

## 2017-18 Faculty Salary Adjustments

### FINANCE AND AUDIT COMMITTEE

June 26, 2017

As detailed in the 2017-18 Faculty Compensation Plan approved by the Board of Visitors at the June 5, 2017 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, or as needed to align with a state approved compensation program. The General Assembly authorized a 2.0 percent salary adjustment for instructional faculty, administrative and professional faculty, and appointed officials, effective July 10, 2017.

To facilitate the 2017-18 merit review process for faculty, each senior management area was instructed to recommend faculty salary increases of at least 2.0 percent on average. The university will provide senior management areas funding for these increases based upon 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 **2.0** percent. The recommended salary adjustments for merit actions are listed in the attached report (Attachment B).

#### 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 (Attachment A). 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 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 authorized salary average is updated from time to time by SCHEV. However, given that the university's actual salary average currently exceeds the authorized salary average, the university's current focus is the comparison of the actual salary average to peer averages to determine the university's competitive position. This is consistent with JLARC's recent review and recommendations.

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 and estimates for Fall 2016 and Fall 2017.

Using SCHEV's projection methodology for 2016 and 2017, 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.

	<b>Fall 2015</b>	<b>Fall 2016 Estimate</b>	<b>Fall 2017 Projection</b>
60th Percentile	\$107,019	\$109,695*	\$112,437*
Actual Average Salary	97,420	100,552	103,317
Rank - Actual	18 of 26	17 of 26*	17 of 26*
Percentile - Actual	31st	33rd*	34th*

*\*IPEDS peer salary data for Fall 2016 and beyond is not yet available. Estimates are based on the State Council of Higher Education's forecast of 2.5% salary escalation at peer institutions.*

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.

### **RECOMMENDATION:**

That the proposed merit salary adjustments for faculty in the 2017-18 fiscal year be approved as presented in the following report.

June 26, 2017

### Benchmark Salary Analysis

Institution	VT Actual Salary Average vs. Peer Average			
	Fall 2015 Actual	Fall 2016 Estimate	Fall 2017 Projected <sup>(1)</sup>	2016 Rank <sup>(1)</sup>
California-Berkeley, University of	\$ 141,399	\$ 144,934	\$ 148,557	1
Cornell University	128,853	132,074	135,376	2
Southern California, University of	121,149	124,178	127,282	3
California-Davis, University of	118,125	121,078	124,105	4
Maryland-College Park, University of	111,375	114,159	117,013	5
Illinois at Urbana-Champaign, University of	106,506	109,169	111,898	6
Washington-Seattle Campus, University of	106,362	109,021	111,747	7
Ohio State University-Main Campus	105,651	108,292	111,000	8
Purdue University-Main Campus	103,779	106,373	109,033	9
Texas at Austin, University of	103,248	105,829	108,475	10
Rutgers University-New Brunswick/Piscataway	101,538	104,076	106,678	11
Wisconsin-Madison, University of	101,385	103,920	106,518	12
Minnesota-Twin Cities, University of	101,322	103,855	106,451	13
Michigan State University	100,476	102,988	105,563	14
Stony Brook University	100,143	102,647	105,213	15
Florida, University of	98,595	101,060	103,586	16
<b>Virginia Tech</b>	<b>97,420</b>	<b>100,552</b>	<b>103,317</b>	<b>17</b>
Michigan-Ann Arbor, University of	97,974	100,423	102,934	18
Texas A & M University	97,101	99,529	102,017	19
Colorado at Boulder, University of	96,183	98,588	101,052	20
Pennsylvania State University-Main Campus	94,626	96,992	99,416	21
Iowa State University	94,617	96,982	99,407	22
Pittsburgh-Main Campus, University of	93,222	95,553	97,941	23
SUNY at Buffalo	92,763	95,082	97,459	24
North Carolina State University at Raleigh	92,169	94,473	96,835	25
Missouri-Columbia, University of	81,090	83,117	85,195	26
<b>Virginia Tech's Percentile Ranking</b>	<b>31st</b>	<b>33rd</b>	<b>34th</b>	

<sup>(1)</sup> Fall 2016 and 2017 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 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Alson H. Smith, Jr.</u></b>							
Bergh, James	Professor		111,884	CY	2,569	2.35	
Wolf, Anthony	Professor	Director	144,200	CY	3,200	2.27	
Yoder, Keith	Professor		125,884	CY	1,995	1.61	
Nita, Mizuho	Assistant Professor		85,737	CY	1,681	2.00	
Sherif, Sherif	Assistant Professor		80,000	CY	0	0.00	2
Hatch, Tremain	Research Associate		54,678	CY	1,072	2.00	
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>10,517.</u></b>		
<b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Eastern Shore</u></b>							
Reiter, Mark	Associate Professor		109,550	CY	2,285	2.13	
Rideout, Steven	Associate Professor	Director	122,000	CY	2,500	2.09	
Arancibia, Ramon	Assistant Professor		99,883	CY	1,714	1.75	
Cahoon, Charles	Assistant Professor		88,850	CY	1,850	2.13	
Strawn, Laura	Assistant Professor		91,705	AY	1,800	2.00	
Gu, Ganyu	Research Associate		49,560	CY	0	0.00	
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>10,149.</u></b>		
<b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Eastern Virginia</u></b>							
Pitman, Robert	Senior Research Associate	Superintendent	98,000	CY	2,315	2.42	
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>2,315.</u></b>		
<b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Hampton Roads</u></b>							
Derr, Jeffrey	Professor		105,379	CY	2,027	1.96	
Hong, Chuanxue	Professor		127,465	CY	2,450	1.96	
Schultz, Peter	Professor	Director	143,000	CY	2,900	2.07	
Owen, James	Associate Professor		96,700	AY	2,000	2.11	
Sample, David	Associate Professor		108,835	AY	2,300	2.16	
Kong, Ping	Research Scientist		65,642	CY	1,219	1.89	
Samtani, Jayesh	Assistant Professor		78,000	AY	1,500	1.96	
Yang, Xiao	Postdoctoral Associate		47,511	CY	1,000	2.15	
Fox, Laurie	Professional Lecturer		56,180	CY	950	1.72	
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>16,346.</u></b>		
<b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Middleburg</u></b>							
Fiske, David	Research Associate	Superintendent	100,600	CY	2,500	2.55	
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>2,500.</u></b>		
<b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Southern Piedmont</u></b>							
Johnson, Charles	Professor		106,400	CY	2,200	2.11	
Wilkinson, Carol	Associate Professor	Director	119,000	CY	2,500	2.15	
Reed, Thomas	Research Scientist		81,336	CY	1,500	1.88	
Albu, Sebastian	Postdoctoral Associate		50,000	CY	0	0.00	2
Ellis, Bradley	Professional Lecturer		45,854	CY	880	1.96	
Pent, Gabriel	Professional Lecturer		75,000	CY	0	0.00	2
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>7,080.</u></b>		

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<b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Southwest Virginia</u></b>							
Wright, Donald	Research Associate	Superintendent	71,987	CY	1,987	2.84	
<b>Departmental Total Increase Amount:</b>					<b>1,987.</b>		
<b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Tidewater</u></b>							
Estienne, Mark	Professor		109,819	CY	1,892	1.75	
Langston, David	Professor		133,500	CY	3,500	2.69	
Balota, Maria	Associate Professor		91,443	CY	1,822	2.03	
Holshouser, David	Associate Professor		88,669	CY	1,524	1.75	
Frame, William	Assistant Professor		88,250	CY	1,801	2.08	
Mehl, Hillary	Assistant Professor		85,711	CY	1,743	2.08	
Taylor, Sally	Assistant Professor		79,880	CY	1,880	2.41	
Parvej, Rasel	Postdoctoral Associate		45,000	CY	0	0.00	
Sadeghpour, Amir	Postdoctoral Associate		47,500	CY	0	0.00	
Ahmed, Saleh	Research Associate		46,000	CY	0	0.00	
Oakes, Joseph	Research Associate		43,260	CY	0	0.00	
<b>Departmental Total Increase Amount:</b>					<b>14,162.</b>		
<b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Virginia Seafood</u></b>							
van Senten, Jonathan	Postdoctoral Associate		46,800	CY	1,800	4.00	
Lane, Robert	Professional Lecturer		63,454	CY	1,244	2.00	
Schwarz, Michael	Professional Lecturer		108,410	CY	2,514	2.37	
Villalba, Abigail	Professional Lecturer		75,275	CY	1,476	2.00	
<b>Departmental Total Increase Amount:</b>					<b>7,034.</b>		
<b><u>Administration</u></b>							
Grant, Alan	Administrative Professor	Dean	291,172	CY	5,709	2.00	
Barlow, Christopher	Professional Lecturer		86,700	CY	1,700	2.00	
Bradley, Susan	Professional Lecturer		65,000	CY	0	0.00	2
Christian, Mary	Professional Lecturer		127,550	CY	2,550	2.04	
Ebel, Elizabeth	Professional Lecturer		67,890	CY	1,460	2.20	
Glidden, Dorothy	Professional Lecturer		97,330	CY	0	0.00	3
Jones, Jennifer	Professional Lecturer		53,845	CY	1,570	3.00	
Kleiber, Stephen	Professional Lecturer		144,680	CY	2,900	2.05	
Mahdu, Samantha	Professional Lecturer		66,195	CY	1,425	2.20	
O'Grady, Gabrielle	Professional Lecturer		51,000	CY	1,000	2.00	
Perkins, Dedreia	Professional Lecturer		62,300	CY	0	0.00	
Wood, April	Professional Lecturer		65,000	CY	2,500	4.00	
<b>Departmental Total Increase Amount:</b>					<b>20,814.</b>		
<b><u>Agricultural, Leadership and Community Education</u></b>							
Rudd, Rickie	Professor	Department Head & Endowed Professor	185,478	AY	3,630	2.00	
Kaufman, Eric	Associate Professor		137,565	RE12	2,893	2.15	
Niewolny, Kimberly	Associate Professor		107,814	CY	2,148	2.03	
Westfall-Rudd, Donna	Associate Professor		88,422	AY	1,734	2.00	
Anderson, James	Assistant Professor		87,059	CY	1,707	2.00	

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Archibald, Thomas	Assistant Professor		127,218	CY	2,593	2.08
Friedel, Curtis	Assistant Professor		84,636	AY	1,856	2.24
Rateau, Richard	Assistant Professor		67,000	AY	2,000	3.08
Scherer, Hannah	Assistant Professor		83,161	AY	1,900	2.34
Spindler, Matthew	Assistant Professor		82,065	AY	815	1.00
Drape, Tiffany	Research Assistant Professor		71,869	CY	1,869	2.67
Martin, Perry	Instructor		66,500	AY	1,500	2.31
Seibel, Megan	Professional Lecturer		68,418	CY	0	0.00
Vines, Karen	Professional Lecturer		74,025	CY	1,451	2.00
<b>Departmental Total Increase Amount:</b>					<b>26,096.</b>	

**Agricultural and Applied Economics**

Alwang, Jeffrey	Professor		163,909	AY	4,000	2.50	
Blank, Steven	Professor	Department Head	197,600	CY	0	0.00	3
Bosch, Darrell	Professor	Interim Department Head	144,335	CY	2,700	1.91	
Boyle, Kevin	Professor	Director, Real Estate Program	231,855	CY	4,543	2.00	
Davis, George	Professor		147,740	AY	2,650	1.83	
Ellerbrock, Michael	Professor		121,762	AY	2,391	2.00	
Geyer, Leighton	Professor		140,137	CY	2,500	1.82	
Marchant, Mary	Professor		139,710	AY	2,500	1.82	
Mills, Bradford	Professor		131,400	CY	2,600	2.02	
Moeltner, Klaus	Professor		139,209	AY	2,730	2.00	
Norton, George	Professor		155,300	CY	3,600	2.37	
Pease, James	Professor		113,810	CY	2,000	1.79	
Peterson, Everett	Professor		105,624	RE10	1,850	1.78	
Stephenson, Stephen	Professor		124,134	CY	2,200	1.80	
Taylor, Daniel	Professor		110,083	CY	1,950	1.80	
Grant, Jason	Associate Professor		180,613	RE12	3,541	2.00	
Isengildina Massa, Olga	Associate Professor		124,610	AY	2,450	2.01	
You, Wen	Associate Professor		138,720	RE10	2,720	2.00	
Larochelle, Catherine	Assistant Professor		84,158	AY	1,700	2.06	
Morgan, Kimberly	Assistant Professor		94,663	AY	1,700	1.83	
Mountain, Travis	Assistant Professor		84,320	AY	1,700	2.06	
Haynie, Frenda	Professional Lecturer		51,000	CY	1,000	2.00	
Walker, Martha	Professional Lecturer		99,348	CY	2,000	2.05	
Bruce, Franklin	Sr Project Associate		55,278	CY	1,084	2.00	
<b>Departmental Total Increase Amount:</b>					<b>56,109.</b>		

**Agriculture Technology Program – Two Year**

Gwaltney, Wesley	Instructor		55,984	AY	1,100	2.00	
Doak, Samuel	Senior Instructor		70,103	AY	1,413	2.06	
Guthrie, Joseph	Senior Instructor		71,360	AY	1,400	2.00	
Kohl, Rachel	Senior Instructor		73,207	AY	1,400	1.95	
Martin, Thomas	Senior Instructor		71,690	AY	1,400	1.99	
Mykerezi, Pavli	Senior Instructor	Director	110,586	CY	2,160	1.99	
<b>Departmental Total Increase Amount:</b>					<b>8,873.</b>		

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<b><u>Animal and Poultry Sciences</u></b>							
Dalloul, Rami	Professor		113,832	AY	2,232	2.00	
Denbow, Donald	Professor		134,814	AY	2,000	1.51	
Dunnington, Elizabeth	Professor		95,213	AY	1,400	1.49	
Gerrard, David	Professor	Department Head	207,400	CY	4,000	1.97	
Greiner, Scott	Professor		105,917	AY	1,950	1.88	
Jiang, Honglin	Professor		129,349	RE11	2,550	2.01	
Knight, James	Professor		122,783	CY	2,350	1.95	
Smith, Edward	Professor		127,039	RE12	2,000	1.60	
Wong, Eric	Professor	Endowed Professor	127,681	AY	2,550	2.04	
Cline, Mark	Associate Professor		99,325	AY	2,425	2.50	
Ealy, Alan	Associate Professor		106,650	AY	2,350	2.25	
Eversole, Dan	Associate Professor		102,043	AY	2,250	2.25	
Gilbert, Elizabeth	Associate Professor		99,325	AY	2,425	2.50	
Johnson, Sally	Associate Professor	Endowed Professor	145,050	AY	2,950	2.08	
Persia, Michael	Associate Professor		107,914	RE10	2,116	2.00	
Rhoads, Michelle	Associate Professor		100,210	AY	1,965	2.00	
Rhoads, Robert	Associate Professor		115,010	AY	2,350	2.09	
Wood, Cynthia	Associate Professor		93,017	AY	1,650	1.81	
El-Kadi, Samer	Assistant Professor		91,240	AY	1,750	1.96	
Lee, Kiho	Assistant Professor		96,780	AY	2,350	2.49	
Leeth, Caroline	Assistant Professor		92,650	AY	1,850	2.04	
Mercadante, Vitor	Assistant Professor		88,246	AY	1,750	2.02	
White, Robin	Assistant Professor		81,550	AY	1,550	1.94	
Bedford, Andrea	Postdoctoral Associate		45,000	CY	0	0.00	2
Lu, Yue	Postdoctoral Associate		45,900	CY	900	2.00	
Shi, Hao	Research Assistant Professor		69,909	AY	2,000	2.95	
Bergamasco, Luciana	Instructor		67,550	AY	1,450	2.19	
Tamim, Nada	Instructor		67,550	AY	1,450	2.19	
Arnold, Sandy	Professional Lecturer		46,050	CY	1,150	2.56	
Boteler, Beth	Professional Lecturer		43,950	CY	1,150	2.69	
Bradley, Jennifer	Professional Lecturer		42,908	CY	950	2.26	
Crisman, Virginia	Professional Lecturer		50,900	CY	900	1.80	
McIntosh, Bridgett	Professional Lecturer		116,247	CY	1,947	1.70	
Nulton, Lisa	Professional Lecturer		44,150	CY	1,150	2.67	
Ransdell, Leona	Professional Lecturer		42,050	CY	1,150	2.81	
Saville, Joi	Professional Lecturer		40,800	CY	800	2.00	
West, Sherri	Professional Lecturer		47,838	CY	938	2.00	
Wicks, Jordan	Professional Lecturer		64,728	CY	1,728	2.74	
Wilson, Thomas	Professional Lecturer		71,400	CY	0	0.00	
Barrett, Nathaniel	Research Associate		42,500	CY	0	0.00	2
<b><u>Departmental Total Increase Amount: 68,426.</u></b>							
<b><u>Biochemistry</u></b>							
Bevan, David	Professor		113,268	CY	2,400	2.16	

## *College of Agriculture and Life Sciences*

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Dean, Dennis	Professor	University Distinguished Professor & Endowed Professor	345,687	CY	7,441	2.20	
Gillaspy, Glenda	Professor	Department Head	190,000	CY	6,000	3.26	
Kennelly, Peter	Professor		161,718	CY	2,700	1.70	
Larson, Timothy	Professor		108,599	CY	1,900	1.78	
Li, Jianyong	Professor		112,619	AY	0	0.00	
Mukhopadhyay, Biswarup	Professor		137,758	RE12	2,701	2.00	
Sobrado, Pablo	Professor		142,723	AY	2,749	1.96	
Tu, Zhijian	Professor		181,782	RE12	3,564	2.00	
Phillips, Katherine	Senior Research Scientist		104,385	CY	0	0.00	2
Helm, Richard	Associate Professor		110,318	CY	2,000	1.85	
Klemba, Michael	Associate Professor		85,480	AY	1,000	1.18	
White, Robert	Associate Professor		113,510	CY	0	0.00	
Zhu, Jinsong	Associate Professor		115,786	RE12	2,800	2.48	
Aryan, Azadeh	Research Scientist		75,000	CY	0	0.00	2
Qi, Yumin	Research Scientist		54,995	CY	0	0.00	2
Wu, Ling	Research Scientist		28,600	CY	0	0.00	2
Mackey, Zachary	Assistant Professor		84,963	AY	1,400	1.68	
Slade, Daniel	Assistant Professor		85,188	AY	3,900	4.80	
Xu, Bin	Assistant Professor		84,963	AY	1,400	1.68	
Baki, Vijaya Bhaskar	Postdoctoral Associate		47,500	CY	0	0.00	2
Jimenez Vicente, Emilio	Postdoctoral Associate		45,000	CY	0	0.00	2
Susanti, Dwi	Postdoctoral Associate		53,358	CY	0	0.00	2
Williams, Sarah	Postdoctoral Associate		47,500	CY	2,500	5.56	
Purwantini, Endang	Research Assistant Professor		72,036	CY	0	0.00	2
Lally, David	Professional Lecturer		55,000	CY	3,000	5.77	
Irwin, Ruth	Project Director		74,430	CY	0	0.00	2
Liu, Pengcheng	Research Associate		48,027	CY	0	0.00	2
Rasor, Amy	Research Associate		57,876	CY	0	0.00	2
Ruggio, David	Research Associate		63,129	CY	0	0.00	2
Ray, William	Senior Research Associate		47,501	CY	0	0.00	2
<b>Departmental Total Increase Amount:</b>					<b>47,455.</b>		

### **Biological Systems Engineering**

Benham, Brian	Professor		120,637	AY	2,980	2.53	
Hession, William	Professor		114,552	AY	2,400	2.14	
Wolfe, Mary Leigh	Professor	Department Head	210,140	CY	4,000	1.94	
Zhang, Chenming	Professor		158,970	RE10	2,000	1.27	
Zhang, Yi Heng	Professor		117,472	AY	1,500	1.29	
Yagow, Eugene	Senior Research Scientist		77,553	CY	0	0.00	
Barone, Justin	Associate Professor		133,415	CY	1,700	1.29	
Easton, Zachary	Associate Professor		112,480	AY	2,700	2.46	
Krometis, Leigh Anne	Associate Professor		101,530	AY	2,700	2.73	
Ogejo, Jactone	Associate Professor		106,638	CY	1,800	1.72	
Scott, Durelle	Associate Professor		101,080	AY	2,100	2.12	
Senger, Ryan	Associate Professor		112,460	AY	2,200	2.00	



*College of Agriculture and Life Sciences*

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Thompson, Theresa	Associate Professor		109,446	AY	2,200	2.05
Kline, Karen	Research Scientist		68,934	CY	1,500	2.22
Feng, Xueyang	Assistant Professor		89,534	AY	1,800	2.05
Shortridge, Julie	Assistant Professor		88,888	AY	888	1.01
Sridhar, Venkataramana	Assistant Professor		99,200	AY	2,700	2.80
Ahmadisharaf, Ebrahim	Postdoctoral Associate		46,250	CY	1,250	2.78
Billah, Mirza	Postdoctoral Associate		45,000	CY	0	0.00
Hu, Yun	Postdoctoral Associate		45,000	CY	0	0.00
Sheng, Jiayuan	Postdoctoral Associate		45,900	CY	900	2.00
Mariger, Stanley	Instructor		68,473	CY	1,400	2.09
Baker, Priscilla	Professional Lecturer		38,250	AY	750	2.00
Ignosh, John	Professional Lecturer		73,661	CY	1,900	2.65
Lehmann, Laura	Professional Lecturer		58,927	CY	1,500	2.61
Rustia, Roman	Professional Lecturer		69,500	CY	1,400	2.06
Hanson, Jeremy	Project Associate		68,645	CY	1,350	2.01
Tse, Wesley	Project Associate		45,400	CY	0	0.00
Fuka, Daniel	Research Associate		47,500	CY	0	0.00
Lou, Song	Research Associate		46,500	CY	0	0.00
Ling, Erin	Sr Project Associate		68,410	CY	1,500	2.24
<b>Departmental Total Increase Amount: 47,118.</b>						

**Crop and Soil Environmental Sciences**

Abaye, Azenegashe	Professor		115,880	CY	2,439	2.15	
Daniels, Walter	Professor	Endowed Professor	171,460	RE12	4,426	2.65	
Eick, Matthew	Professor		106,685	CY	1,835	1.75	
Ervin, Erik	Professor		143,292	CY	3,000	2.14	
Evanylo, Gregory	Professor		120,624	CY	2,539	2.15	
Goatley, James	Professor		110,321	CY	2,322	2.15	
Griffey, Carl	Professor	Endowed Professor	139,604	CY	3,604	2.65	
Hodges, Steven	Professor		135,422	CY	1,341	1.00	
Maguire, Rory	Professor		107,446	CY	2,261	2.15	
Saghai-Marroof, Mohammad	Professor		153,360	CY	3,228	2.15	
Thomason, Wade	Professor		132,568	CY	3,422	2.65	
Xia, Kang	Professor		115,017	AY	2,969	2.65	
Zipper, Carl	Professor		104,364	CY	0	0.00	
Fike, John	Associate Professor		88,192	CY	1,517	1.75	
Galbraith, John	Associate Professor		94,344	CY	1,986	2.15	
Tracy, Benjamin	Associate Professor		94,649	CY	1,628	1.75	
Badgley, Brian	Assistant Professor		83,875	AY	1,765	2.15	
Fukao, Takeshi	Assistant Professor		83,875	AY	1,765	2.15	
Li, Song	Assistant Professor		84,659	AY	1,456	1.75	
Steele, Meredith	Assistant Professor		83,547	AY	1,437	1.75	
Stewart, Ryan	Assistant Professor		86,282	AY	1,775	2.10	
Chen, Chaoqi	Postdoctoral Associate		32,640	CY	0	0.00	2
Chim, Bee Khim	Postdoctoral Associate		45,000	CY	0	0.00	1
Fitzgerald, Joshua	Postdoctoral Associate		45,000	CY	0	0.00	1

*College of Agriculture and Life Sciences*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Zhang, Bo	Research Assistant Professor		83,700	CY	0	0.00
Zhang, Xunzhong	Research Assistant Professor		61,825	CY	2,378	4.00
Bendfeldt, Eric	Professional Lecturer		86,405	CY	1,819	2.15
Hardiman, Thomas	Professional Lecturer		61,303	CY	1,202	2.00
Holler, Tammy	Professional Lecturer		50,954	CY	999	2.00
Stewart, Jennifer	Professional Lecturer		40,000	CY	4,299	12.04
Williams, Tad	Professional Lecturer		49,980	CY	980	2.00
Wilson, Chantel	Professional Lecturer		51,000	CY	1,000	2.00
Buckwalter, Joseph	Research Associate		46,360	CY	685	1.50
Burger, Julia	Research Associate		39,330	CY	1,330	3.50
Clevinger, Elizabeth	Research Associate		46,115	CY	1,343	3.00
Haering, Kathryn	Research Associate		24,912	CY	842	3.50
Hokanson, Elizabeth	Research Associate		53,161	CY	2,044	4.00
Klopf, Sara	Research Associate		51,690	CY	1,261	2.50
Liu, Limei	Research Associate		46,549	CY	913	2.00
Rosso, Maria	Research Associate		46,755	CY	0	0.00
Waller, Lucas	Research Associate		48,450	CY	950	2.00
Brooks, Wynse	Senior Research Associate		57,954	CY	1,136	2.00
Orndorff, Zenah	Senior Research Associate		47,185	CY	1,596	3.50
Shang, Chao	Senior Research Associate		71,339	CY	1,399	2.00

**Departmental Total Increase Amount: 72,891.**

**Dairy Science**

Akers, Robert	Professor	Endowed Professor	180,792	CY	3,215	1.81
Hanigan, Mark	Professor	Endowed Professor	132,497	AY	2,790	2.15
Knowlton, Katharine	Professor	Endowed Professor	125,764	CY	2,600	2.11
Corl, Benjamin	Associate Professor	Interim Department Head	129,800	AY	3,000	2.37
Petersson-Wolfe, Christina	Associate Professor		96,201	CY	1,886	2.00
Cockrum, Rebecca	Assistant Professor		83,950	AY	1,600	1.94
Daniels, Kristy	Assistant Professor		97,850	AY	1,750	1.82
Ferreira, Gonzalo	Assistant Professor		85,416	AY	1,775	2.12
Feng, Xin	Postdoctoral Associate		45,000	CY	0	0.00
White, William	Advanced Instructor		67,830	AY	1,330	2.00
Winston, David	Lecturer		78,086	CY	1,650	2.16

**Departmental Total Increase Amount: 21,596.**

**Director, Resident Instruction**

Sumner, Susan	Administrative Professor	Associate Dean	214,080	CY	6,000	2.88
Ziegler, Peter	Assistant Prof of Practice		72,575	AY	1,075	1.50
Beatty, Cynthia	Professional Lecturer		53,415	CY	1,395	2.68
Saunders, Natasha	Professional Lecturer		56,000	CY	0	0.00

**Departmental Total Increase Amount: 8,470.**

**Entomology**

Brewster, Carlyle	Professor		101,791	CY	1,996	2.00
Kring, Timothy	Professor		190,000	CY	6,000	3.26

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Kuhar, Thomas	Professor		115,353	CY	2,492	2.21	
Miller, Dini	Professor		109,066	CY	1,700	1.58	
Pfeiffer, Douglas	Professor		107,410	CY	2,250	2.14	
Salom, Scott	Professor		121,304	CY	2,379	2.00	
Sharakhov, Igor	Professor		135,502	RE12	2,657	2.00	
Weaver, Michael	Professor		115,536	CY	2,265	2.00	
Paulson, Sally	Associate Professor		89,985	AY	1,770	2.01	
Onufrieva, Ksenia	Research Scientist		52,813	CY	1,540	3.00	
Couvillon, Margaret	Assistant Professor		81,600	AY	1,600	2.00	
Marek, Paul	Assistant Professor		90,581	AY	1,776	2.00	
Sharakhova, Maria	Assistant Professor		81,700	AY	1,700	2.13	
Sharma, Atashi	Postdoctoral Associate		45,900	CY	900	2.00	
Schuerch, Roger	Research Assistant Professor		66,300	AY	1,300	2.00	
Day, Eric	Professional Lecturer		70,598	CY	1,450	2.10	
Dodd, Denise	Professional Lecturer		54,105	CY	1,575	3.00	
Lee, Peter	Professional Lecturer		45,450	CY	1,325	3.00	
Wilson, James	Professional Lecturer		61,385	CY	1,385	2.31	
Wilson, Molly	Project Associate		42,961	CY	0	0.00	2
Dodd, Howard	Research Associate		62,135	CY	1,810	3.00	
Laub, Curtis	Research Associate		54,317	CY	1,250	2.36	
Wallingford, Anna	Research Associate		50,000	CY	0	0.00	2
Roberts, Everett	Senior Research Associate		78,602	CY	0	0.00	

**Departmental Total Increase Amount: 41,120.**

**Extension**

Jones, Edwin	Administrative Professor		222,386	CY	4,361	2.00
Sutphin, Cathy	Professional Associate Prof		128,112	CY	2,650	2.11
Baughman, Sarah	Research Associate Professor		114,877	CY	4,418	4.00
Seibel, George	Instructor		68,025	CY	1,400	2.10
Grisso, Robert	Administrative Lecturer		158,361	CY	3,200	2.06
Fogel, Jonah	Professional Lecturer		61,854	CY	0	0.00
Haskins, Conaway	Professional Lecturer		94,860	CY	1,860	2.00
Hunnings, Joseph	Professional Lecturer		106,086	CY	2,176	2.09
Johnson, Lonnie	Professional Lecturer	District Director	119,300	CY	2,250	1.92
Lambur, Michael	Professional Lecturer		127,800	CY	2,600	2.08
Monk, Brandon	Professional Lecturer		52,530	CY	1,030	2.00
Tyler-Mackey, Crystal	Professional Lecturer		82,003	CY	1,600	1.99
Scott, Brigitte	Project Associate		76,723	CY	2,836	3.84

**Departmental Total Increase Amount: 30,381.**

**Food Science and Technology**

Marcy, Joseph	Professor	Department Head	187,500	CY	7,000	3.88
O'Keefe, Sean	Professor		113,462	AY	3,000	2.72
Boyer, Renee	Associate Professor		105,418	AY	2,100	2.03
Eifert, Joseph	Associate Professor		98,009	AY	1,500	1.55
Neilson, Andrew	Associate Professor		90,850	AY	1,800	2.02

## *College of Agriculture and Life Sciences*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
Ponder, Monica	Associate Professor		93,687	AY	1,800	1.96
Williams, Robert	Associate Professor		96,102	AY	1,800	1.91
Fernandez-Fraguas, Cristina	Assistant Professor		82,100	AY	1,600	1.99
Huang, Haibo	Assistant Professor		82,100	AY	1,600	1.99
Kuhn, David	Assistant Professor		85,780	AY	1,700	2.02
Stewart, Amanda	Assistant Professor		86,016	AY	1,600	1.90
Chase, Melissa	Professional Lecturer		58,167	CY	1,100	1.93
Eifert, Joell	Professional Lecturer		53,000	CY	1,000	1.92
Granata, Linda	Professional Lecturer		53,500	CY	1,000	1.90
Kelly, Molly	Professional Lecturer		70,899	CY	1,210	1.74
Wiersema, Brian	Professional Lecturer		75,469	CY	1,600	2.17
Driver, Brett	Project Associate		45,000	CY	1,000	2.27
Hurley, Eldon	Research Associate		56,755	CY	1,000	1.79
Taylor, Daniel	Research Associate		48,856	CY	0	0.00
Wu, Jian	Research Associate		49,050	CY	1,000	2.08
			<b><u>Departmental Total Increase Amount: 34,410.</u></b>			
<b><u>Global Programs</u></b>						
Thompson, Tommy	Administrative Lecturer	Department Head	211,000	CY	5,000	2.43
			<b><u>Departmental Total Increase Amount: 5,000.</u></b>			
<b><u>Horticulture</u></b>						
Beers, Eric	Professor		125,710	CY	2,000	1.62
Harris, James	Professor	Department Head	172,489	CY	0	0.00
Latimer, Joyce	Professor		113,248	CY	2,000	1.80
Niemiera, Alexander	Professor		111,357	CY	2,580	2.37
Veilleux, Richard	Professor	Endowed Professor	166,411	CY	2,000	1.22
Welbaum, Gregory	Professor		111,302	CY	2,000	1.83
Clark, Susan	Associate Professor		91,168	AY	2,000	2.24
Scoggins, Holly	Associate Professor		105,749	CY	2,000	1.93
Williams, Mark	Associate Professor		94,767	AY	1,600	1.72
Zhao, Bingyu	Associate Professor		98,559	AY	2,000	2.07
Bombarely Gomez, Aureliano	Assistant Professor		83,150	AY	1,600	1.96
O'Rourke, Megan	Assistant Professor		91,600	AY	1,600	1.78
Angelella, Gina	Postdoctoral Associate		45,500	CY	500	1.11
Hessler, Alex	Instructor		59,040	CY	1,384	2.40
Leshyn, Barbara	Senior Instructor		76,515	AY	2,200	2.96
Close, David	Professional Lecturer		73,410	CY	1,400	1.94
Freeborn, John	Professional Lecturer		49,460	CY	1,000	2.06
Huckestein, Stephanie	Professional Lecturer		48,230	CY	1,000	2.12
Straw, Richard	Professional Lecturer		80,067	CY	0	0.00
Vallotton, Amber	Professional Lecturer		65,226	CY	2,200	3.49
Gugercin, Sarah	Research Associate		44,968	CY	1,000	2.27
			<b><u>Departmental Total Increase Amount: 32,064.</u></b>			

*College of Agriculture and Life Sciences*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b><u>Human Nutrition, Foods and Exercise</u></b>							
Davy, Brenda	Professor		129,867	RE10	2,546	2.00	
Davy, Kevin	Professor		175,577	RE11	3,300	1.92	
Liu, Dongmin	Professor		168,051	RE12	3,295	2.00	
Rankin, Janet	Professor		115,873	AY	2,216	1.95	
Serrano, Elena	Professor		145,945	RE12	2,862	2.00	
Williams, Jay	Professor		112,745	AY	2,088	1.89	
Brown, David	Associate Professor		193,498	RE12	4,165	2.20	
Good, Deborah	Associate Professor		105,328	AY	1,984	1.92	
Grange, Robert	Associate Professor		111,173	AY	2,180	2.00	
Hulver, Matthew	Associate Professor	Department Head	199,500	CY	5,000	2.57	
Ju, Young	Associate Professor		90,820	AY	1,711	1.92	
Schmelz, Eva	Associate Professor		101,821	AY	1,918	1.92	
Misyak, Sarah	Research Scientist		67,626	CY	1,326	2.00	
Cheng, Zhiyong	Assistant Professor		86,306	AY	1,651	1.95	
Harden, Samantha	Assistant Professor		84,159	AY	1,812	2.20	
Hedrick, Valisa	Assistant Professor		83,789	AY	1,643	2.00	
Kraak, Vivica	Assistant Professor		115,088	RE12	2,477	2.20	
Rafie, Carlin	Assistant Professor		85,229	CY	1,589	1.90	
Frisard, Madlyn	Research Assistant Professor		87,161	AY	1,700	1.99	
McMillan, Ryan	Research Assistant Professor		70,811	CY	1,388	2.00	
Cox, Heather	Advanced Instructor		74,145	AY	1,400	1.92	
Eaton, Renee	Advanced Instructor		73,132	AY	1,399	1.95	
Girmes-Grieco, Nicolin	Advanced Instructor		65,719	AY	1,289	2.00	
Rockwell, Michelle	Instructor		62,546	AY	1,226	2.00	
Papillon, Carol	Senior Instructor		77,555	AY	1,521	2.00	
Dobson, Elizabeth	Professional Lecturer		45,000	CY	0	0.00	2
LaFalce, Amy	Professional Lecturer		45,558	AY	893	2.00	
Midkiff, Judith	Professional Lecturer		89,238	CY	1,750	2.00	
Nelson, Stephanie	Professional Lecturer		48,521	CY	1,021	2.15	
Pollio, Deborah	Professional Lecturer		51,055	CY	1,075	2.15	
Stylianios, Kyriakos	Professional Lecturer		62,424	CY	1,224	2.00	
Wogenrich, Kevin	Professional Lecturer		41,677	CY	877	2.15	
Brooks, Austin	Project Associate		49,951	CY	1,921	4.00	
Ledlie, Meredith	Project Associate		58,350	CY	2,244	4.00	
Margheim, Lynn	Project Associate		58,123	CY	1,140	2.00	
Stevens, Judith	Project Associate		76,640	CY	1,503	2.00	
Marinik, Elaina	Project Director		71,313	CY	1,398	2.00	
Addington, Adele	Research Associate		61,034	CY	1,197	2.00	
Bandara, Aloka	Research Associate		61,800	CY	1,800	3.00	
Wang, Aihua	Research Associate		45,016	CY	0	0.00	2
Wiedmer, Franc-Eric	Research Associate		66,003	CY	1,100	1.69	
Zheng, Dongxu	Research Associate		20,661	CY	0	0.00	2
Wall, Sarah	Sr Project Associate		69,000	CY	0	0.00	2
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>72,829.</u></b>		

## *College of Agriculture and Life Sciences*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b><u>Information Technology</u></b>							
Collins, Stephanie	Professional Lecturer		55,600	CY	1,500	2.77	
Crawford, Mark	Professional Lecturer		71,596	CY	1,150	1.63	
Flinchum, Randy	Professional Lecturer		63,467	CY	1,090	1.75	
Kelly, Sarah	Professional Lecturer		53,953	CY	1,040	1.97	
Magana, Isaac	Professional Lecturer		49,890	CY	950	1.94	
Meeks, Andrew	Professional Lecturer		67,600	CY	1,300	1.96	
Robinson, Patrick	Professional Lecturer		93,071	CY	1,750	1.92	
Shetrone, Scott	Professional Lecturer		62,504	CY	1,750	2.88	
Sumner, Mark	Professional Lecturer		71,526	CY	1,100	1.56	
Vines, Neal	Professional Lecturer		159,925	CY	3,200	2.04	
Yao, Xiaozheng	Professional Lecturer		52,900	CY	900	1.73	
<b><u>Departmental Total Increase Amount:</u></b>					<b>15,730.</b>		
<b><u>Plant Pathology, Physiology, and Weed Science</u></b>							
Eisenback, Jonathan	Professor		90,003	CY	1,465	1.65	
Grabau, Elizabeth	Professor		159,350	AY	1,600	1.01	
Grene, Ruth	Professor		87,351	AY	1,500	1.75	
McDowell, John	Professor		150,288	RE11	2,000	1.35	
Schmale, David	Professor		139,268	RE11	3,100	2.28	
Vinatzer, Boris	Professor	Department Head	157,569	RE11	4,000	2.60	
Westwood, James	Professor		119,779	CY	2,950	2.53	
Askew, Shawn	Associate Professor		102,560	CY	2,250	2.24	
Barney, Jacob	Associate Professor		104,838	AY	2,650	2.59	
Baudoin, Antonius	Associate Professor		91,135	AY	1,750	1.96	
Colla'kova', Eva	Associate Professor		109,795	RE11	1,750	1.62	
Jelesko, John	Associate Professor		85,088	CY	1,250	1.49	
Pilot, Guillaume	Associate Professor		90,540	AY	2,000	2.26	
Flessner, Michael	Assistant Professor		84,900	AY	2,000	2.41	
Haak, David	Assistant Professor		84,400	AY	2,000	2.43	
McCall, David	Assistant Professor		83,650	AY	1,650	2.01	
Wang, Xiaofeng	Assistant Professor		84,150	AY	2,400	2.94	
Marine, Sasha	Postdoctoral Associate		47,500	CY	0	0.00	
Reis Vieira, Paulo	Postdoctoral Associate		51,500	CY	0	0.00	2
Hansen, Mary	Instructor		72,479	CY	1,500	2.11	
Hanlon, Regina	Research Associate		51,210	CY	1,965	3.99	
McMaster, Nicole	Research Associate		51,238	CY	1,965	3.99	
Bush, Elizabeth	Senior Research Associate		51,975	CY	0	0.00	2
Park, So Yon	Senior Research Associate		60,783	CY	1,480	2.50	
Zhao, Chengsong	Senior Research Associate		50,518	CY	991	2.00	
Shuman, Joel	Sr Project Associate		57,328	CY	0	0.00	
<b><u>Departmental Total Increase Amount:</u></b>					<b>44,216.</b>		
<b><u>Research</u></b>							
Mostaghimi, Saied	Administrative Professor	Associate Dean & Endowed Professor	250,424	CY	4,910	2.00	

*College of Agriculture and Life Sciences*

<b><u>Name</u></b>	<b><u>Rank</u></b>	<b><u>Title</u></b>	<b><u>Recommended Salary For 2017 - 2018</u></b>	<b><u>Appt</u></b>	<b><u>Increase Amount</u></b>	<b><u>Increase Pct.</u></b>
Duncan, Susan	Professor		153,800	CY	3,800	2.53
Dudek, Nancy	Professional Lecturer		73,040	CY	2,040	2.87
Hilt, Patrick	Professional Lecturer		95,000	CY	0	0.00
<b><u>Departmental Total Increase Amount:</u></b>					<b>10,750.</b>	
<b><u>Unit Total Increase Amount:</u></b>					<b>736,438.</b>	

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*College of Architecture and Urban Studies*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b><u>Recommended Salary For 2017 - 2018</u></b>	<b>Appt</b>	<b><u>Increase Amount</u></b>	<b><u>Increase Pct.</u></b>
<b><u>Architecture</u></b>						
Breitschmid, Markus	Professor		111,920	AY	2,195	2.00
Choudhury, Salahuddin	Professor		111,145	AY	2,180	2.00
Clements, Terry	Professor	Chair, Landscape Architecture Program	100,820	AY	1,978	2.00
Dunay, Donna	Professor	Endowed Professor; Director, IAWA	149,225	RE10	2,925	2.00
Dunay, Robert	Professor	Endowed Professor & Director, Center for Design Research	228,415	CY	4,476	2.00
Emmons, Paul	Professor	Chair, WAAC PhD Program	103,720	AY	2,035	2.00
Ermann, Michael	Professor		105,285	AY	1,810	1.75
Jones, James	Professor	PhD Program Chair & Director, CHPE	107,185	AY	2,100	2.00
Piedmont-Palladino, Susan	Professor	Director, Urban Design Program & WAAC, Alexandria	146,040	CY	2,865	2.00
Rodriguez-Camilloni, Humberto	Professor		102,710	AY	1,765	1.75
Rott, Hans	Professor		105,345	AY	1,810	1.75
Setareh, Mehdi	Professor		124,440	AY	2,440	2.00
Tucker, Lisa	Professor	Chair, Interior Design Program	104,605	AY	2,052	2.00
Weiner, Frank	Professor		104,575	AY	2,050	2.00
Wheeler, Joseph	Professor		108,915	AY	2,136	2.00
de Hahn, Henri	Professor		118,945	AY	2,045	1.75
Zellner Bassett, Paola	Associate Prof of Practice		82,865	AY	1,625	2.00
Bassett, James	Associate Professor	Chair, Foundation Program	87,105	AY	1,705	2.00
Bork, Dean	Associate Professor		93,745	AY	1,610	1.75
Bryon, Hilary	Associate Professor		82,200	AY	1,610	2.00
Cortes, Mario	Associate Professor		81,395	AY	1,595	2.00
Dorsa, Edward	Associate Professor	Chair, Industrial Design Program	96,050	AY	0	0.00
Dugas, David	Associate Professor	Chair, Core Professional Program	82,955	AY	1,625	2.00
Edge, Kay	Associate Professor		83,750	AY	1,640	2.00
Feuerstein, Marcia	Associate Professor		88,095	AY	1,725	2.00
Galloway, William	Associate Professor		95,585	AY	1,875	2.00
Gartner, Howard	Associate Professor		86,870	AY	1,700	2.00
Grant, Elizabeth	Associate Professor		87,160	AY	1,710	2.00
Green, William	Associate Professor		78,540	AY	1,540	2.00
Jacobson, Wendy	Associate Professor		82,955	AY	1,625	2.00
Katen, Brian	Associate Professor		88,615	AY	1,735	2.00
Kelsch, Paul	Associate Professor		95,195	AY	1,865	2.00
Kennedy, Brook	Associate Professor		85,055	AY	1,668	2.00
Kim, Mintai	Associate Professor		80,670	AY	1,580	2.00
Martin, Shelley	Associate Professor		86,940	AY	2,940	3.50
McGrath, Margarita	Associate Professor		83,015	AY	2,415	3.00
McSherry, Laurel	Associate Professor	Associate Chair, Masters Landscape Architecture Program, Alexandria	113,805	AY	2,230	2.00
Pittman, Vance	Associate Professor	Director, School of Architecture + Design	153,000	CY	3,000	2.00
Renard, Helene	Associate Professor		78,540	AY	1,540	2.00



*College of Architecture and Urban Studies*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b><u>Recommended Salary For 2017 - 2018</u></b>	<b>Appt</b>	<b><u>Increase Amount</u></b>	<b><u>Increase Pct.</u></b>
Schoeddt, Heinrich	Associate Professor	Chair, Advanced Professional Program	95,100	AY	1,865	2.00
Tew, Gregory	Associate Professor		100,440	AY	1,725	1.75
Thompson, Steven	Associate Professor		93,065	AY	1,825	2.00
Whitney, Brad	Associate Professor		79,700	AY	1,560	2.00
Sullivan, Martha	Assistant Prof of Practice		68,655	AY	1,345	2.00
Becker, Edward	Assistant Professor		70,200	AY	1,700	2.48
Bedford, Joseph	Assistant Professor		76,500	AY	1,500	2.00
Bohannon, Cermetrius	Assistant Professor		74,900	AY	1,470	2.00
Doan, Patrick	Assistant Professor		78,060	AY	1,530	2.00
Heavers, Nathan	Assistant Professor		80,350	AY	1,575	2.00
Ishida, Aki	Assistant Professor		78,255	AY	1,535	2.00
King, Jonathan	Assistant Professor		87,500	AY	1,715	2.00
Tomer, Sharone	Assistant Professor		76,500	AY	1,500	2.00
Tural, Elif	Assistant Professor		71,400	AY	1,400	2.00
Wagner, Matthew	Assistant Professor		74,265	AY	1,455	2.00
Jones, Kevin	Visiting Assistant Professor		61,710	AY	1,530	2.54
Holt, Rengin	Instructor		65,815	AY	1,290	2.00
Pieper, Ryan	Visiting Instructor		63,080	CY	1,235	2.00
Pritchett, Christopher	Visiting Instructor		68,225	AY	1,335	2.00
Vorster, Clive	Visiting Instructor		58,565	AY	1,150	2.00
Lewis, Bram	Professional Lecturer		65,285	CY	1,280	2.00

**Departmental Total Increase Amount: 108,940.**

**Art and Art History**

Concannon, Kevin	Professor	Director, School of Visual Arts	157,990	CY	3,097	2.00
Crane, David	Professor		100,875	AY	1,700	1.71
Van Hook, Leila	Professor	Co-Director, Material Arts Masters Program	107,540	AY	2,110	2.00
Casto, Marilyn	Associate Professor		76,640	AY	1,505	2.00
Head, Travis	Associate Professor	Chair, Studio Art Program	85,755	AY	1,680	2.00
Knoblauch, Ann-Marie	Associate Professor	Assistant Director, School of Visual Arts	96,330	AY	1,890	2.00
Moseley Christian, Michelle	Associate Professor	Chair, Art History Program	82,395	AY	1,615	2.00
Paterson, Simone	Associate Professor	Chair, Creative Technologies Program	86,665	AY	1,700	2.00
Standley, Eric	Associate Professor	Area Coordinator, Foundations Program	86,685	AY	1,700	2.00
Tucker, Thomas	Associate Professor	Director, MFA in Creative Technology	89,870	AY	1,760	2.00
Webster, Dane	Associate Professor		101,865	AY	1,997	2.00
Joiner, Jeffrey	Assistant Prof of Practice	Director, FOURDesign Center	70,100	AY	5,000	7.68
Blanchard, Samuel	Assistant Professor		77,060	AY	1,514	2.00
Borowski, Michael	Assistant Professor		65,300	AY	1,300	2.03
Dee, Meaghan	Assistant Professor	Chair, Visual Communication Design Program	80,700	AY	5,000	6.61
Finley, Patrick	Assistant Professor		73,440	AY	1,440	2.00
Meaney, Kathleen	Assistant Professor		73,440	AY	1,440	2.00
Weaver, Rachel	Assistant Professor		76,500	AY	1,500	2.00

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Bannan, Diane	Advanced Instructor		50,825	AY	1,240	2.50
Rosenthal, Joy	Instructor		46,370	AY	1,020	2.25
Sim, Deborah	Instructor	Director, Armory Art Gallery	58,440	CY	1,145	2.00
Duffield, Lesley	Visiting Instructor		60,000	AY	0	0.00
Hand, Jennifer	Visiting Instructor		50,925	AY	1,340	2.70
Choi, Dongsoo	Professional Lecturer	Creative Technology & Computing Manager	60,895	CY	1,195	2.00
<b>Departmental Total Increase Amount:</b>					<b>43,888.</b>	
<b><u>Building Construction</u></b>						
Beliveau, Yvan	Professor		174,290	AY	3,151	1.84
McCoy, Andrew	Professor	Department Head, Building Construction; Director, HRC; Associate Director, MLSoC	142,990	AY	2,802	2.00
Thabet, Walid	Professor	Endowed Professor	103,850	AY	0	0.00
Mills, Thomas	Associate Professor		95,510	AY	1,000	1.06
Pearce, Annie	Associate Professor		96,330	AY	1,000	1.05
Reichard, Georg	Associate Professor	Associate Director, MLSoC	102,965	AY	2,502	2.49
Turkaslan Bulbul, Muhsine	Associate Professor		94,707	AY	1,857	2.00
Goldsmith, David	Assistant Prof of Practice		85,000	CY	3,500	4.29
Yauger, James	Assistant Prof of Practice		67,350	CY	2,000	3.06
Ryan, Jacqueline	Professional Lecturer	Academic Advisor & Recruiter	51,700	CY	2,000	4.02
<b>Departmental Total Increase Amount:</b>					<b>19,812.</b>	
<b><u>Community Design Assistance Center</u></b>						
Gilboy, Elizabeth	Assistant Professor	Director, CDAC	78,070	CY	1,530	2.00
Proctor, Nicholas	Project Associate		47,000	CY	0	0.00
<b>Departmental Total Increase Amount:</b>					<b>1,530.</b>	
<b><u>Dean - Architecture</u></b>						
Davis, Albert	Administrative Professor	Dean & Endowed Professor	281,428	CY	5,518	2.00
Albright, Kathryn	Professor	Associate Dean, Academic Affairs	157,265	CY	3,535	2.30
Miller, Patrick	Professor	Associate Dean, Graduate Studies & Outreach	152,255	CY	3,420	2.30
Schubert, Robert	Professor	Associate Dean, Research	168,465	CY	3,785	2.30
Simpson, Maritza	Professional Lecturer	Director, Finance & Administration	115,675	CY	5,615	5.10
<b>Departmental Total Increase Amount:</b>					<b>21,873.</b>	
<b><u>Housing Research Center</u></b>						
Jones OBrien, Melissa	Research Scientist		72,830	CY	1,430	2.00
<b>Departmental Total Increase Amount:</b>					<b>1,430.</b>	
<b><u>Institute for Policy and Governance</u></b>						
Berinzon, Maya	Research Associate		48,380	AY	950	2.00
Mooney, Erin	Research Associate		63,420	CY	1,246	2.00
Dunkenberger, Mary	Sr Project Associate	Senior Program Director	94,730	CY	1,859	2.00
Moore, John	Sr Project Associate		87,090	CY	1,705	2.00
Price-Rhodes, Melony	Sr Project Associate		91,940	CY	1,803	2.00

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<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
<b>Departmental Total Increase Amount: 7,563.</b>						
<b><u>Myers-Lawson School of Construction</u></b>						
Muir, Robert	Professor of Practice		95,230	CY	1,864	2.00
Dickerson, Deborah	Associate Professor		103,000	AY	2,020	2.00
Iorio, Josh	Assistant Prof of Practice	Assistant Director, MLSoC	94,555	CY	1,855	2.00
Johnson, Ashley	Assistant Prof of Practice		94,185	CY	1,845	2.00
Simmons, Denise	Assistant Professor		102,615	AY	2,013	2.00
<b>Departmental Total Increase Amount: 9,597.</b>						
<b><u>Real Estate Program</u></b>						
Clark, Ashley	Professional Lecturer	Student Support & Program Development Manager	54,060	CY	1,060	2.00
<b>Departmental Total Increase Amount: 1,060.</b>						
<b><u>School of Public and International Affairs</u></b>						
Browder, John	Professor		111,955	AY	1,925	1.75
Cook, Brian	Professor		121,405	AY	2,380	2.00
Khademian, Anne	Professor	Director, School of Public & International Affairs	189,370	CY	3,715	2.00
Peters, Joel	Professor	Chair, GIA and MPIA	121,420	AY	3,190	2.70
Rothschild, Joyce	Professor		114,472	AY	0	0.00
Sanchez, Thomas	Professor	Chair, Urban Affairs and Planning	120,835	AY	3,175	2.70
Stephenson, Max	Professor	Director, VT Institute for Policy and Governance	119,475	CY	2,349	2.01
Sterett, Susan	Professor	Associate Chair, CPAP (NCR)	112,610	AY	0	0.00
Toal, Gerard	Professor		127,605	AY	2,501	2.00
Morton, Elizabeth	Associate Prof of Practice		79,070	AY	1,550	2.00
Ahram, Ariel	Associate Professor		90,255	AY	2,285	2.60
Bieri, David	Associate Professor		91,935	AY	1,805	2.00
Buehler, Ralph	Associate Professor		99,980	AY	2,534	2.60
Cowell, Margaret	Associate Professor		86,040	AY	1,685	2.00
Datz, Giselle	Associate Professor		89,640	AY	1,755	2.00
Dull, Matthew	Associate Professor		83,630	AY	1,440	1.75
Hall, Ralph	Associate Professor	Director, UAP Undergraduate Program	94,675	AY	2,487	2.70
Jensen, Laura	Associate Professor	Chair, Public Administration & Policy Program	102,680	AY	3,280	3.30
Nickel, Patricia	Associate Professor		86,225	AY	1,690	2.00
Rees, Joseph	Associate Professor	Director of Richmond Program (CPAP)	97,910	AY	1,685	1.75
Roberts, Patrick	Associate Professor		96,460	AY	2,445	2.60
Wernstedt, Kris	Associate Professor		98,880	AY	1,940	2.00
Zahm, Diane	Associate Professor		90,610	AY	1,555	1.75
Zhang, Yang	Associate Professor	Director, MURP Program & Co-Chair UAP Blacksburg	91,355	AY	2,400	2.70
Davis, Stephanie	Assistant Prof of Practice		93,330	CY	1,830	2.00
Eckerd, Adam	Assistant Professor	MPA Coordinator/Advisor	89,760	AY	0	0.00
Hankey, Steven	Assistant Professor		74,080	AY	1,455	2.00

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<b><u>Name</u></b>	<b><u>Rank</u></b>	<b><u>Title</u></b>	<b><u>Recommended Salary For 2017 - 2018</u></b>	<b><u>Appt</u></b>	<b><u>Increase Amount</u></b>	<b><u>Increase Pct.</u></b>
Jordan, Sara	Assistant Professor		74,075	AY	1,450	2.00
Lemaire, Robin	Assistant Professor		78,015	AY	1,533	2.00
Misra, Shalini	Assistant Professor		80,130	AY	1,570	2.00
Schenk, Todd	Assistant Professor		74,910	AY	1,470	2.00
Skuzinski, Thomas	Assistant Professor		74,390	AY	1,460	2.00
Edisis, Adrienne	Visiting Assistant Professor		62,790	AY	1,590	2.60
Matheis, Christian	Visiting Assistant Professor		52,325	AY	1,325	2.60
Pourchot, Georgeta	Instructor	Program Director, VT & UKB Two Cities/Two Degrees Program	82,755	CY	1,620	2.00
Alex, Jaimy	Professional Lecturer	Outreach, Enrollment, and Communications Manager	60,995	CY	1,195	2.00
Fawkes, Heather	Professional Lecturer		64,325	CY	1,261	2.00
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>67,530.</u></b>	
<b><u>Unit Total Increase Amount:</u></b>					<b><u>283,223.</u></b>	

## College of Engineering

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
<b><u>Advanced Research Institute</u></b>						
Rahman, Saifur	Professor	Director & Endowed Professor	265,000	CY	5,196	2.00
Kuzlu, Murat	Research Assistant Professor		70,800	AY	1,300	1.87
Teklu, Yonael	Professional Lecturer		84,372	AY	1,800	2.18
Hagerman, George	Senior Research Associate		83,297	CY	1,600	1.96
<b><u>Departmental Total Increase Amount: 9,896.</u></b>						
<b><u>Aerospace and Ocean Engineering</u></b>						
Black, Jonathan	Professor		134,388	AY	3,163	2.41
Brown, Alan	Professor		137,207	AY	2,028	1.50
Canfield, Robert	Professor		159,246	AY	3,250	2.08
Devenport, William	Professor		232,373	RE12	3,434	1.50
Kapania, Rakesh	Professor	Endowed Professor	187,725	AY	2,774	1.50
Ma, Lin	Professor		131,542	AY	2,000	1.54
Paterson, Eric	Professor	Department Head & Endowed Professor	241,796	CY	7,400	3.16
Psiaki, Mark	Professor		187,775	AY	2,775	1.50
Raj, Pradeep	Professor		132,130	AY	2,500	1.93
Roy, Christopher	Professor		195,599	RE12	2,900	1.50
Schetz, Joseph	Professor	Endowed Professor	223,238	AY	3,364	1.53
Woolsey, Craig	Professor		136,179	AY	4,000	3.03
Brizzolara, Stefano	Associate Professor		118,000	AY	3,000	2.61
England, Scott	Associate Professor		109,620	AY	1,620	1.50
Farhood, Mazen	Associate Professor		100,323	AY	1,483	1.50
Lowe, Kevin	Associate Professor		111,401	AY	3,500	3.24
Patil, Mayuresh	Associate Professor		96,562	AY	2,200	2.33
Philen, Michael	Associate Professor		122,846	AY	2,500	2.08
Seidel, Gary	Associate Professor		105,163	AY	2,000	1.94
Sultan, Cornel	Associate Professor		122,663	RE10	2,400	2.00
Borgoltz, Aurelien	Research Associate Professor		108,120	CY	2,120	2.00
Adams, Colin	Assistant Professor		92,810	AY	2,000	2.20
Alexander, William	Assistant Professor		93,850	AY	1,850	2.01
Choi, Seongim	Assistant Professor		95,510	AY	2,500	2.69
Ikeda, Christine	Assistant Professor		96,600	AY	1,600	1.68
Massa, Luca	Assistant Professor		94,050	AY	2,250	2.45
Srinivasan, Bhuvana	Assistant Professor		96,580	AY	3,500	3.76
Vamvoudakis, Kyriakos	Assistant Professor		100,500	AY	2,500	2.55
Wang, Kevin	Assistant Professor		96,438	AY	1,425	1.50
Xiao, Heng	Assistant Professor		93,520	AY	3,580	3.98
Intaratep, Nanyaporn	Research Assistant Professor		88,607	CY	1,737	2.00
Kuester, Matthew	Research Assistant Professor		81,600	CY	1,600	2.00
Kapania, Madhu	Professional Lecturer		49,000	CY	1,000	2.08
Ren, Na	Professional Lecturer		63,500	CY	2,000	3.25
Thompson, Cory	Professional Lecturer		73,500	CY	1,800	2.51
Meyers, Timothy	Research Associate		54,035	CY	0	0.00
<b><u>Departmental Total Increase Amount: 89,753.</u></b>						

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
<b><u>Biomedical Engineering and Mechanics</u></b>							
Batra, Romesh	Professor	Endowed Professor	284,433	RE12	4,350	1.55	
Case, Scott	Professor		209,771	RE11	3,781	1.84	
Cramer, Mark	Professor		98,893	AY	0	0.00	
Davalos, Rafael	Professor		198,190	RE12	4,100	2.11	
Dillard, David	Professor	Endowed Professor	160,414	AY	2,844	1.80	
Gabler, Hampton	Professor		209,108	CY	4,350	2.12	
Hajj, Muhammad	Professor	Associate Dean	215,507	CY	3,895	1.84	
Ragab, Saad	Professor		123,022	AY	1,422	1.17	
Ross, Shane	Professor		166,806	CY	3,559	2.18	
Stremler, Mark	Professor		145,798	AY	2,505	1.75	
VandeVord, Pamela	Professor	Interim Department Head	206,131	CY	5,520	2.75	
Robertson, John	Research Professor		88,345	AY	895	1.02	
De Vita, Raffaella	Associate Professor		138,384	AY	2,600	1.91	
Hendricks, Scott	Associate Professor		140,898	CY	2,400	1.73	
Jung, Sunghwan	Associate Professor		106,790	AY	2,700	2.59	
Lee, Yong	Associate Professor		93,817	AY	1,600	1.74	
Queen, Robin	Associate Professor		122,521	AY	3,666	3.08	
Socha, John	Associate Professor		155,200	RE11	3,250	2.14	
Staples, Anne	Associate Professor		96,869	AY	1,555	1.63	
Thangjitham, Suret	Associate Professor		85,986	AY	0	0.00	
Untaroiu, Costin	Associate Professor		147,311	RE12	2,936	2.03	
Van Dyke, Mark	Associate Professor		147,361	RE12	3,540	2.46	
Wang, Vincent	Associate Professor		129,567	AY	2,600	2.05	
Fievisohn, Elizabeth	Research Scientist		66,650	CY	1,650	2.54	
Murphy, Susan	Research Scientist		56,400	CY	1,400	2.55	
Abaid, Nicole	Assistant Professor		102,408	AY	2,425	2.43	
Boreyko, Jonathan	Assistant Professor		99,148	AY	3,050	3.17	
Cao, Guohua	Assistant Professor		99,736	AY	1,725	1.76	
Hanna, James	Assistant Professor		92,079	AY	1,600	1.77	
Kemper, Andrew	Assistant Professor		129,939	RE12	3,455	2.73	
Rowson, Steven	Assistant Professor		148,272	RE12	3,750	2.59	
Shahab, Shima	Assistant Professor		94,620	AY	1,620	1.74	
Untaroiu, Alexandrina	Assistant Professor		94,635	AY	1,250	1.34	
Verbridge, Scott	Assistant Professor		132,799	RE12	4,255	3.31	
Beeman, Stephanie	Postdoctoral Associate		56,100	CY	0	0.00	3
Bonakdar, Mohammad	Postdoctoral Associate		48,000	CY	0	0.00	3
Rowson, Bethany	Research Assistant Professor		61,200	CY	1,200	2.00	
Chang, Tsu-Sheng	Instructor		77,150	AY	1,450	1.92	
Cooper, Bailey	Instructor		63,225	AY	1,225	1.98	
Davison, Sneha	Instructor		67,400	AY	1,400	2.12	
Galitz, Christopher	Instructor		69,650	AY	1,650	2.43	
Gragg, Jared	Instructor		65,500	AY	1,300	2.02	
Johnson, Nicholas	Instructor		62,495	AY	1,295	2.12	
Lord, James	Instructor		68,422	AY	2,222	3.36	

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Pendar, Hodjat	Instructor		64,050	AY	1,200	1.91
Covey, Amanda	Professional Lecturer		62,550	CY	1,550	2.54
McCord, Marshal	Professional Lecturer		74,094	CY	1,400	1.93
Rudd, Lisa	Professional Lecturer		98,475	CY	975	1.00
Stanley, Amanda	Professional Lecturer		58,596	CY	1,555	2.73
Tomlin, Timothy	Professional Lecturer		84,816	CY	1,450	1.74
Tyson, Abigail	Research Associate		52,020	CY	1,020	2.00

**Departmental Total Increase Amount: 111,140.**

**Chemical Engineering**

Achenie, Luke	Professor		145,061	AY	2,160	1.51
Baird, Donald	Professor	Endowed Professor	215,302	RE10	2,400	1.13
Cox, David	Professor	Department Head	229,227	CY	4,495	2.00
Davis, Richey	Professor		128,066	AY	3,500	2.81
Ducker, William	Professor		164,040	AY	2,400	1.48
Kiran, Erdogan	Professor		164,397	AY	2,400	1.48
Liu, Yih-An	Professor	Alumni Distinguished Professor & Endowed Professor	185,550	AY	3,640	2.00
Lu, Chang	Professor	Endowed Professor	214,217	RE12	2,800	1.32
Rajagopalan, Padmavathy	Professor	Endowed Professor	178,836	RE10	2,400	1.36
Whiting, Gary	Professor of Practice	Endowed Professor	88,000	AY	2,000	2.33
Goldstein, Aaron	Associate Professor		116,759	AY	3,900	3.46
Karim, Ayman	Associate Professor		115,100	AY	2,400	2.13
Martin, Stephen	Associate Professor		102,940	AY	4,300	4.36
Bortner, Michael	Assistant Professor		102,800	AY	2,800	2.80
Deshmukh, Sanket	Assistant Professor		95,000	AY	2,000	2.15
Tong, Rong	Assistant Professor		96,860	AY	2,000	2.11
Xin, Hongliang	Assistant Professor		98,200	AY	2,400	2.51
Bejagam, Karteek	Postdoctoral Associate		48,500	CY	1,000	2.11
Feng, Quanyou	Postdoctoral Associate		48,500	CY	1,000	2.11
Hu, Peiguang	Postdoctoral Associate		48,500	CY	1,000	2.11
Mon, Htwe	Research Associate		47,500	CY	0	0.00
Zhu, Xiaoru	Research Associate		52,588	CY	600	1.15

**Departmental Total Increase Amount: 51,595.**

**Civil and Environmental Engineering**

Brandon, Thomas	Professor		120,807	AY	2,200	1.85
Charney, Finley	Professor		131,348	AY	2,600	2.02
Dietrich, Andrea	Professor		128,014	AY	2,437	1.94
Easterling, William	Professor	Department Head & Endowed Professor	247,669	CY	5,400	2.23
Edwards, Marc	Professor	Endowed Professor	312,705	CY	7,500	2.46
Filz, George	Professor	Endowed Professor	208,149	RE12	3,250	1.59
Flintsch, Gerardo	Professor		180,079	RE12	4,000	2.27
Gallagher, Daniel	Professor		113,237	AY	2,100	1.89
Green, Russell	Professor		127,974	AY	2,800	2.24
He, Zhen	Professor		119,098	AY	2,500	2.14

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Irish, Jennifer	Professor		128,246	RE10	2,700	2.15	
Knocke, William	Professor	Endowed Professor	212,268	AY	3,000	1.43	
Leon, Roberto	Professor	Endowed Professor	174,897	AY	3,000	1.75	
Little, John	Professor	Endowed Professor	134,342	AY	2,700	2.05	
Marr, Linsey	Professor		133,410	AY	2,950	2.26	
Pruden-Bagchi, Amy	Professor		154,305	AY	3,500	2.32	
Rakha, Hesham	Professor	Endowed Professor	200,544	RE12	4,000	2.04	
Roberts-Wollmann, Carin	Professor		132,220	AY	2,600	2.01	
Rodriguez-Marek, Adrian	Professor		119,531	AY	2,437	2.08	
Sinha, Sunil	Professor		119,723	AY	2,250	1.92	
Trani, Antonio	Professor		126,567	AY	2,437	1.96	
Vikesland, Peter	Professor		132,820	AY	2,950	2.27	
Wang, Linbing	Professor		128,504	AY	2,800	2.23	
Widdowson, Mark	Professor		157,363	RE11	3,000	1.94	
de la Garza, Jesus	Professor	Endowed Professor	208,185	RE12	3,250	1.59	
Dove, Joseph	Associate Prof of Practice		91,700	AY	2,000	2.23	
Mouras, Victoria	Associate Prof of Practice		103,530	CY	2,030	2.00	
Abbas, Montasir	Associate Professor		106,037	AY	2,700	2.61	
Dymond, Randel	Associate Professor	Director	117,769	AY	3,000	2.61	
Eatherton, Matthew	Associate Professor		108,153	AY	3,000	2.85	
Garvin, Michael	Associate Professor		109,969	AY	2,200	2.04	
Hancock, Kathleen	Associate Professor		112,629	AY	2,650	2.41	
Heaslip, Kevin	Associate Professor		128,589	AY	2,031	1.60	
Hester, Erich	Associate Professor		104,608	AY	2,437	2.39	
Mauldon, Matthew	Associate Professor		94,700	AY	0	0.00	
Murray-Tuite, Pamela	Associate Professor		103,200	AY	0	0.00	3
Strom, Kyle	Associate Professor		100,731	AY	2,031	2.06	
Godrej, Adil	Research Associate Professor		164,808	CY	3,250	2.01	
Aguilar, Marcus	Research Scientist		52,210	CY	2,010	4.00	
Castellanos, Bernardo	Research Scientist		83,250	CY	1,650	2.02	
Dai, Dongjuan	Research Scientist		61,810	CY	0	0.00	2
Leng, Weinan	Research Scientist		57,242	CY	1,125	2.00	
Parks, Jeffrey	Research Scientist		73,369	CY	2,825	4.00	
Prussin, Aaron	Research Scientist		70,125	CY	1,375	2.00	
Wang, Fei	Research Scientist		63,665	CY	1,850	2.99	
Katz, Bryan	Assistant Prof of Practice		50,400	CY	1,000	2.02	
Scardina, Robert	Assistant Prof of Practice		93,404	CY	2,000	2.19	
White, Claire	Assistant Prof of Practice		81,600	AY	1,600	2.00	
Young, Kevin	Assistant Prof of Practice		91,305	CY	3,000	3.40	
Flint, Madeleine	Assistant Professor		104,750	RE10	2,200	2.15	
Hebdon, Matthew	Assistant Professor		92,500	AY	2,300	2.55	
Hotle, Susan	Assistant Professor		92,000	AY	2,000	2.22	
Isaacman-VanWertz, Gabriel	Assistant Professor		92,000	AY	2,000	2.22	
Jazizadeh Karimi, Farrokh	Assistant Professor		92,200	AY	2,000	2.22	
Koutromanos, Ioannis	Assistant Professor		97,687	AY	2,437	2.56	



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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Paige, Frederick	Assistant Professor		92,000	AY	0	0.00	1
Shakiba, Maryam	Assistant Professor		92,000	AY	2,000	2.22	
Shealy, Earl	Assistant Professor		92,950	AY	2,750	3.05	
Stark, Nina	Assistant Professor		97,187	AY	2,437	2.57	
Wang, Zhiwu	Assistant Professor		94,150	AY	1,900	2.06	
Ashraf, Fahmidah	Postdoctoral Associate		48,450	CY	950	2.00	
Guron, Giselle Kristi	Postdoctoral Associate		48,450	CY	950	2.00	
Karatum, Osman	Postdoctoral Associate		47,500	CY	0	0.00	2
Pieper, Kelsey	Postdoctoral Associate		49,400	CY	1,900	4.00	
Schwake, David	Postdoctoral Associate		47,500	CY	0	0.00	3
Tang, Min	Postdoctoral Associate		47,500	CY	0	0.00	2
Wu, Yaoxing	Postdoctoral Associate		48,450	CY	950	2.00	
Hodges, Clayton	Research Assistant Professor		81,600	CY	1,600	2.00	
Lattimer, Kara	Instructor		66,775	CY	2,000	3.09	
Barrett, Sharon	Professional Lecturer		98,840	CY	2,000	2.07	
Cranwell, Lindy	Professional Lecturer		64,936	CY	1,300	2.04	
Laskowski, Kathleen	Professional Lecturer		95,900	CY	1,800	1.91	
Long, Courtney	Professional Lecturer		56,665	CY	1,500	2.72	
Smiley, Elizabeth	Professional Lecturer		70,414	CY	1,500	2.18	
Alvi, Dongmei	Research Associate		74,840	CY	1,475	2.01	
Mokarem, David	Research Associate		94,729	CY	2,500	2.71	
Post, Harold	Research Associate		83,957	CY	2,450	3.01	
Hinze, Nicolas	Senior Research Associate		81,885	CY	2,400	3.02	
Zhou, Ning	Sr Project Associate		92,549	CY	1,825	2.01	

**Departmental Total Increase Amount: 173,249.**

**Computer Science**

Balci, Osman	Professor		119,749	AY	1,420	1.20	
Bowman, Douglas	Professor		141,903	AY	2,646	1.90	
Butt, Ali	Professor		143,864	AY	2,959	2.10	
Cameron, Kirk	Professor		166,476	AY	3,424	2.10	
Chen, Ing Ray	Professor		131,461	AY	2,704	2.10	
Edwards, Stephen	Professor		128,865	AY	1,904	1.50	
Feng, Wu-Chun	Professor	Endowed Professor	206,926	RE12	4,256	2.10	
Fox, Edward	Professor		181,020	RE11	3,375	1.90	
Heath, Lenwood	Professor		132,460	AY	1,958	1.50	
Kafura, Dennis	Professor		156,074	AY	2,307	1.50	
Lou, Wenjing	Professor		203,775	RE12	4,000	2.00	
Lu, Chang Tien	Professor		126,095	AY	2,594	2.10	
Murali, T	Professor		140,505	AY	2,076	1.50	
North, Christopher	Professor		141,039	AY	2,630	1.90	
Onufriev, Alexey	Professor		113,815	AY	1,682	1.50	
Ramakrishnan, Narendran	Professor	Endowed Professor	232,890	AY	5,680	2.50	
Ribbens, Calvin	Professor	Department Head	224,400	CY	4,400	2.00	
Sandu, Adrian	Professor		144,314	AY	2,968	2.10	
Shaffer, Clifford	Professor		125,258	AY	2,336	1.90	

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<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
Tatar, Deborah	Professor		115,374	AY	1,705	1.50	
Watson, Layne	Professor		159,675	AY	2,360	1.50	
Hauck, Peter	Senior Research Scientist		91,087	CY	1,786	2.00	
Harrison, Steven	Associate Prof of Practice		105,042	AY	1,552	1.50	
Back, Godmar	Associate Professor		99,168	AY	1,944	2.00	
Cao, Yang	Associate Professor		100,030	AY	1,865	1.90	
Gracanic, Denis	Associate Professor		112,694	RE10	2,101	1.90	
Kelliher, Aisling	Associate Professor		118,593	AY	1,753	1.50	
McCrickard, Donald	Associate Professor		102,406	AY	2,106	2.10	
Reddy, Chandan	Associate Professor		164,721	RE11	3,388	2.10	
Tilevich, Eli	Associate Professor		104,567	AY	1,545	1.50	
Yao, Danfeng	Associate Professor	Endowed Professor	178,696	RE12	3,675	2.10	
Zhang, Liqing	Associate Professor		99,574	AY	2,048	2.10	
Goode, Brian	Research Scientist		105,000	CY	5,000	5.00	
Ellis, Margaret	Assistant Prof of Practice		62,075	AY	5,179	9.10	
Kulczycki, Gregory	Assistant Prof of Practice		79,248	AY	3,048	4.00	
Huang, Bert	Assistant Professor		101,518	AY	1,893	1.90	
Jung, Changhee	Assistant Professor		100,849	AY	2,074	2.10	
Lee, Dongyoon	Assistant Professor		100,849	AY	2,074	2.10	
Luther, Kurt	Assistant Professor		99,100	AY	2,038	2.10	
Meng, Na	Assistant Professor		98,853	AY	1,843	1.90	
Prakash, Bodicherla	Assistant Professor		101,965	AY	2,000	2.00	
Raghvendra, Sharath	Assistant Professor		100,134	AY	1,867	1.90	
Servant Cortes, Francisco	Assistant Professor		96,748	AY	1,804	1.90	
Wang, Gang	Assistant Professor		98,736	AY	2,736	2.85	
Bortz, Whitney	Postdoctoral Associate		59,000	CY	0	0.00	2
Barnette, Noah	Senior Instructor		106,263	CY	1,570	1.50	
McQuain, William	Senior Instructor		71,460	AY	1,332	1.90	
Bradford, Libby	Lecturer		58,167	CY	860	1.50	
Brogdon, Laurie	Professional Lecturer		63,672	CY	1,248	2.00	
Farris, Gregory	Professional Lecturer		50,552	CY	991	2.00	
Loeffler, Amy	Professional Lecturer		54,570	CY	1,070	2.00	
Marcum, Robert	Professional Lecturer		72,427	CY	1,420	2.00	
Rupert, Jennifer	Professional Lecturer		48,450	CY	950	2.00	
Mayer, Brian	Project Associate		76,500	CY	1,500	2.00	
Self, Nathan	Research Associate		96,900	CY	1,900	2.00	
Butler, Patrick	Senior Research Associate		152,337	CY	2,987	2.00	
Tolokh, Igor	Senior Research Associate		42,300	CY	0	0.00	2
Wang, Hao	Senior Research Associate		73,605	CY	1,159	1.60	
Sathre, Paul	Sr Project Associate		60,960	CY	960	1.60	
<b><u>Departmental Total Increase Amount: 132,650.</u></b>							
<b><u>Dean - Engineering</u></b>							
Lesko, John	Administrative Professor	Associate Dean	208,080	CY	4,080	2.00	
Watford, Beville	Administrative Professor	Associate Dean	234,688	CY	4,602	2.00	

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Taylor, Gaylon	Professor	Department Head & Endowed Professor	322,524	CY	6,324	2.00
Martens, Bradley	Administrative Lecturer		114,444	CY	2,244	2.00
Nelson, Edward	Administrative Lecturer	Associate Dean	234,000	CY	9,000	4.00
Scales, Glenda	Administrative Lecturer	Associate Dean	166,996	CY	3,274	2.00
Amelink, Catherine	Professional Lecturer		85,280	CY	3,280	4.00
Arnold-Christian, Susan	Professional Lecturer		60,845	CY	3,000	5.19
Boone, Christi	Professional Lecturer		73,874	CY	732	1.00
Erwin, Abbey	Professional Lecturer		51,005	CY	505	1.00
Haugh, Lindsey	Professional Lecturer		81,400	CY	0	0.00
Long, Linda	Professional Lecturer		83,518	CY	1,638	2.00
Phillips, Jeffrey	Professional Lecturer		66,629	CY	1,306	2.00
Sanderlin, Nicole	Professional Lecturer		78,438	CY	1,538	2.00
Spangler, Dewey	Professional Lecturer		70,106	CY	695	1.00
Spoon, Phillip	Professional Lecturer		96,900	CY	1,900	2.00
Wagoner, Ryan	Professional Lecturer		53,530	CY	530	1.00
Cvetkovic, Igor	Senior Research Associate		84,961	CY	1,666	2.00
Gilham, David	Senior Research Associate		97,706	CY	1,916	2.00
Shaw, Teresa	Senior Research Associate		116,287	CY	2,280	2.00

**Departmental Total Increase Amount: 50,510.**

**Electrical and Computer Engineering**

Agah, Masoud	Professor	Endowed Professor	177,067	AY	3,667	2.11
Ampadu, Paul	Professor		142,772	AY	2,772	1.98
Athanas, Peter	Professor		152,970	AY	2,970	1.98
Bailey, Scott	Professor		119,081	AY	2,364	2.03
Beex, Aloysius	Professor		115,905	AY	4,458	4.00
Boroyevich, Dushan	Professor	Endowed Professor	440,911	RE12	8,645	2.00
Broadwater, Robert	Professor		111,624	AY	1,682	1.53
Buehrer, Richard	Professor		140,529	AY	2,971	2.16
Clancy, Thomas	Professor	Endowed Professor	265,408	RE12	6,075	2.34
Clauer, C	Professor		206,838	RE12	3,027	1.49
Earle, Gregory	Professor		146,139	AY	3,006	2.10
Ha, Dong	Professor		115,163	AY	3,354	3.00
Hou, Yiwei	Professor	Endowed Professor	191,540	AY	4,489	2.40
Hsiao, Michael	Professor		145,135	RE10	2,692	1.89
Jones, Mark	Professor		121,411	AY	1,440	1.20
Lai, Jih	Professor	Endowed Professor	167,833	AY	3,982	2.43
Lee, Fred	Professor	University Distinguished Professor	416,470	RE12	8,166	2.00
Lester, Luke	Professor	Department Head	254,692	CY	5,400	2.17
Martin, Thomas	Professor		140,099	AY	4,081	3.00
Mili, Lamine	Professor		110,089	AY	2,042	1.89
Ngo, Khai	Professor		145,630	AY	3,142	2.21
Orlowski, Mariusz	Professor		186,474	AY	2,729	1.49
Park, Jung-Min	Professor		173,063	RE12	8,241	5.00
Plassmann, Paul	Professor		177,403	CY	3,444	1.98

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Poon, Ting Chung	Professor		112,219	AY	1,935	1.75	
Ravindran, Binoy	Professor		144,595	AY	3,182	2.25	
Reed, Jeffrey	Professor	Endowed Professor	173,403	AY	3,592	2.12	
Safaai-Jazi, Ahmad	Professor		106,773	AY	2,027	1.94	
Scales, Wayne	Professor		147,882	AY	3,042	2.10	
Schaumont, Patrick	Professor		133,101	AY	3,101	2.39	
Stilwell, Daniel	Professor		183,796	RE12	25,011	15.75	
Tront, Joseph	Professor		159,787	RE12	2,964	1.89	
Wang, Anbo	Professor	Endowed Professor	280,319	RE12	7,130	2.61	
Wang, Yue	Professor	Endowed Professor	235,943	RE12	4,683	2.02	
Xu, Yong	Professor		110,874	AY	1,535	1.40	
Xuan, Jianhua	Professor		124,957	AY	2,534	2.07	
Weimer, Daniel	Research Professor		157,188	CY	3,082	2.00	
Abbott, Amos	Associate Professor		99,793	AY	1,504	1.53	
Baker, Joseph	Associate Professor		140,896	RE12	2,491	1.80	
Baumann, William	Associate Professor		129,103	CY	2,674	2.12	
Burgos, Rolando	Associate Professor		132,264	AY	6,298	5.00	
Centeno, Virgilio	Associate Professor		109,406	AY	2,124	1.98	
De La Reelopez, Jaime	Associate Professor		151,667	CY	3,337	2.25	
Ellingson, Steven	Associate Professor		109,511	AY	2,221	2.07	
Guido, Louis	Associate Professor		113,743	AY	1,681	1.50	
Hudait, Mantu	Associate Professor		110,315	AY	1,807	1.67	
MacKenzie, Allen	Associate Professor		108,933	AY	2,303	2.16	
Manteghi, Majid	Associate Professor		105,141	AY	1,247	1.20	
Mayer, Jeffrey	Associate Professor		111,100	AY	1,100	1.00	
Nazhandali, Leyla	Associate Professor		117,835	AY	1,570	1.35	
Odendaal, Willem	Associate Professor		101,341	AY	1,003	1.00	
Patterson, Cameron	Associate Professor		104,468	AY	1,392	1.35	
Paul, JoAnn	Associate Professor		105,136	AY	1,859	1.80	
Ruohoniemi, John	Associate Professor		170,900	RE12	3,761	2.25	
Saad, Walid	Associate Professor		112,878	AY	2,374	2.15	
Tam, Kwa Sur	Associate Professor		89,578	AY	0	0.00	3
Wyatt, Chris	Associate Professor		101,490	AY	1,500	1.50	
Yang, Yaling	Associate Professor		105,590	AY	2,070	2.00	
Dietrich, Carl	Research Associate Professor		105,603	CY	2,071	2.00	
Carstens, Justin	Research Scientist		64,922	CY	2,195	3.50	
Thurairajah, Brentha	Research Scientist		67,478	CY	1,965	3.00	
Xu, Zhonghua	Research Scientist		63,678	CY	1,249	2.00	
Giles, Kendall	Assistant Prof of Practice		86,041	AY	2,041	2.43	
Han, Wei-Jer	Assistant Prof of Practice		73,000	AY	0	0.00	2
Chantem, Thidapat	Assistant Professor		104,437	AY	1,437	1.40	
Dhillon, Harpreet Singh	Assistant Professor		100,377	AY	2,252	2.30	
Gerdes, Ryan	Assistant Professor		104,298	AY	1,298	1.26	
Huang, Jia-Bin	Assistant Professor		97,469	AY	1,469	1.53	
Jia, Xiaoting	Assistant Professor		97,342	AY	1,552	1.62	

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Kekatos, Vasileios	Assistant Professor		97,611	AY	1,471	1.53	
Koh, Kwang-Jin	Assistant Professor		95,740	AY	0	0.00	
Li, Qiang	Assistant Professor		129,534	RE12	1,914	1.50	
Tokekar, Pratap	Assistant Professor		95,698	AY	1,858	1.98	
Williams, Ryan	Assistant Professor		94,590	AY	1,590	1.71	
Yu, Guoqiang	Assistant Professor		98,629	AY	2,085	2.16	
Zeng, Haibo	Assistant Professor		98,999	AY	1,492	1.53	
Zhou, Wei	Assistant Professor		93,948	AY	1,128	1.22	
Zhu, Yizheng	Assistant Professor		93,619	AY	1,110	1.20	
Zhu, Yunhui	Assistant Professor		94,780	AY	1,124	1.20	
Abu Zainab, Nof	Postdoctoral Associate		49,862	CY	1,452	3.00	
Afshang, Mehrnaz	Postdoctoral Associate		51,500	CY	1,500	3.00	
Cavvaro, Guido	Postdoctoral Associate		55,000	CY	0	0.00	
Kim, Jong Woo	Postdoctoral Associate		47,500	CY	0	0.00	2
Kim, Sang-Hoon	Postdoctoral Associate		68,900	CY	3,900	6.00	
Kumar, Vireshwar	Postdoctoral Associate		60,000	CY	0	0.00	2
Kunduri, Bharat Simha Reddy	Postdoctoral Associate		48,000	CY	0	0.00	
Lee, Stefan	Postdoctoral Associate		55,000	CY	0	0.00	
Ma, Qingqing	Postdoctoral Associate		47,500	CY	0	0.00	3
Nemouchi, Yakoub	Postdoctoral Associate		67,600	CY	2,600	4.00	
Olivier, Pierre	Postdoctoral Associate		66,352	CY	6,032	10.00	
Rahbari, Hanif	Postdoctoral Associate		66,000	CY	6,000	10.00	
Regmi, Bishnu	Postdoctoral Associate		48,450	CY	950	2.00	
Ren, Xiang	Postdoctoral Associate		48,450	CY	950	2.00	
Tahat, Amer	Postdoctoral Associate		61,800	CY	1,800	3.00	
Wang, Dong	Postdoctoral Associate		48,450	CY	950	2.00	
Yilmaz, Buse	Postdoctoral Associate		61,200	CY	1,200	2.00	
Harteringer, Michael	Research Assistant Professor		78,030	CY	1,530	2.00	
Marojevic, Vuk	Research Assistant Professor		78,203	CY	0	0.00	1
Palmieri, Roberto	Research Assistant Professor		80,866	CY	1,586	2.00	
Peluso, Sebastiano	Research Assistant Professor		77,168	CY	2,248	3.00	
Thweatt, Jason	Advanced Instructor		70,000	AY	4,851	7.45	
Ball, Arthur	Instructor		82,016	AY	2,016	2.52	
Cooper, Kristie	Instructor		76,385	AY	1,812	2.43	
McPherson, David	Instructor		67,524	AY	1,602	2.43	
Andrews DeHart, Roderick	Professional Lecturer		61,350	CY	1,350	2.25	
Atkins, Kathy	Professional Lecturer		154,836	CY	3,348	2.21	
Brewer, Mary	Professional Lecturer		52,129	CY	1,072	2.10	
Broniak, Susan	Professional Lecturer		48,768	CY	768	1.60	
Gholston, Nicole	Professional Lecturer		50,057	CY	1,030	2.10	
Harris, John	Professional Lecturer		103,938	CY	1,938	1.90	
Johnston, Kimberly	Professional Lecturer		54,228	CY	1,115	2.10	
Leber, Donald	Professional Lecturer		85,354	CY	1,674	2.00	
Lewis, JoAnna	Professional Lecturer		50,950	CY	901	1.80	
Lineberry, Robert	Professional Lecturer		89,937	CY	1,763	2.00	

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Nealy, J	Professional Lecturer		49,101	CY	963	2.00	
Russell, Brandon	Professional Lecturer		45,675	CY	675	1.50	
Abdel-Rahman, Mohammad	Research Associate		60,655	CY	1,479	2.50	
Ma, Lingmei	Research Associate		66,300	CY	1,300	2.00	
Noel, Stephen	Research Associate		70,890	CY	1,390	2.00	
Xuan, Haifeng	Research Associate		50,000	CY	0	0.00	3
Ashry, Islam	Senior Research Associate		53,570	CY	1,050	2.00	

**Departmental Total Increase Amount: 299,069.**

**Engineering Education**

Lohani, Vinod	Professor		114,277	AY	2,241	2.00	
McNair, Elizabeth	Professor		108,156	AY	2,800	2.66	
Paretti, Marie	Professor		112,946	AY	2,500	2.26	
Riley, Donna	Professor	Interim Department Head	198,000	CY	0	0.00	3
Butler, William	Associate Prof of Practice		80,072	AY	2,700	3.49	
Van Tyne, Natalie	Associate Prof of Practice		81,360	AY	1,800	2.26	
Connor, Jeffrey	Associate Professor		75,065	AY	1,600	2.18	
Goff, Richard	Associate Professor		98,217	AY	2,300	2.40	
Gregg, Michael	Associate Professor		83,674	AY	0	0.00	
Knott, Tamara	Associate Professor		93,245	AY	1,900	2.08	
Matusovich, Holly	Associate Professor		104,040	AY	2,500	2.46	
Reid, Kenneth	Associate Professor		113,999	AY	2,500	2.24	
Carrico, Cheryl	Research Scientist		30,600	CY	600	2.00	
Bairaktarova, Diana	Assistant Professor		93,800	AY	2,000	2.18	
Grohs, Jacob	Assistant Professor		91,760	AY	2,000	2.23	
Knight, David	Assistant Professor		99,661	AY	2,500	2.57	
Lee, Walter	Assistant Professor		94,100	AY	2,300	2.51	
Barnes, Adam	Instructor		71,400	AY	0	0.00	3
Hodges, Kimberly	Instructor		70,230	AY	1,380	2.00	
Ohanehi, Donatus	Instructor		70,250	AY	1,400	2.03	
Wang, Junqiu	Instructor		68,398	AY	0	0.00	3
Lo, Jenny	Senior Instructor		73,785	AY	1,500	2.08	
St Omer, Ingrid	Senior Instructor		74,690	AY	740	1.00	
Elmore, Jessica	Professional Lecturer		52,525	CY	1,025	1.99	
Greene-Havas, Maia	Professional Lecturer		48,500	CY	1,000	2.11	
Hager, Monte	Professional Lecturer		78,410	CY	1,910	2.50	
Harold, Douglas	Professional Lecturer		72,114	CY	714	1.00	
McGlothlin Lester, Marlana	Professional Lecturer		69,352	CY	1,500	2.21	
Newcomer, James	Professional Lecturer		49,960	CY	1,000	2.04	
Smith, Natasha	Professional Lecturer		69,352	CY	1,500	2.21	
Ward, Alexandra	Professional Lecturer		48,500	CY	1,000	2.11	

**Departmental Total Increase Amount: 46,910.**

**Industrial and Systems Engineering**

Camelio, Jaime	Professor	Endowed Professor	236,681	RE12	2,343	1.00	
Casali, John	Professor	Endowed Professor	243,425	RE12	4,773	2.00	

*College of Engineering*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Kleiner, Brian	Professor	Director, MLSoC & Endowed Professor in ISE	222,522	CY	4,363	2.00	
Nussbaum, Maury	Professor	Endowed Professor	210,067	CY	0	0.00	1
Sarin, Subhash	Professor	Endowed Professor	172,015	RE10	3,373	2.00	
Sturges, Robert	Professor		121,099	AY	0	0.00	3
Triantis, Konstantinos	Professor	Endowed Professor	148,723	AY	5,506	3.84	
Van Aken, Eileen	Professor	Interim Department Head	225,505	CY	5,400	2.45	
Kapur, Rajiv	Research Professor		75,000	CY	0	0.00	2
Bish, Douglas	Associate Professor		101,969	AY	3,234	3.28	
Bish, Ebru	Associate Professor		100,311	AY	3,691	3.82	
Ellis, Kimberly	Associate Professor		119,556	AY	2,056	1.75	
Gabbard, Joseph	Associate Professor		149,343	RE12	7,457	5.26	
Harmon, Lawrence	Associate Professor		118,022	AY	1,169	1.00	
Koelling, Charles	Associate Professor		113,550	AY	0	0.00	
Kong, Zhenyu	Associate Professor		105,592	AY	4,527	4.48	
Shewchuk, John	Associate Professor		135,399	CY	0	0.00	1
Taaffe, Michael	Associate Professor		111,619	AY	1,105	1.00	
Kim, Sun Wook	Research Scientist		62,000	CY	0	0.00	2
Bansal, Manish	Assistant Professor		93,380	AY	1,380	1.50	
Chen, Xi	Assistant Professor		93,295	AY	1,379	1.50	
Ghaffarzadegan, Navid	Assistant Professor		102,447	AY	5,411	5.58	
Hosseinihimeh, Niyousha	Assistant Professor		93,491	AY	2,591	2.85	
Jin, Ran	Assistant Professor		99,016	AY	5,311	5.67	
Johnson, Blake	Assistant Professor		94,386	AY	2,586	2.82	
Lau, Nathan	Assistant Professor		93,384	AY	1,380	1.50	
Salado Diez, Alejandro	Assistant Professor		95,014	AY	1,634	1.75	
Srinivasan, Divya	Assistant Professor		94,314	AY	1,394	1.50	
Wernz, Christian	Assistant Professor		125,833	RE12	1,860	1.50	
Xu, Ran	Postdoctoral Associate		47,500	CY	0	0.00	2
Purdy, Gregory	Research Assistant Professor		61,248	CY	0	0.00	2
Duncan, Carolyn	Visiting Assistant Professor		81,200	AY	1,200	1.50	
Cherbaka, Natalie	Instructor		70,492	AY	2,700	3.98	
Fratlicelli, Barbara	Instructor		66,000	AY	0	0.00	
Van Curen, Paula	Professional Lecturer		49,967	CY	700	1.42	
Volkmar, Susan	Professional Lecturer		86,311	CY	1,970	2.34	
Earnest, Madison	Project Associate		67,580	AY	2,300	3.52	
Redfean, Brady	Research Associate		61,200	CY	0	0.00	3
Howard, Mark	Senior Research Associate		101,632	CY	0	0.00	2

**Departmental Total Increase Amount: 82,793.**

**Materials Science and Engineering**

Clark, David	Professor	Department Head	249,279	CY	4,888	2.00	
Farkas, Diana	Professor		176,566	RE12	2,995	1.73	
Hendricks, Robert	Professor		171,742	CY	2,573	1.52	
Lu, Guo Quan	Professor		129,692	AY	2,854	2.25	
Lu, Peizhen	Professor		123,647	AY	2,721	2.25	

*College of Engineering*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Murayama, Mitsuhiro	Professor		111,683	AY	2,190	2.00	
Pickrell, Gary	Professor		185,885	RE12	4,090	2.25	
Reynolds, William	Professor		126,467	AY	2,480	2.00	
Viehlend, Dwight	Professor	Endowed Professor	181,985	AY	3,568	2.00	
Druschitz, Alan	Associate Prof of Practice		107,009	AY	2,355	2.25	
McGinnis, Sean	Associate Prof of Practice		95,375	AY	1,870	2.00	
Staley, Thomas	Associate Prof of Practice		92,085	AY	2,026	2.25	
Aning, Alexander	Associate Professor		101,942	AY	1,803	1.80	
Asryan, Levon	Associate Professor		102,631	AY	1,765	1.75	
Corcoran, Sean	Associate Professor		101,624	AY	1,993	2.00	
Foster, Earl	Associate Professor		107,153	AY	2,613	2.50	
Whittington, Abby	Associate Professor		101,285	AY	2,000	2.01	
Li, Jie-Fang	Research Associate Professor		77,310	CY	1,143	1.50	
Suchicital, Carlos	Research Associate Professor		97,372	CY	1,439	1.50	
Homa, Daniel	Research Scientist		77,608	CY	2,985	4.00	
Leung, Chung Ming	Research Scientist		55,000	CY	0	0.00	1
Bai, Xianming	Assistant Professor		95,645	AY	1,645	1.75	
Tallon Galdeano, Carolina	Assistant Professor		94,458	AY	1,943	2.10	
Yu, Hang	Assistant Professor		94,365	AY	1,850	2.00	
Ning, Kaijie	Postdoctoral Associate		48,213	CY	713	1.50	
Zhuang, Xin	Postdoctoral Associate		47,975	CY	475	1.00	
Burgoyne, Christine	Instructor		43,347	AY	850	2.00	
<b>Departmental Total Increase Amount:</b>					<b>57,827.</b>		

**Mechanical Engineering**

Ahmadian, Mehdi	Professor	Endowed Professor	223,407	RE12	6,200	2.85	
Battaglia, Francine	Professor		121,435	AY	0	0.00	3
Burdisso, Ricardo	Professor		134,427	AY	3,600	2.75	
Diller, Thomas	Professor		145,976	AY	2,863	2.00	
Eskandarian, Azim	Professor	Department Head	327,930	CY	6,430	2.00	
Fuller, Christopher	Professor	Endowed Professor	244,412	RE12	3,600	1.49	
Furukawa, Tomonari	Professor		125,839	AY	2,500	2.03	
Haghighat, Alireza	Professor		199,156	AY	3,905	2.00	
Kennedy, John	Professor		169,540	AY	0	0.00	3
Kurdila, Andrew	Professor	Endowed Professor	173,223	AY	2,700	1.58	
Mahajan, Roop	Professor	Director & Endowed Professor	371,485	CY	3,679	1.00	
Nelson, Douglas	Professor		130,547	AY	2,560	2.00	
Ng, Wing Fai	Professor	Endowed Professor	248,128	RE12	4,860	2.00	
O'Brien, Walter	Professor	Endowed Professor	281,829	RE12	4,450	1.60	
Parker, Robert	Professor	Endowed Professor	189,730	AY	3,720	2.00	
Paul, Mark	Professor		155,775	RE11	3,055	2.00	
Pitchumani, Ranga	Professor	Endowed Professor	202,254	AY	2,100	1.05	
Priya, Shashank	Professor	Endowed Professor	302,587	CY	8,800	3.00	
Roan, Michael	Professor	Endowed Professor	136,669	AY	3,000	2.24	
Sandu, Corina	Professor		134,000	AY	4,000	3.08	
Tafti, Danesh	Professor	Endowed Professor	194,074	AY	3,800	2.00	



## College of Engineering

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Taheri, Saied	Professor		142,711	AY	4,100	2.96	
Zhang, Jinsuo	Professor		131,300	AY	1,300	1.00	
Zuo, Lei	Professor		209,749	RE12	6,000	2.94	
von Spakovsky, Michael	Professor		148,094	AY	3,000	2.07	
Wilson, Samuel	Senior Research Scientist		234,300	CY	4,300	1.87	
Ott, Robin	Associate Prof of Practice		73,360	CY	1,800	2.52	
Pierson, Mark	Associate Prof of Practice		111,323	AY	2,183	2.00	
Vick, Linda	Associate Prof of Practice		82,497	CY	1,620	2.00	
Bayandor, Javid	Associate Professor		98,326	AY	0	0.00	3
Behkam, Bahareh	Associate Professor		113,409	AY	2,500	2.25	
Ben-Tzvi, Pinhas	Associate Professor		169,660	RE12	4,860	2.95	
Bohn, Jan Helge	Associate Professor		103,233	AY	1,600	1.57	
Cheng, Jiangtao	Associate Professor		109,400	AY	2,200	2.05	
Dancey, Clinton	Associate Professor		121,382	AY	3,560	3.02	
Deng, Weiwei	Associate Professor		112,200	AY	0	0.00	3
Ellis, Michael	Associate Professor	Endowed Professor	109,008	AY	5,800	5.62	
Ferris, John	Associate Professor		114,227	AY	2,350	2.10	
Hardy, Warren	Associate Professor		119,347	AY	2,570	2.20	
Huxtable, Scott	Associate Professor		105,513	AY	2,400	2.33	
Kasarda, Mary	Associate Professor		105,883	AY	2,076	2.00	
Kochersberger, Kevin	Associate Professor		117,681	AY	2,590	2.25	
Kornhauser, Alan	Associate Professor		93,153	AY	1,500	1.64	
Leonessa, Alexander	Associate Professor		125,736	AY	3,300	2.70	
Mueller, Rolf	Associate Professor		119,814	AY	2,400	2.04	
Nain, Amrinder	Associate Professor		106,672	AY	2,400	2.30	
Qiao, Rui	Associate Professor		126,040	AY	2,770	2.25	
Southward, Steve	Associate Professor		112,880	AY	1,600	1.44	
Tarazaga, Pablo	Associate Professor		107,563	AY	0	0.00	1
Vick, Brian	Associate Professor		90,706	AY	2,000	2.25	
West, Robert	Associate Professor		101,400	AY	2,300	2.32	
Wicks, Alfred	Associate Professor		120,670	AY	3,600	3.08	
Williams, Christopher	Associate Professor	Endowed Professor	141,534	AY	4,000	2.91	
Ferhat, Ipar	Research Scientist		40,600	CY	600	1.50	
Guo, Shaoqiang	Research Scientist		52,520	CY	520	1.00	
Pandit, Jaideep	Research Scientist		75,012	CY	1,470	2.00	
Zheng, Zheng	Research Scientist		42,840	CY	840	2.00	
Asbeck, Alan	Assistant Professor		99,200	AY	2,300	2.37	
Li, Ling	Assistant Professor		94,000	AY	1,000	1.08	
Li, Zheng	Assistant Professor		95,880	AY	1,880	2.00	
Liu, Yang	Assistant Professor		97,600	AY	2,400	2.52	
Mirzaeifar, Reza	Assistant Professor		100,836	AY	2,100	2.13	
Tian, Zhiting	Assistant Professor		99,960	AY	2,100	2.15	
Zheng, Xiaoyu	Assistant Professor		103,020	AY	2,020	2.00	
Aduba, Donald	Postdoctoral Associate		48,450	CY	950	2.00	
Chun, Jinsung	Postdoctoral Associate		48,450	CY	950	2.00	

*College of Engineering*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Hao, Chonglei	Postdoctoral Associate		48,450	CY	950	2.00	
Kang, Min Gyu	Postdoctoral Associate		48,450	CY	950	2.00	
Khaleghian, Seyedmeysam	Postdoctoral Associate		48,000	CY	0	0.00	2
Li, Wenjie	Postdoctoral Associate		48,450	CY	950	2.00	
Li, Xiaotian	Postdoctoral Associate		47,500	CY	0	0.00	2
Lin, Yuan	Postdoctoral Associate		48,450	CY	950	2.00	
Liu, Hairui	Postdoctoral Associate		47,500	CY	0	0.00	2
Mahdavi Ara, Katayoun	Postdoctoral Associate		48,000	CY	0	0.00	2
Sekhar, Susheel Kumar	Postdoctoral Associate		51,000	CY	0	0.00	2
Taheri Andani, Masood	Postdoctoral Associate		48,450	CY	950	2.00	
Tai, Wei Che	Postdoctoral Associate		48,450	CY	950	2.00	
Xie, Yi	Postdoctoral Associate		48,480	CY	480	1.00	
Yin, Xiu	Postdoctoral Associate		47,500	CY	0	0.00	
Zhou, Shengxi	Postdoctoral Associate		47,500	CY	0	0.00	2
Hin, Celine	Research Assistant Professor		97,872	AY	2,200	2.30	
Bushey, Rosaire	Professional Lecturer		70,000	CY	10,000	16.67	
Williams, Melissa	Professional Lecturer		101,107	CY	3,257	3.33	
Kennedy, Ronald	Project Director		78,322	CY	1,536	2.00	
Howell, Margaret	Research Associate		75,531	CY	2,199	3.00	
Wu, Congcong	Research Associate		48,450	CY	950	2.00	
Nie, Ge	Senior Research Associate		48,450	CY	950	2.00	
Peterson, Andrew	Senior Research Associate		60,410	CY	1,185	2.00	

**Departmental Total Increase Amount: 206,088.**

**Mining and Minerals Engineering**

Karmis, Michael	Professor	Endowed Professor	234,708	RE12	3,708	1.61	
Luttrell, Gerald	Professor	Endowed Professor	258,071	RE12	3,814	1.50	
Luxbacher, Kramer	Professor		159,145	CY	4,259	2.75	
Westman, Erik	Professor	Department Head	220,180	CY	2,180	1.00	
Yoon, Roe	Professor	University Distinguished Professor & Endowed Professor	298,155	RE12	7,272	2.50	
Karfakis, Mario	Associate Professor		92,340	AY	1,140	1.25	
Sarver, Emily	Associate Professor		137,237	RE12	3,504	2.62	
Schafrik, Steven	Research Associate Professor		99,700	CY	0	0.00	3
Chen, Cheng	Assistant Professor		92,453	AY	2,693	3.00	
Gilliland, Ellen	Assistant Professor		91,200	AY	1,200	1.33	
Nojabaei, Bahareh	Assistant Professor		92,250	AY	2,250	2.50	
Ripepi, Nino	Assistant Professor		126,905	RE12	3,020	2.44	
Gupta, Nikhil	Postdoctoral Associate		51,895	CY	1,265	2.50	
Park, Seungwoo	Postdoctoral Associate		47,500	CY	0	0.00	3
Rezaee, Mohammad	Postdoctoral Associate		47,940	CY	0	0.00	3
Tang, Xu	Postdoctoral Associate		50,000	CY	0	0.00	2
Jong, Edmund	Research Assistant Professor		67,320	CY	1,850	2.83	
Biviano, Angelo	Instructor		48,560	AY	950	2.00	
Crotto, Michelle	Professional Lecturer		46,800	CY	900	1.96	
Hillman, Emilee	Professional Lecturer		70,760	CY	1,400	2.02	

*College of Engineering*

<b><u>Name</u></b>	<b><u>Rank</u></b>	<b><u>Title</u></b>	<b><u>Recommended Salary For 2017 - 2018</u></b>	<b><u>Appt</u></b>	<b><u>Increase Amount</u></b>	<b><u>Increase Pct.</u></b>
Radcliffe, Margaret	Professional Lecturer		96,014	CY	1,883	2.00
Schlosser, Charles	Professional Lecturer		65,965	CY	1,293	2.00
Keles, Cigdem	Research Associate		67,984	CY	1,850	2.80
Louk, Andrew	Research Associate		45,850	CY	2,000	4.56
<b><u>Departmental Total Increase Amount:</u></b>					<b>48,431.</b>	
<b><u>Unit Total Increase Amount:</u></b>					<b>1,359,911.</b>	

*College of Liberal Arts and Human Sciences*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b><u>Adult Day Care</u></b>							
Schepisi, Ila	Advanced Instructor		58,319	CY	585	1.01	
Stachelski, Eric	Instructor		40,405	CY	405	1.01	
<b><u>Departmental Total Increase Amount:</u></b>					<b>990.</b>		
<b><u>Apparel, Housing and Resource Management</u></b>							
Beamish, Julia	Professor	Department Head	151,495	CY	3,350	2.26	
Gaskill, LuAnn	Professor		108,079	AY	1,578	1.48	
Goss, Rosemary	Professor	Endowed Professor	133,379	AY	2,852	2.18	
Kincade, Doris	Professor		116,647	AY	2,603	2.28	
Norton, Marjorie	Professor		121,633	CY	0	0.00	3
Parrott, Kathleen	Professor		108,329	AY	2,603	2.46	
Chen-Yu, Hsiu	Associate Professor		83,149	AY	1,940	2.39	
Fisher, Patricia	Associate Professor		77,147	AY	1,921	2.55	
Leech, Irene	Associate Professor		79,481	AY	1,000	1.27	
Hopkins, Erin	Assistant Professor		69,005	AY	1,730	2.57	
Hwang, Eunju	Assistant Professor		68,803	AY	1,719	2.56	
Lee, Jung Eun	Assistant Professor		64,243	AY	1,567	2.50	
Read, Dustin	Assistant Professor		124,948	AY	2,790	2.28	
Solis, Oscar	Assistant Professor		64,548	AY	1,328	2.10	
Carneal, Margaret	Instructor		42,405	AY	0	0.00	3
<b><u>Departmental Total Increase Amount:</u></b>					<b>26,981.</b>		
<b><u>Center for Gerontology</u></b>							
Roberto, Karen	Professor	Director	247,058	CY	7,200	3.00	
Sands, Laura	Professor		59,705	AY	1,456	2.50	
Teaster, Pamela	Professor	Director for the Center of Gerontology	150,179	CY	3,233	2.20	
Brossoie, Nancy	Senior Research Associate		76,450	CY	1,650	2.21	
<b><u>Departmental Total Increase Amount:</u></b>					<b>13,539.</b>		
<b><u>Child Development Center for Learning and Research</u></b>							
Gallagher, Karen	Advanced Instructor	CDCLR	63,383	CY	1,846	3.00	
<b><u>Departmental Total Increase Amount:</u></b>					<b>1,846.</b>		
<b><u>Communication</u></b>							
Denton, Robert	Professor	Department Head & Endowed Professor	192,582	CY	4,260	2.26	
Hopkins, William	Professor		95,200	AY	1,750	1.87	
Kuypers, Jim	Professor		90,000	AY	2,400	2.74	
Tedesco, John	Professor		92,375	AY	1,650	1.82	
Cannon, Douglas	Professor of Practice		72,000	AY	2,000	2.86	
Roth, William	Professor of Practice		91,350	AY	1,350	1.50	
Ivory, James	Associate Professor		93,594	AY	2,300	2.52	
Mackay, Jennifer	Associate Professor		76,125	AY	1,500	2.01	
Preston, Marlene	Associate Professor		76,200	AY	0	0.00	3
Waggenspack, Beth	Associate Professor		88,740	AY	1,800	2.07	
Horning, Michael	Assistant Professor		67,350	AY	1,200	1.81	

*College of Liberal Arts and Human Sciences*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Ivory, Adrienne	Assistant Professor		69,054	AY	1,354	2.00
Logan, Nneka	Assistant Professor		67,000	AY	1,550	2.37
Mielczarek, Natalia	Assistant Professor		64,000	AY	1,000	1.59
Myers, Marcus	Assistant Professor		68,400	AY	1,700	2.55
Smith, Stephanie	Assistant Professor		63,200	AY	1,700	2.76
Tamul, Daniel	Assistant Professor		64,000	AY	1,000	1.59
Watkins, Brandi	Assistant Professor		65,000	AY	1,475	2.32
Howell, Buddy	Visiting Assistant Professor		56,800	AY	1,200	2.16
Jenkins, Dale	Advanced Instructor		54,100	AY	1,000	1.88
Quesenberry, Brandi	Advanced Instructor		51,200	AY	1,500	3.02
Robinson, Syrenthia	Advanced Instructor		56,000	AY	1,400	2.56
Boor, Claire	Instructor		40,050	AY	1,050	2.69
Conner, Dorothy	Instructor		40,050	AY	1,050	2.69
Shinault, Hannah	Instructor		42,000	AY	900	2.19
Sowder, Nathan	Instructor		40,210	AY	1,060	2.71
Stinson, Susan	Instructor		44,100	AY	1,100	2.56
Tydings, Emilie	Instructor		39,740	AY	600	1.53
Woolly, Jared	Instructor		46,100	AY	1,100	2.44
Stallings, Emily	Senior Instructor		59,600	AY	1,000	1.71

**Departmental Total Increase Amount: 42,949.**

**Dean-Liberal Arts and Human Sciences**

Ewing, Edward	Administrative Professor	Associate Dean	143,937	CY	4,260	3.05
Spiller, Elizabeth	Administrative Professor	Dean	315,000	CY	0	0.00
Stoudt, Debra	Administrative Professor	Associate Dean	154,335	CY	4,570	3.05
Thorp, Daniel	Administrative Associate Prof		121,222	CY	4,270	3.65
Watson, Karen	Professional Instructor		69,498	CY	2,090	3.10
Kimbrell, Monica	Administrative Lecturer		80,418	CY	2,418	3.10
Shabanowitz, Brian	Administrative Lecturer	Associate Dean	166,409	CY	6,246	3.90

**Departmental Total Increase Amount: 23,854.**

**English**

Eska, Joseph	Professor		107,686	AY	2,524	2.40
Falco, Edward	Professor		108,328	AY	2,332	2.20
Fowler, Virginia	Professor		108,040	AY	2,326	2.20
Gardner, Thomas	Professor	Alumni Distinguished Professor & Endowed Professor	143,296	AY	3,500	2.50
Giovanni, Nikki	Professor	University Distinguished Professor	198,417	AY	4,200	2.16
Graham, Peter	Professor		148,426	AY	3,479	2.40
Hausman, Bernice	Professor	Endowed Professor	167,760	CY	4,092	2.50
Hicok, Robert	Professor		131,189	AY	2,824	2.20
Metz, Nancy	Professor		102,393	AY	2,302	2.30
Parrish, Timothy	Professor		134,309	AY	0	0.00
Powell, Katrina	Professor		101,805	AY	2,386	2.40
Radcliffe, David	Professor		90,416	AY	1,773	2.00

*College of Liberal Arts and Human Sciences*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b><u>Recommended Salary For 2017 - 2018</u></b>	<b>Appt</b>	<b><u>Increase Amount</u></b>	<b><u>Increase Pct.</u></b>	
Roy, Lucinda	Professor	Alumni Distinguished Professor & Endowed Professor	195,885	AY	4,778	2.50	
Lewis, Kevin	Associate Prof of Practice		56,000	AY	0	0.00	3
Carter-Tod, Sheila	Associate Professor		106,483	CY	2,190	2.10	
Chandler-Smith, Gena	Associate Professor		81,727	AY	1,681	2.10	
Colaianne, Anthony	Associate Professor		88,755	AY	1,826	2.10	
Dubinsky, James	Associate Professor		85,999	AY	1,769	2.10	
Eska, Charlene	Associate Professor		72,711	AY	1,635	2.30	
Evia Puerto, Carlos	Associate Professor		78,085	AY	1,681	2.20	
Heilker, Paul	Associate Professor		95,134	AY	1,957	2.10	
Knapp, Shoshana	Associate Professor		76,228	AY	1,568	2.10	
Mann, Jeffrey	Associate Professor		84,308	AY	1,653	2.00	
Meitner, Erika	Associate Professor		83,938	AY	1,967	2.40	
Pender, Kelly	Associate Professor	Associate Chair	106,588	CY	2,294	2.20	
Swenson, Karen	Associate Professor		67,145	AY	1,252	1.90	
Vollmer, James	Associate Professor		83,697	AY	1,962	2.40	
Carmichael, Katie	Assistant Professor		64,751	AY	1,886	3.00	
Cleland, Katharine	Assistant Professor		63,962	AY	1,682	2.70	
Lewis, Justin	Assistant Professor		61,500	AY	1,500	2.50	
Reed, Ashley	Assistant Professor		61,592	AY	1,794	3.00	
Sano-Franchini, Jennifer	Assistant Professor		67,392	AY	1,644	2.50	
Walker, Abby	Assistant Professor		66,037	AY	1,611	2.50	
Commer, Carolyn	Visiting Assistant Professor		51,250	AY	1,250	2.50	
Barton, Jennifer	Advanced Instructor		44,300	AY	911	2.10	
Gibbs, Jared	Advanced Instructor		44,718	AY	963	2.20	
Lautenschlager, Edward	Advanced Instructor		44,451	AY	957	2.20	
Ruccolo, Vanessa	Advanced Instructor		43,322	AY	933	2.20	
Scallorns, Joseph	Advanced Instructor		44,709	AY	962	2.20	
Baker, Hannah	Instructor		40,093	AY	786	2.00	
Baker, Shaun	Instructor		40,016	AY	785	2.00	
Bean, Carl	Instructor		42,461	AY	710	1.70	
Conaway, Sean	Instructor		40,661	AY	797	2.00	
Gardner, Traci	Instructor		40,368	AY	869	2.20	
Hayek, Philip	Instructor		39,000	AY	0	0.00	3
Johnson, Ingrid	Instructor		39,858	AY	858	2.20	
Le Corre-Cochran, Victoria	Instructor		40,293	AY	751	1.90	
Maycock, Michelle	Instructor		38,925	AY	651	1.70	
McGlone, Amanda	Instructor		39,780	AY	780	2.00	
Trager, Eve	Instructor		49,805	CY	1,072	2.20	
Truscello, Joseph	Instructor		39,780	AY	780	2.00	
Uren, Robert	Instructor		39,422	AY	1,148	3.00	
Allnutt, Robin	Senior Instructor		48,968	AY	960	2.00	
Armstrong, Mark	Senior Instructor		53,194	AY	992	1.90	
Bliss, Michael	Senior Instructor		48,917	AY	770	1.60	
Bloomer, Elisabeth	Senior Instructor		53,711	AY	1,156	2.20	
Canter, Robert	Senior Instructor		52,067	AY	1,021	2.00	

*College of Liberal Arts and Human Sciences*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
Combiths, Zana	Senior Instructor		48,294	AY	947	2.00
Frost, Serena	Senior Instructor		49,087	AY	915	1.90
Harvill, Joann	Senior Instructor		54,568	AY	912	1.70
Kinder, Alice	Senior Instructor		58,537	AY	1,148	2.00
Lawrence, Jennifer	Senior Instructor		54,045	AY	1,574	3.00
Mengert, Julie	Senior Instructor		50,296	AY	1,465	3.00
Mooney, Jennifer	Senior Instructor	Assistant Chair	75,829	CY	1,705	2.30
Mooney, Stephen	Senior Instructor		51,881	AY	917	1.80
Moore, Mary	Senior Instructor		58,362	AY	1,144	2.00
Murphy, Aileen	Senior Instructor		59,429	AY	1,279	2.20
Neilan, Leslie	Senior Instructor		57,990	AY	1,137	2.00
Oakey, Steve	Senior Instructor		50,090	AY	982	2.00
Patton, Herbert	Senior Instructor		54,570	AY	1,070	2.00
Skinner, Linda	Senior Instructor		49,383	AY	825	1.70
Smith, Michael	Senior Instructor		55,212	AY	923	1.70
Voros, Gyorgyi	Senior Instructor		51,427	AY	1,107	2.20
Wemhoener, Jane	Senior Instructor		56,125	AY	1,208	2.20
Harman, Jordan	Professional Lecturer		47,500	CY	0	0.00
<b><u>Departmental Total Increase Amount: 110,188.</u></b>						

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**Foreign Languages and Literatures**

Bixler, Jacqueline	Professor	Alumni Distinguished Professor, Endowed Professor, & Department Head	170,690	CY	4,163	2.50
Folkart, Jessica	Professor		89,482	AY	1,755	2.00
Watson, Ronda	Professor		101,158	AY	2,467	2.50
Andrango-Walker, Catalina	Associate Professor		67,638	AY	1,970	3.00
Austin, Elisabeth	Associate Professor		72,089	AY	1,758	2.50
Bauer, Esther	Associate Professor		68,968	AY	1,682	2.50
Becker, Andrew	Associate Professor		85,462	AY	1,676	2.00
Coburn, Melissa	Associate Professor		67,090	AY	926	1.40
Dickow, Alexander	Associate Professor		63,645	AY	1,248	2.00
Efird, Robert	Associate Professor		67,050	AY	1,056	1.60
Gudmestad, Aarnes	Associate Professor		81,047	AY	2,741	3.50
Gueye, Medoune	Associate Professor		68,133	AY	808	1.20
Johnson, Sharon	Associate Professor	Director, WGS	76,906	AY	1,876	2.50
Milman-Miller, Nyusya	Associate Professor		77,051	AY	1,879	2.50
Noirot, Corinne	Associate Professor		71,944	AY	1,411	2.00
Panford, Moses	Associate Professor		66,354	AY	0	0.00
Shryock, Richard	Associate Professor		82,495	AY	1,299	1.60
Sierra, Sarah	Associate Professor		70,047	AY	1,103	1.60
Teulon, Fabrice	Associate Professor		72,704	AY	1,145	1.60
Venkatesh, Vinodh	Associate Professor		80,329	AY	2,716	3.50
Cana Jimenez, Maria	Assistant Professor		67,436	AY	1,964	3.00
Hofer, Stefanie	Assistant Professor		65,042	AY	1,586	2.50
Minkova, Yuliya	Assistant Professor		58,594	AY	695	1.20
Phillips, Richard	Assistant Professor		59,710	AY	1,171	2.00

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Sinno, Nadine	Assistant Professor		76,666	AY	0	0.00	1
Hesp, Andrea	Advanced Instructor		58,808	AY	1,153	2.00	
Lopez-Romero, Nancy	Advanced Instructor		45,068	AY	884	2.00	
Dalton, Addison	Instructor		40,218	AY	789	2.00	
Guo, Shun	Instructor		39,616	AY	0	0.00	3
Kumazawa, Yasuko	Instructor		40,473	AY	1,293	3.30	
Layne, Jay	Instructor		41,414	AY	812	2.00	
McKagen, Tatiana	Instructor		40,101	AY	1,168	3.00	
Mishra, Sulagna	Instructor		41,902	AY	822	2.00	
Nassereddine, Ragheda	Instructor		51,288	AY	1,006	2.00	
Rutsala, Kirsten	Instructor		50,282	AY	986	2.00	
Sguerri, Michael	Instructor		40,603	AY	796	2.00	
Sobrado, Alejandra	Instructor		40,603	AY	796	2.00	
Steer, Christine	Instructor		41,414	AY	812	2.00	
Vargas, Griselle	Instructor		39,000	AY	0	0.00	3
Younos, Yumiko	Instructor		40,204	AY	788	2.00	
<b>Departmental Total Increase Amount:</b>					<b>51,200.</b>		

**History**

Barrow, Mark	Professor	Department Head	138,997	CY	3,070	2.26	
Baumgartner, Frederic	Professor		102,023	AY	0	0.00	3
Ekirch, Arthur	Professor		136,413	AY	3,973	3.00	
Hirsh, Richard	Professor		104,278	AY	2,192	2.15	
Shadle, Brett	Professor		83,335	AY	2,192	2.70	
Wallenstein, Peter	Professor		110,705	AY	1,949	1.79	
Bugh, Glenn	Associate Professor		91,178	AY	1,705	1.91	
Bunch-Lyons, Beverly	Associate Professor		74,728	AY	740	1.00	
Gumbert, Heather	Associate Professor		80,268	AY	1,949	2.49	
Heaton, Matthew	Associate Professor		80,973	AY	1,949	2.47	
Jones, Kathleen	Associate Professor		85,277	AY	0	0.00	3
Mollin, Marian	Associate Professor		79,012	AY	1,705	2.21	
Nelson, Amy	Associate Professor		87,596	AY	1,705	1.99	
Quigley, Paul	Associate Professor	Endowed Professor	101,088	AY	1,949	1.97	
Schneider, Helen	Associate Professor		76,943	AY	1,949	2.60	
Shumsky, Neil	Associate Professor		81,380	AY	806	1.00	
Stephens, Robert	Associate Professor		84,057	AY	1,648	2.00	
Agmon, Danna	Assistant Professor		73,506	AY	2,192	3.07	
Cline, David	Assistant Professor		69,349	AY	0	0.00	3
Dufour, Monique	Assistant Professor		51,462	AY	1,462	2.92	
Gitre, Carmen	Assistant Professor		63,500	AY	0	0.00	1
Gitre, Edward	Assistant Professor		61,000	AY	0	0.00	
Halpin, Dennis	Assistant Professor		61,008	AY	1,462	2.46	
Kiechle, Melanie	Assistant Professor		71,208	AY	1,949	2.81	
Winling, LaDale	Assistant Professor		65,997	AY	1,949	3.04	
Elder, Angela	Postdoctoral Associate		45,000	CY	0	0.00	3
Becker, Gertrude	Senior Instructor		58,225	AY	1,462	2.58	



*College of Liberal Arts and Human Sciences*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b>Departmental Total Increase Amount: 39,957.</b>							
<b><u>Human Development</u></b>							
Allen, Katherine	Professor		128,843	AY	3,630	2.90	
Arditti, Joyce	Professor		98,836	AY	1,520	1.56	
Blieszner, Rosemary	Professor	Alumni Distinguished Professor & Endowed Professor	255,000	CY	5,000	2.00	
McCollum, Eric	Professor		124,928	CY	0	0.00	3
Piercy, Fred	Professor		123,637	AY	0	0.00	3
Zvonkovic, Anisa	Professor	Department Head	174,476	CY	5,900	3.50	
Benson, Mark	Associate Professor		90,832	AY	910	1.01	
Dolbin-MacNab, Megan	Associate Professor		113,521	CY	3,159	2.86	
Falconier, Mariana	Associate Professor		103,538	CY	2,904	2.89	
Few-Demo, April	Associate Professor		86,982	AY	2,420	2.86	
Kaestle, Christine	Associate Professor		91,126	AY	2,710	3.07	
Kim, Kee	Associate Professor		70,004	AY	0	0.00	
Savla, Jyoti	Associate Professor		89,994	AY	2,500	2.86	
Smith, Cynthia	Associate Professor		90,502	AY	2,500	2.84	
Bradburn, Isabel	Research Scientist		56,526	AY	1,217	2.20	
Grafsky, Erika	Assistant Professor		68,814	AY	2,008	3.01	
Jackson, Jeffrey	Assistant Professor		76,543	AY	1,353	1.80	
Muruthi, Bertranna	Assistant Professor		73,574	AY	2,074	2.90	
Shivers, Carolyn	Assistant Professor		66,253	AY	1,363	2.10	
Case Pease, Jenene	Clinical Assistant Professor		71,500	CY	1,500	2.14	
Cunanan, Elnora	Clinical Assistant Professor		69,666	CY	1,366	2.00	
Gardner, Alexa	Advanced Instructor		46,913	CY	1,658	3.66	
Blanchard, Victoria	Instructor		51,217	AY	1,249	2.50	
Komelski, Matthew	Instructor		56,755	AY	1,330	2.40	
Verdu, Mary	Senior Instructor		80,318	CY	1,575	2.00	
Berkeley, Valerie	Sr Project Associate		70,000	CY	0	0.00	
<b>Departmental Total Increase Amount: 49,846.</b>							
<b><u>Office of Education, Research, and Outreach</u></b>							
Egenrieder, James	Research Assistant Professor		111,775	AY	0	0.00	2
Hall, Roderick	Professional Lecturer		125,341	CY	0	0.00	
Barrier, Helen	Project Associate		72,750	CY	1,947	2.75	
Beeken, Lora	Project Associate		72,967	CY	1,254	1.75	
Eaton, Diann	Project Associate		73,834	CY	1,976	2.75	
Everett, Lynn	Project Associate		69,740	CY	1,199	1.75	
Fielder, Emily	Project Associate		55,665	CY	1,630	3.02	
Flores, Selina	Project Associate		68,721	CY	1,142	1.69	
McCaleb, Dana	Project Associate		65,601	CY	1,910	3.00	
Miller, Whitney	Project Associate		67,483	CY	1,159	1.75	
Nester, Holly	Project Associate		65,894	CY	1,133	1.75	
Newton, Matthew	Project Associate		63,085	CY	1,085	1.75	
Phillips, Wendy	Project Associate		63,495	CY	1,092	1.75	
Potter, Barry	Project Associate		81,203	CY	1,203	1.50	

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Schulz, Susan	Project Associate		66,516	CY	1,780	2.75
Vaughan, Margaret	Project Associate		66,900	CY	1,150	1.75
Washburn, Jocelyn	Project Associate		65,624	CY	1,128	1.75
Bickley, Patricia	Project Director		91,263	CY	2,442	2.75
Seibert, Michele	Sr Project Associate		89,526	CY	2,607	3.00
<b>Departmental Total Increase Amount: 25,837.</b>						

**Philosophy**

Klagge, James	Professor		110,450	AY	2,410	2.23	
Lind, Douglas	Professor	Department Head	148,624	CY	3,290	2.26	
Pitt, Joseph	Professor		142,081	AY	2,900	2.08	
Moehler, Michael	Associate Professor		94,000	AY	0	0.00	1
Patton, Lydia	Associate Professor		94,577	AY	2,307	2.50	
Hirji, Sukaina	Assistant Professor		63,873	AY	1,373	2.20	
Jantzen, Benjamin	Assistant Professor		79,646	AY	1,867	2.40	
Trogon, Kelly	Assistant Professor		71,040	AY	1,733	2.50	
Wodak, Daniel	Assistant Professor		64,063	AY	1,563	2.50	
Novack, Gregory	Visiting Assistant Professor		52,697	AY	932	1.80	
Parent, Ted	Visiting Assistant Professor		52,697	AY	932	1.80	
Rockwood, Nathan	Visiting Assistant Professor		52,697	AY	932	1.80	
Wildman Short, Hannah	Instructor		39,613	AY	777	2.00	
<b>Departmental Total Increase Amount: 21,016.</b>							

**Political Science**

Debrix, Francois	Professor	Director, ASPECT	165,846	CY	3,670	2.26	
Hult, Karen	Professor	Department Head	154,102	CY	3,400	2.26	
Luciak, Ilja	Professor		133,545	AY	2,747	2.10	
Luke, Timothy	Professor	University Distinguished Professor & Department Head	277,997	AY	6,000	2.21	
Taylor, Charles	Professor		132,501	AY	2,725	2.10	
Weisband, Edward	Professor	Endowed Professor	191,981	AY	3,949	2.10	
Apodaca, Clair	Associate Professor		80,109	AY	1,801	2.30	
Dixit, Priya	Associate Professor		83,031	AY	1,867	2.30	
Koch, Bettina	Associate Professor		79,063	AY	1,778	2.30	
Milly, Deborah	Associate Professor		82,201	AY	1,848	2.30	
Moore, Wayne	Associate Professor		77,912	AY	1,528	2.00	
Nelson, Scott	Associate Professor		72,599	AY	1,702	2.40	
Stivachtis, Ioannis	Associate Professor	Director	114,664	CY	2,687	2.40	
Zanotti, Laura	Associate Professor		90,607	AY	2,037	2.30	
Avey, Paul	Assistant Professor		61,627	AY	1,327	2.20	
Blouin-Genest, Gabriel	Assistant Professor		63,364	AY	1,364	2.20	
Briggs, Ryan	Assistant Professor		64,245	AY	1,383	2.20	
Caraccioli, Mauro	Assistant Professor		62,281	AY	1,281	2.10	
Goedert, Nicholas	Assistant Professor		63,813	AY	1,313	2.10	
Jardine, Eric	Assistant Professor		65,344	AY	1,344	2.10	
Jewitt, Caitlin	Assistant Professor		66,330	AY	1,491	2.30	
Kalyan, Rohan	Assistant Professor		62,726	AY	0	0.00	3

*College of Liberal Arts and Human Sciences*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Kelly, Jason	Assistant Professor		63,735	AY	1,250	2.00	
Plotica, Luke	Assistant Professor		66,685	AY	1,499	2.30	
Pula, Besnik	Assistant Professor		63,575	AY	1,369	2.20	
Scerri, Andrew	Assistant Professor		75,561	AY	1,627	2.20	
Faulkner, Brandy	Visiting Assistant Professor		56,042	AY	1,206	2.20	
Thomas, Courtney	Visiting Assistant Professor		66,759	AY	1,437	2.20	
Hanratty, Jennifer	Instructor		52,694	CY	1,134	2.20	
<b>Departmental Total Increase Amount:</b>					<b>56,764.</b>		
<b><u>Religion and Culture</u></b>							
Britt, Brian	Professor	Department Head	148,345	CY	3,280	2.26	
Saffle, Michael	Professor		110,170	AY	2,372	2.20	
Abeysekara, Ananda	Associate Professor		94,065	AY	1,651	1.79	
Ansell, Aaron	Associate Professor		69,487	AY	1,827	2.70	
Gabriele, Matthew	Associate Professor		80,714	AY	2,122	2.70	
Ni, Zhange	Associate Professor		72,340	AY	1,902	2.70	
Puckett, Anita	Associate Professor	Director	77,219	AY	1,220	1.61	
Satterwhite, Emily	Associate Professor		72,934	AY	1,570	2.20	
Schmitthenner, Peter	Associate Professor		84,474	AY	1,656	2.00	
Scott, Rachel	Associate Professor		89,362	AY	1,924	2.20	
Christensen, Danille	Assistant Professor		61,282	AY	1,319	2.20	
Kessler, Samuel	Postdoctoral Associate		42,840	AY	840	2.00	
Litwa, Matthew	Instructor		44,000	AY	0	0.00	3
<b>Departmental Total Increase Amount:</b>					<b>21,683.</b>		
<b><u>School of Education</u></b>							
Alexander, Michael	Professor		149,886	AY	2,900	1.97	
Billingsley, Bonnie	Professor	Faculty Chair	118,241	AY	2,300	1.98	
Burge, Penny	Professor		101,906	AY	0	0.00	3
Cennamo, Katherine	Professor	Faculty Chair	104,703	AY	2,025	1.97	
Creamer, Elizabeth	Professor		115,774	AY	0	0.00	3
Doolittle, Peter	Professor	Professor CY	142,265	CY	0	0.00	1
Ganter, Susan	Professor		177,920	CY	3,420	1.96	
Garrison, James	Professor		123,798	AY	2,400	1.98	
Glasson, George	Professor		96,074	AY	1,850	1.96	
Hicks, David	Professor		105,780	AY	2,050	1.98	
Jones, Brett	Professor		96,957	AY	3,690	3.96	
Lockee, Barbara	Professor		101,156	AY	1,935	1.95	
Mullen, Carol	Professor		177,151	CY	3,400	1.96	
Sutphin, H	Professor		171,293	CY	3,300	1.96	
Wilkins, Jesse	Professor		93,393	AY	2,405	2.64	
Barksdale, Mary	Associate Professor		88,120	AY	1,700	1.97	
Bodenhorn, Nancy	Associate Professor		105,789	CY	2,025	1.95	
Brand, Brenda	Associate Professor		106,711	RE10	2,050	1.96	
Brill, Jennifer	Associate Professor		69,404	AY	0	0.00	3
Ernst, Jeremy	Associate Professor		128,685	RE12	2,500	1.98	

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Glenn, William	Associate Professor		81,592	AY	1,575	1.97	
Hein, Serge	Associate Professor		72,100	AY	1,395	1.97	
Janosik, Steven	Associate Professor		110,309	AY	0	0.00	3
Lawson, Gerard	Associate Professor		109,229	RE10	2,664	2.50	
Mesmer, Heidi	Associate Professor		82,459	AY	3,078	3.88	
Miyazaki, Yasuo	Associate Professor		82,070	RE10	1,575	1.96	
Parkes, Kelly	Associate Professor		77,348	AY	0	0.00	3
Price, William	Associate Professor		81,405	AY	1,565	1.96	
Skaggs, Gary	Associate Professor		78,135	AY	1,500	1.96	
Tilley-Lubbs, Gresilda	Associate Professor		74,298	AY	1,425	1.96	
Welfare, Laura	Associate Professor		77,448	AY	2,910	3.90	
Wells, John	Associate Professor		84,984	AY	1,630	1.96	
Williams, Thomas	Associate Professor		74,967	AY	1,450	1.97	
Kelly, Michael	Clinical Associate Professor		75,674	AY	1,450	1.95	
Azano, Amy	Assistant Professor		73,695	AY	2,770	3.91	
Bondy, Jennifer	Assistant Professor		66,493	AY	675	1.03	
Bowen, Bradley	Assistant Professor		66,275	AY	1,275	1.96	
Farmer, Laura	Assistant Professor		67,624	AY	2,540	3.90	
Patrizio, Kami	Assistant Professor		98,721	RE11	1,900	1.96	
Robbins, Claire	Assistant Professor		69,242	AY	2,600	3.90	
Serna, Gabriel	Assistant Professor		77,316	AY	1,485	1.96	
Stewart, Trevor	Assistant Professor		68,645	AY	1,320	1.96	
Ulrich, Catherine	Assistant Professor		64,958	AY	1,245	1.95	
Wilson, Joycelyn	Assistant Professor		67,514	AY	1,295	1.96	
Gratto, John	Clinical Assistant Professor		76,296	AY	1,465	1.96	
Potter, Kenneth	Clinical Assistant Professor		69,396	AY	1,335	1.96	
Sato, Takumi	Clinical Assistant Professor		65,450	AY	1,255	1.95	
Wu, Yanzhu	Clinical Assistant Professor		70,526	CY	1,365	1.97	
Moyer, Lisa	Postdoctoral Associate		45,000	AY	0	0.00	3
Cohen, Joshua	Visiting Assistant Professor		50,975	AY	975	1.95	
Kniola, David	Visiting Assistant Professor		55,227	AY	2,090	3.93	
Mukuni, Joseph	Visiting Assistant Professor		54,492	AY	1,045	1.96	
Price, Ted	Visiting Assistant Professor		56,075	AY	1,075	1.95	
Sanders, Carrie	Visiting Assistant Professor		56,075	AY	1,075	1.95	

**Departmental Total Increase Amount: 90,952.**

**School of Performing Arts**

Crone, William	Professor		85,379	AY	1,262	1.50	
Holliday, Kent	Professor		88,213	AY	0	0.00	3
Leonard, Robert	Professor		107,192	AY	2,410	2.30	
Lepczyk, Billie	Professor		93,649	AY	1,293	1.40	
Prince, Stephen	Professor		112,869	AY	2,538	2.30	
Raun, Patricia	Professor		121,665	AY	2,735	2.30	
Sochinski, James	Professor		118,013	CY	1,744	1.50	
Ward, Randolph	Professor		117,887	AY	2,650	2.30	
Lyon, Eric	Associate Prof of Practice		83,574	AY	1,799	2.20	

*College of Liberal Arts and Human Sciences*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Russo, Christopher	Associate Prof of Practice		65,000	AY	0	0.00	
Ambrosone, John	Associate Professor		71,604	AY	1,541	2.20	
Barksdale, William	Associate Professor		66,422	AY	0	0.00	3
Bigler, Dwight	Associate Professor		75,454	AY	1,696	2.30	
Bukvic, Ivica	Associate Professor		96,663	AY	2,081	2.20	
Cole, Richard	Associate Professor		79,200	AY	0	0.00	3
Cowden, Tracy	Associate Professor	Faculty Chair	84,695	AY	1,904	2.30	
Easter, Wallace	Associate Professor		82,248	AY	1,849	2.30	
Glazebrook, William	Associate Professor		92,725	AY	1,907	2.10	
Johnson, David	Associate Professor		82,453	AY	1,775	2.20	
Justice, Gregory	Associate Professor		89,522	AY	1,927	2.20	
Lavender, Patricia	Associate Professor		96,709	CY	2,174	2.30	
McGrath, Robert	Associate Professor		68,626	AY	0	0.00	3
Rawlings, Cara	Associate Professor		65,336	AY	1,531	2.40	
Rinehart, Susanna	Associate Professor	Faculty Chair	97,942	AY	2,860	3.01	
Staley, Natasha	Associate Professor		77,317	AY	1,812	2.40	
Weinstein, Alan	Associate Professor		80,376	AY	1,807	2.30	
Crafton, Jason	Assistant Professor		64,246	AY	1,506	2.40	
Dye, Charles	Assistant Professor		59,378	AY	878	1.50	
Masters, Richard	Assistant Professor		58,778	AY	1,378	2.40	
Nelson, Amanda	Assistant Professor		78,532	AY	1,841	2.40	
Nichols, Charles	Assistant Professor		77,423	AY	1,741	2.30	
Paglialonga, Phillip	Assistant Professor		61,235	AY	1,435	2.40	
Stein, Jane	Assistant Professor		64,734	AY	1,455	2.30	
Stevens, Anne	Assistant Professor		58,368	AY	1,368	2.40	
Thorsett, Brian	Assistant Professor		61,771	AY	1,389	2.30	
Wyatt, Ariana	Assistant Professor		61,843	AY	1,390	2.30	
Yoo, Hyesoo	Assistant Professor		59,334	AY	1,334	2.30	
Caldwell, Jonathan	Visiting Assistant Professor		52,890	AY	1,290	2.50	
Precoda, Karl	Advanced Instructor		47,104	AY	1,014	2.20	
Bean, James	Instructor		52,582	AY	1,082	2.10	
Biggs, Dana	Instructor		40,920	AY	920	2.30	
Court, Joseph	Instructor		46,080	AY	1,080	2.40	
Goff, Jennifer	Instructor		39,000	AY	0	0.00	3
Hutchins, Jeffery	Instructor		39,897	AY	897	2.30	
Irrera, John	Instructor		30,690	AY	690	2.30	
Paglialonga, Jana	Instructor		31,580	AY	680	2.20	
Vo, Long	Instructor		48,471	AY	0	0.00	3
Crone, Elizabeth	Senior Instructor		56,956	AY	1,281	2.30	
Dunston, Michael	Senior Instructor		64,927	AY	1,460	2.30	
McKee, David	Senior Instructor		112,034	CY	2,412	2.20	
Murphy, Kathryn	Professional Lecturer		66,560	AY	1,560	2.40	

**Departmental Total Increase Amount: 71,376.**

**Science and Technology in Society**

Allen, Barbara	Professor		108,821	AY	3,170	3.00	
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*College of Liberal Arts and Human Sciences*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Downey, Gary	Professor	Alumni Distinguished Professor & Endowed Professor	142,500	AY	3,500	2.52
Abbate, Janet	Associate Professor		89,406	AY	2,604	3.00
Breslau, Daniel	Associate Professor	Department Head	118,462	CY	3,226	2.80
Collier, James	Associate Professor		73,115	AY	1,080	1.50
Halfon, Saul	Associate Professor		77,326	AY	1,143	1.50
Patzig, Eileen	Associate Professor		81,787	AY	1,209	1.50
Schmid, Sonja	Associate Professor		99,746	AY	2,433	2.50
Wisnioski, Matthew	Associate Professor		86,987	AY	2,122	2.50
Heflin, Ashley	Assistant Professor		65,477	AY	1,195	1.86
Hester, Rebecca	Assistant Professor		62,480	AY	1,300	2.12
Olson, Philip	Assistant Professor		65,526	AY	1,195	1.86
<b>Departmental Total Increase Amount:</b>					<b>24,177.</b>	

**Sociology**

Agozino, Onwubiko	Professor		104,356	AY	2,146	2.10	
Brunsma, David	Professor		159,961	AY	3,520	2.25	
Calasanti, Toni	Professor		125,005	AY	2,930	2.40	
Fuller, Theodore	Professor		88,117	AY	0	0.00	3
Hawdon, James	Professor	Director, CPSVP	145,566	CY	3,384	2.38	
Hughes, Michael	Professor		124,799	AY	2,686	2.20	
Kiecolt, K	Professor		90,947	AY	2,123	2.39	
King, Neal	Professor		90,032	AY	2,153	2.45	
Reed, Wornie	Professor	Director, RSPRC	165,056	AY	0	0.00	
Ryan, John	Professor	Department Head	192,812	CY	0	0.00	
Shoemaker, Donald	Professor		104,510	AY	2,150	2.10	
Smith, Barbara	Professor		112,805	AY	0	0.00	3
Cook, Samuel	Associate Professor	Director, AIS	82,040	AY	1,884	2.35	
Harrison, Anthony	Associate Professor		94,851	AY	2,214	2.39	
Ovink, Sarah	Associate Professor		84,887	AY	2,030	2.45	
Peguero, Anthony	Associate Professor		110,108	AY	2,633	2.45	
Polanah, Paulo	Associate Professor		73,262	AY	0	0.00	
Seniors, Paula	Associate Professor		76,021	AY	2,557	3.48	
Vogt Yuan, Anastasia	Associate Professor		78,430	AY	1,688	2.20	
Wimberley, Dale	Associate Professor		72,964	AY	1,571	2.20	
Boyle, Kaitlin	Assistant Professor		64,139	AY	2,139	3.45	
Copeland, Nicholas	Assistant Professor		67,703	AY	1,522	2.30	
Labuski, Christine	Assistant Professor		69,092	AY	1,619	2.40	
Samanta, Suchitra	Assistant Professor		69,922	AY	1,505	2.20	
Sedgwick, Donna	Assistant Professor		65,000	AY	0	0.00	
Zhu, Haiyan	Assistant Professor		67,832	AY	1,460	2.20	
Neff, Alison	Visiting Assistant Professor		55,000	AY	0	0.00	3
Graves, Ellington	Senior Instructor	Director, AFST	79,506	AY	2,203	2.85	
<b>Departmental Total Increase Amount:</b>					<b>46,117.</b>		

**Unit Total Increase Amount: 719,272.**

## *College of Natural Resources and Environment*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
<b><u>Center for Leadership In Global Sustainability</u></b>						
Mortimer, Michael	Administrative Lecturer		166,941	CY	3,273	2.00
Robertson, David	Professional Lecturer		146,926	CY	3,000	2.08
Lindsey, Kieran	Sr Project Associate		87,000	CY	2,000	2.35
<b><u>Departmental Total Increase Amount:</u></b>					<b>8,273.</b>	
<b><u>Center for Geospatial Information Technology</u></b>						
Sforza, Peter	Research Scientist	Director	75,308	CY	1,477	2.00
Farrell, Brian	Project Associate		48,537	CY	952	2.00
Newman, Joseph	Project Associate		54,621	CY	1,071	2.00
Wang, Haitao	Project Associate		48,890	CY	959	2.00
Dunbar, Jared	Research Associate		67,000	CY	0	0.00
<b><u>Departmental Total Increase Amount:</u></b>					<b>4,459.</b>	2
<b><u>Conservation Management Institute</u></b>						
Emrick, Verl	Research Scientist		74,730	CY	1,419	1.94
Sweeten, Sara	Research Scientist		56,967	CY	967	1.73
Bryan, David	Project Associate		48,996	CY	943	1.96
Cross, Daniel	Project Associate		40,919	CY	919	2.30
Dickerson, Robert	Project Associate		60,608	CY	978	1.64
Folks, Donald	Project Associate		48,442	CY	942	1.98
Glennon, Robert	Project Associate		50,106	CY	947	1.93
Kalen, Nicholas	Project Associate		43,832	CY	928	2.16
Kane, Elizabeth	Project Associate		64,473	CY	0	0.00
Koontz, Lorien	Project Associate		48,442	CY	942	1.98
Mans, Ingrid	Project Associate		40,919	CY	919	2.30
Maynard, Amy	Project Associate		42,925	CY	925	2.20
Orndorff, David	Project Associate		45,460	CY	933	2.10
Peele, Ashley	Project Associate		51,349	CY	1,349	2.70
Rosenberger, Andrew	Project Associate		54,543	CY	960	1.79
Carey, Caitlin	Research Associate		52,653	CY	1,353	2.64
Laube, Edward	Research Associate		44,790	CY	931	2.12
Klopfer, Scott	Senior Research Associate	Director	87,603	CY	1,633	1.90
St Germain, Michael	Senior Research Associate		60,321	CY	977	1.65
Fields, Matthew	Sr Project Associate		46,885	CY	937	2.04
<b><u>Departmental Total Increase Amount:</u></b>					<b>19,902.</b>	
<b><u>Dean - Natural Resources and Environment</u></b>						
Winistorfer, Paul	Administrative Professor	Dean	270,428	CY	5,303	2.00
Albert, Candice	Professional Lecturer	Director of Finance and Administration	78,665	CY	6,495	9.00
De Soto, Angella	Professional Lecturer	Director, Sustainability Institute	67,626	CY	1,326	2.00
Hart, Stephanie	Professional Lecturer	Director of the Advising Center	71,198	CY	2,408	3.50
Varboncoeur, Lauren	Professional Lecturer	Academic Advisor	49,104	CY	1,104	2.30
Weber, Lon	Professional Lecturer	Director of Information Technology	100,000	CY	3,553	3.68
Williams, John	Professional Lecturer	Director of Recruitment	54,661	CY	1,333	2.50

*College of Natural Resources and Environment*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
Fuller, Leslie	Senior Research Associate		81,927	CY	1,685	2.10

**Departmental Total Increase Amount: 23,207.**

**Fish and Wildlife Conservation**

Alexander, Kathleen	Professor		136,503	AY	2,677	2.00	
Fraser, James	Professor		140,770	CY	2,760	2.00	
Haas, Carola	Professor		118,268	CY	2,433	2.10	
Hallerman, Eric	Professor		143,324	CY	2,879	2.05	
Hopkins, William	Professor		174,664	CY	3,509	2.05	
Kelly, Marcella	Professor		118,623	CY	2,440	2.10	
Murphy, Brian	Professor		158,079	CY	2,642	1.70	
Orth, Donald	Professor	Endowed Professor	148,960	AY	2,921	2.00	
Snodgrass, Joel	Professor	Department Head	167,263	CY	7,965	5.00	
Stauffer, Dean	Professor		119,362	CY	1,880	1.60	
Frimpong, Emmanuel	Associate Professor		93,015	AY	1,913	2.10	
Jiao, Yan	Associate Professor		93,545	CY	1,907	2.08	
Karpanty, Sarah	Associate Professor		94,888	AY	1,952	2.10	
Parkhurst, James	Associate Professor		101,578	CY	1,992	2.00	
Catlin, Daniel	Research Associate Professor		99,886	CY	2,909	3.00	
Hata, David	Research Scientist		62,400	CY	2,400	4.00	
Henley, William	Research Scientist		47,960	CY	0	0.00	2
Castello, Leandro	Assistant Professor		78,980	AY	1,549	2.00	
Cherry, Michael	Assistant Professor		71,540	AY	1,540	2.20	
Dayer, Ashley	Assistant Professor		76,650	AY	1,650	2.20	
Kniowski, Andrew	Postdoctoral Associate		40,000	CY	0	0.00	2
Kwon, Eunbi	Postdoctoral Associate		49,131	CY	1,431	3.00	
Zhou, Can	Postdoctoral Associate		49,862	CY	1,452	3.00	
Silvis, Alexander	Research Assistant Professor		54,631	CY	1,071	2.00	
Davis, Kayla	Research Associate		45,000	CY	0	0.00	2
Gibson, Daniel	Research Associate		47,579	CY	0	0.00	2
Goodman, Steven	Research Associate		45,000	CY	0	0.00	2
Gramza, Ashley	Research Associate		51,000	CY	1,000	2.00	
Hunt, Kelsi	Research Associate		47,476	CY	0	0.00	2
Hurst, Zachary	Research Associate		42,000	CY	0	0.00	2
Jones, Kelly	Research Associate		49,142	CY	0	0.00	2
Ritter, Shannon	Research Associate		54,769	CY	0	0.00	2
Sanderson, Claire	Research Associate		53,331	CY	1,553	3.00	
Vander Vorste, Ross	Research Associate		46,920	CY	0	0.00	
Wolter, Faren	Research Associate		44,268	CY	2,268	5.40	

**Departmental Total Increase Amount: 58,693.**

**Forest Resources and Environmental Conservation**

Amacher, Gregory	Professor	Endowed Professor	127,706	CY	2,504	2.00	
Aust, Wallace	Professor		126,298	CY	2,476	2.00	
Burkhart, Harold	Professor	University Distinguished Professor & Endowed Professor	270,341	CY	5,301	2.00	
Fox, Thomas	Professor		153,392	CY	3,008	2.00	



*College of Natural Resources and Environment*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
Hull, Robert	Professor		125,548	CY	2,220	1.80	
McGee, John	Professor		102,007	AY	1,804	1.80	
Seiler, John	Professor	Alumni Distinguished Professor & Endowed Professor	169,060	CY	3,480	2.10	
Sullivan, Bradley	Professor	Department Head	149,671	CY	2,935	2.00	
Wynne, Randolph	Professor		124,580	CY	2,562	2.10	
Bolding, Michael	Associate Professor		107,038	RE11	2,099	2.00	
Brunner, Amy	Associate Professor		110,174	CY	2,160	2.00	
Copenheaver, Carolyn	Associate Professor		96,646	CY	1,895	2.00	
Day, Susan	Associate Professor		81,099	AY	1,668	2.10	
Holliday, Jason	Associate Professor		89,217	AY	1,749	2.00	
Munsell, John	Associate Professor		98,134	CY	1,924	2.00	
Radtke, Philip	Associate Professor		94,055	CY	1,844	2.00	
Sorice, Michael	Associate Professor		80,134	AY	1,571	2.00	
Stern, Marc	Associate Professor		88,322	AY	1,817	2.10	
Strahm, Brian	Associate Professor		91,558	AY	1,883	2.10	
Thomas, Valerie	Associate Professor		84,841	AY	1,745	2.10	
Wiseman, Phillip	Associate Professor		85,674	CY	1,680	2.00	
Blinn, Christine	Research Scientist		62,199	CY	0	0.00	
Brooks, Evan	Research Scientist		57,222	CY	1,122	2.00	
Kreye, Jesse	Research Scientist		54,101	CY	1,061	2.00	
Teixeira, Rita	Research Scientist		51,721	CY	1,014	2.00	
Barrett, Scott	Assistant Professor		79,343	CY	1,556	2.00	
Cobourn, Kelly	Assistant Professor		80,374	AY	1,576	2.00	
McLaughlin, Daniel	Assistant Professor		75,383	AY	1,550	2.10	
Thomas, Robert	Assistant Professor		77,166	AY	1,513	2.00	
Bai, Hua	Postdoctoral Associate		45,900	CY	900	2.00	
Evenson, Grey	Postdoctoral Associate		56,100	CY	1,100	2.00	
Horn, Kevin	Postdoctoral Associate		48,457	CY	950	2.00	
Jones, Charles	Postdoctoral Associate		48,000	CY	0	0.00	
Raymond, Jay	Postdoctoral Associate		52,020	CY	1,020	2.00	
Sumnall, Matthew	Postdoctoral Associate		51,740	CY	1,015	2.00	
Prysbly, Michelle	Professional Lecturer		65,545	CY	1,285	2.00	
Chittum, Holly	Project Associate		40,600	CY	0	0.00	2
Gagnon, Jennifer	Project Associate		68,003	CY	1,333	2.00	
Vinson, Joseph	Project Associate		47,476	CY	0	0.00	1
Albaugh, Timothy	Research Associate		95,190	CY	1,866	2.00	
Laviner, Marshall	Research Associate		61,626	CY	1,208	2.00	
Sheng, Xiaoyan	Research Associate		45,555	CY	893	2.00	
Walker, David	Research Associate		47,071	CY	0	0.00	1
Amateis, Ralph	Senior Research Associate		93,427	CY	1,832	2.00	
Franco, Carol	Senior Research Associate		59,511	AY	1,167	2.00	
Peer, Kyle	Senior Research Associate		71,505	CY	1,402	2.00	
Silvius, Kirsten	Senior Research Associate		116,239	CY	4,039	3.60	
<b>Departmental Total Increase Amount: 77,727.</b>							

## *College of Natural Resources and Environment*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
<b><u>Geography</u></b>						
Campbell, James	Professor		124,859	AY	2,962	2.43
Carstensen, Laurence	Professor		125,759	AY	2,158	1.75
Ellis, Andrew	Associate Professor		93,596	AY	2,894	3.19
Kennedy, Lisa	Associate Professor		82,722	AY	1,237	1.52
Kolivras, Korine	Associate Professor	Department Co-Chair	91,638	AY	2,864	3.23
Oliver, Robert	Associate Professor		78,933	AY	2,412	3.15
Resler, Lynn	Associate Professor	Department Co-Chair	92,595	AY	2,972	3.32
Shao, Yang	Associate Professor		78,666	AY	2,565	3.37
Baird, Timothy	Assistant Professor		72,735	AY	2,545	3.63
Juran, Luke	Assistant Professor		71,961	AY	2,529	3.64
Zick, Stephanie	Assistant Professor		71,205	AY	2,205	3.20
Bukvic, Anamaria	Research Assistant Professor		48,006	AY	941	2.00
Carroll, David	Advanced Instructor		64,358	AY	1,246	1.97
Scales, Stewart	Instructor		40,000	AY	3,407	9.31
Boyer, John	Senior Instructor		77,744	AY	1,505	1.97
Deisinger, Maureen	Professional Lecturer		48,960	CY	960	2.00
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>35,402.</u></b>	
<b><u>Natural Resource Assessment and Decision Support</u></b>						
Kauffman, Jobriath	Project Associate		63,000	CY	1,000	1.61
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>1,000.</u></b>	
<b><u>Sustainable Biomaterials</u></b>						
Bond, Brian	Professor		111,683	CY	2,000	1.82
Buehlmann, Urs	Professor		113,758	CY	1,800	1.61
Bush, Robert	Professor		121,684	CY	2,400	2.01
Edgar, Kevin	Professor		182,546	AY	3,500	1.95
Frazier, Charles	Professor	Endowed Professor	157,287	CY	3,000	1.94
Hammett, A	Professor		124,388	CY	2,000	1.63
Kline, David	Professor		123,456	CY	2,400	1.98
Loferski, Joseph	Professor		117,480	CY	1,200	1.03
Smith, Robert	Professor	Associate Dean & Department Head	207,626	CY	4,071	2.00
Zink-Sharp, Audrey	Professor		128,735	CY	2,500	1.98
Hindman, Daniel	Associate Professor		93,667	CY	2,000	2.18
Quesada Pineda, Henry	Associate Professor		91,605	CY	1,800	2.00
Roman, Maren	Associate Professor		95,773	CY	1,800	1.92
Chen, Zhangjing	Research Scientist		50,726	CY	976	1.96
Horvath, Laszlo	Assistant Professor		79,796	AY	2,900	3.77
Kim, Young	Assistant Professor		81,017	AY	2,521	3.21
Bouldin, John	Research Associate		59,000	CY	1,200	2.08
Caudill, Linda	Senior Research Associate		93,040	CY	1,800	1.97
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>39,868.</u></b>	
<b><u>Water Resources Research Center</u></b>						
Schoenholtz, Stephen	Professor	Director	143,733	AY	2,818	2.00

*College of Natural Resources and Environment*

<b><u>Name</u></b>	<b><u>Rank</u></b>	<b><u>Title</u></b>	<b><u>Recommended Salary For 2017 - 2018</u></b>	<b><u>Appt</u></b>	<b><u>Increase Amount</u></b>	<b><u>Increase Pct.</u></b>
McGuire, Kevin	Associate Professor		89,370	AY	1,752	2.00
Raflo, Alan	Research Associate		53,480	CY	1,049	2.00
Walker, Jane	Research Associate		54,948	CY	1,077	2.00
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>6,696.</u></b>	
<b><u>Unit Total Increase Amount:</u></b>					<b><u>275,227.</u></b>	

*College of Science*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
<b><u>Biological Sciences</u></b>							
Barrett, John	Professor		94,656	AY	1,856	2.00	
Belden, Lisa	Professor		97,400	AY	2,400	2.53	
Benfield, Ernest	Professor	Associate Department Head	143,004	CY	2,804	2.00	
Cimini, Daniela	Professor		112,937	RE10	2,214	2.00	
Falkinham, Joseph	Professor		99,982	AY	1,960	2.00	
Hilu, Khidir	Professor		103,100	AY	0	0.00	3
Jensen, Roderick	Professor		123,127	AY	1,220	1.00	
Li, Liwu	Professor		194,701	RE12	3,818	2.00	
Moore, Ignacio	Professor		99,440	AY	2,440	2.52	
Nilsen, Erik	Professor		105,500	AY	1,000	0.96	
Opell, Brent	Professor		108,033	AY	2,118	2.00	
Phillips, John	Professor		103,500	AY	1,500	1.47	
Popham, David	Professor		105,080	AY	2,060	2.00	
Sible, Jill	Professor	Assistant Provost for Undergraduate Education	178,429	CY	3,499	2.00	
Stevens, Ann	Professor		104,040	AY	2,040	2.00	
Tyson, John	Professor	University Distinguished Professor	268,363	CY	5,600	2.13	
Walters, Jeffrey	Professor	Endowed Professor	215,737	RE11	3,955	1.87	
Winkel, Brenda	Professor	Department Head	172,302	CY	4,202	2.50	
Brown, Bryan	Associate Professor		86,000	AY	1,930	2.30	
Capelluto, Daniel	Associate Professor		84,303	AY	1,653	2.00	
Finkielstein, Carla	Associate Professor		89,474	AY	1,754	2.00	
Hawley, Dana	Associate Professor		89,440	AY	3,440	4.00	
Lawrence, Christopher	Associate Professor		135,524	RE12	2,657	2.00	
Lazar, Maria	Associate Professor		103,474	RE11	2,029	2.00	
Melville, Stephen	Associate Professor		85,104	AY	1,669	2.00	
Scharf, Birgit	Associate Professor		95,353	AY	1,693	1.81	
Schubot, Florian	Associate Professor		84,354	AY	1,654	2.00	
Tholl, Dorothea	Associate Professor		93,947	AY	1,842	2.00	
Walker, Richard	Associate Professor	Associate Department Head	112,413	AY	1,984	1.80	
Yang, Zhaomin	Associate Professor		87,550	AY	1,717	2.00	
Akcay, Caglar	Research Scientist		46,453	CY	0	0.00	3
Banerjee, Anand	Research Scientist		56,650	CY	1,650	3.00	
Battogtokh, Dorjsuren	Research Scientist		44,000	CY	0	0.00	2
Geng, Shuo	Research Scientist		50,300	CY	2,000	4.14	
Kraykivskiy, Pavel	Research Scientist		59,522	CY	2,834	5.00	
Smith, Jennifer	Research Scientist		50,428	CY	0	0.00	2
Zhang, Yao	Research Scientist		49,250	CY	2,000	4.23	
Blanc, Lori	Assistant Prof of Practice		59,996	AY	1,176	2.00	
Tokuhisa, James	Assistant Prof of Practice		59,680	AY	1,170	2.00	
Carey, Cayelan	Assistant Professor		84,663	AY	1,660	2.00	
Chen, Jing	Assistant Professor		81,671	AY	1,601	2.00	
Hauf, Silke	Assistant Professor		82,160	AY	3,160	4.00	
Hotchkiss, Erin	Assistant Professor		80,070	AY	1,570	2.00	

*College of Science*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
Jones, Caroline	Assistant Professor		80,070	AY	1,956	2.50	
Kojima, Shihoko	Assistant Professor		81,713	AY	1,602	2.00	
McGlothlin, Joel	Assistant Professor		81,640	AY	3,140	4.00	
Mims, Meryl	Assistant Professor		80,000	AY	1,500	1.91	
Sewall, Kendra	Assistant Professor		80,081	AY	1,951	2.50	
Strickland, Michael	Assistant Professor		78,500	AY	0	0.00	3
Whitehead, Susan	Assistant Professor		80,000	AY	1,500	1.91	
DeMay, Stephanie	Postdoctoral Associate		45,000	CY	0	0.00	2
Hornsby, Angela	Postdoctoral Associate		42,840	CY	0	0.00	1
Schoepf, Ivana	Postdoctoral Associate		45,000	CY	0	0.00	
Thomason, Courtney	Postdoctoral Associate		45,900	CY	0	0.00	2
Walke, Jenifer	Postdoctoral Associate		45,000	CY	0	0.00	3
Zhou, Chuanli	Postdoctoral Associate		45,000	CY	0	0.00	2
Seyler, Richard	Advanced Instructor		55,009	AY	1,079	2.00	
Hogan, Eric	Instructor		58,279	AY	947	1.65	
Voshell, Stephanie	Instructor		47,338	AY	928	2.00	
Watkinson, Jonathan	Instructor		46,694	AY	916	2.00	
Evans, Jackson	Senior Instructor		74,024	AY	1,353	1.86	
Lipscomb, Mary	Senior Instructor		62,270	AY	1,221	2.00	
Rosenzweig, Michael	Senior Instructor		61,836	AY	1,212	2.00	
Niederlehner, Barbara	Professional Lecturer		60,644	CY	1,189	2.00	
Gotoh, Tetsuya	Research Associate		63,051	CY	0	0.00	3
Hildreth, Sherry	Senior Research Associate		47,989	CY	941	2.00	

**Departmental Total Increase Amount: 108,964.**

**Chemistry**

Carlier, Paul	Professor		158,461	AY	3,411	2.20	
Crawford, Daniel	Professor		172,677	AY	4,212	2.50	
Dorn, Harry	Professor		158,727	AY	1,727	1.10	
Esker, Alan	Professor		105,363	AY	1,863	1.80	
Etzkom, Felicia	Professor		104,751	AY	1,751	1.70	
Gandour, Richard	Professor		135,876	AY	1,876	1.40	
Gibson, Harry	Professor		149,352	AY	2,352	1.60	
Hanson, Brian	Professor		97,364	AY	0	0.00	3
Kingston, David	Professor	University Distinguished Professor	196,544	AY	4,200	2.18	
Marand, Herve	Professor	Associate Department Head	122,160	AY	2,160	1.80	
Merola, Joseph	Professor		171,472	AY	2,367	1.40	
Moore, Robert	Professor		160,147	AY	3,447	2.20	
Morris, John	Professor		132,323	AY	3,990	3.11	
Riffle, Judy	Professor		168,630	AY	3,630	2.20	
Tanko, James	Professor	Department Head	169,436	CY	4,136	2.50	
Valeyev, Eduard	Professor		136,948	AY	2,948	2.20	
Amateis, Patricia	Associate Professor		73,451	AY	1,651	2.30	
Deck, Paul	Associate Professor		81,633	AY	1,286	1.60	
Madsen, Louis	Associate Professor		103,536	AY	3,501	3.50	

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Morris, Amanda	Associate Professor		101,673	AY	2,673	2.70	
Santos, Webster	Associate Professor		125,453	AY	2,821	2.30	
Tissue, Brian	Associate Professor		83,058	AY	1,469	1.80	
Troya, Diego	Associate Professor		90,692	AY	1,952	2.20	
Yee, Gordon	Associate Professor		91,743	AY	1,534	1.70	
Ashraf-Khorassani, Mehdi	Research Scientist		77,793	CY	1,525	2.00	
Orler, Edward	Research Scientist		47,723	AY	473	1.00	
Pritchard, Benjamin	Research Scientist		85,000	CY	0	0.00	2
Saxe, Paul	Research Scientist		110,000	CY	0	0.00	2
Smith, Daniel	Research Scientist		85,000	CY	0	0.00	2
Grove, Tijana	Assistant Professor		85,846	AY	1,601	1.90	
Josan, Jatinder	Assistant Professor		79,244	AY	1,171	1.50	
Lin, Feng	Assistant Professor		83,640	AY	1,640	2.00	
Liu, Guoliang	Assistant Professor		85,313	AY	1,673	2.00	
Matson, John	Assistant Professor		86,151	AY	2,101	2.50	
Mayhall, Nicholas	Assistant Professor		85,313	AY	1,673	2.00	
Cho, Namki	Postdoctoral Associate		46,350	CY	1,350	3.00	
Dai, Yumin	Postdoctoral Associate		46,800	CY	1,800	4.00	
Hegde, Maruti	Postdoctoral Associate		45,000	CY	0	0.00	3
Howard, James	Postdoctoral Associate		46,800	CY	1,800	4.00	
Kumar, Ashok	Postdoctoral Associate		38,000	CY	0	0.00	2
Mu, Linqin	Postdoctoral Associate		47,500	CY	0	0.00	2
Usov, Pavel	Postdoctoral Associate		45,450	CY	450	1.00	
Wang, Xiao	Postdoctoral Associate		45,900	CY	900	2.00	
Zhou, Zhengping	Postdoctoral Associate		45,900	CY	900	2.00	
Arachchige, Shamindri	Advanced Instructor		50,728	AY	1,189	2.40	
Berg, Michael	Advanced Instructor		52,151	AY	972	1.90	
Eddleton, Jeannine	Advanced Instructor		55,335	AY	1,032	1.90	
Bell, Thomas	Instructor	Asst Chair for Research & Special Projects	96,459	CY	1,519	1.60	
Long, Victoria	Instructor		50,772	AY	996	2.00	
Neidigh, Kurt	Instructor		49,110	AY	630	1.30	
Slebodnick, Carla	Instructor		60,639	AY	1,305	2.20	
Bump, Maggie	Senior Instructor		56,092	AY	1,154	2.10	
Brodkin, Claudia	Professional Lecturer		51,705	CY	964	1.90	
Dalton, Michelle	Professional Lecturer		50,160	CY	935	1.90	
Shanaiah, Narasimhamurthy	Professional Lecturer		75,274	CY	1,570	2.13	
Yao, ZhongKe	Senior Research Associate		47,076	CY	234	0.50	

**Departmental Total Increase Amount: 92,514.**

**Dean of Science**

Heflin, James	Administrative Professor	Associate Dean	156,891	CY	4,791	3.15	
Morgan, John	Administrative Professor	Associate Dean	188,558	CY	5,758	3.15	
Morton, Sally	Administrative Professor	Dean	346,800	CY	6,800	2.00	
Long, Gary	Administrative Associate Prof	Associate Dean	118,388	CY	1,288	1.10	
Panneton, Robin	Administrative Associate Prof	Associate Dean	127,222	CY	0	0.00	1

*College of Science*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Bieri, Anna-Marion	Assistant Prof of Practice	Director of Science, Technology and Law Program	90,270	AY	1,770	2.00	
Sanders, Janet	Administrative Lecturer	Assistant Dean	155,055	CY	4,735	3.15	
Simpkins, Melissa	Professional Lecturer		80,000	CY	0	0.00	
Tollin, Craig	Professional Lecturer		46,580	CY	1,207	2.66	
<b>Departmental Total Increase Amount:</b>					<b>26,349.</b>		
<b><u>Economics</u></b>							
Ashley, Richard	Professor		123,040	AY	2,413	2.00	
Ball, Sheryl	Professor	Associate Department Head	129,322	AY	2,722	2.15	
Haller, Hans	Professor		165,913	AY	3,413	2.10	
Salehi-Isfahani, Djavad	Professor		130,446	AY	2,746	2.15	
Sarangi, Sudipta	Professor	Department Head	188,182	CY	4,582	2.50	
Spanos, Aris	Professor	Endowed Professor	166,191	AY	2,778	1.70	
Tideman, Thorwald	Professor		147,233	AY	2,958	2.05	
Bahel, Eric	Associate Professor		109,082	AY	3,082	2.91	
Cothren, Richard	Associate Professor		95,411	AY	1,604	1.71	
Dominiak, Adam	Associate Professor		116,790	AY	2,290	2.00	
Ge, Suqin	Associate Professor		124,037	AY	2,037	1.67	
Tsang, Kwok	Associate Professor		110,162	AY	3,262	3.05	
Luo, Shaowen	Assistant Professor		104,091	AY	2,091	2.05	
Smith, Alexander	Assistant Professor		102,178	AY	1,678	1.67	
Tserenjigmid, Gerelt	Assistant Professor		104,091	AY	2,091	2.05	
Gebremariam, Gebremeskel	Advanced Instructor		73,491	AY	1,600	2.23	
Trost, Steven	Advanced Instructor		99,390	AY	1,949	2.00	
<b>Departmental Total Increase Amount:</b>					<b>43,296.</b>		
<b><u>Geosciences</u></b>							
Bodnar, Robert	Professor	University Distinguished Professor & Endowed Professor	224,592	AY	5,000	2.28	
Burbey, Thomas	Professor		133,022	CY	1,850	1.41	
Dove, Patricia	Professor	University Distinguished Professor & Endowed Professor	253,148	AY	5,500	2.22	
Eriksson, Kenneth	Professor		114,250	AY	2,000	1.78	
Hochella, Michael	Professor	University Distinguished Professor	263,584	RE12	5,500	2.13	
Hole, John	Professor		109,900	AY	1,900	1.76	
King, Scott	Professor		127,050	AY	3,000	2.42	
Law, Richard	Professor		112,950	AY	2,700	2.45	
Ross, Nancy	Professor	Department Head	166,866	CY	2,466	1.50	
Schreiber, Madeline	Professor		118,000	AY	3,000	2.61	
Spotila, James	Professor		110,000	AY	2,750	2.56	
Tracy, Robert	Professor	Director of Geosciences Museum	116,460	AY	1,160	1.01	
Xiao, Shuhai	Professor		207,000	AY	5,000	2.48	
Gazel, Esteban	Associate Professor		95,615	AY	0	0.00	
Romans, Brian	Associate Professor		92,700	AY	1,700	1.87	
Weiss, Robert	Associate Professor		105,778	RE10	3,000	2.92	

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Zhou, Ying	Associate Professor		87,200	AY	1,600	1.87	
Chermak, John	Collegiate Associate Professor		90,473	AY	1,503	1.69	
Chapman, Martin	Research Associate Professor		87,764	AY	0	0.00	
Caddick, Mark	Assistant Professor		85,700	AY	1,900	2.27	
Gill, Benjamin	Assistant Professor		84,950	AY	1,650	1.98	
Michel, Frederick	Assistant Professor		85,500	AY	1,700	2.03	
Nesbitt, Sterling	Assistant Professor		86,500	AY	2,500	2.98	
Pollyea, Ryan	Assistant Professor		80,600	AY	1,600	2.03	
Stamps, D	Assistant Professor		81,500	AY	2,000	2.52	
Stocker, Michelle	Assistant Professor		79,150	AY	1,150	1.47	
Inoue, Sayako	Postdoctoral Associate		45,900	CY	900	2.00	
Johnson, Neil	Advanced Instructor		55,042	AY	1,250	2.32	
Dunson, James	Professional Lecturer		57,691	CY	571	1.00	
Glesener, Gary	Professional Lecturer		59,873	CY	1,733	2.98	
Beale, Jacob	Research Associate		55,590	CY	0	0.00	1
Fedele, Luca	Senior Research Associate		54,621	CY	0	0.00	2
Han, Nizhou	Senior Research Associate		52,020	CY	1,020	2.00	
Zhao, Jing	Senior Research Associate		52,891	CY	0	0.00	2
<b>Departmental Total Increase Amount: 67,603.</b>							

**Mathematics**

Adjerid, Slimane	Professor		112,650	AY	2,200	1.99
Beattie, Christopher	Professor		108,014	AY	2,110	1.99
Borggaard, Jeffrey	Professor		133,489	AY	2,610	1.99
Brown, Ezra	Professor	Alumni Distinguished Professor & Endowed Professor	124,118	AY	0	0.00
Burns, John	Professor	Endowed Professor	236,039	AY	4,624	2.00
De Sturler, Eric	Professor		139,689	AY	2,730	1.99
Embree, Mark	Professor		183,785	AY	5,785	3.25
Floyd, William	Professor		113,621	AY	2,225	2.00
Gugercin, Serkan	Professor		119,012	AY	3,925	3.41
Haskell, Peter	Professor	Department Head	176,616	CY	4,316	2.50
Iliescu, Traian	Professor		108,400	AY	2,125	2.00
Kim, Jong	Professor		102,086	AY	1,011	1.00
Klaus, Martin	Professor		93,950	AY	931	1.00
Kohler, Werner	Professor		128,730	AY	1,275	1.00
Lin, Tao	Professor		108,195	AY	2,120	2.00
Linnell, Peter	Professor		104,360	AY	2,040	1.99
Loehr, Nicholas	Professor		111,180	AY	2,180	2.00
Norton, Anderson	Professor		108,425	AY	2,125	2.00
Renardy, Michael	Professor	Endowed Professor	182,127	AY	3,569	2.00
Renardy, Yuriko	Professor	Endowed Professor	132,499	AY	2,591	1.99
Rogers, Robert	Professor	Associate Department Head	124,242	AY	1,830	1.49
Rossi, John	Professor		129,180	AY	2,530	2.00
Shimozono, Mark	Professor		120,435	AY	2,360	2.00
Sun, Shu Ming	Professor		111,185	AY	2,710	2.50



## College of Science

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Turner, James	Professor		119,841	AY	1,187	1.00	
Warburton, Timothy	Professor	Endowed Professor	190,959	AY	6,265	3.39	
Ciupe, Mihaela	Associate Professor		93,630	AY	1,830	1.99	
Elgart, Alexander	Associate Professor		89,230	AY	2,530	2.92	
Mihalcea, Constantin	Associate Professor		92,610	AY	1,810	1.99	
Wapperom, Peter	Associate Professor		78,750	AY	780	1.00	
Wawro, Megan	Associate Professor		99,950	AY	2,450	2.51	
Yue, Pengtao	Associate Professor		87,410	AY	1,710	2.00	
Zietsman, Lizette	Associate Professor		96,750	AY	1,890	1.99	
Childs, Lauren	Assistant Professor		86,700	AY	1,700	2.00	
Chung, Julianne	Assistant Professor		80,650	AY	1,580	2.00	
Chung, Matthias	Assistant Professor		81,160	AY	1,590	2.00	
Johnson, Estrella	Assistant Professor		77,520	AY	1,520	2.00	
Liu, Honghu	Assistant Professor		72,825	AY	1,425	2.00	
Orr, Daniel	Assistant Professor		74,460	AY	1,460	2.00	
Palsson, Eyvindur	Assistant Professor		86,700	AY	1,700	2.00	
Chalmers, Bradley	Postdoctoral Associate		55,167	CY	1,607	3.00	
Karakus, Ali	Postdoctoral Associate		55,167	CY	1,607	3.00	
Mitra, Debanjana	Postdoctoral Associate		56,774	CY	0	0.00	
Fillman, Jacob	Visiting Assistant Professor		56,182	AY	1,102	2.00	
Clemons, Joshua	Advanced Instructor		44,700	AY	875	2.00	
Hart, Heath	Advanced Instructor		47,445	AY	1,270	2.75	
Hurdus, Jessica	Advanced Instructor		54,635	AY	1,960	3.72	
McQuain, Margaret	Advanced Instructor		50,355	AY	980	1.98	
Robbins, Nicholas	Advanced Instructor		45,710	AY	890	1.99	
Schmale, Jessica	Advanced Instructor		48,994	AY	1,310	2.75	
Wilson, Jason	Advanced Instructor		45,260	AY	1,710	3.93	
Arnold, Rachel	Instructor		47,370	AY	1,720	3.77	
Asfaw, Teffera	Instructor		36,750	AY	540	1.49	
Chang, Eun	Instructor		36,310	AY	710	1.99	
Chung, Myungsuk	Instructor		37,828	AY	740	2.00	
England, Jerri	Instructor		45,900	AY	900	2.00	
Farmer, Shelley	Instructor		37,150	AY	725	1.99	
Galinaitis, William	Instructor		41,410	AY	610	1.50	
Gao, Guangyue	Instructor		36,360	AY	360	1.00	
Gildersleeve, Nathan	Instructor		37,152	AY	725	1.99	
Heitzman, Michael	Instructor		38,095	AY	650	1.74	
Jasso-Hernandez, Edna	Instructor		37,150	AY	725	1.99	
Karcher, Kelli	Instructor		36,720	AY	720	2.00	
Krueger, Justin	Instructor		36,720	AY	720	2.00	
Lax, David	Instructor		36,000	AY	0	0.00	3
Letona Bolivar, Cristina	Instructor		36,720	AY	720	2.00	
Mason, Sarah	Instructor		36,360	AY	710	1.99	
McCarter, Rebecca	Instructor		36,000	AY	0	0.00	3
McIntee, Tomas	Instructor		35,350	AY	0	0.00	3

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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Rappold, Erika	Instructor		37,150	AY	725	1.99
Saenz Maldonado, Edgar	Instructor		38,195	AY	750	2.00
Savel'ev, Evgeny	Instructor		50,783	AY	870	1.74
Ufferman, Eric	Instructor		39,686	AY	775	1.99
Wise, Jennifer	Instructor		36,000	AY	0	0.00
Yasuda, Sohei	Instructor		36,310	AY	710	1.99
Agud, Diane	Senior Instructor		52,300	AY	1,025	2.00
Anderson, Susan	Senior Instructor		61,075	AY	1,600	2.69
Bourdon, Terri	Senior Instructor		82,595	AY	1,620	2.00
Hagen, Susan	Senior Instructor		54,950	AY	1,075	2.00
Stephens, Catherine	Senior Instructor		50,355	AY	980	1.98
Adkins, Emily	Professional Lecturer		37,097	AY	727	2.00
Gruss, Richard	Professional Lecturer		108,328	CY	1,073	1.00
Reilly, William	Professional Lecturer		90,282	CY	2,822	3.23
Sibol, Alison	Professional Lecturer		37,097	AY	727	2.00

**Departmental Total Increase Amount: 131,414.**

**Neuroscience**

Sontheimer, Harald	Professor	Executive Director/Endowed Professor	507,975	CY	9,960	2.00
Clinton, Sarah	Associate Professor		163,200	RE12	3,200	2.00
Olsen, Michelle	Associate Professor		185,400	RE12	5,400	3.00
Gregus, Ann	Research Scientist		58,654	CY	1,150	2.00
Bowers, Jerald	Assistant Professor		140,080	RE12	4,080	3.00
Buczynski, Matthew	Assistant Professor		101,200	AY	1,200	1.20
Hodes, Georgia	Assistant Professor		134,933	RE12	1,600	1.20
Thompson, Christopher	Assistant Professor		134,933	RE12	1,600	1.20
Kahanovitch, Uri	Postdoctoral Associate		49,920	CY	1,920	4.00
McCoy, Chelsea	Postdoctoral Associate		49,920	CY	1,920	4.00
Rainville, Jennifer	Postdoctoral Associate		50,440	CY	1,940	4.00
Sou, Ngoc	Professional Lecturer		61,500	CY	0	0.00
Wailes, Anne	Professional Lecturer		105,876	CY	3,576	3.50
Glover, Matthew	Research Associate		52,000	CY	2,000	4.00
Roby, Clinton	Senior Research Associate		66,300	CY	1,300	2.00

**Departmental Total Increase Amount: 40,846.**

**Physics**

Arav, Nahum	Professor		106,453	AY	3,647	3.55
Chang, Lay	Professor		236,519	AY	1,177	0.50
Heremans, Jean	Professor		96,775	AY	2,437	2.58
Huber, Patrick	Professor		117,922	AY	5,174	4.59
Link, Jonathan	Professor		106,379	AY	2,256	2.17
Minic, Djordje	Professor		94,427	AY	729	0.78
Mun, Seong	Professor	Director, Arlington Innovation Center	243,210	AY	1,210	0.50
Piilonen, Leo	Professor		169,542	RE11	4,716	2.86
Pitt, Mark	Professor	Department Head	146,862	CY	4,968	3.50

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<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended</u>		<u>Increase Amount</u>	<u>Increase Pct.</u>	
			<u>Salary For 2017 - 2018</u>	<u>Appt</u>			
Pleimling, Michel	Professor	Director	143,498	AY	4,180	3.00	
Sharpe, Eric	Professor		95,596	AY	2,281	2.44	
Simonetti, John	Professor	Associate Department Head	125,238	CY	3,648	3.00	
Tauber, Uwe	Professor		114,846	AY	4,141	3.74	
Vogelaar, Robert	Professor		105,773	AY	2,243	2.17	
Economou, Sophia	Associate Professor		93,534	AY	1,734	1.89	
Khodaparast, Giti	Associate Professor		94,535	AY	1,753	1.89	
Mariani, Camillo	Associate Professor		99,926	AY	2,516	2.58	
Park, Kyungwha	Associate Professor		86,653	AY	1,953	2.31	
Robinson, Hans	Associate Professor		77,471	AY	598	0.78	
Scarola, Vito	Associate Professor		90,977	AY	2,818	3.20	
Soghomonian, Victoria	Associate Professor		79,428	AY	721	0.92	
Takeuchi, Tatsu	Associate Professor		88,440	AY	440	0.50	
Butzin, Nicholas	Research Scientist		55,000	CY	0	0.00	3
Lee, Seung-Joo	Research Scientist		50,000	CY	0	0.00	3
Magill, Brenden	Research Scientist		45,000	CY	0	0.00	1
Anderson, Lara	Assistant Professor		85,144	AY	3,095	3.77	
Barnes, Edwin	Assistant Professor		83,255	AY	1,655	2.03	
Cheng, Shengfeng	Assistant Professor		80,375	AY	1,490	1.89	
Farrah, Duncan	Assistant Professor		79,221	AY	1,469	1.89	
Gray, James	Assistant Professor		84,829	AY	3,022	3.69	
Horiuchi, Shunsaku	Assistant Professor		80,020	AY	1,592	2.03	
Mather, William	Assistant Professor		80,500	AY	0	0.00	3
Nguyen, Vinh	Assistant Professor		77,262	AY	1,225	1.61	
O'Donnell, Thomas	Assistant Professor		84,420	AY	420	0.50	
Tao, Chenggang	Assistant Professor		76,321	AY	1,096	1.46	
Deng, Xiuhao	Postdoctoral Associate		46,000	CY	1,000	2.22	
Gao, Xin	Postdoctoral Associate		45,000	CY	0	0.00	3
Gaur, Vipin	Postdoctoral Associate		51,000	CY	1,000	2.00	
Hui, Hoi	Postdoctoral Associate		45,000	CY	0	0.00	1
Macias Ramirez, Oscar	Postdoctoral Associate		46,586	CY	461	1.00	
Pandey, Vishvas	Postdoctoral Associate		47,500	CY	0	0.00	1
Park, Jaewon	Postdoctoral Associate		54,000	CY	0	0.00	2
Russo, Antonio	Postdoctoral Associate		46,000	CY	1,000	2.22	
Sharma, Girish	Postdoctoral Associate		46,000	CY	1,000	2.22	
Wong, Kenneth	Research Assistant Professor	Associate Dean Graduate School & NVC Director	158,796	CY	2,250	1.44	
Khan, Almas	Instructor		52,020	AY	1,020	2.00	
Papavasiliou, Kriton	Instructor		52,228	AY	1,024	2.00	
Robinson, Alma	Instructor		50,980	AY	1,000	2.00	
Ankowski, Artur	Research Associate		49,000	CY	0	0.00	3
Cherry, John	Senior Research Associate		50,750	CY	0	0.00	3
<b><u>Departmental Total Increase Amount: 80,159.</u></b>							

**Psychology**

Bell, Martha Ann	Professor		142,086	AY	2,786	2.00
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*College of Science*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Clum, George	Professor		124,900	AY	1,500	1.22
Geller, E	Professor	Alumni Distinguished Professor & Endowed Professor	174,344	AY	3,419	2.00
Jones, Russell	Professor		112,250	AY	1,900	1.72
Kim-Spoon, Jungmeen	Professor		156,660	RE12	3,200	2.09
Ollendick, Thomas	Professor	University Distinguished Professor	243,090	AY	5,200	2.19
Stephens, Robert	Professor	Department Head	184,266	CY	3,613	2.00
Winett, Richard	Professor	Endowed Professor	166,629	AY	1,985	1.21
Axson, Danny	Associate Professor		76,900	AY	2,000	2.67
Dunsmore, Julie	Associate Professor		89,600	AY	2,100	2.40
Foti, Roseanne	Associate Professor		103,950	AY	2,100	2.06
Germana, Joseph	Associate Professor		61,200	AY	900	1.49
Harrison, David	Associate Professor		92,300	AY	2,100	2.33
Harvey, Robert	Associate Professor		68,480	AY	680	1.00
Hauenstein, Neil	Associate Professor		82,600	AY	2,200	2.74
Richey, John	Associate Professor		91,100	AY	2,100	2.36
Scarpa-Friedman, Angela	Associate Professor	Director	96,400	AY	2,100	2.23
Scarpa-Friedman, Bruce	Associate Professor		77,700	AY	2,100	2.78
White, Susan	Associate Professor		139,198	RE12	3,200	2.35
Cooper, Lee	Clinical Associate Professor	Director	107,100	CY	2,100	2.00
Cate, Anthony	Assistant Professor		80,550	AY	800	1.00
Diana, Rachel	Assistant Professor		85,700	AY	2,100	2.51
White, Bradley	Assistant Professor		83,250	AY	1,900	2.34
Harrison, Patti	Instructor		59,550	AY	2,250	3.93
Hoffman, Kurt	Senior Instructor	Director of Undergraduate Studies	76,200	AY	2,400	3.25

**Departmental Total Increase Amount: 56,733.**

**Statistics**

Fricke, Ronald	Professor	Department Head	197,830	CY	4,830	2.50
Gramacy, Robert	Professor		136,475	AY	3,975	3.00
Smith, Eric	Professor		144,891	AY	2,841	2.00
Vining, Gordon	Professor		140,403	AY	2,753	2.00
Woodall, William	Professor		160,650	AY	3,150	2.00
Van Mullekom, Jennifer	Associate Prof of Practice	Director of SAIG	140,250	CY	2,750	2.00
Deng, Xinwei	Associate Professor		102,687	AY	2,013	2.00
Du, Pang	Associate Professor		104,856	AY	2,056	2.00
Ferreira, Marco	Associate Professor		113,291	AY	3,032	2.75
Guo, Feng	Associate Professor		106,120	AY	2,081	2.00
Hong, Yili	Associate Professor		107,171	AY	2,101	2.00
House, Leanna	Associate Professor		106,746	AY	1,578	1.50
Kim, Inyoung	Associate Professor		104,550	AY	2,050	2.00
Leman, Scott	Associate Professor		109,367	AY	2,144	2.00
Terrell, George	Associate Professor		83,869	CY	831	1.00
Franck, Christopher	Assistant Professor		91,928	AY	2,678	3.00
Johnson, Leah	Assistant Professor		94,350	AY	1,850	2.00

*College of Science*

<b><u>Name</u></b>	<b><u>Rank</u></b>	<b><u>Title</u></b>	<b><u>Recommended Salary For 2017 - 2018</u></b>	<b><u>Appt</u></b>	<b><u>Increase Amount</u></b>	<b><u>Increase Pct.</u></b>
Ranganathan, Shyam	Assistant Professor		86,700	AY	1,700	2.00
Sengupta, Srijan	Assistant Professor		92,700	AY	2,700	3.00
Wu, Xiaowei	Assistant Professor		92,921	AY	1,822	2.00
Zhu, Hongxiao	Assistant Professor		94,884	AY	1,860	2.00
Driscoll, Anne	Collegiate Assistant Professo		75,480	AY	1,480	2.00
Robertson Evia, Jane	Collegiate Assistant Professo		75,480	AY	1,480	2.00
Tegge, Allison	Research Assistant Professor		86,190	CY	1,690	2.00
Lucero, Christian	Instructor		67,000	AY	0	0.00
Tavera, Haydee	Instructor		53,321	AY	1,046	2.00
Slaughter, Stephen	Professional Lecturer		92,157	CY	1,807	2.00
Jalil, Deelan	Research Associate		55,000	CY	0	0.00

**Departmental Total Increase Amount: 58,298.**

**Unit Total Increase Amount: 706,176.**

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*College of Veterinary Medicine*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
<b><u>Academic Affairs</u></b>							
Edwards, Virginia	Instructor		81,650	CY	1,650	2.06	
Gilley, Alexandra	Instructor		72,191	AY	1,459	2.06	
Kegley, Melanie	Professional Lecturer		68,091	CY	3,794	5.90	
Sitterley, Carling	Professional Lecturer		76,500	CY	0	0.00	3
<b><u>Departmental Total Increase Amount: 6,903.</u></b>							
<b><u>Biomedical Science</u></b>							
Ehrich, Marion	Professor		196,152	CY	0	0.00	3
Inzana, Thomas	Professor	Endowed Professor	211,019	CY	4,340	2.10	
Lindsay, David	Professor		131,944	CY	2,587	2.00	
Meng, Xiang-Jin	Professor	University Distinguished Professor & Endowed Professor	260,145	CY	10,006	4.00	
Schurig, Gerhardt	Professor		247,659	CY	4,617	1.90	
Smith, Stephen	Professor		128,520	CY	2,520	2.00	
Sponenberg, Dan	Professor		160,130	CY	3,139	2.00	
Sriranganathan, Nammalwar	Professor		138,665	CY	2,718	2.00	
Wilcke, Jeffrey	Professor	Endowed Professor	150,881	CY	2,958	2.00	
Zajac, Anne	Professor		131,319	CY	2,574	2.00	
Zimmerman, Kurt	Professor		133,197	CY	2,740	2.10	
Davis, Jennifer	Associate Professor		122,400	CY	2,400	2.00	
Huckle, William	Associate Professor		106,878	CY	2,095	2.00	
Klein, Bradley	Associate Professor		107,223	CY	1,999	1.90	
LeRoith, Tanya	Associate Professor		136,103	CY	2,799	2.10	
Nanthakumar, Nadarajah	Associate Professor		96,086	AY	0	0.00	
Saunders, Geoffrey	Associate Professor		96,828	AY	1,805	1.90	
Smith, Bonnie	Associate Professor		105,835	CY	2,075	2.00	
Yuan, Lijuan	Associate Professor		144,905	RE12	2,980	2.10	
Lahmers, Kevin	Clinical Associate Professor		128,859	CY	2,650	2.10	
Cao, Dianjun	Research Scientist		55,291	CY	1,084	2.00	
Li, Wen	Research Scientist		66,636	CY	1,242	1.90	
Subramaniam, Sakthivel	Research Scientist		53,024	CY	1,040	2.00	
Allen, Irving	Assistant Professor		127,773	RE12	2,628	2.10	
Allison, Andrew	Assistant Professor		88,653	AY	1,653	1.90	
Caswell, Clayton	Assistant Professor		124,484	RE12	2,440	2.00	
He, Jia-Qiang	Assistant Professor		94,119	AY	1,754	1.90	
Luo, Xin	Assistant Professor		95,022	AY	1,771	1.90	
Theus, Michelle	Assistant Professor		129,542	RE12	2,664	2.10	
Barrett, Sarah	Clinical Assistant Professor	Asst Professor CY	119,442	CY	2,342	2.00	
Boes, Katie	Clinical Assistant Professor		111,458	CY	6,107	5.80	
Cecere, Thomas	Clinical Assistant Professor		118,401	CY	4,282	3.75	
Hafez, Shireen	Clinical Assistant Professor		83,900	AY	3,802	4.75	
Champion, Anna	Postdoctoral Associate		51,000	CY	1,000	2.00	
Mahsoub, Hassan	Postdoctoral Associate		45,900	CY	900	2.00	
Overend, Christopher	Postdoctoral Associate		49,561	CY	972	2.00	
Rogers, Adam	Postdoctoral Associate		48,195	CY	945	2.00	

*College of Veterinary Medicine*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Sooryanarain, Harini	Postdoctoral Associate		45,900	CY	900	2.00
Tian, Debin	Postdoctoral Associate		47,005	CY	922	2.00
Dai, Rujuan	Research Assistant Professor		69,291	CY	1,359	2.00
Green, Julie	Research Assistant Professor		72,748	CY	1,426	2.00
Rogers, Eda	Research Associate		49,723	CY	975	2.00
Jain-Gupta, Neeta	Senior Research Associate		49,939	CY	979	2.00
<b>Departmental Total Increase Amount: 100,189.</b>						
<b><u>Dean - Veterinary Medicine</u></b>						
Clarke, Cyril	Administrative Professor	Dean	291,010	CY	5,700	2.00
Corrigan, Virginia	Assistant Professor		108,886	CY	1,886	1.76
Ahmed, S	Administrative Lecturer	Associate Dean, Research & Graduate Studies	218,394	CY	4,127	1.93
Hylton, April	Administrative Lecturer		127,676	CY	2,750	2.20
Ascue, Kimberly	Professional Lecturer		84,089	CY	1,589	1.93
Averill, Jennifer	Professional Lecturer		55,102	CY	1,187	2.20
Burchett, Amy	Professional Lecturer		90,959	CY	1,959	2.20
Jobst, Peter	Professional Lecturer		98,430	CY	1,860	1.93
McKenzie, Marylee	Professional Lecturer		59,271	CY	1,120	1.93
<b>Departmental Total Increase Amount: 22,178.</b>						
<b><u>Equine Medical Ancillary</u></b>						
Adams, Morton	Clinical Assistant Professor		191,615	CY	3,166	1.68
Brown, James	Clinical Assistant Professor		176,412	CY	3,872	2.24
Estell, Krista	Clinical Assistant Professor		112,468	CY	2,468	2.24
MacDonald, Elizabeth	Clinical Instructor		72,591	CY	1,201	1.68
Duerbeck, Cathy	Administrative Lecturer		73,224	CY	1,212	1.68
<b>Departmental Total Increase Amount: 11,919.</b>						
<b><u>Equine Medical Center</u></b>						
Erskine, Michael	Administrative Lecturer		180,959	CY	3,897	2.20
<b>Departmental Total Increase Amount: 3,897.</b>						
<b><u>Large Animal Clinical Sciences</u></b>						
Buechner-Maxwell, Virginia	Professor		147,848	CY	3,263	2.26
Hodgson, David	Professor	Department Head	209,069	CY	2,276	1.10
Pelzer, Kevin	Professor		142,128	CY	3,136	2.26
Pleasant, Robert	Professor		158,936	CY	3,507	2.26
Barrett, Jennifer	Associate Professor	Endowed Professor	150,488	CY	3,297	2.24
Byron, Christopher	Associate Professor		138,884	CY	3,065	2.26
Clark-Deener, Sherrie	Associate Professor		133,066	CY	2,936	2.26
Dahlgren, Linda	Associate Professor		119,846	CY	1,995	1.69
McKenzie, Harold	Associate Professor		148,108	CY	3,667	2.54
Scarratt, William	Associate Professor		120,778	CY	1,971	1.66
Witonsky, Sharon	Associate Professor		119,922	CY	1,996	1.69
Currin, John	Clinical Associate Professor		122,631	CY	3,364	2.82
Eyestone, Willard	Research Associate Professor		111,093	CY	0	0.00

*College of Veterinary Medicine*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Burns, Travis	Assistant Prof of Practice		91,800	CY	1,800	2.00
Cecere, Julie	Clinical Assistant Professor		97,571	CY	1,357	1.41
Funk, Rebecca	Clinical Assistant Professor		106,199	CY	2,344	2.26
Guynn, Sierra	Clinical Assistant Professor		113,536	CY	4,087	3.73
Reeder, Dana	Clinical Assistant Professor		117,347	CY	1,309	1.13
Shepherd, Megan	Clinical Assistant Professor		130,227	CY	2,874	2.26
Wilson, Katherine	Clinical Assistant Professor		111,520	CY	2,310	2.12
Schramm, Hollie	Clinical Instructor		98,930	CY	1,646	1.69

**Departmental Total Increase Amount: 52,200.**

**Population Health Sciences**

Hodgson, Jennifer	Administrative Professor	Associate Dean	202,674	CY	4,365	2.20	
Hungerford, Laura	Professor		224,842	CY	4,842	2.20	
Pierson, Frank	Professor	Director, VTH	177,045	CY	4,192	2.43	
Redican, Kerry	Professor		182,290	CY	4,783	2.69	
Marmagas, Susan	Associate Prof of Practice		104,731	CY	1,666	1.62	
Pelzer, Jacquelyn	Associate Prof of Practice		111,821	CY	2,260	2.06	
Ragan, Valerie	Associate Prof of Practice		154,010	CY	3,250	2.16	
Gohlke, Julia	Associate Professor		126,990	RE12	2,849	2.29	
Hosig, Kathryn	Associate Professor		120,189	AY	2,846	2.43	
Rist, Cassidy	Assistant Prof of Practice		97,048	CY	2,048	2.16	
Abbas, Kaja	Assistant Professor		96,003	RE11	0	0.00	
Bertke, Andrea	Assistant Professor		103,898	CY	1,108	1.08	
Richardson, Molly	Postdoctoral Associate		45,000	CY	0	0.00	1
Wu, Yuhao	Postdoctoral Associate		48,216	CY	0	0.00	1
Bill, Eileen	Research Assistant Professor		30,000	AY	0	0.00	
Wenzel, Sophie	Professional Lecturer		77,609	CY	1,437	1.89	

**Departmental Total Increase Amount: 35,646.**

**Small Animal Clinical Sciences**

Borgarelli, Michele	Professor		145,600	CY	3,204	2.25	
Daniel, Gregory	Professor	Department Head	216,585	CY	5,233	2.48	
Inzana, Karen	Professor		164,978	CY	2,808	1.73	
Lanz, Otto	Professor		156,459	CY	3,617	2.37	
Larson, Martha	Professor		145,487	CY	2,537	1.77	
Leib, Michael	Professor	Endowed Professor	132,622	AY	0	0.00	
Monroe, Edward	Professor		144,081	CY	2,513	1.78	
Pancier, David	Professor	Endowed Professor	149,058	CY	3,446	2.37	
Pickett, James	Professor		143,015	CY	2,494	1.77	
Rossmeisl, John	Professor		159,645	CY	4,587	2.96	
Abbott, Jonathan	Associate Professor		135,981	CY	2,371	1.77	
Gilley, Robert	Associate Professor		150,514	CY	0	0.00	
Grant, David	Associate Professor		136,043	CY	3,145	2.37	
Henao Guerrero, Piedad	Associate Professor		134,389	CY	4,309	3.31	
Herring, Ian	Associate Professor		155,531	CY	3,595	2.37	
Pancotto, Theresa	Associate Professor		125,112	CY	2,777	2.27	



*College of Veterinary Medicine*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Bartl, Lara	Assistant Professor		145,173	CY	2,532	1.78
Clapp, Kemba	Assistant Professor		134,647	CY	3,113	2.37
Demonaco, Stefanie	Assistant Professor		115,698	CY	2,018	1.78
Dervisis, Nikolaos	Assistant Professor		134,483	CY	3,109	2.37
Freeman, Mark	Assistant Professor		114,641	CY	3,627	3.27
Nappier, Michael	Assistant Professor		114,195	CY	5,082	4.66
Neves Soares, Joao Henrique	Assistant Professor		119,203	CY	2,756	2.37
Pavlisko, Noah	Assistant Professor		116,291	CY	4,312	3.85
Ruth, Jeffrey	Assistant Professor		135,289	CY	3,127	2.37
Stadler, Krystina	Assistant Professor		121,112	CY	2,112	1.77
Tempel, Marian	Assistant Professor		121,912	CY	2,818	2.37
Tham, Heng	Assistant Professor		109,917	CY	1,917	1.78
Barry, Sabrina	Clinical Assistant Professor		122,348	CY	2,828	2.37
Klahn, Shawna	Clinical Assistant Professor		123,471	CY	2,153	1.77
Arendse, Avril	Clinical Instructor		66,154	CY	1,154	1.78
Wilson, Jeffrey	Clinical Instructor		113,988	CY	1,988	1.78
Quigley, Mindy	Project Associate		42,994	CY	994	2.37

**Departmental Total Increase Amount: 92,276.**

**Veterinary Medicine Clinical Services**

Swecker, William	Professional Lecturer		177,606	CY	3,356	1.93
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**Departmental Total Increase Amount: 3,356.**

**Veterinary Medicine Experiment Station**

Magnin-Bissel, Geraldine	Research Scientist		66,847	CY	0	0.00
Werre, Stephen	Research Assistant Professor		81,297	CY	1,914	2.41
Crawford, Jessica	Professional Lecturer		72,411	CY	2,411	3.44

**Departmental Total Increase Amount: 4,325.**

**Veterinary Medicine Teaching Hospital**

Foster, Drema	Professional Lecturer		77,197	CY	1,514	2.00
Hiller, Richard	Professional Lecturer		112,191	CY	2,200	2.00

**Departmental Total Increase Amount: 3,714.**

**Unit Total Increase Amount: 336,603.**

*Dean of Libraries*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
<u>Library</u>						
Walters, Tyler	Administrative Professor	Dean	241,893	CY	4,743	2.00
Kok, Victoria	Professional Professor		95,502	CY	0	0.00
McMillan, Gail	Professional Professor	Director	104,908	CY	1,546	1.50
Purcell, Aaron	Professional Professor	Director	94,103	CY	1,841	2.00
Xie, Zhiwu	Professor		111,106	CY	2,037	1.87
Mathews, Brian	Administrative Associate Prof	Associate Dean	132,291	CY	2,600	2.00
Hall, Nathan	Associate Professor		77,992	CY	2,409	3.19
Speer, Julie	Associate Professor	Associate Dean	138,927	CY	2,630	1.93
Bailey, Annette	Professional Associate Prof		76,874	CY	1,058	1.40
Goldbeck DeBose, Kyrille	Professional Associate Prof		63,493	CY	1,059	1.70
Kennelly, Tamara	Professional Associate Prof		65,665	CY	1,100	1.70
Krupar, Ellen	Professional Associate Prof		74,086	CY	1,092	1.50
Lener, Edward	Professional Associate Prof		91,918	CY	1,713	1.90
Meier, Carolyn	Professional Associate Prof		71,781	CY	778	1.10
Pencek, Bruce	Professional Associate Prof		62,741	CY	925	1.50
Shen, Yi	Professional Associate Prof		65,162	CY	1,024	1.60
Thompson, Larry	Professional Associate Prof		73,517	CY	1,083	1.50
Tomlin, Patrick	Professional Associate Prof		80,007	CY	3,990	5.25
Speer, Ryan	Administrative Assistant Prof		64,412	CY	3,221	5.26
Brodsky, Marc	Professional Assistant Prof		56,267	CY	1,236	2.25
Brown, Byron	Professional Assistant Prof		80,445	CY	1,302	1.65
Dietz, Kira	Professional Assistant Prof		54,379	CY	907	1.70
Feerrar, Julia	Professional Assistant Prof		63,874	CY	1,250	2.00
Finn, Mary	Professional Assistant Prof		67,829	CY	967	1.45
Gilmore, Tracy	Professional Assistant Prof		57,362	CY	4,000	7.50
Haugen, Inga	Professional Assistant Prof		55,525	CY	928	1.70
Hover, Paul	Professional Assistant Prof		59,618	CY	994	1.70
Metko, Stefanie	Professional Assistant Prof		76,043	CY	5,693	8.09
Nardine, Jennifer	Professional Assistant Prof		56,945	CY	839	1.50
O'Brien, Leslie	Professional Assistant Prof	Director	116,410	CY	1,950	1.70
Obenhaus, Bruce	Professional Assistant Prof		78,067	CY	1,305	1.70
Ogier, Andrea	Professional Assistant Prof		81,959	CY	3,563	4.54
Pannabecker, Virginia	Professional Assistant Prof		74,151	CY	3,128	4.40
Walz, Anita	Professional Assistant Prof		64,601	CY	1,419	2.25
Winn, Samantha	Professional Assistant Prof		50,561	CY	1,111	2.25
Young, Philip	Professional Assistant Prof		58,528	CY	976	1.70
Gilbert, Charla	Administrative Lecturer	Director	94,422	CY	1,574	1.70
Arthur, Craig	Professional Lecturer		54,900	CY	900	1.67
Battleson, Keith	Professional Lecturer		73,173	CY	1,220	1.70
Becksford, Lisa	Professional Lecturer		58,710	CY	1,710	3.00
Bradley, Jonathan	Professional Lecturer		58,683	CY	1,429	2.50
Browder, Robert	Professional Lecturer		48,000	CY	0	0.00
Brown, Anne	Professional Lecturer		70,381	CY	1,881	2.75
Carr, Curtis	Professional Lecturer		100,105	CY	1,089	1.10

*Dean of Libraries*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Chen, Yinlin	Professional Lecturer		79,695	CY	1,562	2.00
Coleman, Robin	Professional Lecturer		55,532	CY	1,352	2.50
Doyle, Jana	Professional Lecturer		61,858	CY	1,032	1.70
Fralin, Scott	Professional Lecturer		50,000	CY	2,000	4.17
Gilbertson, Keith	Professional Lecturer		76,662	CY	1,278	1.70
Givens, Elisabeth	Professional Lecturer		72,828	CY	0	0.00
Henshaw, Neal	Professional Lecturer		52,914	CY	882	1.70
Hilal, Amr	Professional Lecturer		71,200	CY	1,200	1.71
Hunnewell, Aaron	Professional Lecturer		86,700	CY	1,700	2.00
Hunter, William	Professional Lecturer		71,572	CY	1,572	2.25
Ingram, William	Professional Lecturer		101,500	CY	1,500	1.50
Jiang, Tingting	Professional Lecturer		78,763	CY	1,544	2.00
Kucsak, Michael	Professional Lecturer		120,173	CY	2,003	1.70
Lawrence, Anne	Professional Lecturer		51,539	CY	1,500	3.00
MacDonald, Amanda	Professional Lecturer		56,800	CY	800	1.43
Mather, Paul	Professional Lecturer		75,009	CY	1,105	1.50
Mathews, Leslie	Professional Lecturer		60,016	CY	1,001	1.70
McNabb, Kayla	Professional Lecturer		51,600	CY	3,600	7.50
Miller, Chreston	Professional Lecturer		69,914	CY	1,166	1.70
Petters, Jonathan	Professional Lecturer		69,289	CY	1,289	1.90
Potter, Peter	Professional Lecturer		92,441	CY	1,541	1.70
Rankins, Derek	Professional Lecturer		55,023	CY	1,023	1.89
Rozema, Laurel	Professional Lecturer		50,207	CY	1,103	2.25
Serra, Adrienne	Professional Lecturer		50,487	CY	1,109	2.25
Stamper, Michael	Professional Lecturer		60,902	CY	902	1.50
Stovall, Connie	Professional Lecturer		65,411	CY	1,091	1.70
Sutherland, Michael	Professional Lecturer		67,324	CY	664	1.00
Sweeney, Sara	Professional Lecturer		49,202	CY	1,202	2.50
Weeks, Kimberli	Professional Lecturer		61,028	CY	840	1.40
Wright de Hernandez, Anthony	Professional Lecturer		49,888	CY	928	1.90

**Departmental Total Increase Amount: 114,709.**

**Unit Total Increase Amount: 114,709.**

*Department of Athletics*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
<b><u>Department of Athletics</u></b>							
Abbott, Russell	Professional Lecturer		47,741	CY	1,391	3.00	
Acree, Nicholas	Professional Lecturer		45,000	CY	0	0.00	
Adair, Shelbylynn	Professional Lecturer		50,300	CY	0	0.00	3
Amberg, Thomas	Professional Lecturer		40,000	CY	0	0.00	2
Anderson, Britney	Professional Lecturer		107,100	CY	2,100	2.00	
Appleton, Kelsey	Professional Lecturer		40,800	CY	800	2.00	
Ballein, John	Professional Lecturer	Senior Associate Athletic Director, Football Operations	153,326	CY	4,826	3.25	
Banks, Omar	Professional Lecturer		175,000	CY	0	0.00	2
Bartelstein, Danielle	Professional Lecturer		107,100	CY	2,100	2.00	
Bost, Joshua	Professional Lecturer		69,010	CY	2,010	3.00	
Brizendine, Michael	Professional Lecturer		91,000	CY	0	0.00	1
Brown, Jennifer	Professional Lecturer		124,800	CY	4,800	4.00	
Brugger-McSorley, Bridget	Professional Lecturer		63,798	CY	1,798	2.90	
Bryan, Anne	Professional Lecturer		47,151	CY	1,373	3.00	
Burden, Zohn	Professional Lecturer	Assistant Football Coach	200,000	CY	0	0.00	
Burker, Megan	Professional Lecturer		71,400	CY	0	0.00	1
Cantor, Charles	Professional Lecturer		96,900	CY	1,900	2.00	
Cash, Erin	Professional Lecturer		65,000	CY	0	0.00	1
Castro, James	Professional Lecturer		70,245	CY	0	0.00	1
Clark, Timothy	Professional Lecturer		71,400	CY	1,400	2.00	
Collins, Sean	Professional Lecturer		47,645	CY	934	2.00	
Connolly, Ryan	Professional Lecturer		86,700	CY	0	0.00	
Cornelsen, Anthony	Professional Lecturer	Assistant Football Coach	450,000	CY	0	0.00	
Cox, Brian	Professional Lecturer		49,400	CY	1,900	4.00	
Crosby, Robert	Professional Lecturer		80,000	CY	0	0.00	
Daniels, Abigail	Professional Lecturer		40,000	CY	0	0.00	1
Davis, William	Professional Lecturer		40,800	CY	800	2.00	
Dietter, David	Professional Lecturer		46,694	CY	916	2.00	
Dillard, Brandon	Professional Lecturer		42,463	CY	833	2.00	
Doolan, Keith	Professional Lecturer		59,427	CY	1,165	2.00	
Eugene, Ernest	Professional Lecturer		96,800	CY	0	0.00	
Evans, Megan	Professional Lecturer		44,064	CY	864	2.00	
Ferguson, Jarrett	Professional Lecturer		87,868	CY	1,723	2.00	
Forbes, Natalie	Professional Lecturer		40,800	CY	800	2.00	
Framer, Jared	Professional Lecturer		85,000	CY	0	0.00	2
Gabbard, Thomas	Professional Lecturer		153,875	CY	3,017	2.00	
Garnes, Bruce	Professional Lecturer		49,470	CY	970	2.00	
Gavagan, Robert	Professional Lecturer		40,000	CY	0	0.00	1
Gebhard, Gregg	Professional Lecturer		49,440	CY	1,440	3.00	
Gilbert-Lowry, Reyna	Professional Lecturer	Associate A.D.	91,800	CY	1,800	2.00	
Goforth, Michael	Professional Lecturer		109,305	CY	3,184	3.00	
Griesemer, Brett	Professional Lecturer		47,174	CY	1,374	3.00	
Guerry, James	Professional Lecturer		60,180	CY	1,180	2.00	
Gwilliam, Ford	Professional Lecturer		56,508	CY	1,108	2.00	

*Department of Athletics*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Gwinn, Derek	Professional Lecturer		77,107	CY	1,807	2.40	
Helms, Christopher	Professional Lecturer	Senior Associate Athletic Director	124,848	CY	2,448	2.00	
Hilgart, Benjamin	Professional Lecturer	Associate Athletics Director, Football	190,000	CY	0	0.00	
Hodgson, Andrew	Professional Lecturer		47,430	CY	930	2.00	
Huger, Joshua	Professional Lecturer		48,450	CY	950	2.00	
Jack, Gregory	Professional Lecturer		122,308	CY	2,983	2.50	
Jackson, David	Professional Lecturer		110,000	CY	0	0.00	
Jacobson, Cara	Professional Lecturer		50,000	CY	0	0.00	
Johannigmeier, Eric	Professional Lecturer		41,200	CY	1,200	3.00	
Johnson, Devin	Professional Lecturer		85,000	CY	0	0.00	
Jones, Adam	Professional Lecturer		48,450	CY	950	2.00	
Kinney, Jefferson	Professional Lecturer		55,000	CY	0	0.00	1
Kopp, Andrew	Professional Lecturer		64,770	CY	1,270	2.00	
La Rocque, Ally	Professional Lecturer		40,800	CY	800	2.00	
LaFon, Heather	Professional Lecturer		61,440	CY	1,440	2.40	
Lawrence, Jimmy	Professional Lecturer		56,657	CY	1,111	2.00	
Lechtenberg, Adam	Professional Lecturer		85,000	CY	0	0.00	2
Lewis, Matthew	Professional Lecturer		67,626	CY	1,326	2.00	
Lewis, Shannon	Professional Lecturer		40,800	CY	800	2.00	
Long, Peter	Professional Lecturer		41,200	CY	1,200	3.00	
McNeilly, Jamie	Professional Lecturer		175,000	CY	0	0.00	
McSorley, Patrick	Professional Lecturer		52,500	CY	0	0.00	1
Miller, Justin	Professional Lecturer		51,258	CY	758	1.50	
Mitchell, Brian	Professional Lecturer	Assistant Football Coach	260,000	CY	0	0.00	
Mitchell, Samantha	Professional Lecturer		52,000	CY	2,000	4.00	
Mitchell, Terry	Professional Lecturer		70,074	CY	1,374	2.00	
Molinaro, Frank	Professional Lecturer		85,000	CY	0	0.00	2
Moris, Peter	Professional Lecturer		98,777	CY	2,877	3.00	
Northup, Carly	Professional Lecturer		86,323	CY	4,111	5.00	
O'Brien, Angela	Professional Lecturer		51,258	CY	758	1.50	
Old, William	Professional Lecturer		61,200	CY	1,200	2.00	
Onyon, Alyson	Professional Lecturer		45,900	CY	900	2.00	
Panella, Martha	Professional Lecturer		67,200	CY	0	0.00	
Parker, Timothy	Professional Lecturer		97,970	CY	970	1.00	
Pinzino, James	Professional Lecturer		100,000	CY	0	0.00	
Poppie, William	Professional Lecturer		126,500	CY	1,500	1.20	
Purnell, Frederick	Professional Lecturer		46,716	CY	916	2.00	
Reed, Desiree	Professional Lecturer	Executive Associate Athletic Director	225,000	CY	0	0.00	3
Reynolds, Jeffrey	Professional Lecturer		145,000	CY	0	0.00	
Robertson, Carol	Professional Lecturer	Head Coach, Women's Golf	77,250	CY	2,250	3.00	
Roccaforte, Steven	Professional Lecturer		240,000	CY	0	0.00	
Sabatino, Daniel	Professional Lecturer		48,450	CY	950	2.00	
Sayer, Martin	Professional Lecturer		46,818	CY	918	2.00	
Sciretta, Phillip	Professional Lecturer		47,500	CY	0	0.00	

*Department of Athletics*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b><u>Recommended Salary For 2017 - 2018</u></b>	<b>Appt</b>	<b><u>Increase Amount</u></b>	<b><u>Increase Pct.</u></b>	
Scott, Galen	Professional Lecturer	Assistant Football Coach	308,000	CY	0	0.00	
Sharp, Brian	Professional Lecturer		48,410	CY	1,410	3.00	
Shibest, James	Professional Lecturer	Assistant Football Coach	420,000	CY	0	0.00	
Shimp, Amanda	Professional Lecturer		53,560	CY	1,560	3.00	
Showalter, Whitney	Professional Lecturer		41,000	CY	1,000	2.50	
Shuman, John	Professional Lecturer		55,000	CY	0	0.00	
Smith, Clarence	Professional Lecturer		93,228	CY	1,828	2.00	
Stockwell-Gregson, Sarah	Professional Lecturer		53,040	CY	1,040	2.00	
Sung, John	Professional Lecturer		104,000	CY	4,000	4.00	
Thomas, Benjamin	Professional Lecturer		76,000	CY	0	0.00	1
Thomas, Nelson	Professional Lecturer		110,000	CY	0	0.00	1
Transue, Matthew	Professional Lecturer		45,900	CY	900	2.00	
Underwood, Casey	Professional Lecturer		81,319	CY	2,369	3.00	
Vaught, Timothy	Professional Lecturer		63,719	CY	1,856	3.00	
Vice, Vance	Professional Lecturer	Assistant Football Coach	260,000	CY	0	0.00	
Wasielewski, John	Professional Lecturer		80,000	CY	0	0.00	2
Webster, James	Professional Lecturer		145,000	CY	0	0.00	
Werner, Gregory	Professional Lecturer		112,200	CY	2,200	2.00	
White, Daniel	Professional Lecturer		74,868	CY	1,468	2.00	
Whittaker, Alison	Professional Lecturer		40,720	CY	720	1.80	
Wiggins, Holman	Professional Lecturer		260,000	CY	0	0.00	
Wiles, Charles	Professional Lecturer	Assistant Football Coach	260,000	CY	0	0.00	
Wilson, Jill	Professional Lecturer		125,000	CY	0	0.00	2
Wolf, Lyle	Professional Lecturer		70,000	CY	0	0.00	
Young, Perren	Professional Lecturer		40,800	CY	800	2.00	
Zabinsky, Jennifer	Professional Lecturer		67,737	CY	2,037	3.10	
Zalewski, Paul	Professional Lecturer		47,444	CY	1,044	2.25	
Zawacki-Woods, Terry	Professional Lecturer		75,000	CY	0	0.00	

**Departmental Total Increase Amount: 113,435.**

**Unit Total Increase Amount: 113,435.**

*Executive Vice President and Provost*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
<b><u>Administration</u></b>							
Finney, Jack	Administrative Professor	Vice Provost	270,500	CY	5,300	2.00	
Rikakis, Thanassis	Administrative Professor		414,100	CY	6,100	1.50	
Holloway, Rachel	Administrative Associate Prof	Vice Provost	194,000	CY	3,862	2.03	
Davitt, Marcia	Postdoctoral Associate		50,000	CY	0	0.00	2
Daku, Feride	Administrative Lecturer	Assistant Provost for Finance and Administration	114,444	CY	2,244	2.00	
Dean, Wanda	Administrative Lecturer	Vice Provost	208,080	CY	0	0.00	3
Hogan, Amy	Administrative Lecturer	Assistant Provost	123,544	CY	2,450	2.02	
Layne, Margaret	Administrative Lecturer	Assistant Provost	108,222	CY	2,122	2.00	
Plummer, Ellen	Administrative Lecturer	Associate Vice Provost Academ Adm	128,550	CY	2,550	2.02	
Smith, Kenneth	Administrative Lecturer	Vice Provost, Res Mgt & Plng	198,900	CY	3,900	2.00	
Byrd, Christina	Professional Lecturer	Project Director	78,900	CY	2,300	3.00	
Coble, Zebulon	Professional Lecturer	Asst Provost for Academic Sp	104,448	CY	2,048	2.00	
Earley, Jeffrey	Professional Lecturer	Associate Provost for Finance	146,000	CY	4,000	2.82	
Gabriele, Rachel	Professional Lecturer	Assistant Provost for Faculty Initiatives Policies	92,000	CY	2,000	2.22	
Hertweck, Bryan	Professional Lecturer	BIT Manager	68,500	CY	0	0.00	3
Joshi, Abhay	Professional Lecturer		154,000	CY	4,000	2.67	
Phillips, Alva	Professional Lecturer	Business Manager	64,648	CY	1,268	2.00	
<b>Departmental Total Increase Amount:</b>					<b>44,144.</b>		
<b><u>Center for Instructional Development and Educational Research</u></b>							
Filer, Kimberly	Professional Lecturer	Assoc Director Strategic Init	102,000	CY	2,000	2.00	
Lusk, Danielle	Professional Lecturer	Associate Director	79,980	CY	1,568	2.00	
Shoop, Tiffany	Professional Lecturer	Asst Director of Special Prog	74,000	CY	4,345	6.24	
Williams, Leslie	Professional Lecturer		50,000	CY	0	0.00	2
<b>Departmental Total Increase Amount:</b>					<b>7,913.</b>		
<b><u>Center for Survey Research</u></b>							
Willis, Susan	Senior Research Scientist	Director	89,953	CY	1,764	2.00	
<b>Departmental Total Increase Amount:</b>					<b>1,764.</b>		
<b><u>Center for the Arts</u></b>							
Knapp, Richard	Administrative Professor	Director, ICAT	235,130	CY	4,610	2.00	
Kavanaugh, Andrea	Senior Research Scientist	Sr Research Scientist	47,500	CY	0	0.00	
Farley, Julee	Postdoctoral Associate		47,500	CY	0	0.00	
Baum Walker, Liesl	Research Assistant Professor	Research Assistant Professor	71,336	CY	1,399	2.00	
Alarid, Renee	Professional Lecturer	Assoc Director Creative Sys	63,036	CY	1,836	3.00	
Bland, Susan	Professional Lecturer		68,775	CY	1,677	2.50	
Boulter, Jonathan	Professional Lecturer	Assoc Dir of Patron Services	71,396	CY	1,741	2.50	
Crutchfield, Margaret	Professional Lecturer	Curator at Large	89,843	CY	2,191	2.50	
Ducote, Heather	Professional Lecturer	Director of Marketing and Comm	93,826	CY	2,953	3.25	
Duer, Zachary	Professional Lecturer	Immersive Environment Spec	59,959	CY	1,176	2.00	
Ehrlich, David	Professional Lecturer	Lecturer Prof	65,726	CY	1,289	2.00	
Ginn, Raymond	Professional Lecturer	Assoc Director of Programming	71,094	CY	1,734	2.50	
Hicklin, Meggin	Professional Lecturer	Exhibitions Program Manager	48,688	CY	1,188	2.50	

*Executive Vice President and Provost*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Newbill, Phyllis	Professional Lecturer		61,500	CY	1,500	2.50
Scharman, Elizabeth	Professional Lecturer	Director of Administration	104,550	CY	2,550	2.50
Waalke, Ruth	Professional Lecturer	Executive Director & Assoc Provost	201,837	CY	3,957	2.00
Williams, Holly	Professional Lecturer	Prog & Business Ops Manager	73,749	CY	1,799	2.50
Witney, Douglas	Professional Lecturer	Associate Director of Prod Svcs	93,761	CY	2,320	2.54
<b>Departmental Total Increase Amount:</b>					<b>33,920.</b>	
<b><u>College Access Collaborative</u></b>						
Sanders, Karen	Administrative Lecturer	Associate Vice Provost for Stu Success	182,567	CY	5,317	3.00
Campos, Mary Grace	Professional Lecturer	Director of Scholar Support	63,283	CY	1,241	2.00
Young, Denise	Professional Lecturer		52,530	CY	1,030	2.00
<b>Departmental Total Increase Amount:</b>					<b>7,588.</b>	
<b><u>Diversity and Inclusion</u></b>						
Pratt-Clarke, Menah	Administrative Professor	Vice Provost & Vice President	286,110	CY	5,610	2.00
Deramo, Michele	Professional Lecturer	Director, Diversity Ed & Programs	95,004	CY	5,004	5.56
Ramirez Fernandez, Mercedes	Professional Lecturer		139,415	CY	4,415	3.27
Schnitzer, Marcy	Professional Lecturer	Asst Provost for Diversity	95,008	CY	3,008	3.27
<b>Departmental Total Increase Amount:</b>					<b>18,037.</b>	
<b><u>Enrollment and Degree Management</u></b>						
Daku, Lefter	Professional Lecturer	Director, Enrollment Res & Als	109,305	CY	2,143	2.00
<b>Departmental Total Increase Amount:</b>					<b>2,143.</b>	
<b><u>First Year Experience</u></b>						
Culhane, Jennifer	Professional Lecturer	Director First Yr Academic Initiatives	78,030	CY	1,530	2.00
<b>Departmental Total Increase Amount:</b>					<b>1,530.</b>	
<b><u>Institutional Research</u></b>						
Gile, Roxanne	Professional Lecturer	Director	122,400	CY	2,400	2.00
Hung, Chang Yu	Professional Lecturer		77,520	CY	1,520	2.00
Lawrence, Kacy	Professional Lecturer		59,670	CY	1,170	2.00
McBee, Janice	Professional Lecturer		67,422	CY	1,322	2.00
<b>Departmental Total Increase Amount:</b>					<b>6,412.</b>	
<b><u>Multicultural Academic Opportunity Program</u></b>						
Hunter, Monica	Professional Lecturer	Associate Director	46,818	CY	918	2.00
Marshall, Jody	Professional Lecturer	Director	74,422	CY	1,459	2.00
<b>Departmental Total Increase Amount:</b>					<b>2,377.</b>	
<b><u>Office of Assessment and Evaluation</u></b>						
Culver, Steven	Administrative Lecturer	Associate Provost	133,825	CY	0	0.00
Bodo, Bethany	Professional Lecturer	Associate Director	102,000	CY	2,000	2.00
Deslauriers, Jessica	Professional Lecturer	Assessment Coordinator	46,400	CY	4,200	9.95
Foisy, John	Professional Lecturer	Assistant Director	70,700	CY	700	1.00
Hall, Molly	Professional Lecturer	Assistant Director	65,130	CY	1,300	2.04



*Executive Vice President and Provost*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Perkins-Holtscaw, Kala	Professional Lecturer	Assistant Director	60,900	CY	900	1.50
Williams, Jaime	Professional Lecturer	Assessment Coordinator	48,720	CY	720	1.50
<b>Departmental Total Increase Amount:</b>					<b>9,820.</b>	

**Office of Summer and Winter Sessions**

Herndon, Michael	Administrative Lecturer	Director	91,336	CY	2,000	2.24
Jacques, Jenise	Professional Lecturer	Asst Dir, Comm & Public Rel	55,591	CY	983	1.80
Means, Peter	Professional Lecturer	Graphics Designer	53,292	CY	1,045	2.00
<b>Departmental Total Increase Amount:</b>					<b>4,028.</b>	

**Office of Undergraduate Academic Integrity**

Hall, Jeremy	Professional Lecturer		44,000	CY	3,740	9.29
Orr, James	Professional Lecturer		109,650	CY	2,150	2.00
Orren, Sarah	Professional Lecturer		40,800	CY	800	2.00
<b>Departmental Total Increase Amount:</b>					<b>6,690.</b>	

**Registrar**

Cridlin, Clyde	Professional Instructor	Instructor Prof	75,807	CY	1,486	2.00
Costello, Gary	Professional Lecturer	Sr Assoc Registrar	64,557	CY	1,266	2.00
Gordon, Nannette	Professional Lecturer		53,040	CY	1,040	2.00
Langford, Vicki	Professional Lecturer	Assistant Registrar	54,005	CY	1,045	1.97
Sparks, Richard	Professional Lecturer	Registrar	137,561	CY	2,961	2.20
Wiseley, Colin	Professional Lecturer	A/V Computer Systems Eng	69,260	CY	1,490	2.20
<b>Departmental Total Increase Amount:</b>					<b>9,288.</b>	

**Student Athlete Academic Support Services**

Armstrong, Sarah	Professional Lecturer	Senior Associate Director	79,281	CY	1,554	2.00
Byrd, Cory	Professional Lecturer	Assistant Director	48,543	CY	951	2.00
Gholston, Kendrick	Professional Lecturer	Associate Director	61,083	CY	903	1.50
Hozey, William	Professional Lecturer		40,800	CY	800	2.00
Jones, Robyn	Professional Lecturer	Learning Specialist	47,988	CY	940	2.00
Mayotte, Matthew	Professional Lecturer	Director of SAASS	104,528	CY	2,049	2.00
Mitchell, Ryndee	Professional Lecturer	Assistant Director	41,616	CY	816	2.00
Moore, Timothy	Professional Lecturer	Assistant Director	46,330	CY	908	2.00
Steinberg, Mary	Professional Lecturer	Coord Lrgn Assistance Program	55,000	CY	3,750	7.32
Swanhart, Michael	Professional Lecturer	Associate Director	58,953	CY	1,450	2.52
Vaccaro, Nicolas	Professional Lecturer	Assistant Director	46,331	CY	908	2.00
<b>Departmental Total Increase Amount:</b>					<b>15,029.</b>	

**The Student Success**

Amal, Tommy	Professional Lecturer	Assistant Director	42,738	CY	838	2.00
McGuire, Dana	Professional Lecturer	Assoc Director Stu Success Ctr	50,271	CY	985	2.00
Mondesir, Sachiel	Professional Lecturer	Assistant Director	42,738	CY	838	2.00
Oliveros, Dorothy	Professional Lecturer		112,200	CY	2,200	2.00
<b>Departmental Total Increase Amount:</b>					<b>4,861.</b>	

*Executive Vice President and Provost*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
<b><u>Undergraduate Admissions</u></b>						
Johnson, Mildred	Administrative Instructor	Associate Vice Provost	142,463	CY	3,000	2.15
Boyd, Samantha	Professional Lecturer	Department Operations Mgr	61,436	CY	1,205	2.00
Costa, Lyndsey	Professional Lecturer	Assistant Director	40,800	CY	800	2.00
Cripps, Haley	Professional Lecturer	Assistant Director	33,991	AY	667	2.00
Espinoza, Juan	Professional Lecturer	Director Diversity & Access Init	93,702	CY	2,000	2.18
Garrett, Alphonso	Professional Lecturer	Assistant Director	49,076	CY	1,000	2.08
Kum, Shyrah	Professional Lecturer		56,100	AY	1,100	2.00
LaPlante, Rebekah	Professional Lecturer	Associate Director	79,235	CY	1,553	2.00
Milley, Steven	Professional Lecturer	Assistant Director	56,100	AY	1,100	2.00
Oxley, Tyler	Professional Lecturer		50,000	CY	0	0.00
Rawlings, Kelly	Professional Lecturer	Associate Director	80,318	CY	1,575	2.00
St Clair, Kayla	Professional Lecturer	Assistant Director	40,800	CY	800	2.00
St Jean, Albert	Professional Lecturer	Assistant Director	52,204	CY	1,023	2.00
Todd, Jane	Professional Lecturer	Associate Director	58,109	CY	1,139	2.00
Wilson, Elizabeth	Professional Lecturer	Asst Director of Undergrad Adm	48,333	CY	948	2.00
					<b><u>Departmental Total Increase Amount: 17,910.</u></b>	
<b><u>Undergraduate Studies</u></b>						
Biscotte, Stephen	Professional Lecturer	General Education Coordinator	66,184	CY	2,045	3.19
Burdette, Aaron	Professional Lecturer		51,000	CY	1,000	2.00
Swaby, Keri	Professional Lecturer	Univ Undergrad Res Coordinator	58,752	CY	1,152	2.00
					<b><u>Departmental Total Increase Amount: 4,197.</u></b>	
<b><u>University Honors Program</u></b>						
Lewis, Stephanie	Postdoctoral Associate	Postdoctoral Associate	52,530	CY	0	0.00
Knox, Paul	Administrative Lecturer	University Distinguished Professor	324,255	CY	7,500	2.37
McIntyre, Christina	Professional Lecturer	Interim Director	90,317	CY	1,770	2.00
Shrader, Russell	Professional Lecturer	Associate Director	56,506	CY	1,107	2.00
Smith, Amber	Professional Lecturer	Assistant Director	43,721	CY	857	2.00
Vandyke, Sara	Professional Lecturer	Assistant Director	45,171	CY	885	2.00
					<b><u>Departmental Total Increase Amount: 12,119.</u></b>	
<b><u>University Planning and Self-study</u></b>						
Bush, Kristen	Administrative Lecturer	Assistant Provost	126,220	CY	2,500	2.02
					<b><u>Departmental Total Increase Amount: 2,500.</u></b>	
<b><u>University Academic Advising Center</u></b>						
Smith, Kimberly	Administrative Lecturer	Asst Provost Academic Advising	115,146	CY	2,258	2.00
Bruce, Herbert	Professional Lecturer	Assoc Dir of Advising & FYE	68,531	CY	1,343	2.00
Chatham, Janice	Professional Lecturer	Lecturer Prof	53,060	CY	1,040	2.00
Corea, Kevin	Professional Lecturer	Academic Advisor	42,344	CY	830	2.00
Goetz, Helene	Professional Lecturer	Academic Advisor	67,227	CY	1,377	2.09
Gray, Bonita	Professional Lecturer	Academic Advisor	42,344	CY	830	2.00
Johnson, Jason	Professional Lecturer	Lecturer Prof	46,684	CY	915	2.00
Matuszek, Elaine	Professional Lecturer	Associate Director	69,062	CY	1,354	2.00

*Executive Vice President and Provost*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Sano-Franchini, Dominic	Professional Lecturer	Academic Advisor	47,338	CY	928	2.00
Thomas, Lauren	Professional Lecturer	Academic Advisor	47,802	CY	1,392	3.00
<b>Departmental Total Increase Amount:</b>					<b>12,267.</b>	

**University Scholarships and Financial Aid**

Armstrong, Elizabeth	Professional Lecturer	Dir of Univ Scholarships & Financial Aid	130,074	CY	4,300	3.42
Hammond, Matthew	Professional Lecturer	Sr Assistant Director	57,656	CY	1,306	2.32
Holdren, Chelsey	Professional Lecturer		45,810	CY	810	1.80
Hurst, Wade	Professional Lecturer	Asst Director Client Services	45,098	CY	798	1.80
Johnson, Rhonda	Professional Lecturer		61,428	CY	1,428	2.38
Maxwell, Andrew	Professional Lecturer		50,900	CY	900	1.80
Meehan, Wendy	Professional Lecturer	Assoc Director of Operations	70,876	CY	1,526	2.20
Roberson, Diane	Professional Lecturer		45,810	CY	810	1.80
Schweighart, Matthew	Professional Lecturer	Sr Financial Aid Banner Ops	61,200	CY	1,200	2.00
<b>Departmental Total Increase Amount:</b>					<b>13,078.</b>	

**Virginia Tech Carilion Health and Medical Education**

Binks, Andrew	Associate Professor		145,000	CY	0	0.00	2
LeClair, Renee	Associate Professor		150,000	CY	0	0.00	2
Carvalho, Helena	Assistant Professor	Asst Professor CY	101,500	CY	2,000	2.01	
LaConte, Leslie	Assistant Professor	Faculty of Health Sciences Aff	110,931	CY	2,706	2.50	
Learn, Autumn	Administrative Lecturer	Associate Director	63,036	CY	1,836	3.00	
Briere, Elizabeth	Professional Lecturer		54,060	CY	1,060	2.00	
Brindle, Brian	Professional Lecturer		127,500	CY	2,500	2.00	
Doss, Catherine	Professional Lecturer		53,787	CY	1,567	3.00	
Howard, Lisa	Professional Lecturer		49,440	CY	1,440	3.00	
McCoy, Heidi	Professional Lecturer	Deputy Chief Facilities Officer	183,600	CY	3,600	2.00	
Pearo-Baker, Lynne	Professional Lecturer		87,550	CY	2,550	3.00	
Pline, Elizabeth	Professional Lecturer		139,050	CY	4,050	3.00	
Stein, Jamie	Professional Lecturer		56,500	CY	0	0.00	2
Van Metre, Mary	Professional Lecturer		51,000	CY	1,000	2.00	
<b>Departmental Total Increase Amount:</b>					<b>24,309.</b>		

**Women's Center**

Foutch, Mallory	Professional Lecturer		42,840	CY	840	2.00
LoMascolo, Anna	Professional Lecturer	Co-Director	78,000	CY	4,000	5.41
Meltsner, Jessica	Professional Lecturer	Special Projects Coordinator	16,092	AY	350	2.22
Mey, Katelin	Professional Lecturer	Gender-based Violence Prev Crd	45,900	CY	900	2.00
Prince-Sanders, Jessica	Professional Lecturer	Asst Director, Advocacy Svcs	53,040	CY	1,040	2.00
Smith, Christine	Professional Lecturer		74,000	CY	2,500	3.50
Terry, Traci	Professional Lecturer	Gender Violence Advocacy Coord	45,900	CY	900	2.00
<b>Departmental Total Increase Amount:</b>					<b>10,530.</b>	

**Unit Total Increase Amount: 272,454.**

*Graduate School*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b><u>Dean - Graduate School</u></b>							
DePauw, Karen	Administrative Professor	Vice President & Dean of Grad Education	280,908	CY	5,508	2.00	
Austin, Janice	Professional Lecturer		77,261	CY	2,250	3.00	
Beane, Dannette	Professional Lecturer		76,288	CY	0	0.00	
Fuller, Sheldon	Professional Lecturer		93,500	CY	2,000	2.19	
Gibson, Monika	Professional Lecturer	Director, GSSO	91,250	CY	2,250	2.53	
Grimes, Catherine	Professional Lecturer		61,700	CY	2,000	3.35	
Hanson, Bryan	Professional Lecturer		82,000	CY	0	0.00	
Riegger, Marin	Professional Lecturer		45,450	CY	1,250	2.83	
Sippel, Jeremy	Professional Lecturer		70,785	CY	2,000	2.91	
Walton, William	Professional Lecturer		121,750	CY	2,250	1.88	
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>19,508.</u></b>		
<b><u>Unit Total Increase Amount:</u></b>					<b><u>19,508.</u></b>		

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*Pamplin College of Business*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b><u>Accounting and Information Systems</u></b>							
Barkhi, Reza	Professor		197,477	AY	4,817	2.50	
Belanger, France	Professor	Endowed Professor	208,590	AY	4,590	2.25	
Bhattacharjee, Sudip	Professor	Endowed Professor	207,320	AY	4,981	2.46	
Fan, Weiguo	Professor	Endowed Professor	198,876	AY	4,376	2.25	
Jenkins, James	Professor	Endowed Professor	210,831	AY	4,639	2.25	
Maher, John	Professor	Endowed Professor	313,176	CY	9,000	2.96	
Seago, Wilmer	Professor	Endowed Professor	214,928	AY	3,176	1.50	
Sheetz, Steven	Professor		152,337	AY	4,437	3.00	
Rogers, Nadia	Associate Prof of Practice		91,670	AY	2,670	3.00	
Brozovsky, John	Associate Professor	Endowed Professor	157,080	AY	0	0.00	3
Salbador, Debra	Associate Professor	Endowed Professor	153,000	AY	3,000	2.00	
Tegarden, David	Associate Professor		147,900	AY	2,900	2.00	
Wallace, Linda	Associate Professor	Endowed Professor	146,575	AY	3,575	2.50	
Almond, Lynn	Assistant Prof of Practice		79,310	AY	2,310	3.00	
Beyer, Brooke	Assistant Professor		179,265	AY	0	0.00	
Cobabe, Matthew	Assistant Professor		203,010	AY	2,010	1.00	
Godsell, David	Assistant Professor		201,000	AY	0	0.00	3
Hansen, Thomas	Assistant Professor		190,086	AY	3,086	1.65	
Hayne, Christie	Assistant Professor		201,000	AY	0	0.00	3
Huang, Jingjing	Assistant Professor		186,981	AY	1,851	1.00	
Johnson, Eugene	Assistant Professor		181,058	AY	1,793	1.00	
Smith, Kecia	Assistant Professor		203,000	AY	3,000	1.50	
Stein, Sarah	Assistant Professor		200,108	AY	4,308	2.20	
Wolfe, Michael	Assistant Professor		189,255	AY	4,255	2.30	
Easterwood, Cintia	Advanced Instructor		81,600	AY	1,600	2.00	
Garner, Dana	Advanced Instructor		79,050	AY	1,550	2.00	
Martin, Eric	Instructor		77,520	AY	1,520	2.00	
Sharp, Jason	Instructor		77,520	AY	1,520	2.00	
Shortt, Jacob	Instructor		77,520	AY	1,520	2.00	
Lacoste, Jean	Senior Instructor		78,557	AY	1,557	2.02	
					<b><u>Departmental Total Increase Amount: 84,041.</u></b>		
<b><u>Business - Off Campus Instruction</u></b>							
Hansson, Dana	Professional Lecturer		100,500	CY	2,500	2.55	
Pinette, Emily	Professional Lecturer		72,828	CY	1,428	2.00	
					<b><u>Departmental Total Increase Amount: 3,928.</u></b>		
<b><u>Business Information Technology</u></b>							
Badinelli, Ralph	Professor	Endowed Professor	139,106	AY	1,400	1.02	
Cook, Deborah	Professor	Endowed Professor	142,661	AY	0	0.00	3
Ragsdale, Cliff	Professor	Endowed Professor	177,083	AY	4,000	2.31	
Rakes, Terry	Professor	Endowed Professor	179,925	AY	4,000	2.27	
Rees, Loren	Professor	Endowed Professor	199,428	AY	4,200	2.15	
Russell, Roberta	Professor		132,793	AY	0	0.00	1

*Pamplin College of Business*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
Taylor, Bernard	Professor	Department Head & Endowed Professor	307,427	CY	6,100	2.02	
Zobel, Christopher	Professor	Endowed Professor	164,104	AY	4,000	2.50	
Abrahams, Alan	Associate Professor		160,883	AY	4,827	3.09	
Deane, Jason	Associate Professor		145,965	AY	2,900	2.03	
Hoopes, Barbara	Associate Professor		113,598	AY	1,200	1.07	
James, Tabitha	Associate Professor		146,096	AY	3,000	2.10	
Khansa, Lara	Associate Professor		183,006	AY	6,500	3.68	
Major, Raymond	Associate Professor		110,652	AY	1,100	1.00	
Matheson, Lance	Associate Professor		115,318	AY	1,200	1.05	
Nottingham, Quinton	Associate Professor		118,438	AY	1,200	1.02	
Seref, Onur	Associate Professor		159,593	AY	3,400	2.18	
Wang, Gang	Associate Professor		157,458	AY	3,100	2.01	
Fernandez, Pedro	Assistant Prof of Practice		85,850	AY	850	1.00	
Shen, Wenqi	Assistant Prof of Practice		110,000	AY	0	0.00	
Seref, Michelle	Assistant Professor		143,200	AY	1,500	1.06	
Clark, Laura	Advanced Instructor		95,010	AY	2,500	2.70	
Jones, Richard	Advanced Instructor		100,843	AY	0	0.00	3
Teets, Jay	Instructor		96,400	AY	0	0.00	1
<b>Departmental Total Increase Amount:</b>					<b>56,977.</b>		

**Dean of Business**

Sumichrast, Robert	Administrative Professor	Dean	494,841	CY	9,703	2.00	
Carlson, Kevin	Professional Professor	Department Head	256,200	CY	6,200	2.48	
Nakamoto, Kent	Professor	Endowed Professor, & Associate Dean	297,267	CY	6,000	2.06	
Clemenz, Candice	Administrative Assistant Prof	Associate Dean	208,327	CY	6,000	2.97	
Zhang, Sihui	Postdoctoral Associate		45,000	CY	0	0.00	3
Ghandforoush, Parviz	Administrative Lecturer	Director, NOVA MBA PGM	299,319	CY	11,500	4.00	
Hunnings, Wanda	Administrative Lecturer	Associate Dean	172,662	CY	10,000	6.15	
Tillar, Thomas	Administrative Lecturer	Special Assistant to the Dean	156,400	CY	3,400	2.22	
Africa, Emily Anne	Professional Lecturer	Director of Recruiting	73,265	CY	6,633	9.95	
Allen, Blair	Professional Lecturer		61,890	CY	1,200	1.98	
Ausman, Kelley	Professional Lecturer		61,200	CY	1,200	2.00	
Borny, Lorraine	Professional Lecturer		49,825	AY	977	2.00	
Burke, Kayla	Professional Lecturer	Assistant Director	46,920	CY	920	2.00	
Byrd, Leigh	Professional Lecturer		46,920	CY	920	2.00	
Carty, Jennifer	Professional Lecturer		80,260	CY	7,260	9.95	
Clevenger, Jennifer	Professional Lecturer		73,652	CY	1,444	2.00	
Collins, Sean	Professional Lecturer		127,350	CY	4,000	3.24	
Crawford, Ashley	Professional Lecturer		61,305	CY	1,202	2.00	
Daugherty, Richard	Professional Lecturer	Director	120,744	CY	0	0.00	3
Dickhans, James	Professional Lecturer		95,139	CY	1,900	2.04	
Filiatreau, Svetlana	Professional Lecturer		90,000	CY	0	0.00	2
Flint, Michael	Professional Lecturer		78,000	CY	0	0.00	2
French, Gina	Professional Lecturer		92,150	CY	5,300	6.10	
Gay, Keith	Professional Lecturer		47,838	CY	938	2.00	

*Pamplin College of Business*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
Goodman, Gerica	Professional Lecturer		78,540	CY	1,540	2.00	
Hall, Maureen	Professional Lecturer		109,012	CY	1,157	1.07	
Hinders, Theresa	Professional Lecturer		102,370	CY	2,550	2.55	
Jackson, Joy	Professional Lecturer		75,000	CY	0	0.00	2
Maggard, Derick	Professional Lecturer		168,488	CY	6,000	3.69	
Matuszak, Steve	Professional Lecturer		75,000	CY	0	0.00	
Mease, Stuart	Professional Lecturer		127,345	CY	2,497	2.00	
Minford, Christina	Professional Lecturer		44,717	CY	877	2.00	
Monday, Justin	Professional Lecturer		61,200	CY	1,200	2.00	
Mosby, Kirsten	Professional Lecturer		47,500	CY	0	0.00	3
Oldham, Linda	Professional Lecturer		160,680	CY	3,150	2.00	
Ombac, Annabelle	Professional Lecturer		60,770	CY	1,100	1.84	
Osborne, Mary	Professional Lecturer		95,140	CY	1,875	2.01	
Parker, Megan	Professional Lecturer		51,000	CY	0	0.00	3
Ramey, Lindsey	Professional Lecturer		44,717	CY	877	2.00	
Rosenberger, Julie	Professional Lecturer		75,400	CY	1,450	1.96	
Wade, Alison	Professional Lecturer		43,343	CY	0	0.00	3
Wells, Katherine	Professional Lecturer		81,600	CY	1,600	2.00	

**Departmental Total Increase Amount: 112,570.**

**Finance, Insurance, and Business Law**

Hiller, Janine	Professor	Endowed Professor	146,359	AY	3,600	2.52	
Kadlec, Gregory	Professor	Endowed Professor	328,365	AY	6,700	2.08	
Keown, Arthur	Professor	Alumni Distinguished Professor & Endowed Professor	252,354	AY	6,155	2.50	
Kumar, Raman	Professor	Endowed Professor	210,664	AY	4,150	2.01	
Lytton, Ruth	Professor		105,844	AY	2,100	2.02	
Mansi, Sattar	Professor	Endowed Professor	250,621	AY	5,200	2.12	
Morgan, George	Professor	Endowed Professor	179,600	AY	3,581	2.03	
Patterson, Douglas	Professor		135,163	AY	2,000	1.50	
Pinkerton, John	Professor	Endowed Professor	164,331	AY	0	0.00	3
Singal, Vijay	Professor	Department Head & Endowed Professor	351,082	CY	13,500	4.00	
Kender, Michael	Professor of Practice		114,400	AY	3,348	3.01	
Klock, Derek	Associate Prof of Practice		87,631	AY	1,800	2.10	
Spicer, Cara	Associate Prof of Practice		90,000	AY	2,705	3.10	
Billingsley, Randall	Associate Professor		156,100	AY	3,100	2.03	
Bonomo, Vittorio	Associate Professor		90,124	AY	0	0.00	
Easterwood, John	Associate Professor		153,100	AY	3,052	2.03	
Xu, Jin	Associate Professor		238,523	AY	6,800	2.93	
Malone, Jason	Assistant Prof of Practice		79,000	AY	1,628	2.10	
MacKinlay, Andrew	Assistant Professor		224,600	AY	4,600	2.09	
Paye, Bradley	Assistant Professor		226,600	AY	6,600	3.00	
Wang, Tong	Assistant Professor		196,762	AY	500	0.25	
Ye, Pengfei	Visiting Assistant Professor		184,500	AY	0	0.00	1

*Pamplin College of Business*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
Hart, Brian	Instructor		68,300	AY	1,454	2.18	
<b>Departmental Total Increase Amount:</b>						<b>82,573.</b>	
<b><u>Hospitality and Tourism Management</u></b>							
Khan, Mahmood	Professor		187,386	CY	4,000	2.18	
McGehee, Nancy	Professor	Department Head	216,361	CY	8,500	4.09	
Perdue, Richard	Professor	Endowed Professor	198,538	AY	5,000	2.58	
Parsons, Richard	Associate Prof of Practice		66,546	AY	0	0.00	3
Magnini, Vincent	Associate Professor		128,470	AY	1,271	1.00	
Singal, Manisha	Associate Professor		125,110	AY	2,448	2.00	
Xiang, Zheng	Associate Professor		150,182	AY	4,368	3.00	
Walton, Gary	Assistant Prof of Practice		76,000	AY	1,000	1.33	
Kang, Hee Jung	Assistant Professor		100,665	AY	996	1.00	
Kim, Eojina	Assistant Professor		100,000	AY	3,000	3.09	
Zatori, Anita	Visiting Assistant Professor		60,000	AY	0	0.00	
Fitch, Candace	Instructor		60,000	AY	0	0.00	
Feiertag, Howard	Lecturer		39,309	AY	770	2.00	
Sexton, James	Lecturer		98,893	CY	1,942	2.00	
<b>Departmental Total Increase Amount:</b>						<b>33,295.</b>	
<b><u>Management</u></b>							
Gnyawali, Devi	Professor	Endowed Professor	262,101	CY	5,200	2.02	
Markham, Steven	Professor	Endowed Professor	166,850	AY	3,050	1.86	
Seth, Anju	Professor	Endowed Professor	253,420	AY	3,850	1.54	
Wokutch, Richard	Professor	Endowed Professor	195,763	AY	3,500	1.82	
Skripak, Stephen	Professor of Practice		155,605	CY	3,405	2.24	
Kennedy, Reed	Associate Prof of Practice		99,735	CY	1,950	1.99	
Arthur, Jeffrey	Associate Professor		144,990	AY	2,850	2.01	
Beal, Daniel	Associate Professor		162,245	AY	3,125	1.96	
Becker, William	Associate Professor		181,223	AY	5,223	2.97	
Cobb, Anthony	Associate Professor		125,999	AY	0	0.00	
Hatfield, Donald	Associate Professor		142,466	AY	2,650	1.90	
Tegarden, Linda	Associate Professor		127,367	AY	2,450	1.96	
Zimmerman, Ryan	Associate Professor		183,750	AY	3,150	1.74	
Carlson, Kimberly	Assistant Prof of Practice		78,230	CY	1,550	2.02	
O'Donnell, Barry	Assistant Prof of Practice		85,840	CY	0	0.00	3
Hunt, Richard	Assistant Professor		160,328	AY	4,550	2.92	
Junkunc, Marc	Assistant Professor		84,660	AY	0	0.00	3
Thakur Wernz, Pooja	Assistant Professor		148,041	AY	700	0.48	
Townsend, David	Assistant Professor		160,328	AY	4,550	2.92	
Ward Bartlett, Anna	Assistant Professor		148,400	AY	4,900	3.41	
Cortes, Anastasia	Instructor		58,220	AY	1,100	1.93	
Deck, Margaret	Instructor		49,246	AY	1,250	2.60	
<b>Departmental Total Increase Amount:</b>						<b>59,003.</b>	
<b><u>Marketing</u></b>							



*Pamplin College of Business*

<b><u>Name</u></b>	<b><u>Rank</u></b>	<b><u>Title</u></b>	<b><u>Recommended Salary For 2017 - 2018</u></b>	<b><u>Appt</u></b>	<b><u>Increase Amount</u></b>	<b><u>Increase Pct.</u></b>
Bagchi, Rajesh	Professor		242,788	AY	6,000	2.53
Brinberg, David	Professor	Endowed Professor	214,259	AY	4,000	1.90
Chakravarti, Dipankar	Professor		450,797	AY	9,000	2.04
Herr, Paul	Professor	Endowed Professor and Department Head	326,684	CY	9,500	3.00
Sirgy, Mack	Professor		141,653	AY	2,400	1.72
Collins, Brian	Professor of Practice		124,260	AY	2,400	1.97
Wertalik, Donna	Associate Prof of Practice		114,642	AY	2,400	2.14
Coupey, Eloise	Associate Professor		142,376	AY	2,700	1.93
Pandelaere, Mario	Associate Professor		181,647	AY	3,000	1.68
Chaxel, Anne-Sophie	Assistant Professor		160,353	AY	2,700	1.71
Jiang, Juncai	Assistant Professor		160,886	AY	2,000	1.26
May, Frank	Assistant Professor		168,958	AY	5,168	3.16
Sundie, Jill	Visiting Assistant Professor		144,951	AY	2,700	1.90
Reilly, Thomas	Advanced Instructor		61,017	AY	1,000	1.67
Daniloski, Kimberly	Instructor		66,370	AY	1,100	1.69

**Departmental Total Increase Amount: 56,068.**

**Unit Total Increase Amount: 488,455.**

*President*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b><u>Business and Management Systems</u></b>							
Cooper, George	Administrative Lecturer	Director	114,853	CY	2,252	2.00	
Burroughs, Brock	Professional Lecturer		93,948	CY	1,842	2.00	
Earles, Corey	Professional Lecturer		85,027	CY	3,427	4.20	
Rahmes, Christopher	Professional Lecturer		95,717	CY	1,877	2.00	
Stevens, Kenneth	Professional Lecturer	IT Support Technician	48,254	CY	1,154	2.45	
Whitehurst, Stephen	Professional Lecturer	Director of Information Sys	59,388	CY	588	1.00	
					<b><u>Departmental Total Increase Amount: 11,140.</u></b>		
<b><u>Global Forum on Resilience</u></b>							
Simundza, Daniel	Research Scientist		61,200	CY	1,200	2.00	
Lawrence, Jennifer	Postdoctoral Associate		48,450	CY	950	2.00	
					<b><u>Departmental Total Increase Amount: 2,150.</u></b>		
<b><u>Legal Counsel</u></b>							
Heidbreder, Kay	Administrative Instructor	University Legal Counsel	192,674	CY	5,612	3.00	4
					20,000	10.50	5
Capaldo, Stephen	Administrative Lecturer		96,092	CY	2,799	3.00	4
					12,000	12.60	5
Gess, Mark	Administrative Lecturer		94,751	CY	2,760	3.00	4
					12,000	12.80	5
McClanahan, Marvin	Administrative Lecturer		122,236	CY	3,560	3.00	4
					12,000	9.91	5
Gallagher, Tracey	Professional Lecturer		85,549	CY	1,677	2.00	4
					<b><u>Departmental Total Increase Amount: 16,408.</u></b>		
<b><u>President - Admin.</u></b>							
Earnhart, Eric	Professional Lecturer		100,815	CY	1,977	2.00	
Peterson, Cheryl	Professional Lecturer		101,038	CY	2,200	2.23	
					<b><u>Departmental Total Increase Amount: 4,177.</u></b>		
<b><u>President's Staff</u></b>							
O'Rourke, Kim	Administrative Lecturer	Chief of Staff	183,720	CY	4,000	2.23	
Yianilos, Christopher	Administrative Lecturer		234,101	CY	4,600	2.00	
Chandler, D'Elia	Professional Lecturer		62,424	CY	1,224	2.00	
Hooper, Elizabeth	Professional Lecturer		119,695	CY	2,347	2.00	
					<b><u>Departmental Total Increase Amount: 12,171.</u></b>		
<b><u>Senior Fellow for Resource Development</u></b>							
Harder, James	Professional Lecturer		52,000	CY	0	0.00	
Hundley, Meredith	Professional Lecturer		53,040	CY	1,040	2.00	
					<b><u>Departmental Total Increase Amount: 1,040.</u></b>		
					<b><u>Unit Total Increase Amount: 47,086.</u></b>		

*Vice President and Executive Director, National Capital Region*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b><u>National Capital Region Operations</u></b>							
McKnight, Steven	Administrative Professor	Vice President	274,666	CY	5,386	2.00	
Stone, Nicholas	Professor		161,673	CY	3,449	2.18	
Bulka, Lauren	Professional Lecturer		74,492	CY	2,512	3.49	
Davenport, Justin	Professional Lecturer		116,868	CY	2,460	2.15	
Murphy, Dianka	Professional Lecturer		94,649	CY	1,992	2.15	
Sorensen, Mark	Professional Lecturer		75,769	CY	1,522	2.05	
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>17,321.</u></b>		
<b><u>Research Development Team</u></b>							
Raman, Sanjay	Professor		290,505	CY	10,095	3.60	
Murch, Randall	Professional Lecturer		183,036	CY	3,589	2.00	
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>13,684.</u></b>		
<b><u>Unit Total Increase Amount:</u></b>					<b><u>31,005.</u></b>		

*Vice President for Administration*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
<b><u>Air Transportation Services</u></b>						
Berry, Michael	Professional Lecturer		87,035	CY	1,286	1.50
Light, Michael	Professional Lecturer		81,200	CY	1,200	1.50
Volk, Adam	Professional Lecturer		82,919	CY	2,415	3.00
					<b><u>Departmental Total Increase Amount: 4,901.</u></b>	
<b><u>Alternative Transportation</u></b>						
Freed, Deborah	Professional Lecturer		79,169	CY	0	0.00
					<b><u>Departmental Total Increase Amount: 0.</u></b>	
<b><u>Assistant Vice President for Business Services</u></b>						
Wilkes, Lisa	Administrative Lecturer	Associate Vice President for Administration	237,317	CY	5,063	2.18
Akers, Kimberly	Professional Lecturer		65,198	CY	1,590	2.50
McCoy, Robin	Professional Lecturer	Executive Director, Business Services	133,055	CY	3,055	2.35
					<b><u>Departmental Total Increase Amount: 9,708.</u></b>	
<b><u>Business Services</u></b>						
Hillman, James	Professional Lecturer	Director of Finance	105,829	CY	2,329	2.25
					<b><u>Departmental Total Increase Amount: 2,329.</u></b>	
<b><u>Campus Mail Center</u></b>						
McCoy, Virginia	Professional Lecturer	Associate Director, Mail Services	76,297	CY	1,679	2.25
					<b><u>Departmental Total Increase Amount: 1,679.</u></b>	
<b><u>Consulting Services</u></b>						
Ma, Ping	Professional Lecturer		68,666	CY	1,346	2.00
Vantine, Stephen	Professional Lecturer		87,412	CY	2,132	2.50
					<b><u>Departmental Total Increase Amount: 3,478.</u></b>	
<b><u>Emergency Management</u></b>						
Mulhare, Michael	Administrative Lecturer	Assistant Vice President, Emergency Management	174,500	CY	3,923	2.30
Marinik, Andrew	Professional Lecturer		77,253	CY	1,884	2.50
					<b><u>Departmental Total Increase Amount: 5,807.</u></b>	
<b><u>Environmental Health and Safety</u></b>						
Franklin, Lance	Administrative Lecturer	Assistant Vice President, Environmental Health & Safety	183,993	CY	3,608	2.00
Conner, Donald	Professional Lecturer		69,713	CY	1,367	2.00
Dadras, Mariam	Professional Lecturer		63,240	CY	1,240	2.00
Imperatore, Frank	Professional Lecturer		72,794	CY	1,567	2.20
Kroner, Anna	Professional Lecturer		66,294	CY	1,617	2.50
Layman, Rachel	Professional Lecturer		66,778	CY	1,629	2.50
Lowe, Robert	Professional Lecturer		67,888	CY	1,656	2.50
McCall-Miller, Robin	Professional Lecturer		70,088	CY	1,709	2.50
Mondy, Bernadette	Professional Lecturer	Assistant Director, Lab Safety	89,749	CY	1,760	2.00
Ritenour, Joey	Professional Lecturer		50,252	CY	1,130	2.30

*Vice President for Administration*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Smiley, Douglas	Professional Lecturer	Assistant Director, Radiation Safety	95,378	CY	0	0.00	3
Soni, Shilpa	Professional Lecturer		60,678	CY	1,306	2.20	
Stevens-Mauldon, Susan	Professional Lecturer		51,778	CY	1,115	2.20	
Waggoner, Charlotte	Professional Lecturer	Assistant Director, University Biosafety Officer	88,208	CY	1,730	2.00	
Williams, Jeremy	Professional Lecturer		58,368	CY	1,256	2.20	
<b>Departmental Total Increase Amount:</b>					<b>22,690.</b>		

**Equity and Access**

Oaks, Kelly	Administrative Lecturer	Assistant Vice President, Equity & Access	166,563	CY	4,063	2.50	
Arthur, Nikeshia	Professional Lecturer	Assistant Director, Civil Rights Compliance	69,046	CY	1,486	2.20	
Kutnak, Michael	Professional Lecturer		49,200	CY	1,200	2.50	
Moore, Karisa	Professional Lecturer	Director, Affirmative Action	98,952	CY	2,130	2.20	
Robinson, Dale	Professional Lecturer	Assistant Director Education & Conflict Resolution	76,024	CY	0	0.00	3
Vickers, Pamela	Professional Lecturer	Director, ADA & Access Services	87,779	CY	2,349	2.75	
<b>Departmental Total Increase Amount:</b>					<b>11,228.</b>		

**Facilities Services Operations and Construction**

Taylor, George	Professional Lecturer	Assistant Vice President, Facilities Operations & Construction	188,700	CY	3,700	2.00	
<b>Departmental Total Increase Amount:</b>					<b>3,700.</b>		

**Facilities Services Deputy Chief Facilities Office**

Arnold, David	Professional Lecturer		74,351	CY	809	1.10	
Avis, Kimberly	Professional Lecturer		82,827	CY	2,020	2.50	
Ball, Robin	Professional Lecturer	Assistant Director, Facilities Human Resources	92,625	CY	1,816	2.00	
Crane, Joseph	Professional Lecturer		82,827	CY	2,020	2.50	
Davis, Gannon	Professional Lecturer	Associate Director Facilities Finance	77,685	CY	2,627	3.50	
Hansen, Elizabeth	Professional Lecturer	Director Facilities Finance & Admin	123,169	CY	3,587	3.00	
Stanford, Brian	Professional Lecturer		55,300	CY	1,084	2.00	
Winters, Gregory	Professional Lecturer		47,346	CY	928	2.00	
<b>Departmental Total Increase Amount:</b>					<b>14,891.</b>		

**Facilities Services Facilities Operations**

Avagyan, Ruben	Professional Lecturer	Campus Energy Manager	100,547	CY	1,972	2.00	
Canaday, Gregory	Professional Lecturer		91,155	CY	2,655	3.00	
Dietz, Charles	Professional Lecturer		88,620	CY	1,738	2.00	
Hagedorn, James	Professional Lecturer		88,292	CY	961	1.10	
Kerklo, Scott	Professional Lecturer		82,800	CY	2,800	3.50	
Nichols, Byron	Professional Lecturer	Senior Associate Director, Utilities	113,838	CY	0	0.00	3

*Vice President for Administration*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
Roscher, Erich	Professional Lecturer		69,700	CY	1,367	2.00	
					<b>Departmental Total Increase Amount:</b>	<b>11,493.</b>	
<b><u>Facilities Services Office of University Planning</u></b>							
Cochrane, Dennis	Administrative Lecturer		84,214	CY	1,651	2.00	
Dunn, Michael	Professional Lecturer		84,196	CY	1,651	2.00	
Lally, Leigh	Professional Lecturer		73,800	CY	1,800	2.50	
Rosenberger, John	Professional Lecturer		65,122	CY	2,202	3.50	
Soileau, Jason	Professional Lecturer	Assistant Vice President, University Planning	168,710	CY	5,041	3.08	
					<b>Departmental Total Increase Amount:</b>	<b>12,345.</b>	
<b><u>Facilities Services University Building Official</u></b>							
Hinson, William	Administrative Lecturer	University Building Official	124,684	CY	2,445	2.00	
Smith, Steven	Professional Lecturer		87,331	CY	1,712	2.00	
Zokaite, Joseph	Professional Lecturer		87,331	CY	1,712	2.00	
					<b>Departmental Total Increase Amount:</b>	<b>5,869.</b>	
<b><u>Facilities Services University Design and Construction</u></b>							
Curfiss, Aaron	Professional Lecturer		89,138	CY	2,596	3.00	
Folio, Gerard	Professional Lecturer		86,506	CY	1,696	2.00	
Hoeflein, Joseph	Professional Lecturer		85,724	CY	1,681	2.00	
Jessee, Travis	Professional Lecturer		87,354	CY	2,544	3.00	
Patterson, Anthony	Professional Lecturer		83,147	CY	0	0.00	2
					<b>Departmental Total Increase Amount:</b>	<b>8,517.</b>	
<b><u>Facilities Services University Design and Construction - Administration</u></b>							
LaClair, Leigh	Professional Lecturer	Director of University Design and Construction	183,147	CY	0	0.00	3
					<b>Departmental Total Increase Amount:</b>	<b>0.</b>	
<b><u>Facilities Services Virginia Tech Electric Service</u></b>							
Hagy, Carl	Professional Lecturer		82,161	CY	1,611	2.00	
Hebdon, Scott	Professional Lecturer		80,000	CY	0	0.00	2
Wright, Kelly	Professional Lecturer		72,450	CY	2,450	3.50	
					<b>Departmental Total Increase Amount:</b>	<b>4,061.</b>	
<b><u>Facilities Services Associate Vice President and Chief Facilities Office</u></b>							
Kiwus, Christopher	Administrative Lecturer	Associate Vice President & Chief Facilities Officer	237,317	CY	5,063	2.18	
Lee, Brian	Professional Lecturer		66,000	CY	0	0.00	3
Teglas, Jonathan	Professional Lecturer		73,427	CY	1,440	2.00	
					<b>Departmental Total Increase Amount:</b>	<b>6,503.</b>	
<b><u>Human Resources</u></b>							
Cronley, Ann	Professional Lecturer		67,994	CY	1,496	2.25	
Cumberland, Jeffrey	Professional Lecturer		65,504	CY	1,598	2.50	
Epperley, Amy	Professional Lecturer	Assistant Director, Hokie Wellness	65,674	CY	1,414	2.20	

*Vice President for Administration*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Hughes, Susan	Professional Lecturer	Interim Director, Human Resources Administration	105,000	CY	0	0.00	2
Irvin, Rodney	Professional Lecturer	Director, Employee Relations	104,484	CY	2,299	2.25	
Leftwich, Sara	Professional Lecturer		68,768	CY	1,348	2.00	
Luketic, Christine	Professional Lecturer		84,830	CY	1,826	2.20	
Mabry, Curtis	Professional Lecturer	Director, Recruitment	98,249	CY	2,115	2.20	
McCoy, Michael	Professional Lecturer		66,347	CY	1,428	2.20	
Petry, Catherine	Professional Lecturer	Director, Human Resources Support Services	94,204	CY	2,028	2.20	
Shelor, Lauren	Professional Lecturer		50,000	CY	0	0.00	2
Wehner, Kirk	Professional Lecturer	Interim Assistant Vice President, Human Resources	164,942	CY	4,023	2.50	
Yi, Steven	Professional Lecturer	Assistant Director, Human Resources Information Systems	83,395	CY	1,835	2.25	

**Departmental Total Increase Amount: 21,410.**

**Information Technology for Administrative Services**

Altman, Jennifer	Professional Lecturer	Associate Director, Information Technology	81,805	CY	1,683	2.10	
Beckett, Malcolm	Professional Lecturer	Executive Director, Operations & Strategic Initiatives	130,944	CY	3,194	2.50	
Chamberlin, Nathan	Professional Lecturer		65,411	CY	1,345	2.10	
Judy, Aaron	Professional Lecturer		54,884	CY	1,129	2.10	
Smith, Adam	Professional Lecturer		56,233	CY	1,157	2.10	
Thomas, Jonathan	Professional Lecturer	Assistant Director, Infrastructure Support	77,883	CY	1,602	2.10	
Watson, Luke	Professional Lecturer		52,223	CY	1,074	2.10	
West, Paul	Professional Lecturer		50,560	CY	1,040	2.10	
Willey, Christopher	Professional Lecturer		65,000	CY	0	0.00	2

**Departmental Total Increase Amount: 12,224.**

**Organizational Development**

Baker-Lloyd, Lori	Administrative Lecturer	Executive Director, UOPD	134,271	CY	3,275	2.50	
Cohen, Alicia	Professional Lecturer	Interim Director, Diversity Development	85,716	CY	1,845	2.20	
MacQueen, James	Professional Lecturer		68,681	CY	0	0.00	
Massey, John	Professional Lecturer	Director, Professional Development	98,105	CY	2,018	2.10	
Mecham, Ross	Professional Lecturer		99,585	CY	1,713	1.75	

**Departmental Total Increase Amount: 8,851.**

**Parking Services**

Baker, Jeri	Professional Lecturer		129,923	CY	2,548	2.00	
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**Departmental Total Increase Amount: 2,548.**

**Police**

Foust, Kevin	Administrative Lecturer	Chief of Police	173,822	CY	3,908	2.30	
Babb, William	Professional Lecturer	Deputy Chief of Police	103,464	CY	2,524	2.50	
Lau, Jamie	Professional Lecturer		77,642	CY	1,894	2.50	

**Departmental Total Increase Amount: 8,326.**

*Vice President for Administration*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b><u>Vice President for Administration</u></b>							
Kates, Angela	Administrative Lecturer		132,600	CY	0	0.00	
Wilson, Sherwood	Administrative Lecturer	Vice President	314,301	CY	6,000	1.95	
Smith, Kayla	Professional Lecturer		86,700	CY	1,700	2.00	
<b><u>Departmental Total Increase Amount:</u></b>					<b><u>7,700.</u></b>		
<b><u>Unit Total Increase Amount:</u></b>					<b><u>190,258.</u></b>		



*Vice President for Advancement*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
<b><u>Alumni Relations</u></b>							
Day, Deborah	Administrative Lecturer	Associate Vice President	128,149	CY	3,913	3.15	
Blevins, Anne	Professional Lecturer	Director of Vet Medicine College Alumni	67,546	CY	1,096	1.65	
Cowell-Lucero, Jamie	Professional Lecturer	Director of CALS Alumni	66,980	CY	1,508	2.30	
Fansler, Gregory	Professional Lecturer	Senior Associate Director and Director of Marketing	79,277	CY	1,554	2.00	
Foiles, Andrew	Professional Lecturer		42,420	CY	420	1.00	
Gilbert, Bonnie	Professional Lecturer	Director of Pamplin COB Alumni	70,227	CY	1,377	2.00	
Harrington, Gwen	Professional Lecturer	Assistant Director, Tours and Sponsorships	52,746	CY	1,536	3.00	
Hutcheson, John	Professional Lecturer	Director of NCR Alumni Relations	76,282	CY	1,496	2.00	
Lafon, Katherine	Professional Lecturer	Director of Alumni Relations	56,272	CY	1,103	2.00	
Marquis, Raleigh	Professional Lecturer		53,242	CY	1,222	2.35	
McCann, Kelly	Professional Lecturer	Assistant Director, Family Relations	53,042	CY	1,868	3.65	
McCauley, Jordan	Professional Lecturer	Assistant Director	46,756	CY	867	1.89	
Mills, Angela	Professional Lecturer		69,598	CY	1,598	2.35	
Ritenour, Virginia	Professional Lecturer		65,000	CY	1,893	3.00	
Sumpter, Justina	Professional Lecturer		55,000	CY	0	0.00	2
Walker, Latanya	Professional Lecturer	Director of Multicultural Alumni Programs	56,617	CY	1,273	2.30	
Winston, Matthew	Professional Lecturer		223,686	CY	4,386	2.00	
Woods, Corrine	Professional Lecturer		51,075	CY	1,075	2.15	
					<b><u>Departmental Total Increase Amount: 28,185.</u></b>		
<b><u>Licensing and Trademark Administration</u></b>							
Cole, Kristan	Professional Lecturer		75,480	CY	0	0.00	
					<b><u>Departmental Total Increase Amount: 0.</u></b>		
<b><u>University Development</u></b>							
Arsenault, Rhonda	Administrative Lecturer	Associate Vice President	234,861	CY	4,605	2.00	
Davitt, Alison	Administrative Lecturer		152,889	CY	2,889	1.93	
Taylor, Mollie	Administrative Lecturer		214,200	CY	4,200	2.00	
Adams, Steven	Professional Lecturer		68,843	CY	1,350	2.00	
Badey, Lois	Professional Lecturer	Senior Director of Dev, Ctr for Art	133,952	CY	0	0.00	
Bartlett, Christopher	Professional Lecturer		51,510	CY	510	1.00	
Bauman, Nena	Professional Lecturer		129,795	CY	0	0.00	3
Bauschelt, Andrew	Professional Lecturer		40,800	CY	800	2.00	
Blair, Kimberly	Professional Lecturer		190,000	CY	0	0.00	1
Bliss, Sandi	Professional Lecturer		107,100	CY	2,100	2.00	
Bolt, Terry	Professional Lecturer		112,943	CY	2,215	2.00	
Clark, Karin	Professional Lecturer		64,945	CY	1,273	2.00	
Clark, Steven	Professional Lecturer		183,110	CY	3,590	2.00	
Crockett, Crystal	Professional Lecturer		85,932	CY	1,685	2.00	
Davis, A Scott	Professional Lecturer		81,605	CY	1,600	2.00	
Edwards, Erin	Professional Lecturer		149,365	CY	2,929	2.00	

*Vice President for Advancement*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Eggers, Whitney	Professional Lecturer		51,500	CY	1,500	3.00	
Everett, David	Professional Lecturer		118,729	CY	2,328	2.00	
Frazier, Thomas	Professional Lecturer		55,900	CY	0	0.00	1
Fritz, Alex	Professional Lecturer		111,034	CY	2,177	2.00	
Gavva, Shravya	Professional Lecturer		75,000	CY	0	0.00	2
Good, Ciji	Professional Lecturer		80,976	CY	2,359	3.00	
Green, Leslie	Professional Lecturer		75,600	CY	3,600	5.00	
Grove, Benjamin	Professional Lecturer		88,000	CY	0	0.00	1
Grove, James	Professional Lecturer		78,898	CY	1,547	2.00	
Hamilton, Deborah	Professional Lecturer		107,540	CY	2,109	2.00	
Hanel, Ashley	Professional Lecturer		49,980	CY	980	2.00	
Hart, Natalie	Professional Lecturer		143,055	CY	2,805	2.00	
Hill, Benjamin	Professional Lecturer		71,964	CY	1,411	2.00	
Holden, Randy	Professional Lecturer		101,598	CY	1,992	2.00	
Howland, Timothy	Professional Lecturer	Associate Director	92,966	CY	1,823	2.00	
Hughes, Scott	Professional Lecturer		43,503	CY	853	2.00	
Hutchins, Emily	Professional Lecturer	Director of Development	97,998	CY	1,922	2.00	
Ickes, Andrew	Professional Lecturer		51,000	CY	1,000	2.00	
Jordan, James	Professional Lecturer		53,040	CY	1,040	2.00	
June, Maria	Professional Lecturer		55,000	CY	0	0.00	2
Kaplan, Kathleen	Professional Lecturer		61,200	CY	1,200	2.00	
Kauhane, Brianna	Professional Lecturer		95,206	CY	1,867	2.00	
Kobia, Holly	Professional Lecturer	Chief Advancement Officer	104,550	CY	2,050	2.00	
Lambert, Margaret	Professional Lecturer		71,069	CY	2,733	4.00	
Lansden, William	Professional Lecturer		156,060	CY	3,060	2.00	
Lyman, Robert	Professional Lecturer		68,890	CY	1,351	2.00	
Martin, Karina	Professional Lecturer		111,175	CY	4,276	4.00	
Massengill, Evan	Professional Lecturer		40,800	CY	800	2.00	
Matthiessen, Alison	Professional Lecturer		71,400	CY	1,400	2.00	
Meacham, Vernon	Professional Lecturer		115,407	CY	2,263	2.00	
Miers, Jerrad	Professional Lecturer		86,686	CY	1,700	2.00	
Mitchell, Carl	Professional Lecturer		83,180	CY	1,631	2.00	
Mitchell, Elizabeth	Professional Lecturer		195,000	CY	0	0.00	2
Morris, Kellie	Professional Lecturer		65,025	CY	1,275	2.00	
Morrison, Mark	Professional Lecturer		87,550	CY	2,550	3.00	
Mosby, Justin	Professional Lecturer		71,091	CY	1,394	2.00	
Motley, Irene	Professional Lecturer		95,446	CY	0	0.00	
Moyer, Michael	Professional Lecturer		235,238	CY	4,613	2.00	
Orzolek, Jennifer	Professional Lecturer	Director of Development	125,530	CY	2,461	2.00	
Plum, Brian	Professional Lecturer		62,424	CY	1,224	2.00	
Price, Wynoka Ann	Professional Lecturer		91,670	CY	2,670	3.00	
Raboteau, Albert	Professional Lecturer		74,069	CY	1,452	2.00	
Russell, Mark	Professional Lecturer		69,343	CY	1,360	2.00	
Santos, Nicole	Professional Lecturer		56,100	CY	1,100	2.00	
Short, Adam	Professional Lecturer		79,591	CY	1,561	2.00	

*Vice President for Advancement*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
Sibiga, Courtney	Professional Lecturer		55,101	CY	1,041	1.93
Smith, Douglas	Professional Lecturer		61,200	CY	1,200	2.00
Smythers, Robert	Professional Lecturer		113,334	CY	4,359	4.00
Stacy, Erica	Professional Lecturer		66,300	CY	1,300	2.00
Stewart, JMahl	Professional Lecturer		80,371	CY	2,341	3.00
Strosnider, Nancy	Professional Lecturer	Dir of Dev Undergrad Education	94,599	CY	1,855	2.00
Tawney, Janice	Professional Lecturer		77,054	CY	1,511	2.00
Torget, John	Professional Lecturer		202,878	CY	3,978	2.00
Torget, Sandra	Professional Lecturer		64,709	CY	2,489	4.00
Wagner, Nicole	Professional Lecturer		96,632	CY	1,895	2.00
Weaver, Kevin	Professional Lecturer		91,556	CY	1,795	2.00
Weddle, Lonnie	Professional Lecturer		91,914	CY	2,154	2.40
White, Penny	Professional Lecturer		98,231	CY	2,861	3.00
Wilson, Scott	Professional Lecturer		67,626	CY	1,326	2.00
Wolfe, Judy	Professional Lecturer		107,100	CY	2,100	2.00
Wong, Emily	Professional Lecturer	Associate Director of Development	62,424	CY	1,224	2.00

**Departmental Total Increase Amount: 138,612.**

**University Relations**

Owczarski, Mark	Administrative Lecturer		146,672	CY	4,272	3.00	
Vosburgh, Tracy	Administrative Lecturer		241,638	CY	4,738	2.00	
Andrea, Shannon	Professional Lecturer		112,200	CY	2,200	2.00	
Barlow, Marya	Professional Lecturer		72,000	CY	0	0.00	2
Byron, Paula	Professional Lecturer		96,757	CY	1,897	2.00	
Crichton, Juliet	Professional Lecturer		55,658	CY	1,091	2.00	
Durham, Joseph	Professional Lecturer		105,160	CY	2,062	2.00	
Fifer, Jordan	Professional Lecturer		49,055	CY	962	2.00	
Foy, William	Professional Lecturer		87,129	CY	1,288	1.50	
Gill, Susan	Professional Lecturer		74,880	CY	2,880	4.00	
Gleixner, Glenn	Professional Lecturer		118,301	CY	2,320	2.00	
Gray, Cynthia	Professional Lecturer		78,675	CY	1,543	2.00	
Jackson, John	Professional Lecturer		100,014	CY	1,961	2.00	
Jackson, Joshua	Professional Lecturer		82,774	CY	1,623	2.00	
Leonard, Cecilia	Professional Lecturer		47,000	CY	0	0.00	2
Lockhart, Jason	Professional Lecturer		60,000	CY	0	0.00	2
Lovegrove, Richard	Professional Lecturer		61,550	CY	1,207	2.00	
Mackay, Steven	Professional Lecturer	Communications Director	71,781	CY	1,061	1.50	
McCallum, Annie	Professional Lecturer		64,260	CY	1,260	2.00	
Micale, Barbara	Professional Lecturer		75,604	CY	0	0.00	
Neff-Henderson, Laura	Professional Lecturer		79,718	CY	1,178	1.50	
Norris, Bobbie	Professional Lecturer		89,810	CY	1,761	2.00	
Parker, Jonathan	Professional Lecturer		47,585	CY	933	2.00	
Pastor, John	Professional Lecturer		102,000	CY	2,000	2.00	
Schramm, Melanie	Professional Lecturer		85,000	CY	0	0.00	2
Soucy, Brandon	Professional Lecturer		83,413	CY	2,034	2.50	

*Vice President for Advancement*

<b><u>Name</u></b>	<b><u>Rank</u></b>	<b><u>Title</u></b>	<b><u>Recommended Salary For 2017 - 2018</u></b>	<b><u>Appt</u></b>	<b><u>Increase Amount</u></b>	<b><u>Increase Pct.</u></b>
Stith, Randall	Professional Lecturer		105,796	CY	1,047	1.00
Stowe, Michael	Professional Lecturer		85,731	CY	2,091	2.50
Tuel, Jesse	Professional Lecturer		84,165	CY	1,852	2.25
White, Steven	Professional Lecturer		65,000	CY	1,275	2.00
Yorke, Lesley	Professional Lecturer		100,000	CY	0	0.00
<b><u>Departmental Total Increase Amount: 46,536.</u></b>						

**Vice President for Development**

Phlegar, Charles	Administrative Lecturer		661,700	CY	14,000	2.16
Hayes, Angela	Professional Lecturer		128,214	CY	2,514	2.00
<b><u>Departmental Total Increase Amount: 16,514.</u></b>						

**Unit Total Increase Amount: 229,847.**

## *Vice President for Finance and Chief Financial Officer*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b><u>Budget and Financial Planning</u></b>							
Hodge, Timothy	Administrative Lecturer	Assistant Vice President	205,500	CY	5,188	2.59	
Hundley, Travis	Administrative Lecturer	Director of Budget Operations	121,262	CY	2,800	2.36	
Cox, Amberson	Professional Lecturer	Budget Analyst	55,600	CY	1,000	1.83	
Garber, Brian	Professional Lecturer	Budget Manager	86,000	CY	500	0.58	
Heath, Harvey	Professional Lecturer	Ass Dir of E&G Operations	100,735	CY	2,800	2.86	
Long, Courtney	Professional Lecturer	Budget Analyst	56,080	CY	1,400	2.56	
Mabe, Parker	Professional Lecturer	Budget Analyst	55,970	CY	1,400	2.57	
Page, Angela	Professional Lecturer	Budget Manager	90,000	CY	2,908	3.34	
Shepard, Brennan	Professional Lecturer	Director for Financial Planning	108,932	CY	2,800	2.64	
VandeVord, Todd	Professional Lecturer	Sr. Financial Planning Manager	91,023	CY	1,950	2.19	
<b><u>Departmental Total Increase Amount:</u></b>					<b>22,746.</b>		
<b><u>Bursar</u></b>							
West, Melinda	Administrative Lecturer	University Bursar	137,000	CY	3,216	2.40	
Ford, Rebecca	Professional Lecturer	E-Commerce Operations Manager	44,100	AY	1,600	3.76	
Low, Jesse	Professional Lecturer	Account Analyst	49,952	CY	800	1.63	
<b><u>Departmental Total Increase Amount:</u></b>					<b>5,616.</b>		
<b><u>Controller</u></b>							
Miller, Kenneth	Administrative Lecturer	Assistant Vice President for Finance & Controller	220,250	CY	4,520	2.10	
Alexander, Diana	Professional Lecturer	Cost Accounting Manager	86,700	CY	1,700	2.00	
Assad, Lisa	Professional Lecturer	Financial Reporting Manager	91,287	CY	1,706	1.90	
Connelly, Alexis	Professional Lecturer	Assistant Payroll Manager	79,479	CY	1,600	2.05	
King, Stacy	Professional Lecturer	Director, General Accounting	100,000	CY	2,023	2.06	
Linkous, Kimberly	Professional Lecturer	Manager Finance Policies and Analysis	87,500	CY	2,128	2.49	
Sapp, Karen	Professional Lecturer		61,088	CY	1,800	3.04	
Saylor, Rebekah	Professional Lecturer	Manager of Fixed Assets	93,208	CY	1,900	2.08	
Schoner, Jenni	Professional Lecturer	Senior Programmer Analyst	76,501	CY	1,700	2.27	
Shelor, Leisa	Professional Lecturer	Director of Payroll	100,858	CY	2,050	2.07	
Smith, Brian	Professional Lecturer	Internal Controls Director/ARMICS Coordinator	83,370	CY	1,500	1.83	
Starling, Barbara	Professional Lecturer	Associate Controller	130,000	CY	3,000	2.36	
Vest, Wendell	Professional Lecturer	Associate Controller, Accounting Operations	155,197	CY	4,100	2.71	
Webb, Brandon	Professional Lecturer		70,144	CY	2,100	3.09	
<b><u>Departmental Total Increase Amount:</u></b>					<b>31,827.</b>		
<b><u>Finance and Foundation Support - Administration</u></b>							
Meacham, Nancy	Professional Lecturer	Project Manager	78,200	CY	1,568	2.05	
<b><u>Departmental Total Increase Amount:</u></b>					<b>1,568.</b>		
<b><u>Investments and Debt Management</u></b>							
Cusimano, John	Administrative Lecturer	University Treasurer & Associate Vice President	248,864	CY	4,880	2.00	

*Vice President for Finance and Chief Financial Officer*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Walsh, Michael	Professional Lecturer	Director of Debt Management	119,646	CY	2,346	2.00
<b>Departmental Total Increase Amount:</b>						<b>7,226.</b>
<b><u>Procurement</u></b>						
Helmick, Mary	Administrative Lecturer	Director of Procurement	152,500	CY	4,016	2.70
Sutphin, Bonnie	Professional Lecturer	Associate Director for Operations	108,800	CY	2,261	2.12
<b>Departmental Total Increase Amount:</b>						<b>6,277.</b>
<b><u>Risk Management</u></b>						
Douglas, Ellen	Professional Lecturer	Director of Risk Management	124,000	CY	2,754	2.27
<b>Departmental Total Increase Amount:</b>						<b>2,754.</b>
<b><u>Strategic Initiative and Business Analysis</u></b>						
Crotts, David	Professional Lecturer	Assistant Director	91,517	CY	3,520	4.00
<b>Departmental Total Increase Amount:</b>						<b>3,520.</b>
<b><u>University Internal Audit</u></b>						
Kurek, Sharon	Administrative Lecturer	Director of Internal Audit	207,296	CY	4,064	2.00
Abplanalp, William	Professional Lecturer	Audit Manager	96,500	CY	1,892	2.00
Daniels, Brian	Professional Lecturer	Associate Director - Internal Audit	145,541	CY	4,239	3.00
Dean, Michael	Professional Lecturer	Senior IT Auditor	93,636	CY	1,836	2.00
Fulk, Carolyn	Professional Lecturer	Principal Auditor for Special Projects	86,038	CY	1,687	2.00
Harris, Deanna	Professional Lecturer	Principal Auditor	90,562	CY	3,062	3.50
Hughes, Trevor	Professional Lecturer	Senior Auditor - Data Analytics	76,500	CY	1,500	2.00
Orren, Ryan	Professional Lecturer	Staff IT Auditor	54,615	CY	1,590	3.00
<b>Departmental Total Increase Amount:</b>						<b>19,870.</b>
<b><u>Vice President for Finance</u></b>						
Broyden, Robert	Administrative Lecturer	Assistant Vice President	188,000	CY	3,722	2.02
Shelton, Millard	Administrative Lecturer	Vice President	340,007	CY	7,000	2.10
Belcher, William	Professional Lecturer	University Coordinator of Business Practices	98,564	CY	2,500	2.60
Greer, Deborah	Professional Lecturer	Director of Finance and Administration	89,350	CY	1,800	2.06
Hundley, Jennifer	Professional Lecturer	Capital Program Budget Manager	81,713	CY	2,500	3.16
Johnson, Jeannette	Professional Lecturer	Sr. Application add Data Analyst	74,100	CY	2,745	3.85
Mann, Robert	Professional Lecturer	Assistant Director of Capital Assets	89,825	CY	3,455	4.00
Ruble, Charles	Professional Lecturer	Assistant Director of IT Operations	76,755	CY	1,475	1.96
Sharma, Savita	Professional Lecturer	Chief of Staff	130,866	CY	2,566	2.00
Sumpter, Jerry	Professional Lecturer	Director of Finance Information Technology	123,000	CY	2,477	2.06
<b>Departmental Total Increase Amount:</b>						<b>30,240.</b>
<b>Unit Total Increase Amount:</b>						<b>131,644.</b>

## *Vice President for Information Technology and Chief Information Officer*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b><u>Advanced Research Computing</u></b>							
Herdman, Terry	Administrative Professor	Associate Vice President	220,655	CY	4,029	1.86	
Worley, Gary	Administrative Lecturer	Director	102,159	CY	1,863	1.86	
Agarwala, Vijay	Professional Lecturer		145,650	CY	0	0.00	3
Arsenault, Lance	Professional Lecturer		67,570	CY	1,250	1.88	
Burkardt, John	Professional Lecturer		96,500	CY	1,500	1.58	
Gardner, Mark	Professional Lecturer		125,458	CY	2,100	1.70	
Krometis, Justin	Professional Lecturer		112,100	CY	3,900	3.60	
Liles, Nathan	Professional Lecturer		77,000	CY	4,000	5.48	
McClure, James	Professional Lecturer		115,000	CY	4,500	4.07	
Polys, Nicholas	Professional Lecturer		117,200	CY	2,200	1.91	
Rajamohan, Srijiith	Professional Lecturer		91,000	CY	3,000	3.41	
Romanella, Alana	Professional Lecturer		49,000	CY	1,000	2.08	
Settlage, Robert	Professional Lecturer		105,000	CY	5,000	5.00	
<b>Departmental Total Increase Amount:</b>					<b>34,342.</b>		
<b><u>Collaborative Computing Solutions</u></b>							
Baldassarro, Paige	Professional Lecturer		65,000	CY	0	0.00	2
DeBonis, Marcus	Professional Lecturer		131,100	CY	3,600	2.82	
Greek, Vianne	Professional Lecturer		65,000	CY	0	0.00	2
Heath, James	Professional Lecturer		69,016	CY	1,353	2.00	
Johnson, Dustin	Professional Lecturer		65,000	CY	0	0.00	2
Shively, Christopher	Professional Lecturer		84,200	CY	4,200	5.25	
<b>Departmental Total Increase Amount:</b>					<b>9,153.</b>		
<b><u>Communications Network Services</u></b>							
Brown, Eric	Professional Lecturer		109,580	CY	2,080	1.93	
Dougherty, William	Professional Lecturer		156,061	CY	3,060	2.00	
Hach, Richard	Professional Lecturer		116,368	CY	2,367	2.08	
Potters, Rachel	Professional Lecturer		79,810	CY	1,700	2.18	
Rodgers, Patricia	Professional Lecturer		130,085	CY	2,183	1.71	
<b>Departmental Total Increase Amount:</b>					<b>11,390.</b>		
<b><u>Cyber-Range</u></b>							
Kampanya, Nitthiwat	Professional Lecturer		85,000	CY	0	0.00	2
Memisyazici, Aras	Professional Lecturer		100,000	CY	3,000	3.09	
Schiavo, Sandra	Professional Lecturer		100,000	CY	0	0.00	2
<b>Departmental Total Increase Amount:</b>					<b>3,000.</b>		
<b><u>Enterprise Systems</u></b>							
Crockett, Randal	Administrative Instructor		114,300	CY	2,050	1.83	
Fulton, Deborah	Administrative Lecturer	Associate Vice President	175,440	CY	3,440	2.00	
Adams, Jeremy	Professional Lecturer		61,650	CY	650	1.07	
Becksted, Patricia	Professional Lecturer		77,180	CY	1,400	1.85	
Brewster, Jeffrey	Professional Lecturer		89,350	CY	1,600	1.82	
Buhrdorf, Kevin	Professional Lecturer		103,200	CY	1,850	1.83	
Campbell, Allen	Professional Lecturer		135,660	CY	2,660	2.00	

*Vice President for Information Technology and Chief Information Officer*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Carpenter, Andrew	Professional Lecturer		97,800	CY	1,920	2.00	
Carpenter, Michael	Professional Lecturer		85,100	CY	4,500	5.58	
Castle, Steven	Professional Lecturer		90,300	CY	1,775	2.01	
Chandler, Scott	Professional Lecturer		62,325	CY	1,125	1.84	
Clemons, Jason	Professional Lecturer		66,200	CY	1,195	1.84	
Conner, Sabrina	Professional Lecturer		60,600	CY	1,100	1.85	
Copeland, Samuel	Professional Lecturer		60,000	CY	0	0.00	2
Covey, Lucas	Professional Lecturer		105,600	CY	5,100	5.07	
Cupp, Matthew	Professional Lecturer		66,600	CY	1,320	2.02	
Ellison, Ryan	Professional Lecturer		71,630	CY	1,290	1.83	
Elmore, Bethany	Professional Lecturer		72,300	CY	1,300	1.83	
Ervine, Michelle	Professional Lecturer		79,600	CY	3,820	5.04	
Feng, Rui	Professional Lecturer		63,150	CY	1,150	1.85	
Fenn, Russell	Professional Lecturer		93,600	CY	2,500	2.74	
Ferrell, Jonathan	Professional Lecturer		56,825	CY	825	1.47	
Flora, Michael	Professional Lecturer		65,800	CY	1,300	2.02	
Godbole, Anushree	Professional Lecturer		61,300	CY	1,120	1.86	
Hall, Vicki	Professional Lecturer		84,000	CY	1,500	1.82	
Herr, Christian	Professional Lecturer		66,080	CY	700	1.07	
Herrington, Amanda	Professional Lecturer		94,400	CY	1,900	2.05	
Herrington, William	Professional Lecturer		68,550	CY	1,230	1.83	
Howard, Andrea	Professional Lecturer		65,550	CY	1,175	1.83	
Ingram, Henry	Professional Lecturer		75,200	CY	1,350	1.83	
Johnson, Debra	Professional Lecturer		107,925	CY	1,925	1.82	
Linkous, Janet	Professional Lecturer		109,450	CY	0	0.00	3
Mallikarjunan, Vijayalakshmi	Professional Lecturer		60,757	CY	0	0.00	3
McClafferty, Mark	Professional Lecturer		69,775	CY	1,260	1.84	
Mihai, Mihaela	Professional Lecturer		63,000	CY	0	0.00	3
Parikh, Sanjiv	Professional Lecturer		62,125	CY	1,125	1.84	
Peery, Stephen	Professional Lecturer		102,550	CY	2,010	2.00	
Penland, Ernest	Professional Lecturer		112,000	CY	2,200	2.00	
Quintin, Richard	Professional Lecturer		114,500	CY	2,300	2.05	
Rush, Jennifer	Professional Lecturer		84,500	CY	4,500	5.63	
Sanborn, Brent	Professional Lecturer		66,480	CY	1,200	1.84	
Schlieper, Elizabeth	Professional Lecturer		58,170	CY	1,050	1.84	
Schulte, Michael	Professional Lecturer		65,000	CY	1,300	2.04	
Shrestha, Jitendra	Professional Lecturer		83,100	CY	1,500	1.84	
Slate, Michael	Professional Lecturer		66,000	CY	2,500	3.94	
Smith, Arnold	Professional Lecturer		116,300	CY	2,300	2.02	
Smith, Kimberly	Professional Lecturer		93,600	CY	2,400	2.63	
Wilson, Glenda	Professional Lecturer		58,215	CY	1,050	1.84	
			<b>Departmental Total Increase Amount: 81,465.</b>				

**Experience and Engagement**

Correa-Becker, Angela	Professional Lecturer		58,500	CY	2,500	4.46	
Davis, Kevin	Professional Lecturer		72,445	CY	1,245	1.75	



*Vice President for Information Technology and Chief Information Officer*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
Duckett, David	Professional Lecturer		56,100	CY	1,100	2.00
Gilbert, Claire	Professional Lecturer		124,069	CY	5,069	4.26
Hu, Deyu	Professional Lecturer		62,134	CY	1,070	1.75
Hurley, Carol	Professional Lecturer		68,273	CY	1,173	1.75
Landreth, Joyce	Professional Lecturer		96,084	CY	1,884	2.00
Ondin, Zeynep	Professional Lecturer		55,000	CY	1,500	2.80
Sheppard, Anne	Professional Lecturer		70,309	CY	1,209	1.75

**Departmental Total Increase Amount: 16,750.**

**Identity Management Services**

Long, Brian	Professional Lecturer		85,313	CY	1,673	2.00
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**Departmental Total Increase Amount: 1,673.**

**Information Technology Acquisitions**

Branscome, Patricia	Professional Lecturer		85,376	CY	1,643	1.96
Kemp, Jerri	Professional Lecturer		77,000	CY	3,000	4.05
Ratliff, Andrew	Professional Lecturer		66,055	CY	1,375	2.13

**Departmental Total Increase Amount: 6,018.**

**Secure Enterprise Technology Initiatives**

Dunker, Mary	Administrative Lecturer		142,290	CY	2,790	2.00
Addison, Marvin	Professional Lecturer		75,188	CY	1,988	2.72
Conley, Wesley	Professional Lecturer		68,442	CY	1,342	2.00
Duncan, Kevin	Professional Lecturer		75,000	CY	0	0.00
Fisher, Daniel	Professional Lecturer		99,400	CY	4,800	5.07
Herrington, Karen	Professional Lecturer		100,225	CY	1,965	2.00
Kethineedi, Kalpana	Professional Lecturer		77,093	CY	1,512	2.00
Memisyazici, Erdem	Professional Lecturer		52,934	CY	524	1.00
Moda, Hari Priya	Professional Lecturer		61,200	CY	1,200	2.00
Rooney, Kevin	Professional Lecturer		104,716	CY	2,053	2.00

**Departmental Total Increase Amount: 18,174.**

**Security**

Huff, Stephen	Professional Lecturer		64,650	CY	650	1.02
Lancaster, Elizabeth	Professional Lecturer		76,600	CY	1,600	2.13
Lang, Jeffry	Professional Lecturer		81,862	CY	1,762	2.20
Marchany, Randolph	Professional Lecturer		144,000	CY	4,000	2.86
Mullins, Thomas	Professional Lecturer		63,750	CY	1,250	2.00
Raymond, David	Professional Lecturer		137,540	CY	10,540	8.30
Tilley, Richard	Professional Lecturer		113,500	CY	2,800	2.53
Tunison, Amy	Professional Lecturer		70,300	CY	2,000	2.93

**Departmental Total Increase Amount: 24,602.**

**Systems Engineering and Administration**

Akers, Joshua	Professional Lecturer		73,000	CY	1,600	2.24
Sawyers, Brandon	Professional Lecturer		83,500	CY	2,800	3.47

*Vice President for Information Technology and Chief Information Officer*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Snapp, Christopher	Professional Lecturer		88,945	CY	1,945	2.24
<b>Departmental Total Increase Amount:</b>						<b>6,345.</b>

**Technology-enhanced Learning and Online Strategies**

Pike, Dale	Administrative Lecturer		151,200	CY	3,200	2.16
Baab, Lujean	Professional Lecturer		101,370	CY	2,085	2.10
Bond, Mark	Professional Lecturer		84,910	CY	1,746	2.10
Broniak, Brian	Professional Lecturer		101,079	CY	2,079	2.10
Burns, Gary	Professional Lecturer		96,995	CY	1,995	2.10
Chittenden, Timothy	Professional Lecturer		84,000	CY	2,997	3.70
Connell, Caroline	Professional Lecturer		46,768	CY	917	2.00
Cui, Guoqiang	Professional Lecturer		52,170	CY	1,272	2.50
Dickert, Robert	Professional Lecturer		83,817	CY	1,643	2.00
Doughty, Lee	Professional Lecturer		65,500	CY	2,200	3.48
Edmison, Kenneth	Professional Lecturer		89,760	CY	1,760	2.00
Gilmore, Eric	Professional Lecturer		72,167	CY	1,067	1.50
Griffin, Ian	Professional Lecturer		56,530	CY	1,000	1.80
Hestnes, Oddbojern	Professional Lecturer		56,481	CY	281	0.50
Inman, Donald	Professional Lecturer		60,560	CY	1,187	2.00
Kelley, Cynthia	Professional Lecturer		87,924	CY	1,724	2.00
Kensler, Jonathan	Professional Lecturer		62,934	CY	1,234	2.00
Louvet, Matthew	Professional Lecturer		52,170	CY	1,272	2.50
McCreary, Kenneth	Professional Lecturer		131,300	CY	3,300	2.58
Meese, Jack	Professional Lecturer	Asst Director Comp Sys Admin	74,278	CY	1,278	1.75
Miller, Christa	Professional Lecturer		54,570	CY	1,070	2.00
Najdi, Jihane	Professional Lecturer		73,517	CY	2,417	3.40
Nino, Miguel	Professional Lecturer		50,898	CY	0	0.00
Ogle, Jeffrey	Professional Lecturer		89,812	CY	933	1.05
Overton, Stephanie	Professional Lecturer		57,324	CY	1,124	2.00
Parker, Philip	Professional Lecturer		55,590	CY	1,090	2.00
Thacker, April	Professional Lecturer		55,003	CY	545	1.00
Tweedt, Andrew	Professional Lecturer		62,108	CY	1,068	1.75
Upham, Donald	Professional Lecturer		50,000	CY	2,300	4.82
Warnick, Quinn	Professional Lecturer		102,480	CY	2,480	2.48
Williams, Daron	Professional Lecturer		63,476	CY	1,245	2.00
Yaffe, Daniel	Professional Lecturer		52,018	CY	1,120	2.20
Zaldivar, Marc	Professional Lecturer		70,951	CY	702	1.00
Zhang, Jianqiang	Professional Lecturer		51,916	CY	1,018	2.00
Zhang, Ruiling	Professional Lecturer		55,284	CY	1,084	2.00
deWindt, William	Professional Lecturer		70,296	CY	696	1.00
<b>Departmental Total Increase Amount:</b>						<b>53,129.</b>

**Telecommunications Auxiliary**

Harris, Carl	Administrative Lecturer		180,030	CY	3,530	2.00
Smith, Roy	Administrative Lecturer		93,108	CY	1,133	1.23
Copenhaver, Kristin	Professional Lecturer		80,225	CY	1,725	2.20

*Vice President for Information Technology and Chief Information Officer*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
Crowder, Jeffrey	Professional Lecturer		171,360	CY	3,360	2.00
Fotedar, Ajinkya	Professional Lecturer		75,490	CY	1,490	2.01
Rahm, Zachary	Professional Lecturer		73,550	CY	1,550	2.15
Zielske, Jessica	Professional Lecturer		45,900	CY	900	2.00
<b>Departmental Total Increase Amount:</b>					<b>13,688.</b>	

**Vice President for Information Technology - Administration**

Midkiff, Scott	Administrative Professor	Vice President	320,615	CY	6,300	2.00	
Krallman, John	Administrative Lecturer		139,041	CY	3,541	2.61	
Irwin, Michael	Professional Lecturer		84,600	CY	4,100	5.09	
Kobezak, Philip	Professional Lecturer		87,750	CY	1,750	2.03	
Kroll, Gregory	Professional Lecturer		98,077	CY	1,660	1.72	
Mitchell, Jeffery	Professional Lecturer		86,207	CY	1,700	2.01	
Ransbottom, Jeffrey	Professional Lecturer		172,100	CY	5,100	3.05	
Weeks, Thomas	Professional Lecturer		135,000	CY	0	0.00	2
van Gelder, Brenda	Professional Lecturer		125,460	CY	2,460	2.00	
<b>Departmental Total Increase Amount:</b>					<b>26,611.</b>		

**Unit Total Increase Amount: 306,340.**

*Vice President for Outreach and International Affairs*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b><u>Continuing and Professional Education</u></b>							
Barker, Ashley	Professional Lecturer		61,813	CY	853	1.40	
Cooper, Jeanette	Professional Lecturer		61,831	CY	1,331	2.20	
Jobst, Shelly	Professional Lecturer		105,000	CY	0	0.00	1
Weimer, Scott	Professional Lecturer		111,806	CY	1,977	1.80	
			<b><u>Departmental Total Increase Amount: 4,161.</u></b>				
<b><u>Economic Development</u></b>							
Homer, Allison	Professional Lecturer		46,989	CY	0	0.00	3
Lyon-Hill, Sarah	Professional Lecturer		50,248	CY	1,082	2.20	
Mohammed, Afroze	Professional Lecturer		112,046	CY	1,656	1.50	
Provo, John	Professional Lecturer		135,218	CY	2,911	2.20	
Tate, Anthony	Professional Lecturer	Associate Director of Economic Development	78,018	CY	1,605	2.10	
Travis, Elli	Professional Lecturer		47,976	CY	987	2.10	
			<b><u>Departmental Total Increase Amount: 8,241.</u></b>				
<b><u>Engagement Administration</u></b>							
Gruber, Nancy	Professional Lecturer		91,469	CY	1,794	2.00	
Mahaney, Lisa	Professional Lecturer		57,837	CY	1,134	2.00	
			<b><u>Departmental Total Increase Amount: 2,928.</u></b>				
<b><u>Engagement Administration</u></b>							
Short, Susan	Administrative Lecturer	Associate Vice President	177,110	CY	3,982	2.30	
Taylor, Adam	Professional Lecturer		51,000	CY	1,000	2.00	
			<b><u>Departmental Total Increase Amount: 4,982.</u></b>				
<b><u>Global Education Office</u></b>							
Coffren, Rommelyn	Professional Lecturer		48,681	CY	719	1.50	
Fitzgerald, Rachel	Professional Lecturer		51,085	CY	1,488	3.00	
Haghamed, Selma	Professional Lecturer		44,880	CY	880	2.00	
Johansson, Theresa	Professional Lecturer		89,128	CY	1,748	2.00	
Penson, Randy	Professional Lecturer		51,155	CY	1,248	2.50	
Watts, Chelsey	Professional Lecturer		50,779	CY	1,093	2.20	
Wijnands, Marielle	Professional Lecturer		49,567	CY	1,067	2.20	
			<b><u>Departmental Total Increase Amount: 8,243.</u></b>				
<b><u>Global Initiatives</u></b>							
Markgraf, Karl	Administrative Lecturer		152,775	CY	0	0.00	3
			<b><u>Departmental Total Increase Amount: 0.</u></b>				
<b><u>International Support Services</u></b>							
Leuschner, Ian	Professional Lecturer		81,441	CY	1,909	2.40	
Neese, Dena	Professional Lecturer		68,423	CY	1,993	3.00	
			<b><u>Departmental Total Increase Amount: 3,902.</u></b>				
<b><u>International Research Education and Development</u></b>							
Christie, Maria Elisa	Research Scientist		91,285	CY	1,790	2.00	

*Vice President for Outreach and International Affairs*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Vaughan, Larry	Research Scientist		92,963	CY	1,823	2.00
Crowder, Loy	Administrative Lecturer		151,747	CY	3,557	2.40
Lipsey, John	Administrative Lecturer		81,440	CY	1,440	1.80
Ball, Gene	Professional Lecturer		94,016	CY	1,843	2.00
Cruikshank, Dana	Professional Lecturer		67,320	CY	1,320	2.00
Foreman, James	Professional Lecturer		82,678	CY	1,780	2.20
Hassouna, Khaled	Professional Lecturer		70,496	CY	1,382	2.00
Sumner, Daniel	Professional Lecturer		49,784	CY	784	1.60
Muniappan, Rangaswamy	Project Director		128,372	CY	2,763	2.20
Sidhu, Jaspreet	Research Associate		48,260	CY	760	1.60
Fayad, Amer	Senior Research Associate		76,516	CY	2,943	4.00
Mullei, Maria	Sr Project Associate		102,063	CY	1,805	1.80
Neilan, Angela	Sr Project Associate		83,097	CY	1,629	2.00
<b>Departmental Total Increase Amount:</b>					<b>25,619.</b>	

**Language and Culture Institute**

Bentahar, Adil	Instructor		39,015	AY	765	2.00	
Capone, Caitlin	Instructor		38,459	AY	606	1.60	
Freday, Mary	Instructor		41,236	AY	809	2.00	
Ghaderi, Aniseh	Instructor		45,370	AY	890	2.00	
Gurdal, Pinar	Instructor		43,958	AY	862	2.00	
Hand, Deirdre	Instructor		37,454	AY	734	2.00	
Jaffie-Shupe, Lily	Instructor		41,616	AY	816	2.00	
Moore, Donita	Instructor		41,701	AY	657	1.60	
Offenberger, Kama	Instructor		38,592	AY	757	2.00	
Al-Daily, Wafa	Professional Lecturer		54,434	CY	1,120	2.10	
Back, Donald	Professional Lecturer		122,053	CY	2,861	2.40	
Bowles, Elizabeth	Professional Lecturer		60,914	CY	1,194	2.00	
Bratichko, Guennadi	Professional Lecturer		56,756	CY	1,222	2.20	
Dandrow, Charlene	Professional Lecturer		61,678	CY	0	0.00	3
Ducote, Bryan	Professional Lecturer		74,418	CY	1,459	2.00	
Mathieson, Richard	Professional Lecturer		60,594	CY	1,246	2.10	
McGee, Jeanne	Professional Lecturer		62,700	CY	1,350	2.20	
Moore, Eric	Professional Lecturer		54,076	CY	1,112	2.10	
Nottingham, Jacqueline	Professional Lecturer		62,769	CY	1,531	2.50	
Paredes, Elsie	Professional Lecturer		66,682	CY	1,626	2.50	
Piercy, Susan	Professional Lecturer		53,585	CY	0	0.00	3
Smart-Smith, Pamela	Professional Lecturer		56,506	CY	1,108	2.00	
Todd, Andrea	Professional Lecturer		78,234	CY	1,534	2.00	
<b>Departmental Total Increase Amount:</b>					<b>24,259.</b>		

**Reynolds Homestead**

Steele, Julie	Professional Lecturer		80,800	CY	2,353	3.00
<b>Departmental Total Increase Amount:</b>					<b>2,353.</b>	

*Vice President for Outreach and International Affairs*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
<b><u>Richmond Center</u></b>						
Hanlin, Lesa	Professional Lecturer		95,557	CY	2,057	2.20
Harrison, Kimberly	Professional Lecturer		60,301	CY	1,870	3.20
					<b><u>Departmental Total Increase Amount: 3,927.</u></b>	
<b><u>TRiO Programs</u></b>						
Lyle, Joseph	Project Associate		46,944	CY	1,145	2.50
Puryear, Jason	Project Associate		45,778	CY	898	2.00
Scott, Arlethea	Project Associate		44,900	CY	916	2.08
Umbarger-Wells, Sarah	Project Associate		48,045	CY	1,445	3.10
Weddle, Julie	Project Associate		48,023	CY	523	1.10
Andrews, Kimberly	Project Director		73,941	CY	0	0.00
					<b><u>Departmental Total Increase Amount: 4,927.</u></b>	
<b><u>The Inn at Virginia Tech and Skelton Conference Center</u></b>						
Wash, Artis	Professional Lecturer		69,902	CY	1,236	1.80
					<b><u>Departmental Total Increase Amount: 1,236.</u></b>	
<b><u>Vice President for Outreach - Administration</u></b>						
Ghosh, Guruprasad	Administrative Lecturer	Vice President	260,100	CY	5,100	2.00
Swan, Jane	Administrative Lecturer		124,010	CY	3,025	2.50
Brunais, Andrea	Professional Lecturer		79,001	CY	1,701	2.20
Farmer, Scott	Professional Lecturer		97,000	CY	2,825	3.00
					<b><u>Departmental Total Increase Amount: 12,651.</u></b>	
<b><u>Virginia Tech Executive Briefing Center - Arlington</u></b>						
LaCour, Larissa	Professional Lecturer		78,744	CY	2,294	3.00
					<b><u>Departmental Total Increase Amount: 2,294.</u></b>	
					<b><u>Unit Total Increase Amount: 109,723.</u></b>	

*Vice President for Research*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
<b><u>Animal Care</u></b>						
Robert, Barry	Administrative Lecturer		204,625	CY	4,502	2.25
Rizzo, Amy	Professional Lecturer		102,000	CY	2,000	2.00
Settlage, Julie	Professional Lecturer		109,034	CY	2,138	2.00
<b><u>Departmental Total Increase Amount:</u></b>					<b>8,640.</b>	
<b><u>Biocomplexity Institute</u></b>						
Barrett, Christopher	Administrative Professor		391,470	CY	8,052	2.10
Eubank, Stephen	Professor		223,796	CY	3,150	1.43
Higdon, David	Professor		315,376	CY	5,000	1.61
Hoeschele, Ina	Professor		153,088	CY	3,087	2.06
Keller, Sallie	Professor		350,075	CY	6,730	1.96
Marathe, Achla	Professor		181,805	CY	3,583	2.01
Marathe, Madhav	Professor		301,613	CY	6,366	2.16
Reidys, Christian	Professor		215,911	CY	4,253	2.01
Bassaganya-Riera, Josep	Research Professor		224,835	CY	4,216	1.91
Hefta, Stanley	Research Professor		182,613	CY	3,511	1.96
Shipp, Stephanie	Research Professor		274,280	CY	5,000	1.86
Lancaster, Vicki	Senior Research Scientist		156,060	CY	3,060	2.00
Schroeder, Aaron	Senior Research Scientist		154,000	CY	4,000	2.67
Mortveit, Henning	Associate Professor		152,192	CY	2,950	1.98
Vullikanti, Anil	Associate Professor		164,489	CY	3,890	2.42
Xie, Hehuang	Associate Professor		162,978	CY	2,978	1.86
Chen, Jiangzhuo	Research Associate Professor		146,034	CY	2,750	1.92
Hontecillas-Magarzo, Raquel	Research Associate Professor		109,760	CY	2,007	1.86
Lewis, Bryan	Research Associate Professor		150,743	CY	2,950	2.00
Orr, Mark	Research Associate Professor		150,000	CY	2,202	1.49
Gupta, Sandeep	Research Scientist		100,068	CY	1,900	1.94
Kale, Shiv	Research Scientist		81,551	CY	1,414	1.76
Karyala, Saikumar	Research Scientist		104,656	CY	2,052	2.00
Kuhlman, Christopher	Research Scientist		123,366	CY	3,150	2.62
Nordberg, Eric	Research Scientist		105,065	CY	1,975	1.92
Pires, Bianica	Research Scientist		93,000	CY	3,000	3.33
Reynolds, Zane	Research Scientist		125,000	CY	0	0.00
Rezazadegan, Reza	Research Scientist		83,232	CY	1,632	2.00
Wilson, Amanda	Research Scientist		119,749	CY	2,600	2.22
Ekanayake, Saliya	Postdoctoral Associate		61,200	CY	1,200	2.00
Goldstein, Joshua	Postdoctoral Associate		67,807	CY	1,507	2.27
He, Qijun	Postdoctoral Associate		56,100	CY	1,100	2.00
Li, Jiaxian	Postdoctoral Associate		57,222	CY	1,122	2.00
Ren, Yihui	Postdoctoral Associate		62,574	CY	1,175	1.91
Venkatramanan, Srinivasan	Postdoctoral Associate		62,933	CY	1,400	2.28
Adiga, Abhijin	Research Assistant Professor		89,966	CY	1,800	2.04
Hoops, Stefan	Research Assistant Professor		117,145	CY	2,350	2.05
Huang, Wenda	Research Assistant Professor		93,636	CY	1,836	2.00
Korkmaz, Gizem	Research Assistant Professor		129,184	CY	2,500	1.97

*Vice President for Research*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
Mao, Chunhong	Research Assistant Professor		116,527	CY	2,250	1.97
Swarup, Samarth	Research Assistant Professor		115,959	CY	2,400	2.11
Wattam, Alice	Research Assistant Professor		126,405	CY	2,500	2.02
Coble, Lauren	Administrative Lecturer		188,018	CY	3,968	2.16
Cassidy, Erin	Professional Lecturer		77,400	CY	2,250	2.99
Correll, Linda	Professional Lecturer		89,658	CY	1,800	2.05
Felton, Clifton	Professional Lecturer		112,200	CY	2,200	2.00
Freemal, Rebecca	Professional Lecturer		95,000	CY	0	0.00
Gibbs, William	Professional Lecturer		89,442	CY	1,800	2.05
Hall, Machel	Professional Lecturer		91,800	CY	1,800	2.00
Lawson, Sharon	Professional Lecturer		104,913	CY	1,800	1.75
Shinpaugh, Kevin	Professional Lecturer		157,047	CY	3,167	2.06
Trent, Tiffany	Professional Lecturer		60,118	CY	1,179	2.00
Dixon, Jonathan	Project Associate		84,928	CY	1,500	1.80
Lawrence-Kuether, Maureen	Project Associate		57,682	CY	2,200	3.97
Liu, Dan	Project Associate		75,466	CY	1,400	1.89
Collins, Kristy	Project Director		81,600	CY	1,600	2.00
Kenyon, Ronald	Project Director		129,777	CY	3,450	2.73
Borkowski, Dominik	Research Associate		82,907	CY	2,613	3.25
Gentry, William	Research Associate		85,753	CY	1,520	1.80
Klahn, Brian	Research Associate		66,647	CY	1,499	2.30
Lee, Kristin	Research Associate		60,624	CY	1,189	2.00
Lu, Jian	Research Associate		84,200	CY	1,500	1.81
Marmagas, William	Research Associate		101,800	CY	1,800	1.80
McMaster, Douglas	Research Associate		85,387	CY	1,510	1.80
Chung Baek, Young Yun	Senior Research Associate		92,477	CY	1,750	1.93
Machi, Dustin	Senior Research Associate		157,845	CY	3,300	2.14
Warren, Andrew	Senior Research Associate		83,770	CY	2,500	3.08
Xie, Dawen	Senior Research Associate		95,403	CY	1,800	1.92
Johnson, Jeremy	Sr Project Associate		95,684	CY	2,000	2.13
Lee, Shernita	Sr Project Associate		66,300	CY	1,300	2.00
Stoll, James	Sr Project Associate		111,856	CY	2,000	1.82
Walke, James	Sr Project Associate		90,278	CY	2,000	2.27

**Departmental Total Increase Amount: 178,993.**

**Fralin Life Science Institute**

Clarke, Jean	Professional Lecturer		82,246	CY	1,095	1.35
Key, Lindsay	Professional Lecturer		63,114	CY	1,838	3.00
Webster, Janet	Professional Lecturer		99,483	CY	1,330	1.36
Schoenholtz, Gloria	Research Associate		44,708	CY	660	1.50
DeCourcy, Kristi	Senior Research Associate		79,279	CY	2,309	3.00

**Departmental Total Increase Amount: 7,232.**

**Hume Center**

McGwier, Robert	Research Professor		211,420	CY	2,507	1.20
Mitola, Joseph	Research Professor		202,400	CY	2,400	1.20



*Vice President for Research*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
Nance, Kara	Research Professor		122,100	AY	2,100	1.75
Hay, Brian	Research Associate Professor		106,050	AY	1,050	1.00
Michaels, Alan	Research Associate Professor		187,357	CY	5,457	3.00
Abdel Hadi, Ahmed	Research Assistant Professor		90,900	CY	900	1.00
Ernst, Joseph	Research Assistant Professor		117,400	CY	3,745	3.30
Headley, William	Research Assistant Professor		110,000	CY	0	0.00
Gantt, Kira	Professional Lecturer		100,062	CY	1,962	2.00
Thompson, Christie	Professional Lecturer		125,000	CY	4,517	3.75
Florez, Orlando	Project Associate		109,080	CY	1,080	1.00
Moy, Geoffrey	Project Associate		64,333	CY	0	0.00
Plum, Stephanie	Project Associate		42,075	AY	825	2.00
Rowe, Sonya	Project Associate		74,507	CY	5,198	7.50
Walker, Russell	Project Associate		59,361	CY	1,164	2.00
DePoy, Daniel	Research Associate		88,876	CY	1,376	1.57
Karra, Kiran	Research Associate		96,194	CY	2,802	3.00
Krauss, Thomas	Research Associate		169,006	CY	1,673	1.00
Leffke, Zachary	Research Associate		89,565	CY	1,971	2.25
O'Shea, Timothy	Research Associate		155,080	CY	4,224	2.80
Sterne, Kevin	Research Associate		75,377	CY	1,478	2.00
Ziegler, Joseph	Research Associate		136,500	CY	3,488	2.62
Fowler, Michael	Senior Research Associate		109,428	CY	3,187	3.00
Goodwin, Mark	Senior Research Associate		184,387	CY	4,466	2.48
Vondal, Matthew	Senior Research Associate		141,793	CY	2,780	2.00
Waltz, Edward	Senior Research Associate		210,000	CY	0	0.00
Callsen, Christine	Sr Project Associate		100,000	CY	3,038	3.13
Graham, Justus	Sr Project Associate		120,111	CY	3,498	3.00
Hill, Ehren	Sr Project Associate		94,350	CY	1,850	2.00
Hutton, Claude	Sr Project Associate		145,158	CY	2,145	1.50
Poetter, Alexandra	Sr Project Associate		108,000	CY	4,269	4.12
Pokorski, James	Sr Project Associate		99,517	CY	0	0.00
<b>Departmental Total Increase Amount: 75,150.</b>						

**Institute for Critical Technology and Applied Science**

Duma, Stefan	Professor	Department Head & Endowed Professor	405,786	CY	7,957	2.00
Long, Timothy	Professor	Director of MII	246,412	CY	5,304	2.20
Brogan, Daniel	Postdoctoral Associate		48,000	CY	0	0.00
Carfagna, Charles	Postdoctoral Associate		46,215	CY	1,215	2.70
Lee, Seul-Yi	Postdoctoral Associate		48,960	CY	960	2.00
Maurya, Deepam	Research Assistant Professor		61,200	CY	1,200	2.00
Yan, YongKe	Research Assistant Professor		67,626	CY	1,326	2.00
Akers, Aaron	Professional Lecturer		60,239	CY	1,469	2.50
Blanks, Mark	Professional Lecturer		166,005	CY	3,255	2.00
Felix, Kimberley	Professional Lecturer		53,570	CY	530	1.00
Friedman, Denise	Professional Lecturer		98,000	CY	0	0.00
Greene, Jon	Professional Lecturer		190,009	CY	3,726	2.00

*Vice President for Research*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Lawless, Monika	Professional Lecturer		127,369	CY	5,950	4.90
Nelsen, Eleanor	Professional Lecturer		60,094	CY	2,311	4.00
Verbrugge, Ross	Professional Lecturer		104,251	CY	2,044	2.00
Kenny, William	Project Associate		70,000	CY	0	0.00
Tomlin, Jennifer	Project Associate		71,265	CY	0	0.00
Wade, Melissa	Project Associate		61,465	CY	1,087	1.80
Berti, Debora	Research Associate		46,805	CY	805	1.75
Burton, Matthew	Research Associate		88,434	CY	1,734	2.00
Kriz, Andrew	Research Associate		62,424	CY	1,224	2.00
McNally, Craig	Research Associate		60,869	CY	1,194	2.00
Yu, Ya-Peng	Research Associate		46,805	CY	805	1.75
Coggin, John	Senior Research Associate		93,591	CY	1,835	2.00
McCartney, Stephen	Senior Research Associate		78,203	CY	1,533	2.00
Winkler, Christopher	Senior Research Associate		79,347	CY	1,746	2.25
Grove, Dennis	Sr Project Associate		95,953	CY	1,697	1.80
Hull, Matthew	Sr Project Associate		106,619	CY	2,397	2.30
Tysor, Christine	Sr Project Associate	Project Manager	84,826	CY	1,826	2.20

**Departmental Total Increase Amount: 55,130.**

**Institute for Society, Culture, and Environment**

Orden, David	Professional Professor		176,067	CY	1,743	1.00
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**Departmental Total Increase Amount: 1,743.**

**Office of Research Compliance**

Moore, David	Professional Associate Prof	Associate Vice President	199,405	CY	1,974	1.00
Allen, Regina	Professional Lecturer		64,633	CY	2,050	3.28
Brady, David	Professional Lecturer		132,430	CY	2,914	2.25
Chen, Ling	Professional Lecturer		54,439	CY	2,040	3.89
Dunbar, Joshua	Professional Lecturer		66,300	CY	1,300	2.00
Kendrick, Michael	Professional Lecturer		75,697	CY	1,500	2.02
Leake, Timothy	Professional Lecturer		96,320	CY	1,900	2.01
Papenfuss, Carmen	Professional Lecturer		77,060	CY	1,511	2.00
Phelps, Christopher	Professional Lecturer		66,300	CY	1,300	2.00
Talerico, John	Professional Lecturer		82,799	CY	1,624	2.00
Trent, Jewel	Professional Lecturer		52,419	CY	0	0.00
Trout, Stephanie	Professional Lecturer		64,935	CY	1,428	2.25

**Departmental Total Increase Amount: 19,541.**

**Research/Interdisciplinary Program- Administration**

Ekkad, Srinath	Administrative Professor	Associate VP for Research & Endowed Professor	240,358	CY	5,860	2.50
Garner, Harold	Administrative Professor		355,411	CY	0	0.00
Mayer, Theresa	Administrative Professor	Vice President	338,130	CY	6,630	2.00
Bucy, Linda	Administrative Lecturer	Assistant Vice President	176,309	CY	4,300	2.50
Sherman, Gary	Administrative Lecturer		178,500	CY	3,500	2.00
Byrd, Kimberly	Professional Lecturer		80,778	CY	2,353	3.00
Daniel, Martin	Professional Lecturer		185,358	CY	3,865	2.13

*Vice President for Research*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>
Dunavant, Christopher	Professional Lecturer		102,512	CY	2,500	2.50
Muse, Sandra	Professional Lecturer		105,491	CY	1,044	1.00
Ratcliffe, Victoria	Professional Lecturer		79,105	CY	1,929	2.50
Sedlak, Neil	Professional Lecturer		113,500	CY	2,498	2.25
Spangler, Cynthia	Professional Lecturer		89,688	CY	2,188	2.50
Tranter, Elizabeth	Professional Lecturer	Associate Vice President for Research Planning	144,226	CY	2,828	2.00

**Departmental Total Increase Amount: 39,495.**

**Sponsored Programs**

Amin, Divyabala	Professional Lecturer		82,005	CY	1,608	2.00
Cochrane, Christina	Professional Lecturer		71,500	CY	2,200	3.17
Cutlip, Michael	Professional Lecturer		55,199	CY	1,000	1.85
Davis, Nevada	Professional Lecturer		59,210	CY	1,100	1.89
Farmer, Shannell	Professional Lecturer		72,791	CY	1,400	1.96
Fitzgerald, Cecil	Professional Lecturer		92,631	CY	1,931	2.13
Lee, Kangja	Professional Lecturer		71,400	CY	1,400	2.00
Lovell, Britton	Professional Lecturer		69,300	CY	1,200	1.76
Magruder, Lauren	Professional Lecturer		94,191	CY	2,300	2.50
Rudd, John	Professional Lecturer	Assistant Vice President for Sponsored Programs	157,965	CY	0	0.00
Steen, Anna	Professional Lecturer		71,400	CY	1,400	2.00
Strickland, Catherine	Professional Lecturer		63,200	CY	3,200	5.33
Upadhyaya, Kamala	Professional Lecturer		138,700	CY	1,200	0.87
Wright, Emmett	Professional Lecturer		57,284	CY	1,000	1.78

**Departmental Total Increase Amount: 20,939.**

**Technology Transfer**

Bonadeo, Mary Ann	Professional Lecturer		63,782	CY	1,250	2.00
Brewer, Grant	Professional Lecturer		104,742	CY	1,953	1.90
Chen, Li	Professional Lecturer		86,454	CY	1,278	1.50
Miller, Michael	Professional Lecturer		116,855	CY	2,291	2.00
Whitehead, Robert	Professional Lecturer		116,855	CY	2,291	2.00

**Departmental Total Increase Amount: 9,063.**

**Virginia Tech Carilion Research Institute**

Friedlander, Michael	Administrative Professor	Executive Director, VTCRI	520,200	CY	10,200	2.00
Bickel, Warren	Professor	Professor	458,247	CY	12,265	2.75
Gourdie, Robert	Professor	Professor	310,152	CY	9,034	3.00
Montague, Pendleton	Professor	Professor	486,559	CY	9,540	2.00
Ramey, Craig	Research Professor	Research Professor	365,898	CY	3,623	1.00
Ramey, Sharon	Research Professor	Research Professor	385,433	CY	7,558	2.00
Chiu, Pearl	Associate Professor		180,285	CY	3,535	2.00
Fox, Michael	Associate Professor		205,175	CY	5,126	2.56
Kelly, Deborah	Associate Professor		170,035	CY	12,595	8.00
Kim, Uhnoh	Associate Professor		144,228	CY	2,828	2.00
King-Casas, Brooks	Associate Professor		180,285	CY	3,535	2.00

*Vice President for Research*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
LaConte, Stephen	Associate Professor		183,543	CY	3,599	2.00	
Nesic-Taylor, Olivera	Associate Professor	Assoc Professor CY	155,478	CY	0	0.00	3
Poelzing, Steven	Associate Professor		170,007	CY	13,679	8.75	
O'Rourke, Laurie	Research Scientist		50,000	CY	0	0.00	3
Zeitz, Michael	Research Scientist		61,886	CY	2,033	3.40	
Chappell, John	Assistant Professor		117,676	CY	2,307	2.00	
McDonald, Sarah	Assistant Professor		152,739	CY	0	0.00	3
Morozov, Alexei	Assistant Professor		141,041	CY	2,084	1.50	
Mukherjee, Konark	Assistant Professor		129,505	CY	2,539	2.00	
Oestreich, Kenneth	Assistant Professor		120,201	CY	1,190	1.00	
Robel, Stefanie	Assistant Professor		112,200	CY	2,200	2.00	
Sheng, Zhi	Assistant Professor		122,725	CY	1,215	1.00	
Smyth, James	Assistant Professor		117,676	CY	2,307	2.00	
Valdez, Gregorio	Assistant Professor		130,392	CY	3,798	3.00	
Dearnaley, William	Postdoctoral Associate		47,476	CY	0	0.00	2
Hoagland, Daniel	Postdoctoral Associate		47,476	CY	0	0.00	1
Hoeker, Gregory	Postdoctoral Associate		48,900	CY	1,424	3.00	
Kaplan, Brent	Postdoctoral Associate		47,500	CY	0	0.00	2
Kimbrough, Ian	Postdoctoral Associate		51,000	CY	1,000	2.00	
Patel, Dipankumar	Postdoctoral Associate		51,000	CY	1,000	2.00	
Payne, Laura	Postdoctoral Associate		48,900	CY	1,424	3.00	
Pope, Derek	Postdoctoral Associate		48,426	CY	950	2.00	
Robert, Stephanie	Postdoctoral Associate		50,000	CY	0	0.00	3
Shandra, Oleksii	Postdoctoral Associate		51,000	CY	1,000	2.00	
Snider, Sarah	Postdoctoral Associate		51,500	CY	1,500	3.00	
Solway, Alec	Postdoctoral Associate		65,000	CY	0	0.00	1
Taetzsch, Thomas	Postdoctoral Associate		50,000	CY	0	0.00	1
Tewari, Bhanu	Postdoctoral Associate		53,329	CY	1,046	2.00	
Umans, Robyn	Postdoctoral Associate		51,000	CY	1,000	2.00	
Van Wart, Audra	Professional Assistant Prof	Assistant VP for Health Science Education	130,486	CY	3,307	2.60	
Bowen, Spencer	Research Assistant Professor		93,390	CY	925	1.00	
Campbell, Susan	Research Assistant Professor		83,835	CY	1,644	2.00	
DeLuca, Stephanie	Research Assistant Professor		125,675	CY	2,464	2.00	
Fischer, Quentin	Research Assistant Professor		80,379	CY	1,692	2.15	
Hankey, Maria	Research Assistant Professor		82,620	CY	1,620	2.00	
Ismailov, Iskander	Research Assistant Professor		73,473	CY	727	1.00	
Ito, Wataru	Research Assistant Professor		117,112	CY	2,296	2.00	
Kalikulov, Djanenkhodja	Research Assistant Professor		84,691	CY	1,783	2.15	
Koffarnus, Mikhail	Research Assistant Professor		108,380	CY	3,157	3.00	
Lamouille, Samy	Research Assistant Professor		97,910	CY	1,920	2.00	
Lohrenz, Terry	Research Assistant Professor		134,595	CY	0	0.00	2
Parker, Sarah	Research Assistant Professor	Research Asst Prof Faculty Health Sciences	155,794	CY	3,055	2.00	
Srivastava, Sarika	Research Assistant Professor		66,699	CY	1,308	2.00	
Stein, Jeffrey	Research Assistant Professor		77,250	CY	2,250	3.00	

*Vice President for Research*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Su, Jianmin	Research Assistant Professor		73,754	CY	1,446	2.00	
Veeraraghavan, Rengasayee	Research Assistant Professor		77,000	CY	0	0.00	3
Wu, Jianping	Research Assistant Professor		79,921	CY	791	1.00	
Irvin, Andrew	Administrative Lecturer	Associate Vice President	164,000	CY	4,000	2.50	
Childers, Diane	Professional Lecturer	Special Asst to Exec Director	76,500	CY	1,500	2.00	
Cook, Sherri	Professional Lecturer	Sr Assoc Director Fin & Admin	175,334	CY	4,044	2.36	
Cuskovic, Amel	Professional Lecturer	Human Resources Manager	88,443	CY	2,438	2.83	
Hayes, Tony	Professional Lecturer		120,000	CY	0	0.00	2
Mason, Gary	Professional Lecturer		125,020	CY	2,930	2.40	
Nichols, Dana	Professional Lecturer		49,248	CY	0	0.00	2
WennersHerron, Ashley	Professional Lecturer		65,520	CY	2,520	4.00	
Whitt, Sarah	Professional Lecturer		89,511	CY	2,607	3.00	
Crawford, John	Project Associate		88,315	CY	2,572	3.00	
Lee, Jacob	Project Associate		68,537	CY	1,344	2.00	
Phan, Duy	Project Associate		67,947	CY	0	0.00	2
Baker, Chandra	Research Associate		45,000	CY	0	0.00	2
Bianco, Alexander	Research Associate		50,000	CY	0	0.00	3
Chavan, Vrushali	Research Associate		47,476	CY	0	0.00	1
Chung, Dongil	Research Associate		60,410	CY	5,492	10.00	
Jourdan, Linda	Research Associate		83,633	CY	1,640	2.00	
Kiss, Susanna	Research Associate		76,322	CY	1,606	2.15	
Trucks, Mary Rebekah	Research Associate		81,137	CY	1,591	2.00	
Wallace, Dorian	Research Associate		81,137	CY	1,591	2.00	
Youmans, Paul	Research Associate		54,374	CY	2,091	4.00	
Gatchalian, Kirstin	Senior Research Associate		94,300	CY	2,747	3.00	
Gilmore, Brian	Senior Research Associate		62,344	CY	0	0.00	2
King, Justin	Senior Research Associate		112,279	CY	0	0.00	3
Lisinski, Jonathan	Senior Research Associate		98,225	CY	2,861	3.00	
White, Jason	Senior Research Associate		130,385	CY	0	0.00	2
Zhang, Shu	Senior Research Associate		56,085	CY	0	0.00	3
<b>Departmental Total Increase Amount: 201,093.</b>							

**Virginia Tech Transportation Institute**

Dingus, Thomas	Professor	Director, VTTI & Endowed Professor	442,604	RE12	9,104	2.10	
Hankey, Jonathan	Senior Research Scientist		282,207	CY	5,533	2.00	
Hanowski, Richard	Senior Research Scientist		210,472	CY	3,315	1.60	
Ahn, Kyoungho	Research Scientist		87,972	CY	1,617	1.87	
Antin, Jonathan	Research Scientist		152,940	CY	2,999	2.00	
Blanco, Myra	Research Scientist		158,912	CY	3,778	2.44	
Doerzaph, Zachary	Research Scientist		150,583	CY	3,097	2.10	
Elshawarby, Ihab	Research Scientist		87,956	CY	1,616	1.87	
Gibbons, Ronald	Research Scientist		153,286	CY	2,858	1.90	
Hickman, Jeffrey	Research Scientist		138,106	CY	2,708	2.00	
Klauer, Sheila	Research Scientist		132,151	CY	2,591	2.00	
Llaneras, Robert	Research Scientist		150,485	CY	3,167	2.15	

*Vice President for Research*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
McLaughlin, Shane	Research Scientist		154,490	CY	2,881	1.90	
Mollenhauer, Michael	Research Scientist		169,220	CY	3,318	2.00	
Perez, Miguel	Research Scientist		148,102	CY	2,904	2.00	
Smith, Ryan	Research Scientist		90,006	CY	2,452	2.80	
de Leon Izeppi, Edgar	Research Scientist		89,183	CY	1,749	2.00	
Elhenawy, Mohammed	Postdoctoral Associate		50,429	CY	1,469	3.00	
Urban, Michael	Postdoctoral Associate		48,450	CY	950	2.00	
Xue, Wenjing	Postdoctoral Associate		48,450	CY	950	2.00	
Absher, Christine	Professional Lecturer		94,024	CY	2,024	2.20	
Gaylord, Clark	Professional Lecturer		148,995	CY	2,921	2.00	
Gerni, Pascha	Professional Lecturer		130,573	CY	2,560	2.00	
Hamm, Laura	Professional Lecturer		61,828	CY	1,801	3.00	
Naff, Ryan	Professional Lecturer		60,462	CY	1,302	2.20	
Robinson, Angela	Professional Lecturer		64,209	CY	1,321	2.10	
Shelton, Kimberly	Professional Lecturer		72,065	CY	1,065	1.50	
Anderson, Joel	Project Associate		58,632	CY	1,150	2.00	
Baker, Stephanie	Project Associate		35,891	CY	443	1.25	
Baynes, Peter	Project Associate		56,382	CY	1,241	2.25	
Buchanan-King, Mindy	Project Associate		65,569	CY	1,286	2.00	
Dominic Savio, Rufina	Project Associate		56,264	CY	1,049	1.90	
Eichelberger, Elizabeth	Project Associate		63,612	CY	1,247	2.00	
Fitchett, Vikki	Project Associate		60,339	CY	1,472	2.50	
Fritz, Scott	Project Associate		58,959	CY	1,326	2.30	
Furrow, Cory	Project Associate		82,400	CY	2,400	3.00	
Hulse, Melissa	Project Associate		64,877	CY	1,272	2.00	
Joslin, Spencer	Project Associate		55,637	CY	2,139	4.00	
Layman, Charles	Project Associate		55,901	CY	988	1.80	
Lowdermilk, Charlotte	Project Associate		52,905	CY	1,290	2.50	
Mason, Matthew	Project Associate		94,676	CY	1,856	2.00	
Moeller, Devon	Project Associate		53,532	CY	1,178	2.25	
Nadler, Leonore	Project Associate		40,618	CY	718	1.80	
Russell, Tammy	Project Associate		70,544	CY	706	1.01	
Smith, Carol	Project Associate		59,420	CY	1,165	2.00	
Smith, Michelle	Project Associate		58,500	CY	0	0.00	2
Lee, Suzanne	Project Director		92,275	CY	1,809	2.00	
Schaudt, William	Project Director		100,254	CY	2,254	2.30	
Ali, Gibran	Research Associate		61,500	CY	0	0.00	2
Ankem, Gayatri	Research Associate		61,297	CY	697	1.15	
Atwood, Jonathan	Research Associate		57,489	CY	1,293	2.30	
Bryson, Michael	Research Associate		133,212	CY	3,249	2.50	
Camden, Matthew	Research Associate		63,000	CY	1,632	2.66	
Cannon, Brad	Research Associate		60,675	CY	1,190	2.00	
Chen, Hao	Research Associate		68,492	CY	1,259	1.87	
Conry, Donald	Research Associate		73,441	CY	1,440	2.00	
Cook, Julie	Research Associate		59,419	CY	1,165	2.00	

*Vice President for Research*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Cospel, Carl	Research Associate		139,358	CY	3,399	2.50	
Dennis, Jacob	Research Associate		75,920	CY	1,779	2.40	
Doerzaph, Travis	Research Associate		58,767	CY	4,753	8.80	
Dunn, Naomi	Research Associate		71,557	CY	716	1.01	
Ellery, Michael	Research Associate		79,139	CY	1,054	1.35	
Fang, Youjia	Research Associate		69,585	CY	1,230	1.80	
Feierabend, Robert	Research Associate		72,435	CY	1,420	2.00	
Freeman, William	Research Associate		73,211	CY	3,153	4.50	
Glenn, Trijntje	Research Associate		57,433	CY	1,126	2.00	
Gorman, Thomas	Research Associate		68,844	CY	1,383	2.05	
Grove, Kevin	Research Associate		72,039	CY	1,239	1.75	
Hammond, Rebecca	Research Associate		71,826	CY	887	1.25	
Harwood, Leslie	Research Associate		58,739	CY	1,253	2.18	
Huang, Fang	Research Associate		90,801	CY	2,969	3.38	
Leeson, Brian	Research Associate		112,826	CY	0	0.00	
Lefevers, David	Research Associate		67,385	CY	897	1.35	
McCall, Robert	Research Associate		69,110	CY	1,554	2.30	
McGowin, Gregory	Research Associate		63,327	CY	634	1.01	
Meyer, Jason	Research Associate		70,358	CY	1,515	2.20	
Miller, Andrew	Research Associate		58,946	CY	871	1.50	
Quesenberry, Joshua	Research Associate		73,343	CY	1,866	2.61	
Rainey, Cameron	Research Associate		70,242	CY	1,579	2.30	
Rooks, Kurtis	Research Associate		75,883	CY	1,742	2.35	
Rutledge, Julie	Research Associate		89,215	CY	3,423	3.99	
Skole, Joshua	Research Associate		53,500	CY	0	0.00	2
Song, Miao	Research Associate		71,934	CY	1,341	1.90	
Sunshine, Nicholus	Research Associate		80,808	CY	808	1.01	
Talbot, Frank	Research Associate		71,309	CY	2,597	3.78	
Talledo Vilela, Jean	Research Associate		105,149	CY	5,007	5.00	
Terry, Travis	Research Associate		63,618	CY	2,447	4.00	
Viray, Reginald	Research Associate		86,482	CY	1,779	2.10	
White, Elizabeth	Research Associate		67,322	CY	1,320	2.00	
Williams, Brian	Research Associate		55,882	CY	1,496	2.75	
Wotring, Brian	Research Associate		57,320	CY	669	1.18	
Yankowski, John	Research Associate		100,000	CY	0	0.00	2
Alden, Andrew	Senior Research Associate		127,740	CY	3,116	2.50	
Bhagavathula, Rajaram	Senior Research Associate		62,194	CY	0	0.00	1
Bowden, Zachary	Senior Research Associate		119,964	CY	2,352	2.00	
Chaka, Michelle	Senior Research Associate		165,000	CY	0	0.00	2
Daily, Brian	Senior Research Associate		103,726	CY	2,034	2.00	
Druta, Cristian	Senior Research Associate		76,834	CY	1,507	2.00	
Du, Jianhe	Senior Research Associate		77,993	CY	1,433	1.87	
Engstrom, Skifs Johan	Senior Research Associate		112,750	CY	2,750	2.50	
Iverson, Dean	Senior Research Associate		110,216	CY	2,161	2.00	
Iverson, Sondra	Senior Research Associate		110,216	CY	2,161	2.00	

*Vice President for Research*

<b><u>Name</u></b>	<b><u>Rank</u></b>	<b><u>Title</u></b>	<b><u>Recommended Salary For 2017 - 2018</u></b>	<b><u>Appt</u></b>	<b><u>Increase Amount</u></b>	<b><u>Increase Pct.</u></b>
Kaliniouk, Irina	Senior Research Associate		103,615	CY	0	0.00
Kaliniouk, Vasily	Senior Research Associate		110,215	CY	1,103	1.01
Katicha, Samer	Senior Research Associate		72,886	CY	1,429	2.00
Krum, Andrew	Senior Research Associate		94,000	CY	1,707	1.85
Li, Yingfeng	Senior Research Associate		90,036	CY	0	0.00
Mabry, Jessica	Senior Research Associate		71,909	CY	1,327	1.88
McGraw, Thomas	Senior Research Associate		113,593	CY	2,227	2.00
Medina-Fiintsch, Alejandra	Senior Research Associate		68,859	CY	1,843	2.75
Neurauter, Michael	Senior Research Associate		124,943	CY	2,690	2.20
Owens, Justin	Senior Research Associate		89,208	CY	1,749	2.00
Palmer, Matthew	Senior Research Associate		99,851	CY	1,958	2.00
Petersen, Andrew	Senior Research Associate		215,447	CY	4,224	2.00
Russell, Sheldon	Senior Research Associate		78,165	CY	1,757	2.30
Stowe, Loren	Senior Research Associate		143,345	CY	2,673	1.90
Sudweeks, Jeremy	Senior Research Associate		91,887	CY	1,802	2.00
Trimble, Tammy	Senior Research Associate		79,950	CY	1,375	1.75
Calida, Behnido	Sr Project Associate		70,805	CY	1,388	2.00
McClafferty, Julie	Sr Project Associate		76,761	CY	1,579	2.10
Sears, Edie	Sr Project Associate		71,965	CY	1,342	1.90
Witcher, Christina	Sr Project Associate		67,626	CY	1,488	2.25

**Departmental Total Increase Amount: 220,045.**

**Unit Total Increase Amount: 837,064.**

1



*Vice President for Student Affairs*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>		
<b><u>Associate Vice President</u></b>								
Shushok, Frank	Administrative Assistant Prof		235,531	CY	4,844	2.10		
Alderson, Alece	Professional Lecturer		40,000	CY	0	0.00	3	
Armstrong, Brian	Professional Lecturer		40,800	CY	800	2.00		
Bylenga, Kathryn	Professional Lecturer		47,035	CY	0	0.00	3	
Cardone, Taran	Professional Lecturer		61,641	CY	1,795	3.00		
Chinn, David	Professional Lecturer		95,359	CY	2,777	3.00		
Davis, Lavon	Professional Lecturer		43,775	CY	1,275	3.00		
Dugar, Curtis	Professional Lecturer		75,577	CY	1,482	2.00		
Eagan, Amanda	Professional Lecturer		41,200	CY	1,200	3.00		
Ebert, Matthew	Professional Lecturer		40,800	CY	800	2.00		
Finger, Eleanor	Professional Lecturer	Director	120,770	CY	0	0.00	3	
Green, Caroline	Professional Lecturer		40,800	CY	800	2.00		
Harbison, Samantha	Professional Lecturer		46,920	CY	920	2.00		
Harrison, Aliana	Professional Lecturer		47,876	CY	0	0.00	3	
Henkel, Taylor	Professional Lecturer		40,800	CY	800	2.00		
Henninger, Stephen	Professional Lecturer		40,800	CY	800	2.00		
Hughes, Byron	Professional Lecturer	Director	73,782	CY	2,149	3.00		
Johnson, Jason	Professional Lecturer		48,834	CY	958	2.00		
Keane, Michael	Professional Lecturer		42,840	CY	840	2.00		
Keene, Frances	Professional Lecturer		120,000	CY	0	0.00	1	
Kovacs, Hillary	Professional Lecturer		41,200	CY	1,200	3.00		
Martinelli, Linzy	Professional Lecturer		46,920	CY	920	2.00		
McCrery, Ennis	Professional Lecturer		67,595	CY	1,969	3.00		
McIlvaine, Jonathan	Professional Lecturer		40,800	CY	800	2.00		
McLevain, Melissa	Professional Lecturer		40,800	CY	800	2.00		
Moholland, Caraline	Professional Lecturer		40,000	CY	0	0.00	3	
Pete, Kendall	Professional Lecturer		48,204	CY	1,404	3.00		
Polidoro, Kathryn	Professional Lecturer		53,581	CY	1,051	2.00		
Price, Andrew	Professional Lecturer		41,200	CY	1,200	3.00		
Reistad, Aaron	Professional Lecturer		40,800	CY	800	2.00		
Rose, Kyle	Professional Lecturer		40,800	CY	800	2.00		
Settle, Rohsaan	Professional Lecturer		79,579	CY	1,560	2.00		
Steehler, Scott	Professional Lecturer		41,200	CY	1,200	3.00		
Taute, Maryne	Professional Lecturer		46,800	CY	0	0.00	3	
Welsh, Yusuke	Professional Lecturer		40,800	CY	800	2.00		
Williams, Tavianna	Professional Lecturer		50,923	CY	1,483	3.00		
					<b><u>Departmental Total Increase Amount:</u></b>	<b><u>38,227.</u></b>		
<b><u>Career Services Auxiliary</u></b>								
Beach, Katherine	Professional Lecturer		51,867	CY	892	1.75		
Byers, Jonathan	Professional Lecturer		49,043	CY	1,103	2.30		
Cherry-Clarke, Tamara	Professional Lecturer		53,216	CY	1,196	2.30		
Childress, Mary	Professional Lecturer		67,501	CY	1,518	2.30		
Copeland, Catherine	Professional Lecturer		64,012	CY	1,439	2.30		
Henderson, James	Professional Lecturer	Associate Director	77,635	CY	1,335	1.75		

*Vice President for Student Affairs*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>		
Jaramillo, Ashley	Professional Lecturer		44,880	CY	0	0.00	3	
Jordan, Kathryn	Professional Lecturer		53,196	CY	1,196	2.30		
Leist, Leigh	Professional Lecturer		67,501	CY	1,518	2.30		
McPherson, Amy	Professional Lecturer		79,536	CY	1,788	2.30		
Ratcliffe, Donna	Professional Lecturer		114,633	CY	2,577	2.30		
Scott, Rebecca	Professional Lecturer		67,501	CY	1,518	2.30		
Thuesen, Heidi	Professional Lecturer		45,665	CY	785	1.75		
			<b><u>Departmental Total Increase Amount: 16,865.</u></b>					
<b><u>Career Services E&amp;G</u></b>								
Johnson, LaRhonda	Professional Lecturer		48,816	CY	816	1.70		
Kyle, Henry	Professional Lecturer		54,060	CY	1,060	2.00		
Robinson, Carol	Professional Lecturer		77,061	CY	1,733	2.30		
			<b><u>Departmental Total Increase Amount: 3,609.</u></b>					
<b><u>Cranwell International Center</u></b>								
Clubb, David	Professional Lecturer		99,024	CY	2,884	3.00		
Galvez, Tricia	Professional Lecturer		54,262	CY	802	1.50		
Kelinsky, Lia	Professional Lecturer		48,450	CY	950	2.00		
Li, Xiaotian	Professional Lecturer		48,720	CY	720	1.50		
			<b><u>Departmental Total Increase Amount: 5,356.</u></b>					
<b><u>Dean of Students Office</u></b>								
Adams, Sharrika	Professional Lecturer		74,654	CY	1,464	2.00		
Frank, Tara	Professional Lecturer		49,081	CY	1,103	2.30		
Scott, Anthony	Professional Lecturer		87,451	CY	1,292	1.50		
Woods-Johnson, Kelley	Professional Lecturer		51,772	CY	1,015	2.00		
			<b><u>Departmental Total Increase Amount: 4,874.</u></b>					
<b><u>Dining Services</u></b>								
Faulkner, Theodore	Professional Lecturer		148,806	CY	4,334	3.00		
Gelbert, Craig	Professional Lecturer		102,559	CY	2,599	2.60		
Ward, Cody	Professional Lecturer		50,500	CY	0	0.00	3	
			<b><u>Departmental Total Increase Amount: 6,933.</u></b>					
<b><u>Hokie Wellness</u></b>								
Andrews, David	Professional Lecturer		54,207	CY	1,167	2.20		
Fritsch, Jon	Professional Lecturer		52,501	AY	1,034	2.01		
Fritsch, Laurie	Professional Lecturer		52,892	AY	1,042	2.01		
Kropff, Catherine	Professional Lecturer	Director, Hokie Wellness	93,645	CY	1,845	2.01		
O'Hara, Kelsey	Professional Lecturer		44,798	CY	878	2.00		
Redding, Joshua	Professional Lecturer		54,169	CY	1,218	2.30		
			<b><u>Departmental Total Increase Amount: 7,184.</u></b>					
<b><u>Intercultural Engagement Center</u></b>								
Garay, Luis	Professional Lecturer		47,500	CY	1,500	3.26		
			<b><u>Departmental Total Increase Amount: 1,500.</u></b>					

*Vice President for Student Affairs*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
<b><u>Military Affairs</u></b>							
Fullhart, Randal	Administrative Lecturer		139,732	CY	2,874	2.10	
Barnhart, Shay	Professional Lecturer		53,045	CY	1,045	2.01	
Combs, David	Professional Lecturer		51,841	AY	1,994	4.00	
Cox, Carrie	Professional Lecturer		52,533	AY	0	0.00	
Humphrey, Elaine	Professional Lecturer		78,038	CY	1,538	2.01	
Jackson, Gary	Professional Lecturer	Assistant Director	52,978	AY	1,038	2.00	
Jones, Lance	Professional Lecturer		51,841	AY	1,994	4.00	
Larkin, Patience	Professional Lecturer		64,303	AY	1,261	2.00	
Mariger, Rewa	Professional Lecturer		61,740	CY	1,217	2.01	
Oberoi, Alexandra	Professional Lecturer		42,844	CY	844	2.01	
Oberoi, Jason	Professional Lecturer		51,005	AY	1,005	2.01	
Payne, Charles	Professional Lecturer		61,396	AY	1,210	2.01	
Riggin, Samantha	Professional Lecturer		42,844	CY	844	2.01	
Russell, Donald	Professional Lecturer		58,366	AY	1,150	2.01	
Snyder, James	Professional Lecturer		74,622	CY	1,470	2.01	
Weaver, Michael	Professional Lecturer		66,052	AY	0	0.00	3
Wiley, Daniel	Professional Lecturer		51,841	AY	1,994	4.00	
<b>Departmental Total Increase Amount:</b>					<b>21,478.</b>		
<b><u>New Student and Family Programs</u></b>							
Farquhar-Caddell, Dakota	Professional Lecturer		46,565	CY	778	1.70	
Rebolledo, Lizette	Professional Lecturer		81,720	CY	1,720	2.15	
Webster, Bobbie	Professional Lecturer		56,375	CY	1,187	2.15	
<b>Departmental Total Increase Amount:</b>					<b>3,685.</b>		
<b><u>Recreational Sports Auxiliary</u></b>							
Cross, Alison	Professional Lecturer		94,096	CY	2,116	2.30	
Feldhaus, Jeffrey	Professional Lecturer		53,196	CY	1,196	2.30	
Glick, Alan	Professional Lecturer		57,068	CY	1,174	2.10	
Gwilliam, Krista	Professional Lecturer		40,000	CY	0	0.00	1
Marquez, Gabriela	Professional Lecturer		50,023	CY	1,125	2.30	
Preston, Dominique	Professional Lecturer		62,614	CY	1,408	2.30	
Rasnick, Shelly	Professional Lecturer		40,920	CY	920	2.30	
Trotter, Steven	Professional Lecturer		51,652	CY	0	0.00	3
<b>Departmental Total Increase Amount:</b>					<b>7,939.</b>		
<b><u>Schiffert Health Center</u></b>							
Wise, Christopher	Administrative Lecturer	Assistant Vice President	146,228	CY	3,008	2.10	
Barry, Fredrick	Professional Lecturer		107,633	AY	2,420	2.30	
Buchanan-Scheyer, Theresa	Professional Lecturer		76,500	CY	1,500	2.00	
Charoensiri, Kanitta	Professional Lecturer		159,630	CY	3,283	2.10	
Chitwood, Patty	Professional Lecturer		139,217	CY	2,596	1.90	
Frasca, Dominic	Professional Lecturer		124,513	AY	2,441	2.00	
Livingston, David	Professional Lecturer		112,590	AY	2,208	2.00	
Mitcham, Rhonda	Professional Lecturer	Associate Director	98,115	CY	2,206	2.30	

*Vice President for Student Affairs*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
Neely, Julie	Professional Lecturer		124,911	CY	2,209	1.80
Pula, Shpresa	Professional Lecturer		78,188	AY	1,758	2.30
Williams, Michael	Professional Lecturer		58,187	AY	0	0.00
Zheng, Jianfeng	Professional Lecturer		73,190	CY	1,365	1.90
<b>Departmental Total Increase Amount:</b>						<b>24,994.</b>

**Services for Students with Disabilities**

Angle, Susan	Professional Lecturer		95,737	CY	2,152	2.30
Brown, Michael	Professional Lecturer		56,736	CY	1,118	2.01
Burns, Emily	Professional Lecturer		46,035	CY	1,035	2.30
Doan, Thanh	Professional Lecturer		40,600	CY	600	1.50
Smith, Deborah	Professional Lecturer		56,736	CY	1,118	2.01
Smith, Donna	Professional Lecturer		48,450	CY	950	2.00
<b>Departmental Total Increase Amount:</b>						<b>6,973.</b>

**Student Engagement and Campus Life**

Simmons, Angela	Administrative Lecturer		140,914	CY	2,898	2.10
Boucher, Robin	Professional Lecturer		53,190	CY	1,048	2.01
Edens, Joseph	Professional Lecturer		47,811	CY	983	2.10
Evans, Heather	Professional Lecturer		77,713	CY	1,636	2.15
Kolb, Clayton	Professional Lecturer		67,792	CY	1,427	2.15
Kuhn, Meghan	Professional Lecturer		50,013	CY	1,005	2.05
Margiotta, Eric	Professional Lecturer		67,361	CY	1,191	1.80
Tamburro, Regina	Professional Lecturer		67,759	CY	1,394	2.10
Wagoner, Heather	Professional Lecturer		94,050	CY	1,980	2.15
Walker, Lamar	Professional Lecturer		46,943	CY	943	2.05
<b>Departmental Total Increase Amount:</b>						<b>14,505.</b>

**Student Affairs Central Auxiliary**

Brown, James	Administrative Lecturer		136,819	CY	2,683	2.00
Gresham, Hunter	Administrative Lecturer		103,309	CY	3,009	3.00
Hawthorne, Lee	Administrative Lecturer		119,850	CY	2,350	2.00
Beecher, Greg	Professional Lecturer		67,746	CY	1,328	2.00
Cox, Natasha	Professional Lecturer		47,500	CY	0	0.00
Glass, Martha	Professional Lecturer		90,143	CY	1,768	2.00
Gursoy, Hikmet	Professional Lecturer		79,584	CY	1,789	2.30
Hayden, William	Professional Lecturer		58,150	CY	1,252	2.20
Houston, Kristen	Professional Lecturer		52,953	CY	1,038	2.00
Hubble, Leslie	Professional Lecturer		69,509	CY	1,363	2.00
Montes, Maria	Professional Lecturer		48,308	CY	808	1.70
Shapiro, Gary	Professional Lecturer		89,867	CY	1,762	2.00
Smith, Patricia	Professional Lecturer		78,338	CY	0	0.00
Williams, Kimberly	Professional Lecturer		47,500	CY	1,500	3.26
<b>Departmental Total Increase Amount:</b>						<b>20,650.</b>

**Thomas Cook Counseling Center Auxiliary**

Klein, Rita	Professional Assistant Prof		89,158	CY	1,919	2.20
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*Vice President for Student Affairs*

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>
Amenkhienan, Charlotte	Professional Lecturer		83,340	CY	1,794	2.20
Arbuckle, Vicki	Professional Lecturer	Assistant Director	93,781	AY	1,386	1.50
Bennett, Gary	Professional Lecturer		98,608	CY	2,123	2.20
Betzel, Cathye	Professional Lecturer		87,661	CY	1,887	2.20
Chapman, Aliya	Professional Lecturer		48,891	CY	1,052	2.20
Davis, Trent	Professional Lecturer		68,209	CY	1,468	2.20
Dye, Jennifer	Professional Lecturer		50,122	AY	1,079	2.20
Flynn, Christopher	Professional Lecturer		133,929	CY	3,011	2.30
Frieben, Joseph	Professional Lecturer		140,515	CY	3,159	2.30
Haak, Patricia	Professional Lecturer		54,403	CY	1,223	2.30
Harrison, Jordan	Professional Lecturer		60,431	CY	1,301	2.20
Hottenstein, Joy	Professional Lecturer		60,384	CY	1,300	2.20
Knackstedt, Paul	Professional Lecturer		60,809	CY	1,309	2.20
Love, Michael	Professional Lecturer		60,431	CY	1,301	2.20
Miller, Laura	Professional Lecturer		57,743	CY	1,243	2.20
Naldo, Lauren	Professional Lecturer		58,229	CY	1,309	2.30
Reinhard, James	Professional Lecturer		189,771	CY	4,085	2.20
Ritchey, Robert	Professional Lecturer		72,485	CY	1,630	2.30
Shen, Claire	Professional Lecturer		67,165	CY	1,446	2.20
Slosman, Heather	Professional Lecturer		59,500	CY	0	0.00
Sturgis, Ellie	Professional Lecturer	Assistant Director	95,552	CY	2,103	2.25
Warf, Stephanie	Professional Lecturer		52,728	CY	0	0.00

**Departmental Total Increase Amount: 37,128.**

**VT Engage: Community Learning Collaborative**

Cotrupi, Catherine	Professional Lecturer		48,454	CY	954	2.01
Kirk, Gary	Professional Lecturer		93,163	CY	1,960	2.15
Wethey, Eliza	Professional Lecturer		54,265	CY	1,069	2.01

**Departmental Total Increase Amount: 3,983.**

**Vice President for Student Affairs - Administration**

Jones, Robin	Administrative Lecturer		119,850	CY	2,350	2.00
Perillo, Patricia	Administrative Lecturer	Vice President	273,673	CY	5,366	2.00
Barbour, Kathleen	Professional Lecturer		99,585	CY	2,096	2.15

**Departmental Total Increase Amount: 9,812.**

**Unit Total Increase Amount: 235,695.**

## Virginia Cooperative Extension

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
<b>Virginia Cooperative Extension</b>							
Price, Tonya	Associate Professor		89,928	CY	1,631	1.85	
Abel, Jennifer	Professional Lecturer		72,861	CY	1,400	1.96	
Abston, Therese	Professional Lecturer		55,216	CY	890	1.64	
Adkins, Alani	Professional Lecturer		38,690	CY	890	2.35	
Allen, George	Professional Lecturer		59,025	CY	890	1.53	
Alstat, Kathryn	Professional Lecturer		59,639	CY	1,080	1.84	
Alt, Theresa	Professional Lecturer		52,974	CY	1,080	2.08	
Anderson, Amber	Professional Lecturer		35,890	CY	890	2.54	
Andrewskiewicz, Mary	Professional Lecturer		44,490	CY	0	0.00	3
Andruczyk, Michael	Professional Lecturer		55,862	CY	1,080	1.97	
Anglin, Kaila	Professional Lecturer		47,219	CY	1,080	2.34	
Appling, Shawn	Professional Lecturer		44,345	CY	890	2.05	
Atkinson, Kimberly	Professional Lecturer		40,845	CY	890	2.23	
Atkinson, Melvin	Professional Lecturer		64,356	CY	1,262	2.00	
Baker, Karen	Professional Lecturer		54,908	CY	1,080	2.01	
Baker, Scott	Professional Lecturer		65,174	CY	1,400	2.20	
Barber, Crystal	Professional Lecturer		58,972	CY	890	1.53	
Bare, Megan	Professional Lecturer		41,690	CY	890	2.18	
Barnes, Laquita	Professional Lecturer		67,452	CY	1,080	1.63	
Barrow, Melanie	Professional Lecturer		54,868	CY	890	1.65	
Barts, Stephen	Professional Lecturer		52,340	CY	1,400	2.75	
Benner, John	Professional Lecturer		45,329	CY	890	2.00	
Blankenship, John	Professional Lecturer		63,134	CY	1,080	1.74	
Blevins, Philip	Professional Lecturer		87,402	CY	1,400	1.63	
Booher, Dara	Professional Lecturer		48,840	CY	1,080	2.26	
Booher, Matthew	Professional Lecturer		54,689	CY	1,400	2.63	
Bordas, Adria	Professional Lecturer		80,453	CY	1,400	1.77	
Bowen, Jason	Professional Lecturer		52,932	CY	1,080	2.08	
Bowen, Jennifer	Professional Lecturer		61,130	CY	1,400	2.34	
Brent, Tara	Professional Lecturer		53,170	CY	1,080	2.07	
Broadus, Michael	Professional Lecturer		52,029	CY	890	1.74	
Brooks, Sally	Professional Lecturer		46,474	CY	1,080	2.38	
Brown, Christopher	Professional Lecturer		48,570	CY	1,080	2.27	
Brown, Ruben	Professional Lecturer		39,772	CY	400	1.02	
Bunn, Travis	Professional Lecturer		47,334	CY	1,080	2.33	
Busekist, Carrie	Professional Lecturer		52,148	CY	648	1.26	
Butterfield, Kimberly	Professional Lecturer		44,345	CY	890	2.05	
Callan, Peter	Professional Lecturer		62,220	CY	1,080	1.77	
Camm, Kevin	Professional Lecturer		54,305	CY	1,080	2.03	
Carrington, Anne-Carter	Professional Lecturer		69,849	CY	1,080	1.57	
Carter, Jennifer	Professional Lecturer		95,000	CY	0	0.00	1
Carter, Katherine	Professional Lecturer		47,770	CY	1,080	2.31	
Childs, Clay	Professional Lecturer		84,811	CY	1,400	1.68	
Clark, Neil	Professional Lecturer		63,512	CY	1,080	1.73	

*Virginia Cooperative Extension*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Clark, Robert	Professional Lecturer		59,482	CY	1,080	1.85	
Clarke, C	Professional Lecturer		64,422	CY	1,400	2.22	
Clem, Nicole	Professional Lecturer		50,325	CY	1,080	2.19	
Conrad, Kirsten	Professional Lecturer		56,679	CY	1,080	1.94	
Cooper, Jason	Professional Lecturer		49,934	CY	890	1.81	
Costanza, Gregory	Professional Lecturer		53,434	CY	890	1.69	
Council, Brittany	Professional Lecturer		43,834	CY	890	2.07	
Cox, Erin	Professional Lecturer		44,269	CY	1,080	2.50	
Crews, Sarah	Professional Lecturer		42,829	CY	890	2.12	
Cromwell, Robert	Professional Lecturer		34,455	CY	0	0.00	3
Daniel, Katherine	Professional Lecturer		63,397	CY	1,400	2.26	
Daubert, Jeremy	Professional Lecturer		57,019	CY	1,080	1.93	
Davis, Andrea	Professional Lecturer		50,369	CY	1,080	2.19	
Davis, Jennifer	Professional Lecturer		39,434	CY	890	2.31	
Davis, Rebecca	Professional Lecturer		68,019	CY	1,080	1.61	
Deitch, Ursula	Professional Lecturer		52,224	CY	1,080	2.11	
Dickerson, Ambre	Professional Lecturer		69,546	CY	1,400	2.05	
Diehl, Stephanie	Professional Lecturer		71,666	CY	1,400	1.99	
Do, Van	Professional Lecturer		44,690	CY	890	2.03	
Dolan, Amanda	Professional Lecturer		38,474	CY	1,080	2.89	
Downing, Adam	Professional Lecturer		66,618	CY	1,400	2.15	
Eanes, Linda	Professional Lecturer		47,868	CY	890	1.89	
Edmonds, Kimberly	Professional Lecturer		58,465	CY	1,080	1.88	
Eigel, Bethany	Professional Lecturer		58,609	CY	1,080	1.88	
Elliott, Alyssa	Professional Lecturer		37,894	CY	0	0.00	
Ellmore, Roger	Professional Lecturer		106,922	CY	2,097	2.00	
Epes, Christopher	Professional Lecturer		43,000	CY	0	0.00	2
Fannon, Amy	Professional Lecturer		56,055	CY	1,080	1.96	
Fisher, Kevin	Professional Lecturer		68,204	CY	1,400	2.10	
Fisher, Sandra	Professional Lecturer		79,879	CY	1,742	2.23	
Flanagan, Roy	Professional Lecturer		56,570	CY	1,080	1.95	
Frick, Carl	Professional Lecturer		48,880	CY	1,080	2.26	
Furgurson, Sonya	Professional Lecturer		59,270	CY	1,080	1.86	
Goerlich, Daniel	Professional Lecturer	District Director	89,135	CY	2,025	2.32	
Gorimani-Mundoma, Elizabeth	Professional Lecturer		52,345	CY	890	1.73	
Gregg, Cynthia	Professional Lecturer		68,312	CY	1,080	1.61	
Griffith, Carly	Professional Lecturer		39,890	CY	890	2.28	
Grimes, Kelsey	Professional Lecturer		45,770	CY	1,080	2.42	
Grosse, Rachel	Professional Lecturer		48,070	CY	1,080	2.30	
Gustafson, Krista	Professional Lecturer		52,433	CY	1,400	2.74	
Hahn, Johanna	Professional Lecturer		66,083	CY	1,080	1.66	
Hairston, Brian	Professional Lecturer		60,871	CY	1,400	2.35	
Hale, Daniel	Professional Lecturer		40,345	CY	890	2.26	
Hale, Kasey	Professional Lecturer		36,345	CY	890	2.51	
Hawkins, Amy	Professional Lecturer		49,344	CY	1,080	2.24	

*Virginia Cooperative Extension*

<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Hawn, Christopher	Professional Lecturer		58,000	CY	0	0.00	2
Hawse, Emily	Professional Lecturer		52,029	CY	890	1.74	
Haynes, Brenda	Professional Lecturer		41,675	CY	1,080	2.66	
Henderson, Jane	Professional Lecturer		72,537	CY	1,080	1.51	
Herdman, Wendy	Professional Lecturer		53,071	CY	1,080	2.08	
Hilleary, James	Professional Lecturer		72,369	CY	1,080	1.51	
Hodges, Christine	Professional Lecturer		60,330	CY	1,400	2.38	
Hopkins, Crysti	Professional Lecturer		59,329	CY	890	1.52	
Horn, Douglas	Professional Lecturer		57,434	CY	890	1.57	
Howland, Catherine	Professional Lecturer		51,162	CY	1,080	2.16	
Iden, Charles	Professional Lecturer		52,215	CY	925	1.80	
Jarvis, Leon	Professional Lecturer		67,832	CY	1,080	1.62	
Jerrell, Scottie	Professional Lecturer		56,149	CY	1,080	1.96	
Jessee, Denny	Professional Lecturer		68,740	CY	1,400	2.08	
Johnson, Elizabeth	Professional Lecturer		58,412	CY	1,080	1.88	
Johnson, Gaylynn	Professional Lecturer		42,890	CY	890	2.12	
Johnson, Jeremy	Professional Lecturer		63,324	CY	1,440	2.33	
Jones, Bruce	Professional Lecturer		69,679	CY	1,080	1.57	
Jones, Danielle	Professional Lecturer		52,767	CY	1,080	2.09	
Jones, Robert	Professional Lecturer		61,532	CY	890	1.47	
Jones, Robert	Professional Lecturer		37,624	CY	1,080	2.96	
Kindred, Gina	Professional Lecturer		74,258	CY	1,400	1.92	
Kirby, Katrina	Professional Lecturer		49,219	CY	1,080	2.24	
Kopp, Lauren	Professional Lecturer		42,880	CY	1,080	2.58	
Lawrence, Marion	Professional Lecturer		77,208	CY	1,400	1.85	
Lawrence, Mary	Professional Lecturer		42,898	CY	890	2.12	
Layton-Dudding, Jeannie	Professional Lecturer		52,519	CY	1,080	2.10	
Leech, Samuel	Professional Lecturer		36,434	CY	890	2.50	
Lewis, Kelly	Professional Lecturer		42,690	CY	890	2.13	
Lichty, Christopher	Professional Lecturer		63,456	CY	1,080	1.73	
Ligon, Jennifer	Professional Lecturer		55,181	CY	1,400	2.60	
Lillard, Clare	Professional Lecturer		54,434	CY	890	1.66	
Lomax, Twandra	Professional Lecturer		57,181	CY	1,080	1.93	
Love, Kenner	Professional Lecturer		61,092	CY	1,080	1.80	
Maclin, Hermon	Professional Lecturer		69,884	CY	1,080	1.57	
Makufka, Craig	Professional Lecturer		36,425	CY	1,400	4.00	
Mallory, Kelly	Professional Lecturer		51,757	CY	1,080	2.13	
Marks, Darla	Professional Lecturer		49,314	CY	1,080	2.24	
Martel, Cynthia	Professional Lecturer		50,770	CY	1,080	2.17	
Martin, Kimberly	Professional Lecturer		39,535	CY	1,080	2.81	
Martin, Michael	Professional Lecturer		103,170	CY	1,880	1.86	
Martindell, Morgan	Professional Lecturer		37,345	CY	890	2.44	
Mason, James	Professional Lecturer		35,890	CY	890	2.54	
Maxey Nay, Laura	Professional Lecturer		47,970	CY	1,080	2.30	
Maxwell, Charlotte	Professional Lecturer		36,190	CY	890	2.52	



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<b>Name</b>	<b>Rank</b>	<b>Title</b>	<b>Recommended Salary For 2017 - 2018</b>	<b>Appt</b>	<b>Increase Amount</b>	<b>Increase Pct.</b>	
Mayo, Kimberly	Professional Lecturer		62,014	CY	1,400	2.31	
McFarland, Mary	Professional Lecturer		72,445	CY	1,080	1.51	
McKeon, Jessica	Professional Lecturer		34,978	CY	686	2.00	
Meade, Donna	Professional Lecturer		51,011	CY	1,080	2.16	
Meeks, Phillip	Professional Lecturer		54,570	CY	1,080	2.02	
Miller, Caitlin	Professional Lecturer		45,369	CY	1,080	2.44	
Miller, Matthew	Professional Lecturer		56,046	CY	1,080	1.96	
Misch, Teresa	Professional Lecturer		45,829	CY	890	1.98	
Mitchell, Sonja	Professional Lecturer		52,474	CY	1,080	2.10	
Mize, Kayleigh	Professional Lecturer		40,345	CY	890	2.26	
Mize, Timothy	Professional Lecturer		65,203	CY	1,080	1.68	
Morgan, Jacob	Professional Lecturer		50,000	CY	0	0.00	2
Morris, Reginald	Professional Lecturer		54,019	CY	1,080	2.04	
Morrison, Robbie	Professional Lecturer		54,470	CY	1,080	2.02	
Morton, Sarah	Professional Lecturer		87,444	CY	1,715	2.00	
Mosley, Cristy	Professional Lecturer		61,572	CY	1,400	2.33	
Mullins, William	Professional Lecturer		61,972	CY	1,080	1.77	
Munden, Karen	Professional Lecturer		74,777	CY	1,400	1.91	
Mungo, Jonette	Professional Lecturer		51,690	CY	890	1.75	
Mussey, Guy	Professional Lecturer		72,657	CY	1,080	1.51	
Nansel, Carol	Professional Lecturer		67,573	CY	1,400	2.12	
Nauta, Ashley	Professional Lecturer		42,974	CY	1,080	2.58	
Newby, Shevonne	Professional Lecturer		46,434	CY	890	1.95	
Nguyen, Lenah	Professional Lecturer		59,034	CY	1,400	2.43	
Norton, Haley	Professional Lecturer		47,270	CY	1,080	2.34	
Ohlwiler, Timothy	Professional Lecturer		59,026	CY	1,400	2.43	
Olsen, Edward	Professional Lecturer		59,345	CY	890	1.52	
Overbay, Andrew	Professional Lecturer		71,850	CY	1,400	1.99	
Overby, Kathryn	Professional Lecturer		48,369	CY	1,080	2.28	
Painter, Tyler	Professional Lecturer		42,229	CY	890	2.15	
Parrish, Michael	Professional Lecturer		71,098	CY	1,080	1.54	
Paulette, Morgan	Professional Lecturer		40,434	CY	890	2.25	
Payne, April	Professional Lecturer		44,934	CY	890	2.02	
Pearson, Jocelyn	Professional Lecturer		49,217	CY	1,080	2.24	
Peek, Crystal	Professional Lecturer		61,751	CY	1,400	2.32	
Peek, Danny	Professional Lecturer		87,175	CY	2,025	2.38	
Pickett, Tonya	Professional Lecturer		37,284	CY	890	2.45	
Pierce, Drexel	Professional Lecturer		42,990	CY	0	0.00	3
Pittman, Theresa	Professional Lecturer		47,469	CY	1,080	2.33	
Poff, Karen	Professional Lecturer		63,634	CY	890	1.42	
Pomfrey, Emily	Professional Lecturer		38,474	CY	1,080	2.89	
Porter, Tracy	Professional Lecturer		46,880	CY	1,080	2.36	
Pottorff, Stephen	Professional Lecturer		51,829	CY	890	1.75	
Pratt, Sarah	Professional Lecturer		50,690	CY	890	1.79	
Preisser, Afton	Professional Lecturer		37,974	CY	1,080	2.93	

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<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended Salary For 2017 - 2018</u>	<u>Appt</u>	<u>Increase Amount</u>	<u>Increase Pct.</u>	
Prillaman, Leslie	Professional Lecturer		73,327	CY	1,080	1.49	
Prillaman, Susan	Professional Lecturer		64,971	CY	1,080	1.69	
Pudney, Ellen	Professional Lecturer		44,230	CY	1,080	2.50	
Puryear, Cindy	Professional Lecturer		48,829	CY	890	1.86	
Raines, Robyn	Professional Lecturer		56,838	CY	1,114	2.00	
Reed, Kathleen	Professional Lecturer		39,890	CY	890	2.28	
Reiter, James	Professional Lecturer		57,926	CY	1,080	1.90	
Rice, Sharon	Professional Lecturer		49,535	CY	1,080	2.23	
Rij, Ursula	Professional Lecturer		38,939	CY	0	0.00	
Robbins, Hannah	Professional Lecturer		36,974	CY	1,080	3.01	
Robbins, Karla	Professional Lecturer		47,455	CY	0	0.00	3
Robinson, Amber	Professional Lecturer		40,587	CY	648	1.62	
Robinson, Dillon	Professional Lecturer		36,434	CY	890	2.50	
Romano, Timothy	Professional Lecturer		39,970	CY	1,080	2.78	
Romelczyk, Stephanie	Professional Lecturer		50,570	CY	1,080	2.18	
Rose, Kelly	Professional Lecturer		45,229	CY	890	2.01	
Rosson, Charles	Professional Lecturer		60,061	CY	1,080	1.83	
Rothwell, Marie	Professional Lecturer		46,124	CY	1,080	2.40	
Ruszczuk-Murray, Christina	Professional Lecturer		55,970	CY	1,080	1.97	
Schalk, Rita	Professional Lecturer		62,097	CY	1,080	1.77	
Scott, Kelli	Professional Lecturer		50,693	CY	1,080	2.18	
Scott, Michael	Professional Lecturer		62,764	CY	1,080	1.75	
Sexton, Demi	Professional Lecturer		36,000	CY	0	0.00	2
Sharpe, Sarah	Professional Lecturer		41,345	CY	890	2.20	
Sheffield, Rebecca	Professional Lecturer		57,890	CY	1,400	2.48	
Shortridge, Sandra	Professional Lecturer		52,203	CY	890	1.73	
Siegle, Laura	Professional Lecturer		50,823	CY	1,400	2.83	
Slabach, Rebekah	Professional Lecturer		36,890	CY	890	2.47	
Spencer, Janet	Professional Lecturer		75,000	CY	0	0.00	1
Sponaugle, Kari	Professional Lecturer		46,369	CY	1,080	2.38	
Sprenger, Cristin	Professional Lecturer		55,449	CY	890	1.63	
Spurlin, Kevin	Professional Lecturer		57,591	CY	1,080	1.91	
Stafford, Carl	Professional Lecturer		67,731	CY	1,080	1.62	
Stanley, Thomas	Professional Lecturer		58,928	CY	890	1.53	
Steffey, Karlee	Professional Lecturer		36,939	CY	0	0.00	
Stokes, Pauline	Professional Lecturer		40,974	CY	1,080	2.71	
Stoneman, Sandra	Professional Lecturer		48,230	CY	1,080	2.29	
Stowe, Jamie	Professional Lecturer		55,966	CY	1,080	1.97	
Strong, Kathryn	Professional Lecturer		62,370	CY	1,080	1.76	
Sturm, Glenn	Professional Lecturer		46,769	CY	1,080	2.36	
Sutphin, Mark	Professional Lecturer		65,473	CY	1,400	2.19	
Sutphin, Stuart	Professional Lecturer		67,994	CY	890	1.33	
Swanson, Carrie	Professional Lecturer		63,564	CY	1,080	1.73	
Tanner, Karen	Professional Lecturer		63,870	CY	1,080	1.72	
Temple, Karrin	Professional Lecturer		43,019	CY	1,080	2.58	

## Virginia Cooperative Extension

<u>Name</u>	<u>Rank</u>	<u>Title</u>	<u>Recommended</u>		<u>Increase</u> <u>Amount</u>	<u>Increase</u> <u>Pct.</u>	
			<u>Salary For</u> <u>2017 - 2018</u>	<u>Appt</u>			
Thacker, Paige	Professional Lecturer		66,615	CY	1,400	2.15	
Thompson, Jennifer	Professional Lecturer		56,057	CY	1,080	1.96	
Thompson, John	Professional Lecturer		75,000	CY	0	0.00	1
Tierney, Megan	Professional Lecturer		52,733	CY	1,080	2.09	
Tillotson, Bonnie	Professional Lecturer		55,188	CY	1,080	2.00	
Tucker, Lindy	Professional Lecturer		49,270	CY	1,080	2.24	
Vanden Hoek, Corissa	Professional Lecturer		41,934	CY	890	2.17	
Vargo, Ann	Professional Lecturer		44,995	CY	1,400	3.21	
Verdu, Caitlin	Professional Lecturer		47,690	CY	890	1.90	
Vest, Jonathan	Professional Lecturer		57,843	CY	890	1.56	
Walden, Alyssa	Professional Lecturer		54,370	CY	1,080	2.03	
Wallace, Ruth	Professional Lecturer		74,327	CY	1,400	1.92	
Walsh, Markley	Professional Lecturer		46,345	CY	890	1.96	
White, LaSonya	Professional Lecturer		54,624	CY	1,080	2.02	
Wilder, Rebecca	Professional Lecturer		47,880	CY	1,080	2.31	
Williams, Katrida	Professional Lecturer		47,690	CY	890	1.90	
Williams, Krystal	Professional Lecturer		42,000	CY	0	0.00	2
Williams, Marcus	Professional Lecturer		38,939	CY	0	0.00	
Williams, Susan	Professional Lecturer		62,424	CY	1,224	2.00	
Wilson, Amber	Professional Lecturer		49,755	CY	890	1.82	
Winston, Rachael	Professional Lecturer		36,845	CY	890	2.48	
Woodson, Thomas	Professional Lecturer		45,869	CY	1,080	2.41	
Worrell, William	Professional Lecturer		64,440	CY	890	1.40	
Wright, LaWanda	Professional Lecturer		61,663	CY	1,080	1.78	
Wyskiewicz, Cynthia	Professional Lecturer		59,228	CY	1,080	1.86	
Yager, Kristina	Professional Lecturer		38,829	CY	890	2.35	
Young, Kendra	Professional Lecturer		57,983	CY	1,080	1.90	

**Departmental Total Increase Amount: 256,962.**

**Unit Total Increase Amount: 256,962.**

**University Total Increase Amount: \$7,801,035**

*Associated Fringe Benefit Costs* <sup>6</sup> : \$1,894,871

**Total Cost of Faculty Merit Process: \$9,695,906**

**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 - Proposed Increase is an annual deferred compensation effective July 1, 2017. The Departmental, Unit, and University Total Increase amounts in the report do not include these deferred compensation actions.
- 6 - Based upon university-wide average variable fringe 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