

Faculty Personnel Changes Report

ACADEMIC AFFAIRS COMMITTEE AND FINANCE AND AUDIT COMMITTEE

Quarter ending March 31, 2016

The Faculty Personnel Changes Report includes new appointments and adjustments in salaries for the general faculty, including teaching and research faculty in the colleges, and for administrative and professional faculty that support the university including the library, extension, academic support, athletics, and administration. The report is organized by senior management area (college or vice presidential area).

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

Teaching and Research Faculty	
New Appointments with Tenure or Continued Appointment	3
New Appointments to Tenure-Track or Continued Appointment-Track	34
New Appointments to Non-Tenure Track	2
Adjustments in Salary	9
Administrative and Professional Faculty	
New Appointments	8
Adjustments in Salary	42
One-time payments	8
One-time payments for Post-Season Sports Events	30

RECOMMENDATION:

That the Board ratify the Faculty Personnel Changes Report

June 6, 2016

FACULTY PERSONNEL CHANGES

June 6, 2016

TEACHING AND RESEARCH FACULTY

NEW APPOINTMENTS

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Agriculture & Life Sciences</u>								
Shortridge, Julie	Assistant Professor	Biological Systems Engineering	Reg	9	25-Aug-16	100	\$	88,000
<u>Architecture & Urban Studies</u>								
Borowski, Michael	Assistant Professor	School of Visual Arts	Reg	9	10-Aug-16	100	\$	64,000
Finley, Patrick	Assistant Professor	School of Visual Arts	Reg	9	10-Aug-16	100	\$	72,000
Tural, Elif	Assistant Professor	Architecture and Urban Studies	Reg	9	10-Aug-16	100	\$	70,000
<u>Business</u>								
Becker, William	Associate Professor	Management	Reg	9	10-Aug-16	100	\$	176,000
Kim, Eojina	Assistant Professor	Hospitality & Tourism Management	Reg	9	10-Aug-16	100	\$	97,000
MacKinlay, Andrew	Assistant Professor	Finance, Insurance and Business Law	Reg	9	10-Aug-16	100	\$	220,000
Paye, Bradley	Assistant Professor	Finance, Insurance and Business Law	Reg	9	10-Aug-16	100	\$	220,000
Smith, Kecia	Assistant Professor	Accounting & Information Systems	Reg	9	10-Aug-16	100	\$	200,000
<u>Engineering</u>								
Coutier-Delgosha, Oliver	Associate Professor	Aerospace & Ocean Engineering	Reg	9	10-Aug-16	100	\$	112,000
Hotle, Sysan	Assistant Professor	Civil & Environmental Engineering	Reg	9	10-Aug-16	100	\$	90,000
Ikeda, Christine	Assistant Professor	Aerospace & Ocean Engineering	Reg	9	10-Aug-16	100	\$	95,000
Psiaki, Mark	Professor - Tenured	Aerospace & Ocean Engineering	Reg	12	16-May-16	100	\$	243,332
Reddy, Chandan	Associate Professor - Tenured	Computer Science	Reg	9	10-Aug-16	100	\$	115,000
Vamvoudakis, Kyriakos	Assistant Professor	Aerospace & Ocean Engineering	Reg	9	10-Aug-16	100	\$	98,000
Wang, Gang	Assistant Professor	Computer Science	Reg	9	10-Aug-16	100	\$	96,000
<u>Liberal Arts and Human Sciences</u>								
Boyle, Kaitlin	Assistant Professor	Sociology	Reg	9	10-Aug-16	100	\$	62,000
Caraccioli, Mauro	Assistant Professor	Political Science	Reg	9	10-Aug-16	100	\$	61,000
Goedert, Nicholas	Assistant Professor	Political Science	Reg	9	10-Aug-16	100	\$	62,500
Hirji, Sukaina	Assistant Professor	Philosophy	Reg	9	10-Aug-16	100	\$	62,500
Jardine, Eric	Assistant Professor	Political Science	Reg	9	10-Aug-16	100	\$	64,000
Lewis, Justin	Assistant Professor	English	Reg	9	10-Aug-16	100	\$	60,000
Mielczarek, Natalia	Assistant Professor	Communication	Reg	9	10-Aug-16	100	\$	63,000
Tamul, Dan	Assistant Professor	Communication	Reg	9	10-Aug-16	100	\$	63,000
Wodak, Daniel	Assistant Professor	Philosophy	Reg	9	10-Aug-16	100	\$	62,500
Yoo, Hyesoo	Assistant Professor	School of Performing Arts	Reg	9	10-Aug-16	100	\$	58,000

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TEACHING AND RESEARCH FACULTY***NEW APPOINTMENTS***

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME

Natural Resources

Cherry, Michael	Assistant Professor	Fish & Wildlife Conservation	Reg	9	10-Aug-16	100	\$	70,000
Daye, Ashley	Assistant Professor	Fish & Wildlife Conservation	Reg	9	15-Jul-16	100	\$	75,000
Zick, Stephanie	Assistant Professor	Geography	Reg	9	10-Aug-16	100	\$	69,000

Science

Childs, Lauren	Assistant Professor	Mathematics	Reg	9	10-Aug-16	100	\$	85,000
Gramacy, Robert	Professor - Tenured	Statistics	Reg	9	10-Aug-16	100	\$	132,500
Hotchkiss, Erin	Assistant Professor	Biological Sciences	Reg	9	10-Aug-16	100	\$	78,500
Johnson, Leah	Assistant Professor	Statistics	Reg	9	10-Aug-16	100	\$	92,500
Lin, Feng	Assistant Professor	Chemistry	Reg	9	10-Aug-16	100	\$	82,000
Palsson, Eyvindur	Assistant Professor	Mathematics	Reg	9	10-Aug-16	100	\$	85,000
Sengupta, Srijan	Assistant Professor	Statistics	Reg	9	10-Aug-16	100	\$	90,000

Veterinary Medicine

Allison, Andrew	Assistant Professor	Biomedical Sciences & Pathobiology	Reg	9	10-Aug-16	100	\$	87,000
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Virginia Tech Carilion Research Institute

Barrett, Sarah	Assistant Professor	Biomedical Science	Reg	12	6-Jan-16	100	\$	115,000
Nesic-Taylor, Olivera	Associate Professor	Biomedical Science	Reg	12	15-Feb-16	100	\$	150,000

TEACHING AND RESEARCH FACULTY

ADJUSTMENTS

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME

Agriculture & Life Sciences

Duncan, Susan	Professor	CALS Research	Reg	12	10-Jan-16	100	\$ 147,000
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Engineering

Edwards, Stephen	Professor	Computer Science	Reg	9	10-Jan-16	100	\$ 124,962
Gilham, David	Lab/IT Manager	Center of Power Electronics Systems	Reg	12	10-Feb-16		\$ 93,000
Leonessa, Alexander	Associate Professor	Mechanical Engineering	Reg	9	10-Mar-16	100	\$ 122,436
Taylor, Gaylon	Professor	Industrial and Systems Engineering	Reg	12	25-Feb-16	100	\$ 310,000
Van Aken, Elieen	Professor	Industrial and Systems Engineering	Reg	12	25-Feb-16	100	\$ 215,605

Science

Crawford, Daniel	Professor	Chemistry	Reg	9	25-Mar-16	100	\$ 150,000
Wawro, Megan	Assistant Professor	Mathematics	Reg	9	25-Mar-16	100	\$ 89,500

Veterinary Medicine

Inzana, Karen	Professor	Small Animal Clinical Sciences	Reg	12	1-Jan-16	100	\$ 158,215
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ADMINISTRATIVE AND PROFESSIONAL FACULTY

NEW APPOINTMENTS

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>President</u>								
Beamer, Franklin	Special Assistant to the Director of Athletics	Athletics	Reg	12	25-Feb-16	100	\$	250,000
Brooks, Kenneth	Head Coach, Women's Basketball	Athletics	Reg	12	26-Mar-16	100	\$	500,000
Brown, Jennifer	Assistant Coach, Women's Basketball	Athletics	Reg	12	13-Apr-16	100	\$	120,000
Clark, Timothy	Director of Operations, Women's Basketball	Athletics	Reg	12	13-Apr-16	100	\$	70,000
Mitchell, Brian	Assistant Coach, Football	Athletics	Reg	12	1-Mar-16	100	\$	260,000
Mitchell, Samantha	Director of Player Personnel, Women's Basketball	Athletics	Reg	12	13-Apr-16	100	\$	50,000
<u>Science</u>								
Morton, Sally	Dean - Tenured	Dean of Science	Reg	12	1-Jul-16	100	\$	340,000
<u>University Libraries</u>								
Kucsak, Michael	Assistant Dean and Chief of Staff	Libraries	Reg	12	10-Mar-16	100	\$	117,000

ADMINISTRATIVE AND PROFESSIONAL FACULTY

ADJUSTMENTS

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Agriculture & Life Sciences</u>								
Camm, Kevin	Extension Agent	Lynchburg Cooperative Extension	Reg	12	1-Jan-16	100	\$	52,075
Fannon, Amy	Extension Agent	Lee County Cooperative Extension	Reg	12	10-Jan-16	100	\$	51,825
<u>Business</u>								
Hinders, Theresa	MIT Program Director	Masters of Information Technology	Reg	12	10-Feb-16	100	\$	98,000
<u>Engineering</u>								
Hall Smith, Rachel	Academic and Career Advisor	Aerospace and Ocean Engineering	Reg	12	25-Jan-16	100	\$	50,000
Haugh, Lindsey	Interim Director of News and External Relations	Dean - Engineering	Reg	12	10-Feb-16	100	\$	70,000
Ren, Na	Pre-Award Director	Aerospace and Ocean Engineering	Reg	12	4-Jan-16	100	\$	60,000
Sanderlin, Nicole	Director of International Programs	Dean - Engineering	Reg	12	10-Mar-16	100	\$	75,000
<u>Executive Vice President and Provost</u>								
Knox, Paul	Dean, Honors College	Provost - Administration	Reg	12	10-Jun-16	100	\$	295,756
Pratt-Clarke, Menah	Vice President for Strategic Affairs and Vice Provost for Inclusion and Diversity	Provost - Administration	Reg	12	1-Jun-16	100	\$	5,000
Rikakis, Thanassis	Executive Vice President and Provost	Provost - Administration	Reg	12	1-Jun-16	100	\$	8,750
<u>President</u>								
Bell, Aaron	Associate Head Coach, Swimming	Athletics	Reg	12	25-Mar-16	100	\$	2,000
					25-Mar-16	100	\$	4,500
Burden, Zohn	Assistant Coach, Football	Athletics	Reg	12	10-Jan-16	100	\$	200,000
Cantor, Charles	Director, Player Personnel	Athletics	Reg	12	10-Jan-16	100	\$	95,000
Cianelli, Dave	Director, TFCC	Athletics	Reg	12	25-Mar-16	100	\$	7,500
					25-Mar-16	100	\$	4,000
Dresser, Kevin	Head Coach, Wrestling	Athletics	Reg	12	25-Mar-16	100	\$	8,000
					25-Mar-16	100	\$	15,000
Fuente, Justin	Head Coach, Football	Athletics	Reg	12	29-Nov-15	100	\$	244,110
					1-Jul-16		\$	675,000
Gray, Torrian	Assistant Coach, Football	Athletics	Reg	12	10-Jan-16	100	\$	260,000
Guerry, Thomas	Director, High School Relations	Athletics	Reg	12	10-Jan-16	100	\$	59,000
Hoffman, David	Assistant Coach, Wrestling	Athletics	Reg	12	25-Mar-16	100	\$	4,000
					25-Mar-16	100	\$	7,500
Hooper, Elizabeth	Director, of State Relations	President	Reg	12	10-Feb-16	100	\$	105,243
Huger, Josh	Assistant Coach, Swimming	Athletics	Reg	12	25-Mar-16	100	\$	2,000
					25-Mar-16	100	\$	4,500

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ADMINISTRATIVE AND PROFESSIONAL FACULTY
ADJUSTMENTS

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION				
					EFF DATE	% APPT	ANNUAL RATE		
							BASE	ONE-TIME	
Jack, Gregory	Associate Head Coach	Athletics	Reg	12	25-Mar-16	100	\$	4,500	
					25-Mar-16	100	\$	2,000	
Johannigmeier, Eric	Assistant Coach	Athletics	Reg	12	25-Mar-16	100	\$	4,500	
					25-Mar-16	100	\$	2,000	
McClanahan, Marvin	Associate University Legal Counsel	Legal Counsel	Reg	12	25-May-16	100	\$	75,000	
Phillips, Robert	Assistant Coach	Athletics	Reg	12	25-Mar-16	100	\$	4,500	
					25-Mar-16	100	\$	2,000	
Piemonte, Ron	Head Coach, Diving	Athletics	Reg	12	25-Mar-16	100	\$	4,000	
					25-Mar-16	100	\$	7,500	
Riley, Christopher	Head Coach, Volleyball	Athletics	Reg	12	1-Mar-16	100	\$	91,500	
Robie, Anthony	Associate Head Coach	Athletics	Reg	12	25-Mar-16	100	\$	4,000	
					25-Mar-16	100	\$	7,500	
Sands, Timothy D	President	President	Reg	12	1-Jun-16	100	\$	180,000	
Skinner, Ned	Director, Swimming and Diving Program	Athletics	Reg	12	25-Mar-16	100	\$	4,000	
					25-Mar-16	100	\$	7,500	
Stinespring, Bryan	Assistant Coach, Football	Athletics	Reg	12	25-Jan-16	100	\$	124,574.98	
Stockwell, Sarah	Senior Assistant Coach	Athletics	Reg	12	25-Mar-16	100	\$	2,000	
					25-Mar-16	100	\$	4,500	
Thomas, Benjamin	Head Coach, TFCC	Athletics	Reg	12	25-Mar-16	100	\$	4,500	
					25-Mar-16	100	\$	2,000	
Vaught, Timothy	Assistant Coach	Athletics	Reg	12	25-Mar-16	100	\$	4,500	
					25-Mar-16	100	\$	2,000	
Wiles, Charles	Assistant Coach, Football	Athletics	Reg	12	10-Jan-16	100	\$	260,000	
Zalewski, Paul	Assistant Coach	Athletics	Reg	12	25-Mar-16	100	\$	4,500	
					25-Mar-16	100	\$	2,000	
<u>Vice President for Administration</u>									
Altman, Jennifer	Associate Director of Information Technology	Information Technology for Administrative Services	Reg	12	1-Mar-16	100	\$	78,282	
Irvin, Rodney	Director, Employee Relations	Human Resources	Reg	12	25-Jan-16	100	\$	100,083	
Rosenberger, John	Campus Landscape Architect	Campus Architecture	Reg	12	25-Mar-16	100	\$	60,500	
Smith, Adam	Service Deliver Manager	Information Technology for Administrative	Reg	12	16-Feb-16	100	\$	53,864	
Vickers, Pamela	Director, ADA & Accessibility Services	ADA Program	Reg	12	25-Mar-16	100	\$	83,550	
Wehner, Kirk	Interim Assistant Vice President for Human Resources	Human Resources	Reg	12	25-Mar-16	100	\$	157,532	
<u>Vice President for Advancement</u>									
Hamilton, Deborah	Interim Director	University Development	Reg	12	19-Jan-16	100	\$	113,477	
Hart, Natalie	Principal Gifts Officer	University Development	Reg	12	15-Feb-16	100	\$	125,000	
Kobia, Holly	Director of Development, CAUS	University Development	Reg	12	10-Jan-16	100	\$	100,000	
Phlegar, Charles	Vice President for Advancement	Vice President for Development	Reg	12	1-Jun-16	100	\$	35,000	
Stowe, Michael	Director, Media Relations	University Relations	Reg	12	1-Mar-16	100	\$	82,000	

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ADMINISTRATIVE AND PROFESSIONAL FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Vice President for Finance and CFO</u>								
Greer, Deborah	Director of Finance and Administration	Vice President for Finance	Reg	12	25-Mar-16	100	\$	80,000
Hillman, James	Assistant Director of Aux Operations	Budget and Financial Planning	Reg	12	10-Jan-16	100	\$	83,556
Page, Angela	Senior Budget Analyst	Budget and Financial Planning	Reg	12	10-Jan-16	100	\$	69,850
Ruble, Charles	Assistant Director of IT Operations	Finance Information Technology	Reg	12	25-Mar-16	100	\$	74,000
<u>Vice President for Information Technology</u>								
Akers, Joshua	HPC Systems Specialist	Systems Support	Reg	12	10-Jan-16	100	\$	70,000
Elmore, Bethany	Application Analyst	Finance Applications	Reg	12	1-Feb-16	100	\$	70,000
Gilbert, Claire	Executive Director, IT Experience and Engagement	Vice President for Information Technology	Reg	12	10-Mar-16	100	\$	115,000
Liles, Nathan	HPC Software Engineer	IT Management	Reg	12	19-Feb-16	100	\$	70,000
Sanborn, Brent	Lead Applications Developer	Academic Applications	Reg	12	10-Mar-16	100	\$	64,000
Tunison, Amy	IT Risk and Security Analyst	IT Security	Reg	12	7-Mar-16	100	\$	65,000
<u>Vice President for Outreach and International Affairs</u>								
Harrison, Kimberly	Assistant Director, VT Richmond Center	Richmond Center	Reg	12	10-Feb-16	100	\$	57,000
<u>Vice President for Research</u>								
Dunbar, Joshua	IT Security Systems Administrator	Office of Export and Secure Research Compliance	Reg	12	10-Jan-16	100	\$	65,000
Memisyazici, Aras	Senior Systems Engineer	Research/Interdisc Programs	Reg	12	10-Mar-16	100	\$	79,852
<u>Vice President for Student Affairs</u>								
Andrews, David	Assistant Director of Prevention and Education Services	Hokie Wellness	Reg	12	25-Feb-16	100	\$	52,000
Cross, Alison	Director of Recreational Sports	Recreational Sports	Reg	12	10-Mar-16	100	\$	90,000
Preston, Dominique	Associate Director of External Relations	Recreational Sports	Reg	12	10-Feb-16	100	\$	60,000
Williams, Tavianna	Associate Director of Fraternity and Sorority Life	Fraternity and Sorority Life	Reg	12	25-Feb-16	100	\$	48,000