Faculty Personnel Changes Report

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

Period of June 25 through September 24, 2021

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	6 39
Adjustments in Salary One-time payments	6 0
Administrative and Professional Faculty New Appointments Adjustments in Salary One-time payments Deferred Compensation	8 6 20 2
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	73	\$129,419	\$13,131	12.99%	\$958,577
Administrative and Professional Faculty	102	\$90,756	\$9,769	13.90%	\$996,416

RECOMMENDATION:

That the Board ratify the Faculty Personnel Changes Report.

November 8, 2021

Teaching and Research Faculty

New Appointments

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iardezi, Syed Maaz H. Assistant Professor CLAHS-Innovative Programs 9 08/10/2021 100% \$ 85,000								
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	Ribeiro Rosa, Fernanda	Assistant Professor	Science, Technology, and Society	9	08/10/2021		. ,	

Attachment HH

			Appt	Effective	Percent		One-
Name	Title	Department	Months	Date	Appt	Base	time
Appointments (continued)							
College of Natural Resources and E	nvironment						
Galappaththi, Eranga	Assistant Professor	Geography	9	08/10/2021	100%	\$ 82,000	
College of Science							
Gray, Austin D.	Assistant Professor	Biological Sciences	9	08/10/2021	100%	\$ 85,000	
Figg, Charles A.	Assistant Professor	Chemistry	9	08/10/2021	100%	\$ 86,000	
Brem, Meagan J.	Assistant Professor	Psychology	9	08/10/2021	100%	\$ 87,000	
College of Veterinary Medicine							
Southard, Teresa	Associate Professor	Biomedical Science	12	08/01/2021	100%	\$ 140,000	
Pamplin College of Business							
Xu, Yan	Assistant Professor	Marketing	9	08/10/2021	100%	\$ 200,000	
Tellez Parrales, Yessenia C.	Assistant Professor	Finance, Insurance & Business Law	9	08/10/2021	100%	\$ 230,000	
Beason, Tyler J.	Assistant Professor	Finance, Insurance & Business Law	9	08/10/2021	100%	\$ 230,000	
Cabezon Otero, Luis Felipe	Assistant Professor	Finance, Insurance & Business Law	9	08/10/2021	100%	\$ 230,000	
Vance, Anthony O.	Professor - tenured	Business Information Technology	9	08/10/2021	100%	\$ 350,000	
Vice President for Research							
Legon, Wynn	Assistant Professor	Fralin Biomedical Res. Institute	12	09/01/2021	100%	\$ 140,000	
Warren, Junko	Assistant Professor	Fralin Biomedical Res. Institute	12	07/01/2021	100%	\$ 120,000	
Pfleger, Jessica M.	Assistant Professor	Fralin Biomedical Res. Institute	12	07/01/2021	100%	\$ 120,000	
Sassi, Yassine	Assistant Professor	Fralin Biomedical Res. Institute	12	08/01/2021	100%	\$ 150,000	
Yu, Jia-Ray	Assistant Professor	Fralin Biomedical Res. Institute	12	09/01/2021	100%	\$ 140,000	

Teaching and Research Faculty

Adjustments

Name	Title	Department	Appt Months	Effective Date	Percent	Base	One- time
Naille	Illie	Department	WOITUIS	Date	Appt	Dase	ume
College of Engineering							
Corcoran, Sean G.	Associate Professor	Materials Science & Engineering	12	08/10/2021	100%	\$ 190,000	\$-
Ducker, William A.	Professor	Chemical Engineering	9	08/10/2021	100%	\$ 226,440	\$ -
Pruden-Bagchi, Amy J.	Professor	Civil & Environmental Engineering	9	08/10/2021	100%	\$ 209,125	\$ -
Saad, Walid	Professor	Electrical & Computer Engineering	9	08/25/2021	100%	\$ 205,000	\$-
Seidel, Gary D.	Associate Professor	Aerospace and Ocean Engineering	9	08/10/2021	100%	\$ 140,176	\$-
Pamplin College of Business							
Thompson, Phillip S.	Assistant Professor	Management	9	08/11/2021	100%	\$ 221,349	\$-

Administrative and Professional Faculty

New Appointments

Name	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One-time
College of Veterinary Medicine							
Vruink, Daniel C.	Hospital Administrator	Animal Cancer Care & Research Center	12	07/25/2021	100%	\$ 125,000	
Morgan, Garry D.	Director of Diversity, Equity	Dean - Veterinary Medicine	12	09/07/2021	100%	\$ 125,000	
Graduate School							
Surprenant, Aimee	Dean	Dean - Graduate School	12	09/01/2021	100%	\$ 300,000	
Vice President for Advancement							
Quinn, Martha N.	AVP for Advancement for Health, Science, and Technology and the Fralin Biomedical Research Institute at Virginia Tech Carilion	University Development	12	09/20/2021	100%	\$ 206,000	
Fitterer, Franki	Director of Communication and Marketing - Innovation Campus	University Relations	12	08/25/2021	100%	\$ 125,000	
Senior Vice President and Chief Bus	iness Officer						
Casamento, Charlene A.	Associate Vice President for Enterprise Administrative and Business Services	Senior Vice President & Chief Business Officer	12	07/30/2021	100%	\$ 207,000	
Belshe, Lynsay M.	Vice President for Enterprise Administrative and Business Services	Senior Vice President & Chief Business Officer	12	08/10/2021	100%	\$ 300,000	
Vice President for Finance							
Smith, Adam C.	Associate Director of Capital Construction - Procurement	Procurement	12	07/25/2021	100%	\$ 130,000	

Administrative and Professional Faculty

Adjustments								
			Appt	Effective	Percent			
Name	Title	Department	Months	Date	Appt	Base	0	ne-time
College of Architecture and Urban	<u>Studies</u>							
Blieszner, Rosemary	Alumni Distinguished Professor, Interim Dean	Dean - Architecture	12	07/10/2021	100%	\$ 300,006	\$	-
College of Liberal Arts and Human	Sciences							
Evia Puerto, Carlos	Associate Dean of Transdisciplinary Initiatives and Chief Technology Officer	Dean-Liberal Arts & Human Sciences	12	08/10/2021	100%	\$ 150,000	\$	-
Honors College								
Heilker, Paul V.	Associate Dean for Academic Affairs	Honors College	12	08/10/2021	100%	\$ 143,928	\$	-
President								
Thompson, James B.	Head Men's Tennis Coach	Athletic Department	12	07/10/2021	100%		\$	9,000
Thompson, James B.	Head Men's Tennis Coach	Athletic Department	12	07/25/2021	100%		\$	3,600
Shuman, John R.	Assoc Director, S/C Football	Athletic Department	12	07/10/2021	100%		\$	3,563
Adair, Charles R.	Head Women's Soccer Coach	Athletic Department	12	07/10/2021	100%		\$	9,000
Sayer, Martin C.	Assistant Coach, Men's Tennis	Athletic Department	12	07/25/2021	100%		\$	1,950
Robertson, Carol G.	Head Women's Golf Coach	Athletic Department	12	07/10/2021	100%		\$	2,313
Babcock, Bradley W.	Director of Athletics	Athletic Department	12	08/10/2021	100%		\$	103,500
Babcock, Bradley W.	Director of Athletics	Athletic Department	12	07/10/2021	100%		\$	18,000
Shibest, James J.	Assistant Coach, Football	Athletic Department	12	07/10/2021	100%		\$	24,750
Fuente, Justin J.	Head Coach, Football	Athletic Department	12	07/10/2021	100%		\$	225,000
Fuente, Justin J.	Head Coach, Football	Athletic Department	12	09/10/2021	100%		\$	708,750
Vice, Vance R.	Assistant Coach, Football	Athletic Department	12	07/10/2021	100%		\$	18,000
Cornelsen, Anthony B.	Assistant Coach, Football	Athletic Department	12	07/10/2021	100%		\$	18,000
Hilgart, Benjamin E.	Assoc Athletic Director, S/C, Football	Athletic Department	12	07/10/2021	100%		\$	40,500
Crosby, Robert A.	Senior Director, S/C, Football	Athletic Department	12	07/10/2021	100%		\$	4,625
Brooks, Kenneth R.	Head Coach, Women's Basketball	Athletic Department	12	07/10/2021	100%		\$	9,000
Elbin, Kurt A.	Assistant Coach, Baseball	Athletic Department	12	07/10/2021	100%		\$	4,500
Dubs, Andrew L.	Assistant Coach, TFCC Program	Athletic Department	12	08/25/2021	100%		\$	9,250
Young, Michael K.	Men's Basketball Head Coach	Athletic Department	12	06/25/2021	100%		\$	393,750
Young, Michael K.	Men's Basketball Head Coach	Athletic Department	12	07/10/2021	100%		\$	99,000
Vice President for Campus Plannin	g, Infrastructure, and Facilities							
Lau, Jamie D.	Deputy to the Associate Vice President for Safety & Security	Facilities Operations	12	06/25/2021	100%	\$ 135,000	\$	-
Vice President for Finance								
Lawson, Lauren	University Bursar	Office of the University Bursar	12	08/10/2021	100%	\$ 140,000	\$	-
West, Melinda J.	Associate Vice President for Finance & University Controller	University Controller	12	07/10/2021	100%	\$ 245,000	\$	-

Deferred Compensation

Name	Title	Department	Appt Months		Percent Appt	Base	One-time	Amount of Change	Percent Increase	Reason for current action
<u>President</u>										
Babcock, Bradley W.	Director of Athletics	Athletic Department	12	12/31/2021	100%		\$ 100,000		Defe	rred Compensation
<u>Science</u>										
Morton, Sally	Dean of Science	Dean of Science	12	12/31/2021	100%		\$ 1,124			ated Deferred Compensation left ersity 1/31/2021

Personnel Changes Report - Addendum A Annual Base Compensation: Athletic Employment Contracts Calendar Year 2022

	Calendar Year 2022	
Charles Adair		CY 2022
<u>Charles Adair</u> Head Coach	Page Salary (contract and 2/20/24)	\$ 170,000
Women's soccer	Base Salary (contract ends 2/29/24) Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 170,000 \$ 9,250
Women's Soccer	Country Club Membership (est.)	\$ 9,250 \$ 4,360
	Retention Incentive 1/31/22	\$ 50,000
		,
Whit Babcock	Total Compensation	\$ 233,610
Athletic Director	Base Salary (contract ends 6/30/29)	\$ 911,737
	Courtesy Cars (2) (actual amount may be less than \$18,500 maximum)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 4,360
	Deferred Compensation (to be paid by December 31, 2022)	\$ 100,000
	Retention (to be paid in two installments June and December 2022)	\$ 230,000
	Total Compensation	\$ 1,264,597
Kenneth R. Brooks		, , , , , , , , , , , , , , , , , , , ,
Head Coach	Base Salary (contract ends 3/31/26)	\$ 650,000
Women's	Courtesy Cars (2) - Both are stipends	\$ 18,500
Basketball	Blacksburg Country Club (est.)	\$ 4,360
	Total Compensation	\$ 672,860
Dave Cianelli		
Director	Base Salary (contract ends 6/30/24)	\$ 200,000
Track & Field and	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
Cross Country	Blacksburg Country Club (est.)	\$ 4,360
	Retention Incentive 9/1/22	\$ 50,000
	Total Compensation	\$ 263,610
Peter D'Amour		
Head Coach	Base Salary (contract ends 6/30/25)	\$ 215,000
Softball	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Blacksburg Country Club (est.)	\$ 4,360
luctin Fuente	Total Compensation	\$ 228,610
<u>Justin Fuente</u> Head Coach	Base Salary (contract ends 12/31/24)	\$ 650,000
Football	Courtesy Cars (2) 1 car and 1 stipend	\$ 18,500
rootbail	Blacksburg Country Club (est.)	\$ 4,360
	Supplemental Compensation	\$ 3,250,000
	Retention bonus (if employed as HC on 4/1/22, 8/1/22)	\$ 600,000
	Total Compensation	\$ 4,522,860
Sergio Lopez		· · · · · · · · · · · · · · · · · · ·
Head Coach	Base Salary (contract ends 6/30/2024)	\$ 185,000
Swimming & Diving	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Blacksburg Country Club (est.)	\$ 4,360
	Retention Bonus (if employed as HC on 4/1/22, 7/1/22)	\$ 20,000
	Total Compensation	\$ 218,610
Anthony Robie		
Head Coach	Base Salary (contract ends 4/30/25)	\$ 160,000
Mens' Wrestling	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Blacksburg Country Club (est.)	\$ 4,360
	Retention Bonus (if employed as HC on 7/1/22)	\$ 25,000
	Total Compensation	\$ 198,610
Kristen Skiera		• (22.222)
Head Coach	Base Salary (contract end date 6/30/26)	\$ 160,000
Women's Lacrosse	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Blacksburg Country Club (est.)	\$ 4,360 \$ 10,000
	Retention Bonus (if employed as HC on 12/31/22)	
John J. Szefc	Total Compensation	\$ 183,610
Head Coach	Base Salary (contract ends 6/30/27)	\$ 600,000
Baseball	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
Datoball	Blacksburg Country Club (est.)	\$ 4,360
	Total Compensation	\$ 613,610
James B. Thompson	en fre entre	
Head Coach	Base Salary (contract ends 6/30/26)	\$ 135,000
Men's Tennis	Blacksburg Country Club (est.)	\$ 4,360
	Total Compensation	\$ 139,360
Michael Young		
Head Coach	Base Salary (contract ends 3/15/27)	\$ 500,000
Men's Basketball	Supplemental Compensation	\$ 1,937,500
	Courtesy Cars (2) 1 car and 1 stipend	\$ 18,500
	Blacksburg Country Club (est.)	\$ 4,360
	Total Compensation	\$ 2,469,080