist		70,000	CY
Cheng, Zhiyong	Assistant Professor		84,655	AY
Harden, Samantha	Assistant Professor		82,347	AY
Hedrick, Valisa	Assistant Professor		82,146	AY
Kraak, Vivica	Assistant Professor		112,611	RE12
Rafie, Carlin	Assistant Professor		83,640	CY
Wilson, Kathryn	Postdoctoral Associate		44,100	CY
Frisard, Madlyn	Research Assistant Professor		85,461	AY
McMillan, Ryan	Research Assistant Professor		69,423	CY
Cox, Heather	Advanced Instructor		72,745	AY
Eaton, Renee	Advanced Instructor		71,733	AY
Girmes-Grieco, Nicolin	Advanced Instructor		64,430	AY
Rockwell, Michelle	Instructor		61,320	AY
Papillon, Carol	Senior Instructor		76,034	AY
LaFalce, Amy	Professional Lecturer		44,665	CY
Midkiff, Judith	Professional Lecturer		87,488	CY
Nelson, Stephanie	Professional Lecturer		44,488	CY
Pollio, Deborah	Professional Lecturer		49,980	CY
Stylianios, Kyriakos	Professional Lecturer		61,200	CY
Wogenrich, Kevin	Professional Lecturer		40,800	CY
Brock, Donna Jean	Project Associate		55,908	CY
Brooks, Austin	Project Associate		48,030	CY
Ledlie, Meredith	Project Associate		56,106	CY
Margheim, Lynn	Project Associate		56,983	CY
Stevens, Judith	Project Associate		75,137	CY
Marinik, Elaina	Project Director		69,915	CY
Addington, Adele	Research Associate		59,837	CY
Wang, Aihua	Research Associate		45,016	CY
Wiedmer, Franc-Eric	Research Associate		64,903	CY
Zheng, Dongxu	Research Associate		40,119	CY
Wall, Sarah	Senior Project Associate		69,000	CY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Information Technology</u>				
Collins, Stephanie	Professional Lecturer		54,100	CY
Crawford, Mark	Professional Lecturer		70,446	CY
Flinchum, Randy	Professional Lecturer		62,377	CY
Kelly, Sarah	Professional Lecturer		52,913	CY
Magana, Isaac	Professional Lecturer		48,940	CY
Meeks, Andrew	Professional Lecturer		66,300	CY
Robinson, Patrick	Professional Lecturer		91,321	CY
Shetrone, Scott	Professional Lecturer		60,754	CY
Sumner, Mark	Professional Lecturer		70,426	CY
Vines, Neal	Professional Lecturer		156,725	CY
Yao, Xiaozheng	Project Associate		52,000	CY
<u>Plant Pathology, Physiology, and Weed Science</u>				
Eisenback, Jonathan	Professor		88,538	CY
Grabau, Elizabeth	Professor		157,750	AY
Greene, Ruth	Professor		85,851	AY
McDowell, John	Professor		148,288	RE11
Schmale, David	Professor		136,168	RE11
Vinutzer, Boris	Professor	Department Head	153,569	RE11
Westwood, James	Professor		116,829	CY
Askew, Shawn	Associate Professor		100,310	CY
Barney, Jacob	Associate Professor		102,188	AY
Baudoin, Antonius	Associate Professor		89,385	AY
Colla'kova', Eva	Associate Professor		108,045	RE11
Jelesko, John	Associate Professor		83,838	CY
Okumoto, Sakiko	Associate Professor		88,238	AY
Pilot, Guillaume	Associate Professor		88,540	AY
Flessner, Michael	Assistant Professor		82,900	AY
Haak, David	Assistant Professor		82,400	AY
Wang, Xiaofeng	Assistant Professor		81,750	AY
Clarke, Christopher	Postdoctoral Associate		45,440	CY
Kim, Gunjune	Postdoctoral Associate		43,160	CY
Marine, Sasha	Postdoctoral Associate		47,500	CY
Reis Vieira, Paulo	Postdoctoral Associate		51,500	CY
Hansen, Mary	Instructor		70,979	CY
Hanlon, Regina	Research Associate		49,245	CY
McCall, David	Research Associate		58,629	CY
McMaster, Nicole	Research Associate		49,273	CY
Bush, Elizabeth	Senior Research Associate		51,975	CY
Park, So Yon	Senior Research Associate		59,303	CY
Zhao, Chengsong	Senior Research Associate		49,527	CY
Shuman, Joel	Senior Project Associate		76,437	CY

College of Agriculture and Life Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Research</u>				
Mostaghimi, Saied	Administrative Professor	Associate Dean & Endowed Professor	245,514	CY
Duncan, Susan	Professor		150,000	CY
Dudek, Nancy	Professional Lecturer		71,000	CY

College of Architecture and Urban Studies

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Architecture</u>				
Breitschmid, Markus	Professor		109,725	AY
Choudhury, Salahuddin	Professor		108,965	AY
Clements, Terry	Professor	Chair, Landscape Architecture Program	98,842	AY
Dunay, Donna	Professor	Endowed Professor; Director, IAWA	146,300	RE10
Dunay, Robert	Professor	Endowed Professor & Director, Center for Design Research	223,939	CY
Emmons, Paul	Professor	Chair, WAAC PhD Program	101,685	AY
Holt, Jaan	Professor	Endowed Professor & Director, WAAC	174,050	CY
Jones, James	Professor	PhD Program Chair & Director, CHPE	105,085	AY
Piedmont-Palladino, Susan	Professor	Director, Urban Design Program & WAAC, Alexandria	143,175	CY
Rodriguez-Camilloni, Humberto	Professor		100,945	AY
Rott, Hans	Professor		103,535	AY
Setareh, Mehdi	Professor		115,065	AY
Tucker, Lisa	Professor	Chair, Interior Design Program	102,553	AY
Weiner, Frank	Professor		102,525	AY
Wheeler, Joseph	Professor		106,779	AY
de Hahn, Henri	Professor		116,900	AY
Bassett, James	Associate Professor	Chair, Foundation Program	85,400	AY
Bork, Dean	Associate Professor		92,135	AY
Bryon, Hilary	Associate Professor		100,590	AY
Cortes, Mario	Associate Professor		79,800	AY
Dorsa, Edward	Associate Professor	Chair, Industrial Design Program	96,050	AY
Dugas, David	Associate Professor	Chair, Core Professional Program	86,330	AY
Edge, Kay	Associate Professor		82,110	AY
Ermann, Michael	Associate Professor		96,475	AY
Feuerstein, Marcia	Associate Professor		86,370	AY
Galloway, William	Associate Professor		93,710	AY
Gartner, Howard	Associate Professor		85,170	AY
Grant, Elizabeth	Associate Professor		82,450	AY
Green, William	Associate Professor		77,000	AY
Jacobson, Wendy	Associate Professor		81,330	AY
Jensen, Anders	Associate Professor		73,440	AY
Katen, Brian	Associate Professor		86,880	AY
Kelsch, Paul	Associate Professor		93,330	AY
Kennedy, Brook	Associate Professor		83,387	AY
Kim, Mintai	Associate Professor		79,090	AY
Martin, Shelley	Associate Professor		84,000	AY
McGrath, Margarita	Associate Professor		80,600	AY
McSherry, Laurel	Associate Professor	Chair, Masters Landscape Architecture Program, Alexandria	111,575	AY
Pittman, Vance	Associate Professor	Interim Director, School of Architecture + Design	131,559	CY
Renard, Helene	Associate Professor		77,000	AY

College of Architecture and Urban Studies

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Schoeddt, Heinrich	Associate Professor	Chair, Advanced Professional Program	93,235	AY
Sharma, Akshay	Associate Professor		76,100	AY
Tew, Gregory	Associate Professor		98,715	AY
Thompson, Steven	Associate Professor		91,240	AY
Whitney, Brad	Associate Professor		78,140	AY
Sullivan, Martha	Assistant Prof of Practice		67,310	AY
Bohannon, Cermetrius	Assistant Professor		73,430	AY
Doan, Patrick	Assistant Professor		76,530	AY
Heavers, Nathan	Assistant Professor		78,775	AY
Ishida, Aki	Assistant Professor		76,720	AY
King, Jonathan	Assistant Professor		85,785	AY
Wagner, Matthew	Assistant Professor		72,810	AY
Zellner Bassett, Paola	Assistant Professor		76,240	AY
Clark, David	Research Assistant Professor		68,300	AY
Goldsmith, Jessica	Visiting Assistant Professor		57,000	AY
Jones, Kevin	Visiting Assistant Professor		60,180	AY
McGuire, Laura	Visiting Assistant Professor		59,280	AY
Schneider, Mark	Advanced Instructor		65,620	AY
Holt, Rengin	Instructor		64,525	AY
Pieper, Ryan	Visiting Instructor		61,845	CY
Pritchett, Christopher	Visiting Instructor		66,890	AY
Vorster, Clive	Visiting Instructor		57,415	AY
Lewis, Bram	Professional Lecturer		64,005	CY
<u>Art and Art History</u>				
Burch-Brown, Carol	Professor	Professor	106,690	AY
Concannon, Kevin	Professor	Director, School of Visual Arts	154,893	CY
Crane, David	Professor	Chair, Studio Program	99,175	AY
Van Hook, Leila	Professor	Co-Director, Material Arts Masters Program	105,430	AY
Casto, Marilyn	Associate Professor		75,135	AY
Knoblauch, Ann-Marie	Associate Professor	Assistant School Director, School of Visual Arts	94,440	AY
Moseley Christian, Michelle	Associate Professor	Chair, Art History Program	80,780	AY
Paterson, Simone	Associate Professor	Program Chair, Creative Technologies	84,965	AY
Standley, Eric	Associate Professor	Area Coordinator, Foundations Program	84,985	AY
Tucker, Thomas	Associate Professor	Director, MFA	88,110	AY
Webster, Dane	Associate Professor		99,868	AY
Joiner, Jeffrey	Assistant Prof of Practice	Director, 4Design Center	65,100	AY
Blanchard, Samuel	Assistant Professor		75,546	AY
Dee, Meaghan	Assistant Professor	Program Chair, Visual Communication Design	75,700	AY
Head, Travis	Assistant Professor	Program Chair, Studio	74,075	AY
Bannan, Diane	Advanced Instructor		49,585	AY
Rosenthal, Joy	Instructor		45,350	AY

College of Architecture and Urban Studies

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Sim, Deborah	Instructor	Instructor	57,295	CY
Brock, Paul	Visiting Instructor		56,000	AY
Gulledge, Nathaniel	Visiting Instructor		51,000	AY
Hand, Jennifer	Visiting Instructor		53,585	AY
Choi, Dongsoo	Professional Lecturer	Creative Tech. & Computing Manager	59,700	CY
<u>Building Construction</u>				
Beliveau, Yvan	Professor	Department Head	195,154	AY
Thabet, Walid	Professor	Endowed Professor	103,850	AY
McCoy, Andrew	Associate Professor	Director, HRC & Assist. Director, MLSoC	131,029	RE11
Mills, Thomas	Associate Professor		94,510	AY
Pearce, Annie	Associate Professor		95,330	AY
Reichard, Georg	Associate Professor		100,463	AY
Goldsmith, David	Assistant Prof of Practice		81,500	CY
Yauger, James	Assistant Prof of Practice		65,350	CY
Turkaslan Bulbul, Muhsine	Assistant Professor		87,850	AY
Ryan, Jacqueline	Professional Lecturer	Academic Advisor & Recruiter	49,700	CY
<u>Community Design Assistance Center</u>				
Gilboy, Elizabeth	Assistant Professor	Director, CDAC	76,540	CY
<u>Dean - Architecture</u>				
Davis, Albert	Administrative Professor	Dean & Endowed Professor	275,910	CY
Albright, Kathryn	Professor	Program Chair, Foundation Program	153,730	CY
Hirt, Sonia	Professor	Associate Dean, Academic Affairs	118,637	AY
Miller, Patrick	Professor	Associate Dean, Graduate Studies & Outreach	148,835	CY
Schubert, Robert	Professor	Associate Dean, Research	164,680	CY
Harris, Carolyn	Professional Lecturer	Director, Academic Advising	60,885	CY
Simpson, Maritza	Professional Lecturer	Director, Finance & Administration	110,060	CY
<u>Housing Research Center</u>				
Jones O'Brien, Melissa	Research Scientist		71,400	CY
<u>Institute for Policy and Governance</u>				
Adams, Jeremy	Project Associate		66,830	CY
Berinzon, Maya	Research Associate		47,430	AY
Mooney, Erin	Research Associate		62,174	CY
Dunkenberger, Mary	Senior Project Associate		92,871	CY
Moore, John	Senior Project Associate		85,385	CY
Price-Rhodes, Melony	Senior Project Associate		90,137	CY

College of Architecture and Urban Studies

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Myers-Lawson School of Construction</u>				
Muir, Robert	Professor of Practice		93,366	CY
Dickerson, Deborah	Associate Professor		100,980	AY
Iorio, Josh	Assistant Prof of Practice		92,700	CY
Johnson, Ashley	Assistant Prof of Practice		92,340	CY
Simmons, Denise	Assistant Professor		100,602	AY
<u>Real Estate Program</u>				
Clark, Ashley	Professional Lecturer	Student Support & Program Development Manager	53,000	CY
Lyles, Chelsea	Professional Lecturer	Manager of Academic Affairs & Business Operations	55,060	CY
<u>School of Public and International Affairs</u>				
Browder, John	Professor		110,030	AY
Cook, Brian	Professor		119,025	AY
Khademian, Anne	Professor	Director, School of Public & International Affairs	185,655	CY
Peters, Joel	Professor	Chair, GIA and MPIA	118,230	AY
Rothschild, Joyce	Professor		57,236	AY
Sanchez, Thomas	Professor	Chair, Urban Affairs and Planning	117,660	AY
Stephenson, Max	Professor	Director, VT Institute for Policy and Governance	117,126	CY
Sterett, Susan	Professor	Associate Chair, CPAP (NCR)	112,610	AY
Toal, Gerard	Professor		125,104	AY
Morton, Elizabeth	Associate Prof of Practice		77,520	AY
Ahram, Ariel	Associate Professor		87,970	AY
Bieri, David	Associate Professor		90,130	AY
Buehler, Ralph	Associate Professor		97,446	AY
Datz, Giselle	Associate Professor		87,885	AY
Dull, Matthew	Associate Professor		82,190	AY
Hall, Ralph	Associate Professor	Director, UAP Undergraduate Program	92,188	AY
Jensen, Laura	Associate Professor	Chair, Public Administration & Policy Program	99,400	AY
Nickel, Patricia	Associate Professor		84,535	AY
Rees, Joseph	Associate Professor	Director of Richmond Program (CPAP)	96,225	AY
Roberts, Patrick	Associate Professor		94,015	AY
Wernstedt, Kris	Associate Professor		96,940	AY
Zahm, Diane	Associate Professor		89,055	AY
Zhang, Yang	Associate Professor	Director, MURP Program & Co- Chair UAP Blacksburg	88,955	AY
Gates, Susan	Visiting Associate Professor		70,000	AY
Davis, Stephanie	Assistant Prof of Practice		76,500	CY
Cowell, Margaret	Assistant Professor		79,355	AY
Eckerd, Adam	Assistant Professor	MPA Coordinator/Advisor	89,760	AY

College of Architecture and Urban Studies

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Hankey, Steven	Assistant Professor		72,625	AY
Jordan, Sara	Assistant Professor		72,625	AY
Lemaire, Robin	Assistant Professor		76,482	AY
Misra, Shalini	Assistant Professor		78,560	AY
Schenk, Todd	Assistant Professor		73,440	AY
Skuzinski, Thomas	Assistant Professor		72,930	AY
Edisis, Adrienne	Visiting Assistant Professor		61,200	AY
Matheis, Christian	Visiting Assistant Professor		58,000	AY
Pourchot, Georgeta	Instructor	Program Director, VT & UKB Two Cities/Two Degrees Program	81,135	CY
Knox, Paul	Administrative Lecturer	University Distinguished Professor	316,755	CY
Alex, Jaimy	Professional Lecturer	Managing Editor	59,800	CY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Advanced Research Institute</u>				
Rahman, Saifur	Professor	Director & Endowed Professor	259,804	CY
Krimgold, Frederick	Research Associate Professor		136,537	CY
Pipattanasomporn, Manisa	Research Associate Professor		83,882	AY
Kuzlu, Murat	Research Assistant Professor		69,500	AY
Teklu, Yonael	Professional Lecturer		82,572	AY
Hagerman, George	Senior Research Associate		81,697	CY
<u>Aerospace and Ocean Engineering</u>				
Brown, Alan	Professor		135,179	AY
Canfield, Robert	Professor		155,996	AY
Devenport, William	Professor		228,939	RE12
Kapania, Rakesh	Professor	Endowed Professor	184,951	AY
Ma, Lin	Professor		129,542	AY
Paterson, Eric	Professor	Department Head & Endowed Professor	234,396	CY
Psiaki, Mark	Professor		185,000	AY
Raj, Pradeep	Professor		129,630	AY
Roy, Christopher	Professor		192,699	RE12
Schetz, Joseph	Professor	Endowed Professor	219,874	AY
Woolsey, Craig	Professor		132,179	AY
Black, Jonathan	Associate Professor		124,225	AY
Farhood, Mazen	Associate Professor		98,840	AY
Lowe, Kevin	Associate Professor		107,901	AY
Neu, Wayne	Associate Professor		106,184	AY
Patil, Mayuresh	Associate Professor		94,362	AY
Philen, Michael	Associate Professor		120,346	AY
Seidel, Gary	Associate Professor		103,163	AY
Sultan, Cornel	Associate Professor		120,263	RE10
Borgoltz, Aurelien	Research Associate Professor		106,000	CY
Locatelli, Davide	Research Scientist		38,618	CY
Adams, Colin	Assistant Professor		90,810	AY
Alexander, William	Assistant Professor		92,000	AY
Choi, Seongim	Assistant Professor		93,010	AY
Massa, Luca	Assistant Professor		91,800	AY
Srinivasan, Bhuvana	Assistant Professor		93,080	AY
Wang, Kevin	Assistant Professor		95,013	AY
Xiao, Heng	Assistant Professor		89,940	AY
Kuester, Matthew	Postdoctoral Associate		58,175	CY
Intaratep, Nanyapom	Research Assistant Professor		86,870	CY
Ren, Na	Professional Lecturer		61,500	CY
Thompson, Cory	Professional Lecturer		71,700	CY
Meyers, Timothy	Research Associate		54,035	CY

Biomedical Engineering and Mechanics

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Batra, Romesh	Professor	Endowed Professor	280,083	RE12
Case, Scott	Professor		205,990	RE11
Cramer, Mark	Professor		98,893	AY
Davalos, Rafael	Professor		194,090	RE12
Dillard, David	Professor	Endowed Professor	157,570	AY
Gabler, Hampton	Professor		204,758	CY
Hajj, Muhammad	Professor	Associate Dean	199,390	CY
Ragab, Saad	Professor		121,600	AY
Stremler, Mark	Professor		143,293	AY
VandeVord, Pamela	Professor	Interim Department Head	200,611	CY
Robertson, John	Research Professor		87,450	AY
De Vita, Raffaella	Associate Professor		135,784	AY
Hendricks, Scott	Associate Professor		138,498	CY
Jung, Sunghwan	Associate Professor		104,090	AY
Lee, Yong	Associate Professor		92,217	AY
Queen, Robin	Associate Professor		118,855	AY
Ross, Shane	Associate Professor		156,247	CY
Socha, John	Associate Professor		151,950	RE11
Staples, Anne	Associate Professor		95,314	AY
Thangjitham, Surot	Associate Professor		85,986	AY
Untaroiu, Costin	Associate Professor		144,375	RE12
Van Dyke, Mark	Associate Professor		143,821	RE12
Wang, Vincent	Associate Professor		126,967	AY
Fievisohn, Elizabeth	Research Scientist		65,000	CY
Murphy, Susan	Research Scientist		55,000	CY
Abaid, Nicole	Assistant Professor		99,983	AY
Boreyko, Jonathan	Assistant Professor		96,098	AY
Cao, Guohua	Assistant Professor		98,011	AY
Hanna, James	Assistant Professor		90,479	AY
Kemper, Andrew	Assistant Professor		126,484	RE12
Rowson, Steven	Assistant Professor		144,522	RE12
Shahab, Shima	Assistant Professor		93,000	AY
Untaroiu, Alexandrina	Assistant Professor		93,385	AY
Verbridge, Scott	Assistant Professor		117,832	RE11
Beeman, Stephanie	Postdoctoral Associate		56,100	CY
Kanitkar, Akanksha	Postdoctoral Associate		42,000	CY
Lin, Enqiang	Postdoctoral Associate		52,760	CY
Chang, Tsu-Sheng	Instructor		75,700	AY
Gragg, Jared	Instructor		64,200	AY
Johnson, Nicholas	Instructor		61,200	AY
Lord, James	Instructor		66,200	AY
Pendar, Hodjat	Instructor		62,850	AY
Siburt, Paul	Lecturer		95,917	CY
Amanda, Covey	Professional Lecturer		61,000	CY
McCord, Marshal	Professional Lecturer		72,694	CY
Stanley, Amanda	Professional Lecturer		57,041	CY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Tomlin, Timothy	Professional Lecturer		83,366	CY
McNally, Craig	Research Associate		59,675	CY
Tyson, Abigail	Research Associate		51,000	CY
<u>Chemical Engineering</u>				
Achenie, Luke	Professor		142,901	AY
Baird, Donald	Professor	Endowed Professor	212,902	RE10
Cox, David	Professor	Department Head	224,732	CY
Davis, Richey	Professor		124,566	AY
Ducker, William	Professor		161,640	AY
Kiran, Erdogan	Professor		161,997	AY
Liu, Yih-An	Professor	Alumni Distinguished Professor & Endowed Professor	181,910	AY
Lu, Chang	Professor		211,417	RE12
Rajagopalan, Padmavathy	Professor	Endowed Professor	176,436	RE10
Whiting, Gary	Professor of Practice		86,000	AY
Goldstein, Aaron	Associate Professor		112,859	AY
Karim, Ayman	Associate Professor		112,700	AY
Martin, Stephen	Associate Professor		98,640	AY
Huang, Jianhua	Research Scientist		54,355	CY
Bortner, Michael	Assistant Professor		100,000	AY
Tong, Rong	Assistant Professor		94,860	AY
Xin, Hongliang	Assistant Professor		95,800	AY
Feng, Quanyou	Postdoctoral Associate		41,604	CY
Ma, Xianfeng	Postdoctoral Associate		47,275	CY
Mon, Htwe	Research Associate		41,000	CY
Zhu, Xiaoru	Research Associate		51,988	CY
<u>Civil and Environmental Engineering</u>				
Boardman, Gregory	Professor		120,067	AY
Brandon, Thomas	Professor		118,607	AY
Charney, Finley	Professor		64,374	AY
Dietrich, Andrea	Professor		125,577	AY
Easterling, William	Professor	Department Head & Endowed Professor	242,269	CY
Edwards, Marc	Professor	Endowed Professor	305,205	CY
Filz, George	Professor	Endowed Professor	204,899	RE12
Flintsch, Gerardo	Professor		176,079	RE12
Green, Russell	Professor		125,174	AY
Irish, Jennifer	Professor		138,101	RE11
Knocke, William	Professor	Endowed Professor	209,268	AY
Leon, Roberto	Professor	Endowed Professor	171,897	AY
Little, John	Professor	Endowed Professor	131,642	AY
Marr, Linsey	Professor		130,460	AY
Moglen, Glenn	Professor		177,316	RE12
Pruden-Bagchi, Amy	Professor		155,805	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Rakha, Hesham	Professor	Endowed Professor	196,544	RE12
Roberts-Wollmann, Carin	Professor		129,620	AY
Rodriguez-Marek, Adrian	Professor		117,094	AY
Sinha, Sunil	Professor		117,473	AY
Taylor, John	Professor		147,584	RE12
Trani, Antonio	Professor		124,130	AY
Vikesland, Peter	Professor		129,870	AY
Wang, Linbing	Professor		125,704	AY
Widdowson, Mark	Professor		154,363	RE11
de la Garza, Jesus	Professor	Endowed Professor	204,935	RE12
Dove, Joseph	Associate Prof of Practice		89,700	AY
Mouras, Victoria	Associate Prof of Practice		106,500	CY
Abbas, Montasir	Associate Professor		103,337	AY
Dymond, Randel	Associate Professor	Director	114,769	AY
Eatherton, Matthew	Associate Professor		105,153	AY
Gallagher, Daniel	Associate Professor		104,137	AY
Garvin, Michael	Associate Professor		107,769	AY
Hancock, Kathleen	Associate Professor		109,979	AY
He, Zhen	Associate Professor		109,598	AY
Heaslip, Kevin	Associate Professor		126,558	AY
Hester, Erich	Associate Professor		102,171	AY
Mauldon, Matthew	Associate Professor		94,700	AY
Moen, Cristopher	Associate Professor		100,664	AY
Murray-Tuite, Pamela	Associate Professor		103,200	AY
Strom, Kyle	Associate Professor		98,700	AY
Godrej, Adil	Research Associate Professor		125,808	CY
Castellanos, Bernardo	Research Scientist		81,600	CY
Dai, Dongjuan	Research Scientist		61,810	CY
Leng, Weinan	Research Scientist		56,117	CY
Parks, Jeffrey	Research Scientist		70,544	CY
Prussin, Aaron	Research Scientist		68,750	CY
Wang, Fei	Research Scientist		61,815	CY
Katz, Bryan	Assistant Prof of Practice		49,400	CY
Scardina, Robert	Assistant Prof of Practice		91,404	CY
Young, Kevin	Assistant Prof of Practice		88,305	CY
Flint, Madeleine	Assistant Professor		102,550	RE10
Hebdon, Matthew	Assistant Professor		90,200	AY
Jazizadeh Karimi, Farrokh	Assistant Professor		90,200	AY
Koutromanos, Ioannis	Assistant Professor		95,250	AY
Shealy, Earl	Assistant Professor		90,200	AY
Stark, Nina	Assistant Professor		94,750	AY
Wang, Zhiwu	Assistant Professor		92,250	AY
Ziotopoulou, Aikaterini	Assistant Professor		91,000	AY
Guron, Giselle Kristi	Postdoctoral Associate		41,736	CY
Pieper, Kelsey	Postdoctoral Associate		46,800	CY
Schwake, David	Postdoctoral Associate		45,900	CY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Wu, Yaoxing	Postdoctoral Associate		46,800	CY
Olgun, Celal	Research Assistant Professor		84,930	CY
Lattimer, Kara	Instructor		64,775	CY
Barrett, Sharon	Professional Lecturer		96,840	CY
Cranwell, Lindy	Professional Lecturer		63,636	CY
Laskowski, Kathleen	Professional Lecturer		94,100	CY
Long, Courtney	Professional Lecturer		55,165	CY
Smiley, Elizabeth	Professional Lecturer		68,914	CY
Alvi, Dongmei	Research Associate		73,365	CY
Kumar, Saurav	Research Associate		59,513	CY
Mokarem, David	Research Associate		92,229	CY
Post, Harold	Research Associate		81,507	CY
Hinze, Nicolas	Senior Research Associate		79,485	CY
Zhou, Ning	Senior Project Associate		90,724	CY
<u>Computer Science</u>				
Balci, Osman	Professor		118,329	AY
Bowman, Douglas	Professor		139,257	AY
Butt, Ali	Professor		140,905	AY
Cameron, Kirk	Professor		163,052	AY
Chen, Ing Ray	Professor		123,757	AY
Edwards, Stephen	Professor		126,961	AY
Feng, Wu-Chun	Professor	Endowed Professor	202,670	RE12
Fox, Edward	Professor		177,645	RE11
Heath, Lenwood	Professor		130,502	AY
Kafura, Dennis	Professor		153,767	AY
Lou, Wenjing	Professor		194,775	RE12
Lu, Chang Tien	Professor		118,501	AY
Murali, T	Professor		138,429	AY
North, Christopher	Professor		138,409	AY
Ramakrishnan, Narendran	Professor	Endowed Professor	222,210	AY
Ribbens, Calvin	Professor	Department Head	205,341	CY
Ryder, Barbara	Professor	Department Head & Endowed Professor	191,085	AY
Sandu, Adrian	Professor		141,346	AY
Shaffer, Clifford	Professor		122,922	AY
Tatar, Deborah	Professor		113,669	AY
Watson, Layne	Professor		157,315	AY
Feng, Annette	Senior Research Scientist		49,286	CY
Hauck, Peter	Senior Research Scientist		89,301	CY
Harrison, Steven	Associate Prof of Practice		103,490	AY
Back, Godmar	Associate Professor		97,224	AY
Cao, Yang	Associate Professor		98,165	AY
Gracanian, Denis	Associate Professor		110,593	RE10
Kelliher, Aisling	Associate Professor		116,840	AY
McCrickard, Donald	Associate Professor		100,300	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Onufriev, Alexey	Associate Professor		105,133	AY
Tilevich, Eli	Associate Professor		103,022	AY
Yao, Danfeng	Associate Professor	Endowed Professor	175,021	RE12
Zhang, Liqing	Associate Professor		97,526	AY
Goode, Brian	Research Scientist		100,000	CY
Ellis, Margaret	Assistant Prof of Practice		56,896	AY
Kulczycki, Gregory	Assistant Prof of Practice		76,200	AY
Huang, Bert	Assistant Professor		99,625	AY
Jung, Changhee	Assistant Professor		98,775	AY
Lee, Dongyoon	Assistant Professor		98,775	AY
Luther, Kurt	Assistant Professor		97,062	AY
Meng, Na	Assistant Professor		97,010	AY
Prakash, Bodicherla	Assistant Professor		99,965	AY
Raghvendra, Sharath	Assistant Professor		98,267	AY
Rozovskaya, Alla	Assistant Professor		94,000	AY
Servant Cortes, Francisco	Assistant Professor		94,944	AY
Bortz, Whitney	Postdoctoral Associate		59,000	CY
Cai, Haipeng	Postdoctoral Associate		55,000	CY
Koh, Kyu Han	Postdoctoral Associate		68,000	CY
Barnette, Noah	Senior Instructor		104,693	CY
McQuain, William	Senior Instructor		70,128	AY
Arthur, Terry	Lecturer		48,620	CY
Bradford, Libby	Lecturer		57,307	CY
Brogdon, Laurie	Professional Lecturer		62,424	CY
Farris, Gregory	Professional Lecturer		49,561	CY
Marcum, Robert	Professional Lecturer		71,007	CY
Self, Nathan	Research Associate		95,000	CY
Butler, Patrick	Senior Research Associate		149,350	CY
Tolokh, Igor	Senior Research Associate		47,000	CY
Wang, Hao	Senior Research Associate		72,446	CY
Sathre, Paul	Senior Project Associate		60,000	CY
<u>Dean - Engineering</u>				
Benson, Richard	Administrative Professor	Dean	424,500	CY
Lesko, John	Administrative Professor	Associate Dean	204,000	CY
Watford, Bevelee	Administrative Professor	Associate Dean	230,086	CY
Taylor, Gaylon	Professor	Department Head & Endowed Professor	316,200	CY
Shen, Zhiyu	Research Scientist		82,000	CY
Zhang, Xuning	Research Scientist		82,000	CY
Martens, Bradley	Administrative Lecturer		112,200	CY
Nelson, Edward	Administrative Lecturer	Associate Dean	225,000	CY
Scales, Glenda	Administrative Lecturer	Associate Dean	163,722	CY
Amelink, Catherine	Professional Lecturer		82,000	CY
Arnold-Christian, Susan	Professional Lecturer		57,845	CY
Boone, Christi	Professional Lecturer		73,142	CY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Erwin, Abbey	Professional Lecturer		50,500	CY
Haugh, Lindsey	Professional Lecturer		71,400	CY
Long, Linda	Professional Lecturer		81,880	CY
Phillips, Jeffrey	Professional Lecturer		65,323	CY
Pokorski, Dale	Professional Lecturer		89,321	CY
Sanderlin, Nicole	Professional Lecturer		76,900	CY
Spangler, Dewey	Professional Lecturer		69,411	CY
Wagoner, Ryan	Professional Lecturer		53,000	CY
Cvetkovic, Igor	Senior Research Associate		83,295	CY
Gilham, David	Senior Research Associate		95,790	CY
Shaw, Teresa	Senior Research Associate		114,007	CY

Electrical and Computer Engineering

Agah, Masoud	Professor	Endowed Professor	173,400	AY
Athanas, Peter	Professor		150,000	AY
Bailey, Scott	Professor		116,717	AY
Beex, Aloysius	Professor		111,447	AY
Boroyevich, Dushan	Professor	Endowed Professor	278,036	RE12
Broadwater, Robert	Professor		109,942	AY
Buehrer, Richard	Professor		137,558	AY
Clauer, C	Professor		203,811	RE12
Earle, Gregory	Professor		143,133	AY
Ha, Dong	Professor		111,809	AY
Hou, Yiwei	Professor	Endowed Professor	187,051	AY
Hsiao, Michael	Professor		142,443	RE10
Jones, Mark	Professor		119,971	AY
Lai, Jih	Professor	Endowed Professor	163,851	AY
Lee, Fred	Professor	University Distinguished Professor	408,304	RE12
Lester, Luke	Professor	Department Head	249,292	CY
Martin, Thomas	Professor		136,018	AY
Mili, Lamine	Professor		108,047	AY
Ngo, Khai	Professor		142,488	AY
Orlowski, Mariusz	Professor		167,818	AY
Park, Jung-Min	Professor		164,822	RE12
Plassmann, Paul	Professor		173,959	CY
Poon, Ting Chung	Professor		110,284	AY
Ravindran, Binoy	Professor		141,413	AY
Reed, Jeffrey	Professor	Endowed Professor	169,811	AY
Safaai-Jazi, Ahmad	Professor		104,746	AY
Scales, Wayne	Professor		144,840	AY
Schaumont, Patrick	Professor		118,777	AY
Stilwell, Daniel	Professor		158,785	RE12
Tront, Joseph	Professor	Endowed Professor	156,823	RE12
Wang, Anbo	Professor	Endowed Professor	273,189	RE12
Wang, Yue	Professor	Endowed Professor	231,260	RE12

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Xuan, Jianhua	Professor		122,423	AY
Sweeney, Dennis	Professor of Practice		116,962	CY
Weimer, Daniel	Research Professor		123,285	CY
Abbott, Amos	Associate Professor		98,289	AY
Baker, Joseph	Associate Professor		138,405	RE12
Baumann, William	Associate Professor		126,429	CY
Burgos, Rolando	Associate Professor		125,966	AY
Centeno, Virgilio	Associate Professor		107,282	AY
Clancy, Thomas	Associate Professor	Endowed Professor	250,000	RE12
De La Reelopez, Jaime	Associate Professor		148,330	CY
Ellingson, Steven	Associate Professor		107,290	AY
Guido, Louis	Associate Professor		112,062	AY
Hudait, Mantu	Associate Professor		108,508	AY
Lindner, Douglas	Associate Professor		92,944	AY
MacKenzie, Allen	Associate Professor		106,630	AY
Manteghi, Majid	Associate Professor		103,894	AY
Nazhandali, Leyla	Associate Professor		116,265	AY
Odendaal, Willem	Associate Professor		100,338	AY
Patterson, Cameron	Associate Professor		103,076	AY
Paul, JoAnn	Associate Professor		103,277	AY
Ruohoniemi, John	Associate Professor		167,139	RE12
Tam, Kwa Sur	Associate Professor		89,578	AY
Wang, Chao	Associate Professor		101,698	AY
Wyatt, Chris	Associate Professor		99,990	AY
Xu, Yong	Associate Professor		102,339	AY
Yang, Yaling	Associate Professor		103,520	AY
Dietrich, Carl	Research Associate Professor		103,532	CY
Carstens, Justin	Research Scientist		62,727	CY
Thurairajah, Brentha	Research Scientist		65,513	CY
Wang, Chao	Research Scientist		60,000	CY
Xu, Zhonghua	Research Scientist		62,429	CY
Batra, Dhruv	Assistant Professor		98,327	AY
Dhillon, Harpreet Singh	Assistant Professor		98,125	AY
Jia, Xiaoting	Assistant Professor		95,790	AY
Kekatos, Vasileios	Assistant Professor		96,140	AY
Koh, Kwang-Jin	Assistant Professor		95,740	AY
Li, Qiang	Assistant Professor		95,715	AY
Parikh, Devi	Assistant Professor		98,098	AY
Saad, Walid	Assistant Professor		105,504	AY
Tokekar, Pratap	Assistant Professor		93,840	AY
Yu, Guoqiang	Assistant Professor		96,544	AY
Zeng, Haibo	Assistant Professor		97,507	AY
Zhou, Wei	Assistant Professor		92,820	AY
Zhu, Yizheng	Assistant Professor		92,509	AY
Zhu, Yunhui	Assistant Professor		93,656	AY
Abu Zainab, Nof	Postdoctoral Associate		48,410	CY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Choe, Jung Muk	Postdoctoral Associate		48,960	CY
Deshpande, Kshitija	Postdoctoral Associate		58,995	CY
Hans, Sandeep	Postdoctoral Associate		57,680	CY
Ma, Qingqing	Postdoctoral Associate		45,900	CY
Olivier, Pierre	Postdoctoral Associate		60,320	CY
Regmi, Bishnu	Postdoctoral Associate		45,000	CY
Wang, Dong	Postdoctoral Associate		46,812	CY
Barbalace, Antonio	Research Assistant Professor		77,700	CY
Hartinger, Michael	Research Assistant Professor		76,500	CY
Losa, Giuliano	Research Assistant Professor		71,400	CY
Palmieri, Roberto	Research Assistant Professor		79,280	CY
Peluso, Sebastiano	Research Assistant Professor		74,920	CY
Thweatt, Jason	Advanced Instructor		65,149	AY
Ball, Arthur	Instructor		80,000	AY
Cooper, Kristie	Instructor		74,573	AY
McPherson, David	Instructor		65,922	AY
Andrews DeHart, Roderick	Professional Lecturer		60,000	CY
Atkins, Kathy	Professional Lecturer		151,488	CY
Brewer, Mary	Professional Lecturer		51,057	CY
Gholston, Nicole	Professional Lecturer		49,027	CY
Johnston, Kimberly	Professional Lecturer		53,113	CY
Leber, Donald	Professional Lecturer		83,680	CY
Lewis, JoAnna	Professional Lecturer		50,049	CY
Lineberry, Robert	Professional Lecturer		88,174	CY
Nealy, J	Professional Lecturer		60,172	CY
Russell, Brandon	Professional Lecturer		45,000	CY
Snyder, Jason	Project Associate		47,355	CY
Abdel-Rahman, Mohammad	Research Associate		59,176	CY
Harris, John	Research Associate		102,000	CY
Marojevic, Vuk	Research Associate		71,158	CY
Ashry, Islam	Senior Research Associate		52,520	CY
<u>Engineering Education</u>				
Adams, Stephanie	Professor		218,632	CY
Lohani, Vinod	Professor		112,036	AY
Paretti, Marie	Professor		110,446	AY
Riley, Donna	Professor	Interim Department Head	198,000	CY
Butler, William	Associate Prof of Practice		70,402	AY
Van Tyne, Natalie	Associate Prof of Practice		79,560	AY
Connor, Jeffrey	Associate Professor		73,465	AY
Goff, Richard	Associate Professor		95,917	AY
Gregg, Michael	Associate Professor		83,674	AY
Knott, Tamara	Associate Professor		91,345	AY
Matusovich, Holly	Associate Professor		111,540	AY
McNair, Elizabeth	Associate Professor		98,356	AY
Reid, Kenneth	Associate Professor		111,499	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Ruiz Ulloa, Bianey	Research Scientist		50,000	CY
Bairaktarova, Diana	Assistant Professor		91,800	AY
Grohs, Jacob	Assistant Professor		89,760	AY
Knight, David	Assistant Professor		97,161	AY
Lee, Walter	Assistant Professor		91,800	AY
Carrico, Cheryl	Postdoctoral Associate		23,877	CY
Barnes, Adam	Instructor		71,400	AY
Hodges, Kimberly	Instructor		68,850	AY
Ohanehi, Donatus	Instructor		68,850	AY
Wang, Junqiu	Instructor		68,398	AY
Lo, Jenny	Senior Instructor		72,285	AY
St Omer, Ingrid	Senior Instructor		73,950	AY
Elmore, Jessica	Professional Lecturer		51,500	CY
Hager, Monte	Professional Lecturer		76,500	CY
Harold, Douglas	Professional Lecturer		71,400	CY
McGlothlin Lester, Marlana	Professional Lecturer		67,852	CY
Nathan, Anika	Professional Lecturer		74,359	CY
Newcomer, James	Professional Lecturer		48,960	CY
Smith, Natasha	Professional Lecturer		67,852	CY
Ward, Alexandra	Professional Lecturer		44,370	CY

Industrial and Systems Engineering

Camelio, Jaime	Professor	Endowed Professor	234,338	RE12
Casali, John	Professor	Endowed Professor	238,652	RE12
Kleiner, Brian	Professor	Director, MLSoC & Endowed Professor in ISE	218,159	CY
Nussbaum, Maury	Professor	Endowed Professor	191,144	CY
Sarin, Subhash	Professor	Endowed Professor	168,642	RE10
Sturges, Robert	Professor		121,099	AY
Triantis, Konstantinos	Professor	Endowed Professor	143,217	AY
Van Aken, Eileen	Professor	Interim Department Head	220,105	CY
Bish, Douglas	Associate Professor		98,735	AY
Bish, Ebru	Associate Professor		96,620	AY
Ellis, Kimberly	Associate Professor		117,500	AY
Gabbard, Joseph	Associate Professor		141,886	RE12
Harmon, Lawrence	Associate Professor		116,853	AY
Koelling, Charles	Associate Professor		113,550	AY
Kong, Zhenyu	Associate Professor		101,065	AY
Shewchuk, John	Associate Professor		100,802	AY
Taaffe, Michael	Associate Professor		110,514	AY
Kim, Sun Wook	Research Scientist		62,000	CY
Chen, Xi	Assistant Professor		91,916	AY
Ghaffarzadegan, Navid	Assistant Professor		97,036	AY
Hosseinichimeh, Niyousha	Assistant Professor		90,900	AY
Jin, Ran	Assistant Professor		93,705	AY
Johnson, Blake	Assistant Professor		91,800	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Lau, Nathan	Assistant Professor		92,004	AY
Moran Ramirez, Diego	Assistant Professor		89,000	AY
Salado Diez, Alejandro	Assistant Professor		93,380	AY
Srinivasan, Divya	Assistant Professor		92,920	AY
Wernz, Christian	Assistant Professor		123,973	RE12
Lee, Kichol	Research Assistant Professor		78,604	CY
Cherbaka, Natalie	Instructor		67,792	AY
Van Curen, Paula	Professional Lecturer		49,267	CY
Volkmar, Susan	Professional Lecturer		84,341	CY
Earnest, Madison	Project Associate		65,280	AY
Kelley, Gregory	Research Associate		76,199	CY
Redfearn, Brady	Research Associate		61,200	CY
Howard, Mark	Senior Research Associate		101,632	CY
Jaeger, Robert	Senior Research Associate		78,265	CY

Materials Science and Engineering

Clark, David	Professor	Department Head	244,391	CY
Farkas, Diana	Professor		173,571	RE12
Hendricks, Robert	Professor		169,169	CY
Lu, Guo Quan	Professor		126,838	AY
Lu, Peizhen	Professor		120,926	AY
Pickrell, Gary	Professor		181,795	RE12
Reynolds, William	Professor		123,987	AY
Viehland, Dwight	Professor	Endowed Professor	178,417	AY
Shuart, Mark	Research Professor		199,700	CY
McGinnis, Sean	Associate Prof of Practice		93,505	AY
Staley, Thomas	Associate Prof of Practice		90,059	AY
Aning, Alexander	Associate Professor		100,139	AY
Asryan, Levon	Associate Professor		100,866	AY
Corcoran, Sean	Associate Professor		99,631	AY
Druschitz, Alan	Associate Professor		104,654	AY
Foster, Earl	Associate Professor		99,430	AY
Murayama, Mitsuhiro	Associate Professor		102,493	AY
Whittington, Abby	Associate Professor		99,285	AY
Li, Jie-Fang	Research Associate Professor		76,167	CY
Suchicital, Carlos	Research Associate Professor		95,933	CY
Homa, Daniel	Research Scientist		74,623	CY
Tallon Galdeano, Carolina	Assistant Professor		92,515	AY
Yu, Hang	Assistant Professor		92,515	AY
Leung, Chung Ming	Postdoctoral Associate		50,500	CY
Ning, Kaijie	Postdoctoral Associate		42,340	CY
Zhuang, Xin	Postdoctoral Associate		45,450	CY
Burgoyne, Christine	Instructor		42,497	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Mechanical Engineering</u>				
Ahmadian, Mehdi	Professor	Endowed Professor	217,207	RE12
Battaglia, Francine	Professor		121,435	AY
Burdisso, Ricardo	Professor		130,827	AY
Diller, Thomas	Professor		143,113	AY
Eskandarian, Azim	Professor	Department Head	321,500	CY
Fuller, Christopher	Professor	Endowed Professor	240,812	RE12
Furukawa, Tomonari	Professor		123,339	AY
Haghighat, Alireza	Professor		195,251	AY
Kennedy, John	Professor		169,540	AY
Kurdila, Andrew	Professor	Endowed Professor	170,523	AY
Mahajan, Roop	Professor	Director & Endowed Professor	367,806	CY
Nelson, Douglas	Professor		127,987	AY
Ng, Wing Fai	Professor	Endowed Professor	243,268	RE12
O'Brien, Walter	Professor	Endowed Professor	277,379	RE12
Parker, Robert	Professor	Endowed Professor	186,010	AY
Paul, Mark	Professor		152,720	RE11
Pitchumani, Ranga	Professor	Endowed Professor	200,154	AY
Priya, Shashank	Professor	Endowed Professor	293,787	CY
Sandu, Corina	Professor		130,000	AY
Tafti, Danesh	Professor	Endowed Professor and Interim Department Head	190,274	AY
Taheri, Saied	Professor		138,611	AY
von Spakovsky, Michael	Professor		145,094	AY
Ott, Robin	Associate Prof of Practice		71,560	CY
Pierson, Mark	Associate Prof of Practice		109,140	AY
Vick, Linda	Associate Prof of Practice		80,877	CY
Bayandor, Javid	Associate Professor		98,326	AY
Behkam, Bahareh	Associate Professor		110,909	AY
Ben-Tzvi, Pinhas	Associate Professor		164,800	RE12
Bohn, Jan Helge	Associate Professor		101,633	AY
Cheng, Jiangtao	Associate Professor		107,200	AY
Dancey, Clinton	Associate Professor		117,822	AY
Deng, Weiwei	Associate Professor		112,200	AY
Ellis, Michael	Associate Professor	Endowed Professor	103,208	AY
Ferris, John	Associate Professor		111,877	AY
Hardy, Warren	Associate Professor		116,777	AY
Huxtable, Scott	Associate Professor		103,113	AY
Kasarda, Mary	Associate Professor		103,807	AY
Kochersberger, Kevin	Associate Professor		115,091	AY
Kornhauser, Alan	Associate Professor		91,653	AY
Leonessa, Alexander	Associate Professor		122,436	AY
Mueller, Rolf	Associate Professor		117,413	AY
Nain, Amrinder	Associate Professor		104,272	AY
Qiao, Rui	Associate Professor		123,270	AY
Roan, Michael	Associate Professor	Endowed Professor	126,669	AY
Southward, Steve	Associate Professor		111,280	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Vick, Brian	Associate Professor		88,706	AY
West, Robert	Associate Professor		99,100	AY
Wicks, Alfred	Associate Professor		117,070	AY
Williams, Christopher	Associate Professor	Endowed Professor	137,534	AY
Zuo, Lei	Associate Professor		145,812	AY
Ferhat, Ipar	Research Scientist		40,000	CY
Gollapudi, Sreenivasulu	Research Scientist		51,500	CY
Pandit, Jaideep	Research Scientist		73,542	CY
Papenfuss, Cory	Research Scientist		71,962	CY
Asbeck, Alan	Assistant Professor		96,900	AY
Hin, Celine	Assistant Professor		95,672	AY
Liu, Yang	Assistant Professor		95,200	AY
Mirzaeifar, Reza	Assistant Professor		98,736	AY
Tarazaga, Pablo	Assistant Professor		102,563	AY
Tian, Zhiting	Assistant Professor		97,860	AY
Zheng, Xiaoyu	Assistant Professor		101,000	AY
Aduba, Donald	Postdoctoral Associate		42,000	CY
Chun, Jinsung	Postdoctoral Associate		42,013	CY
Gan, Jiayong	Postdoctoral Associate		42,013	CY
Joshi, Keyur	Postdoctoral Associate		50,000	CY
Kang, Min Gyu	Postdoctoral Associate		43,274	CY
Li, Guanchen	Postdoctoral Associate		41,000	CY
Li, Wenjie	Postdoctoral Associate		42,013	CY
Lin, Yuan	Postdoctoral Associate		42,200	CY
Sekhar, Susheel Kumar	Postdoctoral Associate		51,000	CY
Shikhar, Fnu	Postdoctoral Associate		40,789	CY
Taheriandani, Masood	Postdoctoral Associate		42,000	CY
Tea, Eric	Postdoctoral Associate		44,064	CY
Wu, Congcong	Postdoctoral Associate		43,274	CY
Yang, Qiang	Postdoctoral Associate		42,013	CY
Zheng, Xiaojia	Postdoctoral Associate		43,274	CY
Williams, Melissa	Professional Lecturer		97,850	CY
Kennedy, Ronald	Project Director		75,310	CY
Howell, Margaret	Research Associate		73,332	CY
Maurya, Deepam	Research Associate		50,790	CY
Wang, Lirong	Research Associate		52,811	CY
Xu, Lin	Research Associate		42,000	CY
Peterson, Andrew	Senior Research Associate		59,225	CY

Mining and Minerals Engineering

Karmis, Michael	Professor	Endowed Professor	231,000	RE12
Luttrell, Gerald	Professor	Endowed Professor	254,257	RE12
Westman, Erik	Professor	Department Head	204,500	CY
Yoon, Roe	Professor	University Distinguished Professor & Endowed Professor	290,883	RE12
Karfakis, Mario	Associate Professor		91,200	AY

College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Luxbacher, Kramer	Associate Professor		147,886	CY
Schafrik, Steven	Research Associate Professor		99,700	CY
Chen, Cheng	Assistant Professor		89,760	AY
Ripepi, Nino	Assistant Professor		123,885	RE12
Sarver, Emily	Assistant Professor		95,300	AY
Gupta, Nikhil	Postdoctoral Associate		50,630	CY
Liao, Hehuan	Postdoctoral Associate		45,000	CY
Pan, Lei	Postdoctoral Associate		44,665	CY
Park, Seungwoo	Postdoctoral Associate		46,460	CY
Rezaee, Mohammad	Postdoctoral Associate		47,940	CY
Jong, Edmund	Research Assistant Professor		65,470	CY
Biviano, Angelo	Instructor		47,610	AY
Cook Marshall, Crystal	Professional Lecturer		60,000	CY
Crotto, Michelle	Professional Lecturer		45,900	CY
Hillman, Emilee	Professional Lecturer		69,360	CY
Radcliffe, Margaret	Professional Lecturer		75,305	CY
Schlosser, Charles	Professional Lecturer		64,672	CY
Amante, Joseph	Research Associate		43,000	CY
Keles, Cigdem	Research Associate		66,134	CY
Louk, Andrew	Research Associate		43,850	CY
Gilliland, Ellen	Senior Research Associate		52,896	CY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Adult Day Care</u>				
Schepisi, Ila	Advanced Instructor		57,734	CY
Stachelski, Eric	Instructor		36,900	CY
<u>Apparel, Housing and Resource Management</u>				
Beamish, Julia	Professor	Department Head	148,145	CY
Gaskill, LuAnn	Professor		106,501	AY
Goss, Rosemary	Professor	Endowed Professor	130,527	AY
Kincade, Doris	Professor		114,044	AY
Norton, Marjorie	Professor		121,633	CY
Parrott, Kathleen	Professor		105,726	AY
Chen-Yu, Hsiu	Associate Professor		81,209	AY
Fisher, Patricia	Associate Professor		75,226	AY
Leech, Irene	Associate Professor		78,481	AY
Hopkins, Erin	Assistant Professor		67,275	AY
Hwang, Eunju	Assistant Professor		67,084	AY
Lee, Jung Eun	Assistant Professor		62,676	AY
Read, Dustin	Assistant Professor		122,158	AY
Solis, Oscar	Assistant Professor		63,220	AY
Carneal, Margaret	Instructor		42,405	AY
<u>Center for Gerontology</u>				
Roberto, Karen	Professor	Director	239,858	CY
Sands, Laura	Professor		58,249	AY
Teaster, Pamela	Professor	Director for the Center of Gerontology	146,946	CY
Brossoie, Nancy	Senior Research Associate		74,800	CY
<u>Child Development Center for Learning and Research</u>				
Gallagher, Karen	Advanced Instructor	CDCLR	61,537	CY
<u>Communication</u>				
Denton, Robert	Professor	Department Head & Endowed Professor	188,322	CY
Hopkins, William	Professor		93,450	AY
Kuypers, Jim	Professor		87,600	AY
Tedesco, John	Professor		90,725	AY
Cannon, Douglas	Professor of Practice		70,000	AY
Ivory, James	Associate Professor		91,294	AY
Mackay, Jennifer	Associate Professor		74,625	AY
Preston, Marlene	Associate Professor		76,200	AY
Waggenspack, Beth	Associate Professor		86,940	AY
Horning, Michael	Assistant Professor		66,150	AY
Ivory, Adrienne	Assistant Professor		67,700	AY
Logan, Nneka	Assistant Professor		65,450	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Myers, Marcus	Assistant Professor		66,700	AY
Smith, Stephanie	Assistant Professor		61,500	AY
Watkins, Brandi	Assistant Professor		63,525	AY
Howell, Buddy	Visiting Assistant Professor		55,600	AY
Jenkins, Dale	Advanced Instructor		53,100	AY
Quesenberry, Brandi	Advanced Instructor		49,700	AY
Robinson, Syrenthia	Advanced Instructor		54,600	AY
Conner, Dorothy	Instructor		39,000	AY
Hall, Claire	Instructor		39,000	AY
Shinault, Hannah	Instructor		41,100	AY
Sowder, Nathan	Instructor		39,150	AY
Stinson, Susan	Instructor		43,000	AY
Tydings, Emilie	Instructor		39,140	AY
Stallings, Emily	Senior Instructor		58,600	AY

Dean-Liberal Arts and Human Sciences

Ewing, Edward	Administrative Professor	Associate Dean	139,677	CY
Spiller, Elizabeth	Administrative Professor	Dean	286,110	CY
Stoudt, Debra	Administrative Professor	Associate Dean	149,765	CY
Stephens, Robert	Administrative Associate Prof	Associate Dean	107,722	CY
Watson, Karen	Professional Instructor		67,408	CY
Shabanowitz, Brian	Administrative Lecturer	Associate Dean	160,163	CY
Besag, Cameron	Professional Lecturer	Director of IT	81,804	CY
Kimbrell, Monica	Professional Lecturer		68,266	CY

English

D'Aguiar, Frederick	Professor		143,349	AY
Eska, Joseph	Professor	Department Head	105,162	AY
Falco, Edward	Professor		105,996	AY
Fowler, Virginia	Professor		105,714	AY
Gardner, Thomas	Professor	Alumni Distinguished Professor & Endowed Professor	139,796	AY
Giovanni, Nikki	Professor	University Distinguished Professor	194,217	AY
Graham, Peter	Professor		144,947	AY
Hausman, Bernice	Professor	Endowed Professor	163,668	CY
Hicok, Robert	Professor		128,365	AY
Metz, Nancy	Professor		100,091	AY
Parrish, Timothy	Professor		134,309	AY
Powell, Katrina	Professor	Director, WGS	99,419	AY
Radcliffe, David	Professor		88,643	AY
Roy, Lucinda	Professor	Alumni Distinguished Professor & Endowed Professor	191,107	AY
Carter-Tod, Sheila	Associate Professor		104,293	CY
Chandler-Smith, Gena	Associate Professor		80,046	AY
Colaianne, Anthony	Associate Professor		86,929	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Dubinsky, James	Associate Professor		84,230	AY
Eska, Charlene	Associate Professor		71,076	AY
Evia Puerto, Carlos	Associate Professor		76,404	AY
Heilker, Paul	Associate Professor		93,177	AY
Knapp, Shoshana	Associate Professor		74,660	AY
Mann, Jeffrey	Associate Professor		82,655	AY
Meitner, Erika	Associate Professor		81,971	AY
Pender, Kelly	Associate Professor		104,294	CY
Swenson, Karen	Associate Professor		65,893	AY
Vollmer, James	Associate Professor		81,735	AY
Lewis, Kevin	Assistant Prof of Practice		56,000	AY
Carmichael, Katie	Assistant Professor		62,865	AY
Cleland, Katharine	Assistant Professor		62,280	AY
Reed, Ashley	Assistant Professor		59,798	AY
Sano-Franchini, Jennifer	Assistant Professor		65,748	AY
Walker, Abby	Assistant Professor		64,426	AY
Barton, Jennifer	Advanced Instructor		43,389	AY
Gibbs, Jared	Advanced Instructor		43,755	AY
Lautenschlager, Edward	Advanced Instructor		43,494	AY
Ruccolo, Vanessa	Advanced Instructor		42,389	AY
Scallorns, Joseph	Advanced Instructor		43,747	AY
Baker, Hannah	Instructor		39,307	AY
Baker, Shaun	Instructor		39,231	AY
Bean, Carl	Instructor		41,751	AY
Conaway, Sean	Instructor		39,864	AY
Gardner, Traci	Instructor		39,499	AY
Le Corre-Cochran, Victoria	Instructor		39,542	AY
Maycock, Michelle	Instructor		38,274	AY
Uren, Robert	Instructor		38,274	AY
Allnutt, Robin	Senior Instructor		48,008	AY
Armstrong, Mark	Senior Instructor		52,202	AY
Bliss, Michael	Senior Instructor		48,147	AY
Bloomer, Elisabeth	Senior Instructor		52,555	AY
Canter, Robert	Senior Instructor		51,046	AY
Combiths, Zana	Senior Instructor		47,347	AY
Frost, Serena	Senior Instructor		48,172	AY
Graham, Kathryn	Senior Instructor		64,745	AY
Harvill, Joann	Senior Instructor		53,656	AY
Kinder, Alice	Senior Instructor		57,389	AY
Lawrence, Jennifer	Senior Instructor		52,471	AY
Mengert, Julie	Senior Instructor		48,831	AY
Mooney, Jennifer	Senior Instructor		74,124	CY
Mooney, Stephen	Senior Instructor		50,964	AY
Moore, Mary	Senior Instructor		57,218	AY
Murphy, Aileen	Senior Instructor		58,150	AY
Neilan, Leslie	Senior Instructor		56,853	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Oakey, Steve	Senior Instructor		49,108	AY
Patton, Herbert	Senior Instructor		53,500	AY
Skinner, Linda	Senior Instructor		48,558	AY
Smith, Michael	Senior Instructor		54,289	AY
Voros, Gyorgyi	Senior Instructor		50,320	AY
Wemhoener, Jane	Senior Instructor		54,917	AY
<u>Foreign Languages and Literatures</u>				
Bixler, Jacqueline	Professor	Alumni Distinguished Professor, Endowed Professor, & Department Head	166,527	CY
Folkart, Jessica	Professor		87,727	AY
Watson, Ronda	Professor		98,691	AY
Austin, Elisabeth	Associate Professor		70,331	AY
Bauer, Esther	Associate Professor		67,286	AY
Becker, Andrew	Associate Professor		83,786	AY
Coburn, Melissa	Associate Professor		66,164	AY
Efird, Robert	Associate Professor		65,994	AY
Gudmestad, Aarnes	Associate Professor		78,306	AY
Gueye, Medoune	Associate Professor		67,325	AY
Johnson, Sharon	Associate Professor		75,030	AY
Milman-Miller, Nyusya	Associate Professor		75,172	AY
Noiro, Corinne	Associate Professor		70,533	AY
Panford, Moses	Associate Professor		66,354	AY
Shryock, Richard	Associate Professor		81,196	AY
Sierra, Sarah	Associate Professor		68,944	AY
Teulon, Fabrice	Associate Professor		71,559	AY
Venkatesh, Vinodh	Associate Professor		77,613	AY
Andrango-Walker, Catalina	Assistant Professor		60,668	AY
Cana Jimenez, Maria	Assistant Professor		65,472	AY
Dickow, Alexander	Assistant Professor		57,397	AY
Hofer, Stefanie	Assistant Professor		63,456	AY
Minkova, Yuliya	Assistant Professor		57,899	AY
Phillips, Richard	Assistant Professor		58,539	AY
Sinno, Nadine	Assistant Professor		72,326	AY
Zimmer, Zachary	Assistant Professor		66,665	AY
Hesp, Andrea	Advanced Instructor		57,655	AY
Lopez-Romero, Nancy	Advanced Instructor		44,184	AY
Dalton, Addison	Instructor		39,429	AY
Guo, Shun	Instructor		39,616	AY
Kumazawa, Yasuko	Instructor		39,180	AY
Layne, Jay	Instructor		40,602	AY
McKagen, Tatiana	Instructor		38,933	AY
Mishra, Sulagna	Instructor		41,080	AY
Nassereddine, Ragheda	Instructor		50,282	AY
Rutsala, Kirsten	Instructor		49,296	AY
Sguerri, Michael	Instructor		39,807	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Sobrado, Alejandra	Instructor		39,807	AY
Steer, Christine	Instructor		40,602	AY
Younos, Yumiko	Instructor		39,416	AY
 <u>History</u>				
Barrow, Mark	Professor	Department Head	135,927	CY
Baumgartner, Frederic	Professor		102,023	AY
Ekirch, Arthur	Professor		132,440	AY
Hirsh, Richard	Professor		102,086	AY
Shadle, Brett	Professor		81,143	AY
Wallenstein, Peter	Professor		108,756	AY
Bugh, Glenn	Associate Professor		89,473	AY
Bunch-Lyons, Beverly	Associate Professor		73,988	AY
Gumbert, Heather	Associate Professor		78,319	AY
Heaton, Matthew	Associate Professor		79,024	AY
Jones, Kathleen	Associate Professor		85,277	AY
Mollin, Marian	Associate Professor		77,307	AY
Nelson, Amy	Associate Professor		85,891	AY
Quigley, Paul	Associate Professor	Endowed Professor	99,139	AY
Schneider, Helen	Associate Professor		74,994	AY
Shumsky, Neil	Associate Professor		80,574	AY
Thorp, Daniel	Associate Professor		89,961	AY
Agmon, Danna	Assistant Professor		71,314	AY
Cline, David	Assistant Professor		69,349	AY
Dufour, Monique	Assistant Professor		50,000	AY
Felt, David	Assistant Professor		59,221	AY
Gitre, Carmen	Assistant Professor		61,446	AY
Halpin, Dennis	Assistant Professor		59,546	AY
Hidalgo, Dennis	Assistant Professor		69,120	AY
Kiechle, Melanie	Assistant Professor		69,259	AY
Milteer, Warren	Assistant Professor		61,500	AY
Winling, LaDale	Assistant Professor		64,048	AY
Gitre, Edward	Visiting Assistant Professor		47,624	AY
Becker, Gertrude	Senior Instructor		56,763	AY
 <u>Human Development</u>				
Allen, Katherine	Professor		125,213	AY
Arditti, Joyce	Professor		97,316	AY
Blieszner, Rosemary	Professor	Alumni Distinguished Professor & Endowed Professor	193,775	CY
McCollum, Eric	Professor		124,928	CY
Piercy, Fred	Professor		123,637	AY
Zvonkovic, Anisa	Professor	Department Head	168,576	CY
Benson, Mark	Associate Professor		89,922	AY
Dolbin-MacNab, Megan	Associate Professor		110,362	CY
Falconier, Mariana	Associate Professor		100,634	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Few-Demo, April	Associate Professor		84,562	AY
Johnson, Scott	Associate Professor		100,439	CY
Kaestle, Christine	Associate Professor		88,416	AY
Kim, Kee	Associate Professor		70,004	AY
Savla, Jyoti	Associate Professor		87,494	AY
Smith, Cynthia	Associate Professor		88,002	AY
Bradburn, Isabel	Research Scientist		55,309	AY
Grafsky, Erika	Assistant Professor		66,806	AY
Jackson, Jeffrey	Assistant Professor		75,190	AY
Shivers, Carolyn	Assistant Professor		64,890	AY
Blanchard, Victoria	Instructor		49,968	AY
Gardner, Alexa	Instructor		42,255	CY
Komelski, Matthew	Instructor		55,425	AY
Verdu, Mary	Senior Instructor		78,743	CY

Office of Education, Research, and Outreach

Hall, Roderick	Professional Lecturer	Senior Associate Director of Administration	125,341	CY
Barrier, Helen	Project Associate		70,803	CY
Beeken, Lora	Project Associate		71,713	CY
Eaton, Diann	Project Associate		71,858	CY
Everett, Lynn	Project Associate		68,541	CY
Fielder, Emily	Project Associate		54,035	CY
Flores, Selina	Project Associate		67,579	CY
McCaleb, Dana	Project Associate		63,691	CY
Miller, Whitney	Project Associate		66,324	CY
Nester, Holly	Project Associate		64,761	CY
Phillips, Wendy	Project Associate		62,403	CY
Schulz, Susan	Project Associate		64,736	CY
Vaughan, Margaret	Project Associate		65,750	CY
Washburn, Jocelyn	Project Associate		64,496	CY
Bickley, Patricia	Project Director		88,821	CY
Seibert, Michele	Senior Project Associate		86,919	CY

Philosophy

Klagge, James	Professor		108,040	AY
Lind, Douglas	Professor		145,334	CY
Pitt, Joseph	Professor	Interim Department Head	139,181	AY
Moehler, Michael	Associate Professor		78,060	AY
Patton, Lydia	Associate Professor		92,270	AY
Jantzen, Benjamin	Assistant Professor		77,779	AY
Trogdon, Kelly	Assistant Professor		69,307	AY
Novack, Gregory	Visiting Assistant Professor		51,765	AY
Parent, Ted	Visiting Assistant Professor		51,765	AY
Rockwood, Nathan	Visiting Assistant Professor		51,765	AY
Wildman Short, Hannah	Instructor		38,836	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Political Science</u>				
Debrix, Francois	Professor	Director, ASPECT	162,176	CY
Hult, Karen	Professor		150,702	CY
Luciak, Ilja	Professor		130,798	AY
Luke, Timothy	Professor	University Distinguished Professor & Department Head	271,997	AY
Taylor, Charles	Professor		129,776	AY
Weisband, Edward	Professor	Endowed Professor	188,032	AY
Apodaca, Clair	Associate Professor		78,308	AY
Koch, Bettina	Associate Professor		77,285	AY
Milly, Deborah	Associate Professor		80,353	AY
Moore, Wayne	Associate Professor		76,384	AY
Nelson, Scott	Associate Professor		70,897	AY
Stivachtis, Ioannis	Associate Professor	Director	111,977	CY
Zanotti, Laura	Associate Professor		88,570	AY
Avey, Paul	Assistant Professor		60,300	AY
Blouin-Genest, Gabriel	Assistant Professor		62,000	AY
Briggs, Ryan	Assistant Professor		62,862	AY
Dixit, Priya	Assistant Professor		76,164	AY
Jewitt, Caitlin	Assistant Professor		64,839	AY
Kalyan, Rohan	Assistant Professor		62,726	AY
Kelly, Jason	Assistant Professor		62,485	AY
Plotica, Luke	Assistant Professor		65,186	AY
Pula, Besnik	Assistant Professor		62,206	AY
Scerri, Andrew	Assistant Professor		73,934	AY
Faulkner, Brandy	Visiting Assistant Professor		54,836	AY
Thomas, Courtney	Visiting Assistant Professor		65,322	AY
Hanratty, Jennifer	Instructor		51,560	CY
Torres, Josette	Instructor		36,944	CY
<u>Religion and Culture</u>				
Britt, Brian	Professor	Department Head	145,065	CY
Saffle, Michael	Professor		107,798	AY
Abeysekara, Ananda	Associate Professor		92,414	AY
Gabriele, Matthew	Associate Professor		87,592	AY
Puckett, Anita	Associate Professor	Director	75,999	AY
Satterwhite, Emily	Associate Professor		71,364	AY
Schmitthener, Peter	Associate Professor		82,818	AY
Scott, Rachel	Associate Professor		87,438	AY
Ansell, Aaron	Assistant Professor		62,660	AY
Christensen, Danille	Assistant Professor		59,963	AY
Ni, Zhange	Assistant Professor		65,438	AY
Dresser, Zachary	Visiting Assistant Professor		46,000	AY
Gross, Rachel	Visiting Assistant Professor		57,512	AY
Soni, Raji	Visiting Assistant Professor		57,512	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Roberts, Constance	Senior Instructor		52,547	AY
<u>School of Education</u>				
Alexander, Michael	Professor		146,986	AY
Billingsley, Bonnie	Professor	Faculty Chair	115,941	AY
Burge, Penny	Professor		101,906	AY
Cennamo, Katherine	Professor	Faculty Chair	51,339	AY
Creamer, Elizabeth	Professor		115,774	AY
Doolittle, Peter	Professor	Professor CY	125,958	CY
Ganter, Susan	Professor		184,500	CY
Garrison, James	Professor		121,398	AY
Glasson, George	Professor		94,224	AY
Hicks, David	Professor		103,730	AY
Hirt, Joan	Professor		119,456	AY
Jones, Brett	Professor		93,267	AY
Lockee, Barbara	Professor		99,221	AY
Mullen, Carol	Professor		173,751	CY
Singh, Kusum	Professor		110,975	AY
Sutphin, H	Professor		167,993	CY
Wilkins, Jesse	Professor		90,988	AY
Barksdale, Mary	Associate Professor		86,420	AY
Bodenhorn, Nancy	Associate Professor		103,764	CY
Brand, Brenda	Associate Professor		99,661	RE10
Brill, Jennifer	Associate Professor		69,404	AY
Brott, Pamela	Associate Professor		82,988	AY
Ernst, Jeremy	Associate Professor		126,185	RE12
Glenn, William	Associate Professor		80,017	AY
Hein, Serge	Associate Professor		70,705	AY
Janosik, Steven	Associate Professor		110,309	AY
Lawson, Gerard	Associate Professor		106,565	RE10
Mesmer, Heidi	Associate Professor		79,381	AY
Miyazaki, Yasuo	Associate Professor		80,495	RE10
Parkes, Kelly	Associate Professor		77,348	AY
Price, William	Associate Professor		79,840	AY
Skaggs, Gary	Associate Professor		76,635	AY
Tilley-Lubbs, Gresilda	Associate Professor		72,873	AY
Welfare, Laura	Associate Professor		74,538	AY
Wells, John	Associate Professor		83,354	AY
Williams, Thomas	Associate Professor		73,517	AY
Kelly, Michael	Clinical Associate Professor		74,224	AY
Azano, Amy	Assistant Professor		70,925	AY
Bondy, Jennifer	Assistant Professor		65,818	AY
Farmer, Laura	Assistant Professor		65,084	AY
Patrizio, Kami	Assistant Professor		79,217	AY
Robbins, Claire	Assistant Professor		66,642	AY
Serna, Gabriel	Assistant Professor		75,831	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Stewart, Trevor	Assistant Professor		67,325	AY
Ulrich, Catherine	Assistant Professor		63,713	AY
Wilson, Joycelyn	Assistant Professor		66,219	AY
Gratto, John	Clinical Assistant Professor		74,831	AY
Potter, Kenneth	Clinical Assistant Professor		68,061	AY
Sato, Takumi	Clinical Assistant Professor		64,195	AY
Wu, Yanzhu	Clinical Assistant Professor		69,161	CY
Kniola, David	Visiting Assistant Professor		53,137	AY
Mukuni, Joseph	Visiting Assistant Professor		53,447	AY
Price, Ted	Visiting Assistant Professor		55,000	AY
Wagstaff, Jennifer	Visiting Assistant Professor		55,000	AY
Knight, Dawn	Instructor		48,153	CY
<u>School of Performing Arts</u>				
Crone, William	Professor		84,117	AY
Holliday, Kent	Professor		88,213	AY
Kilkelly, Ann	Professor		108,051	AY
Leonard, Robert	Professor		104,782	AY
Lepczyk, Billie	Professor		92,356	AY
Prince, Stephen	Professor		110,331	AY
Raun, Patricia	Professor	Director	127,112	AY
Sochinski, James	Professor		116,269	CY
Ward, Randolph	Professor		115,237	AY
Lyon, Eric	Associate Prof of Practice		81,775	AY
Ambrosone, John	Associate Professor		70,063	AY
Barksdale, William	Associate Professor		66,422	AY
Bukvic, Ivica	Associate Professor		94,582	AY
Cole, Richard	Associate Professor		79,200	AY
Cowden, Tracy	Associate Professor	Faculty Chair	82,791	AY
Easter, Wallace	Associate Professor		80,399	AY
Glazebrook, William	Associate Professor		90,818	AY
Johnson, David	Associate Professor		40,339	AY
Justice, Gregory	Associate Professor		87,595	AY
Lavender, Patricia	Associate Professor		94,535	CY
McGrath, Robert	Associate Professor		68,626	AY
Rawlings, Cara	Associate Professor		63,805	AY
Rinehart, Susanna	Associate Professor	Faculty Chair	91,900	AY
Weinstein, Alan	Associate Professor		78,569	AY
Bigler, Dwight	Assistant Professor		73,758	AY
Crafton, Jason	Assistant Professor		62,740	AY
Dye, Charles	Assistant Professor		58,500	AY
Masters, Richard	Assistant Professor		57,400	AY
Nelson, Amanda	Assistant Professor		76,691	AY
Nichols, Charles	Assistant Professor		75,682	AY
Paglialonga, Phillip	Assistant Professor		59,800	AY
Staley, Natasha	Assistant Professor		70,505	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Stein, Jane	Assistant Professor		63,279	AY
Stevens, Anne	Assistant Professor		57,000	AY
Thorsett, Brian	Assistant Professor		60,382	AY
Wyatt, Ariana	Assistant Professor		60,453	AY
Caldwell, Jonathan	Visiting Assistant Professor		51,600	AY
Gillick, Amy	Visiting Assistant Professor		51,200	AY
Middleton, Polly	Visiting Assistant Professor		45,364	AY
Precoda, Karl	Advanced Instructor		46,090	AY
Bean, James	Instructor		51,500	AY
Delk, Kaleb	Instructor		40,000	AY
Paglalonga, Jana	Instructor		30,900	AY
Russo, Christopher	Instructor		49,328	AY
Vo, Long	Instructor		48,471	AY
Crone, Elizabeth	Senior Instructor		55,675	AY
Dunston, Michael	Senior Instructor		63,467	AY
McKee, David	Senior Instructor		109,622	CY
<u>Science and Technology in Society</u>				
Allen, Barbara	Professor		105,651	AY
Downey, Gary	Professor	Alumni Distinguished Professor & Endowed Professor	69,500	AY
Abbate, Janet	Associate Professor		82,802	AY
Breslau, Daniel	Associate Professor		115,236	CY
Collier, James	Associate Professor		72,035	AY
Halfon, Saul	Associate Professor		76,183	AY
Patzig, Eileen	Associate Professor		80,578	AY
Schmid, Sonja	Associate Professor		101,313	AY
Wisnioski, Matthew	Associate Professor		84,865	AY
Heflin, Ashley	Assistant Professor		64,282	AY
Hester, Rebecca	Assistant Professor		61,180	AY
Olson, Philip	Assistant Professor		64,331	AY
Orsini, Davide	Postdoctoral Associate		44,116	AY
<u>Sociology</u>				
Agozino, Onwubiko	Professor		102,210	AY
Brunsmma, David	Professor		156,441	AY
Calasanti, Toni	Professor		122,075	AY
Fuller, Theodore	Professor		88,117	AY
Hawdon, James	Professor	Director, CPSVP	142,182	CY
Hughes, Michael	Professor		122,113	AY
Kiecolt, K	Professor		88,824	AY
King, Neal	Professor		87,879	AY
Reed, Wormie	Professor	Director, RSPRC	165,056	AY
Ryan, John	Professor	Department Head	192,812	CY
Shoemaker, Donald	Professor		102,360	AY
Smith, Barbara	Professor		112,805	AY

College of Liberal Arts and Human Sciences

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Cook, Samuel	Associate Professor	Director, AIS	80,156	AY
Harrison, Anthony	Associate Professor		92,637	AY
Peguero, Anthony	Associate Professor		107,475	AY
Polanah, Paulo	Associate Professor		73,262	AY
Seniors, Paula	Associate Professor		73,464	AY
Vogt Yuan, Anastasia	Associate Professor		76,742	AY
Wimberley, Dale	Associate Professor		71,393	AY
Apkarian, Jacob	Assistant Professor		60,000	AY
Copeland, Nicholas	Assistant Professor		66,181	AY
Labuski, Christine	Assistant Professor		67,473	AY
Ovink, Sarah	Assistant Professor		77,857	AY
Rivera-Rideau, Petra	Assistant Professor		63,750	AY
Samanta, Suchitra	Assistant Professor		68,417	AY
Zhu, Haiyan	Assistant Professor		66,372	AY
Neff, Alison	Visiting Assistant Professor		55,000	AY
Graves, Ellington	Advanced Instructor	Director, AFST	72,303	AY
Sedgwick, Donna	Instructor		44,014	AY
Sharma, Manisha	Instructor		42,000	AY

College of Natural Resources and Environment

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Center for Leadership In Global Sustainability</u>				
Mortimer, Michael	Administrative Lecturer		163,668	CY
Hatcher, Carrie	Professional Lecturer		70,000	CY
Robertson, David	Professional Lecturer		143,926	CY
Lindsey, Kieran	Senior Project Associate		85,000	CY
<u>Center for Geospatial Information Technology</u>				
Sforza, Peter	Research Scientist	Director	73,831	CY
Farrell, Brian	Project Associate		47,585	CY
Newman, Joseph	Project Associate		53,550	CY
Wang, Haitao	Project Associate		47,340	CY
<u>Conservation Management Institute</u>				
Emrick, Verl	Research Scientist		73,311	CY
Bryan, David	Project Associate		48,053	CY
Cross, Daniel	Project Associate		38,850	CY
Dickerson, Robert	Project Associate		59,630	CY
Folks, Donald	Project Associate		45,944	CY
Glennon, Robert	Project Associate		49,159	CY
Kalen, Nicholas	Project Associate		42,904	CY
Kane, Elizabeth	Project Associate		64,473	CY
Koontz, Lorien	Project Associate		45,423	CY
Mans, Ingrid	Project Associate		38,850	CY
Orndorff, David	Project Associate		44,527	CY
Peele, Ashley	Project Associate		46,178	CY
Rosenberger, Andrew	Project Associate		53,583	CY
Carey, Caitlin	Research Associate		48,849	CY
Laube, Edward	Research Associate		43,859	CY
Klopper, Scott	Senior Research Associate	Director	85,970	CY
St Germain, Michael	Senior Research Associate		59,344	CY
Fields, Matthew	Senior Project Associate		45,948	CY
<u>Dean - Natural Resources and Environment</u>				
Winstorfer, Paul	Administrative Professor	Dean	265,125	CY
Olson, Thomas	Administrative Lecturer	Assistant Dean	127,019	CY
Albert, Candice	Professional Lecturer	Director of Finance and Administration	72,170	CY
De Soto, Angella	Professional Lecturer	Director, Sustainability Institute	66,300	CY
Hart, Stephanie	Professional Lecturer	Director of the Advising Center	68,790	CY
Varboncoeur, Lauren	Professional Lecturer	Academic Advisor	45,830	CY
Weber, Lon	Professional Lecturer	Director of Information Technology	96,447	CY
Williams, John	Professional Lecturer	Director of Recruitment	53,328	CY
Fuller, Leslie	Senior Research Associate		80,242	CY

College of Natural Resources and Environment

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Fish and Wildlife Conservation</u>				
Alexander, Kathleen	Professor		133,826	AY
Fraser, James	Professor		138,010	CY
Haas, Carola	Professor		115,835	CY
Hallerman, Eric	Professor		140,445	CY
Hopkins, William	Professor		171,155	CY
Kelly, Marcella	Professor		116,183	CY
Murphy, Brian	Professor		155,437	CY
Orth, Donald	Professor	Endowed Professor	146,039	AY
Snodgrass, Joel	Professor	Department Head	159,298	CY
Stauffer, Dean	Professor		117,482	CY
Frimpong, Emmanuel	Associate Professor		91,102	AY
Jiao, Yan	Associate Professor		91,638	CY
Karpanty, Sarah	Associate Professor		92,936	AY
Parkhurst, James	Associate Professor		99,586	CY
Ciparis, Serena	Research Scientist		55,000	CY
Gorman, Thomas	Research Scientist		62,883	CY
Hata, David	Research Scientist		60,000	CY
Henley, William	Research Scientist		47,960	CY
Castello, Leandro	Assistant Professor		77,431	AY
Kwon, Eunbi	Postdoctoral Associate		47,700	CY
Sweeten, Sara	Postdoctoral Associate		56,000	CY
Zhou, Can	Postdoctoral Associate		47,000	CY
Catlin, Daniel	Research Assistant Professor		91,977	CY
Silvis, Alexander	Research Assistant Professor		53,560	CY
DiCenzo, Victor	Instructor		46,799	CY
Gibson, Daniel	Research Associate		47,579	CY
Hurst, Zachary	Research Associate		42,000	CY
Sanderson, Claire	Research Associate		51,778	CY
Wolter, Faren	Research Associate		42,000	CY
<u>Forest Resources and Environmental Conservation</u>				
Amacher, Gregory	Professor	Endowed Professor	125,202	CY
Aust, Wallace	Professor		123,822	CY
Burkhart, Harold	Professor	University Distinguished Professor & Endowed Professor	265,040	CY
Fox, Thomas	Professor		150,384	CY
Hull, Robert	Professor		123,328	CY
McGee, John	Professor		100,203	AY
Prisley, Stephen	Professor		124,382	RE11
Seiler, John	Professor	Alumni Distinguished Professor & Endowed Professor	165,580	CY
Sullivan, Bradley	Professor	Department Head	146,736	CY
Wynne, Randolph	Professor		122,018	CY
Bolding, Michael	Associate Professor		104,939	RE11
Brunner, Amy	Associate Professor		108,014	CY
Copenheaver, Carolyn	Associate Professor		94,751	CY

College of Natural Resources and Environment

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Day, Susan	Associate Professor		79,431	AY
Holliday, Jason	Associate Professor		87,468	AY
Munsell, John	Associate Professor		96,210	CY
Radtke, Philip	Associate Professor		92,211	CY
Stern, Marc	Associate Professor		86,505	AY
Strahm, Brian	Associate Professor		89,675	AY
Thomas, Valerie	Associate Professor		83,096	AY
Wiseman, Phillip	Associate Professor		83,994	CY
Blinn, Christine	Research Scientist		63,443	CY
Brooks, Evan	Research Scientist		56,100	CY
Kreye, Jesse	Research Scientist		53,040	CY
Teixeira, Rita	Research Scientist		50,707	CY
Barrett, Scott	Assistant Professor		77,787	CY
Cobourn, Kelly	Assistant Professor		78,798	AY
McLaughlin, Daniel	Assistant Professor		73,833	AY
Sorice, Michael	Assistant Professor		73,563	AY
Thomas, Robert	Assistant Professor		75,653	AY
Bai, Hua	Postdoctoral Associate		42,495	CY
Baumflek, Michelle	Postdoctoral Associate		42,228	CY
Horn, Kevin	Postdoctoral Associate		47,507	CY
Jones, Charles	Postdoctoral Associate		48,000	CY
Kidd, Kathryn	Postdoctoral Associate		40,000	CY
Raymond, Jay	Postdoctoral Associate		51,000	CY
Sumnall, Matthew	Postdoctoral Associate		50,725	CY
Wang, Bingxue	Postdoctoral Associate		40,955	CY
O'Halloran, Thomas	Research Assistant Professor		52,000	CY
Prysbys, Michelle	Professional Lecturer		64,260	CY
Chittum, Holly	Project Associate		40,600	CY
Gagnon, Jennifer	Project Associate		66,670	CY
Kidd, John	Project Associate		45,292	CY
Albaugh, Timothy	Research Associate		93,324	CY
Laviner, Marshall	Research Associate		60,418	CY
Sheng, Xiaoyan	Research Associate		44,662	CY
Walker, David	Research Associate		37,657	CY
Amateis, Ralph	Senior Research Associate		91,595	CY
Franco, Carol	Senior Research Associate		58,344	AY
Peer, Kyle	Senior Research Associate		70,103	CY
Silvius, Kirsten	Senior Research Associate		112,200	CY
<u>Geography</u>				
Campbell, James	Professor		121,897	AY
Carstensen, Laurence	Professor		123,601	AY
Ellis, Andrew	Associate Professor		90,702	AY
Kennedy, Lisa	Associate Professor		81,485	AY
Kolivras, Korine	Associate Professor	Department Co-Chair	88,774	AY
Resler, Lynn	Associate Professor	Department Co-Chair	89,623	AY

College of Natural Resources and Environment

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Baird, Timothy	Assistant Professor		70,190	AY
Juran, Luke	Assistant Professor		69,432	AY
Oliver, Robert	Assistant Professor		71,521	AY
Shao, Yang	Assistant Professor		71,101	AY
Bukvic, Anamaria	Research Assistant Professor		47,065	AY
Carroll, David	Advanced Instructor		63,112	AY
Scales, Stewart	Instructor		36,593	AY
Boyer, John	Senior Instructor		76,239	AY
Deisinger, Maureen	Professional Lecturer		35,880	CY

Natural Resource Assessment and Decision Support

Kauffman, Jobriath	Project Associate		49,982	CY
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Sustainable Biomaterials

Bond, Brian	Professor		109,683	CY
Buehlmann, Urs	Professor		111,958	CY
Bush, Robert	Professor		119,284	CY
Edgar, Kevin	Professor		179,046	AY
Frazier, Charles	Professor	Endowed Professor	154,287	CY
Goodell, Barry	Professor		159,046	CY
Hammett, A	Professor		122,388	CY
Kline, David	Professor		120,056	CY
Loferski, Joseph	Professor		116,280	CY
Smith, Robert	Professor	Associate Dean & Department Head	203,555	CY
Zink-Sharp, Audrey	Professor		126,235	CY
Hindman, Daniel	Associate Professor		91,667	CY
Quesada Pineda, Henry	Associate Professor		89,805	CY
Roman, Maren	Associate Professor		93,973	CY
Chen, Zhangjing	Research Scientist		49,750	CY
Horvath, Laszlo	Assistant Professor		76,896	AY
Kim, Young	Assistant Professor		76,496	AY
Bouldin, John	Research Associate		57,800	CY
Caudill, Linda	Senior Research Associate		91,240	CY

Water Resources Research Center

Schoenholtz, Stephen	Professor	Director	140,915	AY
McGuire, Kevin	Associate Professor		87,618	AY
Raflo, Alan	Research Associate		52,431	CY
Vander Vorste, Ross	Research Associate		46,920	CY
Walker, Jane	Research Associate		53,871	CY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Biological Sciences</u>				
Belden, Lisa	Professor		95,000	AY
Benfield, Ernest	Professor	Associate Department Head	140,200	CY
Falkinham, Joseph	Professor		98,022	AY
Hilu, Khidir	Professor		103,100	AY
Jensen, Roderick	Professor		121,907	AY
Li, Liwu	Professor		190,883	RE12
Moore, Ignacio	Professor		97,000	AY
Nilsen, Erik	Professor		104,500	AY
Opell, Brent	Professor		105,915	AY
Phillips, John	Professor		102,000	AY
Popham, David	Professor		118,020	AY
Sible, Jill	Professor	Assistant Provost for Undergraduate Education	174,930	CY
Stevens, Ann	Professor		102,000	AY
Tyson, John	Professor	University Distinguished Professor	262,763	CY
Walters, Jeffrey	Professor	Endowed Professor	211,782	RE11
Winkel, Brenda	Professor	Department Head	168,100	CY
Barrett, John	Associate Professor		85,800	AY
Capelluto, Daniel	Associate Professor		82,650	AY
Cimini, Daniela	Associate Professor		102,945	RE10
Finkielstein, Carla	Associate Professor		87,720	AY
Hawley, Dana	Associate Professor		86,000	AY
Lawrence, Christopher	Associate Professor		132,867	RE12
Lazar, Maria	Associate Professor		101,445	RE11
Melville, Stephen	Associate Professor		83,435	AY
Scharf, Birgit	Associate Professor		84,660	AY
Schubot, Florian	Associate Professor		82,700	AY
Tholl, Dorothea	Associate Professor		92,105	AY
Walker, Richard	Associate Professor		110,429	AY
Yang, Zhaomin	Associate Professor		85,833	AY
Abramyan, John	Research Scientist		45,000	CY
Akcay, Caglar	Research Scientist		46,453	CY
Banerjee, Anand	Research Scientist		55,000	CY
Battogtokh, Dorjsuren	Research Scientist		44,000	CY
Geng, Shuo	Research Scientist		48,300	CY
Kraykivskiy, Pavel	Research Scientist		56,688	CY
Smith, Jennifer	Research Scientist		50,428	CY
Zhang, Yao	Research Scientist		47,250	CY
Blanc, Lori	Assistant Prof of Practice		58,820	AY
Tokuhisa, James	Assistant Prof of Practice		58,510	AY
Brown, Bryan	Assistant Professor		79,070	AY
Carey, Cayelan	Assistant Professor		83,003	AY
Chen, Jing	Assistant Professor		80,070	AY
Hauf, Silke	Assistant Professor		79,000	AY
Jones, Caroline	Assistant Professor		78,114	AY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Kojima, Shihoko	Assistant Professor		80,111	AY
McGlothlin, Joel	Assistant Professor		78,500	AY
Sewall, Kendra	Assistant Professor		78,130	AY
Strickland, Michael	Assistant Professor		78,500	AY
Davies, Scott	Postdoctoral Associate		41,000	CY
DeMay, Stephanie	Postdoctoral Associate		45,000	CY
Hetherington, Amy	Postdoctoral Associate		45,000	CY
Koppen, Jenny	Postdoctoral Associate		41,000	CY
Thomason, Courtney	Postdoctoral Associate		45,900	CY
Walke, Jenifer	Postdoctoral Associate		42,000	CY
Seyler, Richard	Advanced Instructor		53,930	AY
Hogan, Eric	Instructor		57,332	AY
Via, Jerry	Instructor	Assistant Dean	100,001	CY
Voshell, Stephanie	Instructor		46,410	AY
Watkinson, Jonathan	Instructor		45,778	AY
Evans, Jackson	Senior Instructor		67,671	AY
Lipscomb, Mary	Senior Instructor		61,049	AY
Rosenzweig, Michael	Senior Instructor		60,624	AY
Niederlehner, Barbara	Professional Lecturer		59,455	CY
Gotoh, Tetsuya	Research Associate		63,051	CY
Hildreth, Sherry	Senior Research Associate		47,048	CY
<u>Chemistry</u>				
Carlier, Paul	Professor		155,050	AY
Crawford, Daniel	Professor		168,465	AY
Dorn, Harry	Professor		157,000	AY
Esker, Alan	Professor		103,500	AY
Etzkorn, Felicia	Professor		103,000	AY
Gandour, Richard	Professor		134,000	AY
Gibson, Harry	Professor		147,000	AY
Hanson, Brian	Professor		97,364	AY
Kingston, David	Professor	University Distinguished Professor	192,344	AY
Marand, Herve	Professor	Associate Department Head	120,000	AY
Merola, Joseph	Professor		169,105	AY
Moore, Robert	Professor		156,700	AY
Morris, John	Professor		128,333	AY
Riffle, Judy	Professor		165,000	AY
Tanko, James	Professor	Department Head	165,300	CY
Valeyev, Eduard	Professor		134,000	AY
Turner, Sam	Research Professor		98,731	AY
Amateis, Patricia	Associate Professor		71,800	AY
Deck, Paul	Associate Professor		80,347	AY
Madsen, Louis	Associate Professor		100,035	AY
Santos, Webster	Associate Professor		122,632	AY
Tissue, Brian	Associate Professor		81,589	AY
Troya, Diego	Associate Professor		88,740	AY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Yee, Gordon	Associate Professor		90,209	AY
Ashraf-Khorassani, Mehdi	Research Scientist		76,268	CY
Orler, Edward	Research Scientist		54,500	AY
Grove, Tijana	Assistant Professor		84,245	AY
Josan, Jatinder	Assistant Professor		78,073	AY
Liu, Guoliang	Assistant Professor		83,640	AY
Matson, John	Assistant Professor		84,050	AY
Mayhall, Nicholas	Assistant Professor		83,640	AY
Morris, Amanda	Assistant Professor		94,000	AY
Ara, Katayoun	Postdoctoral Associate		48,000	CY
Dai, Yumin	Postdoctoral Associate		43,497	CY
Hegde, Maruti	Postdoctoral Associate		43,680	CY
Howard, James	Postdoctoral Associate		40,170	CY
Latif, Abdul	Postdoctoral Associate		40,000	CY
Pashikanti, Srinath	Postdoctoral Associate		41,777	CY
Usov, Pavel	Postdoctoral Associate		39,429	CY
Zhou, Zhengping	Postdoctoral Associate		40,170	CY
Arachchige, Shamindri	Advanced Instructor		49,539	AY
Berg, Michael	Advanced Instructor		51,179	AY
Eddleton, Jeannine	Advanced Instructor		54,303	AY
Bell, Thomas	Instructor	Asst Chair for Research & Special Projects	94,940	CY
Long, Victoria	Instructor		49,776	AY
Neidigh, Kurt	Instructor		48,480	AY
Slebodnick, Carla	Instructor		59,334	AY
Bump, Maggie	Senior Instructor		54,938	AY
Brodkin, Claudia	Professional Lecturer		50,741	CY
Dalton, Michelle	Professional Lecturer		49,225	CY
Shanaiah, Narasimhamurthy	Professional Lecturer		73,704	CY
Chakraborty, Sanjiban	Senior Research Associate		44,026	CY
Yao, ZhongKe	Senior Research Associate		44,667	CY
<u>Dean of Science</u>				
Heflin, James	Administrative Professor	Associate Dean	152,100	CY
Sontheimer, Harald	Professor	Executive Director	498,015	CY
Bieri, Anna-Marion	Assistant Prof of Practice	Director of Science, Technology and Law Program	88,500	AY
Long, Gary	Administrative Lecturer	Associate Dean	117,100	CY
Morgan, John	Administrative Lecturer	Associate Dean	182,800	CY
Sanders, Janet	Administrative Lecturer	Assistant Dean	150,320	CY
Simpkins, Melissa	Professional Lecturer	Director of Operations	80,000	CY
Tollin, Craig	Professional Lecturer		55,658	CY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Economics</u>				
Ashley, Richard	Professor		120,627	AY
Haller, Hans	Professor		162,500	AY
Salehi-Isfahani, Djavad	Professor		63,850	AY
Sarangi, Sudipta	Professor	Department Head	183,600	CY
Spanos, Aris	Professor	Endowed Professor	163,413	AY
Tideman, Thorwald	Professor		144,275	AY
Denzau, Arthur	Visiting Professor		100,000	AY
Bahel, Eric	Associate Professor		106,000	AY
Ball, Sheryl	Associate Professor	Associate Department Head	119,600	AY
Cothren, Richard	Associate Professor		93,807	AY
Ge, Suqin	Associate Professor		122,000	AY
Tsang, Kwok	Associate Professor		106,900	AY
Dominiak, Adam	Assistant Professor		104,500	AY
Smith, Alexander	Assistant Professor		100,500	AY
Yang, Zhou	Assistant Professor		89,690	AY
Gebremariam, Gebremeskel	Advanced Instructor		71,891	AY
Trost, Steven	Advanced Instructor		97,441	AY
<u>Geosciences</u>				
Bodnar, Robert	Professor	University Distinguished Professor & Endowed Professor	219,592	AY
Burbey, Thomas	Professor		131,172	CY
Dove, Patricia	Professor	University Distinguished Professor & Endowed Professor	247,648	AY
Eriksson, Kenneth	Professor		112,250	AY
Hochella, Michael	Professor	University Distinguished Professor	258,084	RE12
Hole, John	Professor		108,000	AY
King, Scott	Professor		124,050	AY
Law, Richard	Professor		110,250	AY
Ross, Nancy	Professor	Department Head	164,400	CY
Schreiber, Madeline	Professor		115,000	AY
Spotila, James	Professor		107,250	AY
Tracy, Robert	Professor	Associate Department Head	115,300	AY
Xiao, Shuhai	Professor		202,000	AY
Chermak, John	Associate Prof of Practice		68,970	AY
Weiss, Robert	Associate Professor		102,778	RE10
Zhou, Ying	Associate Professor		85,600	AY
Chapman, Martin	Research Associate Professor		87,764	AY
Prince, Philip	Research Scientist		36,000	CY
Spencer, Elinor	Research Scientist		46,297	CY
Stocker, Michelle	Research Scientist		51,000	CY
Xu, Jie	Research Scientist		51,957	CY
Caddick, Mark	Assistant Professor		83,800	AY
Gazel, Esteban	Assistant Professor		86,300	AY
Gill, Benjamin	Assistant Professor		83,300	AY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Michel, Frederick	Assistant Professor		83,800	AY
Nesbitt, Sterling	Assistant Professor		84,000	AY
Pollyea, Ryan	Assistant Professor		79,000	AY
Romans, Brian	Assistant Professor		86,000	AY
Stamps, D	Assistant Professor		79,500	AY
Dragovic, Besim	Postdoctoral Associate		40,000	CY
Inoue, Sayako	Postdoctoral Associate		44,000	CY
Johnson, Neil	Advanced Instructor		53,792	AY
Dunson, James	Professional Lecturer		57,120	CY
Glesener, Gary	Professional Lecturer		58,140	CY
Beale, Jacob	Research Associate		55,590	CY
Fedele, Luca	Senior Research Associate		54,621	CY
Han, Nizhou	Senior Research Associate		51,000	CY
Zhao, Jing	Senior Research Associate		52,891	CY
<u>Mathematics</u>				
Adjerid, Slimane	Professor		110,450	AY
Beattie, Christopher	Professor		105,904	AY
Borggaard, Jeffrey	Professor		130,879	AY
Brown, Ezra	Professor	Alumni Distinguished Professor & Endowed Professor	124,118	AY
Burns, John	Professor	Endowed Professor	231,415	AY
Day, Martin	Professor		104,400	AY
De Sturler, Eric	Professor		136,959	AY
Embree, Mark	Professor		178,000	AY
Floyd, William	Professor		111,396	AY
Gugercin, Serkan	Professor		115,087	AY
Haskell, Peter	Professor	Department Head	172,300	CY
Iliescu, Traian	Professor		106,275	AY
Kim, Jong	Professor		101,075	AY
Klaus, Martin	Professor		93,019	AY
Kohler, Werner	Professor		127,455	AY
Lin, Tao	Professor		106,075	AY
Linnell, Peter	Professor		102,320	AY
Renardy, Michael	Professor	Endowed Professor	178,558	AY
Renardy, Yuriko	Professor	Endowed Professor	129,908	AY
Rogers, Robert	Professor	Associate Department Head	122,412	AY
Rossi, John	Professor		126,650	AY
Shimozono, Mark	Professor		118,075	AY
Sun, Shu Ming	Professor		108,475	AY
Turner, James	Professor		118,654	AY
Warburton, Timothy	Professor	Endowed Professor	184,694	AY
Ciupe, Mihaela	Associate Professor		91,800	AY
Elgart, Alexander	Associate Professor		86,700	AY
Loehr, Nicholas	Associate Professor		102,000	AY
Mihalcea, Constantin	Associate Professor		90,800	AY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Norton, Anderson	Associate Professor		99,300	AY
Wapperom, Peter	Associate Professor		77,970	AY
Wawro, Megan	Associate Professor		97,500	AY
Yue, Pengtao	Associate Professor		85,700	AY
Zietsman, Lizette	Associate Professor		94,860	AY
Chung, Julianne	Assistant Professor		79,070	AY
Chung, Matthias	Assistant Professor		79,570	AY
Glatt-Holtz, Nathan	Assistant Professor		78,500	AY
Johnson, Estrella	Assistant Professor		76,000	AY
Liu, Honghu	Assistant Professor		71,400	AY
Orr, Daniel	Assistant Professor		73,000	AY
Chan, Jesse	Postdoctoral Associate		50,000	CY
Mitra, Debanjana	Postdoctoral Associate		56,774	CY
Modave, Axel	Postdoctoral Associate		50,000	CY
Fillman, Jacob	Visiting Assistant Professor		55,080	AY
Clemons, Joshua	Advanced Instructor		43,825	AY
Hart, Heath	Advanced Instructor		46,175	AY
Hurdus, Jessica	Advanced Instructor		52,675	AY
McQuain, Margaret	Advanced Instructor		49,375	AY
Schmale, Jessica	Advanced Instructor		47,684	AY
Smith, Deborah	Advanced Instructor		46,126	AY
Wilson, Jason	Advanced Instructor		43,550	AY
Arnold, Rachel	Instructor		45,650	AY
Asfaw, Teffera	Instructor		36,210	AY
Chang, Eun	Instructor		35,600	AY
Chung, Myungsuk	Instructor		37,088	AY
Farmer, Shelley	Instructor		36,425	AY
Galinaitis, William	Instructor		40,800	AY
Gildersleeve, Nathan	Instructor		36,427	AY
Heitzman, Michael	Instructor		37,445	AY
Jasso-Hernandez, Edna	Instructor		36,425	AY
Mason, Sarah	Instructor		35,650	AY
McIntee, Tomas	Instructor		35,350	AY
McIntyre, Stephen	Instructor		36,425	AY
Rappold, Erika	Instructor		36,425	AY
Robbins, Nicholas	Instructor		41,820	AY
Saenz Maldonado, Edgar	Instructor		37,445	AY
Ufferman, Eric	Instructor		38,911	AY
Yasuda, Sohei	Instructor		35,600	AY
Agud, Diane	Senior Instructor		51,275	AY
Anderson, Susan	Senior Instructor		59,475	AY
Bourdon, Terri	Senior Instructor		80,975	AY
Hagen, Susan	Senior Instructor		53,875	AY
Stephens, Catherine	Senior Instructor		49,375	AY
Adkins, Emily	Professional Lecturer		36,370	AY
Gruss, Richard	Professional Lecturer		107,255	CY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Reilly, William	Professional Lecturer		87,460	CY
Sibol, Alison	Professional Lecturer		36,370	AY
<u>Neuroscience</u>				
Clinton, Sarah	Associate Professor		160,000	RE12
Bowers, Jerald	Assistant Professor		136,000	RE12
Tu, Hsiao-Wei	Instructor		46,000	AY
Sou, Ngoc	Professional Lecturer		61,500	CY
Roby, Clinton	Senior Research Associate		65,000	CY
<u>Physics</u>				
Arav, Nahum	Professor		51,403	AY
Chang, Lay	Professor		235,342	AY
Heremans, Jean	Professor		94,338	AY
Huber, Patrick	Professor		112,748	AY
Link, Jonathan	Professor		104,123	AY
Minic, Djordje	Professor		93,698	AY
Mun, Seong	Professor	Director, Arlington Innovation Center	242,000	AY
Piilonen, Leo	Professor	Department Head & Endowed Professor	164,826	RE11
Pitt, Mark	Professor	Department Head	141,894	CY
Pleimling, Michel	Professor	Director	136,988	AY
Sharpe, Eric	Professor		93,315	AY
Simonetti, John	Professor	Associate Department Head	121,590	CY
Tauber, Uwe	Professor		110,705	AY
Vogelaar, Robert	Professor		103,530	AY
Economou, Sophia	Associate Professor		91,800	AY
Khodaparast, Giti	Associate Professor		92,782	AY
Mariani, Camillo	Associate Professor		97,410	AY
Park, Kyungwha	Associate Professor		84,700	AY
Robinson, Hans	Associate Professor		76,873	AY
Scarola, Vito	Associate Professor		88,159	AY
Soghomonian, Victoria	Associate Professor		78,707	AY
Takeuchi, Tatsu	Associate Professor		88,000	AY
Butzin, Nicholas	Research Scientist		55,000	CY
Lee, Seung-Joo	Research Scientist		50,000	CY
Rountree, Steven	Research Scientist		70,429	CY
Anderson, Lara	Assistant Professor		82,049	AY
Barnes, Edwin	Assistant Professor		81,600	AY
Cheng, Shengfeng	Assistant Professor		78,885	AY
Farrah, Duncan	Assistant Professor		77,752	AY
Gray, James	Assistant Professor		81,807	AY
Horiuchi, Shunsaku	Assistant Professor		78,428	AY
Mather, William	Assistant Professor		80,500	AY
Nguyen, Vinh	Assistant Professor		76,037	AY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Tao, Chenggang	Assistant Professor		75,225	AY
Deng, Xiuhao	Postdoctoral Associate		45,000	CY
Gao, Xin	Postdoctoral Associate		45,000	CY
Hui, Hoi	Postdoctoral Associate		44,000	CY
Jen, Chun-Min	Postdoctoral Associate		45,000	CY
Li, Yao	Postdoctoral Associate		45,000	CY
Liu, Guilin	Postdoctoral Associate		50,500	CY
Macias Ramirez, Oscar	Postdoctoral Associate		46,125	CY
Magill, Brenden	Postdoctoral Associate		41,616	CY
Pal, Sumanta	Postdoctoral Associate		51,000	CY
Park, Jaewon	Postdoctoral Associate		54,000	CY
Regmi, Chola	Postdoctoral Associate		45,448	CY
Vanegas Forero, David	Postdoctoral Associate		43,000	CY
Wong, Kenneth	Research Assistant Professor	Associate Dean Graduate School & NVC Director	156,546	CY
Khan, Almas	Instructor		51,000	AY
Papavasiliou, Kriton	Instructor		51,204	AY
Robinson, Alma	Instructor		49,980	AY
Ankowski, Artur	Research Associate		49,000	CY
Cherry, John	Senior Research Associate		50,750	CY
<u>Psychology</u>				
Bell, Martha Ann	Professor		139,300	AY
Clum, George	Professor		123,400	AY
Geller, E	Professor	Alumni Distinguished Professor & Endowed Professor	170,925	AY
Jones, Russell	Professor		110,350	AY
Kim-Spoon, Jungmeen	Professor		153,460	RE12
Ollendick, Thomas	Professor	University Distinguished Professor	237,890	AY
Stephens, Robert	Professor	Department Head	180,653	CY
Winett, Richard	Professor	Endowed Professor	164,644	AY
Axsom, Danny	Associate Professor		74,900	AY
Dunsmore, Julie	Associate Professor		87,500	AY
Foti, Roseanne	Associate Professor		101,850	AY
Germana, Joseph	Associate Professor		60,300	AY
Harrison, David	Associate Professor		90,200	AY
Harvey, Robert	Associate Professor		67,800	AY
Hauenstein, Neil	Associate Professor		80,400	AY
Panneton, Robin	Associate Professor		91,000	AY
Scarpa-Friedman, Angela	Associate Professor		94,300	AY
Scarpa-Friedman, Bruce	Associate Professor		75,600	AY
White, Susan	Associate Professor		135,998	RE12
Cooper, Lee	Clinical Associate Professor	Director	105,000	CY
Cate, Anthony	Assistant Professor		79,750	AY
Diana, Rachel	Assistant Professor		83,600	AY
Richey, John	Assistant Professor		84,000	AY

College of Science

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
White, Bradley	Assistant Professor		81,350	AY
Harrison, Patti	Instructor		57,300	AY
Hoffman, Kurt	Senior Instructor	Director of Undergraduate Studies	73,800	AY
<u>Statistics</u>				
Birch, Jeffrey	Professor		98,940	AY
Fricke, Ronald	Professor	Department Head	193,000	CY
Smith, Eric	Professor		142,050	AY
Vining, Gordon	Professor		137,650	AY
Woodall, William	Professor		157,500	AY
Deng, Xinwei	Associate Professor		100,674	AY
Du, Pang	Associate Professor		102,800	AY
Ferreira, Marco	Associate Professor		110,259	AY
Guo, Feng	Associate Professor		104,039	AY
Hong, Yili	Associate Professor		105,070	AY
House, Leanna	Associate Professor		105,168	AY
Kim, Inyoung	Associate Professor		102,500	AY
Leman, Scott	Associate Professor		107,223	AY
Terrell, George	Associate Professor		83,038	CY
Driscoll, Anne	Assistant Prof of Practice		67,155	AY
Robertson Evia, Jane	Assistant Prof of Practice		67,463	AY
Franck, Christopher	Assistant Professor		89,250	AY
Ranganathan, Shyam	Assistant Professor		85,000	AY
Wu, Xiaowei	Assistant Professor		91,099	AY
Zhu, Hongxiao	Assistant Professor		93,024	AY
Tavera, Haydee	Instructor		52,275	AY
Slaughter, Stephen	Professional Lecturer		90,350	CY
Wrenn, James	Research Associate		50,000	CY

College of Veterinary Medicine

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Academic Affairs</u>				
Gilley, Alexandra	Instructor		70,732	AY
Kegley, Melanie	Professional Lecturer		64,297	CY
Sitterley, Carling	Professional Lecturer		76,500	CY
<u>Biomedical Science</u>				
Ehrich, Marion	Professor		196,152	CY
Inzana, Thomas	Professor	Endowed Professor	206,679	CY
Lindsay, David	Professor		129,357	CY
Meng, Xiang-Jin	Professor	University Distinguished Professor & Endowed Professor	250,139	CY
Schurig, Gerhardt	Professor		243,042	CY
Smith, Stephen	Professor		126,000	CY
Sponenberg, Dan	Professor		156,991	CY
Sriranganathan, Nammalwar	Professor		135,947	CY
Wilcke, Jeffrey	Professor	Endowed Professor	147,923	CY
Zajac, Anne	Professor		128,745	CY
Freeman, Larry	Associate Professor		123,603	CY
Huckle, William	Associate Professor		104,783	CY
Klein, Bradley	Associate Professor		105,224	CY
LeRoith, Tanya	Associate Professor		121,185	CY
Nanthakumar, Nadarajah	Associate Professor		96,086	AY
Saunders, Geoffrey	Associate Professor		95,023	AY
Smith, Bonnie	Associate Professor		103,760	CY
Yuan, Lijuan	Associate Professor		141,925	RE12
Zimmerman, Kurt	Associate Professor		123,457	CY
Lahmers, Kevin	Clinical Associate Professor		126,209	CY
Cao, Dianjun	Research Scientist		54,207	CY
Li, Wen	Research Scientist		65,394	CY
Matzinger, Shannon	Research Scientist		51,756	CY
Subramaniam, Sakthivel	Research Scientist		51,984	CY
Allen, Irving	Assistant Professor		125,145	RE12
Caswell, Clayton	Assistant Professor		122,044	RE12
He, Jia-Qiang	Assistant Professor		92,365	AY
Luo, Xin	Assistant Professor		93,251	AY
Theus, Michelle	Assistant Professor		126,878	RE12
Boes, Katie	Clinical Assistant Professor		105,351	CY
Cecere, Thomas	Clinical Assistant Professor		114,119	CY
Hafez, Shireen	Clinical Assistant Professor		80,098	AY
James-Yi, Sandra	Clinical Assistant Professor		107,148	CY
Overend, Christopher	Postdoctoral Associate		48,589	CY
Rogers, Adam	Postdoctoral Associate		44,770	CY
Sooryanarain, Harini	Postdoctoral Associate		42,333	CY
Tian, Debin	Postdoctoral Associate		46,083	CY
Dai, Rujuan	Research Assistant Professor		67,932	CY
Green, Julie	Research Assistant Professor		71,322	CY

College of Veterinary Medicine

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Kenney, Scott	Research Assistant Professor		65,691	CY
Rogers, Eda	Research Associate		48,748	CY
Jain-Gupta, Neeta	Senior Research Associate		48,960	CY
<u>Dean - Veterinary Medicine</u>				
Avery, Roger	Administrative Professor	Senior Associate Dean	222,889	CY
Clarke, Cyril	Administrative Professor	Dean	285,310	CY
Ahmed, S	Administrative Lecturer	Associate Dean, Research & Graduate Studies	214,267	CY
Hylton, April	Administrative Lecturer		124,926	CY
Burchett, Amy	Professional Lecturer		89,000	CY
Jobst, Peter	Professional Lecturer		96,570	CY
McKenzie, Marylee	Professional Lecturer		58,151	CY
<u>Equine Medical Ancillary</u>				
Adams, Morton	Clinical Assistant Professor		183,449	CY
Brown, James	Clinical Assistant Professor		172,540	CY
MacDonald, Elizabeth	Clinical Instructor		71,390	CY
Duerbeck, Cathy	Administrative Lecturer		72,012	CY
<u>Equine Medical Center</u>				
Erskine, Michael	Administrative Lecturer		177,062	CY
<u>Large Animal Clinical Sciences</u>				
Buechner-Maxwell, Virginia	Professor		144,585	CY
Hodgson, David	Professor	Department Head	206,793	CY
Pelzer, Kevin	Professor		138,992	CY
Pleasant, Robert	Professor		155,429	CY
Sullins, Kenneth	Professor		207,997	CY
Whittier, William	Professor		149,851	CY
Barrett, Jennifer	Associate Professor	Endowed Professor	142,191	CY
Byron, Christopher	Associate Professor		135,819	CY
Clark-Deener, Sherrie	Associate Professor		130,130	CY
Dahlgren, Linda	Associate Professor		117,851	CY
McKenzie, Harold	Associate Professor		144,441	CY
Scarratt, William	Associate Professor		118,807	CY
Witonsky, Sharon	Associate Professor		117,926	CY
Curran, John	Clinical Associate Professor		119,267	CY
Eyestone, Willard	Research Associate Professor		111,093	CY
Cecere, Julie	Clinical Assistant Professor		96,214	CY
Funk, Rebecca	Clinical Assistant Professor		103,855	CY
Guynn, Sierra	Clinical Assistant Professor		109,449	CY
Reeder, Dana	Clinical Assistant Professor		116,038	CY
Shepherd, Megan	Clinical Assistant Professor		127,353	CY
Wilson, Katherine	Clinical Assistant Professor		109,210	CY

College of Veterinary Medicine

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Schramm, Hollie	Clinical Instructor		97,284	CY
<u>Population Health Sciences</u>				
Hodgson, Jennifer	Administrative Professor	Associate Dean	198,309	CY
Pierson, Frank	Professor	Director, VTH	157,139	CY
Redican, Kerry	Professor		185,507	CY
Marmagas, Susan	Associate Prof of Practice		103,065	CY
Pelzer, Jacquelyn	Associate Prof of Practice		109,561	CY
Ragan, Valerie	Associate Prof of Practice		150,760	CY
Hosig, Kathryn	Associate Professor		117,343	AY
Evans, Nicholas	Research Scientist		58,478	CY
Abbas, Kaja	Assistant Professor		96,003	RE11
Bertke, Andrea	Assistant Professor		102,790	CY
Burgess, Brandy	Assistant Professor		119,269	AY
Gohlke, Julia	Assistant Professor		117,474	RE12
Wu, Yuhao	Postdoctoral Associate		45,447	CY
Bill, Eileen	Research Assistant Professor		30,000	AY
Wenzel, Sophie	Professional Lecturer		76,172	CY
Homa, Lisa	Research Associate		51,000	CY
<u>Small Animal Clinical Sciences</u>				
Daniel, Gregory	Professor	Department Head	211,352	CY
Inzana, Karen	Professor		162,170	CY
Lanz, Otto	Professor		152,842	CY
Larson, Martha	Professor		142,950	CY
Leib, Michael	Professor	Endowed Professor	132,622	AY
Monroe, Edward	Professor		141,568	CY
Pancieria, David	Professor	Endowed Professor	145,612	CY
Pickett, James	Professor		140,521	CY
Rossmeisl, John	Professor		155,058	CY
Abbott, Jonathan	Associate Professor		133,610	CY
Borgarelli, Michele	Associate Professor		135,396	CY
Gilley, Robert	Associate Professor		150,514	CY
Grant, David	Associate Professor		132,898	CY
Henao Guerrero, Piedad	Associate Professor		130,080	CY
Herring, Ian	Associate Professor		151,936	CY
Bartl, Lara	Assistant Professor		142,641	CY
Champagne, Erin	Assistant Professor		88,390	CY
Clapp, Kemba	Assistant Professor		131,534	CY
Demonaco, Stefanie	Assistant Professor		113,680	CY
Dervis, Nikolaos	Assistant Professor		131,374	CY
Freeman, Mark	Assistant Professor		111,014	CY
Nappier, Michael	Assistant Professor		109,113	CY
Neves Soares, Joao Henrique	Assistant Professor		116,447	CY
Pancotto, Theresa	Assistant Professor		117,335	CY

College of Veterinary Medicine

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Pavlisko, Noah	Assistant Professor		111,979	CY
Ruth, Jeffrey	Assistant Professor		132,162	CY
Tempel, Marian	Assistant Professor		119,094	CY
Barry, Sabrina	Clinical Assistant Professor		119,520	CY
Klahn, Shawna	Clinical Assistant Professor		121,318	CY
Rios, Lori	Clinical Assistant Professor		108,133	CY
Wilson, Jeffrey	Clinical Instructor		112,000	CY
<u>Veterinary Medicine Clinical Services</u>				
Burns, Travis	Professional Lecturer		79,391	CY
Swecker, William	Professional Lecturer		174,250	CY
<u>Veterinary Medicine Experiment Station</u>				
Magnin-Bissel, Geraldine	Research Scientist		66,847	CY
Werre, Stephen	Research Assistant Professor		79,383	CY
Averill, Jennifer	Professional Lecturer		53,915	CY
<u>Veterinary Medicine Teaching Hospital</u>				
Foster, Drema	Professional Lecturer		75,683	CY
Graham, Douglas	Professional Lecturer		105,977	CY
Hiller, Richard	Professional Lecturer		109,991	CY

Dean of Libraries

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Library</u>				
Walters, Tyler	Administrative Professor	Dean	237,150	CY
Kok, Victoria	Professional Professor		95,502	CY
McMillan, Gail	Professional Professor	Director	103,362	CY
Purcell, Aaron	Professional Professor	Director	92,262	CY
Mathews, Brian	Administrative Associate Prof	Associate Dean	129,691	CY
Bailey, Annette	Professional Associate Prof		75,816	CY
French, Amanda	Professional Associate Prof		81,600	CY
Goldbeck DeBose, Kyrille	Professional Associate Prof		62,434	CY
Kennelly, Tamara	Professional Associate Prof		64,565	CY
Krupar, Ellen	Professional Associate Prof		72,994	CY
Lener, Edward	Professional Associate Prof		90,205	CY
Meier, Carolyn	Professional Associate Prof		71,003	CY
Pencek, Bruce	Professional Associate Prof		61,816	CY
Shen, Yi	Professional Associate Prof		64,138	CY
Thompson, Larry	Professional Associate Prof		72,434	CY
Tomlin, Patrick	Professional Associate Prof		76,017	CY
Xie, Zhiwu	Professional Associate Prof		102,069	CY
Gilbertson, Keith	Administrative Assistant Prof		75,384	CY
Speer, Julie	Administrative Assistant Prof	Associate Dean	131,297	CY
Speer, Ryan	Administrative Assistant Prof		61,191	CY
Brodsky, Marc	Professional Assistant Prof		55,031	CY
Brown, Byron	Professional Assistant Prof		79,143	CY
Dietz, Kira	Professional Assistant Prof		53,472	CY
Feerrar, Julia	Professional Assistant Prof		62,624	CY
Finn, Mary	Professional Assistant Prof		66,862	CY
Gilmore, Tracy	Professional Assistant Prof		53,362	CY
Hall, Nathan	Professional Assistant Prof		70,583	CY
Haugen, Inga	Professional Assistant Prof		54,597	CY
Hover, Paul	Professional Assistant Prof		58,624	CY
Metko, Stefanie	Professional Assistant Prof		70,350	CY
Nardine, Jennifer	Professional Assistant Prof		56,106	CY
O'Brien, Leslie	Professional Assistant Prof	Director	114,460	CY
Obenhaus, Bruce	Professional Assistant Prof		76,762	CY
Ogier, Andrea	Professional Assistant Prof		78,396	CY
Pannabecker, Virginia	Professional Assistant Prof		71,023	CY
Walz, Anita	Professional Assistant Prof		63,182	CY
Winn, Samantha	Professional Assistant Prof		49,450	CY
Young, Philip	Professional Assistant Prof		57,552	CY
Gilbert, Charla	Administrative Lecturer	Director	92,848	CY
Battleson, Keith	Professional Lecturer		71,953	CY
Becksford, Lisa	Professional Lecturer		57,000	CY
Bradley, Jonathan	Professional Lecturer		57,254	CY
Brittle, Collin	Professional Lecturer		62,314	CY
Brown, Anne	Professional Lecturer		68,500	CY
Carr, Curtis	Professional Lecturer		99,016	CY

Dean of Libraries

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Chen, Yinlin	Professional Lecturer		78,133	CY
Coleman, Robin	Professional Lecturer		54,180	CY
Doyle, Jana	Professional Lecturer		60,826	CY
Fralin, Scott	Professional Lecturer		48,000	CY
Givens, Elisabeth	Professional Lecturer		72,828	CY
Henshaw, Neal	Professional Lecturer		52,032	CY
Hunnewell, Aaron	Professional Lecturer		68,776	CY
Hunter, William	Professional Lecturer		70,000	CY
Jiang, Tingting	Professional Lecturer		77,219	CY
Kayiwa, Francis	Professional Lecturer		90,000	CY
Kucsak, Michael	Professional Lecturer		118,170	CY
Lawrence, Anne	Professional Lecturer		50,039	CY
Lohrey, Melissa	Professional Lecturer		48,306	CY
Mather, Paul	Professional Lecturer		73,904	CY
Mathews, Leslie	Professional Lecturer		59,015	CY
Miller, Chreston	Professional Lecturer		68,748	CY
Potter, Peter	Professional Lecturer		90,900	CY
Rozema, Laurel	Professional Lecturer		49,104	CY
Serra, Adrienne	Professional Lecturer		49,378	CY
Stovall, Connie	Professional Lecturer		64,320	CY
Sutherland, Michael	Professional Lecturer		66,660	CY
Weeks, Kimberli	Professional Lecturer		60,188	CY
Wright de Hernandez, Anthony	Professional Lecturer		48,960	CY

Department of Athletics

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Department of Athletics</u>				
Abbott, Russell	Professional Lecturer		46,350	CY
Adair, Shelbylynn	Professional Lecturer		50,300	CY
Anderson, Britney	Professional Lecturer		105,000	CY
Appleton, Kelsey	Professional Lecturer		39,300	CY
Ballein, John	Professional Lecturer	Senior Associate Athletic Director, Football Operations	148,500	CY
Bartelstein, Danielle	Professional Lecturer		105,000	CY
Bost, Joshua	Professional Lecturer		67,000	CY
Brizendine, Michael	Professional Lecturer		71,000	CY
Brown, Jennifer	Professional Lecturer		120,000	CY
Brugger-McSorley, Bridget	Professional Lecturer		60,008	CY
Bryan, Anne	Professional Lecturer		45,778	CY
Burker, Megan	Professional Lecturer		71,400	CY
Caligiuri, Megan	Professional Lecturer		61,800	CY
Cantor, Charles	Professional Lecturer		95,000	CY
Casali, Diana	Professional Lecturer		50,000	CY
Cash, Erin	Professional Lecturer		65,000	CY
Chao, Frederick	Professional Lecturer		50,300	CY
Clark, Timothy	Professional Lecturer		70,000	CY
Collins, Sean	Professional Lecturer		46,711	CY
Connolly, Ryan	Professional Lecturer		86,700	CY
Crosby, Robert	Professional Lecturer		80,000	CY
Daniels, Abigail	Professional Lecturer		35,000	CY
Davis, Whitney	Professional Lecturer		31,350	CY
Dietter, David	Professional Lecturer		45,778	CY
Dillard, Brandon	Professional Lecturer		41,630	CY
Doolan, Keith	Professional Lecturer		58,262	CY
Dooley, William	Professional Lecturer		97,299	CY
Eugene, Ernest	Professional Lecturer		96,800	CY
Evans, Megan	Professional Lecturer		43,200	CY
Ferguson, Jarrett	Professional Lecturer		86,145	CY
Forbes, Natalie	Professional Lecturer		38,300	CY
Gabbard, Thomas	Professional Lecturer		150,858	CY
Garnes, Bruce	Professional Lecturer		48,500	CY
Gavagan, Robert	Professional Lecturer		35,700	CY
Gebhard, Gregg	Professional Lecturer		48,000	CY
Gilbert-Lowry, Reyna	Professional Lecturer	Associate A.D.	90,000	CY
Goforth, Michael	Professional Lecturer		106,121	CY
Griesemer, Brett	Professional Lecturer		45,800	CY
Guerry, James	Professional Lecturer		59,000	CY
Gwilliam, Ford	Professional Lecturer		55,400	CY
Gwinn, Derek	Professional Lecturer		75,300	CY
Helms, Christopher	Professional Lecturer	Senior Associate Athletic Director	122,400	CY
Huger, Joshua	Professional Lecturer		47,500	CY
Jack, Gregory	Professional Lecturer		119,325	CY

Department of Athletics

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Jackson, David	Professional Lecturer		110,000	CY
Jacobson, Cara	Professional Lecturer		50,000	CY
Johannigmeier, Eric	Professional Lecturer		38,500	CY
Johnson, Devin	Professional Lecturer		85,000	CY
Kinney, Jefferson	Professional Lecturer		45,025	CY
Kopp, Andrew	Professional Lecturer		63,500	CY
Krusen, Nicole	Professional Lecturer		40,250	CY
La Rocque, Ally	Professional Lecturer		40,000	CY
LaFon, Heather	Professional Lecturer		57,096	CY
Lawrence, Jimmy	Professional Lecturer		55,546	CY
Lewis, Matthew	Professional Lecturer		66,300	CY
Lewis, Shannon	Professional Lecturer		35,000	CY
Long, Peter	Professional Lecturer		38,500	CY
McNeilly, Jamie	Professional Lecturer		175,000	CY
McSorley, Patrick	Professional Lecturer		50,300	CY
Miller, Justin	Professional Lecturer		50,500	CY
Mitchell, Samantha	Professional Lecturer		50,000	CY
Mitchell, Terry	Professional Lecturer		68,700	CY
Moris, Peter	Professional Lecturer		95,900	CY
Northup, Carly	Professional Lecturer		82,212	CY
O'Brien, Angela	Professional Lecturer		50,500	CY
Old, William	Professional Lecturer		60,000	CY
Panella, Martha	Professional Lecturer		67,200	CY
Parker, Timothy	Professional Lecturer		97,000	CY
Purnell, Frederick	Professional Lecturer		45,800	CY
Reed, Desiree	Professional Lecturer	Executive Associate Athletic Director	225,000	CY
Reynolds, Jeffrey	Professional Lecturer		145,000	CY
Robertson, Carol	Professional Lecturer	Head Women's Golf Coach	75,000	CY
Robie, Anthony	Professional Lecturer		81,650	CY
Roccaforte, Steven	Professional Lecturer		240,000	CY
Rudd, Lisa	Professional Lecturer		120,000	CY
Sayer, Martin	Professional Lecturer		45,900	CY
Sharp, Brian	Professional Lecturer		47,000	CY
Shaughnessy, Kelsey	Professional Lecturer		40,250	CY
Shimp, Amanda	Professional Lecturer		52,000	CY
Shuman, John	Professional Lecturer		55,000	CY
Smith, Clarence	Professional Lecturer		91,400	CY
Stockwell, Sarah	Professional Lecturer		52,000	CY
Thomas, Benjamin	Professional Lecturer		76,000	CY
Thomas, Nelson	Professional Lecturer		110,000	CY
Transue, Matthew	Professional Lecturer		45,000	CY
Underwood, Casey	Professional Lecturer		75,400	CY
Vaught, Timothy	Professional Lecturer		61,863	CY
Werner, Gregory	Professional Lecturer		110,000	CY
White, Daniel	Professional Lecturer		73,400	CY
Whittaker, Alison	Professional Lecturer		36,700	CY

Department of Athletics

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Wolf, Lyle	Professional Lecturer		70,000	CY
Woodard, Robert	Professional Lecturer		100,000	CY
Young, Perren	Professional Lecturer		37,967	CY
Zabinsky, Jennifer	Professional Lecturer		65,700	CY
Zalewski, Paul	Professional Lecturer		46,400	CY

Executive Vice President and Provost

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Administration</u>				
Finney, Jack	Administrative Professor	Vice Provost	265,200	CY
Rikakis, Thanassis	Administrative Professor		408,000	CY
Holloway, Rachel	Administrative Associate Prof	Vice Provost	190,138	CY
Chambers, Yohna	Administrative Lecturer	Director, Faculty Initiatives	160,352	CY
Daku, Feride	Administrative Lecturer	Director of Finance & Admin	112,200	CY
Dean, Wanda	Administrative Lecturer	Vice Provost	208,080	CY
Hogan, Amy	Administrative Lecturer	Assistant Provost	121,094	CY
Layne, Margaret	Administrative Lecturer	Assistant Provost	106,100	CY
Plummer, Ellen	Administrative Lecturer	Associate Vice Provost Academ Adm	126,000	CY
Smith, Kenneth	Administrative Lecturer	Vice Provost, Res Mgt & Plng	195,000	CY
Byrd, Christina	Professional Lecturer	Project Director	61,600	CY
Coble, Zebulon	Professional Lecturer	Asst Provost for Academic Space	102,400	CY
Earley, Jeffrey	Professional Lecturer	Associate Provost for Finance	140,000	CY
Gabriele, Rachel	Professional Lecturer	Assistant Provost for Faculty Initiatives Policies	90,000	CY
Hertweck, Bryan	Professional Lecturer	BIT Manager	68,500	CY
Mesfin, Mesfin	Professional Lecturer	Project Manager	49,455	CY
Moore, Vicky	Professional Lecturer	Business Manager	55,500	CY
Phillips, Alva	Professional Lecturer	Business Manager	63,380	CY
Stevens, Kenneth	Professional Lecturer	IT Support Technician	47,100	CY
Whitehurst, Stephen	Professional Lecturer	Director of Information Sys	58,800	CY
<u>Center for Instructional Development and Educational Research</u>				
Filer, Kimberly	Professional Lecturer	Assoc Director Strategic Init	81,600	CY
Lusk, Danielle	Professional Lecturer	Associate Director	78,412	CY
Ogle, Gwendolyn	Professional Lecturer	Coord for Teachng Effective	55,850	CY
Shoop, Tiffany	Professional Lecturer	Asst Director of Special Prog	69,655	CY
<u>Center for Survey Research</u>				
Willis, Susan	Senior Research Scientist	Director	88,189	CY
<u>Center for the Arts</u>				
Knapp, Richard	Administrative Professor	Director, ICAT	230,520	CY
Kavanaugh, Andrea	Senior Research Scientist	Sr Research Scientist	37,135	CY
Baum Walker, Liesl	Research Assistant Professor	Research Assistant Professor	69,937	CY
Alarid, Renee	Professional Lecturer	Assoc Director Creative Sys	61,200	CY
Bland, Susan	Professional Lecturer	Lecturer Prof	67,098	CY
Boulter, Jonathan	Professional Lecturer	Assoc Dir of Patron Services	69,655	CY
Crutchfield, Margaret	Professional Lecturer	Curator at Large	87,652	CY
Ducote, Heather	Professional Lecturer	Director of Marketing and Comm	90,873	CY
Duer, Zachary	Professional Lecturer	Immersive Environment Spec	58,783	CY
Ehrlich, David	Professional Lecturer	Lecturer Prof	64,437	CY
Ginn, Raymond	Professional Lecturer	Assoc Director of Programming	69,360	CY

Executive Vice President and Provost

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Hicklin, Meggin	Professional Lecturer	Exhibitions Program Manager	46,000	CY
Scharman, Elizabeth	Professional Lecturer	Director of Administration	102,000	CY
Waalkes, Ruth	Professional Lecturer	Executive Director & Assoc Provost	197,880	CY
Williams, Holly	Professional Lecturer	Prog & Business Ops Manager	71,950	CY
Witney, Douglas	Professional Lecturer	Associate Director of Prod Svs	91,441	CY
<u>College Access Collaborative</u>				
Sanders, Karen	Administrative Lecturer	Associate Vice Provost for Stu Success	177,250	CY
Campos, Mary Grace	Professional Lecturer	Director of Scholar Support	62,042	CY
<u>Diversity and Inclusion</u>				
Pratt-Clarke, Menah	Administrative Professor	Vice Provost & Vice President	280,500	CY
Deramo, Michele	Professional Lecturer	Director. Diversity Ed & Programs	90,000	CY
Schnitzer, Marcy	Professional Lecturer	Asst Provost for Diversity	92,000	CY
<u>Enrollment and Degree Management</u>				
Daku, Lefter	Professional Lecturer	Director, Enrollment Res & Als	102,162	CY
<u>First Year Experience</u>				
Lewis, Mary	Administrative Associate Prof	Assistant Provost, First Year Expr	153,546	CY
Culhane, Jennifer	Professional Lecturer	Director First Yr Academic in	76,500	CY
<u>Institutional Research</u>				
Bush, Kristen	Administrative Lecturer	Assistant Provost	123,720	CY
Catley, Dennis	Professional Lecturer	Lecturer Prof	95,250	CY
Durodoye, Raifu	Professional Lecturer	Research Analyst	66,350	CY
Gile, Roxanne	Professional Lecturer	Lecturer Prof	88,050	CY
Hung, Chang Yu	Professional Lecturer	Lecturer Prof	76,000	CY
McBee, Janice	Professional Lecturer	Lecturer Prof	66,100	CY
Perez, Rebecca	Professional Lecturer	Research Analyst	62,800	CY
Pleitz, Jacob	Professional Lecturer	Research Analyst	59,500	CY
<u>Multicultural Academic Opportunity Program</u>				
Hunter, Monica	Professional Lecturer	Associate Director	45,900	CY
Marshall, Jody	Professional Lecturer	Director	72,963	CY
<u>Office of Assessment and Evaluation</u>				
Culver, Steven	Administrative Lecturer	Associate Provost	133,825	CY
Bodo, Bethany	Professional Lecturer	Associate Director	100,000	CY
Deslauriers, Jessica	Professional Lecturer	Assessment Coordinator	42,200	CY

Executive Vice President and Provost

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Foisy, John	Professional Lecturer	Assistant Director	70,000	CY
Hall, Molly	Professional Lecturer	Assistant Director	63,830	CY
Perkins, Kala	Professional Lecturer	Assistant Director	60,000	CY
Williams, Jaime	Professional Lecturer	Assessment Coordinator	48,000	CY
<u>Office of Summer and Winter Sessions</u>				
Herndon, Michael	Administrative Lecturer	Director	89,336	CY
Jacques, Jenise	Professional Lecturer	Asst Dir, Comm & Public Rel	54,608	CY
Means, Peter	Professional Lecturer	Graphics Designer	52,247	CY
<u>Office of Undergraduate Academic Integrity</u>				
Hall, Jeremy	Professional Lecturer		40,260	CY
Orr, James	Professional Lecturer		97,781	CY
<u>Registrar</u>				
Cridlin, Clyde	Professional Instructor	Instructor Prof	74,321	CY
Costello, Gary	Professional Lecturer	Sr Assoc Registrar	63,291	CY
Langford, Vicki	Professional Lecturer	Assistant Registrar	52,960	CY
Sparks, Richard	Professional Lecturer	Registrar	125,600	CY
Wiseley, Colin	Professional Lecturer	A/V Computer Systems Eng	67,770	CY
<u>Student Athlete Academic Support Services</u>				
Armstrong, Sarah	Professional Lecturer	Senior Associate Director	70,227	CY
Byrd, Cory	Professional Lecturer	Assistant Director	47,592	CY
Gholston, Kendrick	Professional Lecturer	Associate Director	60,180	CY
Jones, Robyn	Professional Lecturer	Learning Specialist	47,048	CY
Mayotte, Matthew	Professional Lecturer	Director of SAASS	102,479	CY
Mitchell, Ryndee	Professional Lecturer	Assistant Director	40,800	CY
Moore, Timothy	Professional Lecturer	Assistant Director	45,422	CY
Steinberg, Mary	Professional Lecturer	Coord Lrgn Assistance Program	51,250	CY
Swanhart, Michael	Professional Lecturer	Associate Director	57,503	CY
Vaccaro, Nicolas	Professional Lecturer	Assistant Director	45,423	CY
<u>The Student Success</u>				
Amal, Tommy	Professional Lecturer	Assistant Director	41,900	CY
Clements, Stephanie	Professional Lecturer		41,820	CY
Grimes, Jessica	Professional Lecturer	Director, Student Success	60,895	CY
McGuire, Dana	Professional Lecturer	Assoc Director Stu Success Ctr	44,126	CY
Mondesir, Sachiel	Professional Lecturer	Assistant Director	41,900	CY
<u>Undergraduate Admissions</u>				
Johnson, Mildred	Administrative Instructor	Associate Vice Provost	139,463	CY
Anders, Kayla	Professional Lecturer	Assistant Director	38,760	CY

Executive Vice President and Provost

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Boyd, Samantha	Professional Lecturer	Department Operations Mgr	60,231	CY
Costa, Lyndsey	Professional Lecturer	Assistant Director	38,104	CY
Cripps, Haley	Professional Lecturer	Assistant Director	32,608	AY
Espinoza, Juan	Professional Lecturer	Director Diversity & Access Init	91,702	CY
Garrett, Alphonso	Professional Lecturer	Assistant Director	48,076	CY
Harris, Jennifer	Professional Lecturer	Director of Communications	57,356	CY
LaPlante, Rebekah	Professional Lecturer	Associate Director	77,682	CY
Milley, Steven	Professional Lecturer	Assistant Director	55,000	AY
Rawlings, Kelly	Professional Lecturer	Associate Director	78,743	CY
St Clair, Kayla	Professional Lecturer	Assistant Director	36,720	CY
St Jean, Albert	Professional Lecturer	Assistant Director	51,181	CY
Todd, Jane	Professional Lecturer	Associate Director	56,970	CY
Wilson, Elizabeth	Professional Lecturer	Asst Director of Undergrad Adm	47,385	CY

Undergraduate Studies

Lewis, Stephanie	Postdoctoral Associate	Postdoctoral Associate	52,530	CY
Vengrin, Courtney	Postdoctoral Associate	Postdoctoral Associate	51,000	CY
Biscotte, Stephen	Professional Lecturer	General Education Coordinator	64,139	CY
Swaby, Keri	Professional Lecturer	Univ Undergrad Res Coordinator	57,600	CY

University Honors Program

McIntyre, Christina	Professional Lecturer	Interim Director	88,547	CY
Shrader, Russell	Professional Lecturer	Associate Director	55,399	CY
Smith, Amber	Professional Lecturer	Assistant Director	42,864	CY
Vandyke, Sara	Professional Lecturer	Assistant Director	44,286	CY

University Academic Advising Center

Smith, Kimberly	Administrative Lecturer	Asst Provost Academic Advising	112,888	CY
Bruce, Herbert	Professional Lecturer	Assoc Dir of Advising & FYE	67,188	CY
Chatham, Janice	Professional Lecturer	Lecturer Prof	52,020	CY
Corea, Kevin	Professional Lecturer	Academic Advisor	41,514	CY
Goetz, Helene	Professional Lecturer	Academic Advisor	65,850	CY
Gray, Bonita	Professional Lecturer	Academic Advisor	41,514	CY
Johnson, Jason	Professional Lecturer	Lecturer Prof	45,769	CY
Matuszek, Elaine	Professional Lecturer	Associate Director	67,708	CY
Sano-Franchini, Dominic	Professional Lecturer	Academic Advisor	46,410	CY
Thomas, Lauren	Professional Lecturer	Academic Advisor	46,410	CY

University Scholarships and Financial Aid

Ahamad, Azhar	Professional Lecturer	Systems Analyst	59,301	CY
Armstrong, Elizabeth	Professional Lecturer	Dir of Univ Scholarships & Financial Aid	125,774	CY

Executive Vice President and Provost

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Hammond, Matthew	Professional Lecturer	Sr Assistant Director	56,350	CY
Hurst, Wade	Professional Lecturer	Asst Director Client Services	44,300	CY
Meehan, Wendy	Professional Lecturer	Assoc Director of Operations	69,350	CY
Schweighart, Matthew	Professional Lecturer	Sr Financial Aid Banner Ops	49,980	CY
<u>Virginia Tech Carilion Health and Medical Education</u>				
Carvalho, Helena	Assistant Professor	Asst Professor CY	99,500	CY
LaConte, Leslie	Assistant Professor	Faculty of Health Sciences Aff	108,225	CY
Learn, Autumn	Administrative Lecturer	Associate Director	61,200	CY
<u>Women's Center</u>				
Foutch, Mallory	Professional Lecturer		42,000	CY
LoMascolo, Anna	Professional Lecturer	Co-Director	74,000	CY
Meltsner, Jessica	Professional Lecturer	Special Projects Coordinator	15,742	AY
Mey, Katelin	Professional Lecturer	Gender-based Violence Prev Crd	45,000	CY
Prince-Sanders, Jessica	Professional Lecturer	Asst Director, Advocacy Svs	52,000	CY
Smith, Christine	Professional Lecturer		71,500	CY
Walters, Traci	Professional Lecturer	Gender Violence Advocacy Coord	45,000	CY

Graduate School

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
<u>Dean - Graduate School</u>						
DePauw, Karen	Administrative Professor	Vice President & Dean of Grad Education	275,400	CY		
Austin, Janice	Professional Lecturer		75,011	CY		
Beane, Dannette	Professional Lecturer		76,288	CY		
Fuller, Sheldon	Professional Lecturer		91,500	CY		
Gibson, Monika	Professional Lecturer	Director, GSSO	89,000	CY		
Grimes, Catherine	Professional Lecturer		59,700	CY		
Lawrence, Kacy	Professional Lecturer		54,500	CY		
McKay, Monique	Professional Lecturer		83,000	CY		
Riegger, Marin	Professional Lecturer		44,200	CY		
Sippel, Jeremy	Professional Lecturer		68,785	CY		
Walton, William	Professional Lecturer		109,500	CY		

Pamplin College of Business

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Accounting and Information Systems</u>				
Barkhi, Reza	Professor		192,660	AY
Belanger, France	Professor	Endowed Professor	204,000	AY
Fan, Weiguo	Professor	Endowed Professor	194,500	AY
Jenkins, James	Professor	Endowed Professor	206,192	AY
Maher, John	Professor	Endowed Professor	304,176	CY
Seago, Wilmer	Professor	Endowed Professor	211,752	AY
Sheetz, Steven	Professor		147,900	AY
Rogers, Nadia	Associate Prof of Practice		89,000	AY
Bhattacharjee, Sudip	Associate Professor	Endowed Professor	195,339	AY
Brozovsky, John	Associate Professor	Endowed Professor	157,080	AY
Salbador, Debra	Associate Professor	Endowed Professor	150,000	AY
Tegarden, David	Associate Professor		145,000	AY
Wallace, Linda	Associate Professor	Endowed Professor	143,000	AY
Almond, Lynn	Assistant Prof of Practice		77,000	AY
Beyer, Brooke	Assistant Professor		179,265	AY
Cobabe, Matthew	Assistant Professor		201,000	AY
Godsell, David	Assistant Professor		201,000	AY
Hansen, Thomas	Assistant Professor		187,000	AY
Hayne, Christie	Assistant Professor		201,000	AY
Huang, Jingjing	Assistant Professor		185,130	AY
Johnson, Eugene	Assistant Professor		179,265	AY
Popova, Velina	Assistant Professor		158,500	AY
Stein, Sarah	Assistant Professor		195,800	AY
Wolfe, Michael	Assistant Professor		185,000	AY
Easterwood, Cintia	Advanced Instructor		80,000	AY
Martin, Eric	Instructor		76,000	AY
Lacoste, Jean	Senior Instructor		77,000	AY
<u>Business - Off Campus Instruction</u>				
Hansson, Dana	Professional Lecturer		78,147	CY
Pinette, Emily	Professional Lecturer		71,400	CY
<u>Business Information Technology</u>				
Badinelli, Ralph	Professor	Endowed Professor	137,706	AY
Cook, Deborah	Professor	Endowed Professor	142,661	AY
Ghandforoush, Parviz	Professor	Director, NOVA MBA PGM	287,819	CY
Ragsdale, Cliff	Professor	Endowed Professor	173,083	AY
Rakes, Terry	Professor	Endowed Professor	175,925	AY
Rees, Loren	Professor	Endowed Professor	195,228	AY
Russell, Roberta	Professor		132,793	AY
Taylor, Bernard	Professor	Department Head & Endowed Professor	301,327	CY
Zobel, Christopher	Professor	Endowed Professor	160,104	AY
Abrahams, Alan	Associate Professor		156,056	AY

Pamplin College of Business

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Deane, Jason	Associate Professor		143,065	AY
Hoopes, Barbara	Associate Professor		112,398	AY
James, Tabitha	Associate Professor		143,096	AY
Khansa, Lara	Associate Professor		176,506	AY
Major, Raymond	Associate Professor		109,552	AY
Matheson, Lance	Associate Professor		114,118	AY
Nottingham, Quinton	Associate Professor		117,238	AY
Seref, Onur	Associate Professor		156,193	AY
Wang, Gang	Associate Professor		154,358	AY
Shen, Wenqi	Assistant Prof of Practice		110,000	AY
Seref, Michelle	Assistant Professor		141,700	AY
Clark, Laura	Advanced Instructor		92,510	AY
Jones, Richard	Advanced Instructor		100,843	AY
Teets, Jay	Instructor		96,400	AY
<u>Dean of Business</u>				
Sumichrast, Robert	Administrative Professor	Dean	485,138	CY
Nakamoto, Kent	Professor	Endowed Professor, & Associate Dean	291,267	CY
Clemenz, Candice	Administrative Assistant Prof	Associate Dean	202,327	CY
Zhang, Sihui	Postdoctoral Associate		40,000	CY
Hunnings, Wanda	Administrative Lecturer	Associate Dean	147,888	CY
Tillar, Thomas	Administrative Lecturer	Special Assistant to the Dean	153,000	CY
Africa, Emily Anne	Professional Lecturer	Director of Recruiting	66,632	CY
Allen, Blair	Professional Lecturer		60,690	CY
Ausman, Kelley	Professional Lecturer		44,340	CY
Borny, Lorraine	Professional Lecturer		48,848	AY
Byrd, Leigh	Professional Lecturer		46,000	CY
Camputaro, Robin	Professional Lecturer		77,303	CY
Carty, Jennifer	Professional Lecturer		73,000	CY
Clevenger, Jennifer	Professional Lecturer		72,208	CY
Collins, Sean	Professional Lecturer		123,350	CY
Daugherty, Richard	Professional Lecturer	Director	120,744	CY
Dickhans, James	Professional Lecturer		93,239	CY
French, Gina	Professional Lecturer		86,850	CY
Gay, Keith	Professional Lecturer		46,900	CY
Hall, Maureen	Professional Lecturer		107,855	CY
Hinders, Theresa	Professional Lecturer		99,820	CY
Maggard, Derick	Professional Lecturer		162,488	CY
Mease, Stuart	Professional Lecturer		124,848	CY
Minford, Christina	Professional Lecturer		43,840	CY
Monday, Justin	Professional Lecturer		52,041	CY
Mosby, Kirsten	Professional Lecturer		47,500	CY
Oldham, Linda	Professional Lecturer		157,530	CY
Ombac, Annabelle	Professional Lecturer		59,670	CY
Osborne, Mary	Professional Lecturer		93,265	CY
Parker, Megan	Professional Lecturer		51,000	CY

Pamplin College of Business

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Ramey, Lindsey	Professional Lecturer		43,840	CY
Rosenberger, Julie	Professional Lecturer		73,950	CY
Wade, Alison	Professional Lecturer		43,343	CY
Wells, Katherine	Professional Lecturer		71,952	CY
Williams, Lorenzo	Professional Lecturer		38,500	AY
<u>Finance, Insurance, and Business Law</u>				
Hiller, Janine	Professor	Endowed Professor	142,759	AY
Kadlec, Gregory	Professor	Endowed Professor	321,665	AY
Keown, Arthur	Professor	Endowed Professor	246,199	AY
Kumar, Raman	Professor	Endowed Professor	206,514	AY
Mansi, Sattar	Professor	Endowed Professor	245,421	AY
Morgan, George	Professor	Endowed Professor	176,019	AY
Patterson, Douglas	Professor		141,038	AY
Pinkerton, John	Professor	Endowed Professor	164,331	AY
Singal, Vijay	Professor	Department Head & Endowed Professor	337,582	CY
Kender, Michael	Professor of Practice		111,052	AY
Klock, Derek	Associate Prof of Practice		85,831	AY
Spicer, Cara	Associate Prof of Practice		87,295	AY
Billingsley, Randall	Associate Professor		153,000	AY
Bonomo, Vittorio	Associate Professor		90,124	AY
Easterwood, John	Associate Professor		150,048	AY
Lel, Ugur	Associate Professor		215,379	AY
Malone, Jason	Assistant Prof of Practice		77,372	AY
Anginer, Deniz	Assistant Professor		194,703	AY
Wang, Tong	Assistant Professor		196,262	AY
Xu, Jin	Assistant Professor		226,723	AY
Ye, Pengfei	Visiting Assistant Professor		184,500	AY
Hart, Brian	Instructor		66,846	AY
<u>Hospitality and Tourism Management</u>				
Khan, Mahmood	Professor		183,386	CY
McGehee, Nancy	Professor	Department Head	207,861	CY
Perdue, Richard	Professor	Endowed Professor	193,538	AY
Uysal, Muzaffer	Professor		140,440	AY
Parsons, Richard	Associate Prof of Practice		83,183	AY
Magnini, Vincent	Associate Professor		127,199	AY
Singal, Manisha	Associate Professor		61,331	AY
Xiang, Zheng	Associate Professor		145,814	AY
Kang, Hee Jung	Assistant Professor		99,669	AY
Knollenberg, Whitney	Instructor		60,000	AY
Feiertag, Howard	Lecturer		38,539	AY
Sexton, James	Lecturer		96,951	CY

Pamplin College of Business

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Management</u>				
Carlson, Kevin	Professor	Department Head	217,876	CY
Gnyawali, Devi	Professor	Endowed Professor	84,117	AY
Markham, Steven	Professor	Endowed Professor	163,800	AY
Seth, Anju	Professor	Endowed Professor	249,570	AY
Wokutch, Richard	Professor	Endowed Professor	192,263	AY
Skripak, Stephen	Professor of Practice		136,200	CY
Kennedy, Reed	Associate Prof of Practice		97,785	CY
Arthur, Jeffrey	Associate Professor		142,140	AY
Beal, Daniel	Associate Professor		159,120	AY
Cobb, Anthony	Associate Professor		125,999	AY
Hatfield, Donald	Associate Professor		139,816	AY
Tegarden, Linda	Associate Professor		124,917	AY
Zimmerman, Ryan	Associate Professor		175,600	AY
Carlson, Kimberly	Assistant Prof of Practice		76,680	CY
O'Donnell, Barry	Assistant Prof of Practice		85,840	CY
Hunt, Richard	Assistant Professor		155,778	AY
Junkunc, Marc	Assistant Professor		84,660	AY
Thakur Wernz, Pooja	Assistant Professor		147,341	AY
Townsend, David	Assistant Professor		155,778	AY
Ward Bartlett, Anna	Assistant Professor		143,500	AY
Cortes, Anastasia	Instructor		57,120	AY
Deck, Margaret	Instructor		47,996	AY
<u>Marketing</u>				
Bagchi, Rajesh	Professor		236,788	AY
Brinberg, David	Professor	Endowed Professor	210,259	AY
Chakravarti, Dipankar	Professor		441,797	AY
Herr, Paul	Professor	Endowed Professor and Department Head	317,184	CY
Sirgy, Mack	Professor		139,253	AY
Collins, Brian	Professor of Practice		121,860	AY
Wertalik, Donna	Associate Prof of Practice		112,242	AY
Coupey, Eloise	Associate Professor		139,676	AY
Pandelaere, Mario	Associate Professor		178,647	AY
Weaver, Kimberlee	Associate Professor		135,107	AY
Chaxel, Anne-Sophie	Assistant Professor		157,653	AY
Jiang, Juncai	Assistant Professor		158,886	AY
May, Frank	Assistant Professor		163,790	AY
Sundie, Jill	Visiting Assistant Professor		142,251	AY
Reilly, Thomas	Advanced Instructor		60,017	AY
Daniloski, Kimberly	Instructor		65,270	AY

President

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Business and Management Systems</u>				
Cooper, George	Administrative Lecturer	Director	110,601	CY
Burroughs, Brock	Professional Lecturer		87,720	CY
Earles, Corey	Professional Lecturer		81,600	CY
Rahmes, Christopher	Professional Lecturer		93,840	CY
<u>Global Forum on Resilience</u>				
Lawrence, Jennifer	Postdoctoral Associate		47,500	CY
<u>Legal Counsel</u>				
Heidbreder, Kay	Administrative Instructor	University Legal Counsel	187,062	CY
Capaldo, Stephen	Administrative Lecturer		93,293	CY
Gess, Mark	Administrative Lecturer		91,991	CY
McClanahan, Marvin	Administrative Lecturer		118,676	CY
Gallagher, Tracey	Professional Lecturer		83,872	CY
<u>President - Admin.</u>				
Earnhart, Eric	Professional Lecturer		98,838	CY
Peterson, Cheryl	Professional Lecturer		98,838	CY
<u>President's Staff</u>				
O'Rourke, Kim	Administrative Lecturer	Chief of Staff	179,720	CY
Yianilos, Christopher	Administrative Lecturer		229,501	CY
Chandler, D'Elia	Professional Lecturer		61,200	CY
Hooper, Elizabeth	Professional Lecturer		107,348	CY
Sands, Timothy D.	Professional Lecturer		527,850	CY
<u>Senior Fellow for Resource Development</u>				
Keeney, Michael	Postdoctoral Associate		49,500	CY
Keeney, Katherine	Professional Lecturer		71,500	CY

Vice President and Executive Director, National Capital Region

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>National Capital Region Operations</u>				
McKnight, Steven	Administrative Professor	Vice President	269,280	CY
Stone, Nicholas	Professor		158,224	CY
Bulka, Lauren	Professional Lecturer		71,980	CY
Davenport, Justin	Professional Lecturer		114,408	CY
Murphy, Dianka	Professional Lecturer		92,657	CY
Sorensen, Mark	Professional Lecturer		74,247	CY
<u>Research Development Team</u>				
Raman, Sanjay	Professor		280,410	CY
Murch, Randall	Professional Lecturer		179,447	CY

Vice President for Administration

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Air Transportation Services</u>				
Berry, Michael	Professional Lecturer		85,749	CY
Light, Michael	Professional Lecturer		80,000	CY
Volk, Adam	Professional Lecturer		80,504	CY
Wright, James	Professional Lecturer		105,000	CY
<u>Alternative Transportation</u>				
Freed, Deborah	Professional Lecturer		79,169	CY
<u>Assistant Vice President for Business Services</u>				
Wilkes, Lisa	Administrative Lecturer	Assistant Vice President	232,254	CY
Hillman, James	Professional Lecturer	Asst Dir of Aux Operations	98,000	CY
McCoy, Robin	Professional Lecturer		107,363	CY
<u>Campus Mail Center</u>				
McCoy, Virginia	Professional Lecturer		72,834	CY
<u>Consulting Services</u>				
Ma, Ping	Professional Lecturer		67,320	CY
Vantine, Stephen	Professional Lecturer		85,280	CY
<u>Emergency Management</u>				
Mulhare, Michael	Administrative Lecturer		170,577	CY
Marinik, Andrew	Professional Lecturer		75,369	CY
<u>Environmental Health and Safety</u>				
Franklin, Lance	Administrative Lecturer		180,385	CY
Coluni, Maribeth	Professional Lecturer		62,281	CY
Conner, Donald	Professional Lecturer		68,346	CY
Imperatore, Frank	Professional Lecturer		71,227	CY
Kroner, Anna	Professional Lecturer		64,677	CY
Layman, Rachel	Professional Lecturer		65,149	CY
Lowe, Robert	Professional Lecturer		66,232	CY
McCall-Miller, Robin	Professional Lecturer		68,379	CY
Mondy, Bernadette	Professional Lecturer		87,989	CY
Pegues, Valerie	Professional Lecturer		57,425	CY
Ritenour, Joey	Professional Lecturer		49,122	CY
Smiley, Douglas	Professional Lecturer		95,378	CY
Soni, Shilpa	Professional Lecturer		59,372	CY
Stevens-Mauldon, Susan	Professional Lecturer		50,663	CY
Waggoner, Charlotte	Professional Lecturer		86,478	CY
Williams, Jeremy	Professional Lecturer		57,112	CY

Vice President for Administration

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Equity and Access</u>				
Arthur, Nikeshia	Professional Lecturer		64,418	CY
Brownlee, Laura	Professional Lecturer		50,000	CY
Moore, Karisa	Professional Lecturer		96,822	CY
Robinson, Dale	Professional Lecturer		76,024	CY
Vickers, Pamela	Professional Lecturer		85,430	CY
<u>Facilities Services Deputy Chief Facilities Office</u>				
Ball, Robin	Professional Lecturer		82,554	CY
Davis, Gannon	Professional Lecturer	Associate Director Facilities Finance	75,058	CY
Hansen, Elizabeth	Professional Lecturer	Director Facilities Finance & Admin	108,711	CY
Stanford, Brian	Professional Lecturer		54,216	CY
Winters, Gregory	Professional Lecturer		46,418	CY
<u>Facilities Services Facilities Operations</u>				
Avagyan, Ruben	Professional Lecturer		98,575	CY
Dietz, Charles	Professional Lecturer		86,882	CY
Hagedorn, James	Professional Lecturer		87,331	CY
Helms, Mark	Professional Lecturer		171,952	CY
Nichols, Byron	Professional Lecturer		113,838	CY
<u>Facilities Services Office of University Planning</u>				
Cochrane, Dennis	Administrative Lecturer		82,563	CY
Arnold, David	Professional Lecturer		73,542	CY
Avis, Kimberly	Professional Lecturer		73,461	CY
Crane, Joseph	Professional Lecturer		73,461	CY
Dunn, Michael	Professional Lecturer		82,545	CY
Mouras, Steven	Professional Lecturer		125,297	CY
Rosenberger, John	Professional Lecturer		62,920	CY
Soileau, Jason	Professional Lecturer		163,669	CY
<u>Facilities Services University Building Official</u>				
Hinson, William	Administrative Lecturer		122,239	CY
Smith, Steven	Professional Lecturer		85,619	CY
Zokaites, Joseph	Professional Lecturer		85,619	CY
<u>Facilities Services University Design and Construction</u>				
Curfiss, Aaron	Professional Lecturer		86,542	CY
Folio, Gerard	Professional Lecturer		84,810	CY
Hoefflein, Joseph	Professional Lecturer		84,043	CY
Jessee, Travis	Professional Lecturer		84,810	CY
McCoy, James	Professional Lecturer		97,263	CY
LaClair, Leigh	Professional Lecturer	Director of University Design and Construction	183,147	CY

Vice President for Administration

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Facilities Services Virginia Tech Electric Service</u>				
Hagy, Carl	Professional Lecturer		80,550	CY
Short, Lynn	Professional Lecturer		81,329	CY
<u>Facilities Services Associate Vice President and Chief Facilities Office</u>				
Kiwus, Christopher	Administrative Lecturer		232,254	CY
McCoy, Heidi	Professional Lecturer	Deputy Chief Facilities Officer	165,248	CY
Taylor, George	Professional Lecturer		185,000	CY
<u>Human Resources</u>				
Cronley, Ann	Professional Lecturer		62,998	CY
Cumberland, Jeffrey	Professional Lecturer		63,906	CY
Epperley, Amy	Professional Lecturer		64,260	CY
Huger, Katelynn	Professional Lecturer		49,080	CY
Irvin, Rodney	Professional Lecturer		102,185	CY
King, Angela	Professional Lecturer		112,015	CY
Leftwich, Sara	Professional Lecturer		67,420	CY
Luketic, Christine	Professional Lecturer		83,004	CY
Mabry, Curtis	Professional Lecturer		96,134	CY
McCoy, Michael	Professional Lecturer		64,919	CY
Petry, Catherine	Professional Lecturer		92,176	CY
Wehner, Kirk	Professional Lecturer		160,919	CY
Yi, Steven	Professional Lecturer		81,560	CY
<u>Information Technology for Administrative Services</u>				
Altman, Jennifer	Professional Lecturer		80,122	CY
Beckett, Malcolm	Professional Lecturer		127,750	CY
Chamberlin, Nathan	Professional Lecturer		64,066	CY
Judy, Aaron	Professional Lecturer		53,755	CY
Smith, Adam	Professional Lecturer		55,076	CY
Thomas, Jonathan	Professional Lecturer		76,281	CY
Vaughn, Leonard	Professional Lecturer		70,906	CY
<u>Organizational Development</u>				
Baker-Lloyd, Lori	Administrative Lecturer		130,996	CY
Cohen, Alicia	Professional Lecturer		83,871	CY
MacQueen, James	Professional Lecturer		68,681	CY
Massey, John	Professional Lecturer		96,087	CY
Mecham, Ross	Professional Lecturer		97,872	CY
<u>Parking Services</u>				
Baker, Jeri	Professional Lecturer		127,375	CY
McCoy, Richard	Professional Lecturer		78,839	CY

Vice President for Administration

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Police</u>				
Foust, Kevin	Administrative Lecturer	Chief of Police	169,914	CY
Babb, William	Professional Lecturer		100,940	CY
Lau, Jamie	Professional Lecturer		75,748	CY
Tuell, Chassidy	Professional Lecturer		40,412	CY
<u>Printing Services</u>				
Akers, Kimberly	Professional Lecturer		53,608	CY
<u>Vice President for Administration</u>				
Kates, Angela	Administrative Lecturer		132,600	CY
Wilson, Sherwood	Administrative Lecturer	Vice President	308,301	CY
Smith, Kayla	Professional Lecturer		76,334	CY

Vice President for Advancement

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Alumni Relations</u>				
Day, Deborah	Administrative Lecturer	Associate Vice President	124,236	CY
Bain, Carolyn	Professional Lecturer	Director, College of Engineering Alumni	54,400	CY
Blevins, Anne	Professional Lecturer	Director of Vet Medicine College Alumni	66,450	CY
Cowell-Lucero, Jamie	Professional Lecturer	Director of CALS Alumni	65,472	CY
Fansler, Gregory	Professional Lecturer	Senior Associate Director and Director of Marketing	77,723	CY
Gilbert, Bonnie	Professional Lecturer	Director of Pamplin COB Alumni	68,850	CY
Harrington, Gwen	Professional Lecturer	Assistant Director, Tours and Sponsorships	51,210	CY
Hutcheson, John	Professional Lecturer	Director of NCR Alumni Relations	74,786	CY
Lafon, Katherine	Professional Lecturer	Director of Alumni Relations	55,169	CY
Marquis, Raleigh	Professional Lecturer		52,020	CY
McCann, Kelly	Professional Lecturer	Assistant Director, Family Relations	51,174	CY
McCauley, Jordan	Professional Lecturer	Assistant Director	45,889	CY
Mills, Angela	Professional Lecturer	Director of CLAHS Alumni	58,790	CY
Walker, Latanya	Professional Lecturer	Director of Multicultural Alumni Programs	55,344	CY
Winston, Matthew	Professional Lecturer		219,300	CY
de Hahn, Tracee	Professional Lecturer		56,100	CY
<u>Licensing and Trademark Administration</u>				
Cole, Kristan	Professional Lecturer		75,480	CY
<u>University Development</u>				
Arsenault, Rhonda	Administrative Lecturer	Associate Vice President	230,256	CY
Gargagliano, Richard	Administrative Lecturer		110,270	CY
Adams, Steven	Professional Lecturer		67,493	CY
Ashton, Julianna	Professional Lecturer		108,650	CY
Badey, Lois	Professional Lecturer	Senior Director of Dev, Ctr for Art	133,952	CY
Bartlett, Christopher	Professional Lecturer		51,000	CY
Bauman, Nena	Professional Lecturer		129,795	CY
Blair, Kimberly	Professional Lecturer		165,000	CY
Bolt, Terry	Professional Lecturer		110,728	CY
Christopoulos, Kim	Professional Lecturer		80,386	CY
Clark, Karin	Professional Lecturer		63,672	CY
Clark, Steven	Professional Lecturer		179,520	CY
Crockett, Crystal	Professional Lecturer		84,247	CY
Davis, A Scott	Professional Lecturer		80,005	CY
Edwards, Erin	Professional Lecturer		146,436	CY
Everett, David	Professional Lecturer		116,401	CY
Frazier, Thomas	Professional Lecturer		48,960	CY
Fritz, Alex	Professional Lecturer		108,857	CY

Vice President for Advancement

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Good, Ciji	Professional Lecturer		78,617	CY
Grove, Benjamin	Professional Lecturer		82,180	CY
Grove, James	Professional Lecturer		77,351	CY
Hamilton, Deborah	Professional Lecturer		115,747	CY
Hart, Natalie	Professional Lecturer		127,500	CY
Hill, Benjamin	Professional Lecturer		70,553	CY
Holden, Randy	Professional Lecturer		99,606	CY
Howland, Timothy	Professional Lecturer	Associate Director	91,143	CY
Hughes, Scott	Professional Lecturer		42,650	CY
Hutchins, Emily	Professional Lecturer	Director of Development	96,076	CY
Kaplan, Kathleen	Professional Lecturer		83,232	CY
Kauhane, Brianna	Professional Lecturer		93,339	CY
Kobia, Holly	Professional Lecturer	Director, Development	102,500	CY
Lambert, Margaret	Professional Lecturer		68,336	CY
Lansden, William	Professional Lecturer		153,000	CY
Lillard, Gerald	Professional Lecturer		93,426	CY
Lyman, Robert	Professional Lecturer		67,539	CY
Martin, Karina	Professional Lecturer		106,899	CY
Matthiessen, Alison	Professional Lecturer		70,000	CY
Meacham, Vernon	Professional Lecturer		113,144	CY
Miers, Jerrad	Professional Lecturer		84,986	CY
Mitchell, Carl	Professional Lecturer		81,549	CY
Morris, Kellie	Professional Lecturer		63,750	CY
Morrison, Mark	Professional Lecturer		85,000	CY
Mosby, Justin	Professional Lecturer		69,697	CY
Motley, Irene	Professional Lecturer		95,446	CY
Moyer, Michael	Professional Lecturer		230,625	CY
Orzolek, Jennifer	Professional Lecturer	Director of Development	123,069	CY
Plum, Brian	Professional Lecturer		61,200	CY
Price, Wynoka Ann	Professional Lecturer		89,000	CY
Raboteau, Albert	Professional Lecturer		72,617	CY
Russell, Mark	Professional Lecturer		67,983	CY
Short, Adam	Professional Lecturer		78,030	CY
Sibiga, Courtney	Professional Lecturer		54,060	CY
Smythers, Robert	Professional Lecturer		108,975	CY
Spracher, David	Professional Lecturer		80,838	CY
Stacy, Erica	Professional Lecturer		57,867	CY
Stewart, JMahl	Professional Lecturer		78,030	CY
Strosnider, Nancy	Professional Lecturer	Dir of Dev Undergrad Education	92,744	CY
Tawney, Janice	Professional Lecturer		68,675	CY
Torget, John	Professional Lecturer		198,900	CY
Torget, Sandra	Professional Lecturer		62,220	CY
Wagner, Nicole	Professional Lecturer		94,737	CY
Wang, Min	Professional Lecturer		75,000	CY
Weaver, Kevin	Professional Lecturer		89,761	CY
Weddle, Lonnie	Professional Lecturer		89,760	CY

Vice President for Advancement

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Wilson, Scott	Professional Lecturer		66,300	CY
Wong, Emily	Professional Lecturer	Associate Director of Development	61,200	CY

University Relations

Owczarski, Mark	Administrative Lecturer		122,400	CY
Vosburgh, Tracy	Administrative Lecturer		236,900	CY
Byron, Paula	Professional Lecturer		94,860	CY
Crichton, Juliet	Professional Lecturer		54,567	CY
Crow, Cecelia	Professional Lecturer		71,248	CY
Durham, Joseph	Professional Lecturer		103,098	CY
Elliott, Sarah	Professional Lecturer		115,000	CY
Foy, William	Professional Lecturer		85,841	CY
Gehrt, Catherine	Professional Lecturer	Communications Director	76,938	CY
Gleixner, Glenn	Professional Lecturer		115,981	CY
Gray, Cynthia	Professional Lecturer		77,132	CY
Henson, Connie	Professional Lecturer		63,293	CY
Jackson, John	Professional Lecturer		98,053	CY
Jackson, Joshua	Professional Lecturer		81,151	CY
Lemire, Edmund	Professional Lecturer		58,064	CY
Lovegrove, Richard	Professional Lecturer		60,343	CY
Mackay, Steven	Professional Lecturer	Director of Communications	70,720	CY
Micale, Barbara	Professional Lecturer		75,604	CY
Neff-Henderson, Laura	Professional Lecturer		78,540	CY
Norris, Bobbie	Professional Lecturer		88,049	CY
Parker, Jonathan	Professional Lecturer		46,652	CY
Pastor, John	Professional Lecturer		100,000	CY
Soucy, Brandon	Professional Lecturer		71,379	CY
Stith, Randall	Professional Lecturer		104,749	CY
Stowe, Michael	Professional Lecturer		83,640	CY
Tuel, Jesse	Professional Lecturer		72,313	CY
Whaley, Sherrie	Professional Lecturer		71,937	CY
White, Steven	Professional Lecturer		63,725	CY

Vice President for Development

Phlegar, Charles	Administrative Lecturer		647,700	CY
Hayes, Angela	Professional Lecturer		125,700	CY

Vice President for Finance and Chief Financial Officer

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Budget and Financial Planning</u>				
Hodge, Timothy	Administrative Lecturer	Assistant Vice President	200,312	CY
Hundley, Travis	Administrative Lecturer	Director of Budget Operations	118,462	CY
Cox, Amberson	Professional Lecturer	Budget Analyst	54,600	CY
Garber, Brian	Professional Lecturer	Special Projects Manager	85,500	CY
Heath, Harvey	Professional Lecturer	Ass Dir of E&G Operations	97,935	CY
Page, Angela	Professional Lecturer	Budget Manager	87,092	CY
Shepard, Brennan	Professional Lecturer	Director for Financial Planning	106,132	CY
VandeVord, Todd	Professional Lecturer	Sr. Financial Planning Analyst	89,073	CY
<u>Bursar</u>				
West, Melinda	Administrative Lecturer	University Bursar	133,784	CY
Low, Jesse	Professional Lecturer	Account Analyst	49,152	CY
<u>Controller</u>				
Miller, Kenneth	Administrative Lecturer	Assistant Vice President for Finance & Controller	215,730	CY
Alexander, Diana	Professional Lecturer	Cost Accounting Manager	77,900	CY
Assad, Lisa	Professional Lecturer		89,581	CY
Connelly, Alexis	Professional Lecturer	Assistant Payroll Manager	71,379	CY
King, Stacy	Professional Lecturer	Director, General Accounting	97,977	CY
Linkous, Kimberly	Professional Lecturer	Manager Finance Policies and Analysis	85,372	CY
Sapp, Karen	Professional Lecturer		59,288	CY
Saylor, Rebekah	Professional Lecturer	Manager of Fixed Assets	91,308	CY
Schoner, Jenni	Professional Lecturer	Senior Programmer Analyst	74,801	CY
Shelor, Leisa	Professional Lecturer	Director of Payroll	98,808	CY
Smith, Brian	Professional Lecturer	Internal Controls Director/ARMICS Coordinator	81,870	CY
Starling, Barbara	Professional Lecturer	Associate Controller	111,948	CY
Vest, Wendell	Professional Lecturer	Associate Controller, Accounting Operations	151,097	CY
<u>Finance and Foundation Support - Administration</u>				
Meacham, Nancy	Professional Lecturer	Project Manager	72,132	CY
<u>Investments and Debt Management</u>				
Cusimano, John	Administrative Lecturer	University Treasurer & Associate Vice President	243,984	CY
Walsh, Michael	Professional Lecturer		117,300	CY
<u>Procurement</u>				
Helmick, Mary	Administrative Lecturer	Director of Procurement	148,484	CY
Sutphin, Bonnie	Professional Lecturer	Associate Director for Operations	106,539	CY

Vice President for Finance and Chief Financial Officer

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Risk Management</u>				
Douglas, Ellen	Professional Lecturer	Director of Risk Management	121,246	CY
<u>Strategic Initiative and Business Analysis</u>				
Crotts, David	Professional Lecturer	Assistant Director	87,997	CY
<u>University Internal Audit</u>				
Kurek, Sharon	Administrative Lecturer	Director of Internal Audit	184,756	CY
Abplanalp, William	Professional Lecturer	Audit Manager	94,608	CY
Daniels, Brian	Professional Lecturer	Associate Director - Internal Audit	141,302	CY
Dean, Michael	Professional Lecturer		91,800	CY
Fulk, Carolyn	Professional Lecturer	Principal Auditor for Special Projects	84,351	CY
Orren, David	Professional Lecturer		53,025	CY
Teglas, Jonathan	Professional Lecturer		65,443	CY
<u>Vice President for Finance</u>				
Broyden, Robert	Administrative Lecturer	Assistant Vice President	169,062	CY
Shelton, Millard	Administrative Lecturer	Vice President	333,007	CY
Belcher, William	Professional Lecturer	University Coordinator of Business Practices	96,064	CY
Greer, Deborah	Professional Lecturer	Business Manager	81,550	CY
Huff, Stephen	Professional Lecturer		53,800	CY
Hundley, Jennifer	Professional Lecturer	Capital Program Budget Manager	79,213	CY
Johnson, Jeannette	Professional Lecturer		71,355	CY
Mann, Robert	Professional Lecturer	Assistant Director of Capital Assets	86,370	CY
Ruble, Charles	Professional Lecturer		75,280	CY
Sharma, Savita	Professional Lecturer	Chief of Staff	113,300	CY
Sumpter, Jerry	Professional Lecturer	Director of Finance Information Technology	112,639	CY

Vice President for Information Technology and Chief Information Officer

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Advanced Research Computing</u>				
Herdman, Terry	Administrative Professor	Associate Vice President	216,626	CY
Worley, Gary	Administrative Lecturer	Director	100,296	CY
Agarwala, Vijay	Professional Lecturer		145,650	CY
Arsenault, Lance	Professional Lecturer		66,320	CY
Gardner, Mark	Professional Lecturer		123,358	CY
Krometis, Justin	Professional Lecturer		96,200	CY
Liles, Nathan	Professional Lecturer		73,000	CY
Marshall, Michael	Professional Lecturer		104,500	CY
McClure, James	Professional Lecturer		110,500	CY
Polys, Nicholas	Professional Lecturer		115,000	CY
Rajamohan, Srijiith	Professional Lecturer		88,000	CY
Romanella, Alana	Professional Lecturer		48,000	CY
Settlage, Robert	Professional Lecturer		100,000	CY
Woodruff, Brent	Professional Lecturer		80,000	CY
<u>Collaborative Computing Solutions</u>				
DeBonis, Marcus	Professional Lecturer		127,500	CY
Shively, Christopher	Professional Lecturer		80,000	CY
<u>Communications Network Services</u>				
Brown, Eric	Professional Lecturer		107,500	CY
Dougherty, William	Professional Lecturer		153,001	CY
Hach, Richard	Professional Lecturer		114,001	CY
Potters, Rachel	Professional Lecturer		78,110	CY
Rodgers, Patricia	Professional Lecturer		127,902	CY
<u>Enterprise Systems</u>				
Crockett, Randal	Administrative Instructor		112,250	CY
Fulton, Deborah	Administrative Lecturer	Associate Vice President	172,000	CY
Aedla, Sukesh Reddy	Professional Lecturer		63,000	CY
Becksted, Patricia	Professional Lecturer		75,780	CY
Brewster, Jeffrey	Professional Lecturer		87,750	CY
Buhrdorf, Kevin	Professional Lecturer		101,350	CY
Campbell, Allen	Professional Lecturer		133,000	CY
Carpenter, Andrew	Professional Lecturer		95,880	CY
Carpenter, Michael	Professional Lecturer		80,600	CY
Castle, Steven	Professional Lecturer		88,525	CY
Chandler, Scott	Professional Lecturer		61,200	CY
Clemons, Jason	Professional Lecturer		65,005	CY
Conner, Sabrina	Professional Lecturer		59,500	CY
Covey, Lucas	Professional Lecturer		97,000	CY
Cupp, Matthew	Professional Lecturer		65,280	CY
Durrani, Hashim	Professional Lecturer		88,800	CY
Ellison, Ryan	Professional Lecturer		70,340	CY

Vice President for Information Technology and Chief Information Officer

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Elmore, Bethany	Professional Lecturer		71,000	CY
Ervine, Michelle	Professional Lecturer		75,780	CY
Feng, Rui	Professional Lecturer		62,000	CY
Fenn, Russell	Professional Lecturer		91,100	CY
Ferrell, Jonathan	Professional Lecturer		56,000	CY
Flora, Michael	Professional Lecturer		64,500	CY
Godbole, Anushree	Professional Lecturer		60,180	CY
Hall, Vicki	Professional Lecturer		82,500	CY
Herr, Christian	Professional Lecturer		65,380	CY
Herrington, Amanda	Professional Lecturer		92,500	CY
Herrington, William	Professional Lecturer		67,320	CY
Howard, Andrea	Professional Lecturer		64,375	CY
Ingram, Henry	Professional Lecturer		73,850	CY
Johnson, Debra	Professional Lecturer		106,000	CY
Johnson, Kara	Professional Lecturer		65,000	CY
Linkous, Janet	Professional Lecturer		109,450	CY
Mallikarjunan, Vijayalakshmi	Professional Lecturer		60,757	CY
McClafferty, Mark	Professional Lecturer		68,515	CY
Mihai, Mihaela	Professional Lecturer		63,000	CY
Peery, Stephen	Professional Lecturer		100,540	CY
Pena, Ariel	Professional Lecturer		72,115	CY
Penland, Ernest	Professional Lecturer		109,800	CY
Quintin, Richard	Professional Lecturer		112,200	CY
Ratliff, Andrew	Professional Lecturer		64,680	CY
Rush, Jennifer	Professional Lecturer		73,500	CY
Sanborn, Brent	Professional Lecturer		65,280	CY
Schlieper, Elizabeth	Professional Lecturer		57,120	CY
Schulte, Michael	Professional Lecturer		63,700	CY
Shrestha, Jitendra	Professional Lecturer		81,600	CY
Slate, Michael	Professional Lecturer		63,500	CY
Smith, Arnold	Professional Lecturer		114,000	CY
Smith, Kimberly	Professional Lecturer		91,200	CY
Wilson, Glenda	Professional Lecturer		57,165	CY

Experience and Engagement

Correa-Becker, Angela	Professional Lecturer		56,000	CY
Davis, Kevin	Professional Lecturer		71,200	CY
Gilbert, Claire	Professional Lecturer		119,000	CY
Hurley, Carol	Professional Lecturer		67,100	CY
Landreth, Joyce	Professional Lecturer		94,200	CY
Sheppard, Anne	Professional Lecturer		69,100	CY

Identity Management Services

Herrington, Karen	Professional Lecturer		98,260	CY
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Vice President for Information Technology and Chief Information Officer

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Information Technology Acquisitions</u>				
Branscome, Patricia	Professional Lecturer		83,733	CY
Kemp, Jerri	Professional Lecturer		74,000	CY
<u>Management</u>				
Parikh, Sanjiv	Professional Lecturer		61,000	CY
<u>Secure Enterprise Technology Initiatives</u>				
Dunker, Mary	Administrative Lecturer		139,500	CY
Addison, Marvin	Professional Lecturer		73,200	CY
Anderson, Michael	Professional Lecturer		84,660	CY
Conley, Wesley	Professional Lecturer		67,100	CY
Fisher, Daniel	Professional Lecturer		94,600	CY
Kethineedi, Kalpana	Professional Lecturer		75,581	CY
Long, Brian	Professional Lecturer		83,640	CY
Memisyazici, Erdem	Professional Lecturer		52,410	CY
Rooney, Kevin	Professional Lecturer		102,663	CY
<u>Security</u>				
Lancaster, Elizabeth	Professional Lecturer		75,000	CY
Lang, Jeffry	Professional Lecturer		80,100	CY
Marchany, Randolph	Professional Lecturer		140,000	CY
Raymond, David	Professional Lecturer		127,000	CY
Tilley, Richard	Professional Lecturer		110,700	CY
Tunison, Amy	Professional Lecturer		68,300	CY
<u>Systems Engineering and Administration</u>				
Akers, Joshua	Professional Lecturer		71,400	CY
Sawyers, Brandon	Professional Lecturer		80,700	CY
Snapp, Christopher	Professional Lecturer		87,000	CY
<u>Technology-enhanced Learning and Online Strategies</u>				
Sanders, William	Administrative Assistant Prof		109,905	CY
Pike, Dale	Administrative Lecturer		148,000	CY
Baab, Lujean	Professional Lecturer		99,285	CY
Bond, Mark	Professional Lecturer		83,164	CY
Broniak, Brian	Professional Lecturer		99,000	CY
Brunton, Kelsey	Professional Lecturer		50,985	CY
Burns, Gary	Professional Lecturer		95,000	CY
Chittenden, Timothy	Professional Lecturer		81,003	CY
Connell, Caroline	Professional Lecturer		45,851	CY
Cui, Guoqiang	Professional Lecturer		50,898	CY
Dickert, Robert	Professional Lecturer		82,174	CY
Doughty, Lee	Professional Lecturer		63,300	CY
Edmison, Kenneth	Professional Lecturer		88,000	CY

Vice President for Information Technology and Chief Information Officer

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Gilmore, Eric	Professional Lecturer		71,100	CY
Griffin, Ian	Professional Lecturer		55,530	CY
Hestnes, Oddbjoern	Professional Lecturer		56,200	CY
Hu, Deyu	Professional Lecturer		61,064	CY
Inman, Donald	Professional Lecturer		59,373	CY
Kelley, Cynthia	Professional Lecturer		86,200	CY
Kensler, Jonathan	Professional Lecturer		61,700	CY
Louvet, Matthew	Professional Lecturer		50,898	CY
McCrery, Kenneth	Professional Lecturer		128,000	CY
Meese, Jack	Professional Lecturer	Asst Director Comp Sys Admin	73,000	CY
Miller, Christa	Professional Lecturer		53,500	CY
Najdi, Jihane	Professional Lecturer		71,100	CY
Nino, Miguel	Professional Lecturer		50,898	CY
Ogle, Jeffrey	Professional Lecturer		88,879	CY
Overton, Stephanie	Professional Lecturer		56,200	CY
Summers, Teggina	Professional Lecturer	Interim Director	88,000	CY
Thacker, April	Professional Lecturer		54,458	CY
Tweedt, Andrew	Professional Lecturer		61,040	CY
Upham, Donald	Professional Lecturer		47,700	CY
Warnick, Quinn	Professional Lecturer		90,000	CY
Williams, Daron	Professional Lecturer		62,231	CY
Yaffe, Daniel	Professional Lecturer		50,898	CY
Zaldivar, Marc	Professional Lecturer		70,249	CY
Zhang, Jianqiang	Professional Lecturer		50,898	CY
Zhang, Ruiling	Professional Lecturer		54,200	CY
deWindt, William	Professional Lecturer		69,600	CY
<u>Telecommunications Auxiliary</u>				
Harris, Carl	Administrative Lecturer		176,500	CY
Smith, Roy	Administrative Lecturer		91,975	CY
Copenhaver, Kristin	Professional Lecturer		78,500	CY
Crowder, Jeffrey	Professional Lecturer		168,000	CY
Fotedar, Ajinkya	Professional Lecturer		74,000	CY
Gausepohl, Kimberly	Professional Lecturer		74,200	CY
<u>Vice President for Information Technology - Administration</u>				
Midkiff, Scott	Administrative Professor	Vice President	314,315	CY
Krallman, John	Administrative Lecturer		135,500	CY
Irwin, Michael	Professional Lecturer		80,500	CY
Kobezak, Philip	Professional Lecturer		86,000	CY
Kroll, Gregory	Professional Lecturer		96,417	CY
Mitchell, Jeffery	Professional Lecturer		84,507	CY
Ransbottom, Jeffrey	Professional Lecturer		167,000	CY
van Gelder, Brenda	Professional Lecturer		123,000	CY

Vice President for Outreach and International Affairs

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Continuing and Professional Education</u>				
Barker, Ashley	Professional Lecturer		60,960	CY
Carter, Jennifer	Professional Lecturer		89,091	CY
Cruikshank, Dana	Professional Lecturer		62,424	CY
Jobst, Shelly	Professional Lecturer		88,832	CY
Weimer, Scott	Professional Lecturer		109,829	CY
<u>Economic Development</u>				
Lyon-Hill, Sarah	Professional Lecturer		44,737	CY
Mohammed, Afroze	Professional Lecturer		110,390	CY
Provo, John	Professional Lecturer		132,307	CY
Tate, Anthony	Professional Lecturer	Associate Director of Economic Development	76,413	CY
Travis, Elli	Professional Lecturer		42,756	CY
<u>Engagement Administration</u>				
Gruber, Nancy	Professional Lecturer		89,675	CY
Mahaney, Lisa	Professional Lecturer		56,703	CY
<u>Engagement Administration</u>				
Short, Susan	Administrative Lecturer	Associate Vice President	173,128	CY
<u>Global Education Office</u>				
Coffren, Rommelyn	Professional Lecturer		47,962	CY
Fitzgerald, Rachel	Professional Lecturer		49,597	CY
Johansson, Theresa	Professional Lecturer		87,380	CY
Penson, Randy	Professional Lecturer		49,907	CY
Pruitt, William	Professional Lecturer		48,923	CY
Watts, Chelsey	Professional Lecturer		49,686	CY
<u>Global Initiatives</u>				
Markgraf, Karl	Administrative Lecturer		152,775	CY
<u>Hampton Roads Centers</u>				
Hanlin, Lesa	Professional Lecturer		90,723	CY
<u>International Support Services</u>				
Leuschner, Ian	Professional Lecturer		79,532	CY
Neese, Dena	Professional Lecturer		66,430	CY

Vice President for Outreach and International Affairs

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>International Research Education and Development</u>				
Christie, Maria Elisa	Research Scientist		89,495	CY
Vaughan, Larry	Research Scientist		91,140	CY
Crowder, Loy	Administrative Lecturer		148,190	CY
Al-Daily, Wafa	Professional Lecturer		53,314	CY
Ball, Gene	Professional Lecturer		92,173	CY
Foreman, James	Professional Lecturer		80,898	CY
Hassouna, Khaled	Professional Lecturer		69,114	CY
Muniappan, Rangaswamy	Project Director		125,609	CY
Fayad, Amer	Senior Research Associate		73,573	CY
Mullei, Maria	Senior Project Associate		100,258	CY
Neilan, Angela	Senior Project Associate		81,468	CY
<u>Language and Culture Institute</u>				
Bentahar, Adil	Instructor		38,250	AY
Bobal, Christine	Instructor		40,778	AY
Capone, Caitlin	Instructor		37,853	AY
Chrisman, Ada	Instructor		37,853	AY
Freday, Mary	Instructor		40,427	AY
Ghaderi, Aniseh	Instructor		44,480	AY
Gurdal, Pinar	Instructor		43,096	AY
Hand, Deirdre	Instructor		36,720	AY
Jaffie-Shupe, Lily	Instructor		40,800	AY
Moore, Donita	Instructor		41,044	AY
Offenberger, Kama	Instructor		37,835	AY
Back, Donald	Professional Lecturer		119,192	CY
Bowles, Elizabeth	Professional Lecturer		59,720	CY
Bratichko, Guennadi	Professional Lecturer		55,534	CY
Dandrow, Charlene	Professional Lecturer		61,678	CY
Ducote, Bryan	Professional Lecturer		72,959	CY
Mathieson, Richard	Professional Lecturer		54,002	CY
McGee, Jeanne	Professional Lecturer		61,350	CY
Moore, Eric	Professional Lecturer		52,964	CY
Neu, Susan	Professional Lecturer		53,585	CY
Nottingham, Jacqueline	Professional Lecturer		56,238	CY
Paredes, Elsie	Professional Lecturer		65,056	CY
Schreiber, Sondra	Professional Lecturer		49,768	CY
Smart-Smith, Pamela	Professional Lecturer		55,398	CY
Todd, Andrea	Professional Lecturer		76,700	CY
<u>Reynolds Homestead</u>				
Steele, Julie	Professional Lecturer		78,447	CY

Vice President for Outreach and International Affairs

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Richmond Center</u>				
Harrison, Kimberly	Professional Lecturer		58,431	CY
Lubin, Melissa	Professional Lecturer		114,437	CY
<u>TRiO Programs</u>				
Lyle, Joseph	Project Associate		45,799	CY
Puryear, Jason	Project Associate		44,880	CY
Scott, Arlethea	Project Associate		43,984	CY
Umbarger-Wells, Sarah	Project Associate		46,600	CY
Andrews, Kimberly	Project Director		73,941	CY
<u>The Inn at Virginia Tech and Skelton Conference Center</u>				
Wash, Artis	Professional Lecturer		68,666	CY
<u>Vice President for Outreach - Administration</u>				
Ghosh, Guruprasad	Administrative Lecturer	Vice President for Outreach & Int'l Affairs	255,000	CY
Swan, Jane	Administrative Lecturer		120,985	CY
Brunais, Andrea	Professional Lecturer		77,300	CY
<u>Virginia Tech Roanoke Center</u>				
Nease, Joshua	Project Associate		43,708	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Animal Care</u>				
Robert, Barry	Administrative Lecturer		200,123	CY
Settlage, Julie	Professional Lecturer		106,896	CY
<u>Fralin Life Science Institute</u>				
Clarke, Jean	Professional Lecturer		81,151	CY
Hirt, Oliver	Professional Lecturer		78,983	CY
Key, Lindsay	Professional Lecturer		61,276	CY
Webster, Janet	Professional Lecturer		98,153	CY
Schoenholtz, Gloria	Research Associate		55,061	CY
DeCourcy, Kristi	Senior Research Associate		76,970	CY
<u>Hume Center</u>				
McGwier, Robert	Research Professor		208,913	CY
Michaels, Alan	Research Associate Professor		181,900	CY
Headley, William	Research Scientist		97,000	CY
Abdel Hadi, Ahmed	Research Assistant Professor		90,000	CY
Ernst, Joseph	Research Assistant Professor		113,655	CY
Gantt, Kira	Professional Lecturer		98,100	CY
Thompson, Christie	Professional Lecturer		120,483	CY
Moy, Geoffrey	Project Associate		64,333	CY
Rowe, Sonya	Project Associate		69,309	CY
Sprick, Jonathan	Project Associate		130,000	CY
DePoy, Daniel	Research Associate		74,417	CY
Karra, Kiran	Research Associate		116,740	CY
Krauss, Thomas	Research Associate		167,333	CY
Leffke, Zachary	Research Associate		87,594	CY
O'Shea, Timothy	Research Associate		150,856	CY
Sterne, Kevin	Research Associate		73,899	CY
Ziegler, Joseph	Research Associate		133,012	CY
Fowler, Michael	Senior Research Associate		106,241	CY
Goodwin, Mark	Senior Research Associate		179,921	CY
Koehn, Thaddeus	Senior Research Associate		118,061	CY
Vondal, Matthew	Senior Research Associate		139,013	CY
Waltz, Edward	Senior Research Associate		210,000	CY
Callsen, Christine	Senior Project Associate		96,962	CY
Graham, Justus	Senior Project Associate		116,613	CY
Hutton, Claude	Senior Project Associate		143,013	CY
Poetter, Alexandra	Senior Project Associate		103,731	CY
Pokorski, James	Senior Project Associate		99,517	CY
<u>Institute for Critical Technology and Applied Science</u>				
Duma, Stefan	Professor	Department Head & Endowed Professor	397,829	CY
Yan, YongKe	Research Assistant Professor		66,300	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Blanks, Mark	Professional Lecturer		162,750	CY
Cisek, Dawn	Professional Lecturer		71,822	CY
Craig, Ann	Professional Lecturer		134,682	CY
Greene, Jon	Professional Lecturer		186,283	CY
Lawless, Monika	Professional Lecturer		121,419	CY
Mooney, Rose	Professional Lecturer	Executive Director - MAAP	184,040	CY
Nelsen, Eleanor	Professional Lecturer		57,783	CY
Verbrugge, Ross	Professional Lecturer		93,000	CY
Kenny, William	Project Associate		71,400	CY
Mayer, Brian	Project Associate		67,600	CY
Tomlin, Jennifer	Project Associate		71,265	CY
Wade, Melissa	Project Associate		60,378	CY
Burton, Matthew	Research Associate		86,700	CY
Kriz, Andrew	Research Associate		61,200	CY
Chen, Aijie	Senior Research Associate		70,000	CY
Coggin, John	Senior Research Associate		91,756	CY
McCartney, Stephen	Senior Research Associate		76,670	CY
Winkler, Christopher	Senior Research Associate		77,601	CY
Beeby, Jeffrey	Senior Project Associate		99,224	CY
Grove, Dennis	Senior Project Associate		94,256	CY
Hull, Matthew	Senior Project Associate		104,222	CY
Tysor, Christine	Senior Project Associate	Project Manager	83,000	CY

Institute for Society, Culture, and Environment

Orden, David	Professional Professor		174,324	CY
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Macromolecules and Interfaces

Long, Timothy	Professor	Director of MII	241,108	CY
Carfagna, Charles	Postdoctoral Associate		43,768	CY
Carpenetti, Tiffany	Professional Lecturer		55,000	CY

Office of Research Compliance

Moore, David	Professional Associate Prof	Associate Vice President	197,431	CY
Allen, Regina	Professional Lecturer		62,583	CY
Brady, David	Professional Lecturer		129,516	CY
Chen, Ling	Professional Lecturer		52,399	CY
Dunbar, Joshua	Professional Lecturer		65,000	CY
Kendrick, Michael	Professional Lecturer		74,197	CY
Leake, Timothy	Professional Lecturer		94,420	CY
Papenfuss, Carmen	Professional Lecturer		75,549	CY
Phelps, Christopher	Professional Lecturer		65,000	CY
Talerico, John	Professional Lecturer		81,175	CY
Trent, Jewel	Professional Lecturer		52,419	CY
Trout, Stephanie	Professional Lecturer		63,507	CY

Research/Interdisciplinary Program- Administration

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Ekkad, Srinath	Administrative Professor	Associate VP for Research & Endowed Professor	234,498	CY
Garner, Harold	Administrative Professor		355,411	CY
Mayer, Theresa	Administrative Professor		331,500	CY
Bucy, Linda	Administrative Lecturer	Assistant Vice President	157,009	CY
Byrd, Kimberly	Professional Lecturer		78,425	CY
Daniel, Martin	Professional Lecturer		181,493	CY
Degnan, Megan	Professional Lecturer		52,500	CY
Dunavant, Christopher	Professional Lecturer		100,012	CY
Gauville, Pierre	Professional Lecturer		85,000	CY
Hall, Machele	Professional Lecturer		84,100	CY
Memisyazici, Aras	Professional Lecturer		81,552	CY
Muse, Sandra	Professional Lecturer		104,447	CY
Ratcliffe, Victoria	Professional Lecturer		77,176	CY
Sedlak, Neil	Professional Lecturer		111,002	CY
Spangler, Cynthia	Professional Lecturer		87,500	CY
Tranter, Elizabeth	Professional Lecturer	Associate Vice President for Research Planning	141,398	CY
<u>Sponsored Programs</u>				
Amin, Divyabala	Professional Lecturer		80,397	CY
Cochrane, Christina	Professional Lecturer		69,300	CY
Cutlip, Michael	Professional Lecturer		54,199	CY
Davis, Nevada	Professional Lecturer		58,110	CY
Farmer, Shannell	Professional Lecturer		71,391	CY
Fitzgerald, Cecil	Professional Lecturer		90,700	CY
Lee, Kangja	Professional Lecturer		66,500	CY
Lovell, Britton	Professional Lecturer		68,100	CY
Magruder, Lauren	Professional Lecturer		91,891	CY
Rudd, John	Professional Lecturer	Assistant Vice President for Sponsored Programs	157,965	CY
Steen, Anna	Professional Lecturer		70,000	CY
Strickland, Catherine	Professional Lecturer		60,000	CY
Upadhyaya, Kamala	Professional Lecturer		137,500	CY
Wright, Emmett	Professional Lecturer		56,284	CY
<u>Technology Transfer</u>				
Bonadeo, Mary Ann	Professional Lecturer		62,532	CY
Brewer, Grant	Professional Lecturer		102,789	CY
Chen, Li	Professional Lecturer		85,176	CY
Miller, Michael	Professional Lecturer		114,564	CY
Whitehead, Robert	Professional Lecturer		114,564	CY
<u>Virginia Bioinformatics Institute</u>				
Barrett, Christopher	Administrative Professor		383,418	CY
Eubank, Stephen	Professor		220,646	CY
Higdon, David	Professor		310,376	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Hoeschele, Ina	Professor		150,001	CY
Keller, Sallie	Professor		343,345	CY
Marathe, Achla	Professor		178,222	CY
Marathe, Madhav	Professor		295,247	CY
Reidys, Christian	Professor		211,658	CY
Bassaganya-Riera, Josep	Research Professor		220,619	CY
Hefta, Stanley	Research Professor		179,102	CY
Shipp, Stephanie	Research Professor		269,280	CY
Lancaster, Vicki	Senior Research Scientist		153,000	CY
Mortveit, Henning	Associate Professor		149,242	CY
Vullikanti, Anil	Associate Professor		160,599	CY
Chen, Jiangzhuo	Research Associate Professor		143,284	CY
Hontecillas-Magarzo, Raquel	Research Associate Professor		107,753	CY
Lewis, Bryan	Research Associate Professor		147,793	CY
Michalak, Pawel	Research Associate Professor		111,750	CY
Orr, Mark	Research Associate Professor		147,798	CY
Xie, Hehuang	Research Associate Professor		108,466	CY
Gupta, Sandeep	Research Scientist		98,168	CY
Kale, Shiv	Research Scientist		80,137	CY
Karyala, Saikumar	Research Scientist		102,604	CY
Khan, Md-Abdul	Research Scientist		105,780	CY
Kuhlman, Christopher	Research Scientist		120,216	CY
Nordberg, Eric	Research Scientist		103,090	CY
Rezazadegan, Reza	Research Scientist		81,600	CY
Schroeder, Aaron	Research Scientist		140,226	CY
Wilson, Amanda	Research Scientist		117,149	CY
Goldstein, Joshua	Postdoctoral Associate		66,300	CY
Li, Jiaxian	Postdoctoral Associate		56,100	CY
Molfinio, Emily	Postdoctoral Associate		66,300	CY
Pal, Anamitra	Postdoctoral Associate		63,130	CY
Pires, Bianica	Postdoctoral Associate		66,300	CY
Ren, Yihui	Postdoctoral Associate		61,399	CY
Venkatramanan, Srinivasan	Postdoctoral Associate		61,533	CY
Ziemer, Kathryn	Postdoctoral Associate		66,300	CY
Abedi, Vida	Research Assistant Professor		94,000	CY
Adiga, Abhijin	Research Assistant Professor		88,166	CY
Hoops, Stefan	Research Assistant Professor		114,795	CY
Huang, Wenda	Research Assistant Professor		91,800	CY
Korkmaz, Gizem	Research Assistant Professor		126,684	CY
Mao, Chunhong	Research Assistant Professor		114,277	CY
Swarup, Samarth	Research Assistant Professor		113,559	CY
Wattam, Alice	Research Assistant Professor		123,905	CY
Coble, Lauren	Administrative Lecturer		184,050	CY
Correll, Linda	Professional Lecturer		87,858	CY
Felton, Clifton	Professional Lecturer		104,550	CY
Gibbs, William	Professional Lecturer		87,642	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Lawson, Sharon	Professional Lecturer		103,113	CY
Robinson, Rachel	Professional Lecturer		64,821	CY
Shinpaugh, Kevin	Professional Lecturer		153,880	CY
Trent, Tiffany	Professional Lecturer		58,939	CY
Dixon, Jonathan	Project Associate		83,428	CY
Lawrence-Kuether, Maureen	Project Associate		49,317	CY
Liu, Dan	Project Associate		74,066	CY
Schulman, Julie	Project Associate		71,980	CY
Kenyon, Ronald	Project Director		126,327	CY
Borkowski, Dominik	Research Associate		80,294	CY
Gentry, William	Research Associate		84,233	CY
Klahn, Brian	Research Associate		65,148	CY
Lee, Kristin	Research Associate		59,435	CY
Lu, Jian	Research Associate		82,700	CY
Marmagas, William	Research Associate		100,000	CY
McMaster, Douglas	Research Associate		83,877	CY
Chung Baek, Young Yun	Senior Research Associate		90,727	CY
Machi, Dustin	Senior Research Associate		154,545	CY
Warren, Andrew	Senior Research Associate		81,270	CY
Xie, Dawen	Senior Research Associate		93,603	CY
Collins, Kristy	Senior Project Associate		76,592	CY
Johnson, Jeremy	Senior Project Associate		93,684	CY
Stoll, James	Senior Project Associate		109,856	CY
Walke, James	Senior Project Associate		82,890	CY

Virginia Tech Carilion Research Institute

Friedlander, Michael	Administrative Professor	Executive Director, VTCRI	510,000	CY
Bickel, Warren	Professor	Professor	445,982	CY
Gourdie, Robert	Professor	Professor	301,118	CY
Montague, Pendleton	Professor	Professor	477,019	CY
Ramey, Craig	Research Professor	Research Professor	362,275	CY
Ramey, Sharon	Research Professor	Research Professor	377,875	CY
Chiu, Pearl	Associate Professor		176,750	CY
Fox, Michael	Associate Professor		200,049	CY
Kim, Uhnoh	Associate Professor		141,400	CY
King-Casas, Brooks	Associate Professor		176,750	CY
LaConte, Stephen	Associate Professor		179,944	CY
Nesic-Taylor, Olivera	Associate Professor	Assoc Professor CY	155,478	CY
Poelzing, Steven	Associate Professor		156,328	CY
Kishida, Kenneth	Research Scientist		81,039	CY
Zeitz, Michael	Research Scientist		59,853	CY
Barrett, Sarah	Assistant Professor	Asst Professor CY	117,100	CY
Chappell, John	Assistant Professor		115,369	CY
Kelly, Deborah	Assistant Professor		152,440	CY
McDonald, Sarah	Assistant Professor		152,739	CY
Moran, Rosalyn	Assistant Professor		116,982	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Morozov, Alexei	Assistant Professor		138,957	CY
Mukherjee, Konark	Assistant Professor		126,966	CY
Oestreich, Kenneth	Assistant Professor		119,011	CY
Robel, Stefanie	Assistant Professor		110,000	CY
Sheng, Zhi	Assistant Professor		121,510	CY
Smyth, James	Assistant Professor		115,369	CY
Valdez, Gregorio	Assistant Professor		126,594	CY
Boudreaux, Crystal	Postdoctoral Associate		49,007	CY
Dearnaley, William	Postdoctoral Associate		44,013	CY
Gilbert, Jessica	Postdoctoral Associate		59,740	CY
Hoagland, Daniel	Postdoctoral Associate		43,692	CY
Hoeker, Gregory	Postdoctoral Associate		43,290	CY
Kimbrough, Ian	Postdoctoral Associate		50,000	CY
Quisenberry, Amanda	Postdoctoral Associate		48,786	CY
Snider, Sarah	Postdoctoral Associate		49,407	CY
Solway, Alec	Postdoctoral Associate		52,382	CY
Taetzsch, Thomas	Postdoctoral Associate		43,917	CY
Tewari, Bhanu	Postdoctoral Associate		52,283	CY
Van Wart, Audra	Professional Assistant Prof	Assistant VP for Health Science Education	127,179	CY
Bowen, Spencer	Research Assistant Professor		92,465	CY
Campbell, Susan	Research Assistant Professor		82,191	CY
DeLuca, Stephanie	Research Assistant Professor		123,211	CY
Fischer, Quentin	Research Assistant Professor		78,687	CY
Ismailov, Iskander	Research Assistant Professor		72,746	CY
Ito, Wataru	Research Assistant Professor		114,816	CY
Kalikulov, Djanenkhodja	Research Assistant Professor		82,908	CY
Koffarnus, Mikhail	Research Assistant Professor		105,223	CY
Lamouille, Samy	Research Assistant Professor		47,995	CY
Lohrenz, Terry	Research Assistant Professor		134,595	CY
Parker, Sarah	Research Assistant Professor	Research Asst Prof Faculty Health Sciences	152,739	CY
Srivastava, Sarika	Research Assistant Professor		65,391	CY
Stein, Jeffrey	Research Assistant Professor		75,000	CY
Su, Jianmin	Research Assistant Professor		72,308	CY
Veeraraghavan, Rengasayee	Research Assistant Professor		77,000	CY
Wu, Jianping	Research Assistant Professor		79,130	CY
Irvin, Andrew	Administrative Lecturer	Associate Vice President	160,000	CY
Akers, Aaron	Professional Lecturer		58,770	CY
Childers, Diane	Professional Lecturer	Special Asst to Exec Director	67,600	CY
Cook, Sherri	Professional Lecturer	Sr Assoc Director Fin & Admin	171,290	CY
Cuskovic, Amel	Professional Lecturer	Human Resources Manager	86,005	CY
Lindberg, Andrew	Professional Lecturer	Web Applications Developer	80,631	CY
Mason, Gary	Professional Lecturer		122,090	CY
Wailes, Anne	Professional Lecturer		102,300	CY
Whitt, Sarah	Professional Lecturer		79,004	CY
Brindle, Brian	Project Associate		124,289	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Crawford, John	Project Associate		85,743	CY
Lee, Jacob	Project Associate		67,193	CY
Phan, Duy	Project Associate		67,947	CY
Bianco, Alexander	Research Associate		50,000	CY
Chavan, Vrushali	Research Associate		44,762	CY
Chung, Dongil	Research Associate		54,918	CY
Guo, Sujuan	Research Associate		42,996	CY
Jourdan, Linda	Research Associate		81,993	CY
Kiss, Susanna	Research Associate		74,716	CY
Ongstad, Emily	Research Associate		32,000	CY
Trucks, Mary Rebekah	Research Associate		79,546	CY
Wallace, Dorian	Research Associate		79,546	CY
Youmans, Paul	Research Associate		52,283	CY
Gatchalian, Kirstin	Senior Research Associate		91,553	CY
Gilmore, Brian	Senior Research Associate		62,344	CY
King, Justin	Senior Research Associate		112,279	CY
Lisinski, Jonathan	Senior Research Associate		95,364	CY
Shin, Jae	Senior Research Associate		129,363	CY
White, Jason	Senior Research Associate		130,385	CY
Zhang, Shu	Senior Research Associate		56,085	CY

Virginia Tech Transportation Institute

Dingus, Thomas	Professor	Director, VTTI & Endowed Professor	433,500	RE12
Hankey, Jonathan	Senior Research Scientist		276,674	CY
Hanowski, Richard	Senior Research Scientist		207,157	CY
Ahn, Kyounggho	Research Scientist		86,355	CY
Antin, Jonathan	Research Scientist		149,941	CY
Blanco, Myra	Research Scientist		155,134	CY
Doerzaph, Zachary	Research Scientist		147,486	CY
Eishawarby, Ihab	Research Scientist		86,340	CY
Gibbons, Ronald	Research Scientist		150,428	CY
Hickman, Jeffrey	Research Scientist		135,398	CY
Klauer, Sheila	Research Scientist		129,560	CY
Llaneras, Robert	Research Scientist		147,318	CY
McLaughlin, Shane	Research Scientist		151,609	CY
Mollenhauer, Michael	Research Scientist		165,902	CY
Perez, Miguel	Research Scientist		145,198	CY
de Leon Izeppi, Edgar	Research Scientist		87,434	CY
Elhenawy, Mohammed	Postdoctoral Associate		48,960	CY
Urban, Michael	Postdoctoral Associate		44,125	CY
Xue, Wenjing	Postdoctoral Associate		45,900	CY
Absher, Christine	Professional Lecturer		92,000	CY
Gaylord, Clark	Professional Lecturer		146,074	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Gerni, Pascha	Professional Lecturer		128,013	CY
Hamm, Laura	Professional Lecturer		60,027	CY
Naff, Ryan	Professional Lecturer		59,160	CY
Robinson, Angela	Professional Lecturer		62,888	CY
Anderson, Joel	Project Associate		57,482	CY
Baker, Stephanie	Project Associate		35,448	CY
Baynes, Peter	Project Associate		52,020	CY
Buchanan-King, Mindy	Project Associate		64,283	CY
Dominic Savio, Rufina	Project Associate		51,125	CY
Eichelberger, Elizabeth	Project Associate		62,365	CY
Fitchett, Vikki	Project Associate		58,867	CY
Furrow, Cory	Project Associate		50,500	CY
Hulse, Melissa	Project Associate		50,884	CY
Joslin, Spencer	Project Associate		53,498	CY
Layman, Charles	Project Associate		54,913	CY
Lowdermilk, Charlotte	Project Associate		51,615	CY
Mason, Matthew	Project Associate		92,820	CY
Moeller, Devon	Project Associate		52,354	CY
Nadler, Leonore	Project Associate		53,200	CY
Russell, Tammy	Project Associate		69,838	CY
Shelton, Kimberly	Project Associate		71,000	CY
Smith, Carol	Project Associate		58,255	CY
Lee, Suzanne	Project Director		90,466	CY
Ankem, Gayatri	Research Associate		60,600	CY
Atwood, Jonathan	Research Associate		52,520	CY
Bryson, Michael	Research Associate		129,963	CY
Camden, Matthew	Research Associate		61,368	CY
Cannon, Brad	Research Associate		59,485	CY
Chen, Hao	Research Associate		67,233	CY
Conry, Donald	Research Associate		72,001	CY
Cook, Julie	Research Associate		58,254	CY
Cospel, Carl	Research Associate		135,959	CY
Dennis, Jacob	Research Associate		74,141	CY
Doerzaph, Travis	Research Associate		54,014	CY
Dunn, Naomi	Research Associate		70,841	CY
Ellery, Michael	Research Associate		78,085	CY
Fang, Youjia	Research Associate		68,355	CY
Feierabend, Robert	Research Associate		71,015	CY
Freeman, William	Research Associate		70,058	CY
Gorman, Thomas	Research Associate		67,461	CY
Grove, Kevin	Research Associate		66,168	CY
Hammond, Rebecca	Research Associate		70,939	CY
Harwood, Leslie	Research Associate		57,486	CY
Hill, Peter	Research Associate		56,000	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Huang, Fang	Research Associate		87,832	CY
Leeson, Brian	Research Associate		112,826	CY
Lefevers, David	Research Associate		66,488	CY
Marburg, Trijntje	Research Associate		56,307	CY
McCall, Robert	Research Associate		67,556	CY
McGowin, Gregory	Research Associate		62,693	CY
Meyer, Jason	Research Associate		64,946	CY
Miller, Andrew	Research Associate		58,075	CY
Moeller, Matthew	Research Associate		56,863	CY
Quesenberry, Joshua	Research Associate		71,477	CY
Rainey, Cameron	Research Associate		68,663	CY
Rooks, Kurtis	Research Associate		74,141	CY
Rutledge, Julie	Research Associate		85,792	CY
Soccolich, Susan	Research Associate		13,414	CY
Song, Miao	Research Associate		70,593	CY
Talbot, Frank	Research Associate		68,712	CY
Talledo Vilela, Jean	Research Associate		100,142	CY
Terry, Travis	Research Associate		61,171	CY
Viray, Reginald	Research Associate		84,913	CY
White, Elizabeth	Research Associate		66,002	CY
Williams, Brian	Research Associate		54,386	CY
Wotring, Brian	Research Associate		56,651	CY
Alden, Andrew	Senior Research Associate		124,624	CY
Bhagavathula, Rajaram	Senior Research Associate		62,194	CY
Bowden, Zachary	Senior Research Associate		117,612	CY
Daily, Brian	Senior Research Associate		101,692	CY
Druta, Cristian	Senior Research Associate		75,327	CY
Du, Jianhe	Senior Research Associate		76,560	CY
Iverson, Dean	Senior Research Associate		108,055	CY
Iverson, Sondra	Senior Research Associate		108,055	CY
Kaliniouk, Irina	Senior Research Associate		103,615	CY
Kaliniouk, Vasily	Senior Research Associate		109,112	CY
Katicha, Samer	Senior Research Associate		71,457	CY
Krum, Andrew	Senior Research Associate		86,255	CY
Li, Yingfeng	Senior Research Associate		84,146	CY
Mabry, Jessica	Senior Research Associate		70,582	CY
McGraw, Thomas	Senior Research Associate		111,366	CY
Medina-Flintsch, Alejandra	Senior Research Associate		67,016	CY
Neurauter, Michael	Senior Research Associate		114,255	CY
Owens, Justin	Senior Research Associate		79,678	CY
Palmer, Matthew	Senior Research Associate		97,893	CY
Petersen, Andrew	Senior Research Associate		211,223	CY
Russell, Sheldon	Senior Research Associate		69,525	CY
Smith, Ryan	Senior Research Associate		76,667	CY

Vice President for Research

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Stowe, Loren	Senior Research Associate		140,672	CY
Sudweeks, Jeremy	Senior Research Associate		83,412	CY
Trimble, Tammy	Senior Research Associate		73,093	CY
Calida, Behnido	Senior Project Associate		69,417	CY
McClafferty, Julie	Senior Project Associate		75,182	CY
Sears, Edie	Senior Project Associate		66,625	CY
Witcher, Christina	Senior Project Associate		66,138	CY

Vice President for Student Affairs

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Associate Vice President</u>				
Shushok, Frank	Administrative Assistant Prof		230,687	CY
Alderson, Alece	Professional Lecturer		34,339	CY
Brown, Jasmine	Professional Lecturer		32,000	CY
Bylenga, Kathryn	Professional Lecturer		47,035	CY
Cardone, Taran	Professional Lecturer		59,846	CY
Chinn, David	Professional Lecturer		92,582	CY
Davis, Lavon	Professional Lecturer		33,192	CY
Dugar, Curtis	Professional Lecturer		74,095	CY
Ebert, Matthew	Professional Lecturer		39,500	CY
Finger, Eleanor	Professional Lecturer	Director	120,770	CY
Foiles, Andrew	Professional Lecturer		34,212	CY
Green, Caroline	Professional Lecturer		38,760	CY
Harbison, Samantha	Professional Lecturer		33,388	CY
Harrison, Aliana	Professional Lecturer		47,876	CY
Hughes, Byron	Professional Lecturer	Director	71,633	CY
Jimenez Gordon, Nannette	Professional Lecturer		52,000	CY
Johnson, Jason	Professional Lecturer		47,876	CY
Keane, Michael	Professional Lecturer		42,000	CY
Keene, Frances	Professional Lecturer		94,087	CY
Kovacs, Hillary	Professional Lecturer		33,388	CY
Martinelli, Linzy	Professional Lecturer		33,489	CY
McCrery, Ennis	Professional Lecturer		65,626	CY
McIlvaine, Jonathan	Professional Lecturer		32,640	CY
McLevain, Melissa	Professional Lecturer		32,640	CY
Moholland, Caraline	Professional Lecturer		38,760	CY
Oros, Jessica	Professional Lecturer		32,000	CY
Penven, James	Professional Lecturer		76,725	CY
Pete, Kendall	Professional Lecturer		46,800	CY
Polidoro, Kathryn	Professional Lecturer		52,530	CY
Reistad, Aaron	Professional Lecturer		38,570	CY
Rose, Kyle	Professional Lecturer		38,570	CY
Settle, Rohsaan	Professional Lecturer		78,019	CY
Taute, Maryne	Professional Lecturer		46,800	CY
Ward, Cody	Professional Lecturer		50,500	CY
Ward, Leah	Professional Lecturer		76,500	CY
Welsh, Yusuke	Professional Lecturer		32,000	CY
Williams, Tavianna	Professional Lecturer		49,440	CY
<u>Career Services Auxiliary</u>				
Byers, Jonathan	Professional Lecturer		47,940	CY
Cherry-Clarke, Tamara	Professional Lecturer		52,020	CY
Childress, Mary	Professional Lecturer		65,983	CY
Copeland, Catherine	Professional Lecturer		62,573	CY
Henderson, James	Professional Lecturer	Associate Director	76,300	CY
Jaramillo, Ashley	Professional Lecturer		44,880	CY

Vice President for Student Affairs

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Jordan, Kathryn	Professional Lecturer		52,000	CY
Leist, Leigh	Professional Lecturer		65,983	CY
McPherson, Amy	Professional Lecturer		77,748	CY
Ratcliffe, Donna	Professional Lecturer		112,056	CY
Scott, Rebecca	Professional Lecturer		65,983	CY
Thuesen, Heidi	Professional Lecturer		44,880	CY
<u>Career Services E&G</u>				
Beach, Katherine	Professional Lecturer		50,975	CY
Robinson, Carol	Professional Lecturer		75,328	CY
<u>Cranwell International Center</u>				
Baker, Suzanne	Professional Lecturer		55,479	CY
Clubb, David	Professional Lecturer		96,140	CY
Galvez, Tricia	Professional Lecturer		48,600	CY
Grischow, Tara	Professional Lecturer		43,200	CY
Kelinsky, Lia	Professional Lecturer		47,500	CY
<u>Dean of Students Office</u>				
Adams, Sharrika	Professional Lecturer		73,190	CY
Blethyn, Teresa	Professional Lecturer		40,000	CY
Frank, Tara	Professional Lecturer		47,978	CY
Scott, Anthony	Professional Lecturer		86,159	CY
Woods-Johnson, Kelley	Professional Lecturer		50,757	CY
<u>Dining Services</u>				
Faulkner, Theodore	Professional Lecturer		131,472	CY
Gelbert, Craig	Professional Lecturer		99,960	CY
Hess, William	Professional Lecturer		87,790	CY
<u>Hokie Wellness</u>				
Andrews, David	Professional Lecturer		53,040	CY
Fritsch, Jon	Professional Lecturer		51,467	AY
Fritsch, Laurie	Professional Lecturer		51,850	AY
Kropff, Catherine	Professional Lecturer		91,800	CY
O'Hara, Kelsey	Professional Lecturer		38,836	CY
Redding, Joshua	Professional Lecturer		52,951	CY
<u>Intercultural Engagement Center</u>				
Houston, Kristen	Professional Lecturer		51,915	CY

Vice President for Student Affairs

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Military Affairs</u>				
Fullhart, Randal	Administrative Lecturer		136,858	CY
Combs, David	Professional Lecturer		49,847	AY
Cox, Carrie	Professional Lecturer		52,533	AY
Humphrey, Elaine	Professional Lecturer		76,500	CY
Jackson, Gary	Professional Lecturer	Assistant Director	51,940	AY
Jones, Lance	Professional Lecturer		49,847	AY
Larkin, Patience	Professional Lecturer		63,042	AY
Mariger, Rewa	Professional Lecturer		60,523	CY
Oberoi, Alexandra	Professional Lecturer		41,920	CY
Payne, Charles	Professional Lecturer		60,186	AY
Riggin, Samantha	Professional Lecturer		42,000	CY
Russell, Donald	Professional Lecturer		57,216	AY
Snyder, James	Professional Lecturer		73,152	CY
Weaver, Michael	Professional Lecturer		66,052	AY
Willey, Daniel	Professional Lecturer		49,847	AY
<u>New Student and Family Programs</u>				
Farquhar-Caddell, Dakota	Professional Lecturer		45,787	CY
Webster, Bobbie	Professional Lecturer		55,188	CY
<u>Recreational Sports Auxiliary</u>				
Cross, Alison	Professional Lecturer		91,980	CY
Feldhaus, Jeffrey	Professional Lecturer		36,518	CY
Glick, Alan	Professional Lecturer		55,894	CY
Gwilliam, Krista	Professional Lecturer		36,723	CY
Marquez, Gabriela	Professional Lecturer		48,898	CY
Preston, Dominique	Professional Lecturer		61,206	CY
Rasnick, Shelly	Professional Lecturer		35,805	AY
Smith, Benjamin	Professional Lecturer		49,631	CY
Trotter, Steven	Professional Lecturer		51,652	CY
<u>Schiffert Health Center</u>				
Wise, Christopher	Administrative Lecturer	Assistant Vice President	143,220	CY
Barry, Fredrick	Professional Lecturer		105,213	AY
Charoensiri, Kanitta	Professional Lecturer		156,347	CY
Chitwood, Patty	Professional Lecturer		136,621	CY
Frasca, Dominic	Professional Lecturer		122,072	AY
Livingston, David	Professional Lecturer		110,382	AY
Mitcham, Rhonda	Professional Lecturer	Associate Director	85,909	CY
Neely, Julie	Professional Lecturer		122,702	CY
Pula, Shpresa	Professional Lecturer		76,430	AY
Williams, Michael	Professional Lecturer		58,187	AY
Zheng, Jianfeng	Professional Lecturer		71,825	CY

Vice President for Student Affairs

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Services for Students with Disabilities</u>				
Angle, Susan	Professional Lecturer		93,585	CY
Brown, Michael	Professional Lecturer		48,147	CY
Burns, Emily	Professional Lecturer		45,000	CY
Hudson, Robyn	Professional Lecturer		65,655	CY
Mitchell, Deborah	Professional Lecturer		39,170	CY
Smith, Deborah	Professional Lecturer		44,933	CY
Smith, Donna	Professional Lecturer		47,500	CY
<u>Student Engagement and Campus Life</u>				
Simmons, Angela	Administrative Lecturer		125,583	CY
Boucher, Robin	Professional Lecturer		52,142	CY
Edens, Joseph	Professional Lecturer		46,828	CY
Evans, Heather	Professional Lecturer		76,077	CY
Kolb, Clayton	Professional Lecturer		66,365	CY
Kuhn, Meghan	Professional Lecturer		49,008	CY
Margiotta, Eric	Professional Lecturer		66,170	CY
Tamburro, Regina	Professional Lecturer		66,365	CY
Wagoner, Heather	Professional Lecturer		92,070	CY
Walker, Lamar	Professional Lecturer		46,000	CY
<u>Student Affairs Central Auxiliary</u>				
Brown, James	Administrative Lecturer		134,136	CY
Gresham, Hunter	Administrative Lecturer		100,300	CY
Angert, Ronald	Professional Lecturer		79,679	CY
Beecher, Greg	Professional Lecturer		66,418	CY
Cox, Natasha	Professional Lecturer		47,500	CY
Glass, Martha	Professional Lecturer		88,375	CY
Gursoy, Hikmet	Professional Lecturer		77,795	CY
Hayden, William	Professional Lecturer		56,898	CY
Hubble, Leslie	Professional Lecturer		68,146	CY
Montes, Maria	Professional Lecturer		47,500	CY
Shapiro, Gary	Professional Lecturer		88,105	CY
Smith, Patricia	Professional Lecturer		78,338	CY
White, Penny	Professional Lecturer		95,370	CY
<u>Thomas Cook Counseling Center Auxiliary</u>				
Klein, Rita	Professional Assistant Prof		87,239	CY
Amenkhienan, Charlotte	Professional Lecturer		80,546	CY
Arbuckle, Vicki	Professional Lecturer	Assistant Director	92,395	AY
Avery, Melanie	Professional Lecturer		26,000	CY
Bennett, Gary	Professional Lecturer		96,485	CY
Betzel, Cathye	Professional Lecturer		85,774	CY
Chapman, Aliya	Professional Lecturer		47,839	CY

Vice President for Student Affairs

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Davis, Trent	Professional Lecturer		66,741	CY
Dye, Jennifer	Professional Lecturer		49,043	AY
Fink, Krysta	Professional Lecturer		60,904	CY
Flynn, Christopher	Professional Lecturer		130,918	CY
Frieben, Joseph	Professional Lecturer		137,356	CY
Haak, Patricia	Professional Lecturer		53,180	CY
Harrison, Jordan	Professional Lecturer		57,630	CY
Hottenstein, Joy	Professional Lecturer		57,584	CY
Love, Michael	Professional Lecturer		57,630	CY
Miller, Laura	Professional Lecturer		56,500	CY
Naldo, Lauren	Professional Lecturer		54,420	CY
Reinhard, James	Professional Lecturer		185,686	CY
Ritchey, Robert	Professional Lecturer		70,855	CY
Rosati, Jillian	Professional Lecturer		26,000	CY
Shen, Claire	Professional Lecturer		64,219	CY
Simpson, Christine	Professional Lecturer		26,000	CY
Sturgis, Ellie	Professional Lecturer	Assistant Director	93,449	CY
Warf, Stephanie	Professional Lecturer		52,728	CY

VT Engage: Community Learning Collaborative

Cotrupi, Catherine	Professional Lecturer		47,500	CY
Kirk, Gary	Professional Lecturer		91,203	CY
Martin, Perry	Professional Lecturer		62,864	CY
Wethey, Eliza	Professional Lecturer		53,196	CY

Vice President for Student Affairs - Administration

Bonner, Cynthia	Administrative Lecturer		143,637	CY
Ferraro, Richard	Administrative Lecturer		146,305	CY
Perillo, Patricia	Administrative Lecturer	Vice President	268,307	CY
Barbour, Kathleen	Professional Lecturer		97,489	CY

Virginia Cooperative Extension

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
<u>Virginia Cooperative Extension</u>				
Price, Tonya	Assistant Professor		83,297	CY
Abel, Jennifer	Professional Lecturer		76,461	CY
Abston, Therese	Professional Lecturer		54,326	CY
Adkins, Alani	Professional Lecturer		37,800	CY
Allen, George	Professional Lecturer		58,135	CY
Allison, John	Professional Lecturer		55,539	CY
Alstat, Kathryn	Professional Lecturer		58,559	CY
Alt, Theresa	Professional Lecturer		49,894	CY
Anderson, Amber	Professional Lecturer		35,000	CY
Andrewskiewicz, Mary	Professional Lecturer		39,490	CY
Andruczyk, Michael	Professional Lecturer		54,782	CY
Anglin, Kaila	Professional Lecturer		46,139	CY
Appling, Shawn	Professional Lecturer		43,455	CY
Atkinson, Kimberly	Professional Lecturer		39,955	CY
Atkinson, Melvin	Professional Lecturer		63,094	CY
Babcock, Patsy	Professional Lecturer		55,000	CY
Baker, Karen	Professional Lecturer		53,828	CY
Baker, Scott	Professional Lecturer		63,774	CY
Balderson, Thomas	Professional Lecturer		72,297	CY
Barber, Crystal	Professional Lecturer		58,082	CY
Bare, Megan	Professional Lecturer		40,800	CY
Barnes, Laquita	Professional Lecturer		66,372	CY
Barrow, Melanie	Professional Lecturer		53,978	CY
Barts, Stephen	Professional Lecturer		50,940	CY
Baskfield-Heath, Doris	Professional Lecturer		83,100	CY
Belcher, Shelia	Professional Lecturer		51,327	CY
Bender, Morgan	Professional Lecturer		36,455	CY
Benner, John	Professional Lecturer		38,439	CY
Blankenship, John	Professional Lecturer		62,054	CY
Blevins, Philip	Professional Lecturer		86,002	CY
Booher, Dara	Professional Lecturer		47,760	CY
Booher, Matthew	Professional Lecturer		53,289	CY
Bordas, Adria	Professional Lecturer		79,053	CY
Bowen, Jason	Professional Lecturer		51,852	CY
Bowen, Jennifer	Professional Lecturer		59,730	CY
Branch, Bryan	Professional Lecturer		57,888	CY
Brent, Tara	Professional Lecturer		50,090	CY
Broadus, Michael	Professional Lecturer		51,139	CY
Brooks, Sally	Professional Lecturer		45,394	CY
Brown, Christopher	Professional Lecturer		47,490	CY
Brown, Ruben	Professional Lecturer		39,372	CY
Buhls, Kirsten	Professional Lecturer		55,599	CY
Bunn, Travis	Professional Lecturer		46,254	CY
Burkett, Sarah	Professional Lecturer		84,945	CY
Butterfield, Kimberly	Professional Lecturer		43,455	CY

Virginia Cooperative Extension

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Byrd, Carol	Professional Lecturer		59,341	CY
Callan, Peter	Professional Lecturer		61,140	CY
Camm, Kevin	Professional Lecturer		53,225	CY
Carrington, Anne-Carter	Professional Lecturer		68,769	CY
Carter, Karen	Professional Lecturer		71,335	CY
Carter, Katherine	Professional Lecturer		46,690	CY
Childs, Clay	Professional Lecturer		78,411	CY
Clark, Neil	Professional Lecturer		62,432	CY
Clark, Robert	Professional Lecturer		63,402	CY
Clarke, C	Professional Lecturer		63,022	CY
Clem, Nicole	Professional Lecturer		49,245	CY
Cole, Linda	Professional Lecturer		55,748	CY
Cooper, Jason	Professional Lecturer		49,044	CY
Costanza, Gregory	Professional Lecturer		52,544	CY
Council, Brittany	Professional Lecturer		39,944	CY
Cox, Erin	Professional Lecturer		43,189	CY
Crews, Sarah	Professional Lecturer		38,939	CY
Cromwell, Robert	Professional Lecturer		34,455	CY
Daniel, Donna	Professional Lecturer		53,155	CY
Daniel, Katherine	Professional Lecturer		59,997	CY
Daubert, Jeremy	Professional Lecturer		52,939	CY
Davis, Andrea	Professional Lecturer		49,289	CY
Davis, Jennifer	Professional Lecturer		38,544	CY
Davis, Rebecca	Professional Lecturer		63,939	CY
Deitch, Ursula	Professional Lecturer		48,144	CY
Dickerson, Ambre	Professional Lecturer		68,146	CY
Diehl, Stephanie	Professional Lecturer		70,266	CY
Do, Van	Professional Lecturer		43,800	CY
Dolan, Amanda	Professional Lecturer		37,394	CY
Downing, Adam	Professional Lecturer		65,218	CY
Eanes, Linda	Professional Lecturer		46,978	CY
Edmonds, Kimberly	Professional Lecturer		60,385	CY
Eigel, Bethany	Professional Lecturer		55,529	CY
Elliott, Alyssa	Professional Lecturer		37,894	CY
Ellmore, Roger	Professional Lecturer		104,825	CY
Estep, Cornelia	Professional Lecturer		60,234	CY
Fain, Leslie	Professional Lecturer		44,800	CY
Fannon, Amy	Professional Lecturer		52,975	CY
Farmer, Scott	Professional Lecturer		94,175	CY
Fisher, Kevin	Professional Lecturer		66,804	CY
Fisher, Sandra	Professional Lecturer		78,137	CY
Flanagan, Roy	Professional Lecturer		52,490	CY
Frick, Carl	Professional Lecturer		45,800	CY
Furgurson, Sonya	Professional Lecturer		58,190	CY
Goerlich, Daniel	Professional Lecturer	District Director	87,110	CY
Gorimani-Mundoma, Elizabeth	Professional Lecturer		51,455	CY

Virginia Cooperative Extension

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Gregg, Cynthia	Professional Lecturer		67,232	CY
Grimes, Kelsey	Professional Lecturer		44,690	CY
Grosse, Rachel	Professional Lecturer		46,990	CY
Gustafson, Krista	Professional Lecturer		51,033	CY
Hahn, Johanna	Professional Lecturer		65,003	CY
Hairston, Brian	Professional Lecturer		62,471	CY
Hale, Daniel	Professional Lecturer		39,455	CY
Hale, Kasey	Professional Lecturer		35,455	CY
Harpole, Douglas	Professional Lecturer		61,890	CY
Hawkins, Amy	Professional Lecturer		53,264	CY
Hawse, Emily	Professional Lecturer		51,139	CY
Haynes, Brenda	Professional Lecturer		40,595	CY
Henderson, Jane	Professional Lecturer		71,457	CY
Herdman, Wendy	Professional Lecturer		49,991	CY
Hilleary, James	Professional Lecturer		71,289	CY
Hodges, Christine	Professional Lecturer		58,930	CY
Hopkins, Crysti	Professional Lecturer		55,439	CY
Hopkins, Steven	Professional Lecturer		68,724	CY
Horn, Douglas	Professional Lecturer		56,544	CY
Howe, John	Professional Lecturer		66,085	CY
Howland, Catherine	Professional Lecturer		50,082	CY
Iden, Charles	Professional Lecturer		51,290	CY
Irvin, Kevin	Professional Lecturer		67,956	CY
Jarvis, Leon	Professional Lecturer		66,752	CY
Jerrell, Scottie	Professional Lecturer		55,069	CY
Jessee, Denny	Professional Lecturer		65,340	CY
Johnson, Elizabeth	Professional Lecturer		57,332	CY
Johnson, Jeremy	Professional Lecturer		61,884	CY
Jones, Bruce	Professional Lecturer		68,599	CY
Jones, Danielle	Professional Lecturer		51,687	CY
Jones, Robert	Professional Lecturer		60,642	CY
Jones, Robert	Professional Lecturer		36,544	CY
Kindred, Gina	Professional Lecturer		72,858	CY
Kirby, Katrina	Professional Lecturer		43,139	CY
Kopp, Lauren	Professional Lecturer		41,800	CY
Lachance, Michael	Professional Lecturer		60,084	CY
Lawrence, Marion	Professional Lecturer		75,808	CY
Lawrence, Mary	Professional Lecturer		42,008	CY
Layton-Dudding, Jeannie	Professional Lecturer		48,439	CY
Leech, Rodney	Professional Lecturer		76,427	CY
Leech, Samuel	Professional Lecturer		35,544	CY
Lewis, Kelly	Professional Lecturer		41,800	CY
Lichty, Christopher	Professional Lecturer		62,376	CY
Ligon, Jennifer	Professional Lecturer		53,781	CY
Lillard, Clare	Professional Lecturer		53,544	CY
Lomax, Twandra	Professional Lecturer		51,101	CY

Virginia Cooperative Extension

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Love, Kenner	Professional Lecturer		60,012	CY
Maclin, Hermon	Professional Lecturer		68,804	CY
Makufka, Craig	Professional Lecturer		35,025	CY
Mallory, Kelly	Professional Lecturer		50,677	CY
Mallory, Sharon	Professional Lecturer		58,241	CY
Marks, Darla	Professional Lecturer		48,234	CY
Marston, Cynthia	Professional Lecturer	District Director	97,330	CY
Martel, Cynthia	Professional Lecturer		49,690	CY
Martin, Kimberly	Professional Lecturer		38,455	CY
Martin, Michael	Professional Lecturer		101,290	CY
Mason, James	Professional Lecturer		35,000	CY
Maxey Nay, Laura	Professional Lecturer		43,890	CY
Maxwell, Charlotte	Professional Lecturer		35,300	CY
Mayo, Kimberly	Professional Lecturer		60,614	CY
McFarland, Mary	Professional Lecturer		71,365	CY
McKeon, Jessica	Professional Lecturer		34,292	CY
Meade, Donna	Professional Lecturer		49,931	CY
Meeks, Phillip	Professional Lecturer		53,490	CY
Miller, Caitlin	Professional Lecturer		41,289	CY
Miller, Matthew	Professional Lecturer		54,966	CY
Misch, Teresa	Professional Lecturer		44,939	CY
Mitchell, Sonja	Professional Lecturer		44,394	CY
Mize, Kayleigh	Professional Lecturer		39,455	CY
Mize, Timothy	Professional Lecturer		64,123	CY
Moore, David	Professional Lecturer		77,731	CY
Morris, Reginald	Professional Lecturer		52,939	CY
Morrison, Robbie	Professional Lecturer		50,390	CY
Morton, Sarah	Professional Lecturer		85,729	CY
Mosley, Cristy	Professional Lecturer		60,172	CY
Mullins, Jeannie	Professional Lecturer		55,710	CY
Mullins, William	Professional Lecturer		55,892	CY
Munden, Karen	Professional Lecturer		78,377	CY
Mungo, Jonette	Professional Lecturer		50,800	CY
Mussey, Guy	Professional Lecturer		69,577	CY
Nagurny, Samantha	Professional Lecturer		41,939	CY
Nansel, Carol	Professional Lecturer		66,173	CY
Nauta, Ashley	Professional Lecturer		41,894	CY
Newby, Shevonne	Professional Lecturer		45,544	CY
Nguyen, Lenah	Professional Lecturer		57,634	CY
Norton, Haley	Professional Lecturer		46,190	CY
Norton, Nichole	Professional Lecturer		38,744	CY
Ohlweiler, Timothy	Professional Lecturer		57,626	CY
Olsen, Edward	Professional Lecturer		58,455	CY
Overbay, Andrew	Professional Lecturer		75,450	CY
Overby, Kathryn	Professional Lecturer		42,289	CY
Painter, Tyler	Professional Lecturer		41,339	CY

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<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Parrish, Michael	Professional Lecturer		70,018	CY
Pasquarelli, Ian	Professional Lecturer		44,939	CY
Paulette, Morgan	Professional Lecturer		39,544	CY
Payne, April	Professional Lecturer		44,044	CY
Pearson, Jocelyn	Professional Lecturer		48,137	CY
Peek, Crystal	Professional Lecturer		60,351	CY
Peek, Danny	Professional Lecturer		85,150	CY
Pickett, Tonya	Professional Lecturer		36,394	CY
Pierce, Drexel	Professional Lecturer		44,990	CY
Pittman, Theresa	Professional Lecturer		43,389	CY
Poff, Karen	Professional Lecturer		62,744	CY
Pomfrey, Emily	Professional Lecturer		37,394	CY
Porter, Tracy	Professional Lecturer		43,800	CY
Pottorff, Stephen	Professional Lecturer		50,939	CY
Pratt, Sarah	Professional Lecturer		49,800	CY
Preisser, Afton	Professional Lecturer		36,894	CY
Prillaman, Leslie	Professional Lecturer		72,247	CY
Prillaman, Susan	Professional Lecturer		63,891	CY
Pudney, Ellen	Professional Lecturer		43,150	CY
Puryear, Cindy	Professional Lecturer		47,939	CY
Raines, Robyn	Professional Lecturer		55,724	CY
Reiter, James	Professional Lecturer		56,846	CY
Rice, Sharon	Professional Lecturer		48,455	CY
Rij, Ursula	Professional Lecturer		38,939	CY
Robbins, Hannah	Professional Lecturer		35,894	CY
Robbins, Karla	Professional Lecturer		47,455	CY
Robinson, Amber	Professional Lecturer		39,939	CY
Robinson, Dillon	Professional Lecturer		35,544	CY
Romano, Timothy	Professional Lecturer		38,890	CY
Romelczyk, Stephanie	Professional Lecturer		49,490	CY
Rose, Kelly	Professional Lecturer		44,339	CY
Rosson, Charles	Professional Lecturer		58,981	CY
Rothwell, Marie	Professional Lecturer		45,044	CY
Ruszczuk-Murray, Christina	Professional Lecturer		51,890	CY
Schalk, Rita	Professional Lecturer		61,017	CY
Scott, Kelli	Professional Lecturer		46,613	CY
Scott, Michael	Professional Lecturer		61,684	CY
Sharpe, Sarah	Professional Lecturer		40,455	CY
Sheffield, Rebecca	Professional Lecturer		53,490	CY
Shortridge, Sandra	Professional Lecturer		51,313	CY
Siegle, Laura	Professional Lecturer		49,423	CY
Slack, Suzanne	Professional Lecturer		37,744	CY
Slade, Glenn	Professional Lecturer		61,396	CY
Sohail, Maria	Professional Lecturer		50,000	CY
Spencer, Janet	Professional Lecturer		58,012	CY
Sponaule, Kari	Professional Lecturer		38,289	CY

Virginia Cooperative Extension

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2016 - 2017</u>	<u>Appt</u>
Sprenger, Cristin	Professional Lecturer		54,559	CY
Spurlin, Kevin	Professional Lecturer		56,511	CY
Stafford, Carl	Professional Lecturer		66,651	CY
Stanley, Thomas	Professional Lecturer		58,038	CY
Steffey, Karlee	Professional Lecturer		36,939	CY
Stegon, Nancy	Professional Lecturer		54,352	CY
Stokes, Pauline	Professional Lecturer		39,894	CY
Stoneman, Sandra	Professional Lecturer		47,150	CY
Stowe, Jamie	Professional Lecturer		54,886	CY
Strong, Kathryn	Professional Lecturer		56,290	CY
Sturm, Glenn	Professional Lecturer		42,689	CY
Sutphin, Mark	Professional Lecturer		64,073	CY
Sutphin, Stuart	Professional Lecturer		67,104	CY
Swanson, Carrie	Professional Lecturer		62,484	CY
Tanner, Karen	Professional Lecturer		55,790	CY
Temple, Karrin	Professional Lecturer		41,939	CY
Thacker, Paige	Professional Lecturer		65,215	CY
Thompson, Jennifer	Professional Lecturer		49,977	CY
Thompson, John	Professional Lecturer		52,393	CY
Tierney, Megan	Professional Lecturer		51,653	CY
Tillotson, Bonnie	Professional Lecturer		49,108	CY
Tomlin, Andrea	Professional Lecturer		52,000	CY
Tucker, Lindy	Professional Lecturer		48,190	CY
Tull, Jacqueline	Professional Lecturer		55,963	CY
Vargo, Ann	Professional Lecturer		43,595	CY
Verdu, Caitlin	Professional Lecturer		46,800	CY
Vest, Jonathan	Professional Lecturer		56,953	CY
Walden, Alyssa	Professional Lecturer		53,290	CY
Wallace, Ruth	Professional Lecturer		72,927	CY
Walsh, Markley	Professional Lecturer		45,455	CY
White, LaSonya	Professional Lecturer		53,544	CY
Wilder, Rebecca	Professional Lecturer		43,800	CY
Williams, Katrida	Professional Lecturer		46,800	CY
Williams, Marcus	Professional Lecturer		38,939	CY
Williams, Susan	Professional Lecturer		61,200	CY
Wilson, Amber	Professional Lecturer		48,865	CY
Wilson, Corissa	Professional Lecturer		39,044	CY
Winston, Rachael	Professional Lecturer		35,955	CY
Woodson, Thomas	Professional Lecturer		41,789	CY
Worrell, William	Professional Lecturer		63,550	CY
Wright, LaWanda	Professional Lecturer		60,583	CY
Wyskiewicz, Cynthia	Professional Lecturer		58,148	CY
Yager, Kristina	Professional Lecturer		37,939	CY
Young, Kendra	Professional Lecturer		56,903	CY

University Total Increase Amount: \$7,686,074

*Associated Fringe Benefit Costs*⁵: \$1,866,947

Total Cost of Faculty Merit Process: \$9,553,021

Footnotes:

- 1 - Base Salary Recently Changed to Reflect New Appointment, Promotion, Retention or Increased Responsibilities; No Merit Increase
- 2 - Not Eligible or Funds Not Available for Increase; May have Recommended Delayed Raise
- 3 - Separated from this position during the merit process
- 4 - Raise must be approved by both the BOV and Attorney General in order to take effect
- 5 - Based upon university-wide average variable fringe benefit rate. Actual results may vary slightly depending upon specific employee attributes.

Abbreviations:

AY - Academic Year

CY - Calendar Year

RE10 - Research Extended 10 Month Appointment

RE11 - Research Extended 11 Month Appointment

RE12 - Research Extended 12 Month Appointment