

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

Faculty Personnel Changes Report
Period of June 25, 2022 - September 24, 2022

Teaching and Research Faculty

New Appointments

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One- time
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College 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%	\$ 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%	\$ 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%	\$ 67,000	

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%	\$ 86,000	
Rashed, Arash	Director & Entomologist SPAREC	Southern Piedmont AREC	12	07/01/2022	100%	\$ 147,000	
Rice, Kevin B.	Director & Entomologist AHSAREC	Alson H. Smith, Jr. AREC	12	08/10/2022	100%	\$ 120,000	
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	
Zeng, Yuan	Assistant Professor	Southern Piedmont AREC	9	08/10/2022	100%	\$ 85,000	

College of Engineering

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	

Faculty Personnel Changes Report
Period of June 25, 2022 - September 24, 2022

New Appointments Continued

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One- 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

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	

Faculty Personnel Changes Report
Period of June 25, 2022 - September 24, 2022

New Appointments Continued

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One- 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	
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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	

Faculty Personnel Changes Report
Period of June 25, 2022 - September 24, 2022

Teaching and Research Faculty

Adjustments

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One- time
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College of Engineering

Chambers, Benjamin	Collegiate Assistant Professor	Engineering Education	9	8/10/2022	100%	\$ 94,000	
Dhillon, Harpreet Singh	Professor	Electrical and Computer Engineering	9	09/10/2022	100%	\$ 206,520	
Li, Qiang	Associate Professor	Electrical and Computer Engineering	12	09/10/2022	100%	\$ 226,666	
Yu, Guoqiang	Professor	Electrical and Computer Engineering	9	08/10/2022	100%	\$ 170,000	

College of Liberal Arts and Human Sciences

Queen, Khadijah	Associate Professor	English	9	08/10/2022	100%	\$ 115,000	
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College of Natural Resources

Bond, Brian H.	Professor	Sustainable Biomaterials	12	07/25/2022	100%	\$ 156,305	
Strahm, Brian	Professor	Forest Resources & Environmental Conservation	9	08/25/2022	100%	\$ 138,000	

College of Science

Barnes, Edwin F.	Professor	Physics	9	08/25/2022	100%	\$ 205,000	
Economou, Sophia E.	Professor	Physics	9	08/10/2022	100%	\$ 244,826	

College of Veterinary Medicine

Ruple, Audrey	Associate Professor	Population Health Sciences Department	9	09/10/2022	100%	\$ 126,944	
Strandberg, Natalia	Clinical Assistant Professor	Biomedical Science	12	08/01/2022	100%	\$ 125,000	

Faculty Personnel Changes Report
Period of June 25, 2022 - September 24, 2022

Administrative and Professional Faculty

New Appointments

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One-time	Reason for Current Action
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College of Agriculture and Life Sciences

Konkel, Brian L.	Director of CALS IT	CALS IT	12	08/10/2022	100%	\$ 155,000		
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College of Veterinary Medicine

Fogelberg, Katherine S.	Associate Dean for Professional Programs	Dean of Veterinary Medicine	12	07/15/2022	100%	\$ 180,000		
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Executive Vice President & Chief Operating Officer

Overton, Stephanie D.	Senior Director of Communications - EVPCOO	Enterprise Operations	12	09/10/2022	100%	\$ 130,000		
Qazi, Zohaib	IT Transformation Program Director	Executive VP & Chief Operating Officer	12	08/16/2022	100%	\$ 160,000		

President

Griffin, Suzanne R.	University Compliance Officer	Office of Audit, Risk, & Compliance	12	09/19/2022	100%	\$ 180,000		
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Vice President for Advancement

Leopard, Nathan K.	Director of Development, Pamplin College of Business	University Development	12	08/10/2022	100%	\$ 140,000		
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Vice President for Information Technology

Floyd, Karen T.	Senior Director, Service and Business Management	IT Experience & Engagement	12	08/03/2022	100%	\$ 147,000		
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Virginia Tech Carilion School of Medicine

Gonzalo, Jed D.	Senior Associate Dean for Medical Education and Professor, Internal Medicine and Health Systems and Implementation Science	Dean of VTC School of Medicine	12	09/01/2022	100%	\$ 390,000		
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Faculty Personnel Changes Report
Period of June 25, 2022 - September 24, 2022

Administrative and Professional Faculty

Adjustments

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One-time	Reason for Current Action
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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

Hall, Janice B.	Assistant Dean for Diversity, Equity, Inclusion, and Belonging	Dean of Business	12	08/25/2022	100%	\$ 220,000		
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President

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%		\$ 4,500	Bonus
D'Amour, Peter J.	Head Coach, Softball	Athletic Department	12	08/10/2022	100%		\$ 10,000	Bonus
DeShambo, Kelsey M.	Athletic Trainer	Athletic Department	12	07/10/2022	100%		\$ 750	Bonus
Dozier, Lance F.	Sr. Director, Digital & Social	Athletic Department	12	07/10/2022	100%		\$ 750	Bonus
Dubs, Andrew L.	Asst Coach TFCC Program	Athletic Department	12	06/25/2022	100%		\$ 4,500	Bonus
Dubs, Andrew L.	Asst Coach TFCC Program	Athletic Department	12	08/10/2022	100%		\$ 5,000	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%		\$ 1,500	Bonus
Gavagan, Robert P.	Asst. AD, Marketing & Promotions	Athletic Department	12	07/10/2022	100%		\$ 750	Bonus
Gibbons, Daniel	Sr Director, Broadcast & ACC Network	Athletic Department	12	07/10/2022	100%		\$ 750	Bonus
Helms, Christopher L.	Senior Associate AD	Athletic Department	12	07/10/2022	100%		\$ 5,000	Bonus
Helms, Christopher L.	Senior Associate AD	Athletic Department	12	06/25/2022	100%		\$ 1,500	Bonus
Holdren, Terry A.	Head Women's Tennis Coach	Athletic Department	12	07/02/2022	100%		\$ 5,000	Bonus
Holdren, Terry A.	Head Women's Tennis Coach	Athletic Department	12	06/25/2022	100%		\$ 5,000	Bonus
Johannigmeier, Eric J.	Cross Country & Distance Coach	Athletic Department	12	06/25/2022	100%		\$ 4,500	Bonus
Jones, Matthew J.	Associate Director / Productions	Athletic Department	12	07/10/2022	100%		\$ 750	Bonus
Matthis, Kristen	Athletic Trainer	Athletic Department	12	07/10/2022	100%		\$ 1,750	Bonus
McVey, Maddy K.	Associate Director / Productions	Athletic Department	12	07/10/2022	100%		\$ 750	Bonus
Mervos, Daniel J.	Asst Dir, Equipment Services	Athletic Department	12	07/10/2022	100%		\$ 1,000	Bonus
Murphy, Kelly C.	Assoc. Director & Sports Nutrition Asst. / SC	Athletic Department	12	07/10/2022	100%		\$ 1,750	Bonus
Olinger, Matthew E.	Special Assistant for Recruiting	Athletic Department	12	07/01/2022	100%	\$ 139,463		
Onyon, Alyson B.	Assistant AD / Sports Nutrition	Athletic Department	12	07/10/2022	100%		\$ 250	Bonus

Faculty Personnel Changes Report
Period of June 25, 2022 - September 24, 2022

Administrative and Professional Faculty

Adjustments Continued

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One-time	Reason for Current Action
Pry, Brenton J.	Head Coach / Football	Athletic Department	12	09/10/2022	100%		\$ 875,000	Bonus
Robertson, Carol G.	Head Women's Golf Coach	Athletic Department	12	06/25/2022	100%		\$ 2,400	Bonus
Robertson, Carol G.	Head Women's Golf Coach	Athletic Department	12	07/01/2022	100%		\$ 3,600	Bonus
Robie, Anthony R.	Head Wrestling Coach	Athletic Department	12	06/25/2022	100%		\$ 5,000	Bonus
Staggers, Kyle A.	Director, Sports Medicine	Athletic Department	12	07/10/2022	100%		\$ 1,750	Bonus
Szefc, John R.	Head Coach, Baseball	Athletic Department	12	07/01/2022	100%		\$ 12,000	Bonus
Szefc, John R.	Head Coach, Baseball	Athletic Department	12	06/25/2022	100%		\$ 8,000	Bonus
Thompson, James B.	Head Men's Tennis Coach	Athletic Department	12	07/01/2022	100%		\$ 3,000	Bonus
Thompson, James B.	Head Men's Tennis Coach	Athletic Department	12	06/25/2022	100%		\$ 2,000	Bonus
Underwood, Casey W.	Assoc AD, Outside Facilities	Athletic Department	12	07/10/2022	100%		\$ 3,500	Bonus
Vaught, Timothy G.	Assistant Coach Track & Field	Athletic Department	12	06/25/2022	100%		\$ 4,500	Bonus
Walls, Brian C.	Associate AD / Technology Iteration	Athletic Department	12	07/10/2022	100%		\$ 1,500	Bonus
Young, Michael K.	Men's Basketball Head Coach	Athletic Department	12	08/25/2022	100%		\$ 500,000	Bonus
Young, Michael K.	Men's Basketball Head Coach	Athletic Department	12	06/25/2022	100%		\$ 75,000	Bonus
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

Mann, Robert T.	Assistant Vice President for Capital Budgeting and Financing	Capital Budgeting & Financing	12	09/10/2022	100%	\$ 150,000		
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Vice President of Human Resources

Garrison, Roslyn	HR Division Director, College of Science	VP - Human Resources	12	07/25/2022	100%	\$ 134,000		
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Faculty Personnel Changes Report
November 14, 2022

Deferred Compensation

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One-time	Amount of Change	Percent Increase	Reason for current action
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President

Babcock, Bradley W.	Director of Athletics	Athletic Department	12	12/31/2022	100%		\$ 100,000			Deferred Compensation
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Personnel Changes Report - Addendum A
Annual Base Compensation: Athletic Employment Agreements
Calendar Year 2023

Contracts		CY 2023
<u>Charles Adair</u>		
<i>Head Coach</i>	Base Salary (contract ends 2/29/2024)	\$ 170,000
<i>Women's Soccer</i>	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Country Club Membership (est.)	\$ 4,724
	Retention Incentive 1/31/2023	\$ 50,000
	Total Compensation	\$ 233,974
<u>Whit Babcock</u>		
<i>Athletic Director</i>	Base Salary (contract ends 6/30/2029)	\$ 957,234
	Courtesy Cars (2) (actual amount may be less than \$18,500 maximum)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 4,724
	Deferred Compensation (to be paid by 12/31/2023)	\$ 100,000
	Retention (Paid in two installments June and December 2023)	\$ 250,000
	Total Compensation	\$ 1,330,458
<u>Michael Brizendine</u>		
<i>Head Coach</i>	Base Salary (contract ends 2/9/2028)	\$ 175,000.00
<i>Men's Soccer</i>	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250.00
	Blacksburg Country Club (est.)	\$ 4,724.00
	Retention Incentive 3/1/2023	\$ 15,000.00
	Total Compensation	\$ 203,974.00
<u>Kenneth R. Brooks</u>		
<i>Head Coach</i>	Base Salary (contract ends 3/31/2026)	\$ 650,000
<i>Women's Basketball</i>	Car Stipends (2)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 4,724
	Retention (Paid in two installments April and October 2023)	\$ 70,000
	Total Compensation	\$ 743,224
<u>Dave Cianelli</u>		
<i>Director</i>	Base Salary (contract ends 6/30/2024)	\$ 210,000
<i>Track & Field and</i>	Car Stipend	\$ 7,500
<i>Cross Country</i>	Blacksburg Country Club (est.)	\$ 4,724
	Retention Incentive 9/1/2023	\$ 40,000
	Total Compensation	\$ 262,224
<u>Peter D'Amour</u>		
<i>Head Coach</i>	Base Salary (contract ends 6/30/2028)	\$ 235,000
<i>Softball</i>	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Blacksburg Country Club (est.)	\$ 4,724
	Retention Incentive 9/1/2023	\$ 10,000
	Total Compensation	\$ 258,974
<u>Sergio Lopez</u>		
<i>Head Coach</i>	Base Salary (contract ends 6/30/2024)	\$ 190,000
<i>Swimming & Diving</i>	Car Stipend	\$ 7,500
	Blacksburg Country Club (est.)	\$ 4,724
	Retention Incentive (Paid in two installments April and July 2023)	\$ 20,000
	Total Compensation	\$ 222,224
<u>Brent Pry</u>		
<i>Head Coach</i>	Base Salary (contract ends 12/1/2027)	\$ 500,000
<i>Football</i>	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	\$ 4,078,224
<u>Carol Robertson</u>		
<i>Head Coach</i>	Base Salary (contract ends 6/30/2027)	\$ 150,000
<i>Women's Golf</i>	Car Stipend	\$ 5,000
	Blacksburg Country Club (est.)	\$ 4,724
	Retention Incentive 6/30/2023	\$ 30,000
	Total Compensation	\$ 189,724

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

Contracts - continued		CY 2023
<u>Anthony Robie</u>		
<i>Head Coach</i>	Base Salary (contract ends 4/30/2025)	\$ 175,000
<i>Mens' Wrestling</i>	Car Stipend	\$ 7,500
	Blacksburg Country Club (est.)	\$ 4,724
	Retention Incentive 7/1/2023	\$ 25,000
	Total Compensation	\$ 212,224
<u>Kristen Skiera</u>		
<i>Head Coach</i>	Base Salary (contract ends 6/30/2026)	\$ 170,000
<i>Women's Lacrosse</i>	Car Stipend	\$ 7,500
	Blacksburg Country Club (est.)	\$ 4,724
	Retention Incentive 12/31/2023	\$ 10,000
	Total Compensation	\$ 192,224
<u>John J. Szeftc</u>		
<i>Head Coach</i>	Base Salary (contract ends 6/30/2027)	\$ 650,000
<i>Baseball</i>	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
<u>James B. Thompson</u>		
<i>Head Coach</i>	Base Salary (contract ends 6/30/2026)	\$ 145,000
<i>Men's Tennis</i>	Car Stipend	\$ 5,000
	Blacksburg Country Club (est.)	\$ 4,724
	Total Compensation	\$ 150,000
<u>Michael Young</u>		
<i>Head Coach</i>	Base Salary (contract ends 3/15/2027)	\$ 500,000
<i>Men's Basketball</i>	Courtesy Car (1) and Car Stipend (1)	\$ 19,000
	Blacksburg Country Club (est.)	\$ 4,724
	Supplemental Compensation	\$ 2,187,500
	Total Compensation	\$ 2,711,224
Letters of Appointment		CY 2023
<u>Marci Byers</u>		
<i>Head Coach</i>	Base Salary (Appointment ends 2/29/2024)	\$ 140,000
<i>Women's Volleyball</i>	Car Stipend	\$ 7,500
	Blacksburg Country Club (est.)	\$ 4,724
	Total Compensation	\$ 152,224
<u>Terry Ann Holdren</u>		
<i>Head Coach</i>	Base Salary (Appointment ends 6/30/2025)	\$ 105,000
<i>Women's Tennis</i>	Car Stipend	\$ 5,000
	Blacksburg Country Club (est.)	\$ 4,724
	Total Compensation	\$ 114,724
<u>Brian Sharp</u>		
<i>Head Coach</i>	Base Salary (Appointment ends 6/30/2024)	\$ 105,000
<i>Men's Golf</i>	Car Stipend	\$ 5,000
	Blacksburg Country Club (est.)	\$ 4,724
	Total Compensation	\$ 114,724