### **Faculty Personnel Changes Report**

### ACADEMIC, RESEARCH, AND STUDENT AFFAIRS COMMITTEE AND FINANCE AND RESOURCE MANAGEMENT COMMITTEE

### Period of June 25, 2022 through September 24, 2022

The Faculty Personnel Changes Report includes new appointments and adjustments in salaries for select faculty as defined by the Resolution on Delegation of Authority for Selected Faculty Personnel Actions passed by the Board in November 2020. Included in this report are teaching and research faculty in the colleges, and administrative and professional faculty that support the university including the library, extension, academic support, athletics, and administration. The report is organized by senior management area (college or vice presidential area), and includes the following faculty personnel appointments and salary adjustments from the previous quarter based on payroll period dates:

Teaching and Research Faculty New Appointments with Tenure or Continued Appointment New Appointments to Tenure-Track or Continued Appointment-Track	21 60
Adjustments in Salary One-time payments	11 0
Administrative and Professional Faculty New Appointments Adjustments in Salary One-time payments	8 10 45
Research Faculty Adjustments in Salary	0

#### Faculty Adjustments not included in the report

	Number	Average Salary	Avg \$ Increase	Avg % Increase	Total Increase
Teaching and Research Faculty	64	\$161,827	\$10,598	7.20%	\$678,246
Administrative and Professional Faculty	130	\$86,123	\$7,324	10.37%	\$952,108

#### **RECOMMENDATION:**

That the Board ratify the Faculty Personnel Changes Report.

November 14, 2022

# Teaching and Research Faculty

New Appointments

			Annat	Effective.	Doveout			0.22
Name	Title	Department	Appt	Effective	Percent		Daca	One-
Name	nue	Department	Months	Date	Appt		Base	time
College of Architecture, Arts, and Design								
conege of Architecture, Arts, and Design								
Choi, Yoon Jung	Assistant Professor	School of Design	9	08/10/2022	100%	\$	80,000	
Ha, Jaeyoung	Assistant Professor	School of Architecture	9	08/30/2022	100%	Ś	80,000	
Loeffert, Jeffrey J.	Director and Professor	School of Performing Arts	12	07/01/2022	100%	\$	175,000	
Loeffert, Kimberly G.	Assistant Professor	School of Performing Arts	9	08/10/2022	100%	\$	72,000	
Nedic, Dajana	Assistant Professor	School of Visual Arts	9	08/10/2022	100%	Ś	75,000	
Paine, Rachael L.	Assistant Professor	School of Visual Arts	9	08/10/2022	100%	\$	85,000	
Thapa, Anu	Assistant Professor	School of Performing Arts	9	08/10/2022	100%	Ś	67,000	
			5	00, 10, 2022	20070	Ŷ	07,000	
College of Agriculture and Life Sciences								
Chen, Zhenshan	Assistant Professor	Agricultural & Applied Economics	9	08/10/2022	100%	\$	87,000	
Cheng, Rachel A.	Assistant Professor	Food Science and Technology	9	08/10/2022	100%	\$	86,000	
Cheng, Yifan	Assistant Professor	Food Science and Technology	9	08/10/2022	100%	\$	89,000	
He, Xi	Assistant Professor	Agricultural & Applied Economics	9	08/10/2022	100%	\$	89,000	
Higgins, Douglas S.	Assistant Professor	Eastern Shore AREC	9	08/10/2022	100%	\$	85,000	
Holmes, Chanita	Assistant Professor	Agricultural & Applied Economics	9	08/10/2022	100%	\$	, 91,350	
Possinger, Angela R.	Assistant Professor	School of Plant & Environmental Science	9	08/10/2022	100%	Ś	86,000	
Rashed, Arash	Director & Entomologist SPAREC	Southern Piedmont AREC	12	07/01/2022	100%	Ś	147,000	
Rice, Kevin B.	Director & Entomologist AHSAREC			08/10/2022	100%	Ś	120,000	
			12	,,		Ŧ		
Sun, Wei	Assistant Professor	Biochemistry	9	08/10/2022	100%	\$	85,000	
Sunderman, Hannah M.	Assistant Professor	Agriculture, Leadership, & Community Education	9	08/10/2022	100%	\$	87,000	
			9					
Zeng, Yuan	Assistant Professor	Southern Piedmont AREC	9	08/10/2022	100%	\$	85,000	
College of Engineering								
<u>Conege of Engineering</u>								
Arul Jayachandran, Monica	Assistant Professor	Civil & Environmental Engineering	9	08/10/2022	100%	\$	100,000	
Atkins, Ella	Professor and Department Head	Aerospace and Ocean Engineering	12	08/01/2022	100%	\$	252,221	
Budhu, Jordan	Assistant Professor	Electrical and Computer Engineering	9	08/10/2022	100%	\$	106,000	
David-John, Brendan M.	Assistant Professor	Computer Science	9	08/10/2022	100%	\$	121,000	
Ford, David N.	Professor	Civil & Environmental Engineering	9	08/10/2022	100%	\$	195,000	
Gurari, Netta	Assistant Professor	Biomedical Engineering & Mechanics	9	08/10/2022	100%	\$	112,000	
Khatib, Sheima	Associate Professor	Chemical Engineering	9	08/10/2022	100%	\$	128,000	
Kim, Dayoung	Assistant Professor	Department of Engineering Education	9	08/10/2022	100%	\$	94,000	
Kodambaka, Suneel Kumar	Professor and Department Head	Materials Science & Engineering	12	07/01/2022	100%	\$	206,000	
Korneva, Arina	Assistant Professor	Biomedical Engineering & Mechanics	9	09/10/2022	100%	\$	105,000	
Li, Huaicheng	Assistant Professor	Computer Science	9	08/10/2022	100%	\$	123,000	
Li, Suyi	Associate Professor	Mechanical Engineering	9	08/10/2022	100%	\$	125,000	
Liao, Jingqiu	Assistant Professor	Civil & Environmental Engineering	9	08/10/2022	100%	\$	105,000	
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### New Appointments Continued

			Appt	Effective	Percent		One-
Name	Title	Department	Months	Date	Appt	Base	time
Lin, Zin	Assistant Professor	Electrical and Computer Engineering	9	08/10/2022	100%	\$ 110,000	
Munoz Pauta, David F.	Assistant Professor	Civil & Environmental Engineering	9	08/10/2022	100%	\$ 98,000	
Pandey, Rohit	Assistant Professor	Mining and Minerals Engineering	9	08/17/2022	100%	\$ 98,000	
Raeymaekers, Bart	Professor	Mechanical Engineering	9	08/10/2022	100%	\$ 190,000	
Rao, Prahalada K.	Associate Professor	Industrial and Systems Engineering	9	08/10/2022	100%	\$ 112,000	
Rodriguez, Sarah L.	Associate Professor	Department of Engineering Education	9	08/10/2022	100%	\$ 120,000	
Sajadi, Susan	Assistant Professor	Department of Engineering Education	9	08/10/2022	100%	\$ 95,000	
Thomas, Christopher L.	Assistant Professor	Computer Science	9	08/10/2022	100%	\$ 123,000	
Tian, Zhenhua	Assistant Professor	Mechanical Engineering	9	08/10/2022	100%	\$ 115,000	
Topcu, Taylan G.	Assistant Professor	Industrial and Systems Engineering	9	08/10/2022	100%	\$ 101,000	
Toy, Esra B.	Assistant Professor	Industrial and Systems Engineering	9	08/10/2022	100%	\$ 126,000	
Zhang, Ruichuan	Assistant Professor	Myers-Lawson School of Construction	9	08/10/2022	100%	\$ 92,000	
Zhu, Qin	Associate Professor	Department of Engineering Education	9	08/10/2022	100%	\$ 105,000	
College of Liberal Arts and Human Sciences	5						
Allen, Amy E.	Assistant Professor	School of Education	9	08/10/2022	100%	\$ 68,500	
Cahen, Claire	Assistant Professor	School of Public & International Affairs	9	08/10/2022	100%	\$ 86,000	
Corredor, Mercedes M.	Assistant Professor	Philosophy	9	08/10/2022	100%	\$ 68,000	
Gibbs, Daniel A.	Assistant Professor	Political Science	9	08/10/2022	100%	\$ 68,000	
Lowery, Charles L.	Associate Professor	School of Education	9	08/10/2022	100%	\$ 88,500	
Mastracci, Sharon	Professor	School of Public & International Affairs	9	08/10/2022	100%	\$ 112,000	
Ramirez, Geovani	Assistant Professor	English	9	08/10/2022	100%	\$ 80,000	
Sud, Rohan	Assistant Professor	Philosophy	9	08/10/2022	100%	\$ 72,000	
Yoo, Jaeyong	Assistant Professor	Apparel, Housing, and Resource Management	9	08/10/2022	100%	\$ 89,500	
College of Natural Resources							
Kim, Junghwan	Assistant Professor	Geography	9	08/10/2022	100%	\$ 82,000	
Rogers, Haldre S.	Associate Professor	Fish and Wildlife Conservation	9	08/10/2022	100%	\$ 105,000	
College of Science							
Allen, George H.	Assistant Professor	Geosciences	9	08/10/2022	100%	\$ 101,000	
Ashall, Christopher J.	Assistant Professor	Physics	9	08/10/2022	100%	\$ 91,000	
Barrera, Sergio E.	Assistant Professor	Economics	9	08/10/2022	100%	\$ 115,000	
Cazeaux, Paul I.	Assistant Professor	Mathematics	9	08/10/2022	100%	\$ 93,000	
Cortes Estrada, Daniel	Assistant Professor	Biological Sciences	9	08/10/2022	100%	\$ 85,000	

#### New Appointments Continued

			Appt	Effective	Percent		One-
Name	Title	Department	Months	Date	Appt	Base	time
Gentry, Emily C.	Assistant Professor	Chemistry	9	08/10/2022	100%	\$ 89,000	
Hickman, Louis	Assistant Professor	Psychology	9	08/10/2022	100%	\$ 92,000	
Hsu, Ning	Assistant Professor	Psychology	9	08/10/2022	100%	\$ 90,000	
Kovach, Matthew	Assistant Professor	Economics	9	08/10/2022	100%	\$ 125,000	
Lam, Hanh N.	Assistant Professor	Biological Sciences	9	08/10/2022	100%	\$ 88,600	
LeGrow, Jason T.	Assistant Professor	Mathematics	9	08/10/2022	100%	\$ 90,000	
Miedlar, Agnieszka K.	Associate Professor	Mathematics	9	08/10/2022	100%	\$ 99,000	
Robert, Michael A.	Assistant Professor	Mathematics	9	08/10/2022	100%	\$ 90,000	
Rudi, Johann	Assistant Professor	Mathematics	9	08/10/2022	100%	\$ 95,000	
Willis, Michael J.	Associate Professor	Geosciences	9	08/10/2022	100%	\$ 107,500	
Zhou, Bo	Assistant Professor	Economics	9	08/10/2022	100%	\$ 116,000	
College of Veterinary Medicine							
Gloag, Erin S.	Assistant Professor	Biomedical Science	9	08/10/2022	100%	\$ 90,000	
Pamplin College of Business							
Aljafari, Ruba	Assistant Professor	Business Information Technology	9	08/10/2022	100%	\$ 230,000	
Devers, Cynthia E.	Professor	Management	9	08/10/2022	100%	\$ 375,000	
Jang, Alice J.	Assistant Professor	Business Information Technology	9	08/10/2022	100%	\$ 230,000	
Liu, Jiayi	Assistant Professor	Business Information Technology	9	08/10/2022	100%	\$ 230,000	
Wang, Xin	Professor	Marketing	9	08/10/2022	100%	\$ 330,000	
Vice President for Research							
Mulvaney, Kathleen M.	Assistant Professor	Fralin Biomedical Research Institute	12	09/24/2022	100%	\$ 145,000	
Weston, Matthew C.	Associate Professor	Fralin Biomedical Research Institute	12	08/15/2022	100%	\$ 165,000	
Yan, Zhen	Professor	Fralin Biomedical Research Institute	12	09/01/2022	100%	\$ 300,000	

# Teaching and Research Faculty

Adjustments

Name	Title	Department	Appt Months	Effective Date	Percent Appt		Base	One- time
College of Engineering								
Chambers, Benjamin Dhillon, Harpreet Singh Li, Qiang Yu, Guoqiang	Collegiate Assistant Professor Professor Associate Professor Professor	Engineering Education Electrical and Computer Engineering Electrical and Computer Engineering Electrical and Computer Engineering	9 9 12 9	8/10/2022 09/10/2022 09/10/2022 08/10/2022	100% 100% 100% 100%	\$ \$ \$	94,000 206,520 226,666 170,000	
<u>College of Liberal Arts and Human Sciences</u> Queen, Khadijah	Associate Professor	English	9	08/10/2022	100%	\$	115,000	
College of Natural Resources								
Bond, Brian H. Strahm, Brian	Professor Professor	Sustainable Biomaterials Forest Resources & Environmental Conservation	12 9	07/25/2022 08/25/2022	100% 100%	\$ \$	156,305 138,000	
College of Science								
Barnes, Edwin F. Economou, Sophia E.	Professor Professor	Physics Physics	9 9	08/25/2022 08/10/2022	100% 100%	\$ \$	205,000 244,826	
College of Veterinary Medicine								
Ruple, Audrey Strandberg, Natalia	Associate Professor Clinical Assistant Professor	Population Health Sciences Department Biomedical Science	9 12	09/10/2022 08/01/2022	100% 100%	\$ \$	126,944 125,000	

## Administrative and Professional Faculty

New Appointments

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geberg, Katherine S. Associate Dean for Professional Programs Dean of Veterinary Medicine 12 07/15/202 10% \$ 180,000 control Veterinary Medicine Dean for Medicine Dean of Veterinary Medicine 12 07/15/202 10% \$ 180,000 statements Second to Program Director of Communications - EVPCOO Interprise Operations Second Veterinary Medicine 12 07/15/202 10% \$ 180,000 statements envisione R. University Compliance Officer Officer Office									
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erton, Stephanie D. a, Zohaib Stepior Director of Communications - EVPCOO s, Zohaib Stepior Lansformation Program Director fr Transformation Program Director e President for Advancement papard, Nathan K. precision Stepion of Development, Pamplin College of Business program Director, Service and Business Management glia Tech Carillon School of Medicine generate Carillon School of Medicine Senior Associate Dean for Medical Education and Senior Associate Dean for Medical					0,710,2022	20070	<i>¥</i> 100,000		
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fin, Suzane R.       University Compliance Officer       Office of Audit, Risk, & Compliance       12       09/19/202       100%       \$ 18,000         e President for Advancement       Director of Development, Pamplin College of Business       University Development       12       08/10/202       100%       \$ 14,000         e President for Information Technology       Vinestry Development       12       08/03/202       100%       \$ 14,000         ginia Tech Carillon School of Medicine       Senior Director, Service and Business Management       I Experience & Engagement       12       08/03/202       100%       \$ 147,000	Qazi, zonaid	II Transformation Program Director	Executive VP & Chief Operating Officer	12	08/16/2022	100%	\$ 160,000		
fin, Suzane R.       University Compliance Officer       office of Audit, Risk, & Compliance       12       09/19/202       100       \$ 10,000         e President for Advancement       Director of Development, Pamplin College of Business       University Development       12       08/10/202       100       \$ 10,000         e President for Information Technology       Vinessing Second Business Management       Integrie Research       12       08/03/202       100       \$ 147,000         ginia Tech Carillon School of Medicine       Earch Second Business Management       Integrie Research       12       08/03/202       100       \$ 147,000									
e President for Advancement  papard, Nathan K.  president for Information Technology  ginia Tech Carillon School of Medicine  Senior Associate Dean for Medical Education and	<u>President</u>								
ppard, Nathan K. Director of Development, Pamplin College of Business University Development, Development, Pamplin College of Persident for Information Technology yd, Karen T. Senior Director, Service and Business Management I Experience & Engagement I Experience & Ise I Senior Associate Dean for Medical Education and I Senior Associate Dean fo	Griffin, Suzanne R.	University Compliance Officer	Office of Audit, Risk, & Compliance	12	09/19/2022	100%	\$ 180,000		
ppard, Nathan K. Director of Development, Pamplin College of Business University Development, Director, Service and Business Management I Experience & Engagement 12 08/03/202 100% \$ 140,000 gina Tech Carillion School of Medicine Business Development, Pamplin College of Director, Service and Business Management I Experience & Engagement 12 08/03/202 100% \$ 140,000 service Development, Pamplin College of Director, Service and Business Management I Experience & Engagement 12 08/03/202 100% \$ 140,000 service Associate Development, Pamplin College of Director, Service and Business Management I Experience & Engagement 12 08/03/202 100% \$ 147,000									
ppard, Nathan K.       Business       University Development       12       08/10/2022       100%       \$ 140,000         e President for Information Technology       yd, Karen T.       Senior Director, Service and Business Management       IT Experience & Engagement       12       08/03/2022       100%       \$ 147,000         ginia Tech Carillon School of Medicine       Senior Associate Dean for Medical Education and	Vice President for Advancement								
ppard, Nathan K.       Business       University Development       12       08/10/2022       100%       \$ 140,000         e President for Information Technology       yd, Karen T.       Senior Director, Service and Business Management       IT Experience & Engagement       12       08/03/2022       100%       \$ 147,000         ginia Tech Carillon School of Medicine       Senior Associate Dean for Medical Education and		Director of Dougloomont, Domalia College of							
e President for Information Technology yd, Karen T. Senior Director, Service and Business Management IT Experience & Engagement 12 08/03/2022 100% \$ 147,000 ginia Tech Carilion School of Medicine Senior Associate Dean for Medical Education and	Leopard, Nathan K.		University Development	12	08/10/2022	100%	\$ 140,000		
yd, Karen T. Senior Director, Service and Business Management IT Experience & Engagement 12 08/03/2022 100% \$ 147,000 ginia Tech Carilion School of Medicine Senior Associate Dean for Medical Education and									
yd, Karen T. Senior Director, Service and Business Management IT Experience & Engagement 12 08/03/2022 100% \$ 147,000 ginia Tech Carilion School of Medicine Senior Associate Dean for Medical Education and	Vice President for Information Technology								
ginia Tech Carilion School of Medicine Senior Associate Dean for Medical Education and									
ginia Tech Carilion School of Medicine Senior Associate Dean for Medical Education and	Floyd, Karen T.	Senior Director, Service and Business Management	IT Experience & Engagement	12	08/03/2022	100%	\$ 147,000		
Senior Associate Dean for Medical Education and				12	00,00,2022	10070	<i>Ŷ</i> 117,000		
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Destances Internal Madicine and Usalth Contains									
Professor, Internal Medicine and Health Systems nzalo, Jed D. 12 09/01/2022 100% \$ 390,000	Gonzalo, Jed D.		Dean of VTC School of Medicine	12	09/01/2022	100%	\$ 390.000		
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## Administrative and Professional Faculty

Adjustments

Adjustments			Appt	Effective	Percent			
Name	Title	Department	Months	Date	Appt	Base	One-time	Reason for Current Action
		· ·						
Executive Vice President and Provost								
Espinoza, Juan P.	Associate Vice Provost for Enrollment Management	Undergraduate Admissions	12	07/25/2022	100%	\$ 250,000		
Hopkins, Robert L.	Assistant Provost for Strategic Analysis	Analytics & Institutional Effectiveness	12	07/25/2022	100%	\$ 153,082		
Lockee, Barbara B.	Associate Vice Provost for Faculty Affairs	VP - Faculty Affairs	12	08/10/2022	100%	\$ 184,000		
Pamplin College of Business								
	Assistant Dean for Diversity, Equity, Inclusion, and							
Hall, Janice B.	Belonging	Dean of Business	12	08/25/2022	100%	\$ 220,000		
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<u>President</u>								
Adair, Charles R.	Head Women's Soccer Coach	Athletic Department	12	06/25/2022	100%		\$ 10,000	Bonus
Babcock, Bradley W.	Director of Athletics	Athletic Department	12	06/25/2022	100%		\$ 20,000	Bonus
Ballein, John A.	Executive Associate AD	Athletic Department	12	07/10/2022	100%		\$ 5,000	Bonus
Balog, Alex	Assistant Director, ACC Network	Athletic Department	12	07/10/2022	100%		\$ 750	Bonus
Brooks, Kenneth R.	Head Coach, Women's Basketball	Athletic Department	12	06/25/2022	100%		\$ 20,000	Bonus
Castro, James E.	Assoc AD, Broadcast & Prod	Athletic Department	12	07/10/2022	100%		\$ 750	Bonus
Cianelli, David D.	Director, T/F/CC Programs	Athletic Department	12	06/25/2022	100%		\$ 3,000	Bonus
Cianelli, David D.	Director, T/F/CC Programs	Athletic Department	12	08/10/2022	100%		\$ 45,000	Bonus
Cianelli, David D.	Director, T/F/CC Programs	Athletic Department	12	07/01/2022	100%		\$ 4,500	Bonus
Cox, Brian C.	Assoc. AD for Creative Solutio	Athletic Department	12	07/10/2022	100%		\$ 1,500	Bonus
Cusack, Jason T.	Assistant Coach, Cross Country	Athletic Department	12	06/25/2022	100%			Bonus
D'Amour, Peter J.	Head Coach, Softball	Athletic Department	12	08/10/2022	100%			Bonus
DeShambo, Kelsey M.	Athletic Trainer	Athletic Department	12	07/10/2022	100%			Bonus
Dozier, Lance F.	Sr. Director, Digital & Social	Athletic Department	12	07/10/2022	100%			Bonus
Dubs, Andrew L.	Asst Coach TFCC Program	Athletic Department	12	06/25/2022	100%		-	Bonus
Dubs, Andrew L.	Asst Coach TFCC Program	Athletic Department	12	08/10/2022	100%			Bonus
	Associate Head Coach, Offense & Recruiting			,,			+ -,	
Elbin, Kurt A.	Coordinator	Athletic Department	12	07/25/2022	100%	\$ 200,000		
Frey, Eric M.	Asst AD, Broadcast & ACC Network Operations	Athletic Department	12	07/10/2022	100%	+ _00,000	\$ 1,500	Bonus
Gavagan, Robert P.	Asst. AD, Marketing & Promotions	Athletic Department	12	07/10/2022	100%			Bonus
Gibbons, Daniel	Sr Director, Broadcast & ACC Network	Athletic Department	12	07/10/2022	100%			Bonus
Helms, Christopher L.	Senior Associate AD	Athletic Department	12	07/10/2022	100%		•	Bonus
Helms, Christopher L.	Senior Associate AD	Athletic Department	12	06/25/2022	100%			Bonus
Holdren, Terry A.	Head Women's Tennis Coach	Athletic Department	12	07/02/2022	100%			Bonus
Holdren, Terry A.	Head Women's Tennis Coach	Athletic Department	12	06/25/2022	100%		· ·	Bonus
Johannigmeier, Eric J.	Cross Country & Distance Coach	Athletic Department	12	06/25/2022	100%		· ·	Bonus
Jones, Matthew J.	Associate Director / Productions	Athletic Department	12	00/23/2022	100%			Bonus
Matthis, Kristen	Athletic Trainer	Athletic Department	12	07/10/2022	100%			Bonus
	Associate Director / Productions			07/10/2022	100%			Bonus
McVey, Maddy K.		Athletic Department	12 12	07/10/2022	100%		•	Bonus
Mervos, Daniel J.	Asst Dir, Equipment Services	Athletic Department	12					
Murphy, Kelly C.	Assoc. Director & Sports Nutrition Asst. / SC	Athletic Department	12	07/10/2022	100% 100%	¢ 100 400	ş 1,/50	Bonus
Olinger, Matthew E.	Special Assistant for Recruiting	Athletic Department	12 12	07/01/2022 07/10/2022	100%	\$ 139,463	ຽ ລະດ	Bonus
Onyon, Alyson B.	Assistant AD / Sports Nutrition	Athletic Department	12	07/10/2022	100%		ې 250	Bollus

# Administrative and Professional Faculty

## Adjustments Continued

NameTitleDepartmentMonthsDateApptBaseOne-timeReason for Current ActionPry, Brenton J. Robertson, Carol G.Head Women's Golf CoachAthletic Department1209/10/202100%\$ 875,000BonusRobertson, Carol G.Head Women's Golf CoachAthletic Department1206/25/2022100%\$ 3,600BonusRobie, Anthony R.Head Wrestling CoachAthletic Department1207/01/2022100%\$ 3,600BonusStaggers, Kyle A.Director, Sports MedicineAthletic Department1207/01/2022100%\$ 1,750BonusSzefer, John R.Head Coach, BaseballAthletic Department1207/01/2022100%\$ 1,200BonusSzefer, John R.Head Coach, BaseballAthletic Department1207/01/2022100%\$ 8,000BonusSzefer, John R.Head Coach, BaseballAthletic Department1207/01/2022100%\$ 8,000BonusThompson, James B.Head Men's Tennis CoachAthletic Department1207/01/2022100%\$ 3,000BonusUnderwood, Casey W.Associate AD, Outside FacilitiesAthletic Department1206/25/2022100%\$ 4,500BonusWalls, Brian C.Associate AD / Technology InterationAthletic Department1206/25/2022100%\$ 1,500BonusWalls, Brian C.Associate AD / Technology InterationAthletic Department1206/25/2022100%\$ 5,5000B
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Walls, Brian C.Associate AD / Technology InterationAthletic Department1207/10/2022100%\$1,500BonusYoung, Michael K.Men's Basketball Head CoachAthletic Department1208/25/2022100%\$\$<00,000
Young, Michael K.Men's Basketball Head CoachAthletic Department1208/25/2022100%\$ 500,000BonusYoung, Michael K.Men's Basketball Head CoachAthletic Department1206/25/2022100%\$ 75,000Bonus
Young, Michael K.Men's Basketball Head CoachAthletic Department1206/25/2022100%\$75,000Bonus
Zalewski, Paul R. Asst Coach/Technical Director TFCC Prog Athletic Department 12 06/25/2022 100% \$ 4,500 Bonus
Vice President for Advancement
Mulcahy, Tristan D. Associate Athletics Director, Major Gifts University Development 12 08/25/2022 100% \$ 125,000
Wagner, Nicole L. Associate Director of Gift Planning University Development 12 08/10/2022 100% \$ 131,000
Vice President for Finance
Assistant Vice President for Capital Budgeting and
Mann, Robert T. Financing Capital Budgeting & Financing 12 09/10/2022 100% \$ 150,000
Vice President of Human Resources
Garrison, Roslyn HR Division Director, College of Science VP - Human Resources 12 07/25/2022 100% \$ 134,000

# **Deferred Compensation**

			Appt	Effective	Percent			Amount	Р
Name	Title	Department	Months	Date	Appt	Base	One-time	of Change	In
<u>President</u>									
Babcock, Bradley W.	Director of Athletics	Athletic Department	12	12/31/2022	100%		\$ 100,00	0	

Percent Increase Reason for current action

Deferred Compensation

#### Personnel Changes Report - Addendum A Annual Base Compensation: Athletic Employment Agreements Calendar Year 2023

	Calendar Year 2023	-	
Contracts		CY 2023	
Charles Adair			000
Head Coach	Base Salary (contract ends 2/29/2024)		,000
Women's Soccer	Courtesy Car (actual amount may be less than \$9,250 maximum)		,250
	Country Club Membership (est.)		,724
	Retention Incentive 1/31/2023		,000
	Total Compensation	\$ 233,	,974
Whit Babcock		<b>•</b> • • • • • • •	
Athletic Director	Base Salary (contract ends 6/30/2029)		,234
	Courtesy Cars (2) (actual amount may be less than \$18,500 maximum)		,500
	Blacksburg Country Club (est.)		,724
	Deferred Compensation (to be paid by 12/31/2023)		,000,
	Retention (Paid in two installments June and December 2023)		,000
	Total Compensation	\$ 1,330	,458
Michael Brizendine			
Head Coach	Base Salary (contract ends 2/9/2028)	\$ 175,000	
Men's Soccer	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,25	
	Blacksburg Country Club (est.)	\$ 4,724	
	Retention Incentive 3/1/2023	\$ 15,00	
	Total Compensation	\$ 203,974	4.00
Kenneth R. Brooks			
Head Coach	Base Salary (contract ends 3/31/2026)		,000
Women's Basketball	Car Stipends (2)		,500
	Blacksburg Country Club (est.)		,724
	Retention (Paid in two installments April and October 2023)		,000
	Total Compensation	\$ 743	,224
Dave Cianelli			
Director	Base Salary (contract ends 6/30/2024)	\$ 210,	,000,
Track & Field and	Car Stipend	\$ 7	,500
Cross Country	Blacksburg Country Club (est.)	\$ 4	,724
-	Retention Incentive 9/1/2023	\$ 40	,000,
	Total Compensation	\$ 262	,224
Peter D'Amour			·
Head Coach	Base Salary (contract ends 6/30/2028)	\$ 235	,000,
Softball	Courtesy Car (actual amount may be less than \$9,250 maximum)		,250
Consult	Blacksburg Country Club (est.)		,724
	Retention Incentive 9/1/2023		,000
	Total Compensation		,000 , <b>974</b>
Sergio Lopez	Total Compensation	<b>\$</b> 238;	,374
	Base Selen (contract and 6/20/2024)	\$ 190	000
Head Coach	Base Salary (contract ends 6/30/2024)	ψ	,000
Swimming & Diving	Car Stipend		,500
	Blacksburg Country Club (est.)		,724
	Retention Incentive (Paid in two installments April and July 2023)		,000
	Total Compensation	\$ 222	,224
<u>Brent Pry</u>			
Head Coach	Base Salary (contract ends 12/1/2027)		,000
Football	Courtesy Car (1) and Car Stipend (1)	\$ 18	,500
	Blacksburg Country Club (est.)	\$ 4	,724
	Football Stadium Suite	\$ 55	,000,
	Supplemental Compensation	\$ 3,500	,000
	Total Compensation	\$ 4,078	
Carol Robertson			
Head Coach	Base Salary (contract ends 6/30/2027)	\$ 150.	,000,
Women's Golf	Car Stipend		,000
	Blacksburg Country Club (est.)		,724
	Retention Incentive 6/30/2023		,000
	Total Compensation		
		Ψ109	,724

#### Personnel Changes Report - Addendum A Annual Base Compensation: Athletic Employment Agreements Calendar Year 2023

	Calendar Year 2023		
Contracts - continued			CY 2023
Anthony Robie			
Head Coach	Base Salary (contract ends 4/30/2025)	\$	175,000
Mens' Wrestling	Car Stipend	\$	7,500
	Blacksburg Country Club (est.)	\$	4,724
	Retention Incentive 7/1/2023	\$	25,000
	Total Compensation	\$	212,224
Kristen Skiera			
Head Coach	Base Salary (contract ends 6/30/2026)	\$	170,000
Women's Lacrosse	Car Stipend	\$	7,500
	Blacksburg Country Club (est.)	\$	4,724
	Retention Incentive 12/31/2023	\$	10,000
	Total Compensation	\$	192,224
John J. Szefc	•	<u> </u>	
Head Coach	Base Salary (contract ends 6/30/2027)	\$	650,000
Baseball	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$	9,250
	Blacksburg Country Club (est.)	\$	4,724
	Retention Incentive 7/1/2023	\$	75,000
	Total Compensation	\$	738,974
James B. Thompson			,
Head Coach	Base Salary (contract ends 6/30/2026)	\$	145,000
Men's Tennis	Car Stipend	\$	5,000
	Blacksburg Country Club (est.)	\$	4,724
	Total Compensation	\$	150,000
Michael Young			,
Head Coach	Base Salary (contract ends 3/15/2027)	\$	500,000
Men's Basketball	Courtesy Car (1) and Car Stipend (1)	\$	19,000
	Blacksburg Country Club (est.)	\$	4,724
	Supplemental Compensation	\$	2,187,500
	Total Compensation	Ψ \$	2,711,224
Letters of Appointment		Ψ	CY 2023
Marci Byers			012020
Head Coach	Base Salary (Appointment ends 2/29/2024)	\$	140,000
Women's Volleyball	Car Stipend	\$	7,500
Women's Veneyban	Blacksburg Country Club (est.)	\$	4,724
	Total Compensation	Ψ \$	152,224
Terry Ann Holdren	Total Compensation	Ψ	152,224
Head Coach	Base Salary (Appointment ends 6/30/2025)	\$	105,000
Women's Tennis	Car Stipend	\$	5,000
Women's Tennis	Blacksburg Country Club (est.)		
	Total Compensation	\$ \$	4,724 <b>114,724</b>
Brian Sharp		<del>`</del> ₽	114,/24
Head Coach	Base Salary (Appointment ends 6/30/2024)	\$	105,000
Men's Golf			
	Car Stipend	\$	5,000
	Blacksburg Country Club (est.)	\$	4,724
	Total Compensation	\$	114,724