

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

**Quarter ending September 30, 2017**

The Faculty Personnel Changes Report includes new appointments and adjustments in salaries for the general faculty, including teaching and research faculty in the colleges, and for 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).

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           | 3  |
| New Appointments to Tenure-Track or Continued Appointment-Track | 8  |
| New Appointments to Non-Tenure Track                            | 0  |
| Adjustments in Salary   |    |
| One-time payments   | 33 |
| Administrative and Professional Faculty                         |    |
| New Appointments  | 9  |
| Adjustments in Salary   |    |
| One-time payments   | 74 |
| One-time payments for Post-Season Sports Events                 | 3  |
| Research Faculty  | 0  |
| Adjustments   | 1  |

**RECOMMENDATION:**

That the Board ratify the Faculty Personnel Changes Report

November 6, 2017

## FACULTY PERSONNEL CHANGES

### November 6, 2017

#### 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 &amp; Life Sciences</u>  |                               |   |             |        |                |        |             |          |
| Auguste, Albert                         | Assistant Professor           | Entomology                                | Reg         | 9      | 10-Aug-17      | 100    | \$          | 80,000   |
| Chen, Susan                             | Associate Professor - Tenured | Agriculture & Applied Economics           | Reg         | 9      | 10-Aug-17      | 100    | \$          | 140,000  |
| Holt, Matthew                           | Professor - Tenured           | Agriculture & Applied Economics           | Reg         | 12     | 16-Aug-17      | 100    | \$          | 210,000  |
| Lemkul, Justin                          | Assistant Professor           | Biochemistry                              | Reg         | 9      | 10-Aug-17      | 100    | \$          | 80,000   |
| <u>Architecture &amp; Urban Studies</u> |                               |   |             |        |                |        |             |          |
| Morshedzadeh, Elham                     | Assistant Professor           | School of Architecture + Design           | Reg         | 9      | 10-Aug-17      | 100    | \$          | 75,000   |
| Sharma, Akshay                          | Associate Professor - Tenured | School of Architecture + Design           | Reg         | 9      | 18-Sep-17      | 100    | \$          | 82,000   |
| <u>Engineering</u>                      |                               |   |             |        |                |        |             |          |
| Xie, Weijun                             | Assistant Professor           | Industrial & Systems Engineering          | Reg         | 9      | 10-Aug-17      | 100    | \$          | 94,000   |
| Yi, Yang                                | Assistant Professor           | Electrical & Computer Engineering         | Reg         | 9      | 10-Aug-17      | 100    | \$          | 100,000  |
| <u>Liberal Arts and Human Sciences</u>  |                               |   |             |        |                |        |             |          |
| Lavender-Smith, Evan                    | Assistant Professor           | English                                   | Reg         | 9      | 10-Aug-17      | 100    | \$          | 62,000   |
| <u>Veterinary Medicine</u>              |                               |   |             |        |                |        |             |          |
| Coutermarsh-Ott, Sheryl                 | Assistant Professor           | Biomedical Sciences & Pathobiology        | Reg         | 12     | 25-Aug-17      | 100    | \$          | 110,000  |
| <u>Vice President for Research</u>      |                               |   |             |        |                |        |             |          |
| Pan, Yuchin                             | Associate Professor           | Virginia Tech Carilion Research Institute | Reg         | 12     | 1-Jul-17       | 100    | \$          | 145,000  |

**TEACHING AND RESEARCH FACULTY****ADJUSTMENTS**

| NAME                                    | TITLE                          | DEPARTMENT                         | REG or RSTR | MONTHS | CURRENT ACTION |        |             |          |
|---|--------------------------------|------------------------------------|-------------|--------|----------------|--------|-------------|----------|
|   |                                |                                    |             |        | EFF DATE       | % APPT | ANNUAL RATE |          |
|   |                                |                                    |             |        |                |        | BASE        | ONE-TIME |
| <u>Agriculture &amp; Life Sciences</u>  |                                |                                    |             |        |                |        |             |          |
| Marine, Sasha                           | Collegiate Assistant Professor | Biochemistry                       | Reg         | 9      | 10-Aug-17      | 100    | \$          | 74,500   |
| Vines, Karen                            | Assistant Professor            | Ag, Leadership and Community       | Reg         | 9      | 10-Aug-17      | 100    | \$          | 80,000   |
| Wilson, Thomas                          | Assistant Professor            | Animal and Poultry Sciences        | Reg         | 9      | 10-Aug-17      | 100    | \$          | 80,000   |
| Zhang, Bo                               | Assistant Professor            | Crop & Soil Environmental Sciences | Reg         | 12     | 10-Aug-17      | 100    | \$          | 85,000   |
| <u>Architecture &amp; Urban Studies</u> |                                |                                    |             |        |                |        |             |          |
| Duer, Zachary                           | Assistant Professor            | School of Visual Arts              | Reg         | 9      | 10-Aug-17      | 100    | \$          | 75,000   |
| <u>Business</u>                         |                                |                                    |             |        |                |        |             |          |
| Hiller, Janine                          | Professor                      | Finance, Insurance & Business Law  | Reg         | 9      | 10-Aug-17      | 100    | \$          | 174,190  |
| Khansa, Lara                            | Associate Professor            | Dean of Business                   | Reg         | 12     | 10-Aug-17      | 100    | \$          | 249,857  |
| Russell, Roberta                        | Professor                      | Business Information Technology    | Reg         | 12     | 10-Aug-17      | 100    | \$          | 206,515  |
| Shen, Wenqi                             | Assistant Professor            | Business Information Technology    | Reg         | 9      | 10-Aug-17      | 100    | \$          | 150,000  |
| Teets, Jay                              | Collegiate Associate Professor | Business Information Technology    | Reg         | 9      | 10-Aug-17      | 100    | \$          | 110,000  |
| Ye, Pengfei                             | Assistant Professor            | Finance, Insurance & Business Law  | Reg         | 9      | 10-Aug-17      | 100    | \$          | 222,000  |
| <u>Engineering</u>                      |                                |                                    |             |        |                |        |             |          |
| Burgoyne, Christine                     | Instructor                     | Materials Science & Engineering    | Reg         | 9      | 10-Aug-17      | 100    | \$          | 55,000   |
| Furukawa, Tomonari                      | Professor                      | Mechanical Engineering             | Reg         | 9      | 10-Aug-17      | 100    | \$          | 141,839  |
| Knight, David                           | Assistant Professor            | Engineering Education              | Reg         | 9      | 10-Aug-17      | 100    | \$          | 107,161  |
| Lohani, Vinod                           | Professor                      | Engineering Education              | Reg         | 9      | 10-Aug-17      | 100    | \$          | 125,777  |
| Lou, Wenjing                            | Professor                      | Computer Science                   | Reg         | 9      | 10-Aug-17      | 100    | \$          | 179,082  |

continued

**TEACHING AND RESEARCH FACULTY****ADJUSTMENTS**

| NAME  | TITLE                          | DEPARTMENT                        | REG or RSTR | MONTHS | CURRENT ACTION |        |             |          |
|---|--------------------------------|-----------------------------------|-------------|--------|----------------|--------|-------------|----------|
|   |                                |                                   |             |        | EFF DATE       | % APPT | ANNUAL RATE |          |
|   |                                |                                   |             |        |                |        | BASE        | ONE-TIME |
| Noble, Christopher                            | Associate Professor            | Mining and Minerals Engineering   | Reg         | 9      | 10-Aug-17      | 100    | \$          | 100,000  |
| Paige, Frederick                              | Assistant Professor            | Civil & Environmental Engineering | Reg         | 9      | 10-Aug-17      | 100    | \$          | 92,000   |
| Seidel, Gary                                  | Associate Professor            | Aerospace & Ocean Engineering     | Reg         | 9      | 10-Aug-17      | 100    | \$          | 118,496  |
| Shaffer, Clifford                             | Professor                      | Computer Science                  | Reg         | 9      | 10-Aug-17      | 100    | \$          | 138,485  |
| Tarazaga, Pablo                               | Associate Professor            | Mechanical Engineering            | Reg         | 9      | 10-Aug-17      | 100    | \$          | 127,000  |
| <u>Executive Vice President &amp; Provost</u> |                                |                                   |             |        |                |        |             |          |
| Lewis, Stephanie                              | Assistant Professor            | University Studies                | Reg         | 12     | 25-Aug-17      | 100    | \$          | 70,000   |
| <u>Liberal Arts and Human Sciences</u>        |                                |                                   |             |        |                |        |             |          |
| Agmon, Danna                                  | Assistant Professor            | History                           | Reg         | 9      | 10-Aug-17      | 100    | \$          | 80,314   |
| Gitre, Edward                                 | Assistant Professor            | History                           | Reg         | 9      | 10-Aug-17      | 100    | \$          | 61,000   |
| Lawson, Gerard                                | Professor                      | School of Education               | Reg         | 9      | 10-Aug-17      | 100    | \$          | 98,306   |
| Moehler, Michael                              | Associate Professor            | Philosophy                        | Reg         | 9      | 10-Aug-17      | 100    | \$          | 94,000   |
| Quesenberry, Brandi                           | Advanced Instructor            | Communication                     | Reg         | 9      | 10-Aug-17      | 100    | \$          | 57,200   |
| Sedgwick, Donna                               | Assistant Professor            | Sociology                         | Reg         | 9      | 10-Aug-17      | 100    | \$          | 65,000   |
| <u>Science</u>                                |                                |                                   |             |        |                |        |             |          |
| Amateis, Patricia                             | Associate Professor            | Chemistry                         | Reg         | 9      | 10-Aug-17      | 100    | \$          | 81,451   |
| Arnold, Rachel                                | Collegiate Assistant Professor | Mathematics                       | Reg         | 9      | 10-Aug-17      | 100    | \$          | 67,000   |
| Lucero, Christian                             | Collegiate Assistant Professor | Statistics                        | Reg         | 9      | 10-Aug-17      | 100    | \$          | 80,500   |
| Sontheimer, Harald                            | Professor                      | School of Nueroscience            | Reg         | 12     | 31-Dec-17      | 100    | \$          | 50,000   |
| <u>Veterinary Medicine</u>                    |                                |                                   |             |        |                |        |             |          |
| Cecere, Julie                                 | Assistant Professor            | Small Animal Clinical Science     | Reg         | 12     | 10-Aug-17      | 100    | \$          | 115,000  |

## ADMINISTRATIVE AND PROFESSIONAL FACULTY

### NEW APPOINTMENTS

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

#### Executive Vice President & Provost

|               |   |                |     |    |          |     |    |         |
|---------------|---|----------------|-----|----|----------|-----|----|---------|
| Guerin, David | Associate Vice Provost for Communications | Provost Office | Reg | 12 | 1-Sep-17 | 100 | \$ | 125,000 |
|---------------|---|----------------|-----|----|----------|-----|----|---------|

#### President

|                    |   |                          |     |    |           |     |    |         |
|--------------------|---|--------------------------|-----|----|-----------|-----|----|---------|
| Black, Ahsaki      | Assistant Director, Business Services                   | Athletics                | Reg | 12 | 10-Sep-17 | 100 | \$ | 44,000  |
| Dubs, Andrew       | Assistant Coach, TFCC Program                           | Athletics                | Reg | 12 | 14-Aug-17 | 100 | \$ | 80,000  |
| Hartman, Katrina   | Law Fellow  | University Legal Counsel | Reg | 12 | 21-Jul-17 | 100 | \$ | 72,000  |
| Littlejohn, Angela | Senior Associate Athletic Director, Internal Operations | Athletics                | Reg | 12 | 31-Aug-17 | 100 | \$ | 159,000 |
| Miller, Shelby     | Director, Student-Athlete Development                   | Athletics                | Reg | 12 | 25-Aug-17 | 100 | \$ | 47,500  |
| Staggers, Kyle     | Director, Sports Medicine                               | Athletics                | Reg | 12 | 10-Aug-17 | 100 | \$ | 40,000  |
| Viet, Adam         | Director, Sports Medicine                               | Athletics                | Reg | 12 | 10-Aug-17 | 100 | \$ | 40,000  |
| Wurthman, Bradley  | Senior Associate Athletic Director, External Operations | Athletics                | Reg | 12 | 14-Aug-17 | 100 | \$ | 122,500 |

**ADMINISTRATIVE AND PROFESSIONAL FACULTY****ADJUSTMENTS**

| NAME  | TITLE   | DEPARTMENT                               | REG or RSTR | MONTHS | CURRENT ACTION |        |             |          |
|---|---|--|-------------|--------|----------------|--------|-------------|----------|
|   |   |  |             |        | EFF DATE       | % APPT | ANNUAL RATE |          |
|   |   |  |             |        |                |        | BASE        | ONE-TIME |
| <u>Agriculture &amp; Life Sciences</u>        |   |  |             |        |                |        |             |          |
| Johnson, Jeremy                               | State Program 4H Leader   | 4H General Admin                         | Reg         | 12     | 25-Sep-17      | 100    | \$          | 72,000   |
| Maxey-Nay, Laura                              | Extension Agent   | Southeast District Cooperative Extension | Reg         | 12     | 25-Jul-17      | 100    | \$          | 52,970   |
| Pittman, Theresa                              | Extension Agent   | Southeast District Cooperative Extension | Reg         | 12     | 25-Jul-17      | 100    | \$          | 52,469   |
| Pomfrey, Emily                                | Extension Agent   | Southeast District Cooperative Extension | Reg         | 12     | 1-Jul-17       | 100    | \$          | 43,474   |
| Skiles, Timothy                               | Creative Services Manager   | CALS Administration                      | Reg         | 12     | 10-Sep-17      | 100    | \$          | 51,000   |
| Yellapantula, Chitra                          | Business Operations Manager                                       | CALS Administration                      | Reg         | 12     | 25-Sep-17      | 100    | \$          | 70,000   |
| <u>Dean of Libraries</u>                      |   |  |             |        |                |        |             |          |
| McVoy, Elizabeth                              | Web Designer  | Library                                  | Reg         | 12     | 25-Aug-17      | 100    | \$          | 62,313   |
| <u>Executive Vice President &amp; Provost</u> |   |  |             |        |                |        |             |          |
| Byrd, Christina                               | Associate Vice Provost for Degree Innovation and SCHEV Compliance | Provost Office                           | Reg         | 12     | 25-Jul-17      | 100    | \$          | 120,000  |
| Garrett, Alphonso                             | Director of Undergraduate Diversity Recruitment Initiatives       | Undergraduate Admissions                 | Reg         | 12     | 10-Sep-17      | 100    | \$          | 61,079   |
| McCoy, Traci                                  | Assistant Director  | Undergraduate Admissions                 | Reg         | 12     | 25-Jul-17      | 100    | \$          | 40,000   |
| Vandyke, Sara                                 | Chief of Staff  | Honors College                           | Reg         | 12     | 10-Sep-17      | 100    | \$          | 60,000   |
| <u>Graduate School</u>                        |   |  |             |        |                |        |             |          |
| Matheis, Christian                            | Director, Recruiting and Diversity Initiatives                    | Dean - Graduate School                   | Reg         | 12     | 10-Aug-17      | 100    | \$          | 65,000   |

continued

**ADMINISTRATIVE AND PROFESSIONAL FACULTY****ADJUSTMENTS**

| NAME                      | TITLE   | DEPARTMENT         | REG or RSTR | MONTHS | CURRENT ACTION |        |             |          |
|---------------------------|---|--------------------|-------------|--------|----------------|--------|-------------|----------|
|                           |   |                    |             |        | EFF DATE       | % APPT | ANNUAL RATE |          |
|                           |   |                    |             |        |                |        | BASE        | ONE-TIME |
| <u>President</u>          |   |                    |             |        |                |        |             |          |
| Abbott, Russell           | Assistant Women's Golf Coach                        | Athletics          | Reg         | 12     | 10-Aug-17      | 100    | \$          | 52,741   |
| Ballein, John             | Executive Associate Athletic Director               | Athletics          | Reg         | 12     | 10-Sep-17      | 100    | \$          | 168,326  |
| Brown, Jennifer           | Assistant Coach Women's Basketball                  | Athletics          | Reg         | 12     | 10-Aug-17      | 100    | \$          | 127,500  |
| Brugger-McSorley, Bridget | Assistant Athletic Director, Compliance/Title IX    | Athletics          | Reg         | 12     | 10-Sep-17      | 100    | \$          | 69,798   |
| Bryan, Anne               | Director, Sports Medicine                           | Athletics          | Reg         | 12     | 10-Aug-17      | 100    | \$          | 50,000   |
| Cash, Erin                | Senior Director, Sports Medicine                    | Athletics          | Reg         | 12     | 1-Jul-17       | 100    | \$          | 70,000   |
| Cox, Brian                | Coordinator, Video, Women's Basketball              | Athletics          | Reg         | 12     | 10-Aug-17      | 100    | \$          | 50,400   |
| Eugene, Ernest            | Assistant Athletic Director, Sports Medicine        | Athletics          | Reg         | 12     | 1-Jul-17       | 100    | \$          | 99,220   |
| Forbes, Natalie           | Senior Director, S-A Development                    | Athletics          | Reg         | 12     | 25-Aug-17      | 100    | \$          | 47,500   |
| Gebhard, Gregg            | Assistant Lacrosse Coach                            | Athletics          | Reg         | 12     | 10-Aug-17      | 100    | \$          | 54,440   |
| Gilbert-Lowry, Reyna      | Senior Associate Athletic Director, S-A Development | Athletics          | Reg         | 12     | 10-Sep-17      | 100    | \$          | 96,800   |
| Griesemer, Megan          | Assistant Director, Compliance                      | Athletics          | Reg         | 12     | 1-Jul-17       | 100    | \$          | 56,000   |
| Gwinn, Derek              | Assistant Athletic Director, Compliance             | Athletics          | Reg         | 12     | 10-Sep-17      | 100    | \$          | 83,107   |
| Hamlin, Carmen            | Senior Director, Business Operations                | Athletics          | Reg         | 12     | 10-Sep-17      | 100    | \$          | 58,000   |
| Jackson, David            | Assistant Athletic Director, Basketball Programs    | Athletics          | Reg         | 12     | 1-Jul-17       | 100    | \$          | 112,750  |
| Jacobson, Cara            | Director of Administration, Men's Basketball        | Athletics          | Reg         | 12     | 1-Jul-17       | 100    | \$          | 51,250   |
| Johannigmeier, Eric       | Assistant Coach, TFCC Programs                      | Athletics          | Reg         | 12     | 25-Jul-17      | 100    | \$          | 47,000   |
| Johnson, Devin            | Director, Player Personnel, Men's Basketball        | Athletics          | Reg         | 12     | 1-Jul-17       | 100    | \$          | 87,125   |
| Jones, Adam               | Director, Equipment Services                        | Athletics          | Reg         | 12     | 25-Aug-17      | 100    | \$          | 50,000   |
| Mason, Patrick            | Head Baseball Coach                                 | Athletics          | Reg         | 12     | 1-Jul-17       | 100    | \$          | 176,978  |
| McNeilly, Jamie           | Assistant Coach, Men's Basketball                   | Athletics          | Reg         | 12     | 1-Jul-17       | 100    | \$          | 179,375  |
| Mitchell, Samantha        | Director of Player Personnel                        | Athletics          | Reg         | 12     | 10-Aug-17      | 100    | \$          | 54,000   |
| Northup, Carly            | Assistant Athletic Director, External Fan           | Athletics          | Reg         | 12     | 10-Sep-17      | 100    | \$          | 91,323   |
| Peterson, Cheryl          | Executive Director                                  | President's Office | Reg         | 12     | 1-Oct-17       | 100    | \$          | 150,000  |
| Piemonte, Ronald          | Head Diving Coach                                   | Athletics          | Reg         | 12     | 1-Jul-17       | 100    | \$          | 73,000   |
| Reynolds, Jeffrey         | Director of Operations, Men's Basketball            | Athletics          | Reg         | 12     | 1-Jul-17       | 100    | \$          | 148,625  |
| Robertson, Carol          | Head Women's Golf Coach                             | Athletics          | Reg         | 12     | 10-Aug-17      | 100    | \$          | 82,250   |
| Roccaforte, Steven        | Assistant Coach, Men's Basketball                   | Athletics          | Reg         | 12     | 1-Jul-17       | 100    | \$          | 246,000  |

continued

**ADMINISTRATIVE AND PROFESSIONAL FACULTY****ADJUSTMENTS**

| NAME                                      | TITLE  | DEPARTMENT                         | REG or RSTR | MONTHS | CURRENT ACTION |        |             |           |
|---|--|------------------------------------|-------------|--------|----------------|--------|-------------|-----------|
|   |  |                                    |             |        | EFF DATE       | % APPT | ANNUAL RATE |           |
|   |  |                                    |             |        |                |        | BASE        | ONE-TIME  |
| Shimp, Amanda                             | Assistant Lacrosse Coach                         | Athletics                          | Reg         | 12     | 10-Aug-17      | 100    | \$ 58,560   |           |
| Skinner, Ned                              | Director, Swimming & Diving                      | Athletics                          | Reg         | 12     | 1-Jul-17       | 100    | \$ 117,500  |           |
| Sung, John                                | Head Coach, Lacrosse                             | Athletics                          | Reg         | 12     | 10-Aug-17      | 100    | \$ 110,000  |           |
| Thomas, Benjamin                          | Head Cross Country Coach                         | Athletics                          | Reg         | 12     | 1-Jul-17       | 100    | \$ 91,000   |           |
| Thomas, Nelson                            | Head Softball Coach                              | Athletics                          | Reg         | 12     | 1-Jul-17       | 100    | \$ 115,000  |           |
| Thompson, James                           | Head Men's Tennis Coach                          | Athletics                          | Reg         | 12     | 1-Jul-17       | 100    | \$ 100,000  |           |
| Vaught, Timothy                           | Assistant Coach, TFCC Programs                   | Athletics                          | Reg         | 12     | 25-Jul-17      | 100    | \$ 75,000   |           |
| Webster, James                            | Assistant Coach, Men's Basketball                | Athletics                          | Reg         | 12     | 1-Jul-17       | 100    | \$ 148,625  |           |
| White, Daniel                             | Senior Associate Athletic Director, S-A Services | Athletics                          | Reg         | 12     | 10-Sep-17      | 100    | \$ 88,468   |           |
| Williams, Brent                           | Head Coach, Men's Basketball                     | Athletics                          | Reg         | 12     | 31-Dec-17      |        |             | \$ 50,000 |
| Wolf, Lyle                                | Director, S-A Development, Men's Basketball      | Athletics                          | Reg         | 12     | 1-Jul-17       | 100    | \$ 71,750   |           |
| Zabinsky, Jennifer                        | Associate Athletic Director, Sports Nutrition    | Athletics                          | Reg         | 12     | 10-Sep-17      | 100    | \$ 73,737   |           |
| Zalewski, Paul                            | Assistant Coach, TFCC Programs                   | Athletics                          | Reg         | 12     | 25-Jul-17      | 100    | \$ 60,000   |           |
| Zawacki-Woods, Terry                      | Head Women's Tennis Coach                        | Athletics                          | Reg         | 12     | 1-Jul-17       | 100    | \$ 80,000   |           |
| <u>Science</u>                            |  |                                    |             |        |                |        |             |           |
| Morton, Sally                             | Dean of Science                                  | Dean of Science                    | Reg         | 12     | 31-Dec-17      | 100    |             | \$ 12,138 |
| <u>Vice President for Advancement</u>     |  |                                    |             |        |                |        |             |           |
| Hart, Natalie                             | Principal Gifts Officer                          | University Development             | Reg         | 12     | 31-Jul-17      | 100    | \$ 158,055  |           |
| Haugh, Lindsey                            | Director of Communications                       | University Development             | Reg         | 12     | 25-Jun-17      | 100    | \$ 81,400   |           |
| Hayes, Angela                             | Chief of Staff                                   | University Development             | Reg         | 12     | 25-Jul-17      | 100    | \$ 130,000  |           |
| Hughes, Scott                             | Annual Gift Officer, Virginia Tech Athletic Fund | Virginia Tech Athletic Fund        | Reg         | 12     | 10-Aug-17      | 100    | \$ 50,000   |           |
| <u>Vice President for Finance and CFO</u> |  |                                    |             |        |                |        |             |           |
| Meacham, Nancy                            | Project Director                                 | Vice President for Finance and CFO | Reg         | 12     | 25-Sep-17      | 100    | \$ 86,200   |           |



continued

**ADMINISTRATIVE AND PROFESSIONAL FACULTY****ADJUSTMENTS**

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

Vice President for Human Resources

|                   |  |                   |     |    |          |     |    |         |
|-------------------|--|-------------------|-----|----|----------|-----|----|---------|
| Akers, Kimberly   | Deputy to the Interim Vice President for Human Resources | Human Resources   | Reg | 12 | 1-Sep-17 | 100 | \$ | 74,000  |
| Daniel, Martin    | Associate Vice President for HR Strategic Engagement     | Human Resources   | Reg | 12 | 1-Sep-17 | 100 | \$ | 215,000 |
| Hughes, Susan     | Assistant Vice President for HR Administration           | Human Resources   | Reg | 12 | 1-Sep-17 | 100 | \$ | 140,000 |
| Polidoro, Kathryn | Deputy Title IX Coordinator                              | Equity and Access | Reg | 12 | 1-Aug-17 | 100 | \$ | 80,000  |

Vice President for Information Technology

|                    |                                  |               |     |    |           |     |    |        |
|--------------------|----------------------------------|---------------|-----|----|-----------|-----|----|--------|
| Akers, Joshua      | HPC Team Project Lead            | IT Management | Reg | 12 | 10-Aug-17 | 100 | \$ | 83,500 |
| Kampanya, Nithiwat | Lead Cloud Application Developer | Cyber-Range   | Reg | 12 | 25-Sep-17 | 100 | \$ | 95,000 |

Vice President for Operations

|                  |  |  |     |    |           |     |    |        |
|------------------|--|--|-----|----|-----------|-----|----|--------|
| Connor, Donald   | University Radiation Safety Coordinator      | Environmental Health & Safety                      | Reg | 12 | 25-Jul-17 | 100 | \$ | 76,684 |
| Fritz, Scott     | Public Safety Information Technology Manager | Information Technology for Administrative Services | Reg | 12 | 3-Jul-17  | 100 | \$ | 75,000 |
| Ritenour, Joey   | Assistant Radiation Safety Officer           | Environmental Health & Safety                      | Reg | 12 | 25-Jul-17 | 100 | \$ | 55,277 |
| Teglas, Jonathan | Chief of Staff to the AVP and CFO            | Facilities Services                                | Reg | 12 | 25-Aug-17 | 100 | \$ | 80,770 |

Vice President for Policy and Governance

|              |  |  |     |    |           |     |    |        |
|--------------|--|--|-----|----|-----------|-----|----|--------|
| Myers, April | Associate Director for Governance Administration | Vice President for Policy and Governance | Reg | 12 | 10-Sep-17 | 100 | \$ | 70,000 |
|--------------|--|--|-----|----|-----------|-----|----|--------|

Vice President for Research

|                    |                                     |             |     |    |           |     |    |         |
|--------------------|-------------------------------------|-------------|-----|----|-----------|-----|----|---------|
| Callsen, Christine | Director of Engagement and Learning | Hume Center | Reg | 12 | 25-Jul-17 | 100 | \$ | 120,000 |
|--------------------|-------------------------------------|-------------|-----|----|-----------|-----|----|---------|

continued

ADMINISTRATIVE AND PROFESSIONAL FACULTY

ADJUSTMENTS

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

Vice President for Student Affairs

|                |                                   |                                    |     |    |           |     |    |         |
|----------------|-----------------------------------|------------------------------------|-----|----|-----------|-----|----|---------|
| Cardone, Taran | Director of Learning Partnerships | Strengths Based Learning           | Reg | 12 | 25-Jul-17 | 100 | \$ | 72,000  |
| Hawthorne, Lee | Interim Associate Vice President  | Vice President for Student Affairs | Reg | 12 | 21-Aug-17 | 100 | \$ | 137,827 |
| Rimmer, Sarah  | Staff Counselor                   | Cook Counseling Center             | Reg | 12 | 10-Aug-17 | 100 | \$ | 56,500  |
| Tully, Rachael | Student Life Coordinator          | Housing and Residence Life         | Reg | 12 | 10-Aug-17 | 100 | \$ | 77,000  |

RESEARCH FACULTY

ADJUSTMENTS

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

Science

|                   |                              |           |     |   |           |     |    |        |
|-------------------|------------------------------|-----------|-----|---|-----------|-----|----|--------|
| Slebodnick, Carla | Research Associate Professor | Chemistry | Reg | 9 | 10-Aug-17 | 100 | \$ | 71,800 |
|-------------------|------------------------------|-----------|-----|---|-----------|-----|----|--------|

**Personnel Changes Report - Addendum A**  
**Annual Base Compensation: Athletic Employment Contracts**  
**Calendar Year 2018 (\*asterisk designates 2017 payment)**

|                                 |   | <b>CY 2018</b>      |
|---------------------------------|---|---------------------|
| <b><u>Charles Adair</u></b>     |   |                     |
| Head Coach                      | Base Salary (contract ends 2/29/20)                           | \$ 158,333          |
| Women's soccer                  | Courtesy Car (actual amount may be less than \$9,250 maximum) | \$ 9,250            |
|                                 | Country Club Membership (est.)                                | \$ 3,285            |
|                                 | Retention Incentive (if employed on 1/31/18)                  | \$ 35,000           |
| <b>Total Compensation</b>       |   | <b>\$ 205,868</b>   |
| <b><u>Whit Babcock</u></b>      |   |                     |
| Athletic Director               | Base Salary (contract ends 6/30/24)                           | \$ 700,088          |
|                                 | Courtesy Cars (2)   | \$ 18,500           |
|                                 | Blacksburg Country Club (est.)                                | \$ 3,285            |
|                                 | Deferred Compensation (to be paid by December 31, 2018)       | \$ 100,000          |
|                                 | Retention Incentive (to be paid by December 31, 2018)         | \$ 230,000          |
|                                 | Deferred Compensation (to be paid by December 31, 2017)*      | \$ 100,000          |
|                                 | Retention Incentive (to be paid by December 31, 2017)*        | \$ 230,000          |
| <b>Total Compensation</b>       |   | <b>\$ 1,381,873</b> |
| <b><u>Kenneth R. Brooks</u></b> |   |                     |
| Head Coach                      | Base Salary (contract ends 3/31/22)                           | \$ 543,750          |
| Women's                         | Courtesy Cars (2)   | \$ 18,500           |
| Basketball                      | Blacksburg Country Club (est.)                                | \$ 3,285            |
| <b>Total Compensation</b>       |   | <b>\$ 565,535</b>   |
| <b><u>Dave Cianelli</u></b>     |   |                     |
| Director                        | Base Salary (contract ends 6/30/22)                           | \$ 150,000          |
| Track & Field and               | Courtesy Car (actual amount may be less than \$9,250 maximum) | \$ 9,250            |
| Cross Country                   | Blacksburg Country Club (est.)                                | \$ 3,285            |
|                                 | Retention Incentive (if employed as Director on 9/1/18)       | \$ 10,000           |
| <b>Total Compensation</b>       |   | <b>\$ 172,535</b>   |
| <b><u>Bud Foster</u></b>        |   |                     |
| Defensive                       | Base Salary (contract ends 12/31/19)                          | \$ 675,000          |
| Coordinator                     | Courtesy Car (actual amount may be less than \$9,250 maximum) | \$ 9,250            |
| Football                        | Auburn Hills Country Club (est.)                              | \$ 2,145            |
|                                 | Retention Incentive (half June 30, half Dec. 1)               | \$ 300,000          |
| <b>Total Compensation</b>       |   | <b>\$ 986,395</b>   |
| <b><u>Justin Fuente</u></b>     |   |                     |
| Head Coach                      | Base Salary (contract ends 12/31/23)                          | \$ 550,000          |
| Football                        | Courtesy Cars (2)   | \$ 18,500           |
|                                 | Blacksburg Country Club (est.)                                | \$ 3,285            |
|                                 | Supplemental Compensation                                     | \$ 2,850,000        |
|                                 | Retention bonus (if employed as HC on 4/1/18)                 | \$ 200,000          |
| <b>Total Compensation</b>       |   | <b>\$ 3,621,785</b> |

|                                 |   |                     |
|---------------------------------|---|---------------------|
| <b><u>Pat Mason</u></b>         | Contractual obligation (ends 6/30/18)                         | \$ 88,489           |
| Former Coach, Baseball          | <b>Total Compensation (subject to offset)</b>                 | <b>\$ 88,489</b>    |
| <b><u>Anthony Robie</u></b>     |   |                     |
| Head Coach                      | Base Salary (contract ends 4/30/21)                           | \$ 125,000          |
| Mens' Wrestling                 | Courtesy Car (actual amount may be less than \$9,250 maximum) | \$ 9,250            |
|                                 | Blacksburg Country Club (est.)                                | \$ 3,285            |
|                                 | <b>Total Compensation</b>                                     | <b>\$ 137,535</b>   |
| <b><u>John J. Szefc</u></b>     |   |                     |
| Head Coach                      | Base Salary (contract ends 6/30/23)                           | \$ 425,000          |
| Baseball                        | Car stipend   | \$ 9,750            |
|                                 | Blacksburg Country Club (est.)                                | \$ 3,285            |
|                                 | <b>Total Compensation</b>                                     | <b>\$ 438,035</b>   |
| <b><u>James B. Thompson</u></b> |   |                     |
| Head Coach                      | Base Salary (contract ends 7/1/21)                            | \$ 102,500          |
| Men's Tennis                    | Blacksburg Country Club (est.)                                | \$ 3,285            |
|                                 | Retention Incentive (if employed on 7/1/18)                   | \$ 10,000           |
|                                 | <b>Total Compensation</b>                                     | <b>\$ 115,785</b>   |
| <b><u>Buzz Williams</u></b>     |   |                     |
| Head Coach                      | Base Salary (contract ends 3/23/24)                           | \$ 500,000          |
| Men's Basketball                | Courtesy Cars (2)   | \$ 18,500           |
|                                 | Blacksburg Country Club (est.)                                | \$ 3,285            |
|                                 | Supplemental Compensation                                     | \$ 2,166,667        |
|                                 | Retention Bonus (if employed as HC on 4/30/18)                | \$ 200,000          |
|                                 | Deferred Compensation (to be paid by December 31, 2018)       | \$ 50,000           |
|                                 | <b>Total Compensation</b>                                     | <b>\$ 2,938,452</b> |