2017-18 Promotion, Tenure, and Continued Appointment Program

ACADEMIC AFFAIRS COMMITTEE AND FINANCE AND AUDIT COMMITTEE

April 10, 2017

Traditionally, increases for faculty promoted in the spring are effective at the beginning of the academic year (or in the case of calendar-year faculty, at the beginning of the fiscal year). Consistent with the 2017-18 faculty compensation plan, salary adjustments are proposed at this time for teaching and research faculty who have been promoted in rank during the 2016-17 academic year. The following raises are recommended for promotions to:

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

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

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

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

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

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

Senior Agent	\$5,000
Agent	3,000

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

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

RECOMMENDATION:

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

June 5, 2017

Attachment

		Decemmended		le.			tachment
Name	Promoted Rank	Recommended Salary 2017-18	Appt (1)		<u>icrease over 2</u> nount	Percent	Code
		- Odiary 2017-10	Appt		- Iount	Tercent	
COLLEGE OF AGRICULTUR							_
Dalloul, Rami Ali	Professor	\$ 111,600	AY	\$	7,000	6.69	2
Guthrie, Joseph W	Senior Instructor	69,960	AY		5,000	7.70	2
Krometis, Leigh Anne Hen	Associate Professor	98,830	AY		5,000	5.33	3
Leshyn, Barbara Helen	Senior Instructor	74,315	AY		5,000	7.21	2
Mukhopadhyay, Biswarup	Professor	132,724	CY		7,000	5.57	2
Neilson, Andrew P	Associate Professor	89,050	AY		5,000	5.95	3
Owen, James Stetter	Associate Professor	94,700	AY		5,000	5.57	3
Persia, Michael E	Associate Professor	105,242	AY		5,000	4.99	3
Rhoads, Michelle	Associate Professor	98,245	AY		5,000	5.36	3
Sharakhov, Igor V	Professor	130,512	CY		7,000	5.67	2
COLLEGE OF ARCHITECTU	IRE & URBAN STUDIES						
Cowell, Margaret M	Associate Professor	84,355	AY		5,000	6.30	3
Ermann, Michael G.	Professor	103,475	AY		7,000	7.26	2
Head, Travis	Associate Professor	79,075	AY		5,000	6.75	3
McCoy, Andrew Patton	Professor	138,029	AY		7,000	5.34	2
Turkaslan Bulbul, Muhsin	Associate Professor	92,850	AY		5,000	5.69	3
COLLEGE OF BUSINESS							
Bhattacharjee, Sudip	Professor	202,339	AY		7,000	3.58	2
Xu, Jin	Associate Professor	231,723	AY		5,000	2.21	3
COLLEGE OF ENGINEERIN	G						
Black, Jonathan T	Professor	131,225	AY		7,000	5.63	3
Burgos, Rolando	Associate Professor	125,966	AY		0	0.00	1
Clancy, Thomas Charles	Professor	257,000	CY		7,000	2.80	2
Gallagher, Daniel L	Professor	111,137	AY		7,000	6.72	2
He, Zhen	Professor	116,598	AY		7,000	6.39	2
Kochersberger, Kevin Bru	Associate Professor	115,091	AY		0	0.00	1
Luxbacher, Kramer Davis	Professor	154,886	CY		7,000	4.73	2
McNair, Elizabeth D	Professor	105,356	AY		7,000	7.12	2
Murayama, Mitsuhiro	Professor	109,493	AY		7,000	6.83	3
Onufriev, Alexey	Professor	112,133	AY		7,000	6.66	2
Roan, Michael J	Professor	133,669	AY		7,000	5.53	2
Ross, Shane David	Professor	163,247	CY		7,000	4.48	2
Saad, Walid	Associate Professor	110,504	AY		5,000	4.74	3
Sarver, Emily Allyn	Associate Professor	132,066	CY		5,000	3.93	3
Tarazaga, Pablo Alberto	Associate Professor	107,563	AY		5,000	4.88	3
Van Dyke, Mark	Associate Professor	143,821	CY		0,000	0.00	1
Xu, Yong	Professor	109,339	AY		7,000	6.84	2
Zuo, Lei	Professor	201,416	CY		7,000	3.60	2
COLLEGE OF LIBERAL AR	TS AND HUMAN SCIENCES						
Andrango-Walker, Catalin	Associate Professor	65,668	AY		5,000	8.24	3
Ansell, Aaron	Associate Professor	67,660	AY		5,000	7.98	3
Dickow, Alexander	Associate Professor	62,397	AY		5,000	8.71	3
Dixit, Priya	Associate Professor	81,164	AY		5,000	6.56	3
Gardner, Alexa Fraley	Advanced Instructor	45,255	CY		3,000	7.10	2
Graves, Ellington T	Senior Instructor	77,303	AY		5,000	6.92	2
Ni, Zhange	Associate Professor	70,438	AY		5,000	7.64	3
Ovink, Sarah	Associate Professor	82,857	AY		5,000	6.42	3

Attachment

Name Promoted Rank Salary 2017-18 Appt IV Amount Porcent Code COLLEGE OF NATURAL RESOURCES & ENVIRONMENT 76.521 AY 5.000 6.00 3 Shao, Yang Associatio Professor 76.521 AY 5.000 7.03 3 Shoo, Yang Associatio Professor 76.503 AY 5.000 7.03 3 Shoo, Hard Associatio Professor 76.503 AY 7.000 6.00 3 COLLEGE OF SCIENCE Barrett, John E Professor 125.800 AY 7.000 8.16 2 Barrett, John E Professor 10.09.46 AY 7.000 6.80 2 Corninish, Adam Polir Associatio Professor 114.500 AY 5.000 5.52 3 Caszer, Estelban Associatio Professor 19.000 AY 5.000 5.52 3 Leitel Manne Associatio Professor 19.000 AY 5.000 5.93 3 Associatio Pr			Recommended		Increase over	2016-17	itaoiiiioiit
College OF NATURAL RESOURCES & ENVIRONMENT 76,521 AY 5,000 6.99 3 3 3 3 3 3 3 3 3	Name	Promoted Rank		Appt (1)			Code
Oliver, Robert Douglas Associate Professor 70.521 AY 5,000 0.99 3 Shan, Yang Associate Professor 70.501 AY 5,000 7.03 3 Social, Michael G Associate Professor 70.503 AY 5,000 6.00 3 COLLEGE OF SCIENCE Ball, Shary IS Professor 128,600 AY 7,000 5.55 2 Barratt, Lohn E Professor 98,800 AY 7,000 6.36 3 Brown, Byan Lyle Associate Professor 84,070 AY 5,000 6.32 3 Clinini, Daniela Professor 119,945 AY 7,000 6.32 3 Clinini, Daniela Professor 119,945 AY 7,000 6.32 3 Clinini, Daniela Ay 10,000 AY 5,000 5.52 3 Calerbein Associate Professor 10,000 AY 5,000 5.52 3 Morria, Amanda	COLLEGE OF NATURAL RE	SOURCES & ENVIRONMEN		7.664			
Sance Associate Professor 76,101 AY 5,000 7,03 3 3 3 3 3 3 3 3 3				AY	5 000	6 99	3
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Ball, Sheryl B	conce, mender c	, 100001410 1 10100001	. 0,000	,	0,000	0.00	· ·
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Brown, Bryan Lyle	Ball, Sheryl B	Professor	126,600	AY	7,000	5.85	2
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Dominick Adam Plotr	Brown, Bryan Lyle	Associate Professor	84,070	AY	5,000	6.32	3
Gazel, Esteban Associate Professor 95,615 AY 5,000 5,52 3 Loehr, Nichralas A Professor 100,000 AY 7,000 6.86 2 Norton, Anderson Hassell Professor 106,300 AY 7,000 7.05 2 Richey, John Anthrony Associate Professor 80,000 AY 5,000 5.95 3 Robins, Nicholas P Advanced Instructor 44,820 AY 3,000 7,17 2 Romans, Brian W Associate Professor 91,000 AY 5,000 5,81 3 Professor 142,396 CY 7,000 5,17 3 Professor 122,474 CY 5,000 4,26 3 Pancoto, Thereas Elizab Associate Professor 122,335 CY 5,000 4,26 2 Zimmerman, Kurt L Professor 75,583 CY 5,000 3,81 5 Speer, Julie Griffin Associate Professor<	Cimini, Daniela	Professor	109,945	AY	7,000	6.80	2
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Hall, Nathan	Zimmerman, Kurt L.	Professor	130,457	CY	7,000	5.67	2
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Woodson, Thomas L Agent 44,789 CY 3,000 7.18 2	Thompson, John G	=		CY			2
	Woodson, Thomas L	Agent	44,789	CY	3,000	7.18	2

Attachment

		Recommended			Increase over 2016-17		
Name	Promoted Rank	Salary 2017-18	Appt ⁽¹⁾	Amount	Percent	Code	
VICE PRESIDENT FOR I	RESEARCH						
Fox, Michael A	Associate Professor	200,049	CY	0	0.00	1	
Kelly, Deborah F	Associate Professor	157,440	CY	5,000	3.28	3	
	Total Promotion & Tenure	Adjustments	-\$	437,000			

Summary of Promotion and Tenure Adjustments

Promoted Rank	In	crease	Number of Adjustments	Total Amount	
Agent	\$	3,000	18	\$	54,000
Senior Agent		5,000	2		10,000
Assistant Professor		3,000	-		-
Associate Professor (2)		5,000	38		170,000
Professor		7,000	26		182,000
Advanced Instructor		3,000	2		6,000
Senior Instructor		5,000	3		15,000
Subtotal Promotion and	Tenure Adj	justments	89		437,000
Associated Fringe Bene	fit Costs ⁽³⁾	ı			106,147
TOTAL COST OF PROM	OTION AND	TENURE AD.	IUSTMENTS	\$	543,147

Codes:

- 1: Tenure
- 2: Promotion
- 3: Promotion with Tenure
- 4: Continued Appointment
- 5: Promotion and Continued Appointment

Notes

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

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

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