

2024-25 Promotion, Tenure, and Continued Appointment Program

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

June 3, 2025

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 2024-25 faculty compensation plan, the university undertook an annual process of review and evaluation of faculty for promotion, tenure, and continued appointment. Salary adjustments are proposed at this time for teaching and research faculty who have been promoted in rank during the 2024-25 academic year. In addition to the rank promotions within the faculty categories noted below, faculty may be promoted to ranks within other faculty categories, as appropriate (for example, an Instructor may be promoted to a rank within the Professor of Practice or Collegiate Faculty categories).

There are three tenure-track faculty ranks beginning with Assistant Professor. Promotion to a higher rank and appointment with tenure may be granted to faculty members on a regular faculty appointment who have demonstrated outstanding accomplishments in an appropriate combination of teaching, scholarship, and service. The following raises are recommended for promotions to:

Professor	\$10,000
Associate Professor	\$7,000
Assistant Professor	\$5,000

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	\$10,000
Clinical Associate Professor	\$7,000
Clinical Assistant Professor	\$5,000

There are three non-tenure-track collegiate professor ranks, beginning with Collegiate Assistant Professor. Those collegiate faculty members with a record of significant scholarly and/or professional achievement may be considered for promotion in rank. The following raises are recommended for promotions to:

Collegiate Professor	\$10,000
Collegiate Associate Professor	\$7,000
Collegiate Assistant Professor	\$5,000

There are three non-tenure-track professor of practice faculty ranks. Those professors 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	\$10,000
Associate Professor of Practice	\$7,000
Assistant Professor of Practice	\$5,000

There are three ranks for faculty on the instructor track: Instructor, Advanced Instructor, and Senior Instructor. Those faculty members with outstanding performance may be considered for promotion in rank. The following raises are recommended for promotions to:

Senior Instructor	\$7,000
Advanced Instructor	\$5,000

There are three ranks of extension faculty beginning with Associate Extension Agent. Criteria for promotion in rank for extension faculty include educational preparation, performance, and professionalism. The following raises are recommended for promotions to:

Senior Extension Agent	\$7,000
Extension Agent	\$5,000

There are three ranks for extension specialists: Associate Extension Specialist, Extension Specialist, and Senior Extension Specialist. They are subject to high professional standards in the dissemination of knowledge through the Virginia Cooperative Extension programs and in the planning and delivery of educational programs and programs of assistance to industries and local governmental agencies. The following raises are recommended for promotions to:

Senior Extension Specialist	\$7,000
Extension Specialist	\$5,000

Virginia Tech Carilion School of Medicine faculty members are of two types: faculty employed by the university or faculty employed by affiliate entities (in most cases Carilion Clinic). At all times, regardless of employer, faculty members providing instruction, academic support, or performing academic duties or roles as a Virginia Tech Carilion School of Medicine faculty member are governed by Virginia Tech's policies and procedures. Virginia Tech Carilion School of Medicine faculty employed by Virginia Tech will be classified into one of the previous categories (tenure track, clinical, collegiate, professor of practice, or instructor) or as administrative and professional (A/P) faculty.

Virginia Tech Carilion School of Medicine faculty employed by Carilion Clinic may be granted tenure-to-title at the discretion of the school without any right to, interest in, or expectation of any compensation or guarantee for compensation or future employment. Tenure-to-title is recognition of a faculty member's significant accomplishments in teaching, clinical care (if relevant), scholarship, and service to the school.

RECOMMENDATION:

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

June 3, 2025

2025-26 Promotion and Tenure Recommendations

Summary of Promotion & Tenure Adjustment Costs

<u>Proposed Rank</u>	<u>Adjustments</u>	<u>Total Amount</u>
Professor	50	\$ 500,000
Associate Professor	53	371,000
Clinical Professor	7	70,000
Clinical Associate Professor	1	7,000
Collegiate Professor	6	60,000
Collegiate Associate Professor	15	105,000
Professor of Practice	2	20,000
Associate Professor of Practice	8	56,000
Senior Instructor	3	21,000
Advanced Instructor	11	55,000
Senior Extension Agent	3	21,000
Extension Agent	6	30,000
Subtotal Promotion & Tenure Adjustment Costs	165	1,316,000
Associated Fringe Benefit Costs⁽¹⁾		333,606
TOTAL COST OF PROMOTION & TENURE ADJUSTMENTS		\$ 1,649,606

<u>Name</u>	<u>Proposed Rank</u>	<u>Appt⁽²⁾</u>	<u>Increase Amount</u>	<u>Code</u>
College of Agriculture & Life Sciences				
Corl, Benjamin	Professor	AY	10,000	2
Ferreira, Gonzalo	Professor	AY	10,000	2
Flessner, Michael	Professor	CY	10,000	2
Li, Song	Professor	AY	10,000	2
Stewart, Ryan	Professor	AY	10,000	2
Strawn, Laura	Professor	AY	10,000	2
White, Robin	Professor	AY	10,000	2
Batarseh, Feras	Associate Professor	AY	0	1
Reid, John (Leighton)	Associate Professor	AY	7,000	3
Singh, Vijay	Associate Professor	AY	7,000	3
Wright, Robert (Clay)	Associate Professor	AY	7,000	3
Marine, Sasha	Collegiate Associate Professor	AY	7,000	2
Chang, Kristen	Advanced Instructor	AY	5,000	2
College of Architecture, Arts, and Design				
Kelsch, Paul	Professor	AY	10,000	2
Kennedy, Brook	Professor	AY	10,000	2
Nichols, II, Charles	Professor	AY	10,000	2
Weinstein, Alan	professor	AY	10,000	2
Wyatt, Ariana	Professor	AY	10,000	2
Gibbons, Ronald	Associate Professor	CY	0	1
King, Jonathan (Nathan)	Associate Professor	AY	7,000	3
O'Leary, Emmett	Associate Professor	AY	7,000	3
Perkinson, Justin	Associate Professor	AY	7,000	3
Prochner, Isabel	Associate Professor	AY	7,000	3
Hamming, Grant	Collegiate Associate Professor	AY	7,000	2
Lantz, Elizabeth	Associate Professor of Practice	AY	7,000	2
Sanders, William (Allen)	Advanced Instructor	AY	5,000	2
Pamplin College of Business				
Adjerid, Idris	Professor	AY	10,000	2
Edelen, Roger	Professor	AY	10,000	2
Hillison, Sean	Associate Professor	AY	7,000	3
Shen, Wenqi	Associate Professor	AY	7,000	3
Clements, John	Collegiate Associate Professor	AY	7,000	2
Robert, Jeffrey	Collegiate Associate Professor	AY	7,000	2
Everett, Jonathan	Associate Professor of Practice	AY	7,000	2
Shortt, Jacob	Associate Professor of Practice	AY	7,000	2
Simundza, Daniel	Associate Professor of Practice	AY	7,000	2

Name	Proposed Rank	Appt ⁽²⁾	Increase Amount	Code
College of Engineering				
Akanmu, Abiola	Professor	AY	10,000	2
Bortner, Michael	Professor	AY	10,000	2
Buyuktahtakin Toy, Esra	Professor	AY	10,000	2
England, Scott	Professor	AY	10,000	2
Jia, Xiaoting	Professor	AY	10,000	2
Jin, Ran	Professor	AY	10,000	2
Johnson, Blake	Professor	CY	10,000	2
Lee, Jr., Walter	Professor	AY	10,000	2
Rowson, Jr., Steven	Professor	CY	10,000	2
Sarver, Emily	Professor	CY	10,000	2
Untaroiu, Costin	Professor	CY	10,000	2
Xin, Hongliang	Professor	AY	10,000	2
Young, Gregory	Professor	AY	10,000	3
Afsari, Kereshmeh	Associate Professor	AY	7,000	3
Agee, Philip	Associate Professor	AY	7,000	3
Brand, Alexander	Associate Professor	AY	7,000	3
Chung, Taejoong (Tijay)	Associate Professor	CY	7,000	3
DiMarino, Christina	Associate Professor	AY	7,000	3
Eldardiry, Hoda	Associate Professor	CY	0	1
Gao, Xinghua	Associate Professor	AY	7,000	3
Hosseinichimeh, Niyousha	Associate Professor	AY	7,000	3
Joerger, Mathieu	Associate Professor	AY	7,000	3
Katz, Andrew	Associate Professor	AY	7,000	3
Lee, Sang Won	Associate Professor	AY	7,000	3
Losey, Dylan	Associate Professor	AY	7,000	3
Meadows, Joseph	Associate Professor	AY	7,000	3
Sarlo, Rodrigo	Associate Professor	AY	7,000	3
Viswanath, Bimal	Associate Professor	AY	7,000	3
Arena, Christopher	Collegiate Professor	AY	10,000	2
Arena, Sara	Collegiate Professor	CY	10,000	2
Hooshangi, Sara	Collegiate Professor	AY	10,000	2
Savage, Laura	Collegiate Associate Professor	AY	7,000	2
Ellis, Margaret	Professor of Practice	AY	10,000	2
Lally, Lindsay	Associate Professor of Practice	AY	7,000	2
McPherson, David	Senior Instructor	CY	7,000	2
Twyman, Catherine	Advanced Instructor	AY	5,000	2
College of Liberal Arts and Human Sciences				
Abeysekara, Ananda	Professor	AY	10,000	2
Logan, Nneka	Professor	AY	10,000	2
Ni, Zhange	Professor	AY	10,000	2
Robertson, Dana	Professor	AY	10,000	2
Shew, Ashley	Professor	AY	10,000	2
Sinno, Nadine	Professor	AY	10,000	2
Stewart, Trevor	Professor	AY	10,000	2
Wisnioski, Matthew	Professor	AY	10,000	2
Zeide, Anna	Professor	AY	10,000	2
Baniya, Sweta	Associate Professor	AY	7,000	3
Choi, Koeun	Associate Professor	AY	7,000	3
Galford, Gregory	Associate Professor	AY	7,000	3
Goedert, Nicholas	Associate Professor	AY	7,000	3
Hornburg, Caroline	Associate Professor	AY	7,000	3
Klausmeyer, Bryan	Associate Professor	AY	7,000	3
Polanco, Edward	Associate Professor	AY	7,000	3
Smith-Glaviana, Dina	Associate Professor	AY	7,000	3
Wendt, Fabian	Associate Professor	AY	7,000	3
Wesche, Rose	Associate Professor	AY	7,000	3
Bredenkamp, David	Collegiate Associate Professor	AY	7,000	2
Novack, Gregory	Collegiate Associate Professor	AY	7,000	2
Foster, Catheryn	Associate Professor of Practice	AY	7,000	2
Jenkins, Dale	Senior Instructor	AY	7,000	2
Hall, Katherine	Advanced Instructor	AY	5,000	2

Name	Proposed Rank	Appt ⁽²⁾	Increase Amount	Code
College of Natural Resources and Environment				
Castello, Leandro	Professor	AY	10,000	2
Dayer, Ashley	Professor	AY	10,000	2
Hindman, Daniel	Professor	CY	10,000	2
Horvath, Laszlo	Professor	AY	10,000	2
Bukvic, Anamaria	Associate Professor	AY	7,000	3
Kindsvater, Holly	Associate Professor	AY	7,000	3
Ramseyer, Craig	Associate Professor	AY	7,000	3
Russell, Jennifer	Associate Professor	AY	7,000	3
Rijal, Santosh	Collegiate Associate Professor	AY	7,000	2
College of Science				
Anderson, Lara	Professor	AY	10,000	2
Capelluto, Daniel	Professor	AY	10,000	2
Gill, Benjamin	Professor	AY	10,000	2
Gray, James	Professor	AY	10,000	2
Hauf, Silke	Professor	AY	10,000	2
Johnson, Leah	Professor	AY	10,000	2
Mayhall, Nicholas	Professor	AY	10,000	2
Michel, Frederick (Marc)	Professor	AY	10,000	2
Allen, George	Associate Professor	AY	7,000	3
Allen, Julie	Associate Professor	AY	7,000	3
Ashkar, Rana	Associate Professor	AY	7,000	3
Breaux, Rosanna	Associate Professor	AY	7,000	3
Buczynski, Matthew	Associate Professor	AY	7,000	3
Datta, Jyotishka	Associate Professor	AY	7,000	3
Draghi, Jeremy	Associate Professor	AY	7,000	3
Lopez Valdez, Hiram	Associate Professor	AY	7,000	3
Welborn, Valerie	Associate Professor	AY	7,000	3
Weston, Matthew	Associate Professor	CY	0	1
Xing, Xin	Associate Professor	AY	7,000	3
Driscoll, Anne	Collegiate Professor	AY	10,000	2
Robertson Evia, Jane	Collegiate Professor	AY	10,000	2
Banerjee, Anand	Collegiate Associate Professor	AY	7,000	2
Diaz, Vanessa	Collegiate Associate Professor	AY	7,000	2
Lucero, Christian	Collegiate Associate Professor	AY	7,000	2
Mahmoud, Hamdy	Collegiate Associate Professor	AY	7,000	2
Steiner, James	Associate Professor of Practice	AY	7,000	2
Jasso-Hernandez, Edna (Fanny)	Senior Instructor	AY	7,000	2
Juste, Ted	Advanced Instructor	AY	5,000	2
Kasebian, Kaveh	Advanced Instructor	AY	5,000	2
Manoharan, Palanivel	Advanced Instructor	AY	5,000	2
Nelson, Keith (Phil)	Advanced Instructor	AY	5,000	2
Neser, Laura	Advanced Instructor	CY	5,000	2
Rabby, Fazle	Advanced Instructor	AY	5,000	2
Saenz Maldonado, Edgar	Advanced Instructor	AY	5,000	2
Honors College				
Velez, Anne-Lise	Collegiate Professor	AY	10,000	2
Budowle, Rachael	Collegiate Associate Professor	AY	7,000	2
College of Veterinary Medicine				
Henao-Guerrero, Piedad (Natalia)	Professor	CY	10,000	2
Hosig, Kathryn (Kathy)	Professor	AY	10,000	2
Balogh, Orsolya	Associate Professor	CY	0	1
Stewart, Jamie	Associate Professor	CY	7,000	3
Weger, Jr., James	Associate Professor	AY	7,000	3
Carvallo, Francisco	Clinical Professor	CY	10,000	2
Cecere, Julie	Clinical Professor	CY	10,000	2
Conner, Bobbi	Clinical Professor	CY	10,000	2
Funk, Rebecca	Clinical Professor	CY	10,000	2
Lahmers, Sunshine	Clinical Professor	CY	10,000	2
Nappier, Michael	Clinical Professor	CY	10,000	2
Ramirez-Barrios, Roger	Clinical Professor	CY	10,000	2
Ramos, Renata	Clinical Associate Professor	CY	7,000	2
Burns, Travis	Professor of Practice	CY	10,000	2
Wenzel, Sophie	Associate Professor of Practice	AY	7,000	2

Name	Proposed Rank	Appt⁽²⁾	Increase Amount	Code
<i>Dean of Libraries</i>				
Chen, Yinlin	Associate Professor	CY	7,000	5
Miller, Chreston	Associate Professor	CY	7,000	5
Petters, Jonathan	Associate Professor	CY	7,000	5
Porter, Nathaniel	Associate Professor	CY	7,000	5
Stovall, Connie	Assistant Professor	CY	0	4
<i>Virginia Cooperative Extension</i>				
Hairston, Brian	Senior Extension Agent	CY	7,000	2
Mosley, Cristy	Senior Extension Agent	CY	7,000	2
Tanner, Karen	Senior Extension Agent	CY	7,000	2
Hazelwood, Leigh Ann	Extension Agent	CY	5,000	2
Jones, Joanne	Extension Agent	CY	5,000	2
Lerch, MaryBeth	Extension Agent	CY	5,000	2
Long, Frank	Extension Agent	CY	5,000	2
Salazar, Aisha	Extension Agent	CY	5,000	2
Seekford, Sierra	Extension Agent	CY	5,000	2
<i>Virginia Tech Carilion School of Medicine ⁽³⁾</i>				
Aziz, Sameh	Professor	N/A	0	2
Kuehl, Damon	Professor	N/A	0	6
Murchison, Amanda	Professor	N/A	0	6
Lareau, Stephanie	Professor	N/A	0	2
Tu, Priscilla	Professor	N/A	0	2
Armbruster, Shannon	Associate Professor	N/A	0	6
Casey, James	Associate Professor	N/A	0	6
Durica, Allison	Associate Professor	N/A	0	2
Gerrish, Ashley	Associate Professor	N/A	0	2
Gomez, Mariana	Associate Professor	N/A	0	2
Heletz, Ido	Associate Professor	N/A	0	2
Khalid, Kiran	Associate Professor	N/A	0	2
Lee, Maxine	Associate Professor	N/A	0	2
Macdonald, Neil	Associate Professor	N/A	0	2
Reddy, Abhishek	Associate Professor	N/A	0	2
Saccocci, Michael	Associate Professor	N/A	0	2
Weppner, Justin	Associate Professor	N/A	0	2
Powell, Natalie	Assistant Professor	N/A	0	2
Cleveland, Jennifer	Collegiate Associate Professor	CY	7,000	2
Eden, Kristin	Collegiate Associate Professor	CY	7,000	2
Total Promotion & Tenure Adjustments			\$ 1,316,000	

Codes

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

Notes

⁽¹⁾ Based upon university-wide average variable fringe benefit rate. Actual results may vary depending upon specific employee attributes.

⁽²⁾ AY denotes an academic year appointment, while CY denotes a calendar year appointment.

⁽³⁾ Carilion Clinic employees with Virginia Tech faculty appointments; there are no costs related to these positions.