

2016-17 Promotion, Tenure, and Continued Appointment Program

ACADEMIC AFFAIRS COMMITTEE AND FINANCE AND AUDIT COMMITTEE

May 10, 2016

Traditionally, increases for faculty promoted in the spring are effective at the beginning of the academic year (or in the case of calendar-year faculty, at the beginning of the fiscal year). Consistent with the 2016-17 faculty compensation plan, salary adjustments are proposed at this time for teaching and research faculty who have been promoted in rank during the 2015-16 academic year. The following raises are recommended for promotions to:

Professor	\$7,000
Associate Professor	5,000
Assistant Professor	3,000

There are four non-tenure track clinical faculty ranks beginning with Clinical Instructor. Those clinical faculty members with outstanding performance may be considered for promotion in rank. The following raises are recommended for promotions to:

Clinical Professor	\$7,000
Clinical Associate Professor	5,000
Clinical Assistant Professor	3,000

There are three non-tenure track professor of practice faculty ranks. Instructors may be promoted into the Assistant Professor of Practice rank. Those professor of practice faculty members with outstanding performance may be considered for promotion in rank. The following raises are recommended for promotions to:

Professor of Practice	\$7,000
Associate Professor of Practice	5,000
Assistant Professor of Practice	3,000

Extension faculty are also eligible for promotion in rank. The three ranks for extension faculty are Associate Agent, Agent, and Senior Agent. The following raises are recommended for promotions to:

Senior Agent	\$5,000
Agent	3,000

There are three ranks for faculty on the instructor track: Instructor, Advanced Instructor, and Senior Instructor. The following raises are recommended for promotions to:

Senior Instructor	\$5,000
Advanced Instructor	3,000

RECOMMENDATION:

That the following faculty are recommended for promotion and/or tenure or continued appointment in accordance with the faculty compensation plan.

June 6, 2016

Name	Promoted Rank	Recommended Salary 2016-17	Appt (1)	Increase Over 2015-16		Code
				Amount	Percent	
COLLEGE OF AGRICULTURE & LIFE SCIENCES						
Barney, Jacob	Associate Professor	\$ 91,080	AY	\$ 5,000	5.81	3
Cassera, Maria Belen	Associate Professor	117,825	CY	5,000	4.43	3
Cline, Mark Andrew	Associate Professor	94,900	AY	5,000	5.56	3
Doak, Samuel O	Senior Instructor	67,140	AY	5,000	8.05	2
Easton, Zachary	Associate Professor	97,800	AY	5,000	5.39	3
Gilbert, Elizabeth Ruth	Associate Professor	94,900	AY	5,000	5.56	3
Kohl, Rachel Duvall	Senior Instructor	67,285	AY	5,000	8.03	2
Maguire, Rory Owen	Professor	102,985	CY	7,000	7.29	2
Martin, Thomas	Senior Instructor	68,940	AY	5,000	7.82	2
Pilot, Guillaume	Associate Professor	86,540	AY	5,000	6.13	3
Schmale, David Garner Bu	Professor	119,557	AY	7,000	6.22	2
Selberg-Eaton, Renee	Advanced Instructor	70,465	CY	3,000	4.45	2
Serrano, Elena L	Professor	137,601	CY	7,000	5.36	2
Sobrado, Pablo	Professor	159,666	CY	7,000	4.59	2
Vinatzter, Boris A	Professor	137,903	AY	7,000	5.35	2
Xia, Kang	Professor	104,950	AY	7,000	7.15	2
COLLEGE OF ARCHITECTURE & URBAN STUDIES						
Hall, Ralph P	Associate Professor	81,100	AY	5,000	6.57	3
Nickel, Patricia Michell	Associate Professor	77,880	AY	5,000	6.86	3
Tucker, Lisa M	Professor	95,475	AY	7,000	7.91	2
Tucker, Thomas James	Associate Professor	74,040	AY	0	0.00	1
COLLEGE OF BUSINESS						
Bagchi, Rajesh	Professor	210,889	AY	7,000	3.43	2
Lel, Ugur	Associate Professor	202,595	AY	5,000	2.53	3
Reilly, Thomas William	Advanced Instructor	58,849	AY	3,000	5.37	2
Xiang, Zheng	Associate Professor	130,285	AY	5,000	3.99	3
Zimmerman, Ryan D	Associate Professor	171,500	AY	0	0.00	1
COLLEGE OF ENGINEERING						
Bailey, Scott M	Professor	114,766	AY	7,000	6.50	2
Butt, Ali Raza Ashraf	Professor	131,232	AY	7,000	5.63	2
Eatherton, Matthew Roy	Associate Professor	102,053	AY	5,000	5.15	3
Hester, Erich Todd	Associate Professor	99,421	AY	5,000	5.30	3
Irish, Jennifer L	Professor	133,245	AY	7,000	5.54	2
Lowe, Kevin T	Associate Professor	105,401	AY	5,000	4.98	3
Lu, Chang Tien	Professor	115,724	AY	7,000	6.44	2
Matusovich, Holly	Associate Professor	99,353	AY	5,000	5.30	3
Mouras, Victoria A	Associate Professor	104,200	CY	5,000	5.04	2
Nain, Amrinder	Associate Professor	101,232	AY	5,000	5.20	3
Paretti, Marie C	Professor	108,280	CY	7,000	6.91	2
Schaumont, Patrick Rober	Professor	116,448	AY	7,000	6.40	2
Taheri, Saied	Professor	127,859	AY	7,000	5.79	2
Thweatt, Jason S	Advanced Instructor	63,684	AY	3,000	4.94	2
Wang, Chao	Associate Professor	101,698	AY	5,000	5.17	3
COLLEGE OF LIBERAL ARTS & HUMAN SCIENCES						
Folkart, Jessica A	Professor	85,089	AY	7,000	8.96	2
Gibbs, Jared A	Advanced Instructor	42,522	AY	3,000	7.59	2
Hesp, Andrea	Advanced Instructor	56,249	AY	3,000	5.63	2
Hicks, David	Professor	92,846	AY	7,000	8.15	2
Hicok, Robert G	Professor	104,937	AY	7,000	7.15	2
Kuypers, Jim A	Professor	85,400	AY	7,000	8.93	2
Lopez-Romero, Nancy Patr	Advanced Instructor	43,022	AY	3,000	7.50	2
Powell, Katrina M	Professor	101,150	AY	7,000	7.43	2
Shadle, Brett L	Professor	77,779	AY	7,000	9.89	2
COLLEGE OF NATURAL RESOURCES AND ENVIRONMENT						
Alexander, Kathleen Ann	Professor	120,947	AY	7,000	6.14	2
Kelly, Marcella J	Professor	113,789	CY	7,000	6.55	2

Name	Promoted Rank	Recommended Salary 2016-17	Appt	Increase Over 2015-16 Attachment Y		Code
				Amount	Percent	
COLLEGE OF SCIENCE						
Arachchige, Shamindri Me	Advanced Instructor	57,609	AY	\$ 3,000	5.49	2
Arav, Nahum	Professor	98,000	AY	7,000	7.69	2
Belden, Lisa Kay	Professor	92,500	AY	7,000	8.19	2
Bump, Maggie Bobbitt	Senior Instructor	53,861	AY	5,000	10.23	2
Burbey, Thomas J	Professor	128,600	CY	7,000	5.76	2
Clemons, Joshua	Advanced Instructor	43,000	AY	3,000	7.50	2
Deng, Xinwei	Associate Professor	98,700	AY	5,000	5.34	3
Evans, Jackson Allan	Senior Instructor	66,344	AY	5,000	8.15	2
Kim-Spoon, Jungmeen	Professor	133,667	CY	7,000	5.53	2
Mariani, Camillo	Associate Professor	85,000	AY	5,000	6.25	3
Valeyev, Eduard Faritovi	Professor	124,500	AY	7,000	5.96	2
Wawro, Megan	Associate Professor	94,500	AY	5,000	5.59	3
Wilson, Jason R	Advanced Instructor	42,500	AY	3,000	7.59	2

COLLEGE OF VETERINARY MEDICINE

Lanz, Otto I	Professor	149,114	CY	7,000	4.93	2
Rossmeisl, John H	Professor	137,524	CY	7,000	5.36	2

LIBRARIES

Goldbeck DeBose, Kyrille	Associate Professor	61,210	CY	5,000	8.90	2
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VICE PRESIDENT FOR RESEARCH

Chiu, Pearl Huh	Associate Professor	156,926	CY	5,000	3.29	3
King-Casas, Brooks	Associate Professor	156,192	CY	5,000	3.31	3

VIRGINIA COOPERATIVE EXTENSION

Anglin, Kaila Marie	Agent	45,339	CY	3,000	7.09	2
Booher, Matthew Ryan	Agent	52,139	CY	3,000	6.11	2
Brent, Tara Genevieve	Agent	48,940	CY	3,000	6.53	2
Brown, Christopher Micha	Agent	44,340	CY	3,000	7.26	2
Clem, Nicole Leigh	Agent	48,095	CY	3,000	6.65	2
Grimes, Kelsey Brianne E	Agent	43,540	CY	3,000	7.40	2
Grosse, Rachel Irene	Agent	45,840	CY	3,000	7.00	2
Lichty, Christopher M	Senior Agent	61,226	CY	5,000	8.89	2
Martel, Cynthia Ann	Agent	48,540	CY	3,000	6.59	2
Norton, Haley M	Agent	45,040	CY	3,000	7.14	2
Romelczyk, Stephanie Mar	Agent	48,340	CY	3,000	6.62	2
Siegle, Laura Anne	Agent	45,640	CY	3,000	7.04	2
Sutphin, Mark E	Agent	62,923	CY	3,000	5.01	2
Swanson, Carrie A	Senior Agent	61,334	CY	5,000	8.88	2
Tanner, Karen Kirkpatric	Agent	54,640	CY	3,000	5.81	2
Tucker, Lindy Colson	Agent	45,040	CY	3,000	7.14	2
Walden, Alyssa Ward	Agent	52,140	CY	3,000	6.11	2

Promotion and Tenure Adjustments**\$ 432,000****Summary of Promotion and Tenure Adjustments**

Promoted Rank	Increase	Number of Adjustments	Total Amount
Agent	\$ 3,000	15	\$ 45,000
Senior Agent	5,000	2	10,000
Assistant Professor	3,000	-	-
Associate Professor ⁽²⁾	5,000	25	115,000
Professor	7,000	30	210,000
Advanced Instructor	3,000	9	27,000
Senior Instructor	5,000	5	25,000
Subtotal Promotion and Tenure Adjustments		86	432,000

Associated Fringe Benefit Costs ⁽³⁾**104,933****TOTAL COST OF PROMOTION AND TENURE ADJUSTMENTS****\$ 536,933****Codes:**

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| 1: Tenure | 4: Continued Appointment |
| 2: Promotion | 5: Promotion and Continued Appointment |
| 3: Promotion with Tenure | 6: Promotion and Tenure for Federal Employee |

Notes

(1) AY denotes an Academic Year appointment, while CY denotes a calendar year appointment.

(2) Two Associate Professors received tenure but no salary increase.

(3) Based upon university-wide average variable fringe benefit rate. Actual results may vary slightly depending upon specific employee attributes.