

Faculty Personnel Changes Report
ACADEMIC, RESEARCH, AND STUDENT AFFAIRS COMMITTEE
AND
FINANCE AND RESOURCE MANAGEMENT COMMITTEE

Quarter ending March 31, 2019

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 June 2009. 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. In addition, in the Virginia Tech Carilion School of Medicine, the Board of Visitors is asked to ratify new appointments in accordance with the Faculty Handbook. The report is organized by senior management area (college or vice presidential area).

Since the last Board meeting, the university has made the following faculty personnel appointments and salary adjustments:

Teaching and Research Faculty	
New Appointments with Tenure or Continued Appointment	4
New Appointments with Tenure to Title	2
New Appointments to Tenure-Track or Continued Appointment-Track	25
New Appointments to Non-Tenure Track	0
Adjustments in Salary	9
One-time payments	0
Administrative and Professional Faculty	
New Appointments	12
Adjustments in Salary	38
One-time payments	43
One-time payments for Post-Season Sports Events	32

RECOMMENDATION:

That the Board ratify the Faculty Personnel Changes Report

June 3, 2019

FACULTY PERSONNEL CHANGES

June 3, 2019

TEACHING AND RESEARCH FACULTY

NEW APPOINTMENTS

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Agriculture & Life Sciences</u>								
Biase, Fernando	Assistant Professor	Animal & Poultry Sciences	Reg	9	10-Aug-19	100	\$	90,000
Reid, John	Assistant Professor	Plant & Environmental Sciences	Reg	9	10-Aug-19	100	\$	82,000
<u>Architecture and Urban Studies</u>								
Smith, Stephanie	Associate Professor - Tenured	School of Public and International Affairs	Reg	9	10-Aug-19	100	\$	109,000
<u>Business</u>								
Acito, Andrew	Assistant Professor	Accounting & Information Systems	Reg	9	10-Aug-19	100	\$	225,000
Tan, Liang	Assistant Professor	Accounting & Information Systems	Reg	9	10-Aug-19	100	\$	225,000
<u>Engineering</u>								
Eldardiry, Hoda	Associate Professor	Computer Science	Reg	9	10-Aug-19	100	\$	111,000
Joerger, Mathieu	Assistant Professor	Aerospace & Ocean Engineering	Reg	9	10-Aug-19	100	\$	100,000
Katz, Andrew	Assistant Professor	Engineering Education	Reg	9	10-Aug-19	100	\$	92,000
Lattimer, Brian	Professor - Tenured	Mechanical Engineering	Reg	9	10-Aug-19	100	\$	175,000
Nikolopoulos, Dimitris	Professor - Tenured	Computer Science	Reg	9	10-Aug-19	100	\$	205,000
Young, Gregory	Associate Professor	Aerospace & Ocean Engineering	Reg	9	10-Aug-19	100	\$	120,000
<u>Liberal Arts and Human Sciences</u>								
Armstrong, Amaryah	Assistant Professor	Religion and Culture	Reg	9	10-Aug-19	100	\$	65,000
Beardall, Theresa	Assistant Professor	Sociology	Reg	9	10-Aug-19	100	\$	68,000
Catalano, D. Chase	Assistant Professor	School of Education	Reg	9	10-Aug-19	100	\$	75,000
Dearden, Thomas	Assistant Professor	Sociology	Reg	9	10-Aug-19	100	\$	66,000
Hoek, Daniel	Assistant Professor	Philosophy	Reg	9	10-Aug-19	100	\$	63,000
Holness, Lucien	Assistant Professor	History	Reg	9	10-Aug-19	100	\$	64,000
Lane, Tonisha	Assistant Professor	School of Education	Reg	9	10-Aug-19	100	\$	75,000
Lee, Hyojung	Assistant Professor	Apparel, Housing and Resource Management	Reg	9	10-Aug-19	100	\$	72,000
MacKenzie, Jordan	Assistant Professor	Philosophy	Reg	9	10-Aug-19	100	\$	63,000
Sokhey, Navdeep	Assistant Professor	Modern and Classical Languages and Literatures	Reg	9	10-Aug-19	100	\$	63,000
Wesche, Rose	Assistant Professor	Human Development and Family Science	Reg	9	10-Aug-19	100	\$	70,000

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TEACHING AND RESEARCH FACULTY***NEW APPOINTMENTS***

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Natural Resources</u>								
Ferretti, Francesco	Assistant Professor	Fish and Wildlife Conservation	Reg	9	10-Aug-19	100	\$	86,000
Kindsrater, Holly	Assistant Professor	Fish and Wildlife Conservation	Reg	9	10-Aug-19	100	\$	78,000
<u>Science</u>								
Draghi, Jeremy	Assistant Professor	Biological Sciences	Reg	9	10-Aug-19	100	\$	83,000
Kahn, Yonatan	Assistant Professor	Physics	Reg	9	10-Aug-19	100	\$	85,000
Vaissier-Welborn, Valerie	Assistant Professor	Chemistry	Reg	9	10-Aug-19	100	\$	86,000
<u>Veterinary Medicine</u>								
Tuohy, Joanne	Assistant Professor	Small Animal Clinical Sciences	Reg	12	1-Mar-19	100	\$	140,000
Wong, David	Professor - Tenured	Large Animal Clinical Sciences	Reg	12	1-Jul-19	100	\$	215,000
<u>Virginia Tech Carilion School of Medicine</u>								
Dehmer, Gregory	Professor - Tenure to Title	Internal Medicine						
Mittal, Sandeep	Professor - Tenure to Title	Surgery						

TEACHING AND RESEARCH FACULTY***ADJUSTMENTS***

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Agriculture & Life Sciences</u>								
Mercadante, Vitor	Assistant Professor	Animal and Poultry Sciences	Reg	9	25-Jan-19	100	\$	122,000
Smith, Edward	Professor	Animal and Poultry Sciences	Reg	9	10-Feb-19	100	\$	145,333
<u>Engineering</u>								
DiMarino, Christina	Assistant Professor	Electrical & Computer Engineering	Reg	9	10-Jan-19	100	\$	103,000
Gabbard, Joseph	Associate Professor	Industrial & Systems Engineering	Reg	9	10-Feb-19	100	\$	185,741
<u>Natural Resources</u>								
Bukvic, Anamaria	Assistant Professor	Geography	Reg	9	1-Jan-19	100	\$	72,000
<u>Science</u>								
Johnson, Estrella	Assistant Professor	Mathematics	Reg	9	10-Jan-19	100	\$	93,804
Munoz, Martha	Assistant Professor	Biological Sciences	Reg	9	10-Feb-19	100	\$	90,882
Nesbitt, Sterling	Assistant Professor	Geosciences	Reg	9	10-Feb-19	100	\$	107,338
Santos, Webster	Professor	Chemistry	Reg	9	10-Feb-19	100	\$	165,000

ADMINISTRATIVE AND PROFESSIONAL FACULTY***NEW APPOINTMENTS***

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME

Liberal Arts and Human Sciences

Belmonte, Laura	Dean and Professor - Tenured	Liberal Arts and Human Sciences/History	Reg	12	1-Aug-19	100	\$	300,000
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President

DeShambo, Kelsey	Athletic Trainer	Athletics	Reg	12	25-Jan-19	100	\$	42,000
Dozier, Lance	Assistant Director, Strategic Communication	Athletics	Reg	12	25-Mar-19	100	\$	40,000
Dunn, Joshua	Assistant Coach, Men's Soccer	Athletics	Reg	12	10-Feb-19	100	\$	70,000
Gibbons, Daniel	Associate Director, ACC Network	Athletics	Reg	12	15-Mar-19	100	\$	50,000
Jones, Matthew	Coordinator, Big Screens	Athletics	Reg	12	10-Jan-19	100	\$	42,500
Lantz, Zachary	Director of Creative Media	Athletics	Reg	12	22-Mar-19	100	\$	70,000
Ramos, Reece	University Ombudsperson	President	Reg	12	1-Jul-19	100	\$	130,000
Reyes, Stephen	Assistant Director, Equipment Services	Athletics	Reg	12	25-Feb-19	100	\$	40,000
Stankard, Ryan	Coordinator, ACC Network	Athletics	Reg	12	10-Jan-19	100	\$	40,000
Williams, Jafar	Assistant Coach, Football	Athletics	Reg	12	28-Jan-19	100	\$	200,000

Vice President for Human Resources

Bliss, Marie	Assistant Vice President for Human Resources Administration	Human Resources	Reg	12	28-Jan-19	100	\$	150,000
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ADMINISTRATIVE AND PROFESSIONAL FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Agriculture & Life Sciences</u>								
McCoy, Traci	Education Program Enrollment Manager	CALS Information Technology	Reg	12	25-Mar-19	100	\$	52,000
Overby, Kathryn	Extension Agent	Central District Cooperative Extension	Reg	12	10-Jan-19	100	\$	54,532
<u>Dean of Libraries</u>								
Griffin, Julie	Senior Associate Dean	Library	Reg	12	25-Jan-19	100	\$	144,251
<u>Executive Vice President and Provost</u>								
Clark, Cyril	Executive Vice President and Provost	Executive Vice President and Provost	Reg	12	1-Jan-19	100	\$	475,000
Pratt-Clarke, Menah	Vice Provost for Inclusion and Diversity and Vice President for Strategic Affairs	Inclusion and Diversity	Reg	12	1-Jun-19	100		\$ 12,000
Singleton, Scott	Data Analyst	Academic Decision Support	Reg	12	25-Jan-19	100	\$	68,000
<u>President</u>								
Adair, Charles	Head Women's Soccer Coach	Athletic Department	Reg	12	1-Mar-19	100	\$	170,000
Babcock, Bradley	Director of Athletics	Athletic Department	Reg	12	10-Jan-19	100		\$ 93,761
					25-Mar-19	100		\$ 10,000
					16-Apr-16	100		\$ 25,000
Ballein, John	Executive Associate Athletic Director	Athletic Department	Reg	12	25-Mar-19	100		\$ 2,500
Benion, Eddie	Assistant Athletic Director, Sports Medicine	Athletic Department	Reg	12	25-Mar-19	100		\$ 8,333
Brizendine, Michael	Head Men's Soccer Coach	Athletic Department	Reg	12	10-Feb-19	100	\$	125,000
					1-Mar-19	100		\$ 5,000
Brooks, Kenneth	Head Coach, Women's Basketball	Athletic Department	Reg	12	26-Mar-19	100	\$	575,000
Burden, Zohn	Assistant Football Coach	Athletic Department	Reg	12	10-Jan-19	100		\$ 16,666.66
					10-Feb-19	100	\$	280,000
					1-Apr-19	100		\$ 20,000
Capaldo, Stephen	Associate Legal Counsel	University Legal Counsel	Reg	12	1-Jul-19	100		\$ 12,000
Castro, James	Assistant Athletic Director, Production & Multimedia	Athletic Department	Reg	12	10-Jan-19	100	\$	75,000

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ADMINISTRATIVE AND PROFESSIONAL FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
Chambers, Joshua	Director of Recruiting Operations	Athletic Department	Reg	12	25-Mar-19	100	\$	5,833
Cianelli, David	Director, Track, Field, and Cross Country Programs	Athletic Department	Reg	12	25-Mar-19	100	\$	8,000
Cornelsen, Brad	Offensive Coordinator	Athletic Department	Reg	12	25-Mar-19	100	\$	7,500
					10-Jan-19	100	\$	37,500
					25-Mar-19	100	\$	20,000
Cusack, Jason	Assistant Coach, Cross Country and Distance	Athletic Department	Reg	12	25-Mar-19	100	\$	4,000
Dickson, Ronald	Director of Strength and Conditioning	Athletic Department	Reg	12	25-Mar-19	100	\$	4,500
					10-Jan-19	100	\$	1,000
Dillard, Brandon	Director of Strength and Conditioning	Athletic Department	Reg	12	10-Jan-19	100	\$	1,000
Dubs, Andrew	Assistant Coach, Throws	Athletic Department	Reg	12	25-Mar-19	100	\$	4,000
					25-Mar-19	100	\$	4,500
Elbin, Kurt	Assistant Baseball Coach	Athletic Department	Reg	12	1-Apr-19	100	\$	5,000
Foster, Robert	Defensive Coordinator	Athletic Department	Reg	12	10-Jan-19	100	\$	35,000
Fraye, Jared	Assistant Wrestling Coach	Athletic Department	Reg	12	25-Mar-19	100	\$	3,000
Fuente, Justin	Head Football Coach	Athletic Department	Reg	12	10-Jan-19	100	\$	50,000
Gabbard, Thomas	Senior Associate Athletic Director, Facilities	Athletic Department	Reg	12	25-Mar-19	100	\$	2,500
Garnes, Bruce	Assistant Director, Equipment, Men's Basketball	Athletic Department	Reg	12	25-Mar-19	100	\$	2,000
Gavagan, Robert	Associate Director, Sports Marketing	Athletic Department	Reg	12	25-Feb-19	100	\$	48,000
Gess, Mark	Associate Legal Counsel	University Legal Counsel	Reg	12	1-Jul-19	100	\$	12,000
Hamilton, Justin	Assistant Football Coach	Athletic Department	Reg	12	25-Feb-19	100	\$	200,000
Heidreder, Kay	University Legal Counsel	University Legal Counsel	Reg	12	1-Jul-19	100	\$	20,000
Helms, Christopher	Sports Administrator	Athletic Department	Reg	12	25-Mar-19	100	\$	1,250
					25-Mar-19	100	\$	1,250
Hilgart, Benjamin	Associate Athletic Director	Athletic Department	Reg	12	10-Jan-19	100	\$	15,833.14
					1-Apr-19	100	\$	45,000
Hooper, Elizabeth	Director of State Relations	President's Staff	Reg	12	10-Feb-19	100	\$	150,960
					10-Apr-19	100	\$	10,000

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ADMINISTRATIVE AND PROFESSIONAL FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
Jackson, David	Assistant Athletic Director, Strength and Conditioning	Athletic Department	Reg	12	25-Mar-19	100	\$	10,464
Johannigmeier, Eric	Head Coach, Cross Country and Distance	Athletic Department	Reg	12	25-Mar-19	100	\$	4,000
					25-Mar-19	100	\$	4,500
Johnson, Devin	Assistant Men's Basketball Coach	Athletic Department	Reg	12	27-Mar-19	100	\$	25,000
Layer, Dale	Special Assistant to the Head Coach	Athletic Department	Reg	12	25-Mar-19	100	\$	9,583
Lechtenberg, Adam	Assistant Head Coach	Athletic Department	Reg	12	10-Jan-19	100	\$	14,583.34
Lopez Miro, Sergio	Head Swimming Coach	Athletic Department	Reg	12	1-Apr-19	100	\$	10,000
McClanahan, Hud	Associate Legal Counsel	University Legal Counsel	Reg	12	1-Jul-19	100	\$	12,000
McNeilly, Jamie	Assistant Men's Basketball Coach	Athletic Department	Reg	12	27-Mar-19	100	\$	33,333.32
McSorley, Patrick	Assistant Men's Soccer Coach	Athletic Department	Reg	12	1-Mar-19	100	\$ 70,000	
Mitchell, Brian	Assistant Football Coach	Athletic Department	Reg	12	10-Jan-19	100	\$	21,666.66
					25-Mar-19	100	\$	10,000
Nadeau, Ryan	Director of Player Personnel	Athletic Department	Reg	12	25-Mar-19	100	\$	4,583
Neal, Brian	Director of Strength and Conditioning	Athletic Department	Reg	12	10-Jan-19	100	\$	1,500
					1-Apr-19	100	\$	2,500
Nix, Tyrone	Assistant Football Coach	Athletic Department	Reg	12	10-Jan-19	100	\$	16,666.66
Randall, Allison	Associate Director, Strength & Conditioning	Athletic Department	Reg	12	1-Apr-19	100	\$	1,250
Robie, Anthony	Head Wrestling Coach	Athletic Department	Reg	12	25-Mar-19	100	\$	3,000
Shibest, James	Assistant Football Coach	Athletic Department	Reg	12	10-Jan-19	100	\$	35,000
					25-Mar-19	100	\$	12,500
Shuman, John	Director, Strength & Conditioning	Athletic Department	Reg	12	1-Apr-19	100	\$	3,750
Speicher, Logan	Director, Sports Medicine, Track and Field	Athletic Department	Reg	12	25-Mar-19	100	\$	125
					25-Mar-19	100	\$	125
Stous, Baylie	Director of Administration	Athletic Department	Reg	12	25-Mar-19	100	\$	5,000
Vaught, Timothy	Assistant Coach, Sprints/Hurdles/Relays	Athletic Department	Reg	12	25-Mar-19	100	\$	4,000
					25-Mar-19	100	\$	4,500
Vice, Vance	Assistant Football Coach	Athletic Department	Reg	12	10-Jan-19	100	\$	21,666.66
					25-Mar-19	100	\$	10,000
Walls, Brian	Assistant Athletic Director, Network Operations	Athletic Department	Reg	12	10-Jan-19	100	\$ 75,000	

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ADMINISTRATIVE AND PROFESSIONAL FACULTY***ADJUSTMENTS***

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
Webster, James	Assistant Men's Basketball Coach	Athletic Department	Reg	12	27-Mar-19	100	\$	28,333.32
Wiggins, Holmon	Assistant Football Coach	Athletic Department	Reg	12	10-Jan-19	100	\$	21,666.66
Wiles, Charles	Assistant Football Coach	Athletic Department	Reg	12	10-Jan-19	100	\$	21,666.66
					25-Mar-19	100	\$	10,000
Williams, Brent	Head Basketball Coach	Athletic Department	Reg	12	27-Mar-19	100	\$	75,000
Wilson, Jill	Head Volleyball Coach	Athletic Department	Reg	12	1-Mar-19	100	\$ 135,000	
Wolf, Lyle	Director of Operations	Athletic Department	Reg	12	25-Mar-19	100	\$	10,416
Zalewski, Paul	Assistant Coach, Jumps/Technical Director	Athletic Department	Reg	12	25-Mar-19	100	\$	4,000
					25-Mar-19	100	\$	4,500
<u>Science</u>								
Walton, William	Assistant Dean for Finance and Administration	Dean of Science	Reg	12	25-Mar-19	100	\$	140,000
<u>Senior Vice President for Operations and Administration</u>								
Hartley, Gloria	ADA Accommodation Specialist	Equity and Accessibility	Reg	12	25-Mar-19	100	\$	53,000
<u>University Initiatives</u>								
Caddick, Kristin	Innovation Campus Project Manager	Innovation Campus Delivery Team	Reg	12	25-Feb-19	100	\$	88,000
<u>Veterinary Medicine</u>								
Burchett, Amy	Director of Budget and Finance	Dean - Veterinary Medicine	Reg	12	25-Jan-19	100	\$	110,000
<u>Vice President for Advancement</u>								
Hutchins, Emily	Director of Development, College of Engineering	University Development	Reg	12	18-Mar-19	100	\$	130,000
Phlegar, Charles	Vice President for Advancement	Vice President for Advancement	Reg	12	1-Jun-19	100	\$	35,000
					10-Apr-19	100	\$	10,000
Salmon, Brandy	Associate Vice President	University Development	Reg	12	10-Apr-19	100	\$	10,000

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ADMINISTRATIVE AND PROFESSIONAL FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Vice President for Finance and CFO</u>								
Carter, Matthew	Manager of Fixed Assets Accounting	Controller's Office	Reg	12	10-Dec-18	100	\$	72,000
Ford, Rebecca	Assistant Bursar, Commerce Operations	University Bursar	Reg	12	10-Feb-19	100	\$	82,000
Lawson, Lauren	Manager of Bursar Operation & Systems	University Bursar	Reg	12	10-Feb-19	100	\$	87,825
Seckers, Shelley	Training and Development Coordinator	Vice President for Finance	Reg	12	20-Mar-19	100	\$	72,500
Sharma, Savita	Chief of Staff	Vice President for Finance	Reg	12	25-Mar-19	100		\$ 20,000
Shelton, Millard D.	Vice President for Finance and CFO	Vice President for Finance and CFO	Reg	12	10-Apr-19	100		\$ 10,000
<u>Vice President for Human Resources</u>								
McClanahan, Jacqueline	Human Resource Generalist	Human Resources	Reg	12	25-Feb-19	100	\$	58,300
<u>Vice President for Information Technology</u>								
Branscome, Patricia	Director of Information Technology Procurement	Information Technology Acquisitions	Reg	12	25-Jan-19	100	\$	130,000
Krallman, John	Director of Information Technology Business Financial Affairs	Vice President for Information Technology	Reg	12	10-Feb-19	100	\$	164,323
Landreth, Joyce	Deputy Executive Director	IT Experience & Engagement	Reg	12	10-Feb-19	100	\$	119,209
Slate, Michael	Technical Lead	Enterprise Systems	Reg	12	25-Feb-19	100	\$	78,540
<u>Vice President for Operations</u>								
Morris, Liza	Assistant Vice President, Planning and Architecture	Office of University Planning	Reg	12	10-Mar-19	100	\$	180,520
Vantine, Stephen	Director of Aviation/Division Compliance Officer	Consulting Services	Reg	12	25-Feb-19	100	\$	120,000

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ADMINISTRATIVE AND PROFESSIONAL FACULTY***ADJUSTMENTS***

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Vice President for Research</u>								
Mayer, Theresa	Vice President for Research and Innovation	Vice President for Research	Reg	12	10-Apr-19	100	\$	10,000
Nelsen, Eleanor	Director of Communications	ICTAS	Reg	12	10-Feb-19	100	\$	75,000
Rose, Kristin	Communications Director	Fralin Life Sciences Institute	Reg	12	25-Feb-19	100	\$	55,000
<u>Vice President for Student Affairs</u>								
Littreal, Jessica	Immigration Advisor	Cranwell International Center	Reg	12	25-Jan-19	100	\$	47,124
Mills, Kelsey	Physician Assistant	Schiffert Health Center	Reg	12	25-Jan-19	100	\$	88,050
<u>Virginia Tech Carilion School of Medicine</u>								
Bradbury, Ronald	Director of Admissions	Virginia Tech Carilion School of Medicine	Reg	12	10-Jan-19	100	\$	82,724
Daniel, Kelsey	Assistant Director, Admissions	Virginia Tech Carilion School of Medicine	Reg	12	10-Jan-19	100	\$	64,899