

## **Virginia Tech Board of Visitors Meeting August 5, 2015**

### **Minutes**

- A. **Resolution:** Approval for the Capital Project for East Eggleston Hall Renovation
- B. **Resolution:** Naming of University Facilities (2)
- C. **Resolution:** Approval of the 2015-16 Faculty Salary Adjustments

## MINUTES

August 5, 2015

The Executive Committee of the Board of Visitors of Virginia Polytechnic Institute and State University met on Wednesday, August 5, 2015, at 11:00 a.m. in Huckleberry Room, The Inn at Virginia Tech, Blacksburg, Virginia.

### **Present**

Mr. James L. Chapman, IV (Vice-Rector) (via phone)  
 Mr. William D. Fairchild, III  
 Ms. Deborah Leigh Martin Petrine (Rector)  
 Mr. Michael J. Quillen  
 Mr. Wayne H. Robinson  
 Dr. J. Thomas Ryan  
 Mr. Dennis H. Treacy

### **Absent**

Also present were the following: President Timothy Sands, Mr. Whit Babcock, Ms. Shelia Collins, Mr. Corey Earles, Ms. Kay Heidbreder, Mr. Larry Hincker, Dr. Mark McNamee, Ms. Kim O'Rourke, Mr. Charlie Phlegar, Dr. Ellen Plummer, Mr. Chris Rahmes, Mr. Dwight Shelton, guests, and reporters.

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As part of the Executive Committee Meeting, approval of the following resolution was moved by Dr. Ryan, seconded by Mr. Robinson, and approved unanimously.

### **Resolution for Approval for the Capital Project for East Eggleston Hall Renovation**

**That the resolution authorizing Virginia Tech to complete the East Eggleston Renovation project be approved.** (Copy filed with the permanent minutes and marked Attachment A.)

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### **Motion to Begin Closed Session**

Mr. Treacy moved that the Executive Committee of the Board convene in a closed meeting, pursuant to § 2.2-3711(A)(1), Code of Virginia, as amended, for the purposes of discussing:

1. The consideration of faculty salaries
2. Special recognitions.

all pursuant to the following subparts of 2.2-3711 (A), Code of Virginia, as amended, .1, .7, and .10.

The motion was seconded by Dr. Ryan and passed unanimously.

### **Motion to Return to Open Session**

Following the Closed Session, members of the media, students, and the public were invited to return to the meeting. Mr. Treacy made the following motion to return to open session:

**WHEREAS**, the Board of Visitors of Virginia Polytechnic Institute and State University has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provision of The Virginia Freedom of Information Act; and

**WHEREAS**, Section 2.2-3712 of the Code of Virginia requires a certification by the Board of Visitors that such closed meeting was conducted in conformity with Virginia law;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Visitors of Virginia Polytechnic Institute and State University hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the Board of Visitors.

The motion was seconded by Dr. Ryan and passed unanimously.

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Upon motion by Mr. Fairchild and second by Mr. Robinson, approval was given to the resolutions for approval of **Naming of a University Facility (2)** as considered in Closed Session. (Copies filed with the permanent minutes and marked Attachment B.)

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Upon motion by Mr. Treacy and second by Mr. Fairchild, approval was given to the resolutions for approval of the **2015-16 Faculty Salary Adjustments** as considered in Closed Session. (Copy filed with the permanent minutes and marked Attachment C.)

\* \* \* \* \*

The Executive Committee also recognized Dr. Mark McNamee upon his imminent retirement for an extraordinary 14-year tenure as Senior Vice President and Provost.

\* \* \* \* \*

The date of the next regular meeting is August 30-31, 2015, at the Virginia Tech Research Center in Arlington, Virginia.

\* \* \* \* \*

Following a motion by Dr. Ryan and second by Mr. Treacy, the meeting was adjourned at 12:08 p.m.

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Deborah Petrine, Rector

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Kim O'Rourke, Secretary

## **Capital Project for East Eggleston Renovation**

### **EXECUTIVE COMMITTEE**

**July 17, 2015**

East Eggleston Hall was built in 1940 as a residence hall with 20,630 gross square feet, five floors, and 106 beds. The entire building housed students until 1983 when it was converted to support academic and residential administrative functions.

The university's long range planning for residential assets includes restoring the East Eggleston component to student housing. The increased size of the incoming Fall 2015 freshman class accelerated the demand for beds and, thus, the timing of a renovation to return East Eggleston to the residential bed inventory.

In late May 2015, Residential Programs initiated a renovation project to restore the rooms of four floors of East Eggleston Hall to residential use for the fall 2015 session. The scope includes 15,000 square feet of floors two through five and will provide an additional 86 beds to the housing inventory. The initial cost estimates for this scope of work were below the \$2 million capital outlay project threshold. Thus, the work was initiated as a non-capital renovation activity. As work progressed, unforeseen and unexpected code and life safety requirements were identified in late June 2015. Specifically, the requirements to install fire alarm systems and an additional sprinkler system. Addressing these requirements increases costs beyond the \$2 million capital outlay project budget threshold. The total costs are now expected to be \$2.5 million.

The university has continued work on the renovation because of the short window of time to bring the additional 86 beds on line in time for the fall 2015 semester. The university is requesting Board of Visitors' consideration and approval for a capital project authorization to complete the renovation at a not-to-exceed budget of \$2.5 million. As with all self-supporting projects, the university has developed a financing plan to support the full costs of the project. This plan calls for the use of cash from the auxiliary reserves to be repaid over time, and this fund source is sufficient to cover the project costs.

Under the 2006 Management Agreement between the Commonwealth of Virginia and the university, the Board of Visitors has the authority to approve the budget, size, scope, debt issuance, and overall funding of nongeneral fund capital outlay projects. This request is for a project authorization for the East Eggleston Renovation project.

## **RESOLUTION ON CAPITAL PROJECT FOR EAST EGGLESTON RENOVATION**

**WHEREAS**, Residential Programs initiated a renovation project in late May 2015 to return four floors of East Eggleston Hall to student housing for residential use; and,

**WHEREAS**, the university desires to complete the renovation to house students for the fall 2015 semester; and,

**WHEREAS**, the original total project scope and cost estimate, inclusive of design, construction, and contingencies, were less than \$2 million; and,

**WHEREAS**, during the renovation unforeseen and unexpected safety issues related to the building fire rating, fire alarm systems, and sprinkler systems were identified; and,

**WHEREAS**, the impact of these unforeseen requirements resulted in revised total project costs of \$2.5 million; and,

**WHEREAS**, the university is requesting Board of Visitors' consideration and approval for a capital project authorization to complete the renovation at a not-to-exceed budget of \$2.5 million; and,

**WHEREAS**, Residential Programs and Finance have worked together to develop a funding plan to fully support the costs with 100 percent nongeneral fund resources from the auxiliary enterprise; and,

**WHEREAS**, under the 2006 Management Agreement between the Commonwealth of Virginia and the university, the Board of Visitors has authority to approve the budget, size, scope, debt issuance, and overall funding of nongeneral funded major capital outlay projects; and,

**NOW, THEREFORE BE IT RESOLVED**, that the university be authorized to complete the East Eggleston Renovation project with an amount not to exceed \$2.5 million and to fund the project with auxiliary revenues.

### **RECOMMENDATION:**

That the resolution authorizing Virginia Tech to complete the East Eggleston Renovation project be approved.

August 5, 2015

## **RESOLUTION TO NAME THE COURT AT CASSELL COLISEUM**

**WHEREAS**, Carilion Clinic has been a sustaining and generous supporter of Virginia Polytechnic Institute and State University; and

**WHEREAS**, Carilion Clinic, as a long-standing corporate benefactor, has provided philanthropic funding to the university to include support for the W.E. Skelton 4-H Educational Conference Center at Smith Mountain Lake, the Virginia Tech Carilion School of Medicine and Research Institute, the Office of the Provost, and the Virginia Tech Athletic Fund, with considerable support provided to Cassell Coliseum; and

**WHEREAS**, Carilion Clinic has been, and continues to be, a valued partner of the university and of the greater university community;

**NOW, THEREFORE, BE IT RESOLVED**, that in acknowledgement of the service and generosity of Carilion Clinic, and in recognition of past and future benefits to the university, the court of Cassell Coliseum will be known as the Virginia Tech Carilion (VTC) Court at Cassell Coliseum for a period of ten years from the date that this resolution is approved; and

**BE IT FURTHER RESOLVED** that at any time during this ten-year period, Carilion Clinic may propose for approval by the Board of Visitors a change to the name of the court to be effective for the remainder of the ten-year period; and

**BE IT FURTHER RESOLVED** that the Board of Visitors delegates to the President of the university the authority to approve such a name change in this specific instance.

### **RECOMMENDATION:**

That the above resolution naming the Virginia Tech Carilion (VTC) Court at Cassell Coliseum be approved.

August 5, 2015

**RESOLUTION ON CHANGING THE NAME OF SPRING ROAD TO  
“BEAMER WAY” IN HONOR OF FRANKLIN M. BEAMER ‘69**

**WHEREAS**, Franklin M. Beamer ‘69, is a Distinguished Benefactor in the Ut Prosim Society, the university’s most prestigious donor recognition society; and

**WHEREAS**, Frank Beamer has been the head football coach at Virginia Tech for 28 years, the longest tenure for a head football coach at the university, and his love for and loyalty to Virginia Tech has also made him the longest tenured head coach at one school among the 128 Football Bowl Series (FBS) schools; and

**WHEREAS**, Frank Beamer’s 231 victories as Virginia Tech’s head coach are the most by any Tech football coach in school history; and

**WHEREAS**, Frank Beamer’s 273 career victories as a head coach make him the winningest active football coach among NCAA Football Bowl Series coaches and rank him sixth all-time among FBS coaches; and

**WHEREAS**, Frank Beamer has taken Virginia Tech football teams to bowl games for 22 consecutive seasons, giving the Hokies the second-longest active streak in the country, joining Bobby Bowden, Tom Osborne, and Paul “Bear” Bryant as the only coaches to ever accomplish this feat; and

**WHEREAS**, Frank Beamer has guided Virginia Tech teams to four Atlantic Coast Conference championships, five ACC Coastal Division titles, three BIG EAST Conference crowns, and eight major bowl appearances, including a trip to the national championship game following the 1999 season; and

**WHEREAS**, Frank Beamer earned eight national coach of the year awards following the 1999 season and in 2010 won the inaugural Joseph V. Paterno Coach of the Year Award, recognizing him for his team’s performance on the field, in the classroom, and in the community; and

**WHEREAS**, Frank Beamer guided Virginia Tech to 10 or more wins every year from 2004 to 2011, tying the Hokies for the nation’s third-longest streak in the modern era; and

**WHEREAS**, Frank Beamer is one of 10 all-time football coaches in Division I/FBS to win 200 or more games at one college; and

**WHEREAS**, Frank Beamer’s attention to academics has helped lead to 230 of 244 (94.3%) senior football players from 2001 to 2014 earning their degree; and

**WHEREAS**, Frank Beamer was the first collegiate coach to have his football team enter the field behind a player carrying the American Flag; and

**WHEREAS**, Frank Beamer served as a figure of strength and compassion on campus in the aftermath of April 16, 2007; and

**WHEREAS**, Frank Beamer's strong belief in giving back to the community has led to fund raising efforts with his team that have accumulated over \$300,000, which has been spread among causes such as United Way, Breast Cancer Awareness, Wounded Warriors, Cyrenius H. Booth Library (Sandy Hook), Uplifting Athletes, Cycle for Survival, First Book, Hokies United, and Intrepid Fallen Hero's Fund; and

**WHEREAS**, Frank Beamer, as a tribute to his late mother, helped form Herma's Readers, a non-profit organization that promotes the power of reading and literacy to youngsters during their formative years (grades K-3), and which has raised over \$120,000 to purchase new books and collected more than 125,000 new/used books that have been distributed within the Commonwealth since 2008; and

**WHEREAS**, Frank Beamer and the football team's success on the field has been a benefit to the local economy and campus community, especially during a 93-game stretch from 1998 to 2013 when every home game was sold out, bringing over 65,000 fans to campus for each game; and

**WHEREAS**, Frank Beamer honors the Corps of Cadets and its Virginia Tech tradition by always taking members of the Corps on each road trip to greet the team in uniform on the field prior to each road contest; and

**WHEREAS**, Frank Beamer was inducted into the Virginia Tech Sports Hall of Fame in 1997, becoming the first active coach at the university to be honored in that fashion;

**NOW, THEREFORE, BE IT RESOLVED**, that in appreciation to Frank and Cheryl Beamer for all the contributions they have made, both on and off the football field, to Virginia Tech and the Department of Athletics, Spring Road will be renamed Beamer Way, with the official athletic department mailing/street address becoming 25 Beamer Way; and

**BE IT FURTHER RESOLVED** that the timing of the public announcement of the renaming will be at the discretion of the Athletic Director in consultation with the President.

**RECOMMENDATION:**

That the above resolution naming Beamer Way be approved.

August 5, 2015

## 2015-16 Faculty Salary Adjustments

### FINANCE AND AUDIT COMMITTEE

July 25, 2015

As detailed in the 2015-16 Faculty Compensation Plan approved by the Board of Visitors at the June 1, 2015 meeting, faculty salary adjustments are normally reviewed and approved by the Board of Visitors in two phases: adjustments for promotion are traditionally recommended at the spring meeting and adjustments based on performance are recommended at the fall meeting. To align with the state legislated compensation process effective August 10, 2015, Board of Visitors review and approval of the faculty salary program is necessary in advance of this traditional timeline.

The General Assembly authorized a merit-based salary program for instructional faculty and administrative and professional faculty for the 2015-16 fiscal year. Consistent with the Board approved 2015-16 Faculty Compensation Plan, salary increases for merit and other special salary adjustments for continuing faculty are proposed.

To facilitate the 2015-16 merit review process for teaching and research (T/R) faculty, each academic area was provided with a resource pool based upon 2.5 percent of its actual T/R faculty salary expenses. The university also provided authority to each academic and senior management area to reallocate existing resources to provide a minimum addition of 1.0 percent to address exceptional merit for T/R faculty. The merit increase for administrative professional (A/P) faculty was limited by the state to an average of 2.0 percent. The university provided senior management areas funding for these increases based on 1.0 percent of actual A/P faculty salary expenses. Existing resources were reallocated by each senior management area to provide up to an additional 1.0 percent for A/P faculty merit.

The resulting average of the recommended merit increases for T/R faculty is **3.22** percent. The overall average of recommended T/R faculty increases, including promotion and tenure and other special increases, equals **3.55** percent. For A/P faculty the resulting merit increase is **1.99** percent. The recommended salary adjustments for merit and other special actions are listed in the attached report.

#### Benchmark Comparison for Instructional Faculty

The State Council of Higher Education for Virginia (SCHEV) maintains a set of peer institutions for each public institution in Virginia for the purpose of determining the adequacy of funding for faculty salaries.

Two significant changes occurred during 2007 with regard to the university's faculty salary peer group. First, at its July 10, 2007 meeting, SCHEV approved a new group of peer institutions for each Virginia institution to benchmark for salary purposes. Virginia Tech has since had 25 institutions in its peer group. The establishment of the peer group is an intensive process, and one that occurs once every 10 years.

Second, the Commonwealth made the decision to change the official data source from which peer salary information is obtained. Previously, the source for salary data from peer institutions was the American Association of University Professors (AAUP) Faculty Salary Survey data. The AAUP data has been used since the establishment of the first faculty salary peer group in 1986. During the summer 2007, SCHEV changed the source for faculty salary data to be the Integrated Postsecondary Education Data System (IPEDS). This data source does not, in the view of the institution, have the same level of integrity and consistency as the AAUP data. The switch of faculty salary data sets to IPEDS has had a dampening impact on the faculty salary peer data and thus the 60<sup>th</sup> percentile target for Virginia Tech.

The university annually monitors the authorized faculty salary average, which reflects the salary average available to Virginia Tech based on funding appropriations provided by the Commonwealth. Each year the university also computes its actual salary average, which is determined based on faculty in place at the end of each calendar year in accordance with rules issued by the Secretary of Education.

The most recent IPEDS data of the university's peer group salary average is as of the Fall of 2013. Updated comparison data, based on Fall 2014, is expected to be released by IPEDS later this year. The attached table provides a list of the university's peer group and the comparative salary averages for Fall 2014 based on SCHEV estimates for peer schools.

Though SCHEV has not yet communicated a new authorized salary average for the university, it is estimated to be \$94,817. Using SCHEV's estimated 2 percent average increase at peer institutions for 2014-15, this average places Virginia Tech at 18<sup>th</sup> out of 26 institutions. This is the equivalent of the 31<sup>st</sup> percentile of the university's peer group for 2014-15. The 60<sup>th</sup> percentile salary based on this data was \$103,946.

Using SCHEV's projection methodology for 2015-16, it is reasonable to expect that Virginia Tech's annual merit process will allow the university to advance slightly against its peer group in terms of the authorized salary ranking.

|                                 | <b><u>Fall 2013</u></b><br><b><u>(Actual)</u></b> | <b><u>Fall 2014</u></b><br><b><u>(Projected)</u></b> | <b><u>Fall 2015</u></b><br><b><u>(Projected)</u></b> |
|---------------------------------|---------------------------------------------------|------------------------------------------------------|------------------------------------------------------|
| 60th Percentile IPEDS           | \$101,709                                         | \$103,946*                                           | \$106,025*                                           |
| State Authorized Salary Average | \$93,104                                          | \$94,817*                                            | \$98,135*                                            |
| Actual Average Salary(a)        | \$91,775                                          | \$94,817                                             | \$98,135*                                            |
| Rank — Authorized               | 15 of 26                                          | 18 of 26*                                            | 17 of 26*                                            |
| Rank — Actual                   | 20 of 26                                          | 18 of 26*                                            | 17 of 26*                                            |
| Percentile — Authorized         | 32 <sup>nd</sup>                                  | 31 <sup>st</sup> *                                   | 35 <sup>th</sup> *                                   |
| Percentile — Actual             | 28 <sup>th</sup>                                  | 31 <sup>st</sup> *                                   | 35 <sup>th</sup> *                                   |

*\*projection based on State Council of Higher Education escalator and university calculations.*

<sup>(a)</sup>Computed in accordance with traditional consolidated salary average guidelines provided by the Secretary of Education.

While the university's actual salary average is equal to the estimated authorized salary average, the state understands that the two salary averages may not match exactly at certain points in time. It is the institution's responsibility to monitor and adjust actual salary averages to stay within a reasonable range of the authorized average.

In the past, a gap between the actual and the authorized salary averages has occurred because of the university's actions, in some cases, to recruit junior faculty at salary averages well below the authorized average to replace retiring senior faculty and, on occasion, replace one senior faculty member with two junior faculty members. The actions taken in the past helped to support the departmental budgets (especially during recessions) and to provide the faculty needed to address teaching loads, especially at the undergraduate level, as enrollments have increased significantly without corresponding General Fund support. While the university has managed to reduce the gap between the authorized and actual salary averages, some gaps may occur over time as a result of the university's state funding deficiency.

#### Other Salary Adjustments

In addition to the faculty salary adjustments based on performance, it is necessary to adjust the salaries of specific faculty members at other times during the fiscal year. These adjustments are primarily for changes in duties and responsibilities, for special temporary assignments, for faculty transitioning to a different position as part of a search, and for merit increases upon reaching the hiring anniversary dates for restricted positions. The President, Provost, and Vice President for Finance and CFO have been authorized by the Board of Visitors to administer the faculty compensation plan during the year and act upon requests for salary adjustments. The salary changes established through this process are submitted for ratification to the Board of Visitors on a quarterly basis on the Faculty Personnel Changes Report in accordance with the Faculty Compensation Plan.

#### **RECOMMENDATION:**

That the proposed merit and special salary adjustments for faculty in the 2015-16 fiscal year be approved as presented in the following report.

August 5, 2015

**Benchmark Salary Analysis  
2015-16 Fiscal Year**

| <b>Institution</b>                          | <b>Fall 2013<br/>Actual</b> | <b>Fall 2014<br/>Projected<sup>(1)</sup></b> | <b>Fall 2015<br/>Projected<sup>(2)</sup></b> | <b>2015<br/>Rank<sup>(2)</sup></b> |
|---------------------------------------------|-----------------------------|----------------------------------------------|----------------------------------------------|------------------------------------|
| California-Berkeley, University of          | \$131,868                   | \$134,769                                    | \$137,464                                    | 1                                  |
| Cornell University                          | 124,380                     | 127,116                                      | 129,659                                      | 2                                  |
| Southern California, University of          | 117,405                     | 119,988                                      | 122,388                                      | 3                                  |
| California-Davis, University of             | 108,585                     | 110,974                                      | 113,193                                      | 4                                  |
| Maryland-College Park, University of        | 104,652                     | 106,954                                      | 109,093                                      | 5                                  |
| Illinois at Urbana-Champaign, University of | 104,184                     | 106,476                                      | 108,606                                      | 6                                  |
| Ohio State University-Main Campus           | 101,556                     | 103,790                                      | 105,866                                      | 7                                  |
| Purdue University-Main Campus               | 99,045                      | 101,224                                      | 103,248                                      | 8                                  |
| Rutgers University-New Brunswick/Piscataway | 98,703                      | 100,874                                      | 102,892                                      | 9                                  |
| Texas at Austin, University of              | 98,100                      | 100,258                                      | 102,263                                      | 10                                 |
| Minnesota-Twin Cities, University of        | 98,028                      | 100,185                                      | 102,188                                      | 11                                 |
| Wisconsin-Madison, University of            | 96,822                      | 98,952                                       | 100,931                                      | 12                                 |
| Michigan State University                   | 95,526                      | 97,628                                       | 99,580                                       | 13                                 |
| Michigan-Ann Arbor, University of           | 94,581                      | 96,662                                       | 98,595                                       | 14                                 |
| Florida, University of                      | 94,482                      | 96,561                                       | 98,492                                       | 15                                 |
| Washington-Seattle Campus, University of    | 94,149                      | 96,220                                       | 98,145                                       | 16                                 |
| <b>Virginia Tech</b>                        | <b>91,775</b>               | <b>94,817</b>                                | <b>98,135</b>                                | <b>17</b>                          |
| Stony Brook University                      | 93,114                      | 95,163                                       | 97,066                                       | 18                                 |
| Colorado at Boulder, University of          | 92,682                      | 94,721                                       | 96,615                                       | 19                                 |
| Texas A & M University                      | 92,583                      | 94,620                                       | 96,512                                       | 20                                 |
| Iowa State University                       | 90,243                      | 92,228                                       | 94,073                                       | 21                                 |
| SUNY at Buffalo                             | 90,234                      | 92,219                                       | 94,064                                       | 22                                 |
| Pennsylvania State University-Main Campus   | 89,118                      | 91,079                                       | 92,900                                       | 23                                 |
| North Carolina State University at Raleigh  | 87,966                      | 89,901                                       | 91,699                                       | 24                                 |
| Pittsburgh-Main Campus, University of       | 85,797                      | 87,685                                       | 89,438                                       | 25                                 |
| Missouri-Columbia, University of            | 79,092                      | 80,832                                       | 82,449                                       | 26                                 |
| <b>Virginia Tech's Percentile Ranking</b>   | <b>28th</b>                 | <b>31st</b>                                  | <b>35th</b>                                  |                                    |

<sup>(1)</sup> Fall 2014 peer salary averages are based on SCHEV methodology, which assumes an average increase of 2.2%. IPEDS data is not yet available.

<sup>(2)</sup> Fall 2015 peer salary averages are based on SCHEV projected average increases of 2%.

## *College of Agriculture and Life Sciences*

| <u>Name</u>                                                                    | <u>Rank</u>               | <u>Title</u>   | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|--------------------------------------------------------------------------------|---------------------------|----------------|-----------------------------------------------|-------------|
| <b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Alson H. Smith, Jr.</u></b> |                           |                |                                               |             |
| Bergh, James                                                                   | Professor                 |                | 106,115                                       | CY          |
| Wolf, Anthony                                                                  | Professor                 | Director       | 137,900                                       | CY          |
| Yoder, Keith                                                                   | Professor                 |                | 122,662                                       | CY          |
| Nita, Mizuho                                                                   | Assistant Professor       |                | 82,262                                        | CY          |
| Peck, Gregory                                                                  | Assistant Professor       |                | 81,405                                        | CY          |
| Lin, Binbin                                                                    | Postdoctoral Associate    |                | 40,000                                        | CY          |
| Hatch, Tremain                                                                 | Research Associate        |                | 52,658                                        | CY          |
| Lenzi, Paolo                                                                   | Research Associate        |                | 41,500                                        | CY          |
| <b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Eastern Shore</u></b>       |                           |                |                                               |             |
| Reiter, Mark                                                                   | Associate Professor       |                | 105,162                                       | CY          |
| Rideout, Steven                                                                | Associate Professor       | Director       | 117,200                                       | CY          |
| Arancibia, Ramon                                                               | Assistant Professor       |                | 96,538                                        | CY          |
| Strawn, Laura                                                                  | Assistant Professor       |                | 87,763                                        | AY          |
| Gu, Ganyu                                                                      | Research Associate        |                | 49,560                                        | CY          |
| <b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Eastern Virginia</u></b>    |                           |                |                                               |             |
| Pitman, Robert                                                                 | Senior Research Associate | Superintendent | 92,733                                        | CY          |
| <b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Hampton Roads</u></b>       |                           |                |                                               |             |
| Derr, Jeffrey                                                                  | Professor                 |                | 101,194                                       | CY          |
| Hong, Chuanxue                                                                 | Professor                 |                | 116,252                                       | CY          |
| Schultz, Peter                                                                 | Professor                 | Director       | 137,400                                       | CY          |
| Sample, David                                                                  | Associate Professor       |                | 104,735                                       | AY          |
| Kong, Ping                                                                     | Research Scientist        |                | 63,223                                        | CY          |
| Owen, James                                                                    | Assistant Professor       |                | 87,900                                        | AY          |
| Yang, Xiao                                                                     | Postdoctoral Associate    |                | 45,011                                        | CY          |
| Zhang, Haibo                                                                   | Postdoctoral Associate    |                | 47,861                                        | CY          |
| Fox, Laurie                                                                    | Professional Lecturer     |                | 54,530                                        | CY          |
| Samtani, Jayesh                                                                | Professional Lecturer     |                | 69,533                                        | CY          |
| Brosch, Christopher                                                            | Project Associate         |                | 69,126                                        | CY          |
| Avenot, Herve                                                                  | Research Associate        |                | 47,850                                        | CY          |
| <b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Middleburg</u></b>          |                           |                |                                               |             |
| Grove, Jacob                                                                   | Professional Lecturer     |                | 49,639                                        | CY          |
| <b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Shenandoah Valley</u></b>   |                           |                |                                               |             |
| Fiske, David                                                                   | Research Associate        | Superintendent | 96,100                                        | CY          |
| <b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Southern Piedmont</u></b>   |                           |                |                                               |             |
| Johnson, Charles                                                               | Professor                 |                | 101,700                                       | CY          |
| Teutsch, Christopher                                                           | Associate Professor       |                | 89,864                                        | CY          |
| Wilkinson, Carol                                                               | Associate Professor       | Director       | 114,000                                       | CY          |
| Reed, Thomas                                                                   | Research Scientist        |                | 77,336                                        | CY          |

## *College of Agriculture and Life Sciences*

| <u>Name</u>                                                                   | <u>Rank</u>               | <u>Title</u>                          | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------------------------------------------------------------------|---------------------------|---------------------------------------|-----------------------------------------------|-------------|
| Ellis, Bradley                                                                | Professional Lecturer     |                                       | 44,013                                        | CY          |
| <b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Southwest Virginia</u></b> |                           |                                       |                                               |             |
| Wright, Donald                                                                | Research Associate        | Superintendent                        | 68,602                                        | CY          |
| <b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Tidewater</u></b>          |                           |                                       |                                               |             |
| Estienne, Mark                                                                | Professor                 |                                       | 106,050                                       | CY          |
| Herbert, David                                                                | Professor                 |                                       | 118,899                                       | CY          |
| Langston, David                                                               | Professor                 |                                       | 126,100                                       | CY          |
| Balota, Maria                                                                 | Associate Professor       |                                       | 87,646                                        | CY          |
| Holshouser, David                                                             | Associate Professor       |                                       | 85,661                                        | CY          |
| Frame, William                                                                | Assistant Professor       |                                       | 84,629                                        | CY          |
| Mehl, Hillary                                                                 | Assistant Professor       |                                       | 82,200                                        | CY          |
| Oakes, Joseph                                                                 | Research Associate        |                                       | 42,000                                        | CY          |
| Opoku, Joseph                                                                 | Research Associate        |                                       | 41,300                                        | CY          |
| <b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Virginia Seafood</u></b>   |                           |                                       |                                               |             |
| Jahncke, Michael                                                              | Professor                 | Director                              | 132,900                                       | CY          |
| Kauffman, Daniel                                                              | Professional Lecturer     |                                       | 86,961                                        | CY          |
| Lane, Robert                                                                  | Professional Lecturer     |                                       | 60,990                                        | CY          |
| Schwarz, Michael                                                              | Professional Lecturer     |                                       | 82,513                                        | CY          |
| Villalba, Abigail                                                             | Professional Lecturer     |                                       | 72,352                                        | CY          |
| <b><u>Agricultural, Leadership and Community Education</u></b>                |                           |                                       |                                               |             |
| Rudd, Rickie                                                                  | Professor                 | Department Head and Endowed Professor | 193,900                                       | CY          |
| Kaufman, Eric                                                                 | Associate Professor       |                                       | 99,504                                        | AY          |
| Niewolny, Kimberly                                                            | Associate Professor       |                                       | 93,894                                        | CY          |
| Westfall-Rudd, Donna                                                          | Associate Professor       |                                       | 84,574                                        | AY          |
| Anderson, James                                                               | Assistant Professor       |                                       | 83,752                                        | CY          |
| Archibald, Thomas                                                             | Assistant Professor       |                                       | 81,750                                        | AY          |
| Clegorne, Nicholas                                                            | Assistant Professor       |                                       | 63,800                                        | CY          |
| Friedel, Curtis                                                               | Assistant Professor       |                                       | 81,280                                        | AY          |
| Scherer, Hannah                                                               | Assistant Professor       |                                       | 79,761                                        | AY          |
| Spindler, Matthew                                                             | Assistant Professor       |                                       | 79,250                                        | AY          |
| Gehrt, Karen                                                                  | Professional Lecturer     |                                       | 115,694                                       | CY          |
| Seibel, Megan                                                                 | Professional Lecturer     |                                       | 66,918                                        | CY          |
| Vines, Karen                                                                  | Professional Lecturer     |                                       | 70,574                                        | CY          |
| Woodward, Patricia                                                            | Professional Lecturer     |                                       | 56,100                                        | CY          |
| Drape, Tiffany                                                                | Senior Research Associate |                                       | 57,639                                        | CY          |
| <b><u>Agricultural and Applied Economics</u></b>                              |                           |                                       |                                               |             |
| Alwang, Jeffrey                                                               | Professor                 |                                       | 142,522                                       | AY          |
| Blank, Steven                                                                 | Professor                 | Department Head                       | 194,000                                       | CY          |
| Bosch, Darrell                                                                | Professor                 |                                       | 119,000                                       | CY          |
| Boyle, Kevin                                                                  | Professor                 |                                       | 222,246                                       | CY          |

## *College of Agriculture and Life Sciences*

| <u>Name</u>           | <u>Rank</u>                  | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-----------------------|------------------------------|--------------|-----------------------------------------------|-------------|
| Davis, George         | Professor                    |              | 142,525                                       | AY          |
| Ellerbrock, Michael   | Professor                    |              | 116,802                                       | AY          |
| Geyer, Leighton       | Professor                    |              | 134,675                                       | CY          |
| Lytton, Ruth          | Professor                    |              | 102,615                                       | AY          |
| Marchant, Mary        | Professor                    |              | 149,760                                       | RE10        |
| Mills, Bradford       | Professor                    |              | 126,016                                       | CY          |
| Moeltner, Klaus       | Professor                    |              | 133,541                                       | AY          |
| Norton, George        | Professor                    |              | 148,000                                       | CY          |
| Pease, James          | Professor                    |              | 110,000                                       | CY          |
| Peterson, Everett     | Professor                    |              | 102,240                                       | RE10        |
| Stephenson, Stephen   | Professor                    |              | 119,778                                       | CY          |
| Taylor, Daniel        | Professor                    |              | 106,393                                       | CY          |
| Grant, Jason          | Associate Professor          |              | 135,627                                       | RE10        |
| Groover, Gordon       | Associate Professor          |              | 110,000                                       | CY          |
| You, Wen              | Associate Professor          |              | 146,880                                       | RE12        |
| Asebedo, Sarah        | Assistant Prof of Practice   |              | 82,400                                        | AY          |
| Ferreira, Gustavo     | Assistant Professor          |              | 84,660                                        | AY          |
| Morgan, Kimberly      | Assistant Professor          |              | 91,140                                        | AY          |
| Larochelle, Catherine | Research Assistant Professor |              | 79,310                                        | CY          |
| Walker, Martha        | Professional Lecturer        |              | 95,252                                        | CY          |
| Bruce, Franklin       | Sr Project Associate         |              | 53,131                                        | CY          |

### **Agriculture Technology Program – Two Year**

|                  |                     |          |         |    |
|------------------|---------------------|----------|---------|----|
| Doak, Samuel     | Advanced Instructor |          | 62,140  | AY |
| Guthrie, Joseph  | Advanced Instructor |          | 63,684  | AY |
| Kohl, Rachel     | Advanced Instructor |          | 62,285  | AY |
| Martin, Thomas   | Advanced Instructor |          | 63,940  | AY |
| Gwaltney, Wesley | Instructor          |          | 53,684  | AY |
| Mykerezi, Pavli  | Senior Instructor   | Director | 106,300 | CY |

### **Animal and Poultry Sciences**

|                       |                     |                   |         |      |
|-----------------------|---------------------|-------------------|---------|------|
| Denbow, Donald        | Professor           |                   | 130,814 | AY   |
| Dunnington, Elizabeth | Professor           |                   | 92,313  | AY   |
| Gerrard, David        | Professor           | Department Head   | 199,400 | CY   |
| Greiner, Scott        | Professor           |                   | 101,967 | AY   |
| Jiang, Honglin        | Professor           |                   | 135,598 | RE12 |
| Knight, James         | Professor           |                   | 118,033 | CY   |
| McCann, Mark          | Professor           |                   | 140,840 | AY   |
| Smith, Edward         | Professor           |                   | 122,739 | RE12 |
| Wong, Eric            | Professor           | Endowed Professor | 136,145 | RE10 |
| Dalloul, Rami         | Associate Professor |                   | 102,600 | AY   |
| Ealy, Alan            | Associate Professor |                   | 102,300 | AY   |
| Eversole, Dan         | Associate Professor |                   | 97,793  | AY   |
| Johnson, Sally        | Associate Professor | Endowed Professor | 139,300 | AY   |
| Rhoads, Robert        | Associate Professor |                   | 98,050  | AY   |
| Splan, Rebecca        | Associate Professor |                   | 87,037  | CY   |

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| <u>Name</u>                | <u>Rank</u>                  | <u>Title</u>                                                | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|----------------------------|------------------------------|-------------------------------------------------------------|-----------------------------------------------|-------------|
| Wood, Cynthia              | Associate Professor          |                                                             | 89,667                                        | AY          |
| Cline, Mark                | Assistant Professor          |                                                             | 89,900                                        | AY          |
| Dorshorst, Benjamin        | Assistant Professor          |                                                             | 81,400                                        | AY          |
| El-Kadi, Samer             | Assistant Professor          |                                                             | 83,800                                        | AY          |
| Gilbert, Elizabeth         | Assistant Professor          |                                                             | 89,900                                        | AY          |
| Lee, Kiho                  | Assistant Professor          |                                                             | 87,838                                        | AY          |
| Leeth, Caroline            | Assistant Professor          |                                                             | 89,000                                        | AY          |
| Persia, Michael            | Assistant Professor          |                                                             | 88,238                                        | AY          |
| Rhoads, Michelle           | Assistant Professor          |                                                             | 86,900                                        | AY          |
| Al Naib, Abdullah          | Postdoctoral Associate       |                                                             | 41,300                                        | CY          |
| Lu, Yue                    | Postdoctoral Associate       |                                                             | 41,300                                        | CY          |
| Shi, Hao                   | Research Assistant Professor |                                                             | 66,577                                        | AY          |
| Bergamasco, Luciana        | Instructor                   |                                                             | 64,700                                        | AY          |
| McCann, Julia              | Instructor                   |                                                             | 75,415                                        | CY          |
| Tamim, Nada                | Instructor                   |                                                             | 64,700                                        | AY          |
| Crisman, Virginia          | Professional Lecturer        |                                                             | 74,089                                        | CY          |
| McIntosh, Bridgett         | Professional Lecturer        |                                                             | 112,200                                       | CY          |
| Nulton, Lisa               | Professional Lecturer        |                                                             | 42,000                                        | CY          |
| Saville, Joi               | Professional Lecturer        |                                                             | 38,046                                        | CY          |
| Wicks, Jordan              | Professional Lecturer        |                                                             | 61,800                                        | CY          |
| Thorpe, Leemar             | Project Associate            |                                                             | 43,000                                        | CY          |
| Zhao, Lidan                | Research Associate           |                                                             | 46,463                                        | CY          |
| <b><u>Biochemistry</u></b> |                              |                                                             |                                               |             |
| Bevan, David               | Professor                    |                                                             | 108,168                                       | CY          |
| Dean, Dennis               | Professor                    | University Distinguished Professor<br>and Endowed Professor | 331,614                                       | CY          |
| Gillaspy, Glenda           | Professor                    |                                                             | 111,342                                       | CY          |
| Kennelly, Peter            | Professor                    | Department Head                                             | 175,900                                       | CY          |
| Larson, Timothy            | Professor                    |                                                             | 104,812                                       | CY          |
| Li, Jianyong               | Professor                    |                                                             | 111,819                                       | AY          |
| Tu, Zhijian                | Professor                    |                                                             | 141,437                                       | RE12        |
| Phillips, Katherine        | Senior Research Scientist    |                                                             | 102,338                                       | CY          |
| Helm, Richard              | Associate Professor          |                                                             | 105,718                                       | CY          |
| Klemba, Michael            | Associate Professor          |                                                             | 83,280                                        | AY          |
| Mukhopadhyay, Biswarup     | Associate Professor          |                                                             | 123,724                                       | RE12        |
| Sobrado, Pablo             | Associate Professor          |                                                             | 94,500                                        | AY          |
| White, Robert              | Associate Professor          |                                                             | 112,210                                       | CY          |
| Zhu, Jinsong               | Associate Professor          |                                                             | 110,771                                       | RE12        |
| Biedler, James             | Research Scientist           |                                                             | 50,992                                        | CY          |
| Dalal, Seema               | Research Scientist           |                                                             | 40,000                                        | CY          |
| Merino, Emilio             | Research Scientist           |                                                             | 64,815                                        | CY          |
| Qi, Yumin                  | Research Scientist           |                                                             | 49,996                                        | CY          |
| Wu, Ling                   | Research Scientist           |                                                             | 27,500                                        | CY          |
| da Fonseca, Isabel         | Research Scientist           |                                                             | 50,000                                        | CY          |
| Cassera, Maria             | Assistant Professor          |                                                             | 112,825                                       | RE12        |
| Mackey, Zachary            | Assistant Professor          |                                                             | 82,313                                        | AY          |

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| <u>Name</u>        | <u>Rank</u>                  | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|--------------------|------------------------------|--------------|-----------------------------------------------|-------------|
| Slade, Daniel      | Assistant Professor          |              | 77,438                                        | AY          |
| Xu, Bin            | Assistant Professor          |              | 82,313                                        | AY          |
| Allen, Kylie       | Postdoctoral Associate       |              | 40,000                                        | CY          |
| Khadka, Manoj      | Postdoctoral Associate       |              | 40,000                                        | CY          |
| Liu, Pengcheng     | Postdoctoral Associate       |              | 40,000                                        | CY          |
| Susanti, Dwi       | Postdoctoral Associate       |              | 45,000                                        | CY          |
| Wang, Yu           | Postdoctoral Associate       |              | 40,000                                        | CY          |
| Purwantini, Endang | Research Assistant Professor |              | 70,624                                        | CY          |
| Slaughter, Stephen | Professional Lecturer        |              | 88,578                                        | CY          |
| Irwin, Ruth        | Project Director             |              | 72,262                                        | CY          |
| Rasor, Amy         | Research Associate           |              | 55,650                                        | CY          |
| Ruggio, David      | Research Associate           |              | 60,701                                        | CY          |
| Ray, William       | Senior Research Associate    |              | 46,538                                        | CY          |

### **Biological Systems Engineering**

|                             |                           |                 |         |      |
|-----------------------------|---------------------------|-----------------|---------|------|
| Benham, Brian               | Professor                 |                 | 114,957 | AY   |
| Hession, William            | Professor                 |                 | 109,452 | AY   |
| Mallikarjunan, Parameswaran | Professor                 |                 | 117,912 | CY   |
| Wolfe, Mary Leigh           | Professor                 | Department Head | 202,340 | CY   |
| Zhang, Chenming             | Professor                 |                 | 137,109 | RE10 |
| Zhang, Yi Heng              | Professor                 |                 | 113,772 | AY   |
| Yagow, Eugene               | Senior Research Scientist |                 | 75,453  | CY   |
| Barone, Justin              | Associate Professor       |                 | 130,015 | CY   |
| Heatwole, Conrad            | Associate Professor       |                 | 112,983 | CY   |
| Ogejo, Jactone              | Associate Professor       |                 | 103,038 | CY   |
| Scott, Durelle              | Associate Professor       |                 | 97,130  | AY   |
| Senger, Ryan                | Associate Professor       |                 | 100,380 | AY   |
| Thompson, Theresa           | Associate Professor       |                 | 105,177 | CY   |
| Kline, Karen                | Research Scientist        |                 | 65,134  | CY   |
| Easton, Zachary             | Assistant Professor       |                 | 92,800  | AY   |
| Feng, Xueyang               | Assistant Professor       |                 | 86,000  | AY   |
| Krometis, Leigh Anne        | Assistant Professor       |                 | 91,130  | AY   |
| Ruder, Warren               | Assistant Professor       |                 | 87,800  | AY   |
| Sridhar, Venkataramana      | Assistant Professor       |                 | 93,800  | AY   |
| Billah, Mirza               | Postdoctoral Associate    |                 | 43,430  | CY   |
| Fuka, Daniel                | Postdoctoral Associate    |                 | 42,880  | CY   |
| Kaya Celiker, Hande         | Postdoctoral Associate    |                 | 40,800  | CY   |
| Lou, Song                   | Postdoctoral Associate    |                 | 44,000  | CY   |
| Sheng, Jiayuan              | Postdoctoral Associate    |                 | 42,000  | CY   |
| Mariger, Stanley            | Instructor                |                 | 65,673  | CY   |
| Baker, Priscilla            | Professional Lecturer     |                 | 25,700  | CY   |
| Ignosh, John                | Professional Lecturer     |                 | 69,911  | CY   |
| Mitchem, Charles            | Professional Lecturer     |                 | 72,660  | CY   |
| Rustia, Roman               | Professional Lecturer     |                 | 66,300  | CY   |
| Hanson, Jeremy              | Project Associate         |                 | 64,295  | CY   |
| Ling, Erin                  | Sr Project Associate      |                 | 64,610  | CY   |

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|--------------------------------------|------------------------------|--------------------------------------|-----------------------------------------------|-------------|
| <b><u>Administration</u></b>         |                              |                                      |                                               |             |
| Grant, Alan                          | Administrative Professor     | Dean                                 | 278,500                                       | CY          |
| Barlow, Christopher                  | Professional Lecturer        |                                      | 74,460                                        | CY          |
| Christian, Mary                      | Professional Lecturer        |                                      | 109,150                                       | CY          |
| Ebel, Elizabeth                      | Professional Lecturer        |                                      | 59,295                                        | CY          |
| Evans, Brandi                        | Professional Lecturer        |                                      | 51,000                                        | CY          |
| Gehrt, Dennis                        | Professional Lecturer        |                                      | 101,724                                       | CY          |
| Gill, Susan                          | Professional Lecturer        |                                      | 51,000                                        | CY          |
| Glidden, Dorothy                     | Professional Lecturer        |                                      | 92,700                                        | CY          |
| Kleiber, Stephen                     | Professional Lecturer        |                                      | 127,477                                       | CY          |
| Mahdu, Samantha                      | Professional Lecturer        |                                      | 62,730                                        | CY          |
| Perkins, Dedreia                     | Professional Lecturer        |                                      | 61,200                                        | CY          |
| Wood, April                          | Professional Lecturer        |                                      | 61,200                                        | CY          |
| <b><u>Extension</u></b>              |                              |                                      |                                               |             |
| Jones, Edwin                         | Administrative Professor     |                                      | 213,750                                       | CY          |
| Sutphin, Cathy                       | Professional Associate Prof  |                                      | 123,002                                       | CY          |
| Baughman, Sarah                      | Research Assistant Professor |                                      | 100,459                                       | CY          |
| Seibel, George                       | Instructor                   |                                      | 65,319                                        | CY          |
| Grisso, Robert                       | Administrative Lecturer      |                                      | 152,111                                       | CY          |
| DeBord, Karen                        | Professional Lecturer        |                                      | 89,400                                        | CY          |
| Hunnings, Joseph                     | Professional Lecturer        |                                      | 101,810                                       | CY          |
| Johnson, Lonnie                      | Professional Lecturer        | District Director                    | 114,750                                       | CY          |
| Lambur, Michael                      | Professional Lecturer        |                                      | 122,700                                       | CY          |
| Scott, Brigitte                      | Project Associate            |                                      | 67,542                                        | CY          |
| <b><u>Information Technology</u></b> |                              |                                      |                                               |             |
| Crawford, Mark                       | Professional Lecturer        |                                      | 68,446                                        | CY          |
| Flinchum, Randy                      | Professional Lecturer        |                                      | 61,180                                        | CY          |
| Kelly, Sarah                         | Professional Lecturer        |                                      | 51,873                                        | CY          |
| Magana, Isaac                        | Professional Lecturer        |                                      | 47,940                                        | CY          |
| Robinson, Patrick                    | Professional Lecturer        |                                      | 89,621                                        | CY          |
| Shetrone, Scott                      | Professional Lecturer        |                                      | 58,754                                        | CY          |
| Sumner, Mark                         | Professional Lecturer        |                                      | 69,026                                        | CY          |
| Vines, Neal                          | Professional Lecturer        |                                      | 153,650                                       | CY          |
| <b><u>Research</u></b>               |                              |                                      |                                               |             |
| Mostaghimi, Saied                    | Administrative Professor     | Associate Dean and Endowed Professor | 240,700                                       | CY          |
| Jellison, Jody                       | Professor                    |                                      | 162,000                                       | CY          |
| Dudek, Nancy                         | Professional Lecturer        |                                      | 62,710                                        | CY          |

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| <u>Name</u>                                        | <u>Rank</u>                  | <u>Title</u>      | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|----------------------------------------------------|------------------------------|-------------------|-----------------------------------------------|-------------|
| <b><u>College Farm</u></b>                         |                              |                   |                                               |             |
| Paulette, Dwight                                   | Senior Research Associate    |                   | 95,816                                        | CY          |
| <b><u>Crop and Soil Environmental Sciences</u></b> |                              |                   |                                               |             |
| Abaye, Azenegashe                                  | Professor                    |                   | 111,241                                       | CY          |
| Daniels, Walter                                    | Professor                    | Endowed Professor | 164,394                                       | RE12        |
| Eick, Matthew                                      | Professor                    |                   | 102,650                                       | CY          |
| Ervin, Erik                                        | Professor                    |                   | 118,092                                       | CY          |
| Evanylo, Gregory                                   | Professor                    |                   | 115,885                                       | CY          |
| Goatley, James                                     | Professor                    |                   | 106,196                                       | CY          |
| Griffey, Carl                                      | Professor                    | Endowed Professor | 132,431                                       | CY          |
| Hagedorn, Charles                                  | Professor                    |                   | 134,719                                       | CY          |
| Hodges, Steven                                     | Professor                    |                   | 132,278                                       | CY          |
| Saghai-Marooof, Mohammad                           | Professor                    |                   | 147,932                                       | CY          |
| Thomason, Wade                                     | Professor                    |                   | 115,005                                       | CY          |
| Thompson, Tommy                                    | Professor                    | Department Head   | 196,100                                       | CY          |
| Zipper, Carl                                       | Professor                    |                   | 102,164                                       | CY          |
| Berry, Duane                                       | Associate Professor          |                   | 84,396                                        | CY          |
| Fike, John                                         | Associate Professor          |                   | 84,872                                        | CY          |
| Galbraith, John                                    | Associate Professor          |                   | 90,555                                        | CY          |
| Maguire, Rory                                      | Associate Professor          |                   | 95,985                                        | CY          |
| Tracy, Benjamin                                    | Associate Professor          |                   | 91,218                                        | CY          |
| Xia, Kang                                          | Associate Professor          |                   | 97,950                                        | AY          |
| Malla, Subas                                       | Research Scientist           |                   | 55,188                                        | CY          |
| Badgley, Brian                                     | Assistant Professor          |                   | 80,307                                        | AY          |
| Fukao, Takeshi                                     | Assistant Professor          |                   | 80,307                                        | AY          |
| Li, Song                                           | Assistant Professor          |                   | 81,400                                        | AY          |
| Steele, Meredith                                   | Assistant Professor          |                   | 80,307                                        | AY          |
| Stewart, Ryan                                      | Assistant Professor          |                   | 82,307                                        | AY          |
| Chen, Chaoqi                                       | Postdoctoral Associate       |                   | 32,000                                        | CY          |
| Hussain, Rana Muhammad                             | Postdoctoral Associate       |                   | 40,800                                        | CY          |
| Zhang, Bo                                          | Research Assistant Professor |                   | 81,900                                        | CY          |
| Zhang, Xunzhong                                    | Research Assistant Professor |                   | 57,161                                        | CY          |
| Bendfeldt, Eric                                    | Professional Lecturer        |                   | 82,927                                        | CY          |
| Hardiman, Thomas                                   | Professional Lecturer        |                   | 58,923                                        | CY          |
| Holler, Tammy                                      | Professional Lecturer        |                   | 48,500                                        | CY          |
| Moore, Valerie                                     | Professional Lecturer        |                   | 41,500                                        | CY          |
| Stewart, Jennifer                                  | Professional Lecturer        |                   | 35,000                                        | CY          |
| Burger, Julia                                      | Research Associate           |                   | 26,481                                        | CY          |
| Clevinger, Elizabeth                               | Research Associate           |                   | 43,050                                        | CY          |
| Haering, Kathryn                                   | Research Associate           |                   | 23,483                                        | CY          |
| Hokanson, Elizabeth                                | Research Associate           |                   | 49,629                                        | CY          |
| Koropchak, Sara                                    | Research Associate           |                   | 49,199                                        | CY          |
| Krenz, Robert                                      | Research Associate           |                   | 36,050                                        | CY          |
| Liu, Limei                                         | Research Associate           |                   | 44,741                                        | CY          |
| Rosso, Maria                                       | Research Associate           |                   | 44,529                                        | CY          |

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|----------------------------------------------|---------------------------|---------------------------------------|-----------------------------------------------|-------------|
| Thomas, Steven                               | Research Associate        |                                       | 70,338                                        | CY          |
| Beck, Michel                                 | Senior Research Associate |                                       | 26,821                                        | CY          |
| Brooks, Wynse                                | Senior Research Associate |                                       | 55,432                                        | CY          |
| Conta, Jay                                   | Senior Research Associate |                                       | 76,953                                        | CY          |
| Orndorff, Zenah                              | Senior Research Associate |                                       | 31,925                                        | CY          |
| Severson, Erik                               | Senior Research Associate |                                       | 60,265                                        | CY          |
| Shang, Chao                                  | Senior Research Associate |                                       | 68,569                                        | CY          |
| <b><u>Dairy Science</u></b>                  |                           |                                       |                                               |             |
| Akers, Robert                                | Professor                 | Department Head and Endowed Professor | 175,000                                       | CY          |
| Hanigan, Mark                                | Professor                 | Endowed Professor                     | 126,907                                       | AY          |
| James, Robert                                | Professor                 |                                       | 110,231                                       | CY          |
| Knowlton, Katharine                          | Professor                 | Endowed Professor                     | 120,364                                       | CY          |
| Corl, Benjamin                               | Associate Professor       |                                       | 103,800                                       | AY          |
| Kanevsky, Isis                               | Associate Professor       |                                       | 94,411                                        | AY          |
| Petersson-Wolfe, Christina                   | Associate Professor       |                                       | 92,465                                        | CY          |
| Cockrum, Rebecca                             | Assistant Professor       |                                       | 80,750                                        | AY          |
| Daniels, Kristy                              | Assistant Professor       |                                       | 94,500                                        | AY          |
| Ferreira, Gonzalo                            | Assistant Professor       |                                       | 81,641                                        | AY          |
| Castro Marquez, Juan                         | Postdoctoral Associate    |                                       | 41,300                                        | CY          |
| Ray, Partha                                  | Postdoctoral Associate    |                                       | 42,539                                        | CY          |
| Winston, David                               | Lecturer                  |                                       | 74,736                                        | CY          |
| <b><u>Director, Resident Instruction</u></b> |                           |                                       |                                               |             |
| Sumner, Susan                                | Administrative Professor  | Associate Dean                        | 204,000                                       | CY          |
| Hazelwood, Sherry                            | Professional Lecturer     | Assistant Dean                        | 65,300                                        | CY          |
| <b><u>Entomology</u></b>                     |                           |                                       |                                               |             |
| Brewster, Carlyle                            | Professor                 |                                       | 98,145                                        | CY          |
| Kuhar, Thomas                                | Professor                 |                                       | 110,051                                       | CY          |
| Miller, Dini                                 | Professor                 |                                       | 105,766                                       | CY          |
| Pfeiffer, Douglas                            | Professor                 |                                       | 107,100                                       | CY          |
| Salom, Scott                                 | Professor                 |                                       | 116,475                                       | CY          |
| Weaver, Michael                              | Professor                 |                                       | 110,955                                       | CY          |
| Adelman, Zachary                             | Associate Professor       |                                       | 118,137                                       | RE12        |
| Myles, Kevin                                 | Associate Professor       |                                       | 117,068                                       | RE12        |
| Paulson, Sally                               | Associate Professor       |                                       | 86,485                                        | AY          |
| Sharakhov, Igor                              | Associate Professor       |                                       | 121,312                                       | RE12        |
| Onufrieva, Ksenia                            | Research Scientist        |                                       | 49,778                                        | CY          |
| Sharakhova, Maria                            | Research Scientist        |                                       | 55,138                                        | CY          |
| Anderson, Troy                               | Assistant Professor       |                                       | 83,903                                        | AY          |
| Marek, Paul                                  | Assistant Professor       |                                       | 79,875                                        | AY          |
| Aryan, Azadeh                                | Postdoctoral Associate    |                                       | 42,848                                        | CY          |
| Jenson, Lacey                                | Postdoctoral Associate    |                                       | 48,400                                        | CY          |
| Samuel, Gladys                               | Postdoctoral Associate    |                                       | 46,906                                        | CY          |

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|-------------------|---------------------------|--------------|-----------------------------------------------|-------------|
| Day, Eric         | Professional Lecturer     |              | 67,792                                        | CY          |
| Lee, Peter        | Professional Lecturer     |              | 42,840                                        | CY          |
| Stedfast, Molly   | Project Associate         |              | 40,268                                        | CY          |
| Dodd, Howard      | Research Associate        |              | 59,142                                        | CY          |
| Laub, Curtis      | Research Associate        |              | 51,917                                        | CY          |
| Hipkins, Patricia | Senior Research Associate |              | 61,487                                        | CY          |
| Roberts, Everett  | Senior Research Associate |              | 76,602                                        | CY          |

### Food Science and Technology

|                            |                       |                 |         |      |
|----------------------------|-----------------------|-----------------|---------|------|
| Duncan, Susan              | Professor             |                 | 108,068 | AY   |
| Marcy, Joseph              | Professor             | Department Head | 176,500 | CY   |
| O'Keefe, Sean              | Professor             |                 | 108,362 | AY   |
| Boyer, Renee               | Associate Professor   |                 | 92,016  | AY   |
| Eifert, Joseph             | Associate Professor   |                 | 95,009  | AY   |
| Eigel, William             | Associate Professor   |                 | 99,400  | AY   |
| Ponder, Monica             | Associate Professor   |                 | 90,087  | AY   |
| Williams, Robert           | Associate Professor   |                 | 92,802  | AY   |
| Kuhn, David                | Assistant Professor   |                 | 91,533  | RE10 |
| Neilson, Andrew            | Assistant Professor   |                 | 82,250  | AY   |
| Stewart, Amanda            | Assistant Professor   |                 | 82,990  | AY   |
| Chase, Melissa             | Professional Lecturer |                 | 55,567  | CY   |
| Eifert, Joell              | Professional Lecturer |                 | 51,000  | CY   |
| Granata, Linda             | Professional Lecturer |                 | 51,000  | CY   |
| Kelly, Molly               | Professional Lecturer |                 | 68,289  | CY   |
| Wiersema, Brian            | Professional Lecturer |                 | 65,790  | CY   |
| Fernandez-Plotka, Virginia | Research Associate    |                 | 32,106  | AY   |
| Hurley, Eldon              | Research Associate    |                 | 55,755  | CY   |
| Lawson, Laura              | Research Associate    |                 | 43,704  | CY   |
| Taylor, Daniel             | Research Associate    |                 | 47,856  | CY   |

### Horticulture

|                            |                        |                   |         |      |
|----------------------------|------------------------|-------------------|---------|------|
| Beers, Eric                | Professor              |                   | 121,710 | CY   |
| Harris, James              | Professor              | Department Head   | 172,489 | CY   |
| Latimer, Joyce             | Professor              |                   | 111,248 | CY   |
| Niemiera, Alexander        | Professor              |                   | 106,777 | CY   |
| Veilleux, Richard          | Professor              | Endowed Professor | 142,411 | CY   |
| Welbaum, Gregory           | Professor              |                   | 107,684 | CY   |
| Clark, Susan               | Associate Professor    |                   | 96,853  | RE10 |
| McDuffie, Robert           | Associate Professor    |                   | 90,842  | AY   |
| Scoggins, Holly            | Associate Professor    |                   | 101,749 | CY   |
| Williams, Mark             | Associate Professor    |                   | 91,340  | AY   |
| Zhao, Bingyu               | Associate Professor    |                   | 94,559  | AY   |
| Bombarely Gomez, Aureliano | Assistant Professor    |                   | 80,000  | AY   |
| O'Rourke, Megan            | Assistant Professor    |                   | 81,750  | AY   |
| Chanda, Bidisha            | Postdoctoral Associate |                   | 42,745  | CY   |
| Liu, Yi                    | Postdoctoral Associate |                   | 37,100  | CY   |

## *College of Agriculture and Life Sciences*

| <u>Name</u>                                       | <u>Rank</u>                  | <u>Title</u>    | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------------------------------------|------------------------------|-----------------|-----------------------------------------------|-------------|
| Leshyn, Barbara                                   | Advanced Instructor          |                 | 67,315                                        | AY          |
| Hessler, Alex                                     | Instructor                   |                 | 56,360                                        | CY          |
| Close, David                                      | Professional Lecturer        |                 | 70,510                                        | CY          |
| Freeborn, John                                    | Professional Lecturer        |                 | 47,260                                        | CY          |
| Huckestein, Stephanie                             | Professional Lecturer        |                 | 46,230                                        | CY          |
| Straw, Richard                                    | Professional Lecturer        |                 | 80,067                                        | CY          |
| Vallotton, Amber                                  | Professional Lecturer        |                 | 61,226                                        | CY          |
| Gugercin, Sarah                                   | Research Associate           |                 | 42,968                                        | CY          |
| <b><u>Human Nutrition, Foods and Exercise</u></b> |                              |                 |                                               |             |
| Davy, Brenda                                      | Professor                    |                 | 136,668                                       | RE12        |
| Davy, Kevin                                       | Professor                    |                 | 166,326                                       | RE12        |
| Estabrooks, Paul                                  | Professor                    |                 | 162,193                                       | RE12        |
| Liu, Dongmin                                      | Professor                    |                 | 161,131                                       | RE12        |
| Rankin, Janet                                     | Professor                    |                 | 111,428                                       | AY          |
| Williams, Jay                                     | Professor                    |                 | 108,807                                       | AY          |
| Good, Deborah                                     | Associate Professor          |                 | 101,318                                       | AY          |
| Grange, Robert                                    | Associate Professor          |                 | 106,751                                       | AY          |
| Hulver, Matthew                                   | Associate Professor          | Department Head | 190,500                                       | CY          |
| Ju, Young                                         | Associate Professor          |                 | 87,533                                        | AY          |
| Schmelz, Eva                                      | Associate Professor          |                 | 98,185                                        | AY          |
| Serrano, Elena                                    | Associate Professor          |                 | 130,601                                       | RE12        |
| Zoellner, Jamie                                   | Associate Professor          |                 | 131,651                                       | RE12        |
| Farris, Alisha                                    | Research Scientist           |                 | 60,000                                        | CY          |
| Misyak, Sarah                                     | Research Scientist           |                 | 65,000                                        | CY          |
| Osterberg, Kristin                                | Research Scientist           |                 | 67,113                                        | CY          |
| Almeida, Fabio                                    | Assistant Professor          |                 | 111,665                                       | RE12        |
| Cheng, Zhiyong                                    | Assistant Professor          |                 | 83,199                                        | AY          |
| Frisard, Madlyn                                   | Assistant Professor          |                 | 83,461                                        | AY          |
| Harden, Samantha                                  | Assistant Professor          |                 | 80,535                                        | AY          |
| Hedrick, Valisa                                   | Assistant Professor          |                 | 80,535                                        | AY          |
| Hill, Jennie                                      | Assistant Professor          |                 | 111,388                                       | RE12        |
| Kraak, Vivica                                     | Assistant Professor          |                 | 82,600                                        | AY          |
| Rafie, Carlin                                     | Assistant Professor          |                 | 82,000                                        | CY          |
| Boutagy, Nabil                                    | Postdoctoral Associate       |                 | 45,000                                        | CY          |
| Porter, Kathleen                                  | Postdoctoral Associate       |                 | 46,640                                        | CY          |
| Smith, Erin                                       | Postdoctoral Associate       |                 | 45,480                                        | CY          |
| Wilson, Kathryn                                   | Postdoctoral Associate       |                 | 44,100                                        | CY          |
| McMillan, Ryan                                    | Research Assistant Professor |                 | 68,062                                        | CY          |
| Cox, Heather                                      | Advanced Instructor          |                 | 71,319                                        | AY          |
| Girmes-Grieco, Nicolin                            | Advanced Instructor          |                 | 63,043                                        | AY          |
| Selberg-Eaton, Renee                              | Instructor                   |                 | 67,465                                        | CY          |
| Papillon, Carol                                   | Senior Instructor            |                 | 74,543                                        | AY          |
| LaFalce, Amy                                      | Professional Lecturer        |                 | 43,789                                        | CY          |
| Rockwell, Michelle                                | Professional Lecturer        |                 | 60,000                                        | CY          |
| Brock, Donna Jean                                 | Project Associate            |                 | 55,908                                        | CY          |

## *College of Agriculture and Life Sciences*

| <u>Name</u>         | <u>Rank</u>        | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------|--------------------|--------------|-----------------------------------------------|-------------|
| Brooks, Austin      | Project Associate  |              | 47,088                                        | CY          |
| Helms, Jennifer     | Project Associate  |              | 59,400                                        | CY          |
| Ledlie, Meredith    | Project Associate  |              | 54,896                                        | CY          |
| Margheim, Lynn      | Project Associate  |              | 55,973                                        | CY          |
| Stevens, Judith     | Project Associate  |              | 73,664                                        | CY          |
| Wall, Sarah         | Project Associate  |              | 65,161                                        | CY          |
| Marinik, Elaina     | Project Director   |              | 34,272                                        | CY          |
| Addington, Adele    | Research Associate |              | 58,664                                        | CY          |
| Wang, Aihua         | Research Associate |              | 44,133                                        | CY          |
| Wiedmer, Franc-Eric | Research Associate |              | 63,630                                        | CY          |
| Zheng, Dongxu       | Research Associate |              | 40,119                                        | CY          |

### Plant Pathology, Physiology, and Weed Science

|                     |                           |                 |         |      |
|---------------------|---------------------------|-----------------|---------|------|
| Eisenback, Jonathan | Professor                 |                 | 87,538  | CY   |
| Grabau, Elizabeth   | Professor                 | Department Head | 196,600 | CY   |
| Greene, Ruth        | Professor                 |                 | 84,351  | AY   |
| McDowell, John      | Professor                 |                 | 144,750 | RE11 |
| Westwood, James     | Professor                 |                 | 103,935 | CY   |
| Askew, Shawn        | Associate Professor       |                 | 93,628  | CY   |
| Baudoin, Antonius   | Associate Professor       |                 | 88,135  | AY   |
| Colla'kova', Eva    | Associate Professor       |                 | 106,545 | RE11 |
| Jelesko, John       | Associate Professor       |                 | 82,588  | CY   |
| Okumoto, Sakiko     | Associate Professor       |                 | 88,238  | AY   |
| Schmale, David      | Associate Professor       |                 | 112,557 | RE10 |
| Vinatzer, Boris     | Associate Professor       |                 | 110,903 | RE11 |
| Barney, Jacob       | Assistant Professor       |                 | 86,080  | AY   |
| Flessner, Michael   | Assistant Professor       |                 | 80,400  | AY   |
| Haak, David         | Assistant Professor       |                 | 80,400  | AY   |
| Pilot, Guillaume    | Assistant Professor       |                 | 90,600  | RE10 |
| Wang, Xiaofeng      | Assistant Professor       |                 | 80,250  | AY   |
| Atwater, Daniel     | Postdoctoral Associate    |                 | 41,887  | CY   |
| Clarke, Christopher | Postdoctoral Associate    |                 | 44,990  | CY   |
| Jia, Xiaoyan        | Postdoctoral Associate    |                 | 42,845  | CY   |
| Kim, Gunjune        | Postdoctoral Associate    |                 | 43,160  | CY   |
| Reis Vieira, Paulo  | Postdoctoral Associate    |                 | 49,100  | CY   |
| Hansen, Mary        | Instructor                |                 | 69,729  | CY   |
| Lally, David        | Project Associate         |                 | 57,325  | CY   |
| Hanlon, Regina      | Research Associate        |                 | 46,920  | CY   |
| McCall, David       | Research Associate        |                 | 52,879  | CY   |
| McMaster, Nicole    | Research Associate        |                 | 46,938  | CY   |
| Zhang, Jiantao      | Research Associate        |                 | 41,928  | CY   |
| Bush, Elizabeth     | Senior Research Associate |                 | 49,525  | CY   |
| Park, So Yon        | Senior Research Associate |                 | 58,140  | CY   |
| Shuman, Joel        | Sr Project Associate      |                 | 73,852  | CY   |

## *College of Architecture and Urban Studies*

| <u>Name</u>                   | <u>Rank</u>                | <u>Title</u>                                               | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------------------|----------------------------|------------------------------------------------------------|-----------------------------------------------|-------------|
| <b><u>Architecture</u></b>    |                            |                                                            |                                               |             |
| Albright, Kathryn             | Professor                  | Program Chair, Foundation Program                          | 102,160                                       | AY          |
| Breitschmid, Markus           | Professor                  |                                                            | 100,075                                       | AY          |
| Choudhury, Salahuddin         | Professor                  |                                                            | 115,830                                       | AY          |
| Clements, Terry               | Professor                  |                                                            | 89,135                                        | AY          |
| Dunay, Donna                  | Professor                  | Endowed Professor                                          | 129,090                                       | AY          |
| Dunay, Robert                 | Professor                  | Endowed Professor and Director, Center for Design Research | 213,275                                       | CY          |
| Emmons, Paul                  | Professor                  | Chair, WAAC PhD Program                                    | 99,200                                        | AY          |
| Holt, Jaan                    | Professor                  | Endowed Professor and Director, WAAC                       | 174,050                                       | CY          |
| Jones, James                  | Professor                  | PhD Program Chair and Director, CHPE                       | 102,535                                       | AY          |
| Piedmont-Palladino, Susan     | Professor                  | Director, Urban Design Program, Alexandria                 | 107,575                                       | AY          |
| Rodriguez-Camilloni, Humberto | Professor                  |                                                            | 98,965                                        | AY          |
| Rott, Hans                    | Professor                  |                                                            | 101,505                                       | AY          |
| Setareh, Mehdi                | Professor                  |                                                            | 112,065                                       | AY          |
| Vernon, Mitzi                 | Professor                  |                                                            | 96,625                                        | AY          |
| Weiner, Frank                 | Professor                  |                                                            | 100,025                                       | AY          |
| Wheeler, Joseph               | Professor                  |                                                            | 100,020                                       | AY          |
| de Hahn, Henri                | Professor                  | Director, School of Architecture + Design                  | 150,075                                       | CY          |
| Fenske, Lawrence              | Associate Prof of Practice |                                                            | 66,430                                        | AY          |
| Zawistowski, Keith            | Associate Prof of Practice |                                                            | 64,245                                        | AY          |
| Zawistowski, Marie            | Associate Prof of Practice |                                                            | 64,245                                        | AY          |
| Bassett, James                | Associate Professor        |                                                            | 78,235                                        | AY          |
| Bork, Dean                    | Associate Professor        |                                                            | 90,330                                        | AY          |
| Bryon, Hilary                 | Associate Professor        |                                                            | 78,030                                        | AY          |
| Cortes, Mario                 | Associate Professor        |                                                            | 77,740                                        | AY          |
| Dorsa, Edward                 | Associate Professor        | Chair, Industrial Design Program                           | 93,675                                        | AY          |
| Dugas, David                  | Associate Professor        |                                                            | 79,150                                        | AY          |
| Edge, Kay                     | Associate Professor        |                                                            | 80,010                                        | AY          |
| Ermann, Michael               | Associate Professor        |                                                            | 94,090                                        | AY          |
| Feuerstein, Marcia            | Associate Professor        |                                                            | 78,185                                        | AY          |
| Galloway, William             | Associate Professor        |                                                            | 91,380                                        | AY          |
| Gartner, Howard               | Associate Professor        |                                                            | 83,500                                        | AY          |
| Grant, Elizabeth              | Associate Professor        |                                                            | 83,345                                        | AY          |
| Green, William                | Associate Professor        |                                                            | 75,490                                        | AY          |
| Jacobson, Wendy               | Associate Professor        |                                                            | 79,735                                        | AY          |
| Katen, Brian                  | Associate Professor        | Chair, Landscape Architecture Program                      | 89,685                                        | AY          |
| Kelsch, Paul                  | Associate Professor        |                                                            | 45,505                                        | AY          |
| Kennedy, Brook                | Associate Professor        |                                                            | 77,210                                        | AY          |
| Kim, Mintai                   | Associate Professor        |                                                            | 77,050                                        | AY          |
| Martin, Shelley               | Associate Professor        |                                                            | 81,100                                        | AY          |
| McGrath, Margarita            | Associate Professor        |                                                            | 78,040                                        | AY          |
| McSherry, Laurel              | Associate Professor        | Chair, Masters Landscape Architecture Program, Alexandria  | 109,390                                       | AY          |
| Pittman, Vance                | Associate Professor        | Chair, Graduate Program                                    | 93,110                                        | AY          |
| Renard, Helene                | Associate Professor        |                                                            | 75,000                                        | AY          |
| Schnoedt, Heinrich            | Associate Professor        | Chair, Advanced Professional Program                       | 100,920                                       | AY          |

## *College of Architecture and Urban Studies*

| <u>Name</u>                       | <u>Rank</u>                  | <u>Title</u>                                        | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-----------------------------------|------------------------------|-----------------------------------------------------|-----------------------------------------------|-------------|
| Sharma, Akshay                    | Associate Professor          |                                                     | 38,050                                        | AY          |
| Tew, Gregory                      | Associate Professor          |                                                     | 96,780                                        | AY          |
| Thompson, Steven                  | Associate Professor          |                                                     | 88,960                                        | AY          |
| Tucker, Lisa                      | Associate Professor          | Chair, Interior Design Program                      | 88,475                                        | AY          |
| Whitney, Brad                     | Associate Professor          |                                                     | 76,120                                        | AY          |
| Balls Huling, Lindy               | Assistant Professor          |                                                     | 69,685                                        | AY          |
| Bohannon, Cermetrius              | Assistant Professor          |                                                     | 71,500                                        | AY          |
| Doan, Patrick                     | Assistant Professor          |                                                     | 72,885                                        | AY          |
| Heavers, Nathan                   | Assistant Professor          |                                                     | 76,740                                        | AY          |
| Ishida, Aki                       | Assistant Professor          |                                                     | 74,726                                        | AY          |
| King, Jonathan                    | Assistant Professor          |                                                     | 81,700                                        | AY          |
| Wagner, Matthew                   | Assistant Professor          |                                                     | 71,385                                        | AY          |
| Zellner Bassett, Paola            | Assistant Professor          |                                                     | 74,256                                        | AY          |
| Clark, David                      | Research Assistant Professor |                                                     | 68,300                                        | AY          |
| McGuire, Laura                    | Visiting Assistant Professor |                                                     | 59,280                                        | AY          |
| Schneider, Mark                   | Advanced Instructor          |                                                     | 65,620                                        | AY          |
| Holt, Rengin                      | Instructor                   |                                                     | 63,260                                        | AY          |
| Jensen, Anders                    | Visiting Instructor          |                                                     | 58,000                                        | AY          |
| Pieper, Ryan                      | Visiting Instructor          |                                                     | 60,142                                        | CY          |
| Pritchett, Christopher            | Visiting Instructor          |                                                     | 65,580                                        | AY          |
| Sullivan, Martha                  | Visiting Instructor          |                                                     | 59,722                                        | AY          |
| Vorster, Clive                    | Visiting Instructor          |                                                     | 56,290                                        | AY          |
| Hollander, Henry                  | Professional Lecturer        | Coordinator, Outreach and Alumni Relations,<br>WAAC | 66,500                                        | CY          |
| Lewis, Bram                       | Professional Lecturer        |                                                     | 62,750                                        | CY          |
| <b><u>Art and Art History</u></b> |                              |                                                     |                                               |             |
| Burch-Brown, Carol                | Professor                    | Professor                                           | 106,690                                       | AY          |
| Concannon, Kevin                  | Professor                    | School Director                                     | 151,115                                       | CY          |
| Crane, David                      | Professor                    | Chair, Studio Program                               | 102,175                                       | AY          |
| Van Hook, Leila                   | Professor                    | Co-Director, Material Arts Masters Program          | 102,930                                       | AY          |
| Casto, Marilyn                    | Associate Professor          |                                                     | 73,635                                        | AY          |
| Knoblauch, Ann-Marie              | Associate Professor          | Assistant School Director, School of Visual Arts    | 92,240                                        | AY          |
| Moseley Christian, Michelle       | Associate Professor          | Chair, Art History Program                          | 78,780                                        | AY          |
| Paterson, Simone                  | Associate Professor          |                                                     | 78,265                                        | AY          |
| Standley, Eric                    | Associate Professor          | Area Coordinator, Foundations Program               | 78,690                                        | AY          |
| Tucker, Thomas                    | Associate Professor          |                                                     | 74,040                                        | AY          |
| Webster, Dane                     | Associate Professor          | Director, MFA                                       | 101,100                                       | AY          |
| Joiner, Jeffrey                   | Assistant Prof of Practice   |                                                     | 63,500                                        | AY          |
| Abel, Troy                        | Assistant Professor          |                                                     | 68,670                                        | AY          |
| Blanchard, Samuel                 | Assistant Professor          |                                                     | 69,950                                        | AY          |
| Dee, Meaghan                      | Assistant Professor          | Program Chair, Visual Communication Design          | 74,000                                        | AY          |
| Gindlesberger, Hans               | Assistant Professor          |                                                     | 64,830                                        | AY          |
| Head, Travis                      | Assistant Professor          |                                                     | 67,375                                        | AY          |
| Bannan, Diane                     | Advanced Instructor          |                                                     | 46,835                                        | AY          |
| Rosenthal, Joy                    | Instructor                   |                                                     | 44,450                                        | AY          |
| Sim, Deborah                      | Instructor                   |                                                     | 56,094                                        | CY          |

## *College of Architecture and Urban Studies*

| <u>Name</u>                                       | <u>Rank</u>                | <u>Title</u>                                    | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------------------------------------|----------------------------|-------------------------------------------------|-----------------------------------------------|-------------|
| Hand, Jennifer                                    | Visiting Instructor        |                                                 | 46,835                                        | AY          |
| Choi, Dongsoo                                     | Professional Lecturer      | Creative Tech. and Computing Manager            | 58,000                                        | CY          |
| <b><u>Building Construction</u></b>               |                            |                                                 |                                               |             |
| Beliveau, Yvan                                    | Professor                  | Department Head                                 | 190,395                                       | AY          |
| Thabet, Walid                                     | Professor                  | Endowed Professor                               | 101,350                                       | AY          |
| McCoy, Andrew                                     | Associate Professor        | Endowed Professor                               | 94,265                                        | AY          |
| Mills, Thomas                                     | Associate Professor        |                                                 | 93,010                                        | AY          |
| Pearce, Annie                                     | Associate Professor        |                                                 | 93,330                                        | AY          |
| Reichard, Georg                                   | Associate Professor        |                                                 | 92,905                                        | AY          |
| Yauger, James                                     | Assistant Prof of Practice |                                                 | 63,850                                        | CY          |
| Turkaslan Bulbul, Muhsine                         | Assistant Professor        |                                                 | 85,100                                        | AY          |
| Ryan, Jacqueline                                  | Professional Lecturer      | Academic Advisor and Recruiter                  | 48,700                                        | CY          |
| <b><u>Community Design Assistance Center</u></b>  |                            |                                                 |                                               |             |
| Gilboy, Elizabeth                                 | Assistant Professor        | Director, CDAC                                  | 75,040                                        | CY          |
| Browning, Lara                                    | Project Associate          |                                                 | 49,320                                        | CY          |
| <b><u>Dean - Architecture</u></b>                 |                            |                                                 |                                               |             |
| Davis, Albert                                     | Administrative Professor   | Dean and Endowed Professor                      | 270,500                                       | CY          |
| Hirt, Sonia                                       | Professor                  | Associate Dean, Academic Affairs                | 150,000                                       | CY          |
| Miller, Patrick                                   | Professor                  | Associate Dean, Graduate Studies and Outreach   | 145,050                                       | CY          |
| Schubert, Robert                                  | Professor                  | Associate Dean, Research                        | 160,684                                       | CY          |
| Harris, Carolyn                                   | Professional Lecturer      |                                                 | 56,375                                        | CY          |
| Porterfield, Christine Marie                      | Professional Lecturer      | Human Resources Manager                         | 69,340                                        | CY          |
| Simpson, Maritza                                  | Professional Lecturer      | Director, Finance and Administration            | 104,650                                       | CY          |
| <b><u>Housing Research Center</u></b>             |                            |                                                 |                                               |             |
| Zhao, Dong                                        | Postdoctoral Associate     |                                                 | 40,000                                        | CY          |
| Jones, Melissa                                    | Research Associate         |                                                 | 52,000                                        | CY          |
| <b><u>Institute for Policy and Governance</u></b> |                            |                                                 |                                               |             |
| Adams, Jeremy                                     | Project Associate          |                                                 | 66,830                                        | CY          |
| Lo, Suzanne                                       | Project Associate          |                                                 | 66,950                                        | CY          |
| Berinzon, Maya                                    | Research Associate         |                                                 | 46,500                                        | AY          |
| Mooney, Erin                                      | Research Associate         |                                                 | 60,955                                        | CY          |
| Dunkenberger, Mary                                | Sr Project Associate       |                                                 | 90,395                                        | CY          |
| Lesko, Holly                                      | Sr Project Associate       |                                                 | 68,845                                        | CY          |
| Moore, John                                       | Sr Project Associate       |                                                 | 83,055                                        | CY          |
| Price-Rhodes, Melony                              | Sr Project Associate       |                                                 | 88,370                                        | CY          |
| <b><u>Myers-Lawson School of Construction</u></b> |                            |                                                 |                                               |             |
| Fiori, Christine                                  | Associate Prof of Practice | Associate School Director and Endowed Professor | 101,763                                       | CY          |
| Dickerson, Deborah                                | Associate Professor        |                                                 | 99,000                                        | AY          |
| Simmons, Denise                                   | Assistant Professor        |                                                 | 93,150                                        | AY          |

## *College of Architecture and Urban Studies*

| <u>Name</u>                                              | <u>Rank</u>                  | <u>Title</u>                                                   | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|----------------------------------------------------------|------------------------------|----------------------------------------------------------------|-----------------------------------------------|-------------|
| Sands, Kenneth                                           | Postdoctoral Associate       |                                                                | 50,000                                        | CY          |
| Iorio, Josh                                              | Visiting Assistant Professor |                                                                | 69,000                                        | CY          |
| <b><u>Real Estate Program</u></b>                        |                              |                                                                |                                               |             |
| Lyles, Chelsea                                           | Professional Lecturer        | Manager of Academic Affairs and Business Operations            | 55,060                                        | CY          |
| <b><u>School of Public and International Affairs</u></b> |                              |                                                                |                                               |             |
| Browder, John                                            | Professor                    |                                                                | 108,390                                       | AY          |
| Cook, Brian                                              | Professor                    |                                                                | 116,686                                       | AY          |
| Dunaway, Wilma                                           | Professor                    |                                                                | 100,062                                       | AY          |
| Khademian, Anne                                          | Professor                    | School Director                                                | 181,125                                       | CY          |
| Knox, Paul                                               | Professor                    | University Distinguished Professor                             | 295,756                                       | CY          |
| Koebel, Charles                                          | Professor                    |                                                                | 119,227                                       | AY          |
| Peters, Joel                                             | Professor                    |                                                                | 104,085                                       | AY          |
| Rothschild, Joyce                                        | Professor                    |                                                                | 112,780                                       | AY          |
| Sanchez, Thomas                                          | Professor                    |                                                                | 105,160                                       | AY          |
| Stephenson, Max                                          | Professor                    | Director, VT Institute for Policy and Governance               | 114,830                                       | CY          |
| Sterett, Susan                                           | Professor                    | Director, Metropolitan Institute                               | 132,715                                       | CY          |
| Toal, Gerard                                             | Professor                    | Associate Chair, Government and International Affairs (NCR)    | 121,927                                       | AY          |
| Ahram, Ariel                                             | Associate Professor          |                                                                | 86,245                                        | AY          |
| Bieri, David                                             | Associate Professor          |                                                                | 88,365                                        | AY          |
| Buehler, Ralph                                           | Associate Professor          |                                                                | 89,400                                        | AY          |
| Datz, Giselle                                            | Associate Professor          |                                                                | 86,160                                        | AY          |
| Dull, Matthew                                            | Associate Professor          |                                                                | 80,580                                        | AY          |
| Jensen, Laura                                            | Associate Professor          |                                                                | 89,400                                        | AY          |
| Rees, Joseph                                             | Associate Professor          | Director of Richmond Program (CPAP)                            | 94,805                                        | AY          |
| Roberts, Patrick                                         | Associate Professor          | Associate Director, CPAP (NCR)                                 | 80,765                                        | AY          |
| Wernstedt, Kris                                          | Associate Professor          | Program Co-chair, UAP (Blacksburg and NCR)                     | 95,040                                        | AY          |
| Zahm, Diane                                              | Associate Professor          | UAP Program Co-chair and Director of Undergraduate UAP Program | 92,310                                        | AY          |
| Zhang, Yang                                              | Associate Professor          | Director, MURP Program                                         | 82,210                                        | AY          |
| Bukvic, Anamaria                                         | Assistant Professor          |                                                                | 46,565                                        | AY          |
| Chaves, Elisabeth                                        | Assistant Professor          |                                                                | 50,000                                        | AY          |
| Cowell, Margaret                                         | Assistant Professor          |                                                                | 77,800                                        | AY          |
| Eckerd, Adam                                             | Assistant Professor          |                                                                | 79,400                                        | AY          |
| Hall, Ralph                                              | Assistant Professor          |                                                                | 76,100                                        | AY          |
| Hankey, Steven                                           | Assistant Professor          |                                                                | 71,200                                        | AY          |
| Jordan, Sara                                             | Assistant Professor          |                                                                | 71,200                                        | AY          |
| Lemaire, Robin                                           | Assistant Professor          |                                                                | 72,840                                        | AY          |
| Misra, Shalini                                           | Assistant Professor          |                                                                | 77,020                                        | AY          |
| Nickel, Patricia                                         | Assistant Professor          |                                                                | 72,880                                        | AY          |
| Pourchot, Georgeta                                       | Instructor                   | Program Director, VT and UKB Two Cities/Two Degrees Program    | 79,935                                        | CY          |
| Alex, Jaimy                                              | Professional Lecturer        | Managing Editor                                                | 58,915                                        | CY          |
| Offenbacher, Beth                                        | Professional Lecturer        | Associate Director, Social Media                               | 69,666                                        | CY          |

*College of Architecture and Urban Studies*

| <u>Name</u>                          | <u>Rank</u>                  | <u>Title</u>                                | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|--------------------------------------|------------------------------|---------------------------------------------|-----------------------------------------------|-------------|
| <b><u>Metropolitan Institute</u></b> |                              |                                             |                                               |             |
| Wells, Kathryn                       | Postdoctoral Associate       |                                             | 47,293                                        | CY          |
| Schilling, Joseph                    | Research Assistant Professor |                                             | 82,000                                        | AY          |
| Hanff, Jessica                       | Project Associate            | Assistant Director, Research Administration | 70,790                                        | CY          |
| Bulka, Lauren                        | Research Associate           |                                             | 55,200                                        | CY          |

*Department of Athletics*

| <u>Name</u>                           | <u>Rank</u>             | <u>Title</u>                                            | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------------------------|-------------------------|---------------------------------------------------------|-----------------------------------------------|-------------|
| <b><u>Department of Athletics</u></b> |                         |                                                         |                                               |             |
| McCloskey, Sharon                     | Administrative Lecturer |                                                         | 150,000                                       | CY          |
| Abbott, Russell                       | Professional Lecturer   |                                                         | 40,800                                        | CY          |
| Adair, Shelbylynn                     | Professional Lecturer   |                                                         | 49,290                                        | CY          |
| Ballein, John                         | Professional Lecturer   | Senior Associate Athletic Director, Football Operations | 140,250                                       | CY          |
| Bell, Aaron                           | Professional Lecturer   |                                                         | 57,320                                        | CY          |
| Brizendine, Michael                   | Professional Lecturer   |                                                         | 71,000                                        | CY          |
| Brugger-McSorley, Bridget             | Professional Lecturer   |                                                         | 53,733                                        | CY          |
| Bryan, Anne                           | Professional Lecturer   |                                                         | 44,880                                        | CY          |
| Burker, Megan                         | Professional Lecturer   |                                                         | 71,400                                        | CY          |
| Caligiuri, Megan                      | Professional Lecturer   |                                                         | 61,800                                        | CY          |
| Cantor, Charles                       | Professional Lecturer   |                                                         | 62,635                                        | CY          |
| Chew, Isaac                           | Professional Lecturer   |                                                         | 260,000                                       | CY          |
| Collins, LaTanya                      | Professional Lecturer   |                                                         | 51,000                                        | CY          |
| Collins, Sean                         | Professional Lecturer   |                                                         | 45,795                                        | CY          |
| Connolly, Ryan                        | Professional Lecturer   |                                                         | 78,000                                        | CY          |
| Cross, Eric                           | Professional Lecturer   |                                                         | 65,000                                        | CY          |
| Davis, Whitney                        | Professional Lecturer   |                                                         | 30,700                                        | CY          |
| Dietter, David                        | Professional Lecturer   |                                                         | 44,880                                        | CY          |
| Dillard, Brandon                      | Professional Lecturer   |                                                         | 40,814                                        | CY          |
| Doolan, Keith                         | Professional Lecturer   |                                                         | 57,120                                        | CY          |
| Eugene, Ernest                        | Professional Lecturer   |                                                         | 91,800                                        | CY          |
| Evans, Megan                          | Professional Lecturer   |                                                         | 42,349                                        | CY          |
| Ferguson, Jarrett                     | Professional Lecturer   |                                                         | 84,456                                        | CY          |
| Foster, Charles                       | Professional Lecturer   |                                                         | 60,650                                        | CY          |
| Gabbard, Thomas                       | Professional Lecturer   |                                                         | 147,900                                       | CY          |
| Garnes, Bruce                         | Professional Lecturer   |                                                         | 55,000                                        | CY          |
| Gilbert-Lowry, Reyna                  | Professional Lecturer   | Associate A.D.                                          | 84,660                                        | CY          |
| Goforth, Michael                      | Professional Lecturer   |                                                         | 104,040                                       | CY          |
| Gomez Fonseca, Freddy                 | Professional Lecturer   |                                                         | 40,000                                        | CY          |
| Griesemer, Brett                      | Professional Lecturer   |                                                         | 44,880                                        | CY          |
| Guerry, James                         | Professional Lecturer   |                                                         | 41,765                                        | CY          |
| Gwilliam, Ford                        | Professional Lecturer   |                                                         | 54,300                                        | CY          |
| Gwinn, Derek                          | Professional Lecturer   |                                                         | 74,460                                        | CY          |
| Hartsook, Austin                      | Professional Lecturer   |                                                         | 31,518                                        | CY          |
| Helms, Christopher                    | Professional Lecturer   | Senior Assoc. Athletic Director                         | 117,300                                       | CY          |
| Hoffman, David                        | Professional Lecturer   |                                                         | 48,000                                        | CY          |
| Huss, Stephen                         | Professional Lecturer   |                                                         | 56,492                                        | CY          |
| Jack, Gregory                         | Professional Lecturer   |                                                         | 119,325                                       | CY          |
| Jackson, David                        | Professional Lecturer   |                                                         | 85,729                                        | CY          |
| Jaudon, Jon                           | Professional Lecturer   |                                                         | 117,870                                       | CY          |
| Johannigmeier, Eric                   | Professional Lecturer   |                                                         | 37,740                                        | CY          |
| Johnson, Devin                        | Professional Lecturer   |                                                         | 60,000                                        | CY          |
| Jones, Kevin                          | Professional Lecturer   |                                                         | 60,000                                        | CY          |
| Kinney, Jefferson                     | Professional Lecturer   |                                                         | 44,133                                        | CY          |
| Kolarik, Kimberly                     | Professional Lecturer   |                                                         | 35,700                                        | CY          |

*Department of Athletics*

| <u>Name</u>          | <u>Rank</u>           | <u>Title</u>                      | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|----------------------|-----------------------|-----------------------------------|-----------------------------------------------|-------------|
| Kopp, Andrew         | Professional Lecturer |                                   | 62,220                                        | CY          |
| LaFon, Heather       | Professional Lecturer |                                   | 54,900                                        | CY          |
| Lawrence, Jimmy      | Professional Lecturer |                                   | 54,457                                        | CY          |
| Malcom, Jenna        | Professional Lecturer |                                   | 41,878                                        | CY          |
| McNeilly, Jamie      | Professional Lecturer |                                   | 127,500                                       | CY          |
| McSorley, Patrick    | Professional Lecturer |                                   | 49,330                                        | CY          |
| Miller, Justin       | Professional Lecturer |                                   | 49,470                                        | CY          |
| Mitchell, Terry      | Professional Lecturer |                                   | 67,320                                        | CY          |
| Northup, Carly       | Professional Lecturer |                                   | 79,050                                        | CY          |
| O'Brien, Angela      | Professional Lecturer |                                   | 49,470                                        | CY          |
| Old, William         | Professional Lecturer |                                   | 69,222                                        | CY          |
| Panella, Martha      | Professional Lecturer |                                   | 65,891                                        | CY          |
| Parker, Timothy      | Professional Lecturer |                                   | 93,840                                        | CY          |
| Poole, Mallory       | Professional Lecturer |                                   | 51,000                                        | CY          |
| Purnell, Frederick   | Professional Lecturer |                                   | 44,880                                        | CY          |
| Reed, Desiree        | Professional Lecturer | Exec. Associate Athletic Director | 210,000                                       | CY          |
| Reynolds, Jeffrey    | Professional Lecturer |                                   | 132,600                                       | CY          |
| Robelot, Reed        | Professional Lecturer |                                   | 40,077                                        | CY          |
| Robie, Anthony       | Professional Lecturer |                                   | 76,650                                        | CY          |
| Roccaforte, Steven   | Professional Lecturer |                                   | 188,700                                       | CY          |
| Rudd, Lisa           | Professional Lecturer |                                   | 113,220                                       | CY          |
| Sharp, Brian         | Professional Lecturer |                                   | 46,000                                        | CY          |
| Shelby, Betty        | Professional Lecturer |                                   | 97,299                                        | CY          |
| Short, Keith         | Professional Lecturer |                                   | 50,120                                        | CY          |
| Shuman, John         | Professional Lecturer |                                   | 50,000                                        | CY          |
| Smith, Clarence      | Professional Lecturer |                                   | 89,645                                        | CY          |
| Smith, David         | Professional Lecturer |                                   | 83,524                                        | CY          |
| Stockwell, Sarah     | Professional Lecturer |                                   | 42,767                                        | CY          |
| Thomas, Benjamin     | Professional Lecturer |                                   | 70,900                                        | CY          |
| Thomas, Nelson       | Professional Lecturer |                                   | 105,000                                       | CY          |
| Thomas, Steven       | Professional Lecturer |                                   | 71,400                                        | CY          |
| Underwood, Casey     | Professional Lecturer |                                   | 72,500                                        | CY          |
| Valley, Morgan       | Professional Lecturer |                                   | 90,000                                        | CY          |
| Variano, Erin        | Professional Lecturer |                                   | 44,880                                        | CY          |
| White, Daniel        | Professional Lecturer |                                   | 66,646                                        | CY          |
| Wolf, Lyle           | Professional Lecturer |                                   | 37,500                                        | CY          |
| Woodard, Robert      | Professional Lecturer |                                   | 94,554                                        | CY          |
| Woods, Jermaine      | Professional Lecturer |                                   | 97,299                                        | CY          |
| Young, Perren        | Professional Lecturer |                                   | 36,861                                        | CY          |
| Zabinsky, Jennifer   | Professional Lecturer |                                   | 61,200                                        | CY          |
| Zalewski, Paul       | Professional Lecturer |                                   | 45,450                                        | CY          |
| Zawacki-Woods, Terry | Professional Lecturer |                                   | 70,000                                        | CY          |

***Pamplin College of Business***

| <b><u>Name</u></b>                               | <b><u>Rank</u></b>    | <b><u>Title</u></b>                   | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|--------------------------------------------------|-----------------------|---------------------------------------|------------------------------------------------------|--------------------|
| <b><u>Accounting and Information Systems</u></b> |                       |                                       |                                                      |                    |
| Barkhi, Reza                                     | Professor             | Department Head                       | 196,882                                              | CY                 |
| Belanger, France                                 | Professor             | Endowed Professor                     | 197,500                                              | AY                 |
| Brown, Robert                                    | Professor             | Endowed Professor                     | 198,360                                              | AY                 |
| Cloyd, C                                         | Professor             | Endowed Professor                     | 198,209                                              | AY                 |
| Fan, Weiguo                                      | Professor             | Endowed Professor                     | 193,000                                              | AY                 |
| Jenkins, James                                   | Professor             | Endowed Professor                     | 204,692                                              | AY                 |
| Maher, John                                      | Professor             | Endowed Professor                     | 208,500                                              | AY                 |
| Seago, Wilmer                                    | Professor             | Endowed Professor                     | 207,600                                              | AY                 |
| Sheetz, Steven                                   | Professor             |                                       | 145,000                                              | AY                 |
| Bhattacharjee, Sudip                             | Associate Professor   | Endowed Professor                     | 176,000                                              | AY                 |
| Brozovsky, John                                  | Associate Professor   | Endowed Professor                     | 154,000                                              | AY                 |
| Salbador, Debra                                  | Associate Professor   | Endowed Professor                     | 146,000                                              | AY                 |
| Tegarden, David                                  | Associate Professor   |                                       | 141,800                                              | AY                 |
| Wallace, Linda                                   | Associate Professor   | Endowed Professor                     | 140,000                                              | AY                 |
| Almond, Lynn                                     | Assistant Professor   |                                       | 73,500                                               | AY                 |
| Beyer, Brooke                                    | Assistant Professor   |                                       | 175,750                                              | AY                 |
| Hansen, Thomas                                   | Assistant Professor   |                                       | 176,200                                              | AY                 |
| Huang, Jingjing                                  | Assistant Professor   |                                       | 181,500                                              | AY                 |
| Johnson, Eugene                                  | Assistant Professor   |                                       | 175,750                                              | AY                 |
| Oler, Mitchell                                   | Assistant Professor   |                                       | 148,941                                              | AY                 |
| Popova, Velina                                   | Assistant Professor   |                                       | 158,500                                              | AY                 |
| Stein, Sarah                                     | Assistant Professor   |                                       | 178,000                                              | AY                 |
| Wolfe, Michael                                   | Assistant Professor   |                                       | 175,750                                              | AY                 |
| Easterwood, Cintia                               | Advanced Instructor   |                                       | 77,500                                               | AY                 |
| Martin, Eric                                     | Instructor            |                                       | 74,000                                               | AY                 |
| Ross, Dianna                                     | Instructor            |                                       | 75,415                                               | AY                 |
| Lacoste, Jean                                    | Senior Instructor     |                                       | 70,500                                               | AY                 |
| <b><u>Business - Off Campus Instruction</u></b>  |                       |                                       |                                                      |                    |
| Hansson, Dana                                    | Professional Lecturer |                                       | 76,500                                               | CY                 |
| <b><u>Business Information Technology</u></b>    |                       |                                       |                                                      |                    |
| Badinelli, Ralph                                 | Professor             | Endowed Professor                     | 136,306                                              | AY                 |
| Cook, Deborah                                    | Professor             | Endowed Professor                     | 139,661                                              | AY                 |
| Ghandforoush, Parviz                             | Professor             | Director, NOVA MBA PGM                | 273,819                                              | CY                 |
| Ragsdale, Cliff                                  | Professor             | Endowed Professor                     | 169,083                                              | AY                 |
| Rakes, Terry                                     | Professor             | Endowed Professor                     | 171,925                                              | AY                 |
| Rees, Loren                                      | Professor             | Endowed Professor                     | 191,228                                              | AY                 |
| Russell, Roberta                                 | Professor             |                                       | 129,793                                              | AY                 |
| Taylor, Bernard                                  | Professor             | Department Head and Endowed Professor | 295,327                                              | CY                 |
| Zobel, Christopher                               | Professor             | Endowed Professor                     | 154,104                                              | AY                 |
| Abrahams, Alan                                   | Associate Professor   |                                       | 150,056                                              | AY                 |
| Deane, Jason                                     | Associate Professor   |                                       | 140,265                                              | AY                 |
| Hoopas, Barbara                                  | Associate Professor   |                                       | 111,198                                              | AY                 |
| James, Tabitha                                   | Associate Professor   |                                       | 140,096                                              | AY                 |

## *Pamplin College of Business*

| <u>Name</u>                                        | <u>Rank</u>                   | <u>Title</u>                          | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|----------------------------------------------------|-------------------------------|---------------------------------------|-----------------------------------------------|-------------|
| Khansa, Lara                                       | Associate Professor           |                                       | 158,869                                       | AY          |
| Major, Raymond                                     | Associate Professor           |                                       | 108,452                                       | AY          |
| Matheson, Lance                                    | Associate Professor           |                                       | 112,918                                       | AY          |
| Nottingham, Quinton                                | Associate Professor           |                                       | 114,938                                       | AY          |
| Seref, Onur                                        | Associate Professor           |                                       | 152,193                                       | AY          |
| Wang, Gang                                         | Associate Professor           |                                       | 150,009                                       | AY          |
| Seref, Michelle                                    | Assistant Professor           |                                       | 139,700                                       | AY          |
| Clark, Laura                                       | Advanced Instructor           |                                       | 90,010                                        | AY          |
| Jones, Richard                                     | Advanced Instructor           |                                       | 99,843                                        | AY          |
| Teets, Jay                                         | Instructor                    |                                       | 95,400                                        | AY          |
| <b><u>Dean of Business</u></b>                     |                               |                                       |                                               |             |
| Sumichrast, Robert                                 | Administrative Professor      | Dean                                  | 475,625                                       | CY          |
| Nakamoto, Kent                                     | Professor                     | Endowed Professor, and Associate Dean | 285,267                                       | CY          |
| Clemenzen, Candice                                 | Administrative Assistant Prof | Associate Dean                        | 188,883                                       | CY          |
| Hunnings, Wanda                                    | Administrative Lecturer       | Associate Dean                        | 140,388                                       | CY          |
| Skripak, Stephen                                   | Administrative Lecturer       | Former Associate Dean                 | 133,025                                       | CY          |
| Africa, Emily Anne                                 | Professional Lecturer         |                                       | 54,632                                        | CY          |
| Ausman, Kelley                                     | Professional Lecturer         |                                       | 42,840                                        | CY          |
| Borny, Lorraine                                    | Professional Lecturer         |                                       | 47,808                                        | AY          |
| Computaro, Robin                                   | Professional Lecturer         |                                       | 77,303                                        | CY          |
| Clevenger, Jennifer                                | Professional Lecturer         |                                       | 71,208                                        | CY          |
| Daugherty, Richard                                 | Professional Lecturer         | Director                              | 119,744                                       | CY          |
| Dickhans, James                                    | Professional Lecturer         |                                       | 90,519                                        | CY          |
| French, Gina                                       | Professional Lecturer         |                                       | 64,872                                        | CY          |
| Hall, Maureen                                      | Professional Lecturer         |                                       | 105,855                                       | CY          |
| Hinders, Theresa                                   | Professional Lecturer         |                                       | 68,340                                        | CY          |
| Loving, Jessica                                    | Professional Lecturer         |                                       | 60,491                                        | CY          |
| Maggard, Derick                                    | Professional Lecturer         |                                       | 145,727                                       | CY          |
| Mease, Stuart                                      | Professional Lecturer         |                                       | 122,400                                       | CY          |
| Monday, Justin                                     | Professional Lecturer         |                                       | 51,041                                        | CY          |
| O'Donnell, Barry                                   | Professional Lecturer         |                                       | 84,160                                        | CY          |
| Oldham, Linda                                      | Professional Lecturer         |                                       | 153,000                                       | CY          |
| Osborne, Mary                                      | Professional Lecturer         |                                       | 83,203                                        | CY          |
| Ramey, Lindsey                                     | Professional Lecturer         |                                       | 42,840                                        | CY          |
| Sheehan, Thomas                                    | Professional Lecturer         | Director                              | 97,918                                        | CY          |
| Wells, Katherine                                   | Professional Lecturer         |                                       | 64,134                                        | CY          |
| <b><u>Finance, Insurance, and Business Law</u></b> |                               |                                       |                                               |             |
| Hiller, Janine                                     | Professor                     | Endowed Professor                     | 139,413                                       | AY          |
| Kadlec, Gregory                                    | Professor                     | Endowed Professor                     | 301,820                                       | AY          |
| Keown, Arthur                                      | Professor                     | Endowed Professor                     | 230,194                                       | AY          |
| Kumar, Raman                                       | Professor                     | Endowed Professor                     | 201,674                                       | AY          |
| Mansi, Sattar                                      | Professor                     | Endowed Professor                     | 241,200                                       | AY          |
| Morgan, George                                     | Professor                     | Endowed Professor                     | 172,230                                       | AY          |
| Patterson, Douglas                                 | Professor                     |                                       | 138,954                                       | AY          |

## *Pamplin College of Business*

| <b><u>Name</u></b>                               | <b><u>Rank</u></b>           | <b><u>Title</u></b>                   | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|--------------------------------------------------|------------------------------|---------------------------------------|------------------------------------------------------|--------------------|
| Pinkerton, John                                  | Professor                    | Endowed Professor                     | 162,302                                              | AY                 |
| Singal, Vijay                                    | Professor                    | Department Head and Endowed Professor | 327,582                                              | CY                 |
| Kender, Michael                                  | Professor of Practice        |                                       | 108,449                                              | AY                 |
| Klock, Derek                                     | Associate Prof of Practice   |                                       | 83,738                                               | AY                 |
| Billingsley, Randall                             | Associate Professor          |                                       | 126,228                                              | AY                 |
| Bonomo, Vittorio                                 | Associate Professor          |                                       | 89,143                                               | AY                 |
| Easterwood, John                                 | Associate Professor          |                                       | 141,648                                              | AY                 |
| Malone, Jason                                    | Assistant Prof of Practice   |                                       | 75,338                                               | AY                 |
| Anginer, Deniz                                   | Assistant Professor          |                                       | 194,703                                              | AY                 |
| Lel, Ugur                                        | Assistant Professor          |                                       | 197,595                                              | AY                 |
| Wang, Tong                                       | Assistant Professor          |                                       | 194,319                                              | AY                 |
| Xu, Jin                                          | Assistant Professor          |                                       | 216,315                                              | AY                 |
| Celiker, Umut                                    | Visiting Assistant Professor |                                       | 190,000                                              | AY                 |
| Hart, Brian                                      | Instructor                   |                                       | 65,216                                               | AY                 |
| <b><u>Hospitality and Tourism Management</u></b> |                              |                                       |                                                      |                    |
| Khan, Mahmood                                    | Professor                    |                                       | 141,379                                              | AY                 |
| McGehee, Nancy                                   | Professor                    | Department Head                       | 202,861                                              | CY                 |
| Murmann, Suzanne                                 | Professor                    |                                       | 115,420                                              | AY                 |
| Perdue, Richard                                  | Professor                    | Endowed Professor                     | 189,125                                              | AY                 |
| Uysal, Muzaffer                                  | Professor                    |                                       | 140,440                                              | AY                 |
| Parsons, Richard                                 | Associate Prof of Practice   |                                       | 81,000                                               | AY                 |
| Magnini, Vincent                                 | Associate Professor          |                                       | 125,929                                              | AY                 |
| Singal, Manisha                                  | Associate Professor          |                                       | 119,663                                              | AY                 |
| Kang, Hee Jung                                   | Assistant Professor          |                                       | 98,669                                               | AY                 |
| Soulek, Kimberly                                 | Assistant Professor          |                                       | 104,311                                              | AY                 |
| Xiang, Zheng                                     | Assistant Professor          |                                       | 125,285                                              | AY                 |
| Feiertag, Howard                                 | Lecturer                     |                                       | 37,739                                               | AY                 |
| Sexton, James                                    | Lecturer                     |                                       | 95,051                                               | CY                 |
| <b><u>Management</u></b>                         |                              |                                       |                                                      |                    |
| Carlson, Kevin                                   | Professor                    | Department Head                       | 217,876                                              | CY                 |
| Gnyawali, Devi                                   | Professor                    | Endowed Professor                     | 164,785                                              | AY                 |
| Markham, Steven                                  | Professor                    | Endowed Professor                     | 160,800                                              | AY                 |
| Seth, Anju                                       | Professor                    | Endowed Professor                     | 245,869                                              | AY                 |
| Wokutch, Richard                                 | Professor                    | Endowed Professor                     | 188,763                                              | AY                 |
| Arthur, Jeffrey                                  | Associate Professor          |                                       | 139,360                                              | AY                 |
| Beal, Daniel                                     | Associate Professor          |                                       | 156,000                                              | AY                 |
| Cobb, Anthony                                    | Associate Professor          |                                       | 125,999                                              | AY                 |
| Hatfield, Donald                                 | Associate Professor          |                                       | 137,166                                              | AY                 |
| Smith, Wanda                                     | Associate Professor          |                                       | 111,527                                              | AY                 |
| Tegarden, Linda                                  | Associate Professor          |                                       | 122,477                                              | AY                 |
| Zimmerman, Ryan                                  | Associate Professor          |                                       | 171,500                                              | AY                 |
| Bruyaka, Olga                                    | Assistant Professor          |                                       | 138,777                                              | AY                 |
| Hunt, Richard                                    | Assistant Professor          |                                       | 139,750                                              | AY                 |
| Junkunc, Marc                                    | Assistant Professor          |                                       | 76,300                                               | AY                 |

***Pamplin College of Business***

| <b><u>Name</u></b>  | <b><u>Rank</u></b>      | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|---------------------|-------------------------|---------------------|------------------------------------------------------|--------------------|
| Thakur Wernz, Pooja | Assistant Professor     |                     | 145,306                                              | AY                 |
| Townsend, David     | Assistant Professor     |                     | 139,750                                              | AY                 |
| Ward Bartlett, Anna | Assistant Professor     |                     | 140,500                                              | AY                 |
| Deck, Margaret      | Instructor              |                     | 47,046                                               | AY                 |
| Carlson, Kimberly   | Professional Instructor |                     | 51,000                                               | CY                 |
| Kennedy, Reed       | Professional Lecturer   |                     | 95,835                                               | CY                 |

**Marketing**

|                   |                              |                                       |         |    |
|-------------------|------------------------------|---------------------------------------|---------|----|
| Brinberg, David   | Professor                    | Endowed Professor                     | 206,267 | AY |
| Herr, Paul        | Professor                    | Endowed Professor and Department Head | 285,440 | CY |
| Sirgy, Mack       | Professor                    |                                       | 136,863 | AY |
| Collins, Brian    | Professor of Practice        |                                       | 119,343 | AY |
| Wertalik, Donna   | Associate Prof of Practice   |                                       | 89,721  | AY |
| Bagchi, Rajesh    | Associate Professor          |                                       | 203,889 | AY |
| Coupey, Eloise    | Associate Professor          |                                       | 137,091 | AY |
| Weaver, Kimberlee | Associate Professor          |                                       | 135,107 | AY |
| Jiang, Juncal     | Assistant Professor          |                                       | 156,376 | AY |
| May, Frank        | Assistant Professor          |                                       | 160,853 | AY |
| Sundar, Aparna    | Visiting Assistant Professor |                                       | 130,107 | AY |
| Sundie, Jill      | Visiting Assistant Professor |                                       | 139,673 | AY |
| Reilly, Thomas    | Instructor                   |                                       | 55,849  | AY |

## *College of Engineering*

| <u>Name</u>                                        | <u>Rank</u>                  | <u>Title</u>                          | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|----------------------------------------------------|------------------------------|---------------------------------------|-----------------------------------------------|-------------|
| <b><u>Advanced Research Institute</u></b>          |                              |                                       |                                               |             |
| Rahman, Saifur                                     | Professor                    | Director and Endowed Professor        | 244,983                                       | CY          |
| Krimgold, Frederick                                | Research Associate Professor |                                       | 136,537                                       | CY          |
| Pipattanasomporn, Manisa                           | Research Associate Professor |                                       | 108,840                                       | AY          |
| Kuzlu, Murat                                       | Research Assistant Professor |                                       | 67,500                                        | AY          |
| Teklu, Yonael                                      | Professional Lecturer        |                                       | 80,572                                        | AY          |
| Balitsky, Philip                                   | Research Associate           |                                       | 63,260                                        | CY          |
| Hagerman, George                                   | Senior Research Associate    |                                       | 79,197                                        | CY          |
| <b><u>Aerospace and Ocean Engineering</u></b>      |                              |                                       |                                               |             |
| Brown, Alan                                        | Professor                    |                                       | 125,667                                       | AY          |
| Canfield, Robert                                   | Professor                    |                                       | 152,937                                       | AY          |
| Devenport, William                                 | Professor                    |                                       | 224,439                                       | RE12        |
| Kapania, Rakesh                                    | Professor                    | Endowed Professor                     | 157,598                                       | AY          |
| Ma, Lin                                            | Professor                    |                                       | 117,520                                       | AY          |
| Paterson, Eric                                     | Professor                    | Department Head and Endowed Professor | 214,763                                       | CY          |
| Raj, Pradeep                                       | Professor                    |                                       | 126,880                                       | AY          |
| Roy, Christopher                                   | Professor                    |                                       | 188,699                                       | RE12        |
| Schetz, Joseph                                     | Professor                    | Endowed Professor                     | 216,624                                       | AY          |
| Woolsey, Craig                                     | Professor                    |                                       | 119,601                                       | AY          |
| Black, Jonathan                                    | Associate Professor          |                                       | 109,725                                       | AY          |
| Farhood, Mazen                                     | Associate Professor          |                                       | 96,902                                        | AY          |
| McCue-Weil, Leigh                                  | Associate Professor          |                                       | 105,000                                       | AY          |
| Neu, Wayne                                         | Associate Professor          |                                       | 106,184                                       | AY          |
| Patil, Mayuresh                                    | Associate Professor          |                                       | 92,362                                        | AY          |
| Philen, Michael                                    | Associate Professor          |                                       | 104,913                                       | AY          |
| Seidel, Gary                                       | Associate Professor          |                                       | 101,140                                       | AY          |
| Sultan, Cornel                                     | Associate Professor          |                                       | 106,115                                       | AY          |
| Borgoltz, Aurelien                                 | Research Associate Professor |                                       | 103,500                                       | CY          |
| Locatelli, Davide                                  | Research Scientist           |                                       | 77,236                                        | CY          |
| Adams, Colin                                       | Assistant Professor          |                                       | 89,010                                        | AY          |
| Choi, Seongim                                      | Assistant Professor          |                                       | 89,010                                        | AY          |
| Lowe, Kevin                                        | Assistant Professor          |                                       | 100,401                                       | AY          |
| Srinivasan, Bhuvana                                | Assistant Professor          |                                       | 91,080                                        | AY          |
| Wang, Kevin                                        | Assistant Professor          |                                       | 93,150                                        | AY          |
| Xiao, Heng                                         | Assistant Professor          |                                       | 86,940                                        | AY          |
| Im, Dong                                           | Postdoctoral Associate       |                                       | 54,630                                        | CY          |
| Kuester, Matthew                                   | Postdoctoral Associate       |                                       | 56,925                                        | CY          |
| Luder, Alton                                       | Postdoctoral Associate       |                                       | 65,000                                        | CY          |
| Alexander, William                                 | Research Assistant Professor |                                       | 86,000                                        | CY          |
| Intaratep, Nanyaporn                               | Research Assistant Professor |                                       | 84,870                                        | CY          |
| Burchett, Amy                                      | Professional Lecturer        |                                       | 79,050                                        | CY          |
| Meyers, Timothy                                    | Research Associate           |                                       | 52,785                                        | CY          |
| <b><u>Biomedical Engineering and Mechanics</u></b> |                              |                                       |                                               |             |
| Al-Haik, Marwan                                    | Professor                    |                                       | 114,948                                       | AY          |

*College of Engineering*

| <u>Name</u>            | <u>Rank</u>                  | <u>Title</u>                          | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|------------------------|------------------------------|---------------------------------------|-----------------------------------------------|-------------|
| Batra, Romesh          | Professor                    | Endowed Professor                     | 275,288                                       | RE12        |
| Case, Scott            | Professor                    |                                       | 188,376                                       | CY          |
| Cramer, Mark           | Professor                    |                                       | 98,189                                        | AY          |
| Davalos, Rafael        | Professor                    |                                       | 165,000                                       | RE12        |
| Dillard, David         | Professor                    | Endowed Professor                     | 154,425                                       | AY          |
| Duke, John             | Professor                    |                                       | 123,523                                       | AY          |
| Duma, Stefan           | Professor                    | Department Head and Endowed Professor | 374,929                                       | CY          |
| Gabler, Hampton        | Professor                    |                                       | 187,754                                       | CY          |
| Hajj, Muhammad         | Professor                    | Associate Dean                        | 194,500                                       | CY          |
| Ragab, Saad            | Professor                    |                                       | 120,620                                       | AY          |
| Singh, Mahendra        | Professor                    | Endowed Professor                     | 147,103                                       | AY          |
| Stremler, Mark         | Professor                    |                                       | 171,972                                       | CY          |
| VandeVord, Pamela      | Professor                    |                                       | 134,075                                       | AY          |
| Robertson, John        | Research Professor           |                                       | 86,000                                        | AY          |
| De Vita, Raffaella     | Associate Professor          |                                       | 124,200                                       | AY          |
| Hendricks, Scott       | Associate Professor          |                                       | 95,600                                        | AY          |
| Jung, Sunghwan         | Associate Professor          |                                       | 101,939                                       | AY          |
| Lee, Yong              | Associate Professor          |                                       | 90,895                                        | AY          |
| Ross, Shane            | Associate Professor          |                                       | 108,652                                       | AY          |
| Socha, John            | Associate Professor          |                                       | 113,674                                       | AY          |
| Staples, Anne          | Associate Professor          |                                       | 93,904                                        | AY          |
| Thangjitham, Surot     | Associate Professor          |                                       | 85,385                                        | AY          |
| Van Dyke, Mark         | Associate Professor          |                                       | 140,312                                       | RE12        |
| Abaid, Nicole          | Assistant Professor          |                                       | 97,795                                        | AY          |
| Bickford, Lissett      | Assistant Professor          |                                       | 93,230                                        | AY          |
| Boreyko, Jonathan      | Assistant Professor          |                                       | 93,300                                        | AY          |
| Cao, Guohua            | Assistant Professor          |                                       | 96,480                                        | AY          |
| Hanna, James           | Assistant Professor          |                                       | 89,100                                        | AY          |
| Rowson, Steven         | Assistant Professor          |                                       | 128,796                                       | RE12        |
| Verbridge, Scott       | Assistant Professor          |                                       | 93,580                                        | AY          |
| Cemazar, Jaka          | Postdoctoral Associate       |                                       | 47,150                                        | CY          |
| Howes, Meghan Kathleen | Postdoctoral Associate       |                                       | 61,250                                        | CY          |
| Kanitkar, Akanksha     | Postdoctoral Associate       |                                       | 42,000                                        | CY          |
| Kusano, Kristofer      | Postdoctoral Associate       |                                       | 52,000                                        | CY          |
| Lin, Enqiang           | Postdoctoral Associate       |                                       | 50,000                                        | CY          |
| Shi, Ruchao            | Postdoctoral Associate       |                                       | 32,632                                        | CY          |
| Kemper, Andrew         | Research Assistant Professor |                                       | 100,000                                       | CY          |
| Chang, Tsu-Sheng       | Instructor                   |                                       | 74,200                                        | AY          |
| Grohs, Jacob           | Instructor                   |                                       | 60,000                                        | AY          |
| Lord, James            | Instructor                   |                                       | 64,500                                        | AY          |
| Pendar, Hodjat         | Instructor                   |                                       | 62,100                                        | AY          |
| Siburt, Paul           | Lecturer                     |                                       | 94,717                                        | CY          |
| Lawless, Monika        | Professional Lecturer        |                                       | 100,667                                       | CY          |
| McCord, Marshal        | Professional Lecturer        |                                       | 71,246                                        | CY          |
| Sentelle, Theresa      | Professional Lecturer        |                                       | 52,679                                        | CY          |
| Stanley, Amanda        | Professional Lecturer        |                                       | 55,441                                        | CY          |

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| <u>Name</u>                                       | <u>Rank</u>            | <u>Title</u>                                         | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------------------------------------|------------------------|------------------------------------------------------|-----------------------------------------------|-------------|
| Tomlin, Timothy                                   | Professional Lecturer  |                                                      | 81,966                                        | CY          |
| McNally, Craig                                    | Research Associate     |                                                      | 58,500                                        | CY          |
| <b><u>Chemical Engineering</u></b>                |                        |                                                      |                                               |             |
| Achenie, Luke                                     | Professor              |                                                      | 139,901                                       | AY          |
| Baird, Donald                                     | Professor              | Endowed Professor                                    | 209,703                                       | RE10        |
| Cox, David                                        | Professor              | Department Head                                      | 220,132                                       | CY          |
| Davis, Richey                                     | Professor              |                                                      | 121,866                                       | AY          |
| Ducker, William                                   | Professor              |                                                      | 158,140                                       | AY          |
| Kiran, Erdogan                                    | Professor              |                                                      | 158,497                                       | AY          |
| Liu, Yih-An                                       | Professor              | Alumni Distinguished Professor and Endowed Professor | 176,612                                       | AY          |
| Lu, Chang                                         | Professor              |                                                      | 185,783                                       | RE12        |
| Rajagopalan, Padmavathy                           | Professor              | Endowed Professor                                    | 172,584                                       | RE11        |
| Rim, Peter                                        | Visiting Professor     | Endowed Professor                                    | 78,457                                        | AY          |
| Goldstein, Aaron                                  | Associate Professor    |                                                      | 109,859                                       | AY          |
| Karim, Ayman                                      | Associate Professor    |                                                      | 109,200                                       | AY          |
| Martin, Stephen                                   | Associate Professor    |                                                      | 95,640                                        | AY          |
| Huang, Jianhua                                    | Research Scientist     |                                                      | 54,355                                        | CY          |
| Xin, Hongliang                                    | Assistant Professor    |                                                      | 95,800                                        | AY          |
| Ma, Xianfeng                                      | Postdoctoral Associate |                                                      | 46,350                                        | CY          |
| Seo, Dongjin                                      | Postdoctoral Associate |                                                      | 52,525                                        | CY          |
| Bortner, Michael                                  | Instructor             |                                                      | 79,000                                        | AY          |
| Zhu, Xiaoru                                       | Research Associate     |                                                      | 51,438                                        | CY          |
| <b><u>Civil and Environmental Engineering</u></b> |                        |                                                      |                                               |             |
| Boardman, Gregory                                 | Professor              |                                                      | 120,067                                       | AY          |
| Brandon, Thomas                                   | Professor              |                                                      | 115,907                                       | AY          |
| Charney, Finley                                   | Professor              |                                                      | 126,014                                       | AY          |
| Dietrich, Andrea                                  | Professor              |                                                      | 123,077                                       | AY          |
| Easterling, William                               | Professor              | Department Head and Endowed Professor                | 236,269                                       | CY          |
| Edwards, Marc                                     | Professor              | Endowed Professor                                    | 251,517                                       | CY          |
| Filz, George                                      | Professor              | Endowed Professor                                    | 192,285                                       | RE12        |
| Flintsch, Gerardo                                 | Professor              |                                                      | 164,837                                       | RE12        |
| Green, Russell                                    | Professor              |                                                      | 122,051                                       | AY          |
| Hobeika, Antoine                                  | Professor              |                                                      | 142,051                                       | AY          |
| Knocke, William                                   | Professor              | Endowed Professor                                    | 206,768                                       | AY          |
| Leon, Roberto                                     | Professor              | Endowed Professor                                    | 169,347                                       | AY          |
| Little, John                                      | Professor              | Endowed Professor                                    | 129,142                                       | AY          |
| Marr, Linsey                                      | Professor              |                                                      | 121,390                                       | AY          |
| Moglen, Glenn                                     | Professor              |                                                      | 175,066                                       | RE12        |
| Pruden-Bagchi, Amy                                | Professor              |                                                      | 132,005                                       | AY          |
| Rakha, Hesham                                     | Professor              | Endowed Professor                                    | 182,589                                       | RE12        |
| Roberts-Wollmann, Carin                           | Professor              |                                                      | 120,876                                       | AY          |
| Rodriguez-Marek, Adrian                           | Professor              |                                                      | 113,964                                       | AY          |
| Sinha, Sunil                                      | Professor              |                                                      | 115,173                                       | AY          |

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| <u>Name</u>             | <u>Rank</u>                  | <u>Title</u>      | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------------|------------------------------|-------------------|-----------------------------------------------|-------------|
| Taylor, John            | Professor                    |                   | 147,584                                       | RE12        |
| Trani, Antonio          | Professor                    |                   | 120,930                                       | AY          |
| Vikesland, Peter        | Professor                    |                   | 121,305                                       | AY          |
| Wang, Linbing           | Professor                    |                   | 122,581                                       | AY          |
| Widdowson, Mark         | Professor                    |                   | 151,513                                       | RE11        |
| de la Garza, Jesus      | Professor                    | Endowed Professor | 192,295                                       | RE12        |
| Dove, Joseph            | Associate Prof of Practice   |                   | 87,700                                        | AY          |
| Abbas, Montasir         | Associate Professor          |                   | 100,337                                       | AY          |
| Dymond, Randel          | Associate Professor          | Director          | 111,669                                       | AY          |
| Gallagher, Daniel       | Associate Professor          |                   | 101,387                                       | AY          |
| Garvin, Michael         | Associate Professor          |                   | 105,119                                       | AY          |
| Hancock, Kathleen       | Associate Professor          |                   | 107,629                                       | AY          |
| He, Zhen                | Associate Professor          |                   | 100,092                                       | AY          |
| Heaslip, Kevin          | Associate Professor          |                   | 100,500                                       | AY          |
| Irish, Jennifer         | Associate Professor          |                   | 137,722                                       | RE12        |
| Mauldon, Matthew        | Associate Professor          |                   | 94,700                                        | AY          |
| Moen, Cristopher        | Associate Professor          |                   | 100,664                                       | AY          |
| Murray-Tuite, Pamela    | Associate Professor          |                   | 100,550                                       | AY          |
| Strom, Kyle             | Associate Professor          |                   | 96,500                                        | AY          |
| Godrej, Adil            | Research Associate Professor |                   | 122,144                                       | CY          |
| Dai, Dongjuan           | Research Scientist           |                   | 60,600                                        | CY          |
| Leng, Weinan            | Research Scientist           |                   | 55,017                                        | CY          |
| Parks, Jeffrey          | Research Scientist           |                   | 67,184                                        | CY          |
| Wang, Fei               | Research Scientist           |                   | 60,600                                        | CY          |
| Katz, Bryan             | Assistant Prof of Practice   |                   | 48,200                                        | CY          |
| Mouras, Victoria        | Assistant Prof of Practice   |                   | 94,200                                        | CY          |
| Scardina, Robert        | Assistant Prof of Practice   |                   | 71,340                                        | CY          |
| Young, Kevin            | Assistant Prof of Practice   |                   | 85,730                                        | CY          |
| Eatherton, Matthew      | Assistant Professor          |                   | 97,053                                        | AY          |
| Hester, Erich           | Assistant Professor          |                   | 94,421                                        | AY          |
| Koutromanos, Ioannis    | Assistant Professor          |                   | 92,500                                        | AY          |
| Stark, Nina             | Assistant Professor          |                   | 92,000                                        | AY          |
| Ziotopoulou, Aikaterini | Assistant Professor          |                   | 91,000                                        | AY          |
| Guron, Giselle Kristi   | Postdoctoral Associate       |                   | 40,916                                        | CY          |
| Lee, Mari               | Postdoctoral Associate       |                   | 41,200                                        | CY          |
| Li, Tao                 | Postdoctoral Associate       |                   | 42,421                                        | CY          |
| Munir, Mariya           | Postdoctoral Associate       |                   | 41,200                                        | CY          |
| Prussin, Aaron          | Postdoctoral Associate       |                   | 48,000                                        | CY          |
| Vanden Berge, Daniel    | Postdoctoral Associate       |                   | 52,000                                        | CY          |
| Vejerano, Eric          | Postdoctoral Associate       |                   | 46,733                                        | CY          |
| Wu, Yaoxing             | Postdoctoral Associate       |                   | 43,680                                        | CY          |
| Xie, Mingjie            | Postdoctoral Associate       |                   | 42,848                                        | CY          |
| Olgun, Celal            | Research Assistant Professor |                   | 84,930                                        | CY          |
| Zhang, Husen            | Research Assistant Professor |                   | 76,500                                        | AY          |
| Lattimer, Kara          | Instructor                   |                   | 61,775                                        | CY          |
| Barrett, Sharon         | Professional Lecturer        |                   | 93,840                                        | CY          |

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| <u>Name</u>                    | <u>Rank</u>                | <u>Title</u>                          | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|--------------------------------|----------------------------|---------------------------------------|-----------------------------------------------|-------------|
| Cranwell, Lindy                | Professional Lecturer      |                                       | 59,415                                        | CY          |
| Laskowski, Kathleen            | Professional Lecturer      |                                       | 91,800                                        | CY          |
| Long, Courtney                 | Professional Lecturer      |                                       | 53,040                                        | CY          |
| Smiley, Elizabeth              | Professional Lecturer      |                                       | 67,514                                        | CY          |
| Alvi, Dongmei                  | Research Associate         |                                       | 71,926                                        | CY          |
| Kumar, Saurav                  | Research Associate         |                                       | 59,513                                        | CY          |
| Mokarem, David                 | Research Associate         |                                       | 89,544                                        | CY          |
| Post, Harold                   | Research Associate         |                                       | 79,133                                        | CY          |
| Hinze, Nicolas                 | Senior Research Associate  |                                       | 76,428                                        | CY          |
| Zhou, Ning                     | Sr Project Associate       |                                       | 88,945                                        | CY          |
| <b><u>Computer Science</u></b> |                            |                                       |                                               |             |
| Balci, Osman                   | Professor                  |                                       | 117,157                                       | AY          |
| Bowman, Douglas                | Professor                  |                                       | 122,064                                       | AY          |
| Cameron, Kirk                  | Professor                  |                                       | 150,833                                       | AY          |
| Chen, Ing Ray                  | Professor                  |                                       | 121,808                                       | AY          |
| Edwards, Stephen               | Professor                  |                                       | 112,466                                       | AY          |
| Feng, Wu-Chun                  | Professor                  | Endowed Professor                     | 199,478                                       | RE12        |
| Fox, Edward                    | Professor                  |                                       | 173,481                                       | RE11        |
| Heath, Lenwood                 | Professor                  |                                       | 128,447                                       | AY          |
| Kafura, Dennis                 | Professor                  |                                       | 151,345                                       | AY          |
| Lou, Wenjing                   | Professor                  |                                       | 181,152                                       | RE12        |
| Murali, T                      | Professor                  |                                       | 136,249                                       | AY          |
| North, Christopher             | Professor                  |                                       | 135,165                                       | AY          |
| Ramakrishnan, Narendran        | Professor                  | Endowed Professor                     | 204,022                                       | AY          |
| Ribbens, Calvin                | Professor                  |                                       | 146,425                                       | CY          |
| Ryder, Barbara                 | Professor                  | Department Head and Endowed Professor | 233,548                                       | CY          |
| Sandu, Adrian                  | Professor                  |                                       | 138,033                                       | AY          |
| Shaffer, Clifford              | Professor                  |                                       | 114,986                                       | AY          |
| Tatar, Deborah                 | Professor                  |                                       | 111,879                                       | AY          |
| Watson, Layne                  | Professor                  |                                       | 154,838                                       | AY          |
| Feng, Annette                  | Senior Research Scientist  |                                       | 69,000                                        | CY          |
| Hauck, Peter                   | Senior Research Scientist  |                                       | 87,550                                        | CY          |
| Harrison, Steven               | Associate Prof of Practice |                                       | 101,860                                       | AY          |
| Back, Godmar                   | Associate Professor        |                                       | 96,224                                        | AY          |
| Butt, Ali                      | Associate Professor        |                                       | 124,232                                       | AY          |
| Cao, Yang                      | Associate Professor        |                                       | 96,619                                        | AY          |
| Gracanin, Denis                | Associate Professor        |                                       | 97,966                                        | AY          |
| Lu, Chang Tien                 | Associate Professor        |                                       | 108,724                                       | AY          |
| McCrickard, Donald             | Associate Professor        |                                       | 98,720                                        | AY          |
| Onufriev, Alexey               | Associate Professor        |                                       | 114,076                                       | RE10        |
| Perez-Quinonez, Manuel         | Associate Professor        |                                       | 115,656                                       | AY          |
| Tilevich, Eli                  | Associate Professor        |                                       | 101,400                                       | AY          |
| Yao, Danfeng                   | Associate Professor        | Endowed Professor                     | 108,946                                       | AY          |
| Zhang, Liqing                  | Associate Professor        |                                       | 95,990                                        | AY          |
| Zhang, Jinghe                  | Research Scientist         |                                       | 65,000                                        | CY          |

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| <u>Name</u>                 | <u>Rank</u>                  | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-----------------------------|------------------------------|--------------|-----------------------------------------------|-------------|
| Huang, Bert                 | Assistant Professor          |              | 97,290                                        | AY          |
| Jung, Changhee              | Assistant Professor          |              | 95,712                                        | AY          |
| Lee, Dongyoon               | Assistant Professor          |              | 95,712                                        | AY          |
| Luther, Kurt                | Assistant Professor          |              | 93,150                                        | AY          |
| Prakash, Bodicherla Aditya  | Assistant Professor          |              | 96,865                                        | AY          |
| Raghvendra, Sharath         | Assistant Professor          |              | 95,220                                        | AY          |
| Anandakrishnan, Ramamoorthy | Postdoctoral Associate       |              | 39,187                                        | CY          |
| Ritz, Anna                  | Postdoctoral Associate       |              | 57,751                                        | CY          |
| Singh, Gurjot               | Postdoctoral Associate       |              | 60,000                                        | CY          |
| Tandon, Ravi                | Research Assistant Professor |              | 110,000                                       | CY          |
| Ellis, Margaret             | Instructor                   |              | 45,000                                        | AY          |
| Barnette, Noah              | Senior Instructor            |              | 77,282                                        | AY          |
| McQuain, William            | Senior Instructor            |              | 68,484                                        | AY          |
| Arthur, Terry               | Lecturer                     |              | 48,620                                        | CY          |
| Bradford, Libby             | Lecturer                     |              | 55,964                                        | CY          |
| Brogdon, Laurie             | Professional Lecturer        |              | 61,200                                        | CY          |
| Farris, Gregory             | Professional Lecturer        |              | 48,589                                        | CY          |
| Marcum, Robert              | Professional Lecturer        |              | 66,300                                        | CY          |
| Stefanescu, Razvan          | Research Associate           |              | 55,105                                        | CY          |
| Butler, Patrick             | Senior Research Associate    |              | 145,000                                       | CY          |
| Tolokh, Igor                | Senior Research Associate    |              | 47,000                                        | CY          |
| Wang, Hao                   | Senior Research Associate    |              | 72,446                                        | CY          |
| Sathre, Paul                | Sr Project Associate         |              | 60,000                                        | CY          |

**Dean - Engineering**

|                         |                              |                |         |    |
|-------------------------|------------------------------|----------------|---------|----|
| Benson, Richard         | Administrative Professor     | Dean           | 424,500 | CY |
| Lesko, John             | Administrative Professor     | Associate Dean | 198,900 | CY |
| Watford, Beville        | Administrative Professor     | Associate Dean | 214,825 | CY |
| Westman, Erik           | Professor                    |                | 166,284 | CY |
| Mu, Mingkai             | Research Scientist           |                | 82,000  | CY |
| Shen, Zhiyu             | Research Scientist           |                | 82,000  | CY |
| Zhang, Xuning           | Research Scientist           |                | 82,000  | CY |
| Zhang, Wenli            | Research Assistant Professor |                | 83,052  | CY |
| Martens, Bradley        | Administrative Lecturer      |                | 101,187 | CY |
| Nelson, Edward          | Administrative Lecturer      | Associate Dean | 183,355 | CY |
| Nystrom, Lynn           | Administrative Lecturer      |                | 108,620 | CY |
| Scales, Glenda          | Administrative Lecturer      | Associate Dean | 150,688 | CY |
| Amelink, Catherine      | Professional Lecturer        |                | 76,561  | CY |
| Arnold-Christian, Susan | Professional Lecturer        |                | 52,634  | CY |
| Boone, Christi          | Professional Lecturer        |                | 66,553  | CY |
| Langford, Vicki         | Professional Lecturer        |                | 49,387  | CY |
| Long, Linda             | Professional Lecturer        |                | 80,164  | CY |
| Phillips, Jeffrey       | Professional Lecturer        |                | 64,043  | CY |
| Pokorski, Dale          | Professional Lecturer        |                | 89,321  | CY |
| Sanderlin, Nicole       | Professional Lecturer        |                | 66,638  | CY |
| Spangler, Dewey         | Professional Lecturer        |                | 68,051  | CY |

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| <u>Name</u>     | <u>Rank</u>               | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-----------------|---------------------------|--------------|-----------------------------------------------|-------------|
| Cvetkovic, Igor | Senior Research Associate |              | 79,329                                        | CY          |
| Gilham, David   | Senior Research Associate |              | 77,514                                        | CY          |
| Shaw, Teresa    | Senior Research Associate |              | 110,686                                       | CY          |

### Engineering Education

|                            |                            |                 |         |    |
|----------------------------|----------------------------|-----------------|---------|----|
| Adams, Stephanie           | Professor                  | Department Head | 218,632 | CY |
| Lohani, Vinod              | Professor                  |                 | 104,562 | AY |
| Riley, Donna               | Professor                  |                 | 110,000 | AY |
| Butler, William            | Associate Prof of Practice |                 | 67,370  | AY |
| Connor, Jeffrey            | Associate Professor        |                 | 72,737  | AY |
| Goff, Richard              | Associate Professor        |                 | 93,578  | AY |
| Gregg, Michael             | Associate Professor        |                 | 82,573  | AY |
| Knott, Tamara              | Associate Professor        |                 | 94,554  | AY |
| McNair, Elizabeth          | Associate Professor        |                 | 47,979  | AY |
| Paretti, Marie             | Associate Professor        |                 | 101,280 | AY |
| Reid, Kenneth              | Associate Professor        |                 | 100,395 | AY |
| Knight, David              | Assistant Professor        |                 | 91,831  | AY |
| Matusovich, Holly          | Assistant Professor        |                 | 94,353  | AY |
| Carrico, Cheryl            | Postdoctoral Associate     |                 | 23,409  | CY |
| Hodges, Kimberly           | Instructor                 |                 | 49,938  | AY |
| Wang, Junqiu               | Instructor                 |                 | 61,509  | AY |
| Lo, Jenny                  | Senior Instructor          |                 | 70,868  | AY |
| Elmore, Jessica            | Professional Lecturer      |                 | 50,490  | CY |
| McGlothlin Lester, Marlena | Professional Lecturer      |                 | 59,819  | CY |
| Nathan, Anika              | Professional Lecturer      |                 | 74,359  | CY |
| Smith, Natasha             | Professional Lecturer      |                 | 59,819  | CY |
| Ward, Alexandra            | Professional Lecturer      |                 | 36,720  | CY |

### Electrical and Computer Engineering

|                    |           |                                    |         |      |
|--------------------|-----------|------------------------------------|---------|------|
| Agah, Masoud       | Professor |                                    | 170,000 | AY   |
| Athanas, Peter     | Professor |                                    | 137,805 | AY   |
| Beex, Aloysius     | Professor |                                    | 106,140 | AY   |
| Boroyevich, Dushan | Professor | Endowed Professor                  | 272,051 | RE12 |
| Broadwater, Robert | Professor |                                    | 108,746 | AY   |
| Buehrer, Richard   | Professor |                                    | 134,465 | AY   |
| Clauer, C          | Professor |                                    | 200,997 | RE12 |
| Earle, Gregory     | Professor |                                    | 140,326 | AY   |
| Ha, Dong           | Professor |                                    | 106,485 | AY   |
| Hou, Yiwei         | Professor | Endowed Professor                  | 182,667 | AY   |
| Hsiao, Michael     | Professor |                                    | 139,650 | RE10 |
| Jones, Mark        | Professor |                                    | 118,783 | AY   |
| Lai, Jih           | Professor | Endowed Professor                  | 160,324 | AY   |
| Lee, Fred          | Professor | University Distinguished Professor | 381,236 | RE12 |
| Lester, Luke       | Professor | Department Head                    | 230,870 | CY   |
| Martin, Thomas     | Professor |                                    | 118,876 | AY   |
| Mili, Lamine       | Professor |                                    | 102,826 | AY   |

*College of Engineering*

| <b><u>Name</u></b>    | <b><u>Rank</u></b>           | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|-----------------------|------------------------------|---------------------|------------------------------------------------------|--------------------|
| Ngo, Khai             | Professor                    |                     | 139,694                                              | AY                 |
| Orlowski, Mariusz     | Professor                    | Endowed Professor   | 181,387                                              | AY                 |
| Park, Jung-Min        | Professor                    |                     | 151,831                                              | RE12               |
| Plassmann, Paul       | Professor                    |                     | 170,214                                              | CY                 |
| Poon, Ting Chung      | Professor                    |                     | 103,338                                              | AY                 |
| Ravindran, Binoy      | Professor                    |                     | 117,112                                              | AY                 |
| Reed, Jeffrey         | Professor                    | Endowed Professor   | 79,122                                               | AY                 |
| Riad, Sedki           | Professor                    |                     | 124,427                                              | AY                 |
| Safaai-Jazi, Ahmad    | Professor                    |                     | 103,198                                              | AY                 |
| Scales, Wayne         | Professor                    |                     | 129,864                                              | AY                 |
| Shukla, Sandeep       | Professor                    |                     | 119,462                                              | AY                 |
| Stilwell, Daniel      | Professor                    |                     | 156,438                                              | RE12               |
| Tront, Joseph         | Professor                    | Endowed Professor   | 153,447                                              | RE12               |
| Wang, Anbo            | Professor                    | Endowed Professor   | 254,579                                              | RE12               |
| Wang, Yue             | Professor                    | Endowed Professor   | 197,711                                              | RE12               |
| Xuan, Jianhua         | Professor                    |                     | 120,140                                              | AY                 |
| Sweeney, Dennis       | Professor of Practice        |                     | 116,962                                              | CY                 |
| Weimer, Daniel        | Research Professor           |                     | 151,086                                              | CY                 |
| Abbott, Amos          | Associate Professor          |                     | 97,315                                               | AY                 |
| Bailey, Scott         | Associate Professor          |                     | 107,766                                              | AY                 |
| Baker, Joseph         | Associate Professor          |                     | 135,958                                              | RE12               |
| Baumann, William      | Associate Professor          |                     | 101,215                                              | AY                 |
| Burgos, Rolando       | Associate Professor          |                     | 123,496                                              | AY                 |
| Centeno, Virgilio     | Associate Professor          |                     | 105,697                                              | AY                 |
| Clancy, Thomas        | Associate Professor          | Endowed Professor   | 190,000                                              | RE12               |
| De La Reelopez, Jaime | Associate Professor          |                     | 145,137                                              | CY                 |
| Ellingson, Steven     | Associate Professor          |                     | 105,600                                              | AY                 |
| Guido, Louis          | Associate Professor          |                     | 110,406                                              | AY                 |
| Hudait, Mantu         | Associate Professor          |                     | 106,589                                              | AY                 |
| Lindner, Douglas      | Associate Professor          |                     | 92,482                                               | AY                 |
| MacKenzie, Allen      | Associate Professor          |                     | 105,158                                              | AY                 |
| Manteghi, Majid       | Associate Professor          |                     | 102,459                                              | AY                 |
| Nazhandali, Leyla     | Associate Professor          |                     | 115,000                                              | AY                 |
| Odendaal, Willem      | Associate Professor          |                     | 99,344                                               | AY                 |
| Patterson, Cameron    | Associate Professor          |                     | 101,253                                              | AY                 |
| Paul, JoAnn           | Associate Professor          |                     | 95,782                                               | AY                 |
| Ruohoniemi, John      | Associate Professor          |                     | 156,366                                              | RE12               |
| Schaumont, Patrick    | Associate Professor          |                     | 54,724                                               | AY                 |
| Tam, Kwa Sur          | Associate Professor          |                     | 88,167                                               | AY                 |
| Wyatt, Chris          | Associate Professor          |                     | 99,394                                               | AY                 |
| Xu, Yong              | Associate Professor          |                     | 100,827                                              | AY                 |
| Yang, Yaling          | Associate Professor          |                     | 50,995                                               | AY                 |
| Dietrich, Carl        | Research Associate Professor |                     | 98,602                                               | CY                 |
| Carstens, Justin      | Research Scientist           |                     | 59,740                                               | CY                 |
| Thurairajah, Brentha  | Research Scientist           |                     | 62,993                                               | CY                 |
| Batra, Dhruv          | Assistant Professor          |                     | 98,327                                               | AY                 |

## *College of Engineering*

| <u>Name</u>             | <u>Rank</u>                  | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------------|------------------------------|--------------|-----------------------------------------------|-------------|
| Dhillon, Harpreet Singh | Assistant Professor          |              | 95,919                                        | AY          |
| Koh, Kwang-Jin          | Assistant Professor          |              | 94,792                                        | AY          |
| Li, Qiang               | Assistant Professor          |              | 93,930                                        | AY          |
| Parikh, Devi            | Assistant Professor          |              | 98,098                                        | AY          |
| Saad, Walid             | Assistant Professor          |              | 101,132                                       | AY          |
| Wang, Chao              | Assistant Professor          |              | 96,698                                        | AY          |
| Yu, Guoqiang            | Assistant Professor          |              | 90,117                                        | AY          |
| Zeng, Haibo             | Assistant Professor          |              | 96,541                                        | AY          |
| Zhu, Yizheng            | Assistant Professor          |              | 92,049                                        | AY          |
| Abdel-Rahman, Mohammad  | Postdoctoral Associate       |              | 56,000                                        | CY          |
| Choe, Jung Muk          | Postdoctoral Associate       |              | 48,000                                        | CY          |
| Deshpande, Kshitija     | Postdoctoral Associate       |              | 58,995                                        | CY          |
| Imana, Eynosias Yoseph  | Postdoctoral Associate       |              | 48,000                                        | CY          |
| Legout, Vincent         | Postdoctoral Associate       |              | 56,774                                        | CY          |
| Ma, Qingqing            | Postdoctoral Associate       |              | 45,000                                        | CY          |
| Wang, Dong              | Postdoctoral Associate       |              | 46,348                                        | CY          |
| Xu, Zhonghua            | Postdoctoral Associate       |              | 57,741                                        | CY          |
| Barbalace, Antonio      | Research Assistant Professor |              | 77,700                                        | CY          |
| Hartinger, Michael      | Research Assistant Professor |              | 75,000                                        | CY          |
| Palmieri, Roberto       | Research Assistant Professor |              | 72,073                                        | CY          |
| Cooper, Kristie         | Instructor                   |              | 72,825                                        | AY          |
| McPherson, David        | Instructor                   |              | 64,440                                        | AY          |
| Pendleton, Leslie       | Instructor                   |              | 83,726                                        | CY          |
| Thweatt, Jason          | Instructor                   |              | 60,684                                        | AY          |
| Atkins, Kathy           | Professional Lecturer        |              | 141,251                                       | CY          |
| Brewer, Mary            | Professional Lecturer        |              | 49,987                                        | CY          |
| Erwin, Abbey            | Professional Lecturer        |              | 45,563                                        | CY          |
| Harris, John            | Professional Lecturer        |              | 91,182                                        | CY          |
| Leber, Donald           | Professional Lecturer        |              | 81,927                                        | CY          |
| Lineberry, Robert       | Professional Lecturer        |              | 86,327                                        | CY          |
| McKagen, Branden        | Professional Lecturer        |              | 62,005                                        | CY          |
| Nealy, J                | Professional Lecturer        |              | 58,911                                        | CY          |
| Snyder, Jason           | Project Associate            |              | 47,355                                        | CY          |
| Marojevic, Vuk          | Research Associate           |              | 64,303                                        | CY          |
| Peluso, Sebastiano      | Research Associate           |              | 55,283                                        | CY          |
| Sadini, Marina          | Research Associate           |              | 46,350                                        | CY          |
| Yu, Zhihao              | Research Associate           |              | 51,438                                        | CY          |
| Ashry, Islam            | Senior Research Associate    |              | 52,000                                        | CY          |

### Industrial and Systems Engineering

|                 |           |                                              |         |      |
|-----------------|-----------|----------------------------------------------|---------|------|
| Camelio, Jaime  | Professor | Endowed Professor                            | 194,865 | RE12 |
| Casali, John    | Professor | Endowed Professor                            | 233,973 | RE12 |
| Kleiner, Brian  | Professor | Director, MLSoC and Endowed Professor in ISE | 207,770 | CY   |
| Nussbaum, Maury | Professor | Endowed Professor                            | 221,364 | RE12 |
| Sarin, Subhash  | Professor | Endowed Professor                            | 181,157 | RE11 |
| Sturges, Robert | Professor |                                              | 119,309 | AY   |

## *College of Engineering*

| <u>Name</u>                                     | <u>Rank</u>                  | <u>Title</u>                          | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------------------------------------|------------------------------|---------------------------------------|-----------------------------------------------|-------------|
| Taylor, Gaylon                                  | Professor                    | Department Head and Endowed Professor | 264,977                                       | CY          |
| Triantis, Konstantinos                          | Professor                    | Endowed Professor                     | 136,397                                       | AY          |
| Van Aken, Eileen                                | Professor                    |                                       | 186,914                                       | CY          |
| Bish, Douglas                                   | Associate Professor          |                                       | 97,276                                        | AY          |
| Bish, Ebru                                      | Associate Professor          |                                       | 95,192                                        | AY          |
| Ellis, Kimberly                                 | Associate Professor          |                                       | 109,710                                       | AY          |
| Gabbard, Joseph                                 | Associate Professor          |                                       | 129,932                                       | RE12        |
| Harmon, Lawrence                                | Associate Professor          |                                       | 115,696                                       | AY          |
| Koelling, Charles                               | Associate Professor          |                                       | 112,425                                       | AY          |
| Kong, Zhenyu                                    | Associate Professor          |                                       | 98,284                                        | AY          |
| Nachlas, Joel                                   | Associate Professor          |                                       | 109,142                                       | AY          |
| Rahmandad, Hazhir                               | Associate Professor          |                                       | 91,440                                        | AY          |
| Shewchuk, John                                  | Associate Professor          |                                       | 95,050                                        | AY          |
| Taaffe, Michael                                 | Associate Professor          |                                       | 108,667                                       | AY          |
| Kim, Sun Wook                                   | Research Scientist           |                                       | 62,000                                        | CY          |
| Agnew, Michael                                  | Assistant Professor          |                                       | 92,132                                        | AY          |
| Chen, Xi                                        | Assistant Professor          |                                       | 90,558                                        | AY          |
| Ghaffarzadegan, Navid                           | Assistant Professor          |                                       | 90,603                                        | AY          |
| Jin, Ran                                        | Assistant Professor          |                                       | 90,624                                        | AY          |
| Lau, Nathan                                     | Assistant Professor          |                                       | 90,200                                        | AY          |
| Moran, Diego                                    | Assistant Professor          |                                       | 89,000                                        | AY          |
| Wernz, Christian                                | Assistant Professor          |                                       | 120,949                                       | RE12        |
| Hosseinichimeh, Niyousha                        | Postdoctoral Associate       |                                       | 41,911                                        | CY          |
| Lee, Kichol                                     | Research Assistant Professor |                                       | 78,604                                        | CY          |
| Wells, Lee                                      | Research Assistant Professor |                                       | 66,080                                        | AY          |
| Cherbaka, Natalie                               | Instructor                   |                                       | 66,300                                        | AY          |
| Van Curen, Paula                                | Professional Lecturer        |                                       | 48,098                                        | CY          |
| Volkmar, Susan                                  | Professional Lecturer        |                                       | 78,943                                        | CY          |
| Bailey, Elijah                                  | Research Associate           |                                       | 42,128                                        | CY          |
| Fuller, Sheldon                                 | Research Associate           |                                       | 93,454                                        | CY          |
| Kelley, Gregory                                 | Research Associate           |                                       | 76,199                                        | CY          |
| Redfearn, Brady                                 | Research Associate           |                                       | 60,000                                        | CY          |
| Elmore, Bethany                                 | Senior Research Associate    |                                       | 62,689                                        | CY          |
| Emero, Michael                                  | Senior Research Associate    |                                       | 53,336                                        | CY          |
| Howard, Mark                                    | Senior Research Associate    |                                       | 107,333                                       | CY          |
| Hubbard, Elbert                                 | Senior Research Associate    |                                       | 36,278                                        | CY          |
| Jaeger, Robert                                  | Senior Research Associate    |                                       | 78,265                                        | CY          |
| <b><u>Materials Science and Engineering</u></b> |                              |                                       |                                               |             |
| Clark, David                                    | Professor                    | Department Head                       | 238,391                                       | CY          |
| Farkas, Diana                                   | Professor                    |                                       | 170,726                                       | RE12        |
| Hendricks, Robert                               | Professor                    |                                       | 166,668                                       | CY          |
| Lu, Guo Quan                                    | Professor                    |                                       | 123,143                                       | AY          |
| Lu, Peizhen                                     | Professor                    |                                       | 112,732                                       | AY          |
| Pickrell, Gary                                  | Professor                    |                                       | 169,757                                       | RE12        |
| Reynolds, William                               | Professor                    |                                       | 115,688                                       | AY          |

## *College of Engineering*

| <u>Name</u>         | <u>Rank</u>                  | <u>Title</u>      | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------|------------------------------|-------------------|-----------------------------------------------|-------------|
| Viehland, Dwight    | Professor                    | Endowed Professor | 175,078                                       | AY          |
| Shuart, Mark        | Research Professor           |                   | 199,700                                       | CY          |
| McGinnis, Sean      | Associate Prof of Practice   |                   | 91,670                                        | AY          |
| Staley, Thomas      | Associate Prof of Practice   |                   | 80,340                                        | AY          |
| Aning, Alexander    | Associate Professor          |                   | 98,272                                        | AY          |
| Asryan, Levon       | Associate Professor          |                   | 99,211                                        | AY          |
| Corcoran, Sean      | Associate Professor          |                   | 97,629                                        | AY          |
| Druschitz, Alan     | Associate Professor          |                   | 102,502                                       | AY          |
| Foster, Earl        | Associate Professor          |                   | 97,290                                        | AY          |
| Murayama, Mitsuhiro | Associate Professor          |                   | 100,483                                       | AY          |
| Whittington, Abby   | Associate Professor          |                   | 97,335                                        | AY          |
| Li, Jie-Fang        | Research Associate Professor |                   | 74,672                                        | CY          |
| Suchicital, Carlos  | Research Associate Professor |                   | 94,048                                        | CY          |
| Homa, Daniel        | Research Scientist           |                   | 73,163                                        | CY          |
| Tang, Zhi           | Postdoctoral Associate       |                   | 42,156                                        | CY          |
| Wang, Yaojin        | Postdoctoral Associate       |                   | 44,505                                        | CY          |
| Burgoyne, Christine | Instructor                   |                   | 41,662                                        | AY          |
| Folz, Diane         | Senior Research Associate    |                   | 86,916                                        | CY          |

### Mechanical Engineering

|                        |                            |                                               |         |      |
|------------------------|----------------------------|-----------------------------------------------|---------|------|
| Ahmadian, Mehdi        | Professor                  | Endowed Professor                             | 204,816 | RE12 |
| Battaglia, Francine    | Professor                  |                                               | 118,740 | AY   |
| Burdisso, Ricardo      | Professor                  |                                               | 125,795 | AY   |
| Diller, Thomas         | Professor                  |                                               | 140,307 | AY   |
| Fuller, Christopher    | Professor                  | Endowed Professor                             | 239,812 | RE12 |
| Furukawa, Tomonari     | Professor                  |                                               | 119,979 | AY   |
| Haghighat, Alireza     | Professor                  |                                               | 189,933 | AY   |
| Kennedy, John          | Professor                  |                                               | 169,040 | AY   |
| Kurdila, Andrew        | Professor                  | Endowed Professor                             | 168,833 | AY   |
| Lattimer, Brian        | Professor                  |                                               | 195,884 | RE12 |
| Nelson, Douglas        | Professor                  |                                               | 120,742 | AY   |
| Ng, Wing Fai           | Professor                  | Endowed Professor                             | 235,725 | RE12 |
| O'Brien, Walter        | Professor                  | Endowed Professor                             | 271,806 | RE12 |
| Parker, Robert         | Professor                  | Endowed Professor                             | 241,800 | CY   |
| Paul, Mark             | Professor                  |                                               | 148,995 | RE11 |
| Pitchumani, Ranga      | Professor                  | Endowed Professor                             | 261,896 | RE12 |
| Priya, Shashank        | Professor                  | Endowed Professor                             | 272,000 | CY   |
| Sandu, Corina          | Professor                  |                                               | 125,000 | AY   |
| Tafti, Danesh          | Professor                  | Endowed Professor and Interim Department Head | 265,516 | RE12 |
| von Spakovsky, Michael | Professor                  |                                               | 141,094 | AY   |
| Pierson, Mark          | Associate Prof of Practice |                                               | 114,634 | CY   |
| Vick, Linda            | Associate Prof of Practice |                                               | 79,136  | CY   |
| Bayandor, Javid        | Associate Professor        |                                               | 96,968  | AY   |
| Behkam, Bahareh        | Associate Professor        |                                               | 100,582 | AY   |
| Bohn, Jan Helge        | Associate Professor        |                                               | 100,623 | AY   |
| Dancey, Clinton        | Associate Professor        |                                               | 112,322 | AY   |

## *College of Engineering*

| <u>Name</u>           | <u>Rank</u>               | <u>Title</u>      | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-----------------------|---------------------------|-------------------|-----------------------------------------------|-------------|
| Ellis, Michael        | Associate Professor       | Endowed Professor | 102,008                                       | AY          |
| Ferris, John          | Associate Professor       |                   | 145,535                                       | RE12        |
| Hardy, Warren         | Associate Professor       |                   | 114,487                                       | AY          |
| Huxtable, Scott       | Associate Professor       |                   | 100,403                                       | AY          |
| Kasarda, Mary         | Associate Professor       |                   | 101,772                                       | AY          |
| Kochersberger, Kevin  | Associate Professor       |                   | 112,721                                       | AY          |
| Kornhauser, Alan      | Associate Professor       |                   | 90,453                                        | AY          |
| Leonessa, Alexander   | Associate Professor       |                   | 102,436                                       | AY          |
| Mueller, Rolf         | Associate Professor       |                   | 109,308                                       | AY          |
| Qiao, Rui             | Associate Professor       |                   | 120,350                                       | AY          |
| Roan, Michael         | Associate Professor       |                   | 123,882                                       | AY          |
| Southward, Steve      | Associate Professor       |                   | 110,160                                       | AY          |
| Taheri, Saied         | Associate Professor       |                   | 120,859                                       | AY          |
| Vick, Brian           | Associate Professor       | Endowed Professor | 87,706                                        | AY          |
| West, Robert          | Associate Professor       |                   | 96,683                                        | AY          |
| Wicks, Alfred         | Associate Professor       |                   | 107,325                                       | AY          |
| Williams, Christopher | Associate Professor       |                   | 127,852                                       | AY          |
| Zuo, Lei              | Associate Professor       |                   | 135,500                                       | AY          |
| Pandit, Jaideep       | Research Scientist        |                   | 72,100                                        | CY          |
| Papenfuss, Cory       | Research Scientist        |                   | 70,551                                        | CY          |
| Yan, YongKe           | Research Scientist        |                   | 55,628                                        | CY          |
| Hin, Celine           | Assistant Professor       |                   | 92,872                                        | AY          |
| Liu, Yang             | Assistant Professor       |                   | 93,000                                        | AY          |
| Mirzaeifar, Reza      | Assistant Professor       |                   | 96,800                                        | AY          |
| Nain, Amrinder        | Assistant Professor       |                   | 96,232                                        | AY          |
| Tarazaga, Pablo       | Assistant Professor       |                   | 95,620                                        | AY          |
| Tian, Zhiting         | Assistant Professor       |                   | 95,900                                        | AY          |
| Chopra, Anuj          | Postdoctoral Associate    |                   | 40,789                                        | CY          |
| Joshi, Keyur          | Postdoctoral Associate    |                   | 50,000                                        | CY          |
| Kang, Min Gyu         | Postdoctoral Associate    |                   | 42,014                                        | CY          |
| Kundu, Souvik         | Postdoctoral Associate    |                   | 43,365                                        | CY          |
| Tea, Eric             | Postdoctoral Associate    |                   | 40,879                                        | CY          |
| Wu, Congcong          | Postdoctoral Associate    |                   | 42,014                                        | CY          |
| Zheng, Xiaojia        | Postdoctoral Associate    |                   | 42,014                                        | CY          |
| Verbrugge, Ross       | Professional Lecturer     |                   | 80,988                                        | CY          |
| Williams, Melissa     | Professional Lecturer     |                   | 82,488                                        | CY          |
| Kennedy, Ronald       | Project Director          |                   | 70,995                                        | CY          |
| Chen, Bo              | Research Associate        |                   | 52,983                                        | CY          |
| Goode, Brian          | Research Associate        |                   | 53,000                                        | CY          |
| Howell, Margaret      | Research Associate        |                   | 71,196                                        | CY          |
| Maurya, Deepam        | Research Associate        |                   | 49,311                                        | CY          |
| Peterson, Andrew      | Senior Research Associate |                   | 53,000                                        | CY          |
| Summers, Patrick      | Senior Research Associate |                   | 65,000                                        | CY          |

### Mining and Minerals Engineering

|               |           |                 |         |    |
|---------------|-----------|-----------------|---------|----|
| Adel, Gregory | Professor | Department Head | 220,869 | CY |
|---------------|-----------|-----------------|---------|----|

*College of Engineering*

| <b><u>Name</u></b>     | <b><u>Rank</u></b>           | <b><u>Title</u></b>                                      | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|------------------------|------------------------------|----------------------------------------------------------|------------------------------------------------------|--------------------|
| Karmis, Michael        | Professor                    | Endowed Professor                                        | 226,500                                              | RE12               |
| Luttrell, Gerald       | Professor                    | Endowed Professor                                        | 216,000                                              | CY                 |
| Yoon, Roe              | Professor                    | University Distinguished Professor and Endowed Professor | 283,788                                              | RE12               |
| Karfakis, Mario        | Associate Professor          |                                                          | 90,700                                               | AY                 |
| Luxbacher, Kramer      | Associate Professor          |                                                          | 135,700                                              | RE12               |
| Schafrik, Steven       | Research Associate Professor |                                                          | 96,800                                               | CY                 |
| Ripepi, Nino           | Assistant Professor          |                                                          | 121,485                                              | RE12               |
| Sarver, Emily          | Assistant Professor          |                                                          | 92,900                                               | AY                 |
| Gupta, Nikhil          | Postdoctoral Associate       |                                                          | 49,155                                               | CY                 |
| Keles, Cigdem          | Postdoctoral Associate       |                                                          | 52,247                                               | CY                 |
| Pan, Lei               | Postdoctoral Associate       |                                                          | 44,665                                               | CY                 |
| Jong, Edmund           | Research Assistant Professor |                                                          | 64,170                                               | CY                 |
| Biviano, Angelo        | Instructor                   |                                                          | 44,860                                               | AY                 |
| Cook Marshall, Crystal | Professional Lecturer        |                                                          | 60,000                                               | CY                 |
| Radcliffe, Margaret    | Professional Lecturer        |                                                          | 73,505                                               | CY                 |
| Schlosser, Charles     | Professional Lecturer        |                                                          | 63,372                                               | CY                 |
| Craynon, John          | Project Director             |                                                          | 139,815                                              | CY                 |
| Bratton, Robert        | Senior Research Associate    |                                                          | 103,285                                              | CY                 |
| Gilliland, Ellen       | Senior Research Associate    |                                                          | 51,860                                               | CY                 |

*College of Science*

**Recommended Salary**  
**For 2015 - 2016**      **Appt**

| <b><u>Name</u></b>                | <b><u>Rank</u></b>  | <b><u>Title</u></b>                                  |         |      |
|-----------------------------------|---------------------|------------------------------------------------------|---------|------|
| <b><u>Biological Sciences</u></b> |                     |                                                      |         |      |
| Benfield, Ernest                  | Professor           | Associate Department Head                            | 138,000 | CY   |
| Buikema, Arthur                   | Professor           | Alumni Distinguished Professor and Endowed Professor | 132,594 | AY   |
| Falkinham, Joseph                 | Professor           |                                                      | 96,100  | AY   |
| Hilu, Khidir                      | Professor           |                                                      | 102,100 | AY   |
| Jensen, Roderick                  | Professor           |                                                      | 120,700 | AY   |
| Li, Liwu                          | Professor           |                                                      | 173,600 | RE12 |
| Moore, Ignacio                    | Professor           |                                                      | 95,000  | AY   |
| Nilsen, Erik                      | Professor           |                                                      | 103,500 | AY   |
| Opell, Brent                      | Professor           |                                                      | 103,836 | AY   |
| Phillips, John                    | Professor           |                                                      | 100,000 | AY   |
| Popham, David                     | Professor           |                                                      | 116,000 | AY   |
| Sible, Jill                       | Professor           | Assistant Provost for Undergraduate Education        | 164,138 | CY   |
| Stevens, Ann                      | Professor           |                                                      | 100,000 | AY   |
| Tyson, John                       | Professor           | University Distinguished Professor                   | 256,354 | CY   |
| Walters, Jeffrey                  | Professor           | Endowed Professor                                    | 195,197 | RE11 |
| Webster, Jackson                  | Professor           |                                                      | 113,500 | AY   |
| Winkel, Brenda                    | Professor           | Department Head                                      | 164,790 | CY   |
| Barrett, John                     | Associate Professor |                                                      | 84,000  | AY   |
| Belden, Lisa                      | Associate Professor |                                                      | 85,500  | AY   |
| Capelluto, Daniel                 | Associate Professor |                                                      | 80,000  | AY   |
| Cimini, Daniela                   | Associate Professor |                                                      | 86,500  | AY   |
| Finkelstein, Carla                | Associate Professor |                                                      | 86,000  | AY   |
| Hawley, Dana                      | Associate Professor |                                                      | 84,000  | AY   |
| Lawrence, Christopher             | Associate Professor |                                                      | 98,664  | AY   |
| Lazar, Maria                      | Associate Professor |                                                      | 97,288  | RE11 |
| Melville, Stephen                 | Associate Professor |                                                      | 81,090  | AY   |
| Scharf, Birgit                    | Associate Professor |                                                      | 83,000  | AY   |
| Schubot, Florian                  | Associate Professor |                                                      | 80,000  | AY   |
| Tholl, Dorothea                   | Associate Professor |                                                      | 86,000  | AY   |
| Walker, Richard                   | Associate Professor |                                                      | 108,503 | AY   |
| Yang, Zhaomin                     | Associate Professor |                                                      | 84,150  | AY   |
| Blanc, Lori                       | Research Scientist  |                                                      | 57,667  | CY   |
| Chen, Katherine                   | Research Scientist  |                                                      | 47,001  | CY   |
| Chen, Keqiang                     | Research Scientist  |                                                      | 51,000  | CY   |
| Geng, Shuo                        | Research Scientist  |                                                      | 46,000  | CY   |
| Kraykivskiy, Pavel                | Research Scientist  |                                                      | 55,037  | CY   |
| Sokol, Eric                       | Research Scientist  |                                                      | 40,000  | CY   |
| Zhou, Changhe                     | Research Scientist  |                                                      | 50,000  | CY   |
| Brown, Bryan                      | Assistant Professor |                                                      | 77,520  | AY   |
| Carey, Cayelan                    | Assistant Professor |                                                      | 77,500  | AY   |
| Hauf, Silke                       | Assistant Professor |                                                      | 77,010  | AY   |
| Kojima, Shihoko                   | Assistant Professor |                                                      | 78,540  | AY   |
| McGlothlin, Joel                  | Assistant Professor |                                                      | 74,460  | AY   |
| Nimchuk, Zachary                  | Assistant Professor |                                                      | 77,000  | AY   |
| Sewall, Kendra                    | Assistant Professor |                                                      | 76,500  | AY   |

## *College of Science*

| <u>Name</u>             | <u>Rank</u>               | <u>Title</u>                       | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------------|---------------------------|------------------------------------|-----------------------------------------------|-------------|
| Strickland, Michael     | Assistant Professor       |                                    | 76,500                                        | AY          |
| Tokuhisa, James         | Assistant Professor       |                                    | 57,363                                        | AY          |
| Akcay, Caglar           | Postdoctoral Associate    |                                    | 45,100                                        | CY          |
| Davies, Scott           | Postdoctoral Associate    |                                    | 41,000                                        | CY          |
| Hughey, Myra            | Postdoctoral Associate    |                                    | 42,230                                        | CY          |
| Koppen, Jenny           | Postdoctoral Associate    |                                    | 41,000                                        | CY          |
| Smith, Jennifer         | Postdoctoral Associate    |                                    | 45,000                                        | CY          |
| Thomason, Courtney      | Postdoctoral Associate    |                                    | 45,000                                        | CY          |
| Evans, Jackson          | Advanced Instructor       |                                    | 61,344                                        | AY          |
| Seyler, Richard         | Advanced Instructor       |                                    | 52,873                                        | AY          |
| Hogan, Eric             | Instructor                |                                    | 46,115                                        | AY          |
| Via, Jerry              | Instructor                | Assistant Dean                     | 100,001                                       | CY          |
| Voshell, Stephanie      | Instructor                |                                    | 45,500                                        | CY          |
| Watkinson, Jonathan     | Instructor                |                                    | 44,000                                        | AY          |
| Lipscomb, Mary          | Senior Instructor         |                                    | 59,852                                        | AY          |
| Rosenzweig, Michael     | Senior Instructor         |                                    | 59,435                                        | AY          |
| Meisel, Kacey           | Professional Lecturer     |                                    | 34,500                                        | CY          |
| Rodgers, Katherine      | Professional Lecturer     |                                    | 47,940                                        | CY          |
| Gotoh, Tetsuya          | Research Associate        |                                    | 60,049                                        | CY          |
| Hildreth, Sherry        | Senior Research Associate |                                    | 45,900                                        | CY          |
| <b><u>Chemistry</u></b> |                           |                                    |                                               |             |
| Carlier, Paul           | Professor                 |                                    | 151,900                                       | AY          |
| Crawford, Daniel        | Professor                 |                                    | 122,000                                       | AY          |
| Dorn, Harry             | Professor                 |                                    | 154,000                                       | AY          |
| Esker, Alan             | Professor                 |                                    | 101,000                                       | AY          |
| Etz Korn, Felicia       | Professor                 |                                    | 92,500                                        | AY          |
| Gandour, Richard        | Professor                 |                                    | 132,200                                       | AY          |
| Gibson, Harry           | Professor                 |                                    | 145,000                                       | AY          |
| Hanson, Brian           | Professor                 |                                    | 96,400                                        | AY          |
| Kingston, David         | Professor                 | University Distinguished Professor | 187,653                                       | AY          |
| Marand, Herve           | Professor                 |                                    | 117,500                                       | AY          |
| Merola, Joseph          | Professor                 |                                    | 167,100                                       | AY          |
| Moore, Robert           | Professor                 |                                    | 153,502                                       | AY          |
| Morris, John            | Professor                 |                                    | 125,545                                       | AY          |
| Riffle, Judy            | Professor                 |                                    | 160,500                                       | AY          |
| Tanko, James            | Professor                 | Department Head                    | 162,000                                       | CY          |
| Turner, Sam             | Research Professor        |                                    | 98,731                                        | AY          |
| Amateis, Patricia       | Associate Professor       |                                    | 70,110                                        | AY          |
| Deck, Paul              | Associate Professor       |                                    | 79,160                                        | AY          |
| Madsen, Louis           | Associate Professor       |                                    | 95,000                                        | AY          |
| Santos, Webster         | Associate Professor       |                                    | 118,600                                       | AY          |
| Tissue, Brian           | Associate Professor       |                                    | 79,950                                        | AY          |
| Troya, Diego            | Associate Professor       |                                    | 87,000                                        | AY          |
| Valeyev, Eduard         | Associate Professor       |                                    | 117,500                                       | AY          |
| Yee, Gordon             | Associate Professor       |                                    | 88,440                                        | AY          |

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| <b><u>Name</u></b>        | <b><u>Rank</u></b>     | <b><u>Title</u></b>                          |        | <b><u>Appt</u></b> |
|---------------------------|------------------------|----------------------------------------------|--------|--------------------|
| Ashraf-Khorassani, Mehdi  | Research Scientist     |                                              | 74,773 | CY                 |
| Orler, Edward             | Research Scientist     |                                              | 54,500 | AY                 |
| Wong, Dawn                | Research Scientist     |                                              | 49,508 | CY                 |
| Grove, Tijana             | Assistant Professor    |                                              | 83,000 | AY                 |
| Josan, Jatinder           | Assistant Professor    |                                              | 77,300 | AY                 |
| Liu, Guoliang             | Assistant Professor    |                                              | 82,000 | AY                 |
| Matson, John              | Assistant Professor    |                                              | 82,000 | AY                 |
| Morris, Amanda            | Assistant Professor    |                                              | 83,000 | AY                 |
| Bobade, Sachin            | Postdoctoral Associate |                                              | 40,800 | CY                 |
| Dai, Yumin                | Postdoctoral Associate |                                              | 42,230 | CY                 |
| Latif, Abdul              | Postdoctoral Associate |                                              | 40,000 | CY                 |
| Maza, William             | Postdoctoral Associate |                                              | 40,287 | CY                 |
| Pashikanti, Srinath       | Postdoctoral Associate |                                              | 41,777 | CY                 |
| Verma, Astha              | Postdoctoral Associate |                                              | 40,170 | CY                 |
| Yao, ZhongKe              | Postdoctoral Associate |                                              | 42,540 | CY                 |
| Zhang, Jinmei             | Postdoctoral Associate |                                              | 31,200 | CY                 |
| Berg, Michael             | Advanced Instructor    |                                              | 50,274 | AY                 |
| Bump, Maggie              | Advanced Instructor    |                                              | 48,861 | AY                 |
| Eddleton, Jeannine        | Advanced Instructor    |                                              | 53,500 | AY                 |
| Arachchige, Shamindri     | Instructor             |                                              | 44,609 | AY                 |
| Bell, Thomas              | Instructor             | Asst Chair for Research and Special Projects | 94,000 | CY                 |
| Long, Victoria            | Instructor             |                                              | 48,800 | AY                 |
| Slebodnick, Carla         | Instructor             |                                              | 58,000 | AY                 |
| Brodkin, Claudia          | Professional Lecturer  |                                              | 50,008 | CY                 |
| Dalton, Michelle          | Professional Lecturer  |                                              | 48,450 | CY                 |
| Shanaiah, Narasimhamurthy | Professional Lecturer  |                                              | 68,371 | CY                 |

**Dean of Science**

|                    |                              |                                                 |         |    |
|--------------------|------------------------------|-------------------------------------------------|---------|----|
| Chang, Lay         | Administrative Professor     | Dean                                            | 303,000 | CY |
| Heflin, James      | Administrative Professor     | Associate Dean                                  | 148,300 | CY |
| Bieri, Anna-Marion | Assistant Prof of Practice   | Director of Science, Technology and Law Program | 84,500  | AY |
| Zhang, Zhiyang     | Postdoctoral Associate       |                                                 | 40,780  | CY |
| Ozcan, Ibrahim     | Research Assistant Professor |                                                 | 101,185 | CY |
| Smith, Byron       | Instructor                   |                                                 | 55,000  | AY |
| Tu, Hsiao-Wei      | Instructor                   |                                                 | 46,000  | AY |
| Long, Gary         | Administrative Lecturer      | Associate Dean                                  | 114,695 | CY |
| Morgan, John       | Administrative Lecturer      | Associate Dean and Director                     | 179,112 | CY |
| Sanders, Janet     | Administrative Lecturer      | Assistant Dean                                  | 137,000 | CY |
| Simpkins, Melissa  | Professional Lecturer        | Business Operations Manager                     | 65,000  | CY |
| Tollin, Craig      | Professional Lecturer        |                                                 | 44,000  | CY |

**Economics**

|                         |           |                   |         |    |
|-------------------------|-----------|-------------------|---------|----|
| Ashley, Richard         | Professor |                   | 117,000 | AY |
| Haller, Hans            | Professor |                   | 149,500 | AY |
| Salehi-Isfahani, Djavad | Professor |                   | 125,500 | AY |
| Spanos, Aris            | Professor | Endowed Professor | 153,324 | AY |

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| <b><u>Name</u></b>       | <b><u>Rank</u></b>  | <b><u>Title</u></b>       |         | <b><u>Appt</u></b> |
|--------------------------|---------------------|---------------------------|---------|--------------------|
| Tideman, Thorwald        | Professor           | Department Head           | 137,700 | AY                 |
| Bahel, Eric              | Associate Professor |                           | 102,840 | AY                 |
| Ball, Sheryl             | Associate Professor | Associate Department Head | 116,500 | AY                 |
| Cothren, Richard         | Associate Professor |                           | 92,330  | AY                 |
| Ge, Suqin                | Associate Professor |                           | 119,500 | AY                 |
| Tsang, Kwok              | Associate Professor |                           | 105,000 | AY                 |
| Li, Guo                  | Research Scientist  |                           | 63,257  | CY                 |
| Dominiak, Adam           | Assistant Professor |                           | 102,600 | AY                 |
| Macieira, Joao           | Assistant Professor |                           | 86,500  | AY                 |
| Yang, Zhou               | Assistant Professor |                           | 89,690  | AY                 |
| Gebremariam, Gebremeskel | Advanced Instructor |                           | 70,100  | AY                 |
| Trost, Steven            | Advanced Instructor |                           | 95,530  | AY                 |
| Simundza, Dan            | Instructor          |                           | 62,700  | AY                 |

**Geosciences**

|                     |                              |                                                          |         |      |
|---------------------|------------------------------|----------------------------------------------------------|---------|------|
| Bodnar, Robert      | Professor                    | University Distinguished Professor and Endowed Professor | 214,236 | AY   |
| Dove, Patricia      | Professor                    | University Distinguished Professor and Endowed Professor | 241,608 | AY   |
| Eriksson, Kenneth   | Professor                    |                                                          | 110,000 | AY   |
| Hochella, Michael   | Professor                    | University Distinguished Professor                       | 188,842 | AY   |
| Hole, John          | Professor                    |                                                          | 106,000 | AY   |
| King, Scott         | Professor                    |                                                          | 116,000 | AY   |
| Law, Richard        | Professor                    |                                                          | 108,000 | AY   |
| Ross, Nancy         | Professor                    | Department Head                                          | 161,160 | CY   |
| Schreiber, Madeline | Professor                    |                                                          | 112,000 | AY   |
| Spotila, James      | Professor                    |                                                          | 105,000 | AY   |
| Tracy, Robert       | Professor                    | Associate Department Head                                | 113,800 | AY   |
| Xiao, Shuhai        | Professor                    |                                                          | 185,500 | AY   |
| Chermak, John       | Associate Prof of Practice   | Associate Professor of Practice                          | 65,970  | AY   |
| Burbey, Thomas      | Associate Professor          |                                                          | 91,200  | AY   |
| Weiss, Robert       | Associate Professor          |                                                          | 110,000 | RE11 |
| Zhou, Ying          | Associate Professor          |                                                          | 84,000  | AY   |
| Chapman, Martin     | Research Associate Professor |                                                          | 85,764  | AY   |
| Adam, Claudia       | Research Scientist           |                                                          | 52,500  | CY   |
| Spencer, Elinor     | Research Scientist           |                                                          | 46,297  | CY   |
| Stocker, Michelle   | Research Scientist           |                                                          | 50,000  | CY   |
| Xu, Jie             | Research Scientist           |                                                          | 47,277  | CY   |
| Yang, Yi            | Research Scientist           |                                                          | 48,000  | CY   |
| Caddick, Mark       | Assistant Professor          |                                                          | 81,300  | AY   |
| Gazel, Esteban      | Assistant Professor          |                                                          | 84,300  | AY   |
| Gill, Benjamin      | Assistant Professor          |                                                          | 81,300  | AY   |
| Michel, Frederick   | Assistant Professor          |                                                          | 81,800  | AY   |
| Nesbitt, Sterling   | Assistant Professor          |                                                          | 81,000  | AY   |
| Romans, Brian       | Assistant Professor          |                                                          | 84,300  | AY   |
| Dragovic, Besim     | Postdoctoral Associate       |                                                          | 40,000  | CY   |
| Prince, Philip      | Postdoctoral Associate       |                                                          | 35,200  | CY   |

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| <b><u>Name</u></b>    | <b><u>Rank</u></b>        | <b><u>Title</u></b> |        | <b><u>Appt</u></b> |
|-----------------------|---------------------------|---------------------|--------|--------------------|
| Schwarzenbach, Esther | Postdoctoral Associate    |                     | 49,462 | CY                 |
| Johnson, Neil         | Advanced Instructor       |                     | 52,324 | AY                 |
| Dunson, James         | Professional Lecturer     |                     | 56,000 | CY                 |
| Beale, Jacob          | Research Associate        |                     | 51,000 | CY                 |
| Fedele, Luca          | Senior Research Associate |                     | 54,621 | CY                 |
| Han, Nizhou           | Senior Research Associate |                     | 50,000 | CY                 |
| Zhao, Jing            | Senior Research Associate |                     | 50,857 | CY                 |

**Mathematics**

|                      |                     |                                                      |         |    |
|----------------------|---------------------|------------------------------------------------------|---------|----|
| Adjerid, Slimane     | Professor           |                                                      | 108,000 | AY |
| Ball, Joseph         | Professor           |                                                      | 78,500  | AY |
| Beattie, Christopher | Professor           |                                                      | 103,004 | AY |
| Borggaard, Jeffrey   | Professor           |                                                      | 120,000 | AY |
| Brown, Ezra          | Professor           | Alumni Distinguished Professor and Endowed Professor | 121,684 | AY |
| Burns, John          | Professor           | Endowed Professor                                    | 226,191 | AY |
| Day, Martin          | Professor           |                                                      | 104,400 | AY |
| De Sturler, Eric     | Professor           |                                                      | 126,000 | AY |
| Embree, Mark         | Professor           |                                                      | 160,000 | AY |
| Floyd, William       | Professor           |                                                      | 109,221 | AY |
| Gugercin, Serkan     | Professor           |                                                      | 104,000 | AY |
| Haskell, Peter       | Professor           | Department Head                                      | 165,000 | CY |
| Iliescu, Traian      | Professor           |                                                      | 104,000 | AY |
| Kim, Jong            | Professor           |                                                      | 100,050 | AY |
| Klaus, Martin        | Professor           |                                                      | 92,089  | AY |
| Kohler, Werner       | Professor           |                                                      | 126,185 | AY |
| Lin, Tao             | Professor           |                                                      | 104,000 | AY |
| Linnell, Peter       | Professor           |                                                      | 101,000 | AY |
| Renardy, Michael     | Professor           | Endowed Professor                                    | 164,459 | AY |
| Renardy, Yuriko      | Professor           | Endowed Professor                                    | 128,236 | AY |
| Rogers, Robert       | Professor           | Associate Department Head                            | 120,812 | AY |
| Rossi, John          | Professor           |                                                      | 125,000 | AY |
| Russell, David       | Professor           |                                                      | 168,102 | AY |
| Shimozono, Mark      | Professor           |                                                      | 116,000 | AY |
| Sun, Shu Ming        | Professor           |                                                      | 106,000 | AY |
| Turner, James        | Professor           |                                                      | 117,477 | AY |
| Ciupe, Mihaela       | Associate Professor |                                                      | 90,000  | AY |
| Elgart, Alexander    | Associate Professor |                                                      | 42,500  | AY |
| Loehr, Nicholas      | Associate Professor |                                                      | 100,000 | AY |
| Mihalcea, Constantin | Associate Professor |                                                      | 89,000  | AY |
| Norton, Anderson     | Associate Professor |                                                      | 97,000  | AY |
| Wapperom, Peter      | Associate Professor |                                                      | 77,000  | AY |
| Yue, Pengtao         | Associate Professor |                                                      | 84,000  | AY |
| Zietsman, Lizette    | Associate Professor |                                                      | 93,000  | AY |
| Chung, Julianne      | Assistant Professor |                                                      | 77,500  | AY |
| Chung, Matthias      | Assistant Professor |                                                      | 78,000  | AY |
| Glatt-Holtz, Nathan  | Assistant Professor |                                                      | 78,500  | AY |

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| <b><u>Name</u></b>        | <b><u>Rank</u></b>    | <b><u>Title</u></b> |         | <b><u>Appt</u></b> |
|---------------------------|-----------------------|---------------------|---------|--------------------|
| Johnson, Estrella         | Assistant Professor   |                     | 74,500  | AY                 |
| Orr, Daniel               | Assistant Professor   |                     | 72,000  | AY                 |
| Wawro, Megan              | Assistant Professor   |                     | 79,500  | AY                 |
| Hart, Heath               | Advanced Instructor   |                     | 45,000  | AY                 |
| Hurdus, Jessica           | Advanced Instructor   |                     | 51,500  | AY                 |
| McQuain, Margaret         | Advanced Instructor   |                     | 48,500  | AY                 |
| Savel'ev, Evgeny          | Advanced Instructor   |                     | 48,100  | AY                 |
| Schmale, Jessica          | Advanced Instructor   |                     | 46,184  | AY                 |
| Smith, Deborah            | Advanced Instructor   |                     | 46,126  | AY                 |
| Arnold, Rachel            | Instructor            |                     | 44,500  | AY                 |
| Asfaw, Teffera            | Instructor            |                     | 35,810  | AY                 |
| Chung, Myungsuk           | Instructor            |                     | 36,388  | AY                 |
| Clemons, Joshua           | Instructor            |                     | 40,000  | AY                 |
| Dillon, Geoffrey          | Instructor            |                     | 35,700  | AY                 |
| Gildersleeve, Nathan      | Instructor            |                     | 35,702  | AY                 |
| Hanks, Lucy               | Instructor            |                     | 44,000  | AY                 |
| Heitzman, Michael         | Instructor            |                     | 36,720  | AY                 |
| Jasso-Hernandez, Edna     | Instructor            |                     | 35,700  | AY                 |
| McIntyre, Stephen         | Instructor            |                     | 35,700  | AY                 |
| Miller, Shelley           | Instructor            |                     | 35,700  | AY                 |
| Ordonez-Delgado, Bartleby | Instructor            |                     | 37,332  | AY                 |
| Rappold, Erika            | Instructor            |                     | 35,700  | AY                 |
| Robbins, Nicholas         | Instructor            |                     | 41,000  | AY                 |
| Saenz Maldonado, Edgar    | Instructor            |                     | 36,720  | AY                 |
| Ufferman, Eric            | Instructor            |                     | 38,036  | AY                 |
| Wilson, Jason             | Instructor            |                     | 39,500  | AY                 |
| Wong, Jeremy              | Instructor            |                     | 35,500  | AY                 |
| Agud, Diane               | Senior Instructor     |                     | 50,000  | AY                 |
| Anderson, Susan           | Senior Instructor     |                     | 58,000  | AY                 |
| Bourdon, Terri            | Senior Instructor     |                     | 79,000  | AY                 |
| Hagen, Susan              | Senior Instructor     |                     | 52,500  | AY                 |
| Shugart, Eileen           | Senior Instructor     |                     | 61,113  | AY                 |
| Stephens, Catherine       | Senior Instructor     |                     | 48,500  | AY                 |
| Adkins, Emily             | Professional Lecturer |                     | 35,650  | AY                 |
| Gruss, Richard            | Professional Lecturer |                     | 105,030 | CY                 |
| Reilly, William           | Professional Lecturer |                     | 85,678  | CY                 |
| Sibol, Alison             | Professional Lecturer |                     | 35,700  | AY                 |

**Physics**

|                |           |                                       |         |    |
|----------------|-----------|---------------------------------------|---------|----|
| Heremans, Jean | Professor |                                       | 90,000  | AY |
| Huber, Patrick | Professor |                                       | 102,000 | AY |
| Link, Jonathan | Professor |                                       | 94,000  | AY |
| Minic, Djordje | Professor |                                       | 93,000  | AY |
| Mun, Seong     | Professor | Director, Arlington Innovation Center | 240,000 | AY |
| Piilonen, Leo  | Professor | Department Head and Endowed Professor | 167,913 | CY |
| Pitt, Mark     | Professor |                                       | 100,000 | AY |

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|-----------------------|------------------------------|-------------------------------------------------|---------|--------------------|
| Pleimling, Michel     | Professor                    |                                                 | 111,000 | AY                 |
| Sharpe, Eric          | Professor                    |                                                 | 91,254  | AY                 |
| Simonetti, John       | Professor                    | Associate Department Head                       | 118,554 | CY                 |
| Tauber, Uwe           | Professor                    |                                                 | 108,500 | AY                 |
| Vogelaar, Robert      | Professor                    |                                                 | 101,243 | AY                 |
| Arav, Nahum           | Associate Professor          |                                                 | 91,000  | AY                 |
| Khodaparast, Giti     | Associate Professor          |                                                 | 91,000  | AY                 |
| Park, Kyungwha        | Associate Professor          |                                                 | 83,000  | AY                 |
| Robinson, Hans        | Associate Professor          |                                                 | 76,873  | AY                 |
| Scarola, Vito         | Associate Professor          |                                                 | 86,000  | AY                 |
| Soghomonian, Victoria | Associate Professor          |                                                 | 72,827  | AY                 |
| Takeuchi, Tatsu       | Associate Professor          |                                                 | 88,000  | AY                 |
| Lee, Seung-Joo        | Research Scientist           |                                                 | 50,000  | CY                 |
| Rountree, Steven      | Research Scientist           |                                                 | 68,379  | CY                 |
| Anderson, Lara        | Assistant Professor          |                                                 | 80,000  | AY                 |
| Cheng, Shengfeng      | Assistant Professor          |                                                 | 77,600  | AY                 |
| Farrah, Duncan        | Assistant Professor          |                                                 | 76,943  | AY                 |
| Gray, James           | Assistant Professor          |                                                 | 80,000  | AY                 |
| Horiuchi, Shunsaku    | Assistant Professor          |                                                 | 76,432  | AY                 |
| Mariani, Camillo      | Assistant Professor          |                                                 | 80,000  | AY                 |
| Mather, William       | Assistant Professor          |                                                 | 77,143  | AY                 |
| Nguyen, Vinh          | Assistant Professor          |                                                 | 75,022  | AY                 |
| Petty, Sara           | Assistant Professor          |                                                 | 55,500  | CY                 |
| Tao, Chenggang        | Assistant Professor          |                                                 | 74,000  | AY                 |
| Butzin, Nicholas      | Postdoctoral Associate       |                                                 | 53,000  | CY                 |
| Gao, Xin              | Postdoctoral Associate       |                                                 | 45,000  | CY                 |
| George, Deepu         | Postdoctoral Associate       |                                                 | 41,100  | CY                 |
| Harris, Kathryn       | Postdoctoral Associate       |                                                 | 49,500  | CY                 |
| Hor, Yuenkeung        | Postdoctoral Associate       |                                                 | 44,000  | CY                 |
| Jen, Chun-Min         | Postdoctoral Associate       |                                                 | 45,000  | CY                 |
| Kalousis, Leonidas    | Postdoctoral Associate       |                                                 | 48,000  | CY                 |
| Liu, Guillin          | Postdoctoral Associate       |                                                 | 50,500  | CY                 |
| Magill, Brenden       | Postdoctoral Associate       |                                                 | 41,616  | CY                 |
| Park, Jaewon          | Postdoctoral Associate       |                                                 | 53,000  | CY                 |
| Regmi, Chola          | Postdoctoral Associate       |                                                 | 45,448  | CY                 |
| Vanegas Forero, David | Postdoctoral Associate       |                                                 | 43,000  | CY                 |
| Wong, Kenneth         | Research Assistant Professor | Associate Dean Graduate School and NVC Director | 154,125 | CY                 |
| Khan, Almas           | Instructor                   |                                                 | 50,000  | AY                 |
| Papavasiliou, Kriton  | Instructor                   |                                                 | 50,200  | AY                 |
| Robinson, Alma        | Instructor                   |                                                 | 75,000  | CY                 |
| Ankowski, Artur       | Research Associate           |                                                 | 45,000  | CY                 |
| Wang, Xiaolong        | Research Associate           |                                                 | 47,025  | CY                 |

**Psychology**

|                  |           |  |         |    |
|------------------|-----------|--|---------|----|
| Bell, Martha Ann | Professor |  | 130,000 | AY |
| Clum, George     | Professor |  | 122,000 | AY |

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|-------------------------|------------------------------|------------------------------------------------------|---------|--------------------|
| Deater-Deckard, Kirby   | Professor                    |                                                      | 153,000 | AY                 |
| Geller, E               | Professor                    | Alumni Distinguished Professor and Endowed Professor | 165,947 | AY                 |
| Jones, Russell          | Professor                    |                                                      | 108,500 | AY                 |
| Ollendick, Thomas       | Professor                    | University Distinguished Professor                   | 257,875 | RE10               |
| Stephens, Robert        | Professor                    | Department Head                                      | 194,666 | RE12               |
| Winett, Richard         | Professor                    | Endowed Professor                                    | 162,711 | AY                 |
| Axson, Danny            | Associate Professor          |                                                      | 74,000  | AY                 |
| Dunsmore, Julie         | Associate Professor          |                                                      | 85,500  | AY                 |
| Foti, Roseanne          | Associate Professor          |                                                      | 90,000  | AY                 |
| Germana, Joseph         | Associate Professor          |                                                      | 58,900  | AY                 |
| Harrison, David         | Associate Professor          |                                                      | 88,000  | AY                 |
| Harvey, Robert          | Associate Professor          |                                                      | 66,900  | AY                 |
| Hauenstein, Neil        | Associate Professor          |                                                      | 79,000  | AY                 |
| Kim-Spoon, Jungmeen     | Associate Professor          |                                                      | 126,667 | RE12               |
| Panneton, Robin         | Associate Professor          |                                                      | 89,000  | AY                 |
| Scarpa-Friedman, Angela | Associate Professor          |                                                      | 92,000  | AY                 |
| Scarpa-Friedman, Bruce  | Associate Professor          |                                                      | 74,082  | AY                 |
| White, Susan            | Associate Professor          |                                                      | 120,666 | RE12               |
| Cooper, Lee             | Clinical Associate Professor | Director                                             | 103,000 | CY                 |
| Braun, Michael          | Assistant Professor          |                                                      | 76,600  | AY                 |
| Cate, Anthony           | Assistant Professor          |                                                      | 78,850  | AY                 |
| Diana, Rachel           | Assistant Professor          |                                                      | 82,000  | AY                 |
| Richey, John            | Assistant Professor          |                                                      | 82,000  | AY                 |
| White, Bradley          | Assistant Professor          |                                                      | 79,500  | AY                 |
| Kahn, Rachel            | Postdoctoral Associate       |                                                      | 43,860  | CY                 |
| Bill, Eileen            | Research Assistant Professor |                                                      | 61,322  | AY                 |
| Harrison, Patti         | Instructor                   |                                                      | 55,000  | AY                 |
| Hoffman, Kurt           | Senior Instructor            | Director of Undergraduate Studies                    | 71,500  | AY                 |

**Statistics**

|                      |                              |                 |         |    |
|----------------------|------------------------------|-----------------|---------|----|
| Birch, Jeffrey       | Professor                    |                 | 98,940  | AY |
| Smith, Eric          | Professor                    | Department Head | 139,230 | AY |
| Vining, Gordon       | Professor                    |                 | 129,780 | AY |
| Woodall, William     | Professor                    |                 | 154,000 | AY |
| Du, Pang             | Associate Professor          |                 | 94,163  | AY |
| Ferreira, Marco      | Associate Professor          |                 | 108,097 | AY |
| Guo, Feng            | Associate Professor          |                 | 101,999 | AY |
| Hong, Yili           | Associate Professor          |                 | 94,500  | AY |
| House, Leanna        | Associate Professor          |                 | 103,000 | AY |
| Kim, Inyoung         | Associate Professor          |                 | 100,000 | AY |
| Leman, Scott         | Associate Professor          |                 | 104,100 | AY |
| Terrell, George      | Associate Professor          |                 | 82,215  | CY |
| Vance, Eric          | Research Associate Professor | Director        | 102,256 | AY |
| Driscoll, Anne       | Assistant Prof of Practice   |                 | 63,345  | AY |
| Robertson Evia, Jane | Assistant Prof of Practice   |                 | 64,250  | AY |
| Deng, Xinwei         | Assistant Professor          |                 | 93,700  | AY |

*College of Science*

| <b><u>Name</u></b>  | <b><u>Rank</u></b>           | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|---------------------|------------------------------|---------------------|------------------------------------------------------|--------------------|
| Li, Jie             | Assistant Professor          |                     | 87,488                                               | AY                 |
| Tang, Runlong       | Assistant Professor          |                     | 88,375                                               | AY                 |
| Wu, Xiaowei         | Assistant Professor          |                     | 89,313                                               | AY                 |
| Zhu, Hongxiao       | Assistant Professor          |                     | 91,200                                               | AY                 |
| Franck, Christopher | Research Assistant Professor |                     | 98,676                                               | CY                 |
| Tavera, Haydee      | Instructor                   |                     | 51,250                                               | AY                 |
| Eddy, Celia         | Research Associate           |                     | 50,000                                               | CY                 |

## *College of Veterinary Medicine*

| <u>Name</u>                        | <u>Rank</u>                  | <u>Title</u>                                             | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|------------------------------------|------------------------------|----------------------------------------------------------|-----------------------------------------------|-------------|
| <b><u>Biomedical Science</u></b>   |                              |                                                          |                                               |             |
| Ahmed, S                           | Professor                    | Department Head                                          | 194,788                                       | CY          |
| Ehrich, Marion                     | Professor                    |                                                          | 192,118                                       | CY          |
| Inzana, Thomas                     | Professor                    | Endowed Professor                                        | 202,626                                       | CY          |
| Lindsay, David                     | Professor                    |                                                          | 127,027                                       | CY          |
| Meng, Xiang-Jin                    | Professor                    | University Distinguished Professor and Endowed Professor | 212,000                                       | CY          |
| Schurig, Gerhardt                  | Professor                    |                                                          | 239,280                                       | CY          |
| Smith, Stephen                     | Professor                    |                                                          | 114,545                                       | CY          |
| Sponenberg, Dan                    | Professor                    |                                                          | 153,762                                       | CY          |
| Sriranganathan, Nammalwar          | Professor                    |                                                          | 133,151                                       | CY          |
| Wilcke, Jeffrey                    | Professor                    | Endowed Professor                                        | 145,072                                       | CY          |
| Zajac, Anne                        | Professor                    |                                                          | 118,597                                       | CY          |
| Eng, Ludeman                       | Associate Professor          |                                                          | 161,592                                       | CY          |
| Freeman, Larry                     | Associate Professor          |                                                          | 123,603                                       | CY          |
| Huckle, William                    | Associate Professor          |                                                          | 103,161                                       | CY          |
| Klein, Bradley                     | Associate Professor          |                                                          | 103,598                                       | CY          |
| LeRoith, Tanya                     | Associate Professor          |                                                          | 118,484                                       | CY          |
| Nanthakumar, Nadarajah             | Associate Professor          |                                                          | 94,843                                        | AY          |
| Saunders, Geoffrey                 | Associate Professor          |                                                          | 93,192                                        | AY          |
| Smith, Bonnie                      | Associate Professor          |                                                          | 102,154                                       | CY          |
| Subbiah, Elankumaran               | Associate Professor          |                                                          | 125,426                                       | RE12        |
| Yuan, Lijuan                       | Associate Professor          |                                                          | 125,889                                       | RE12        |
| Zimmerman, Kurt                    | Associate Professor          |                                                          | 120,767                                       | CY          |
| Lahmers, Kevin                     | Clinical Associate Professor |                                                          | 116,213                                       | CY          |
| Cao, Dianjun                       | Research Scientist           |                                                          | 52,628                                        | CY          |
| Li, Guohua                         | Research Scientist           |                                                          | 48,700                                        | CY          |
| Li, Wen                            | Research Scientist           |                                                          | 64,382                                        | CY          |
| Subramaniam, Sakthivel             | Research Scientist           |                                                          | 50,470                                        | CY          |
| Thimmasandra Narayanappa, Athmaram | Research Scientist           |                                                          | 47,124                                        | CY          |
| Allen, Irving                      | Assistant Professor          |                                                          | 122,451                                       | RE12        |
| Caswell, Clayton                   | Assistant Professor          |                                                          | 89,651                                        | AY          |
| He, Jia-Qiang                      | Assistant Professor          |                                                          | 91,053                                        | AY          |
| Luo, Xin                           | Assistant Professor          |                                                          | 91,454                                        | AY          |
| Theus, Michelle                    | Assistant Professor          |                                                          | 124,268                                       | RE12        |
| Boes, Katie                        | Clinical Assistant Professor |                                                          | 103,056                                       | CY          |
| Cecere, Thomas                     | Clinical Assistant Professor |                                                          | 111,553                                       | CY          |
| Hafez, Shireen                     | Clinical Assistant Professor |                                                          | 78,961                                        | AY          |
| James-Yi, Sandra                   | Clinical Assistant Professor |                                                          | 105,083                                       | CY          |
| Weinstein, Nicole                  | Clinical Assistant Professor |                                                          | 105,610                                       | CY          |
| Matzinger, Shannon                 | Postdoctoral Associate       |                                                          | 45,681                                        | CY          |
| Overend, Christopher               | Postdoctoral Associate       |                                                          | 47,174                                        | CY          |
| Rogers, Adam                       | Postdoctoral Associate       |                                                          | 43,466                                        | CY          |
| Sooryanarain, Harini               | Postdoctoral Associate       |                                                          | 41,100                                        | CY          |
| Tian, Debin                        | Postdoctoral Associate       |                                                          | 43,466                                        | CY          |
| Wen, Ke                            | Postdoctoral Associate       |                                                          | 43,656                                        | CY          |

## *College of Veterinary Medicine*

| <u>Name</u>                                  | <u>Rank</u>                  | <u>Title</u>          | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|----------------------------------------------|------------------------------|-----------------------|-----------------------------------------------|-------------|
| Bandara, Alok                                | Research Assistant Professor |                       | 53,148                                        | CY          |
| Dai, Rujuan                                  | Research Assistant Professor |                       | 66,600                                        | CY          |
| Green, Julie                                 | Research Assistant Professor |                       | 69,924                                        | CY          |
| Kenney, Scott                                | Research Assistant Professor |                       | 65,691                                        | CY          |
| Erdogan, Eda                                 | Research Associate           |                       | 47,792                                        | CY          |
| Jain-Gupta, Neeta                            | Senior Research Associate    |                       | 48,000                                        | CY          |
| <b><u>Academic Affairs</u></b>               |                              |                       |                                               |             |
| Byrnes, Meghan                               | Instructor                   |                       | 85,698                                        | CY          |
| Gilley, Alexandra                            | Instructor                   |                       | 69,345                                        | AY          |
| Kegley, Melanie                              | Professional Lecturer        |                       | 63,036                                        | CY          |
| Wells, Jill                                  | Professional Lecturer        |                       | 46,000                                        | AY          |
| <b><u>Dean - Veterinary Medicine</u></b>     |                              |                       |                                               |             |
| Avery, Roger                                 | Administrative Professor     | Senior Associate Dean | 218,519                                       | CY          |
| Clarke, Cyril                                | Administrative Professor     | Dean                  | 277,000                                       | CY          |
| Hylton, April                                | Administrative Lecturer      |                       | 116,416                                       | CY          |
| Absher, Christine                            | Professional Lecturer        |                       | 87,718                                        | CY          |
| Graham, Douglas                              | Professional Lecturer        |                       | 104,246                                       | CY          |
| Jobst, Peter                                 | Professional Lecturer        |                       | 90,168                                        | CY          |
| <b><u>Equine Medical Ancillary</u></b>       |                              |                       |                                               |             |
| Furr, Martin                                 | Professor                    | Endowed Professor     | 123,491                                       | CY          |
| Sullins, Kenneth                             | Professor                    |                       | 180,734                                       | CY          |
| Adams, Morton                                | Clinical Assistant Professor |                       | 179,750                                       | CY          |
| Brown, James                                 | Clinical Assistant Professor |                       | 148,505                                       | CY          |
| Duerbeck, Cathy                              | Administrative Lecturer      |                       | 67,200                                        | CY          |
| <b><u>Equine Medical Center</u></b>          |                              |                       |                                               |             |
| Barrett, Jennifer                            | Associate Professor          | Endowed Professor     | 140,030                                       | CY          |
| Desrochers, Anne                             | Clinical Assistant Professor |                       | 108,394                                       | CY          |
| Erskine, Michael                             | Administrative Lecturer      |                       | 165,000                                       | CY          |
| <b><u>Large Animal Clinical Sciences</u></b> |                              |                       |                                               |             |
| Buechner-Maxwell, Virginia                   | Professor                    |                       | 117,164                                       | CY          |
| Hodgson, David                               | Professor                    | Department Head       | 202,738                                       | CY          |
| Pelzer, Kevin                                | Professor                    |                       | 129,238                                       | CY          |
| Pleasant, Robert                             | Professor                    |                       | 145,125                                       | CY          |
| Swecker, William                             | Professor                    |                       | 154,194                                       | CY          |
| Whittier, William                            | Professor                    |                       | 149,851                                       | CY          |
| Byron, Christopher                           | Associate Professor          |                       | 132,765                                       | CY          |
| Clark-Deener, Sherrie                        | Associate Professor          |                       | 127,204                                       | CY          |
| Dahlgren, Linda                              | Associate Professor          |                       | 115,540                                       | CY          |
| McKenzie, Harold                             | Associate Professor          |                       | 133,694                                       | CY          |
| Scarratt, William                            | Associate Professor          |                       | 116,477                                       | CY          |

## *College of Veterinary Medicine*

| <u>Name</u>       | <u>Rank</u>                  | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------|------------------------------|--------------|-----------------------------------------------|-------------|
| Witonsky, Sharon  | Associate Professor          |              | 115,614                                       | CY          |
| Currin, John      | Clinical Associate Professor |              | 116,700                                       | CY          |
| Eyestone, Willard | Research Associate Professor |              | 108,915                                       | CY          |
| Cecere, Julie     | Clinical Assistant Professor |              | 94,327                                        | CY          |
| Funk, Rebecca     | Clinical Assistant Professor |              | 101,520                                       | CY          |
| Gilsenan, William | Clinical Assistant Professor |              | 95,000                                        | CY          |
| Guyenn, Sierra    | Clinical Assistant Professor |              | 106,988                                       | CY          |
| Reeder, Dana      | Clinical Assistant Professor |              | 113,986                                       | CY          |
| Settlage, Julie   | Clinical Assistant Professor |              | 113,058                                       | CY          |
| Shepherd, Megan   | Clinical Assistant Professor |              | 118,910                                       | CY          |
| Wilson, Katherine | Clinical Assistant Professor |              | 107,069                                       | CY          |
| Santos, Marcos    | Clinical Instructor          |              | 73,500                                        | CY          |
| Schramm, Hollie   | Clinical Instructor          |              | 95,564                                        | CY          |

### Population Health Sciences

|                    |                            |                 |         |    |
|--------------------|----------------------------|-----------------|---------|----|
| Hodgson, Jennifer  | Administrative Professor   | Associate Dean  | 184,800 | CY |
| Elvinger, Francois | Professor                  | Department Head | 191,475 | CY |
| Pierson, Frank     | Professor                  | Director, VTH   | 153,830 | CY |
| Redican, Kerry     | Professor                  |                 | 164,529 | CY |
| Marmagas, Susan    | Associate Prof of Practice |                 | 96,176  | CY |
| Pelzer, Jacquelyn  | Associate Prof of Practice |                 | 103,500 | CY |
| Ragan, Valerie     | Associate Prof of Practice |                 | 147,897 | CY |
| Hosig, Kathryn     | Associate Professor        |                 | 109,540 | AY |
| Pierce, Bess       | Associate Professor        |                 | 137,655 | CY |
| Evans, Nicholas    | Research Scientist         |                 | 58,478  | CY |
| Abbas, Kaja        | Assistant Professor        |                 | 94,379  | CY |
| Bertke, Andrea     | Assistant Professor        |                 | 100,838 | CY |
| Burgess, Brandy    | Assistant Professor        |                 | 109,430 | AY |
| Wenzel, Sophie     | Professional Lecturer      |                 | 59,860  | CY |
| Forburger, Ann     | Sr Project Associate       |                 | 38,800  | CY |

### Small Animal Clinical Sciences

|                        |                     |                   |         |    |
|------------------------|---------------------|-------------------|---------|----|
| Daniel, Gregory        | Professor           | Department Head   | 196,954 | CY |
| Inzana, Karen          | Professor           |                   | 143,215 | CY |
| Larson, Martha         | Professor           |                   | 138,395 | CY |
| Leib, Michael          | Professor           | Endowed Professor | 130,662 | AY |
| Monroe, Edward         | Professor           |                   | 138,395 | CY |
| Panciera, David        | Professor           | Endowed Professor | 142,379 | CY |
| Pickett, James         | Professor           |                   | 137,362 | CY |
| Troy, Gregory          | Professor           | Endowed Professor | 175,362 | CY |
| Abbott, Jonathan       | Associate Professor |                   | 122,851 | CY |
| Borgarelli, Michele    | Associate Professor |                   | 132,094 | CY |
| Gilley, Robert         | Associate Professor |                   | 149,765 | CY |
| Grant, David           | Associate Professor |                   | 122,157 | CY |
| Henao Guerrero, Piedad | Associate Professor |                   | 119,724 | CY |
| Herring, Ian           | Associate Professor |                   | 139,755 | CY |

## *College of Veterinary Medicine*

| <b><u>Name</u></b>                                   | <b><u>Rank</u></b>           | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|------------------------------------------------------|------------------------------|---------------------|------------------------------------------------------|--------------------|
| Lanz, Otto                                           | Associate Professor          |                     | 142,114                                              | CY                 |
| Rossmeisl, John                                      | Associate Professor          |                     | 130,524                                              | CY                 |
| Bartl, Lara                                          | Assistant Professor          |                     | 127,757                                              | CY                 |
| Benitez, Marian                                      | Assistant Professor          |                     | 116,189                                              | CY                 |
| Champagne, Erin                                      | Assistant Professor          |                     | 88,390                                               | CY                 |
| Clapp, Kemba                                         | Assistant Professor          |                     | 123,419                                              | CY                 |
| Dervisis, Nikolaos                                   | Assistant Professor          |                     | 128,170                                              | CY                 |
| Freeman, Mark                                        | Assistant Professor          |                     | 109,373                                              | CY                 |
| Nappier, Michael                                     | Assistant Professor          |                     | 107,500                                              | CY                 |
| Neves Soares, Joao Henrique                          | Assistant Professor          |                     | 113,607                                              | CY                 |
| Pancotto, Theresa                                    | Assistant Professor          |                     | 110,096                                              | CY                 |
| Pavisko, Noah                                        | Assistant Professor          |                     | 105,345                                              | CY                 |
| Ruth, Jeffrey                                        | Assistant Professor          |                     | 122,799                                              | CY                 |
| Bachelez, Andreas                                    | Clinical Assistant Professor |                     | 136,628                                              | CY                 |
| Barry, Sabrina                                       | Clinical Assistant Professor |                     | 111,052                                              | CY                 |
| Klahn, Shawna                                        | Clinical Assistant Professor |                     | 118,359                                              | CY                 |
| Rios, Lori                                           | Clinical Assistant Professor |                     | 108,133                                              | CY                 |
| <b><u>Veterinary Medicine Clinical Services</u></b>  |                              |                     |                                                      |                    |
| Burns, Travis                                        | Professional Lecturer        |                     | 72,174                                               | CY                 |
| <b><u>Veterinary Medicine Teaching Hospital</u></b>  |                              |                     |                                                      |                    |
| Foster, Drema                                        | Professional Lecturer        |                     | 73,644                                               | CY                 |
| Hiller, Richard                                      | Professional Lecturer        |                     | 108,194                                              | CY                 |
| McKenzie, Marylee                                    | Professional Lecturer        |                     | 57,011                                               | CY                 |
| <b><u>Veterinary Medicine Experiment Station</u></b> |                              |                     |                                                      |                    |
| Magnin-Bissel, Geraldine                             | Research Scientist           |                     | 70,539                                               | CY                 |
| Werre, Stephen                                       | Research Assistant Professor |                     | 77,826                                               | CY                 |

*Dean of Libraries*

| <u>Name</u>              | <u>Rank</u>                   | <u>Title</u>   | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|--------------------------|-------------------------------|----------------|-----------------------------------------------|-------------|
| <u>Library</u>           |                               |                |                                               |             |
| Walters, Tyler           | Administrative Professor      | Dean           | 232,500                                       | CY          |
| Kok, Victoria            | Professional Professor        |                | 95,502                                        | CY          |
| McMillan, Gail           | Professional Professor        | Director       | 101,986                                       | CY          |
| Purcell, Aaron           | Professional Professor        | Director       | 91,168                                        | CY          |
| Mathews, Brian           | Administrative Associate Prof | Associate Dean | 125,914                                       | CY          |
| Bailey, Annette          | Professional Associate Prof   |                | 74,807                                        | CY          |
| French, Amanda           | Professional Associate Prof   |                | 80,000                                        | CY          |
| Kennelly, Tamara         | Professional Associate Prof   |                | 63,800                                        | CY          |
| Krupar, Ellen            | Professional Associate Prof   |                | 72,022                                        | CY          |
| Lener, Edward            | Professional Associate Prof   |                | 88,437                                        | CY          |
| Meier, Carolyn           | Professional Associate Prof   |                | 70,300                                        | CY          |
| Miller, Rebecca          | Professional Associate Prof   |                | 74,773                                        | CY          |
| Pencek, Bruce            | Professional Associate Prof   |                | 60,516                                        | CY          |
| Pressley, Lauren         | Professional Associate Prof   |                | 81,949                                        | CY          |
| Shen, Yi                 | Professional Associate Prof   |                | 62,881                                        | CY          |
| Thompson, Larry          | Professional Associate Prof   |                | 71,469                                        | CY          |
| Tomlin, Patrick          | Professional Associate Prof   |                | 68,374                                        | CY          |
| Xie, Zhiwu               | Professional Associate Prof   |                | 90,835                                        | CY          |
| Gilbertson, Keith        | Administrative Assistant Prof |                | 74,269                                        | CY          |
| Speer, Julie             | Administrative Assistant Prof | Associate Dean | 122,593                                       | CY          |
| Speer, Ryan              | Administrative Assistant Prof |                | 58,278                                        | CY          |
| Brodsky, Marc            | Professional Assistant Prof   |                | 54,031                                        | CY          |
| Brown, Byron             | Professional Assistant Prof   |                | 77,974                                        | CY          |
| Dietz, Kira              | Professional Assistant Prof   |                | 52,760                                        | CY          |
| Finn, Mary               | Professional Assistant Prof   |                | 65,874                                        | CY          |
| Gilmore, Tracy           | Professional Assistant Prof   |                | 48,667                                        | CY          |
| Goldbeck DeBose, Kyrille | Professional Assistant Prof   |                | 56,210                                        | CY          |
| Hall, Monena             | Professional Assistant Prof   |                | 51,411                                        | CY          |
| Hall, Nathan             | Professional Assistant Prof   |                | 69,540                                        | CY          |
| Hover, Paul              | Professional Assistant Prof   |                | 56,972                                        | CY          |
| Nardine, Jennifer        | Professional Assistant Prof   |                | 55,441                                        | CY          |
| Nicholls, Natsuko        | Professional Assistant Prof   |                | 66,625                                        | CY          |
| O'Brien, Leslie          | Professional Assistant Prof   | Director       | 112,216                                       | CY          |
| Obenhaus, Bruce          | Professional Assistant Prof   |                | 75,740                                        | CY          |
| Ogier, Andrea            | Professional Assistant Prof   |                | 71,061                                        | CY          |
| Pannabecker, Virginia    | Professional Assistant Prof   |                | 49,440                                        | CY          |
| Walz, Anita              | Professional Assistant Prof   |                | 57,925                                        | CY          |
| Winn, Samantha           | Professional Assistant Prof   |                | 47,000                                        | CY          |
| Young, Philip            | Professional Assistant Prof   |                | 56,561                                        | CY          |
| Gilbert, Charla          | Administrative Lecturer       | Director       | 91,028                                        | CY          |
| Battleson, Keith         | Professional Lecturer         |                | 70,439                                        | CY          |
| Borwick, John            | Professional Lecturer         | Director       | 102,000                                       | CY          |
| Bradley, Jonathan        | Professional Lecturer         |                | 51,000                                        | CY          |
| Brittle, Collin          | Professional Lecturer         |                | 59,204                                        | CY          |
| Carr, Curtis             | Professional Lecturer         |                | 97,939                                        | CY          |

*Dean of Libraries*

| <u>Name</u>        | <u>Rank</u>           | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|--------------------|-----------------------|--------------|-----------------------------------------------|-------------|
| Chen, Yinlin       | Professional Lecturer |              | 66,625                                        | CY          |
| Coleman, Robin     | Professional Lecturer |              | 53,040                                        | CY          |
| Doyle, Jana        | Professional Lecturer |              | 59,780                                        | CY          |
| Feerrar, Julia     | Professional Lecturer |              | 51,125                                        | CY          |
| Givens, Elisabeth  | Professional Lecturer |              | 71,400                                        | CY          |
| Haugen, Inga       | Professional Lecturer |              | 49,055                                        | CY          |
| Henshaw, Neal      | Professional Lecturer |              | 51,012                                        | CY          |
| Hunnewell, Aaron   | Professional Lecturer |              | 59,655                                        | CY          |
| Jiang, Tingting    | Professional Lecturer |              | 71,400                                        | CY          |
| Kayiwa, Francis    | Professional Lecturer |              | 80,000                                        | CY          |
| Klein, Christopher | Professional Lecturer |              | 49,440                                        | CY          |
| Lattimore, Somiah  | Professional Lecturer |              | 59,450                                        | CY          |
| Mather, Paul       | Professional Lecturer |              | 72,920                                        | CY          |
| Miller, Chreston   | Professional Lecturer |              | 67,400                                        | CY          |
| Rozema, Laurel     | Professional Lecturer |              | 46,068                                        | CY          |
| Schwartz, Cynthia  | Professional Lecturer |              | 54,000                                        | CY          |
| Serra, Adrienne    | Professional Lecturer |              | 47,000                                        | CY          |
| Weeks, Kimberli    | Professional Lecturer |              | 59,386                                        | CY          |

## *Graduate School*

| <u>Name</u>                                    | <u>Rank</u>              | <u>Title</u>            | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|------------------------------------------------|--------------------------|-------------------------|-----------------------------------------------|-------------|
| <b><u>Dean - Graduate School</u></b>           |                          |                         |                                               |             |
| DePauw, Karen                                  | Administrative Professor | Vice President and Dean | 270,000                                       | CY          |
| Austin, Janice                                 | Professional Lecturer    |                         | 61,291                                        | CY          |
| Beane, Dannette                                | Professional Lecturer    |                         | 74,105                                        | CY          |
| Grimes, Catherine                              | Professional Lecturer    |                         | 58,200                                        | CY          |
| Riegger, Marin                                 | Professional Lecturer    |                         | 27,000                                        | CY          |
| Sippel, Jeremy                                 | Professional Lecturer    |                         | 67,285                                        | CY          |
| Walton, William                                | Professional Lecturer    |                         | 95,000                                        | CY          |
| <b><u>Graduate School Student Services</u></b> |                          |                         |                                               |             |
| Gibson, Monika                                 | Professional Lecturer    | Director, GSSO          | 80,700                                        | CY          |

## *College of Liberal Arts and Human Sciences*

| <u>Name</u>                                                      | <u>Rank</u>               | <u>Title</u>                          | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|------------------------------------------------------------------|---------------------------|---------------------------------------|-----------------------------------------------|-------------|
| <b><u>Adult Day Care</u></b>                                     |                           |                                       |                                               |             |
| Schepisi, Ila                                                    | Advanced Instructor       |                                       | 56,881                                        | CY          |
| Beeson, Brenton                                                  | Instructor                | ADC                                   | 37,400                                        | CY          |
| <b><u>Apparel, Housing and Resource Management</u></b>           |                           |                                       |                                               |             |
| Beamish, Julia                                                   | Professor                 | Department Head                       | 143,484                                       | CY          |
| Gaskill, LuAnn                                                   | Professor                 |                                       | 103,601                                       | AY          |
| Goss, Rosemary                                                   | Professor                 | Endowed Professor                     | 127,127                                       | AY          |
| Kincade, Doris                                                   | Professor                 |                                       | 104,652                                       | AY          |
| Norton, Marjorie                                                 | Professor                 |                                       | 119,033                                       | CY          |
| Parrott, Kathleen                                                | Professor                 |                                       | 102,746                                       | AY          |
| Chen-Yu, Hsiu                                                    | Associate Professor       |                                       | 77,936                                        | AY          |
| Fisher, Patricia                                                 | Associate Professor       |                                       | 72,626                                        | AY          |
| Leech, Irene                                                     | Associate Professor       |                                       | 76,941                                        | AY          |
| Hopkins, Erin                                                    | Assistant Professor       |                                       | 65,000                                        | AY          |
| Hwang, Eunju                                                     | Assistant Professor       |                                       | 64,380                                        | AY          |
| Lee, Jung Eun                                                    | Assistant Professor       |                                       | 60,850                                        | AY          |
| Read, Dustin                                                     | Assistant Professor       |                                       | 118,600                                       | AY          |
| Solis, Oscar                                                     | Assistant Professor       |                                       | 61,380                                        | AY          |
| Carneal, Margaret                                                | Instructor                |                                       | 41,170                                        | AY          |
| <b><u>Center for Gerontology</u></b>                             |                           |                                       |                                               |             |
| Roberto, Karen                                                   | Professor                 | Director                              | 233,438                                       | CY          |
| Sands, Laura                                                     | Professor                 |                                       | 56,650                                        | AY          |
| Teaster, Pamela                                                  | Professor                 |                                       | 112,750                                       | AY          |
| Stuart, Megan                                                    | Project Associate         |                                       | 40,066                                        | CY          |
| Brossoie, Nancy                                                  | Senior Research Associate |                                       | 72,800                                        | CY          |
| <b><u>Child Development Center for Learning and Research</u></b> |                           |                                       |                                               |             |
| Gallagher, Karen                                                 | Advanced Instructor       | CDCLR                                 | 58,607                                        | CY          |
| <b><u>Communication</u></b>                                      |                           |                                       |                                               |             |
| Denton, Robert                                                   | Professor                 | Department Head and Endowed Professor | 183,015                                       | CY          |
| Hopkins, William                                                 | Professor                 |                                       | 91,150                                        | AY          |
| Tedesco, John                                                    | Professor                 |                                       | 87,475                                        | AY          |
| Ivory, James                                                     | Associate Professor       |                                       | 79,722                                        | AY          |
| Kuypers, Jim                                                     | Associate Professor       |                                       | 78,400                                        | AY          |
| Mackay, Jennifer                                                 | Associate Professor       |                                       | 72,625                                        | AY          |
| Preston, Marlene                                                 | Associate Professor       |                                       | 73,900                                        | AY          |
| Waggenpack, Beth                                                 | Associate Professor       |                                       | 84,740                                        | AY          |
| Cannon, Douglas                                                  | Assistant Professor       |                                       | 66,000                                        | AY          |
| Horning, Michael                                                 | Assistant Professor       |                                       | 63,700                                        | AY          |
| Ivory, Adrienne                                                  | Assistant Professor       |                                       | 66,000                                        | AY          |
| Logan, Nneka                                                     | Assistant Professor       |                                       | 63,050                                        | AY          |
| Myers, Marcus                                                    | Assistant Professor       |                                       | 62,200                                        | AY          |

## *College of Liberal Arts and Human Sciences*

| <u>Name</u>         | <u>Rank</u>                  | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------|------------------------------|--------------|-----------------------------------------------|-------------|
| Watkins, Brandi     | Assistant Professor          |              | 62,025                                        | AY          |
| Howell, Buddy       | Visiting Assistant Professor |              | 54,200                                        | AY          |
| McBride, Kelly      | Visiting Assistant Professor |              | 56,100                                        | AY          |
| Aguilar, Derley     | Advanced Instructor          |              | 48,500                                        | AY          |
| Jenkins, Dale       | Advanced Instructor          |              | 51,800                                        | AY          |
| Quesenberry, Brandi | Advanced Instructor          |              | 48,200                                        | AY          |
| Robinson, Syrenthia | Advanced Instructor          |              | 53,000                                        | AY          |
| Kanter, Erik        | Instructor                   |              | 40,000                                        | AY          |
| Shinault, Hannah    | Instructor                   |              | 40,100                                        | AY          |
| Sowder, Nathan      | Instructor                   |              | 38,150                                        | AY          |
| Stinson, Susan      | Instructor                   |              | 41,800                                        | AY          |
| Tydings, Emilie     | Instructor                   |              | 38,340                                        | AY          |
| Stallings, Emily    | Senior Instructor            |              | 57,100                                        | AY          |

### Center for Information Technology Impacts on Children, Youth and Families

|                 |           |                   |         |    |
|-----------------|-----------|-------------------|---------|----|
| Meszaros, Peggy | Professor | Endowed Professor | 175,746 | AY |
|-----------------|-----------|-------------------|---------|----|

### Dean-Liberal Arts and Human Sciences

|                    |                               |                |         |    |
|--------------------|-------------------------------|----------------|---------|----|
| Ewing, Edward      | Administrative Professor      | Associate Dean | 129,736 | CY |
| Spiller, Elizabeth | Administrative Professor      |                | 280,500 | CY |
| Stoudt, Debra      | Administrative Professor      | Associate Dean | 145,544 | CY |
| Stephens, Robert   | Administrative Associate Prof | Associate Dean | 103,804 | CY |
| Watson, Karen      | Professional Instructor       |                | 65,445  | CY |
| Shabanowitz, Brian | Administrative Lecturer       | Associate Dean | 155,347 | CY |
| Besag, Cameron     | Professional Lecturer         | Director of IT | 81,804  | CY |
| Kimbrell, Monica   | Professional Lecturer         |                | 57,240  | CY |
| Lucht, Marc        | Professional Lecturer         |                | 70,441  | CY |
| Rideau, Ryan       | Professional Lecturer         |                | 52,530  | CY |

### Religion and Culture

|                      |                              |                 |         |    |
|----------------------|------------------------------|-----------------|---------|----|
| Britt, Brian         | Professor                    | Department Head | 133,762 | CY |
| Fine, Elizabeth      | Professor                    |                 | 98,599  | AY |
| Malbon, Elizabeth    | Professor                    |                 | 109,117 | AY |
| Saffle, Michael      | Professor                    |                 | 99,611  | AY |
| Abeysekara, Ananda   | Associate Professor          |                 | 91,147  | AY |
| Gabriele, Matthew    | Associate Professor          |                 | 82,159  | AY |
| Puckett, Anita       | Associate Professor          | Director        | 74,243  | AY |
| Satterwhite, Emily   | Associate Professor          |                 | 68,715  | AY |
| Schmitthenner, Peter | Associate Professor          |                 | 81,194  | AY |
| Scott, Rachel        | Associate Professor          |                 | 77,337  | AY |
| Ansell, Aaron        | Assistant Professor          |                 | 60,250  | AY |
| Murty, Madhavi       | Assistant Professor          |                 | 57,500  | AY |
| Ni, Zhange           | Assistant Professor          |                 | 63,409  | AY |
| Dresser, Zachary     | Visiting Assistant Professor |                 | 46,000  | AY |
| Gross, Rachel        | Visiting Assistant Professor |                 | 57,512  | AY |

## *College of Liberal Arts and Human Sciences*

| <u>Name</u>              | <u>Rank</u>                  | <u>Title</u>                                         | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|--------------------------|------------------------------|------------------------------------------------------|-----------------------------------------------|-------------|
| Soni, Raji               | Visiting Assistant Professor |                                                      | 57,512                                        | AY          |
| Roberts, Constance       | Senior Instructor            |                                                      | 52,547                                        | AY          |
| <b><u>English</u></b>    |                              |                                                      |                                               |             |
| D'Aguiar, Frederick      | Professor                    |                                                      | 143,349                                       | AY          |
| Eska, Joseph             | Professor                    | Department Head                                      | 135,031                                       | CY          |
| Falco, Edward            | Professor                    |                                                      | 103,209                                       | AY          |
| Fowler, Virginia         | Professor                    |                                                      | 102,935                                       | AY          |
| Gardner, Thomas          | Professor                    | Alumni Distinguished Professor and Endowed Professor | 129,542                                       | AY          |
| George, Diana            | Professor                    |                                                      | 117,332                                       | AY          |
| Giovanni, Nikki          | Professor                    | University Distinguished Professor                   | 190,409                                       | AY          |
| Graham, Peter            | Professor                    |                                                      | 140,317                                       | AY          |
| Hausman, Bernice         | Professor                    | Endowed Professor                                    | 119,848                                       | AY          |
| Metz, Nancy              | Professor                    |                                                      | 96,987                                        | AY          |
| Parrish, Timothy         | Professor                    |                                                      | 123,850                                       | AY          |
| Radcliffe, David         | Professor                    |                                                      | 86,650                                        | AY          |
| Roy, Lucinda             | Professor                    | Alumni Distinguished Professor and Endowed Professor | 187,360                                       | AY          |
| Siegle, Robert           | Professor                    |                                                      | 123,356                                       | CY          |
| Sorrentino, Paul         | Professor                    | Endowed Professor                                    | 120,423                                       | AY          |
| Belanger, Kelly          | Associate Professor          |                                                      | 93,188                                        | AY          |
| Carter-Tod, Sheila       | Associate Professor          |                                                      | 83,331                                        | AY          |
| Chandler-Smith, Gena     | Associate Professor          |                                                      | 77,715                                        | AY          |
| Colaianne, Anthony       | Associate Professor          |                                                      | 108,152                                       | CY          |
| Dubinsky, James          | Associate Professor          |                                                      | 81,936                                        | AY          |
| Eska, Charlene           | Associate Professor          |                                                      | 69,006                                        | AY          |
| Evia Puerto, Carlos      | Associate Professor          |                                                      | 74,179                                        | AY          |
| Heilker, Paul            | Associate Professor          |                                                      | 90,463                                        | AY          |
| Hicok, Robert            | Associate Professor          |                                                      | 97,937                                        | AY          |
| Knapp, Shoshana          | Associate Professor          |                                                      | 72,981                                        | AY          |
| Mann, Jeffrey            | Associate Professor          |                                                      | 80,639                                        | AY          |
| Meitner, Erika           | Associate Professor          |                                                      | 75,075                                        | AY          |
| Pender, Kelly            | Associate Professor          |                                                      | 78,517                                        | AY          |
| Powell, Katrina          | Associate Professor          | Director, WGS                                        | 94,150                                        | AY          |
| Swenson, Karen           | Associate Professor          |                                                      | 64,475                                        | AY          |
| Vollmer, James           | Associate Professor          |                                                      | 72,706                                        | AY          |
| Carmichael, Katie        | Assistant Professor          |                                                      | 60,490                                        | AY          |
| Cleland, Katharine       | Assistant Professor          |                                                      | 59,680                                        | AY          |
| Mazzolini, Elizabeth     | Assistant Professor          |                                                      | 55,080                                        | AY          |
| Sano-Franchini, Jennifer | Assistant Professor          |                                                      | 63,286                                        | AY          |
| Walker, Abby             | Assistant Professor          |                                                      | 60,490                                        | AY          |
| Warnick, Quinn           | Assistant Professor          |                                                      | 61,741                                        | AY          |
| Barton, Jennifer         | Advanced Instructor          |                                                      | 42,166                                        | AY          |
| Lautenschlager, Edward   | Advanced Instructor          |                                                      | 42,268                                        | AY          |
| Ruccolo, Vanessa         | Advanced Instructor          |                                                      | 41,275                                        | AY          |

## *College of Liberal Arts and Human Sciences*

| <u>Name</u>                                     | <u>Rank</u>         | <u>Title</u>                                                           | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------------------------------------|---------------------|------------------------------------------------------------------------|-----------------------------------------------|-------------|
| Scallorns, Joseph                               | Advanced Instructor |                                                                        | 42,555                                        | AY          |
| Baker, Hannah                                   | Instructor          |                                                                        | 38,274                                        | AY          |
| Baker, Shaun                                    | Instructor          |                                                                        | 38,274                                        | AY          |
| Bean, Carl                                      | Instructor          |                                                                        | 40,852                                        | AY          |
| Conaway, Sean                                   | Instructor          |                                                                        | 38,741                                        | AY          |
| Crickenberger, Sara                             | Instructor          |                                                                        | 38,741                                        | AY          |
| Gardner, Traci                                  | Instructor          |                                                                        | 38,461                                        | AY          |
| Gibbs, Jared                                    | Instructor          |                                                                        | 39,522                                        | AY          |
| Le Corre-Cochran, Victoria                      | Instructor          |                                                                        | 38,578                                        | AY          |
| Lewis, Kevin                                    | Instructor          |                                                                        | 38,640                                        | AY          |
| Martin, Stephanie                               | Instructor          |                                                                        | 39,544                                        | AY          |
| Maycock, Michelle                               | Instructor          |                                                                        | 37,340                                        | AY          |
| Sanders, Scott                                  | Instructor          |                                                                        | 38,932                                        | AY          |
| Trager, Eve                                     | Instructor          |                                                                        | 48,733                                        | CY          |
| Allnutt, Robin                                  | Senior Instructor   |                                                                        | 46,837                                        | AY          |
| Armstrong, Mark                                 | Senior Instructor   |                                                                        | 50,830                                        | AY          |
| Bliss, Michael                                  | Senior Instructor   |                                                                        | 47,111                                        | AY          |
| Bloomer, Elisabeth                              | Senior Instructor   |                                                                        | 51,074                                        | AY          |
| Canter, Robert                                  | Senior Instructor   |                                                                        | 49,801                                        | AY          |
| Combiths, Zana                                  | Senior Instructor   |                                                                        | 46,013                                        | AY          |
| Frost, Serena                                   | Senior Instructor   |                                                                        | 46,906                                        | AY          |
| Graham, Kathryn                                 | Senior Instructor   |                                                                        | 64,745                                        | AY          |
| Harvill, Joann                                  | Senior Instructor   |                                                                        | 52,144                                        | AY          |
| Kinder, Alice                                   | Senior Instructor   |                                                                        | 55,880                                        | AY          |
| Lawrence, Jennifer                              | Senior Instructor   |                                                                        | 50,943                                        | AY          |
| Mengert, Julie                                  | Senior Instructor   |                                                                        | 47,409                                        | AY          |
| Mooney, Jennifer                                | Senior Instructor   |                                                                        | 71,965                                        | CY          |
| Mooney, Stephen                                 | Senior Instructor   |                                                                        | 49,721                                        | AY          |
| Moore, Mary                                     | Senior Instructor   |                                                                        | 55,551                                        | AY          |
| Murphy, Aileen                                  | Senior Instructor   |                                                                        | 56,511                                        | AY          |
| Neilan, Leslie                                  | Senior Instructor   |                                                                        | 55,466                                        | AY          |
| Oakey, Steve                                    | Senior Instructor   |                                                                        | 47,678                                        | AY          |
| Patton, Herbert                                 | Senior Instructor   |                                                                        | 52,195                                        | AY          |
| Reisinger, Suzanne                              | Senior Instructor   |                                                                        | 69,909                                        | CY          |
| Saffle, Geraldine                               | Senior Instructor   |                                                                        | 51,001                                        | AY          |
| Skinner, Linda                                  | Senior Instructor   |                                                                        | 47,374                                        | AY          |
| Smith, Michael                                  | Senior Instructor   |                                                                        | 53,120                                        | AY          |
| Voros, Gyorgyi                                  | Senior Instructor   |                                                                        | 49,093                                        | AY          |
| Wemhoener, Jane                                 | Senior Instructor   |                                                                        | 53,369                                        | AY          |
| <b><u>Foreign Languages and Literatures</u></b> |                     |                                                                        |                                               |             |
| Bixler, Jacqueline                              | Professor           | Alumni Distinguished Professor, Endowed Professor, and Department Head | 162,077                                       | CY          |
| Watson, Ronda                                   | Professor           |                                                                        | 85,385                                        | AY          |
| Austin, Elisabeth                               | Associate Professor |                                                                        | 67,423                                        | AY          |
| Bauer, Esther                                   | Associate Professor |                                                                        | 65,200                                        | AY          |

## *College of Liberal Arts and Human Sciences*

| <u>Name</u>               | <u>Rank</u>                  | <u>Title</u>    | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------------|------------------------------|-----------------|-----------------------------------------------|-------------|
| Becker, Andrew            | Associate Professor          |                 | 81,583                                        | AY          |
| Coburn, Melissa           | Associate Professor          |                 | 65,186                                        | AY          |
| Efird, Robert             | Associate Professor          |                 | 64,700                                        | AY          |
| Folkart, Jessica          | Associate Professor          |                 | 78,089                                        | AY          |
| Gudmestad, Aarnes         | Associate Professor          |                 | 74,692                                        | AY          |
| Gueye, Medoune            | Associate Professor          |                 | 66,330                                        | AY          |
| Johnson, Sharon           | Associate Professor          |                 | 67,774                                        | AY          |
| Milman-Miller, Nyusya     | Associate Professor          |                 | 73,698                                        | AY          |
| Noirot, Corinne           | Associate Professor          |                 | 67,406                                        | AY          |
| Panford, Moses            | Associate Professor          |                 | 66,354                                        | AY          |
| Shryock, Richard          | Associate Professor          |                 | 79,216                                        | AY          |
| Sierra, Sarah             | Associate Professor          |                 | 66,079                                        | AY          |
| Teulon, Fabrice           | Associate Professor          |                 | 70,156                                        | AY          |
| Venkatesh, Vinodh         | Associate Professor          |                 | 74,022                                        | AY          |
| Allingham, Liesl          | Assistant Professor          |                 | 57,014                                        | AY          |
| Andrango-Walker, Catalina | Assistant Professor          |                 | 58,133                                        | AY          |
| Cana Jimenez, Maria       | Assistant Professor          |                 | 61,809                                        | AY          |
| Dickow, Alexander         | Assistant Professor          |                 | 55,725                                        | AY          |
| Minkova, Yuliya           | Assistant Professor          |                 | 56,764                                        | AY          |
| Sinno, Nadine             | Assistant Professor          |                 | 69,114                                        | AY          |
| Zimmer, Zac               | Assistant Professor          |                 | 66,665                                        | AY          |
| Hofer, Stefanie           | Research Assistant Professor |                 | 61,004                                        | AY          |
| Dalton, Addison           | Instructor                   |                 | 38,392                                        | AY          |
| Guo, Shun                 | Instructor                   |                 | 38,839                                        | AY          |
| Hesp, Andrea              | Instructor                   |                 | 53,249                                        | AY          |
| Kumazawa, Yasuko          | Instructor                   |                 | 38,150                                        | AY          |
| Layne, Jay                | Instructor                   |                 | 39,535                                        | AY          |
| Lopez-Romero, Nancy       | Instructor                   |                 | 40,022                                        | AY          |
| McKagen, Tatiana          | Instructor                   |                 | 37,909                                        | AY          |
| Nassereddine, Ragheda     | Instructor                   |                 | 48,960                                        | AY          |
| Phillips, Richard         | Instructor                   |                 | 48,695                                        | AY          |
| Sguerri, Michael          | Instructor                   |                 | 38,760                                        | AY          |
| Sobrado, Alejandra        | Instructor                   |                 | 38,760                                        | AY          |
| Steer, Christine          | Instructor                   |                 | 39,535                                        | AY          |
| Younos, Yumiko            | Instructor                   |                 | 38,380                                        | AY          |
| <b><u>History</u></b>     |                              |                 |                                               |             |
| Barrow, Mark              | Professor                    | Department Head | 124,768                                       | CY          |
| Baumgartner, Frederic     | Professor                    |                 | 101,013                                       | AY          |
| Ekirch, Arthur            | Professor                    |                 | 118,290                                       | AY          |
| Hirsh, Richard            | Professor                    |                 | 94,198                                        | AY          |
| Wallenstein, Peter        | Professor                    |                 | 100,058                                       | AY          |
| Bugh, Glenn               | Associate Professor          |                 | 86,971                                        | AY          |
| Bunch-Lyons, Beverly      | Associate Professor          |                 | 72,851                                        | AY          |
| Gumbert, Heather          | Associate Professor          |                 | 70,432                                        | AY          |
| Heaton, Matthew           | Associate Professor          |                 | 71,766                                        | AY          |

## *College of Liberal Arts and Human Sciences*

| <u>Name</u>      | <u>Rank</u>                  | <u>Title</u>      | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|------------------|------------------------------|-------------------|-----------------------------------------------|-------------|
| Jones, Kathleen  | Associate Professor          |                   | 82,816                                        | AY          |
| Mollin, Marian   | Associate Professor          |                   | 74,925                                        | AY          |
| Nelson, Amy      | Associate Professor          |                   | 82,727                                        | AY          |
| Quigley, Paul    | Associate Professor          | Endowed Professor | 95,844                                        | AY          |
| Schneider, Helen | Associate Professor          |                   | 72,140                                        | AY          |
| Shadle, Brett    | Associate Professor          |                   | 70,779                                        | AY          |
| Shumsky, Neil    | Associate Professor          |                   | 79,372                                        | AY          |
| Thorp, Daniel    | Associate Professor          |                   | 86,868                                        | AY          |
| Agmon, Danna     | Assistant Professor          |                   | 62,904                                        | AY          |
| Cline, David     | Assistant Professor          |                   | 65,854                                        | AY          |
| Felt, David      | Assistant Professor          |                   | 59,221                                        | AY          |
| Gitre, Carmen    | Assistant Professor          |                   | 59,221                                        | AY          |
| Halpin, Dennis   | Assistant Professor          |                   | 57,744                                        | AY          |
| Hidalgo, Dennis  | Assistant Professor          |                   | 69,120                                        | AY          |
| Kiechle, Melanie | Assistant Professor          |                   | 62,351                                        | AY          |
| Milteer, Warren  | Assistant Professor          |                   | 61,500                                        | AY          |
| Winling, LaDale  | Assistant Professor          |                   | 62,606                                        | AY          |
| Kutz, Kimberly   | Postdoctoral Associate       |                   | 45,000                                        | CY          |
| Gitre, Edward    | Visiting Assistant Professor |                   | 45,624                                        | AY          |
| Becker, Gertrude | Senior Instructor            |                   | 56,640                                        | AY          |

### Human Development

|                      |                     |                                                      |         |      |
|----------------------|---------------------|------------------------------------------------------|---------|------|
| Allen, Katherine     | Professor           |                                                      | 120,324 | AY   |
| Arditti, Joyce       | Professor           |                                                      | 94,942  | AY   |
| Blieszner, Rosemary  | Professor           | Alumni Distinguished Professor and Endowed Professor | 189,049 | CY   |
| Boucoulalas, Marcie  | Professor           |                                                      | 101,535 | AY   |
| Fu, Victoria         | Professor           |                                                      | 104,123 | AY   |
| McCollum, Eric       | Professor           |                                                      | 122,239 | CY   |
| Piercy, Fred         | Professor           |                                                      | 120,739 | AY   |
| Zvonkovic, Anisa     | Professor           | Department Head                                      | 163,176 | CY   |
| Benson, Mark         | Associate Professor |                                                      | 88,593  | AY   |
| Dolbin-MacNab, Megan | Associate Professor |                                                      | 81,352  | AY   |
| Falconier, Mariana   | Associate Professor |                                                      | 88,821  | AY   |
| Few-Demo, April      | Associate Professor |                                                      | 81,138  | AY   |
| Huebner, Angela      | Associate Professor |                                                      | 87,565  | AY   |
| Jarrott, Shannon     | Associate Professor |                                                      | 96,841  | RE11 |
| Johnson, Scott       | Associate Professor |                                                      | 100,439 | CY   |
| Kaestle, Christine   | Associate Professor |                                                      | 79,778  | AY   |
| Kim, Kee             | Associate Professor |                                                      | 69,242  | AY   |
| Savla, Jyoti         | Associate Professor |                                                      | 80,289  | AY   |
| Smith, Cynthia       | Associate Professor |                                                      | 84,662  | AY   |
| Bradburn, Isabel     | Research Scientist  |                                                      | 66,478  | AY   |
| Grafsky, Erika       | Assistant Professor |                                                      | 65,050  | AY   |
| Blanchard, Victoria  | Instructor          |                                                      | 48,513  | AY   |
| Gardner, Alexa       | Instructor          |                                                      | 40,435  | CY   |

## *College of Liberal Arts and Human Sciences*

| <u>Name</u>                                               | <u>Rank</u>                  | <u>Title</u>                                              | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-----------------------------------------------------------|------------------------------|-----------------------------------------------------------|-----------------------------------------------|-------------|
| Komelski, Matthew                                         | Instructor                   |                                                           | 53,811                                        | AY          |
| Verdu, Mary                                               | Senior Instructor            |                                                           | 76,524                                        | CY          |
| <b><u>Office of Education, Research, and Outreach</u></b> |                              |                                                           |                                               |             |
| Potter, Kenneth                                           | Clinical Assistant Professor |                                                           | 66,285                                        | AY          |
| Barrier, Helen                                            | Project Associate            |                                                           | 69,211                                        | CY          |
| Beeken, Lora                                              | Project Associate            |                                                           | 69,288                                        | CY          |
| Eaton, Diann                                              | Project Associate            |                                                           | 69,428                                        | CY          |
| Fielder, Emily                                            | Project Associate            |                                                           | 52,208                                        | CY          |
| Flores, Selina                                            | Project Associate            |                                                           | 66,060                                        | CY          |
| Jacomen, Royce                                            | Project Associate            |                                                           | 64,491                                        | CY          |
| McCaleb, Dana                                             | Project Associate            |                                                           | 62,259                                        | CY          |
| Miller, Whitney                                           | Project Associate            |                                                           | 64,081                                        | CY          |
| Nester, Holly                                             | Project Associate            |                                                           | 63,804                                        | CY          |
| Phillips, Wendy                                           | Project Associate            |                                                           | 61,000                                        | CY          |
| Schulz, Susan                                             | Project Associate            |                                                           | 63,281                                        | CY          |
| Vaughan, Margaret                                         | Project Associate            |                                                           | 64,778                                        | CY          |
| Washburn, Jocelyn                                         | Project Associate            |                                                           | 62,315                                        | CY          |
| Bickley, Patricia                                         | Project Director             |                                                           | 85,817                                        | CY          |
| Bordeaux, Amy                                             | Sr Project Associate         |                                                           | 70,886                                        | CY          |
| Deck, Anita                                               | Sr Project Associate         |                                                           | 57,552                                        | CY          |
| Seibert, Michele                                          | Sr Project Associate         |                                                           | 83,980                                        | CY          |
| <b><u>Philosophy</u></b>                                  |                              |                                                           |                                               |             |
| Klagge, James                                             | Professor                    |                                                           | 103,540                                       | AY          |
| Mayo, Deborah                                             | Professor                    |                                                           | 122,672                                       | AY          |
| Pitt, Joseph                                              | Professor                    | Interim Department Head                                   | 135,390                                       | AY          |
| McPherson, Tristram                                       | Associate Professor          |                                                           | 71,292                                        | AY          |
| Moehler, Michael                                          | Associate Professor          |                                                           | 74,990                                        | AY          |
| Patton, Lydia                                             | Associate Professor          |                                                           | 84,672                                        | AY          |
| Jantzen, Benjamin                                         | Assistant Professor          |                                                           | 67,423                                        | AY          |
| Trogdon, Kelly                                            | Assistant Professor          |                                                           | 66,836                                        | AY          |
| Adams, Nathan                                             | Visiting Assistant Professor |                                                           | 50,000                                        | AY          |
| Kraemer, Daniel                                           | Visiting Assistant Professor |                                                           | 50,000                                        | AY          |
| Novack, Gregory                                           | Visiting Assistant Professor |                                                           | 50,750                                        | AY          |
| Parent, Ted                                               | Visiting Assistant Professor |                                                           | 50,750                                        | AY          |
| Rockwood, Nathan                                          | Visiting Assistant Professor |                                                           | 50,750                                        | AY          |
| <b><u>Political Science</u></b>                           |                              |                                                           |                                               |             |
| Debrix, Francois                                          | Professor                    | Director, ASPECT                                          | 157,300                                       | CY          |
| Hult, Karen                                               | Professor                    |                                                           | 119,100                                       | AY          |
| Luciak, Ilja                                              | Professor                    |                                                           | 127,298                                       | AY          |
| Luke, Timothy                                             | Professor                    | University Distinguished Professor and<br>Department Head | 271,425                                       | CY          |
| Taylor, Charles                                           | Professor                    |                                                           | 127,232                                       | AY          |
| Weisband, Edward                                          | Professor                    | Endowed Professor                                         | 183,000                                       | AY          |

## *College of Liberal Arts and Human Sciences*

| <b><u>Name</u></b>  | <b><u>Rank</u></b>           | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|---------------------|------------------------------|---------------------|------------------------------------------------------|--------------------|
| Apodaca, Clair      | Associate Professor          |                     | 76,585                                               | AY                 |
| Koch, Bettina       | Associate Professor          |                     | 69,734                                               | AY                 |
| Lavin, Chad         | Associate Professor          |                     | 68,345                                               | AY                 |
| Milly, Deborah      | Associate Professor          |                     | 72,503                                               | AY                 |
| Moore, Wayne        | Associate Professor          |                     | 74,160                                               | AY                 |
| Nelson, Scott       | Associate Professor          |                     | 69,000                                               | AY                 |
| Stivachtis, Ioannis | Associate Professor          | Director            | 107,260                                              | CY                 |
| Zanotti, Laura      | Associate Professor          |                     | 86,200                                               | AY                 |
| Briggs, Ryan        | Assistant Professor          |                     | 57,200                                               | AY                 |
| Dixit, Priya        | Assistant Professor          |                     | 67,821                                               | AY                 |
| Jewitt, Caitlin     | Assistant Professor          |                     | 61,495                                               | AY                 |
| Kalyan, Rohan       | Assistant Professor          |                     | 60,705                                               | AY                 |
| Kelly, Jason        | Assistant Professor          |                     | 61,260                                               | AY                 |
| Medina, Dennis      | Assistant Professor          |                     | 57,081                                               | AY                 |
| Plotica, Luke       | Assistant Professor          |                     | 58,483                                               | AY                 |
| Pula, Besnik        | Assistant Professor          |                     | 60,200                                               | AY                 |
| Scerri, Andrew      | Assistant Professor          |                     | 66,260                                               | AY                 |
| Faulkner, Brandy    | Visiting Assistant Professor |                     | 53,239                                               | AY                 |
| Shuster, Amy        | Visiting Assistant Professor |                     | 49,277                                               | AY                 |
| Thomas, Courtney    | Visiting Assistant Professor |                     | 63,420                                               | AY                 |
| Hanratty, Jennifer  | Instructor                   |                     | 50,058                                               | CY                 |
| Torres, Josette     | Instructor                   |                     | 36,944                                               | CY                 |

### **School of Education**

|                     |                     |               |         |      |
|---------------------|---------------------|---------------|---------|------|
| Alexander, Michael  | Professor           |               | 143,150 | AY   |
| Billingsley, Bonnie | Professor           | Faculty Chair | 111,793 | AY   |
| Burge, Penny        | Professor           |               | 99,246  | AY   |
| Burton, John        | Professor           |               | 128,364 | AY   |
| Cennamo, Katherine  | Professor           | Faculty Chair | 99,999  | AY   |
| Creamer, Elizabeth  | Professor           |               | 112,206 | AY   |
| Doolittle, Peter    | Professor           |               | 122,408 | CY   |
| Garrison, James     | Professor           |               | 111,207 | AY   |
| Glasson, George     | Professor           |               | 92,214  | AY   |
| Hirt, Joan          | Professor           |               | 115,774 | AY   |
| Jones, Brett        | Professor           |               | 90,393  | AY   |
| Lockee, Barbara     | Professor           |               | 117,532 | RE11 |
| Magliaro, Susan     | Professor           |               | 117,758 | AY   |
| Mullen, Carol       | Professor           |               | 169,216 | CY   |
| Singh, Kusum        | Professor           |               | 110,975 | AY   |
| Sutphin, H          | Professor           |               | 164,409 | CY   |
| Wilkins, Jesse      | Professor           |               | 88,184  | AY   |
| Barksdale, Mary     | Associate Professor |               | 83,757  | AY   |
| Bodenhorn, Nancy    | Associate Professor |               | 100,566 | CY   |
| Brand, Brenda       | Associate Professor |               | 83,021  | AY   |
| Brill, Jennifer     | Associate Professor |               | 68,257  | AY   |
| Brott, Pamela       | Associate Professor |               | 82,988  | AY   |

## *College of Liberal Arts and Human Sciences*

| <u>Name</u>            | <u>Rank</u>                  | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|------------------------|------------------------------|--------------|-----------------------------------------------|-------------|
| Ernst, Jeremy          | Associate Professor          |              | 103,897                                       | RE12        |
| Glenn, William         | Associate Professor          |              | 78,310                                        | AY          |
| Hein, Serge            | Associate Professor          |              | 69,880                                        | AY          |
| Hicks, David           | Associate Professor          |              | 85,846                                        | AY          |
| Janosik, Steven        | Associate Professor          |              | 106,909                                       | AY          |
| Lawson, Gerard         | Associate Professor          |              | 86,151                                        | AY          |
| Mesmer, Heidi          | Associate Professor          |              | 76,549                                        | AY          |
| Miyazaki, Yasuo        | Associate Professor          |              | 70,900                                        | AY          |
| Parkes, Kelly          | Associate Professor          |              | 75,329                                        | AY          |
| Price, William         | Associate Professor          |              | 78,137                                        | AY          |
| Skaggs, Gary           | Associate Professor          |              | 75,000                                        | AY          |
| Tilley-Lubbs, Gresilda | Associate Professor          |              | 70,273                                        | AY          |
| Welfare, Laura         | Associate Professor          |              | 71,872                                        | AY          |
| Wells, John            | Associate Professor          |              | 80,785                                        | AY          |
| Williams, Thomas       | Associate Professor          |              | 71,251                                        | AY          |
| Kelly, Michael         | Clinical Associate Professor |              | 71,936                                        | AY          |
| Azano, Amy             | Assistant Professor          |              | 68,100                                        | AY          |
| Bondy, Jennifer        | Assistant Professor          |              | 64,100                                        | AY          |
| Farmer, Laura          | Assistant Professor          |              | 63,385                                        | AY          |
| Patrizio, Kami         | Assistant Professor          |              | 77,149                                        | AY          |
| Price, Ted             | Assistant Professor          |              | 64,515                                        | AY          |
| Robbins, Claire        | Assistant Professor          |              | 65,541                                        | AY          |
| Rose, Valija           | Assistant Professor          |              | 67,700                                        | AY          |
| Stewart, Trevor        | Assistant Professor          |              | 65,250                                        | AY          |
| Ulrich, Catherine      | Assistant Professor          |              | 62,050                                        | AY          |
| Wilson, Joycelyn       | Assistant Professor          |              | 65,125                                        | AY          |
| Gratto, John           | Clinical Assistant Professor |              | 72,878                                        | AY          |
| Sato, Takumi           | Clinical Assistant Professor |              | 62,825                                        | AY          |
| Wu, Yanzhu             | Clinical Assistant Professor |              | 66,687                                        | CY          |
| Bayne, Hannah          | Visiting Assistant Professor |              | 55,700                                        | AY          |
| Mukuni, Joseph         | Visiting Assistant Professor |              | 52,307                                        | AY          |
| Knight, Dawn           | Instructor                   |              | 48,153                                        | CY          |
| Konishi, Chiaki        | Instructor                   |              | 38,500                                        | AY          |

### School of Performing Arts

|                  |                            |          |         |    |
|------------------|----------------------------|----------|---------|----|
| Burnsed, Charles | Professor                  |          | 106,221 | CY |
| Crone, William   | Professor                  |          | 82,517  | AY |
| Holliday, Kent   | Professor                  |          | 86,213  | AY |
| Kilkelly, Ann    | Professor                  |          | 108,051 | AY |
| Leonard, Robert  | Professor                  |          | 96,108  | AY |
| Lepczyk, Billie  | Professor                  |          | 90,506  | AY |
| Prince, Stephen  | Professor                  |          | 101,069 | AY |
| Raun, Patricia   | Professor                  | Director | 150,450 | CY |
| Sochinski, James | Professor                  |          | 113,989 | CY |
| Ward, Randolph   | Professor                  |          | 111,737 | AY |
| Lyon, Eric       | Associate Prof of Practice |          | 79,375  | AY |

## *College of Liberal Arts and Human Sciences*

| <u>Name</u>         | <u>Rank</u>                  | <u>Title</u>  | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------|------------------------------|---------------|-----------------------------------------------|-------------|
| Ambrosone, John     | Associate Professor          |               | 68,213                                        | AY          |
| Barksdale, William  | Associate Professor          |               | 65,822                                        | AY          |
| Bukvic, Ivica       | Associate Professor          |               | 87,159                                        | AY          |
| Cole, Richard       | Associate Professor          |               | 78,200                                        | AY          |
| Cowden, Tracy       | Associate Professor          | Faculty Chair | 77,891                                        | AY          |
| Easter, Wallace     | Associate Professor          |               | 78,099                                        | AY          |
| Glazebrook, William | Associate Professor          |               | 88,918                                        | AY          |
| Jacobsen, David     | Associate Professor          |               | 72,165                                        | AY          |
| Johnson, David      | Associate Professor          |               | 78,379                                        | AY          |
| Justice, Gregory    | Associate Professor          |               | 84,995                                        | AY          |
| Lavender, Patricia  | Associate Professor          |               | 92,285                                        | CY          |
| McGrath, Robert     | Associate Professor          |               | 67,126                                        | AY          |
| Rawlings, Cara      | Associate Professor          |               | 62,155                                        | AY          |
| Rinehart, Susanna   | Associate Professor          | Faculty Chair | 82,000                                        | AY          |
| Weinstein, Alan     | Associate Professor          |               | 72,088                                        | AY          |
| Bigler, Dwight      | Assistant Professor          |               | 65,853                                        | AY          |
| Crafton, Jason      | Assistant Professor          |               | 60,890                                        | AY          |
| Dye, Charles        | Assistant Professor          |               | 57,100                                        | AY          |
| Millett, Joseph     | Assistant Professor          |               | 53,279                                        | AY          |
| Nelson, Amanda      | Assistant Professor          |               | 70,313                                        | AY          |
| Nichols, Charles    | Assistant Professor          |               | 68,981                                        | AY          |
| Staley, Natasha     | Assistant Professor          |               | 67,905                                        | AY          |
| Stein, Jane         | Assistant Professor          |               | 61,679                                        | AY          |
| Thorsett, Brian     | Assistant Professor          |               | 54,537                                        | AY          |
| Wyatt, Ariana       | Assistant Professor          |               | 58,803                                        | AY          |
| Gillick, Amy        | Visiting Assistant Professor |               | 51,200                                        | AY          |
| Heuermann, Beryl    | Visiting Assistant Professor |               | 46,000                                        | AY          |
| Middleton, Polly    | Visiting Assistant Professor |               | 45,364                                        | AY          |
| Paglalanga, Phillip | Visiting Assistant Professor |               | 54,500                                        | AY          |
| Putnam, Andrew      | Visiting Assistant Professor |               | 48,950                                        | AY          |
| Stevens, Annie      | Visiting Assistant Professor |               | 52,250                                        | AY          |
| Walker, John        | Visiting Assistant Professor |               | 49,300                                        | AY          |
| Precoda, Karl       | Advanced Instructor          |               | 44,615                                        | AY          |
| Masters, Richard    | Instructor                   |               | 51,300                                        | AY          |
| McNeill, George     | Instructor                   |               | 47,202                                        | AY          |
| Russo, Christopher  | Instructor                   |               | 47,678                                        | AY          |
| Vo, Long Dien       | Instructor                   |               | 46,639                                        | AY          |
| Crone, Elizabeth    | Senior Instructor            |               | 54,075                                        | AY          |
| Dunston, Michael    | Senior Instructor            |               | 61,567                                        | AY          |
| McKee, David        | Senior Instructor            |               | 106,472                                       | CY          |

### Science and Technology in Society

|                    |           |                                                      |         |    |
|--------------------|-----------|------------------------------------------------------|---------|----|
| Allen, Barbara     | Professor |                                                      | 102,276 | AY |
| Downey, Gary       | Professor | Alumni Distinguished Professor and Endowed Professor | 134,202 | AY |
| Fuhrman, Ellsworth | Professor | Department Head                                      | 111,182 | AY |

## *College of Liberal Arts and Human Sciences*

| <u>Name</u>             | <u>Rank</u>                  | <u>Title</u>    | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------------|------------------------------|-----------------|-----------------------------------------------|-------------|
| Zallen, Doris           | Professor                    |                 | 103,086                                       | AY          |
| Abbate, Janet           | Associate Professor          |                 | 78,678                                        | AY          |
| Breslau, Daniel         | Associate Professor          |                 | 105,590                                       | CY          |
| Collier, James          | Associate Professor          |                 | 69,734                                        | AY          |
| Halfon, Saul            | Associate Professor          |                 | 74,180                                        | AY          |
| Patzig, Eileen          | Associate Professor          |                 | 79,037                                        | AY          |
| Schmid, Sonja           | Associate Professor          |                 | 91,431                                        | AY          |
| Wisnioski, Matthew      | Associate Professor          |                 | 74,013                                        | AY          |
| Heflin, Ashley          | Assistant Professor          |                 | 31,296                                        | AY          |
| Olson, Philip           | Assistant Professor          |                 | 63,093                                        | AY          |
| Dufour, Monique         | Visiting Assistant Professor |                 | 45,000                                        | AY          |
| Goodrum, Matthew        | Visiting Assistant Professor |                 | 45,000                                        | AY          |
| <b><u>Sociology</u></b> |                              |                 |                                               |             |
| Agozino, Onwubiko       | Professor                    |                 | 99,912                                        | AY          |
| Brunsmma, David         | Professor                    |                 | 151,884                                       | AY          |
| Calasanti, Toni         | Professor                    |                 | 110,250                                       | AY          |
| Fuller, Theodore        | Professor                    |                 | 85,892                                        | AY          |
| Gillman, Laura          | Professor                    |                 | 84,946                                        | AY          |
| Hawdon, James           | Professor                    | Director, CPSVP | 130,760                                       | CY          |
| Hughes, Michael         | Professor                    |                 | 110,220                                       | AY          |
| Kiecolt, K              | Professor                    |                 | 86,413                                        | AY          |
| King, Neal              | Professor                    |                 | 85,502                                        | AY          |
| Reed, Wornie            | Professor                    | Director, RSPRC | 161,314                                       | AY          |
| Ryan, John              | Professor                    | Department Head | 187,560                                       | CY          |
| Shoemaker, Donald       | Professor                    |                 | 99,282                                        | AY          |
| Smith, Barbara          | Professor                    |                 | 109,754                                       | AY          |
| Bailey, Carol           | Associate Professor          |                 | 76,200                                        | AY          |
| Cook, Samuel            | Associate Professor          | Director, AIS   | 77,336                                        | AY          |
| Harrison, Anthony       | Associate Professor          |                 | 87,912                                        | AY          |
| Peguero, Anthony        | Associate Professor          |                 | 97,676                                        | AY          |
| Polanah, Paulo          | Associate Professor          |                 | 71,615                                        | AY          |
| Seniors, Paula          | Associate Professor          |                 | 70,645                                        | AY          |
| Vogt Yuan, Anastasia    | Associate Professor          |                 | 74,666                                        | AY          |
| Wimberley, Dale         | Associate Professor          |                 | 69,720                                        | AY          |
| Copeland, Nicholas      | Assistant Professor          |                 | 63,904                                        | AY          |
| Labuski, Christine      | Assistant Professor          |                 | 65,022                                        | AY          |
| Ovink, Sarah            | Assistant Professor          |                 | 70,250                                        | AY          |
| Rivera-Rideau, Petra    | Assistant Professor          |                 | 63,750                                        | AY          |
| Samanta, Suchitra       | Assistant Professor          |                 | 66,748                                        | AY          |
| Zhu, Haiyan             | Assistant Professor          |                 | 64,753                                        | AY          |
| Graves, Ellington       | Advanced Instructor          | Director, AFST  | 69,226                                        | AY          |
| Sedgwick, Donna         | Instructor                   |                 | 42,333                                        | AY          |

## *College of Natural Resources and Environment*

| <u>Name</u>                                                  | <u>Rank</u>               | <u>Title</u>                       | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|--------------------------------------------------------------|---------------------------|------------------------------------|-----------------------------------------------|-------------|
| <b><u>Dean - Natural Resources and Environment</u></b>       |                           |                                    |                                               |             |
| Smith, Robert                                                | Administrative Professor  | Associate Dean and Department Head | 199,760                                       | CY          |
| Winistorfer, Paul                                            | Administrative Professor  | Dean                               | 250,000                                       | CY          |
| Stauffer, Dean                                               | Professor                 |                                    | 135,071                                       | CY          |
| Olson, Thomas                                                | Administrative Lecturer   | Assistant Dean                     | 123,439                                       | CY          |
| Lang, Stephanie                                              | Professional Lecturer     |                                    | 61,071                                        | CY          |
| Weber, Lon                                                   | Professional Lecturer     |                                    | 94,463                                        | CY          |
| Fuller, Leslie                                               | Senior Research Associate |                                    | 78,669                                        | CY          |
| <b><u>Conservation Management Institute</u></b>              |                           |                                    |                                               |             |
| Emrick, Verl                                                 | Research Scientist        |                                    | 67,770                                        | CY          |
| Bryan, David                                                 | Project Associate         |                                    | 47,112                                        | CY          |
| Carey, Caitlin                                               | Project Associate         |                                    | 43,519                                        | CY          |
| Fields, Matthew                                              | Project Associate         |                                    | 42,445                                        | CY          |
| Folks, Donald                                                | Project Associate         |                                    | 45,024                                        | CY          |
| Glennon, Robert                                              | Project Associate         |                                    | 48,207                                        | CY          |
| Herman, Jason                                                | Project Associate         |                                    | 38,092                                        | CY          |
| Huemoeller, Lorian                                           | Project Associate         |                                    | 44,508                                        | CY          |
| Kalen, Nicholas                                              | Project Associate         |                                    | 37,798                                        | CY          |
| Kane, Austin                                                 | Project Associate         |                                    | 63,369                                        | CY          |
| McGuckin, Kevin                                              | Project Associate         |                                    | 64,693                                        | CY          |
| Norris, Robert                                               | Project Associate         |                                    | 50,638                                        | CY          |
| Orndorff, David                                              | Project Associate         |                                    | 39,544                                        | CY          |
| Pletta, Madeline                                             | Project Associate         |                                    | 38,942                                        | CY          |
| Rosenberger, Andrew                                          | Project Associate         |                                    | 52,587                                        | CY          |
| Schneider, Rebecca                                           | Project Associate         |                                    | 49,329                                        | CY          |
| Wolf, Eric                                                   | Project Associate         |                                    | 50,975                                        | CY          |
| Laube, Edward                                                | Research Associate        |                                    | 42,959                                        | CY          |
| Roghair, Laura                                               | Research Associate        |                                    | 57,119                                        | CY          |
| St Germain, Michael                                          | Research Associate        |                                    | 53,993                                        | CY          |
| Klopfer, Scott                                               | Senior Research Associate | Director                           | 78,202                                        | CY          |
| <b><u>Center for Geospatial Information Technology</u></b>   |                           |                                    |                                               |             |
| Sforza, Peter                                                | Research Scientist        | Director                           | 72,383                                        | CY          |
| Farrell, Brian                                               | Project Associate         |                                    | 46,200                                        | CY          |
| Kim, Ji Sun                                                  | Project Associate         |                                    | 45,000                                        | CY          |
| Newman, Joseph                                               | Project Associate         |                                    | 45,100                                        | CY          |
| <b><u>Center for Leadership In Global Sustainability</u></b> |                           |                                    |                                               |             |
| Mortimer, Michael                                            | Administrative Lecturer   |                                    | 160,459                                       | CY          |
| Robertson, David                                             | Professional Lecturer     |                                    | 141,104                                       | CY          |
| Lindsey, Kieran                                              | Sr Project Associate      |                                    | 72,167                                        | CY          |
| <b><u>Fish and Wildlife Conservation</u></b>                 |                           |                                    |                                               |             |

## *College of Natural Resources and Environment*

| <u>Name</u>         | <u>Rank</u>                  | <u>Title</u>      | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------|------------------------------|-------------------|-----------------------------------------------|-------------|
| Fraser, James       | Professor                    |                   | 135,304                                       | CY          |
| Haas, Carola        | Professor                    |                   | 113,010                                       | CY          |
| Hallerman, Eric     | Professor                    |                   | 137,556                                       | CY          |
| Hopkins, William    | Professor                    |                   | 167,799                                       | CY          |
| Murphy, Brian       | Professor                    |                   | 155,189                                       | CY          |
| Orth, Donald        | Professor                    | Endowed Professor | 143,175                                       | AY          |
| Snodgrass, Joel     | Professor                    |                   | 154,508                                       | CY          |
| Alexander, Kathleen | Associate Professor          |                   | 110,947                                       | AY          |
| Frimpong, Emmanuel  | Associate Professor          |                   | 89,316                                        | AY          |
| Jiao, Yan           | Associate Professor          |                   | 89,841                                        | CY          |
| Karpanty, Sarah     | Associate Professor          |                   | 93,565                                        | AY          |
| Kelly, Marcella     | Associate Professor          |                   | 106,789                                       | CY          |
| McMullin, Steve     | Associate Professor          |                   | 106,227                                       | CY          |
| Parkhurst, James    | Associate Professor          |                   | 97,538                                        | CY          |
| Gorman, Thomas      | Research Scientist           |                   | 62,883                                        | CY          |
| Henley, William     | Research Scientist           |                   | 47,020                                        | CY          |
| Castello, Leandro   | Assistant Professor          |                   | 69,645                                        | AY          |
| Ciparis, Serena     | Postdoctoral Associate       |                   | 30,382                                        | CY          |
| Silvis, Alexander   | Postdoctoral Associate       |                   | 46,575                                        | CY          |
| Catlin, Daniel      | Research Assistant Professor |                   | 86,771                                        | CY          |
| DiCenzo, Victor     | Instructor                   |                   | 46,799                                        | CY          |

### Forest Resources and Environmental Conservation

|                      |                     |                                                             |         |      |
|----------------------|---------------------|-------------------------------------------------------------|---------|------|
| Alavalapati, Janaki  | Professor           | Department Head                                             | 169,350 | CY   |
| Amacher, Gregory     | Professor           | Endowed Professor                                           | 122,687 | CY   |
| Aust, Wallace        | Professor           |                                                             | 121,275 | CY   |
| Burkhardt, Harold    | Professor           | University Distinguished Professor and<br>Endowed Professor | 257,320 | CY   |
| Fox, Thomas          | Professor           |                                                             | 140,277 | CY   |
| Hull, Robert         | Professor           |                                                             | 124,005 | CY   |
| McGee, John          | Professor           |                                                             | 91,190  | AY   |
| Prisley, Stephen     | Professor           |                                                             | 124,382 | RE11 |
| Seiler, John         | Professor           | Alumni Distinguished Professor and Endowed<br>Professor     | 160,757 | CY   |
| Sullivan, Bradley    | Professor           | Interim Department Head                                     | 134,320 | CY   |
| Wynne, Randolph      | Professor           |                                                             | 119,508 | CY   |
| Bolding, Michael     | Associate Professor |                                                             | 112,183 | RE12 |
| Brunner, Amy         | Associate Professor |                                                             | 105,917 | CY   |
| Copenheaver, Carolyn | Associate Professor |                                                             | 92,848  | CY   |
| Day, Susan           | Associate Professor |                                                             | 79,599  | AY   |
| Holliday, Jason      | Associate Professor |                                                             | 85,770  | AY   |
| Munsell, John        | Associate Professor |                                                             | 86,450  | CY   |
| Radtke, Philip       | Associate Professor |                                                             | 90,421  | CY   |
| Stern, Marc          | Associate Professor |                                                             | 84,767  | AY   |
| Strahm, Brian        | Associate Professor |                                                             | 87,831  | AY   |
| Thomas, Valerie      | Associate Professor |                                                             | 81,387  | AY   |

## *College of Natural Resources and Environment*

| <u>Name</u>        | <u>Rank</u>                  | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|--------------------|------------------------------|--------------|-----------------------------------------------|-------------|
| Wiseman, Phillip   | Associate Professor          |              | 82,307                                        | CY          |
| Merry, Frank       | Research Associate Professor |              | 124,775                                       | CY          |
| Blinn, Christine   | Research Scientist           |              | 62,199                                        | CY          |
| Teixeira, Rita     | Research Scientist           |              | 49,713                                        | CY          |
| Barrett, Scott     | Assistant Professor          |              | 76,187                                        | CY          |
| Cobourn, Kelly     | Assistant Professor          |              | 77,215                                        | AY          |
| McLaughlin, Daniel | Assistant Professor          |              | 72,350                                        | AY          |
| Sorice, Michael    | Assistant Professor          |              | 72,085                                        | AY          |
| Thomas, Robert     | Assistant Professor          |              | 74,133                                        | AY          |
| Varnier, Julian    | Assistant Professor          |              | 106,108                                       | RE12        |
| Bai, Hua           | Postdoctoral Associate       |              | 41,662                                        | CY          |
| Brooks, Evan       | Postdoctoral Associate       |              | 48,088                                        | CY          |
| Horn, Kevin        | Postdoctoral Associate       |              | 46,575                                        | CY          |
| Mandal, Mihir      | Postdoctoral Associate       |              | 25,873                                        | CY          |
| Ochuodho, Thomas   | Postdoctoral Associate       |              | 48,088                                        | CY          |
| Sumnall, Matthew   | Postdoctoral Associate       |              | 43,056                                        | CY          |
| Thapa, Ram         | Postdoctoral Associate       |              | 44,720                                        | CY          |
| Crall, Mary        | Professional Lecturer        |              | 62,978                                        | CY          |
| Prybyl, Michelle   | Professional Lecturer        |              | 61,200                                        | CY          |
| Gagnon, Jennifer   | Project Associate            |              | 59,421                                        | CY          |
| Kidd, John         | Project Associate            |              | 45,292                                        | CY          |
| Albaugh, Timothy   | Research Associate           |              | 91,494                                        | CY          |
| Laviner, Marshall  | Research Associate           |              | 59,233                                        | CY          |
| Peer, Kyle         | Research Associate           |              | 65,728                                        | CY          |
| Sheng, Xiaoyan     | Research Associate           |              | 43,786                                        | CY          |
| Walker, David      | Research Associate           |              | 36,209                                        | CY          |
| Amateis, Ralph     | Senior Research Associate    |              | 89,361                                        | CY          |
| Franco, Carol      | Senior Research Associate    |              | 57,200                                        | AY          |
| Silvius, Kirsten   | Senior Research Associate    |              | 110,000                                       | CY          |

### Geography

|                      |                       |                 |         |    |
|----------------------|-----------------------|-----------------|---------|----|
| Campbell, James      | Professor             |                 | 118,616 | AY |
| Carstensen, Laurence | Professor             | Department Head | 165,022 | CY |
| Ellis, Andrew        | Associate Professor   |                 | 88,596  | AY |
| Kennedy, Lisa        | Associate Professor   |                 | 80,203  | AY |
| Kolivas, Korine      | Associate Professor   |                 | 81,929  | AY |
| Resler, Lynn         | Associate Professor   |                 | 82,428  | AY |
| Baird, Timothy       | Assistant Professor   |                 | 68,647  | AY |
| Juran, Luke          | Assistant Professor   |                 | 67,992  | AY |
| Oliver, Robert       | Assistant Professor   |                 | 69,949  | AY |
| Shao, Yang           | Assistant Professor   |                 | 69,538  | AY |
| Carroll, David       | Advanced Instructor   |                 | 61,569  | AY |
| Scales, Stewart      | Instructor            |                 | 35,834  | CY |
| Boyer, John          | Senior Instructor     |                 | 67,577  | AY |
| Deisinger, Maureen   | Professional Lecturer |                 | 35,176  | CY |

## *College of Natural Resources and Environment*

| <u>Name</u>                                                    | <u>Rank</u>               | <u>Title</u>      | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|----------------------------------------------------------------|---------------------------|-------------------|-----------------------------------------------|-------------|
| <b><u>Natural Resource Assessment and Decision Support</u></b> |                           |                   |                                               |             |
| Crescenti, Neil                                                | Project Associate         |                   | 47,700                                        | CY          |
| Kauffman, Jobriath                                             | Project Associate         |                   | 48,060                                        | CY          |
| Wade, Charles                                                  | Project Associate         |                   | 50,100                                        | CY          |
| Yao, Xiaozheng                                                 | Project Associate         |                   | 48,060                                        | CY          |
| <b><u>Sustainable Biomaterials</u></b>                         |                           |                   |                                               |             |
| Bond, Brian                                                    | Professor                 |                   | 107,683                                       | CY          |
| Buehlmann, Urs                                                 | Professor                 |                   | 109,958                                       | CY          |
| Bush, Robert                                                   | Professor                 |                   | 117,184                                       | CY          |
| Edgar, Kevin                                                   | Professor                 |                   | 169,972                                       | AY          |
| Frazier, Charles                                               | Professor                 | Endowed Professor | 140,081                                       | CY          |
| Goodell, Barry                                                 | Professor                 |                   | 157,446                                       | CY          |
| Hammett, A                                                     | Professor                 |                   | 108,588                                       | CY          |
| Kline, David                                                   | Professor                 |                   | 118,056                                       | CY          |
| Loferski, Joseph                                               | Professor                 |                   | 114,480                                       | CY          |
| Zink-Sharp, Audrey                                             | Professor                 |                   | 123,435                                       | CY          |
| Hindman, Daniel                                                | Associate Professor       |                   | 89,167                                        | CY          |
| Quesada Pineda, Henry                                          | Associate Professor       |                   | 87,305                                        | CY          |
| Roman, Maren                                                   | Associate Professor       |                   | 92,173                                        | CY          |
| Chen, Zhangjing                                                | Research Scientist        |                   | 48,750                                        | CY          |
| Horvath, Laszlo                                                | Assistant Professor       |                   | 74,396                                        | AY          |
| Kim, Young Teck                                                | Assistant Professor       |                   | 73,996                                        | AY          |
| Rodriguez Rivera, Katia                                        | Postdoctoral Associate    |                   | 45,862                                        | CY          |
| Bouldin, John                                                  | Research Associate        |                   | 52,800                                        | CY          |
| Caudill, Linda                                                 | Senior Research Associate |                   | 89,440                                        | CY          |
| <b><u>Water Resources Research Center</u></b>                  |                           |                   |                                               |             |
| Schoenholtz, Stephen                                           | Professor                 | Director          | 137,747                                       | AY          |
| McGuire, Kevin                                                 | Associate Professor       |                   | 85,900                                        | AY          |
| Raflo, Alan                                                    | Research Associate        |                   | 51,403                                        | CY          |
| Walker, Jane                                                   | Research Associate        |                   | 52,815                                        | CY          |

***President***

| <u><b>Name</b></u>                                   | <u><b>Rank</b></u>        | <u><b>Title</b></u>      | <u><b>Recommended Salary For 2015 - 2016</b></u> | <u><b>Appt</b></u> |
|------------------------------------------------------|---------------------------|--------------------------|--------------------------------------------------|--------------------|
| <u><b>Business and Management Systems</b></u>        |                           |                          |                                                  |                    |
| Cooper, George                                       | Administrative Lecturer   | Director                 | 100,432                                          | CY                 |
| Burroughs, Brock                                     | Professional Lecturer     |                          | 80,036                                           | CY                 |
| Earles, Corey                                        | Professional Lecturer     |                          | 74,843                                           | CY                 |
| Rahmes, Christopher                                  | Professional Lecturer     |                          | 89,147                                           | CY                 |
| <u><b>Legal Counsel</b></u>                          |                           |                          |                                                  |                    |
| Heidbreder, Kay                                      | Administrative Instructor | University Legal Counsel | 181,614                                          | CY                 |
| Capaldo, Stephen                                     | Administrative Lecturer   |                          | 90,576                                           | CY                 |
| Gess, Mark                                           | Administrative Lecturer   |                          | 89,312                                           | CY                 |
| McClanahan, Marvin                                   | Administrative Lecturer   |                          | 115,219                                          | CY                 |
| Gallagher, Tracey                                    | Professional Lecturer     |                          | 78,311                                           | CY                 |
| <u><b>President's Staff</b></u>                      |                           |                          |                                                  |                    |
| Hart, Natalie                                        | Administrative Lecturer   |                          | 94,784                                           | CY                 |
| O'Rourke, Kim                                        | Administrative Lecturer   | Chief of Staff           | 176,196                                          | CY                 |
| Yianilos, Christopher                                | Administrative Lecturer   |                          | 205,927                                          | CY                 |
| Earnhart, Eric                                       | Professional Lecturer     |                          | 96,900                                           | CY                 |
| Hooper, Elizabeth                                    | Professional Lecturer     |                          | 95,243                                           | CY                 |
| Peterson, Cheryl                                     | Professional Lecturer     |                          | 96,900                                           | CY                 |
| Sands, Timothy D.                                    | Professional Lecturer     |                          | 517,500                                          | CY                 |
| <u><b>Senior Fellow for Resource Development</b></u> |                           |                          |                                                  |                    |
| Keeney, Michael                                      | Postdoctoral Associate    |                          | 45,000                                           | CY                 |
| Keeney, Katherine                                    | Professional Lecturer     |                          | 65,000                                           | CY                 |

## *Senior Vice President and Provost*

| <u>Name</u>                                                                 | <u>Rank</u>                   | <u>Title</u>       | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-----------------------------------------------------------------------------|-------------------------------|--------------------|-----------------------------------------------|-------------|
| <b><u>Center for Instructional Development and Educational Research</u></b> |                               |                    |                                               |             |
| Lusk, Danielle                                                              | Professional Lecturer         |                    | 76,500                                        | CY          |
| Sandler, Patricia                                                           | Professional Lecturer         |                    | 37,500                                        | CY          |
| Shoop, Tiffany                                                              | Professional Lecturer         |                    | 68,290                                        | CY          |
| <b><u>Center for Survey Research</u></b>                                    |                               |                    |                                               |             |
| Willis, Susan                                                               | Senior Research Scientist     | Director           | 88,189                                        | CY          |
| <b><u>Center for the Arts</u></b>                                           |                               |                    |                                               |             |
| Knapp, Richard                                                              | Administrative Professor      |                    | 226,000                                       | CY          |
| Kavanaugh, Andrea                                                           | Senior Research Scientist     |                    | 38,635                                        | CY          |
| Baum Walker, Liesl                                                          | Research Assistant Professor  |                    | 68,037                                        | CY          |
| Bland, Susan                                                                | Professional Lecturer         |                    | 64,669                                        | CY          |
| Boulter, Jonathan                                                           | Professional Lecturer         |                    | 68,289                                        | CY          |
| Crutchfield, Margaret                                                       | Professional Lecturer         |                    | 86,145                                        | CY          |
| Ducote, Heather                                                             | Professional Lecturer         |                    | 89,091                                        | CY          |
| Ehrlich, David                                                              | Professional Lecturer         |                    | 63,174                                        | CY          |
| Ginn, Raymond                                                               | Professional Lecturer         |                    | 58,134                                        | CY          |
| Scharman, Elizabeth                                                         | Professional Lecturer         |                    | 100,000                                       | CY          |
| Waalkes, Ruth                                                               | Professional Lecturer         | Executive Director | 194,000                                       | CY          |
| Witney, Douglas                                                             | Professional Lecturer         |                    | 89,648                                        | CY          |
| <b><u>Diversity and Inclusion</u></b>                                       |                               |                    |                                               |             |
| Schnitzer, Marcy                                                            | Professional Lecturer         |                    | 66,350                                        | CY          |
| <b><u>Enrollment and Degree Management</u></b>                              |                               |                    |                                               |             |
| Allen, Tracey                                                               | Professional Lecturer         |                    | 51,533                                        | CY          |
| Daku, Lefter                                                                | Professional Lecturer         |                    | 99,762                                        | CY          |
| Jacques, Jenise                                                             | Professional Lecturer         |                    | 53,537                                        | CY          |
| Matthiessen, Alison                                                         | Professional Lecturer         |                    | 54,173                                        | CY          |
| Means, Peter                                                                | Professional Lecturer         |                    | 50,997                                        | CY          |
| Stoneking, Dawn                                                             | Professional Lecturer         |                    | 67,007                                        | CY          |
| <b><u>First Year Experience</u></b>                                         |                               |                    |                                               |             |
| Lewis, Mary                                                                 | Administrative Associate Prof | Assistant Provost  | 150,536                                       | CY          |
| Fisher, Megan                                                               | Professional Lecturer         |                    | 67,925                                        | CY          |
| Orr, James                                                                  | Professional Lecturer         |                    | 89,200                                        | CY          |
| <b><u>Institutional Research</u></b>                                        |                               |                    |                                               |             |
| Bush, Kristen                                                               | Administrative Lecturer       | Assistant Provost  | 117,330                                       | CY          |
| Catley, Dennis                                                              | Professional Lecturer         |                    | 93,560                                        | CY          |
| Durodoye, Raifu                                                             | Professional Lecturer         |                    | 61,658                                        | CY          |
| Gile, Roxanne                                                               | Professional Lecturer         |                    | 86,148                                        | CY          |
| Hung, Chang Yu                                                              | Professional Lecturer         |                    | 74,372                                        | CY          |
| McBee, Janice                                                               | Professional Lecturer         |                    | 64,638                                        | CY          |

## *Senior Vice President and Provost*

| <u>Name</u>                                              | <u>Rank</u>                   | <u>Title</u>                                | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|----------------------------------------------------------|-------------------------------|---------------------------------------------|-----------------------------------------------|-------------|
| Perez, Rebecca                                           | Professional Lecturer         |                                             | 61,133                                        | CY          |
| Pleitz, Jacob                                            | Professional Lecturer         |                                             | 59,500                                        | CY          |
| Voigt, Paul                                              | Professional Lecturer         |                                             | 81,410                                        | CY          |
| <b><u>Multicultural Academic Opportunity Program</u></b> |                               |                                             |                                               |             |
| Hunter, Monica                                           | Professional Lecturer         | Associate Director                          | 45,000                                        | CY          |
| Thompson, Jody                                           | Professional Lecturer         |                                             | 71,533                                        | CY          |
| <b><u>Office of Assessment and Evaluation</u></b>        |                               |                                             |                                               |             |
| Culver, Steven                                           | Administrative Lecturer       | Assistant Provost                           | 113,500                                       | CY          |
| Bodo, Bethany                                            | Professional Lecturer         |                                             | 87,831                                        | CY          |
| Brunton, Kelsey                                          | Professional Lecturer         |                                             | 41,220                                        | CY          |
| Farquhar-Caddell, Dakota                                 | Professional Lecturer         | New Student and Family Programs Coordinator | 45,000                                        | CY          |
| Kniola, David                                            | Professional Lecturer         |                                             | 67,782                                        | CY          |
| Laughlin, Anne                                           | Professional Lecturer         |                                             | 58,978                                        | CY          |
| <b><u>Office of Summer and Winter Sessions</u></b>       |                               |                                             |                                               |             |
| Herndon, Michael                                         | Administrative Lecturer       | Director                                    | 87,161                                        | CY          |
| <b><u>Administration</u></b>                             |                               |                                             |                                               |             |
| Finney, Jack                                             | Administrative Professor      | Vice Provost                                | 245,000                                       | CY          |
| McNamee, Mark                                            | Administrative Professor      | Senior Vice President and Provost           | 419,379                                       | CY          |
| Holloway, Rachel                                         | Administrative Associate Prof | Vice Provost                                | 185,500                                       | CY          |
| Daku, Feride                                             | Administrative Lecturer       |                                             | 100,100                                       | CY          |
| Dean, Wanda                                              | Administrative Lecturer       | Vice Provost                                | 204,000                                       | CY          |
| Hogan, Amy                                               | Administrative Lecturer       |                                             | 112,000                                       | CY          |
| Layne, Margaret                                          | Administrative Lecturer       |                                             | 103,600                                       | CY          |
| McConnell, Kathryne                                      | Administrative Lecturer       |                                             | 81,600                                        | CY          |
| Plummer, Ellen                                           | Administrative Lecturer       | Assistant Provost                           | 128,000                                       | CY          |
| Smith, Kenneth                                           | Administrative Lecturer       | Vice Provost                                | 170,000                                       | CY          |
| Byrd, Christina                                          | Professional Lecturer         |                                             | 56,100                                        | CY          |
| Coble, Zebulon                                           | Professional Lecturer         |                                             | 100,300                                       | CY          |
| Earley, Jeffrey                                          | Professional Lecturer         |                                             | 124,500                                       | CY          |
| Hertweck, Bryan                                          | Professional Lecturer         |                                             | 66,200                                        | CY          |
| Mesfin, Mesfin                                           | Professional Lecturer         |                                             | 45,000                                        | CY          |
| Moore, Vicky                                             | Professional Lecturer         |                                             | 54,100                                        | CY          |
| Phillips, Alva                                           | Professional Lecturer         |                                             | 61,880                                        | CY          |
| Stevens, Kenneth                                         | Professional Lecturer         |                                             | 45,900                                        | CY          |
| Whitehurst, Stephen                                      | Professional Lecturer         |                                             | 57,721                                        | CY          |
| Wood, Ashley                                             | Professional Lecturer         |                                             | 56,500                                        | CY          |
| <b><u>Registrar</u></b>                                  |                               |                                             |                                               |             |
| Cridlin, Clyde                                           | Professional Instructor       |                                             | 72,864                                        | CY          |
| Bailey, Lynda                                            | Professional Lecturer         |                                             | 54,220                                        | CY          |
| Costello, Gary                                           | Professional Lecturer         |                                             | 61,791                                        | CY          |

## *Senior Vice President and Provost*

| <u>Name</u>                                             | <u>Rank</u>               | <u>Title</u>           | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------------------------------------------|---------------------------|------------------------|-----------------------------------------------|-------------|
| Gervais, Shayne                                         | Professional Lecturer     |                        | 120,000                                       | CY          |
| Sparks, Richard                                         | Professional Lecturer     | Associate Dean         | 120,000                                       | CY          |
| <b><u>Student Athlete Academic Support Services</u></b> |                           |                        |                                               |             |
| Armstrong, Sarah                                        | Professional Lecturer     |                        | 68,850                                        | CY          |
| Byrd, Cory                                              | Professional Lecturer     |                        | 46,659                                        | CY          |
| Gholston, Kendrick                                      | Professional Lecturer     |                        | 59,000                                        | CY          |
| Jones, Robyn                                            | Professional Lecturer     |                        | 46,125                                        | CY          |
| Mayotte, Matthew                                        | Professional Lecturer     |                        | 100,470                                       | CY          |
| Moore, Timothy                                          | Professional Lecturer     |                        | 44,532                                        | CY          |
| Swanhart, Michael                                       | Professional Lecturer     |                        | 56,375                                        | CY          |
| Vaccaro, Nicolas                                        | Professional Lecturer     |                        | 44,532                                        | CY          |
| <b><u>The Student Success</u></b>                       |                           |                        |                                               |             |
| Sanders, Karen                                          | Administrative Lecturer   | Associate Vice Provost | 166,000                                       | CY          |
| Campos, Mary Grace                                      | Professional Lecturer     |                        | 55,029                                        | CY          |
| Grimes, Jessica                                         | Professional Lecturer     |                        | 59,645                                        | CY          |
| Hyer, Nicholas                                          | Professional Lecturer     |                        | 41,000                                        | CY          |
| McGuire, Dana                                           | Professional Lecturer     |                        | 43,050                                        | CY          |
| <b><u>Undergraduate Admissions</u></b>                  |                           |                        |                                               |             |
| Johnson, Mildred                                        | Administrative Instructor | Associate Vice Provost | 136,663                                       | CY          |
| Boyd, Samantha                                          | Professional Lecturer     |                        | 51,972                                        | CY          |
| Costa, Lyndsey                                          | Professional Lecturer     |                        | 33,964                                        | CY          |
| Cripps, Haley                                           | Professional Lecturer     |                        | 37,500                                        | CY          |
| Espinoza, Juan                                          | Professional Lecturer     |                        | 87,158                                        | CY          |
| Garrett, Alphonso                                       | Professional Lecturer     |                        | 42,887                                        | CY          |
| Harris, Jennifer                                        | Professional Lecturer     |                        | 56,231                                        | CY          |
| LaPlante, Rebekah                                       | Professional Lecturer     |                        | 69,757                                        | CY          |
| Menter, Elizabeth                                       | Professional Lecturer     |                        | 35,100                                        | CY          |
| Milley, Steven                                          | Professional Lecturer     |                        | 52,685                                        | CY          |
| Rawlings, Kelly                                         | Professional Lecturer     |                        | 73,633                                        | CY          |
| St Jean, A                                              | Professional Lecturer     |                        | 45,657                                        | CY          |
| Todd, Jane                                              | Professional Lecturer     |                        | 39,716                                        | CY          |
| Wilson, Elizabeth                                       | Professional Lecturer     |                        | 42,271                                        | CY          |
| <b><u>Undergraduate Studies</u></b>                     |                           |                        |                                               |             |
| Lewis, Stephanie                                        | Postdoctoral Associate    |                        | 51,500                                        | CY          |
| Biscotte, Stephen                                       | Professional Lecturer     |                        | 62,882                                        | CY          |
| Swaby, Keri                                             | Professional Lecturer     |                        | 55,100                                        | CY          |
| <b><u>University Academic Advising Center</u></b>       |                           |                        |                                               |             |
| Smith, Kimberly                                         | Administrative Lecturer   | Director               | 101,268                                       | CY          |
| Bianco, Catherine                                       | Professional Lecturer     |                        | 38,010                                        | CY          |
| Bruce, Herbert                                          | Professional Lecturer     |                        | 59,600                                        | CY          |

*Senior Vice President and Provost*

| <u>Name</u>             | <u>Rank</u>           | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------------|-----------------------|--------------|-----------------------------------------------|-------------|
| Chatham, Janice         | Professional Lecturer |              | 49,046                                        | CY          |
| Gay, Keith              | Professional Lecturer |              | 42,745                                        | CY          |
| Goetz, Helene           | Professional Lecturer |              | 62,047                                        | CY          |
| Johnson, Jason          | Professional Lecturer |              | 40,822                                        | CY          |
| Matuszek, Elaine        | Professional Lecturer |              | 63,100                                        | CY          |
| Sano-Franchini, Dominic | Professional Lecturer |              | 43,250                                        | CY          |
| Thomas, Lauren          | Professional Lecturer |              | 40,640                                        | CY          |
| Varboncoeur, Lauren     | Professional Lecturer |              | 39,438                                        | CY          |

**University Honors Program**

|                     |                         |  |        |    |
|---------------------|-------------------------|--|--------|----|
| Tunno, Patrick      | Professional Instructor |  | 43,860 | AY |
| Laib, Andria        | Professional Lecturer   |  | 28,000 | CY |
| McIntyre, Christina | Professional Lecturer   |  | 86,807 | CY |
| Shrader, Russell    | Professional Lecturer   |  | 54,313 | CY |
| Smith, Amber        | Professional Lecturer   |  | 42,024 | CY |
| Vandyke, Sara       | Professional Lecturer   |  | 43,286 | CY |

**University Scholarships and Financial Aid**

|                      |                       |  |         |    |
|----------------------|-----------------------|--|---------|----|
| Armstrong, Elizabeth | Professional Lecturer |  | 142,024 | CY |
| Breeding, Stephanie  | Professional Lecturer |  | 50,872  | CY |
| Clements, Stephanie  | Professional Lecturer |  | 63,143  | CY |
| Hammond, Matthew     | Professional Lecturer |  | 50,786  | CY |
| Meehan, Wendy        | Professional Lecturer |  | 61,560  | CY |
| Schweighart, Matthew | Professional Lecturer |  | 46,170  | CY |

**Virginia Tech Carilion Health and Medical Education**

|                   |                     |  |         |    |
|-------------------|---------------------|--|---------|----|
| Ely, Susan        | Professor           |  | 131,000 | CY |
| Carvalho, Helena  | Assistant Professor |  | 96,500  | CY |
| LaConte, Leslie E | Assistant Professor |  | 103,500 | CY |

**Women's Center**

|                    |                       |  |        |    |
|--------------------|-----------------------|--|--------|----|
| Harrington, Kelsey | Professional Lecturer |  | 42,000 | CY |
| LoMascolo, Anna    | Professional Lecturer |  | 72,500 | CY |
| Meltsner, Jessica  | Professional Lecturer |  | 15,500 | AY |
| Mey, Katelin       | Professional Lecturer |  | 40,000 | CY |
| Smith, Christine   | Professional Lecturer |  | 69,000 | CY |
| Valatka, Sarah     | Professional Lecturer |  | 48,900 | CY |

## *Vice President for Administration*

| <u>Name</u>                                                      | <u>Rank</u>             | <u>Title</u>             | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|------------------------------------------------------------------|-------------------------|--------------------------|-----------------------------------------------|-------------|
| <b><u>University Americans with Disabilities Act Program</u></b> |                         |                          |                                               |             |
| Vickers, Pamela                                                  | Professional Lecturer   |                          | 69,625                                        | CY          |
| <b><u>Assistant Vice President for Business Services</u></b>     |                         |                          |                                               |             |
| Wilkes, Lisa                                                     | Administrative Lecturer | Assistant Vice President | 204,600                                       | CY          |
| Akers, Kimberly                                                  | Professional Lecturer   |                          | 52,403                                        | CY          |
| <b><u>Air Transportation Services</u></b>                        |                         |                          |                                               |             |
| Berry, Michael                                                   | Professional Lecturer   |                          | 84,150                                        | CY          |
| Tittinger, James                                                 | Professional Lecturer   |                          | 89,760                                        | CY          |
| Volk, Adam                                                       | Professional Lecturer   |                          | 71,400                                        | CY          |
| Wright, James                                                    | Professional Lecturer   |                          | 72,500                                        | CY          |
| <b><u>Business Services</u></b>                                  |                         |                          |                                               |             |
| McCoy, Robin                                                     | Professional Lecturer   |                          | 73,901                                        | CY          |
| <b><u>Campus Mail Center</u></b>                                 |                         |                          |                                               |             |
| McCoy, Virginia                                                  | Professional Lecturer   |                          | 71,406                                        | CY          |
| <b><u>Human Resources</u></b>                                    |                         |                          |                                               |             |
| Chambers, Yohna                                                  | Administrative Lecturer |                          | 160,352                                       | CY          |
| Irvin, Andrew                                                    | Administrative Lecturer | Associate Vice President | 206,268                                       | CY          |
| Cronley, Ann                                                     | Professional Lecturer   |                          | 61,763                                        | CY          |
| Cumberland, Jeffrey                                              | Professional Lecturer   |                          | 53,500                                        | CY          |
| Irvin, Rodney                                                    | Professional Lecturer   |                          | 90,083                                        | CY          |
| King, Angela                                                     | Professional Lecturer   |                          | 112,015                                       | CY          |
| Kropff, Catherine                                                | Professional Lecturer   |                          | 81,374                                        | CY          |
| Leftwich, Sara                                                   | Professional Lecturer   |                          | 66,033                                        | CY          |
| Luketic, Christine                                               | Professional Lecturer   |                          | 81,297                                        | CY          |
| Mabry, Curtis                                                    | Professional Lecturer   |                          | 94,295                                        | CY          |
| McCoy, Michael                                                   | Professional Lecturer   |                          | 63,490                                        | CY          |
| Petry, Catherine                                                 | Professional Lecturer   |                          | 76,280                                        | CY          |
| Wehner, Kirk                                                     | Professional Lecturer   |                          | 127,532                                       | CY          |
| <b><u>Emergency Management</u></b>                               |                         |                          |                                               |             |
| Mulhare, Michael                                                 | Administrative Lecturer |                          | 152,029                                       | CY          |
| Marinik, Andrew                                                  | Professional Lecturer   |                          | 65,882                                        | CY          |
| <b><u>Environmental Health and Safety</u></b>                    |                         |                          |                                               |             |
| Franklin, Lance                                                  | Administrative Lecturer |                          | 160,771                                       | CY          |
| Coluni, Maribeth                                                 | Professional Lecturer   |                          | 62,281                                        | CY          |
| Conner, Donald                                                   | Professional Lecturer   |                          | 66,940                                        | CY          |
| Imperatore, Frank                                                | Professional Lecturer   |                          | 70,174                                        | CY          |
| Kroner, Anna                                                     | Professional Lecturer   |                          | 62,793                                        | CY          |
| Layman, Rachel                                                   | Professional Lecturer   |                          | 63,251                                        | CY          |

## *Vice President for Administration*

| <u>Name</u>            | <u>Rank</u>           | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|------------------------|-----------------------|--------------|-----------------------------------------------|-------------|
| Lowe, Robert           | Professional Lecturer |              | 64,617                                        | CY          |
| McCall-Miller, Robin   | Professional Lecturer |              | 63,535                                        | CY          |
| Mondy, Bernadette      | Professional Lecturer |              | 86,264                                        | CY          |
| Pegues, Valerie        | Professional Lecturer |              | 56,576                                        | CY          |
| Ritenour, Joey         | Professional Lecturer |              | 47,691                                        | CY          |
| Smiley, Douglas        | Professional Lecturer |              | 93,508                                        | CY          |
| Soni, Shilpa           | Professional Lecturer |              | 57,924                                        | CY          |
| Stevens-Mauldon, Susan | Professional Lecturer |              | 49,427                                        | CY          |
| Waggoner, Charlotte    | Professional Lecturer |              | 84,782                                        | CY          |
| Williams, Jeremy       | Professional Lecturer |              | 55,992                                        | CY          |

### **Equity and Access**

|                  |                         |  |         |    |
|------------------|-------------------------|--|---------|----|
| White, Pamela    | Administrative Lecturer |  | 131,274 | CY |
| Arthur, Nikeshia | Professional Lecturer   |  | 60,000  | CY |
| Moore, Karisa    | Professional Lecturer   |  | 94,784  | CY |
| Robinson, Dale   | Professional Lecturer   |  | 74,460  | CY |

### **Facilities Services Associate Vice President and Chief Facilities Office**

|                    |                         |                                 |         |    |
|--------------------|-------------------------|---------------------------------|---------|----|
| Kiwus, Christopher | Administrative Lecturer |                                 | 227,700 | CY |
| McCoy, Heidi       | Professional Lecturer   | Deputy Chief Facilities Officer | 160,435 | CY |

### **Facilities Services Deputy Chief Facilities Office**

|                   |                       |  |        |    |
|-------------------|-----------------------|--|--------|----|
| Avis, Kimberly    | Professional Lecturer |  | 70,298 | CY |
| Ball, Robin       | Professional Lecturer |  | 80,935 | CY |
| Crane, Joseph     | Professional Lecturer |  | 70,298 | CY |
| Hansen, Elizabeth | Professional Lecturer |  | 84,252 | CY |
| Stanford, Brian   | Professional Lecturer |  | 47,392 | CY |
| Winters, Gregory  | Professional Lecturer |  | 45,286 | CY |

### **Facilities Services Facilities Operations**

|                |                       |  |         |    |
|----------------|-----------------------|--|---------|----|
| Avagyan, Ruben | Professional Lecturer |  | 94,784  | CY |
| Dietz, Charles | Professional Lecturer |  | 85,095  | CY |
| Helms, Mark    | Professional Lecturer |  | 171,952 | CY |
| Nichols, Byron | Professional Lecturer |  | 111,606 | CY |

### **Facilities Services Office of University Planning**

|                  |                         |  |         |    |
|------------------|-------------------------|--|---------|----|
| Cochrane, Dennis | Administrative Lecturer |  | 80,944  | CY |
| Dunn, Michael    | Professional Lecturer   |  | 80,141  | CY |
| Mouras, Steven   | Professional Lecturer   |  | 123,934 | CY |
| Shelton, Jason   | Professional Lecturer   |  | 70,663  | CY |
| Soileau, Jason   | Professional Lecturer   |  | 158,902 | CY |

### **Facilities Services University Building Official**

|                 |                         |  |         |    |
|-----------------|-------------------------|--|---------|----|
| Hinson, William | Administrative Lecturer |  | 119,842 | CY |
| Hagedorn, James | Professional Lecturer   |  | 85,619  | CY |

## *Vice President for Administration*

| <u>Name</u>                                                                           | <u>Rank</u>             | <u>Title</u>                                   | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------------------------------------------------------------------------|-------------------------|------------------------------------------------|-----------------------------------------------|-------------|
| Smith, Steven                                                                         | Professional Lecturer   |                                                | 83,940                                        | CY          |
| Zokaite, Joseph                                                                       | Professional Lecturer   |                                                | 83,940                                        | CY          |
| <b><u>Facilities Services University Design and Construction</u></b>                  |                         |                                                |                                               |             |
| Chinn, David                                                                          | Professional Lecturer   |                                                | 88,651                                        | CY          |
| Curfiss, Aaron                                                                        | Professional Lecturer   |                                                | 84,021                                        | CY          |
| Hoeflein, Joseph                                                                      | Professional Lecturer   |                                                | 82,395                                        | CY          |
| McCoy, James                                                                          | Professional Lecturer   |                                                | 97,263                                        | CY          |
| <b><u>Facilities Services University Design and Construction - Administration</u></b> |                         |                                                |                                               |             |
| Hager, Monte                                                                          | Professional Lecturer   |                                                | 96,530                                        | CY          |
| LaClair, Leigh                                                                        | Professional Lecturer   | Director of University Design and Construction | 181,154                                       | CY          |
| <b><u>Facilities Services Virginia Tech Electric Service</u></b>                      |                         |                                                |                                               |             |
| Hagy, Carl                                                                            | Professional Lecturer   |                                                | 78,971                                        | CY          |
| Short, Lynn                                                                           | Professional Lecturer   |                                                | 81,329                                        | CY          |
| <b><u>Information Technology for Administrative Services</u></b>                      |                         |                                                |                                               |             |
| Altman, Jennifer                                                                      | Professional Lecturer   |                                                | 59,305                                        | CY          |
| Beckett, Malcolm                                                                      | Professional Lecturer   |                                                | 108,430                                       | CY          |
| Judy, Aaron                                                                           | Professional Lecturer   |                                                | 50,069                                        | CY          |
| McElroy, Tracy                                                                        | Professional Lecturer   |                                                | 88,929                                        | CY          |
| Smith, Adam                                                                           | Professional Lecturer   |                                                | 48,967                                        | CY          |
| Thomas, Jonathan                                                                      | Professional Lecturer   |                                                | 71,050                                        | CY          |
| <b><u>Organizational Development</u></b>                                              |                         |                                                |                                               |             |
| Baker-Lloyd, Lori                                                                     | Administrative Lecturer |                                                | 133,239                                       | CY          |
| Cohen, Alicia                                                                         | Professional Lecturer   |                                                | 77,226                                        | CY          |
| Deramo, Michele                                                                       | Professional Lecturer   | Director                                       | 77,933                                        | CY          |
| MacQueen, James                                                                       | Professional Lecturer   |                                                | 67,354                                        | CY          |
| Massey, John                                                                          | Professional Lecturer   |                                                | 94,295                                        | CY          |
| Mecham, Ross                                                                          | Professional Lecturer   |                                                | 84,252                                        | CY          |
| <b><u>Parking Services</u></b>                                                        |                         |                                                |                                               |             |
| Freed, Deborah                                                                        | Professional Lecturer   |                                                | 77,617                                        | CY          |
| McCoy, Richard                                                                        | Professional Lecturer   |                                                | 94,039                                        | CY          |
| <b><u>Police</u></b>                                                                  |                         |                                                |                                               |             |
| Foust, Kevin                                                                          | Administrative Lecturer | Chief of Police                                | 150,074                                       | CY          |
| Lau, Jamie                                                                            | Professional Lecturer   |                                                | 73,721                                        | CY          |
| Tuell, Chassidy                                                                       | Professional Lecturer   |                                                | 39,620                                        | CY          |
| <b><u>Vice President for Administration</u></b>                                       |                         |                                                |                                               |             |
| Kates, Angela                                                                         | Administrative Lecturer |                                                | 130,000                                       | CY          |

***Vice President for Administration***

| <b><u>Name</u></b>  | <b><u>Rank</u></b>      | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|---------------------|-------------------------|---------------------|------------------------------------------------------|--------------------|
| Wilson, Sherwood    | Administrative Lecturer | Vice President      | 302,256                                              | CY                 |
| Smith, Kayla        | Professional Lecturer   |                     | 67,681                                               | CY                 |
| Spieldenner, Robert | Professional Lecturer   |                     | 61,460                                               | CY                 |

***Vice President and Executive Director, National Capital Region***

| <b><u>Name</u></b>                               | <b><u>Rank</u></b>       | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|--------------------------------------------------|--------------------------|---------------------|------------------------------------------------------|--------------------|
| <b><u>National Capital Region Operations</u></b> |                          |                     |                                                      |                    |
| McKnight, Steven                                 | Administrative Professor | Vice President      | 264,000                                              | CY                 |
| Stone, Nicholas                                  | Professor                |                     | 144,757                                              | CY                 |
| Brown, Robert                                    | Professional Lecturer    |                     | 64,921                                               | CY                 |
| Davenport, Justin                                | Professional Lecturer    |                     | 106,824                                              | CY                 |
| Murphy, Dianna                                   | Professional Lecturer    |                     | 90,202                                               | CY                 |
| Sorensen, Mark                                   | Professional Lecturer    |                     | 72,658                                               | CY                 |
| <b><u>Research Development Team</u></b>          |                          |                     |                                                      |                    |
| Raman, Sanjay                                    | Professor                |                     | 229,411                                              | CY                 |
| Murch, Randall                                   | Professional Lecturer    |                     | 220,994                                              | CY                 |

## *Vice President for Finance and Chief Financial Officer*

| <u>Name</u>                                                   | <u>Rank</u>             | <u>Title</u>                                        | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------------------------------------------------|-------------------------|-----------------------------------------------------|-----------------------------------------------|-------------|
| <b><u>Budget and Financial Planning</u></b>                   |                         |                                                     |                                               |             |
| Hodge, Timothy                                                | Administrative Lecturer | Assistant Vice President                            | 196,000                                       | CY          |
| Hundley, Travis                                               | Administrative Lecturer | Associate Director for Budget Operations            | 105,368                                       | CY          |
| Bartlett, Christopher                                         | Professional Lecturer   | Financial Planning Analyst                          | 54,500                                        | CY          |
| Cox, Amberson                                                 | Professional Lecturer   | Budget Analyst                                      | 53,600                                        | CY          |
| Gabriele, Rachel                                              | Professional Lecturer   | Assistant to AVP/Special Projects Manager           | 71,630                                        | CY          |
| Hagerman, Cortney                                             | Professional Lecturer   | Budget Manager                                      | 74,256                                        | CY          |
| Heath, Harvey                                                 | Professional Lecturer   | Budget Manager                                      | 72,874                                        | CY          |
| Hillman, James                                                | Professional Lecturer   | Budget Manager                                      | 75,960                                        | CY          |
| Page, Angela                                                  | Professional Lecturer   | Budget Analyst                                      | 63,500                                        | CY          |
| Shepard, Brennan                                              | Professional Lecturer   | Associate Director for Financial Planning           | 94,400                                        | CY          |
| VandeVord, Todd                                               | Professional Lecturer   | Sr. Financial Planning Analyst                      | 65,903                                        | CY          |
| <b><u>Finance and Foundation Support - Administration</u></b> |                         |                                                     |                                               |             |
| Meacham, Nancy                                                | Professional Lecturer   | Project Manager                                     | 67,221                                        | CY          |
| <b><u>Investments and Debt Management</u></b>                 |                         |                                                     |                                               |             |
| Cusimano, John                                                | Administrative Lecturer | University Treasurer and Associate Vice President   | 239,200                                       | CY          |
| <b><u>Bursar</u></b>                                          |                         |                                                     |                                               |             |
| West, Melinda                                                 | Administrative Lecturer | University Bursar                                   | 119,000                                       | CY          |
| Low, Jesse                                                    | Professional Lecturer   | Account Analyst                                     | 44,160                                        | CY          |
| Shen, Wenqi                                                   | Professional Lecturer   | E-Commerce Operations Manager                       | 66,268                                        | CY          |
| <b><u>Procurement</u></b>                                     |                         |                                                     |                                               |             |
| Helmick, Mary                                                 | Administrative Lecturer | Director of Procurement                             | 134,640                                       | CY          |
| Porter, Kathey                                                | Professional Lecturer   | Assistant Director for Supplier Diversity           | 71,925                                        | CY          |
| Sutphin, Bonnie                                               | Professional Lecturer   | Associate Director for Operations                   | 99,450                                        | CY          |
| <b><u>Risk Management</u></b>                                 |                         |                                                     |                                               |             |
| Douglas, Ellen                                                | Professional Lecturer   | Director of Risk Management                         | 109,845                                       | CY          |
| <b><u>Controller</u></b>                                      |                         |                                                     |                                               |             |
| Miller, Kenneth                                               | Administrative Lecturer | Assistant Vice President for Finance and Controller | 211,500                                       | CY          |
| Alexander, Diana                                              | Professional Lecturer   | Cost Accounting Manager                             | 66,170                                        | CY          |
| Connelly, Alexis                                              | Professional Lecturer   | Assistant Payroll Manager                           | 62,565                                        | CY          |
| Kershner, Michael                                             | Professional Lecturer   | Accounts Payable Manager                            | 75,428                                        | CY          |
| King, Stacy                                                   | Professional Lecturer   | General Accounting Manager                          | 81,549                                        | CY          |
| Linkous, Carla                                                | Professional Lecturer   | Financial Analyst/Asst. ARMICS Coordinator          | 42,350                                        | CY          |
| Saylors, Rebekah                                              | Professional Lecturer   | Manager of Fixed Assets                             | 82,425                                        | CY          |
| Schoner, Jenni                                                | Professional Lecturer   | Senior Programmer Analyst                           | 70,608                                        | CY          |
| Shelor, Leisa                                                 | Professional Lecturer   | Payroll Manager                                     | 84,274                                        | CY          |
| Smith, Brian                                                  | Professional Lecturer   | Internal Controls Director/ARMICS Coordinator       | 78,937                                        | CY          |
| Starling, Barbara                                             | Professional Lecturer   | Associate Controller                                | 96,995                                        | CY          |

## ***Vice President for Finance and Chief Financial Officer***

| <u><b>Name</b></u>                       | <u><b>Rank</b></u>      | <u><b>Title</b></u>                                  | <u><b>Recommended Salary<br/>For 2015 - 2016</b></u> | <u><b>Appt</b></u> |
|------------------------------------------|-------------------------|------------------------------------------------------|------------------------------------------------------|--------------------|
| Vest, Wendell                            | Professional Lecturer   | Associate Controller, Accounting Operations          | 132,000                                              | CY                 |
| <b><u>Internal Audit</u></b>             |                         |                                                      |                                                      |                    |
| Kurek, Sharon                            | Administrative Lecturer | Director of Internal Audit                           | 179,375                                              | CY                 |
| Abplanalp, William                       | Professional Lecturer   | Audit Manager                                        | 89,031                                               | CY                 |
| Daniels, Brian                           | Professional Lecturer   | Associate Director - Internal Audit                  | 128,269                                              | CY                 |
| Davis, Gannon                            | Professional Lecturer   | Senior Auditor                                       | 67,007                                               | CY                 |
| <b><u>Vice President for Finance</u></b> |                         |                                                      |                                                      |                    |
| Broyden, Robert                          | Administrative Lecturer | Assistant Vice President                             | 165,100                                              | CY                 |
| Shelton, Millard                         | Administrative Lecturer | Vice President                                       | 326,477                                              | CY                 |
| Belcher, William                         | Professional Lecturer   | University Coordinator of Business Practices         | 94,600                                               | CY                 |
| Campbell, Allen                          | Professional Lecturer   | Director of Finance Information Technology           | 120,700                                              | CY                 |
| Crotts, David                            | Professional Lecturer   | Assistant Director                                   | 86,000                                               | CY                 |
| Greer, Deborah                           | Professional Lecturer   | Business Manager                                     | 71,330                                               | CY                 |
| Huff, Stephen                            | Professional Lecturer   | IT Manager - Bursar Office                           | 52,500                                               | CY                 |
| Hundley, Jennifer                        | Professional Lecturer   | Capital Program Budget Manager                       | 73,790                                               | CY                 |
| Mann, Robert                             | Professional Lecturer   | Assistant Director of Capital Assets                 | 84,373                                               | CY                 |
| Sharma, Savita                           | Professional Lecturer   | Chief of Staff                                       | 110,000                                              | CY                 |
| Sherman, Christopher                     | Professional Lecturer   | Lead Developer for Financial Applications            | 69,250                                               | CY                 |
| Sumpter, Jerry                           | Professional Lecturer   | Assistant Director of Finance Information Technology | 90,700                                               | CY                 |

## *Vice President for Development and University Relations*

| <u>Name</u>                                          | <u>Rank</u>             | <u>Title</u>                    | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|------------------------------------------------------|-------------------------|---------------------------------|-----------------------------------------------|-------------|
| <b><u>Licensing and Trademark Administration</u></b> |                         |                                 |                                               |             |
| Cole, Kristan                                        | Professional Lecturer   |                                 | 70,000                                        | CY          |
| <b><u>University Development</u></b>                 |                         |                                 |                                               |             |
| Arsenault, Rhonda                                    | Administrative Lecturer | Associate Vice President        | 221,400                                       | CY          |
| Corvin, Timothy                                      | Administrative Lecturer | Senior Associate Vice President | 281,124                                       | CY          |
| Gargagliano, Richard                                 | Administrative Lecturer |                                 | 103,380                                       | CY          |
| Adams, Steven                                        | Professional Lecturer   |                                 | 66,825                                        | CY          |
| Allen, Wallace                                       | Professional Lecturer   |                                 | 91,677                                        | CY          |
| Ashton, Julianna                                     | Professional Lecturer   |                                 | 106,000                                       | CY          |
| Badey, Lois                                          | Professional Lecturer   |                                 | 131,325                                       | CY          |
| Bailey, Robert                                       | Professional Lecturer   |                                 | 103,460                                       | CY          |
| Bassett, Eddie                                       | Professional Lecturer   |                                 | 90,500                                        | CY          |
| Bauman, Nena                                         | Professional Lecturer   |                                 | 127,500                                       | CY          |
| Bolt, Terry                                          | Professional Lecturer   |                                 | 108,557                                       | CY          |
| Christopoulos, Kim                                   | Professional Lecturer   |                                 | 80,386                                        | CY          |
| Clark, Karin                                         | Professional Lecturer   |                                 | 62,424                                        | CY          |
| Clough, Jessica                                      | Professional Lecturer   |                                 | 49,939                                        | CY          |
| Crockett, Crystal                                    | Professional Lecturer   |                                 | 82,595                                        | CY          |
| Davis, A Scott                                       | Professional Lecturer   |                                 | 77,675                                        | CY          |
| Dorman, Rachel                                       | Professional Lecturer   |                                 | 41,820                                        | CY          |
| Edwards, Erin                                        | Professional Lecturer   |                                 | 136,729                                       | CY          |
| Everett, David                                       | Professional Lecturer   |                                 | 114,119                                       | CY          |
| Frazier, Thomas                                      | Professional Lecturer   |                                 | 42,228                                        | CY          |
| Fritz, Alex                                          | Professional Lecturer   |                                 | 106,723                                       | CY          |
| Gladchuk, John                                       | Professional Lecturer   |                                 | 114,083                                       | CY          |
| Good, Ciji                                           | Professional Lecturer   |                                 | 64,202                                        | CY          |
| Grove, Benjamin                                      | Professional Lecturer   |                                 | 80,569                                        | CY          |
| Grove, James                                         | Professional Lecturer   |                                 | 69,834                                        | CY          |
| Hamilton, Deborah                                    | Professional Lecturer   |                                 | 103,161                                       | CY          |
| Hill, Benjamin                                       | Professional Lecturer   |                                 | 69,170                                        | CY          |
| Holden, Randy                                        | Professional Lecturer   |                                 | 97,653                                        | CY          |
| Howland, Timothy                                     | Professional Lecturer   | Associate Director              | 89,356                                        | CY          |
| Hughes, Scott                                        | Professional Lecturer   |                                 | 42,228                                        | CY          |
| Hutchins, Emily                                      | Professional Lecturer   |                                 | 82,192                                        | CY          |
| Kaplan, Kathleen                                     | Professional Lecturer   |                                 | 83,232                                        | CY          |
| Kauhane, Brianna                                     | Professional Lecturer   |                                 | 83,190                                        | CY          |
| Kobia, Holly                                         | Professional Lecturer   | Assistant Director, Development | 74,475                                        | CY          |
| Lambert, Margaret                                    | Professional Lecturer   |                                 | 63,187                                        | CY          |
| Lillard, Gerald                                      | Professional Lecturer   |                                 | 91,594                                        | CY          |
| Lyman, Robert                                        | Professional Lecturer   |                                 | 60,195                                        | CY          |
| Martin, Karina                                       | Professional Lecturer   |                                 | 103,785                                       | CY          |
| McBride, Elizabeth                                   | Professional Lecturer   |                                 | 103,721                                       | CY          |
| Meacham, Vernon                                      | Professional Lecturer   |                                 | 110,925                                       | CY          |
| Merritt, Lucius                                      | Professional Lecturer   |                                 | 151,266                                       | CY          |
| Miers, Jerrad                                        | Professional Lecturer   |                                 | 83,320                                        | CY          |

## *Vice President for Development and University Relations*

| <u>Name</u>           | <u>Rank</u>           | <u>Title</u>                      | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-----------------------|-----------------------|-----------------------------------|-----------------------------------------------|-------------|
| Minter, Ryan          | Professional Lecturer |                                   | 40,800                                        | CY          |
| Mitchell, Carl        | Professional Lecturer |                                   | 73,950                                        | CY          |
| Mosby, Justin         | Professional Lecturer |                                   | 68,330                                        | CY          |
| Motley, Irene         | Professional Lecturer |                                   | 94,501                                        | CY          |
| Mullins, Amanda       | Professional Lecturer |                                   | 44,339                                        | CY          |
| Orzolek, Jennifer     | Professional Lecturer | Director of Development           | 113,006                                       | CY          |
| Price, Wynoka Ann     | Professional Lecturer |                                   | 85,573                                        | CY          |
| Raboteau, Albert      | Professional Lecturer |                                   | 71,193                                        | CY          |
| Russell, Mark         | Professional Lecturer |                                   | 56,650                                        | CY          |
| Sanders, Jocelyn      | Professional Lecturer | Director, Development             | 98,677                                        | CY          |
| Short, Adam           | Professional Lecturer |                                   | 76,500                                        | CY          |
| Smythers, Robert      | Professional Lecturer |                                   | 112,030                                       | CY          |
| Spracher, David       | Professional Lecturer |                                   | 80,838                                        | CY          |
| Stacy, Erica          | Professional Lecturer |                                   | 56,732                                        | CY          |
| Stewart, JMahl        | Professional Lecturer |                                   | 76,500                                        | CY          |
| Strosnider, Nancy     | Professional Lecturer |                                   | 90,925                                        | CY          |
| Tawney, Janice        | Professional Lecturer |                                   | 67,000                                        | CY          |
| Vaillancourt, Hillary | Professional Lecturer |                                   | 50,674                                        | CY          |
| Vidmar, Anthony       | Professional Lecturer | Assistant Vice President          | 152,935                                       | CY          |
| Wagner, Nicole        | Professional Lecturer |                                   | 92,879                                        | CY          |
| Weaver, Kevin         | Professional Lecturer |                                   | 88,001                                        | CY          |
| Weddle, Lonnie        | Professional Lecturer |                                   | 79,741                                        | CY          |
| Wong, Emily           | Professional Lecturer | Associate Director of Development | 60,000                                        | CY          |

### University Relations

|                       |                           |                          |         |    |
|-----------------------|---------------------------|--------------------------|---------|----|
| Hincker, Lawrence     | Administrative Instructor | Associate Vice President | 218,557 | CY |
| Owczarski, Mark       | Administrative Lecturer   |                          | 110,165 | CY |
| Brunais, Andrea       | Professional Lecturer     |                          | 68,480  | CY |
| Byron, Paula          | Professional Lecturer     |                          | 99,291  | CY |
| Crichton, Juliet      | Professional Lecturer     |                          | 53,236  | CY |
| Crow, Cecelia         | Professional Lecturer     |                          | 71,248  | CY |
| Durham, Joseph        | Professional Lecturer     |                          | 101,076 | CY |
| Gehrt, Catherine      | Professional Lecturer     | Communications Director  | 72,750  | CY |
| Gleixner, Glenn       | Professional Lecturer     |                          | 113,707 | CY |
| Gray, Cynthia         | Professional Lecturer     |                          | 75,620  | CY |
| Henderson, Jarrad     | Professional Lecturer     |                          | 49,980  | CY |
| Henson, Connie        | Professional Lecturer     |                          | 63,293  | CY |
| Jackson, John         | Professional Lecturer     |                          | 96,130  | CY |
| Jackson, Joshua       | Professional Lecturer     |                          | 79,560  | CY |
| Lemire, Edmund        | Professional Lecturer     |                          | 58,064  | CY |
| Lovegrove, Richard    | Professional Lecturer     |                          | 59,160  | CY |
| Micale, Barbara       | Professional Lecturer     |                          | 75,604  | CY |
| Neff-Henderson, Laura | Professional Lecturer     |                          | 61,687  | CY |
| Norris, Bobbie        | Professional Lecturer     |                          | 86,323  | CY |
| Parker, Jonathan      | Professional Lecturer     |                          | 45,737  | CY |
| Pastor, John          | Professional Lecturer     |                          | 82,467  | CY |

## ***Vice President for Development and University Relations***

| <u><b>Name</b></u> | <u><b>Rank</b></u>    | <u><b>Title</b></u> | <u><b>Recommended Salary<br/>For 2015 - 2016</b></u> | <u><b>Appt</b></u> |
|--------------------|-----------------------|---------------------|------------------------------------------------------|--------------------|
| Stith, Randall     | Professional Lecturer |                     | 103,712                                              | CY                 |
| Stowe, Michael     | Professional Lecturer |                     | 71,400                                               | CY                 |
| Tuel, Jesse        | Professional Lecturer |                     | 64,450                                               | CY                 |
| Whaley, Sherrie    | Professional Lecturer |                     | 71,937                                               | CY                 |
| White, Steven      | Professional Lecturer |                     | 62,475                                               | CY                 |

### **Vice President for Development**

|                     |                         |                |         |    |
|---------------------|-------------------------|----------------|---------|----|
| Flanagan, Elizabeth | Administrative Lecturer | Vice President | 327,912 | CY |
| Hayes, Angela       | Professional Lecturer   |                | 109,945 | CY |

## *Vice President for Outreach and International Affairs*

| <u>Name</u>                                                           | <u>Rank</u>               | <u>Title</u>             | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-----------------------------------------------------------------------|---------------------------|--------------------------|-----------------------------------------------|-------------|
| <b><u>Continuing and Professional Development</u></b>                 |                           |                          |                                               |             |
| Burnette, Donna                                                       | Professional Lecturer     |                          | 87,557                                        | CY          |
| Carter, Jennifer                                                      | Professional Lecturer     |                          | 87,344                                        | CY          |
| Cruikshank, Dana                                                      | Professional Lecturer     |                          | 61,200                                        | CY          |
| Earnest, Madison                                                      | Professional Lecturer     |                          | 63,066                                        | CY          |
| Jobst, Shelly                                                         | Professional Lecturer     |                          | 86,396                                        | CY          |
| Mahaney, Lisa                                                         | Professional Lecturer     |                          | 55,105                                        | CY          |
| Weimer, Scott                                                         | Professional Lecturer     |                          | 107,675                                       | CY          |
| Williams, Holly                                                       | Professional Lecturer     |                          | 65,006                                        | CY          |
| Bateman, Tanner                                                       | Sr Project Associate      |                          | 65,679                                        | CY          |
| <b><u>Center for Organizational and Technological Advancement</u></b> |                           |                          |                                               |             |
| Morgan, Neil                                                          | Professional Lecturer     |                          | 131,820                                       | CY          |
| <b><u>Economic Development</u></b>                                    |                           |                          |                                               |             |
| Lyon-Hill, Sarah                                                      | Professional Lecturer     |                          | 43,860                                        | CY          |
| Mohammed, Afroze                                                      | Professional Lecturer     |                          | 98,475                                        | CY          |
| Provo, John                                                           | Professional Lecturer     |                          | 129,713                                       | CY          |
| Tate, Anthony                                                         | Professional Lecturer     |                          | 69,530                                        | CY          |
| <b><u>Engagement Administration</u></b>                               |                           |                          |                                               |             |
| Short, Susan                                                          | Administrative Lecturer   | Associate Vice President | 169,733                                       | CY          |
| Gruber, Nancy                                                         | Professional Lecturer     |                          | 87,488                                        | CY          |
| <b><u>Global Education Office</u></b>                                 |                           |                          |                                               |             |
| Conde, Rommelyn                                                       | Professional Lecturer     |                          | 47,300                                        | CY          |
| Fitzgerald, Rachel                                                    | Professional Lecturer     |                          | 48,246                                        | CY          |
| Johansson, Theresa                                                    | Professional Lecturer     |                          | 85,000                                        | CY          |
| Pruitt, William                                                       | Professional Lecturer     |                          | 48,923                                        | CY          |
| <b><u>International Research Education and Development</u></b>        |                           |                          |                                               |             |
| Christie, Maria Elisa                                                 | Research Scientist        |                          | 92,136                                        | CY          |
| Moore, Keith                                                          | Research Scientist        |                          | 130,712                                       | CY          |
| Van Houweling, Emily                                                  | Research Scientist        |                          | 66,788                                        | CY          |
| Vaughan, Larry                                                        | Research Scientist        |                          | 101,274                                       | CY          |
| Ball, Gene                                                            | Professional Lecturer     |                          | 90,366                                        | CY          |
| Foreman, James                                                        | Professional Lecturer     |                          | 79,390                                        | CY          |
| Hassouna, Khaled                                                      | Professional Lecturer     |                          | 67,759                                        | CY          |
| Lizan, Anthony                                                        | Professional Lecturer     |                          | 41,100                                        | CY          |
| Parks, Mary                                                           | Project Associate         |                          | 40,900                                        | CY          |
| Ares, Adrian                                                          | Project Director          |                          | 87,700                                        | CY          |
| Muniappan, Rangaswamy                                                 | Project Director          |                          | 112,146                                       | CY          |
| Fayad, Amer                                                           | Senior Research Associate |                          | 72,130                                        | CY          |
| Richter, Kurt                                                         | Senior Research Associate |                          | 78,000                                        | CY          |
| Mullei, Maria                                                         | Sr Project Associate      |                          | 98,874                                        | CY          |

## *Vice President for Outreach and International Affairs*

| <u>Name</u>                                  | <u>Rank</u>             | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|----------------------------------------------|-------------------------|--------------|-----------------------------------------------|-------------|
| Neilan, Angela                               | Sr Project Associate    |              | 80,225                                        | CY          |
| Rich, Miriam                                 | Sr Project Associate    |              | 66,300                                        | CY          |
| <b><u>International Support Services</u></b> |                         |              |                                               |             |
| Leuschner, Ian                               | Administrative Lecturer |              | 77,820                                        | CY          |
| LoJacono, Mollie                             | Professional Lecturer   |              | 50,347                                        | CY          |
| <b><u>Language and Culture Institute</u></b> |                         |              |                                               |             |
| Bobal, Christine                             | Instructor              |              | 40,778                                        | AY          |
| Capone, Caitlin                              | Instructor              |              | 37,111                                        | AY          |
| Chrisman, Ada                                | Instructor              |              | 37,111                                        | AY          |
| Freday, Mary                                 | Instructor              |              | 39,634                                        | AY          |
| Ghaderi, Aniseh                              | Instructor              |              | 43,501                                        | AY          |
| Gurdal, Pinar                                | Instructor              |              | 42,251                                        | AY          |
| Massey, Elizabeth                            | Instructor              |              | 38,000                                        | AY          |
| Moore, Donita                                | Instructor              |              | 40,239                                        | AY          |
| Offenberger, Kama                            | Instructor              |              | 37,093                                        | AY          |
| Shuvalova, Tetiana                           | Instructor              |              | 37,000                                        | AY          |
| Tan, Melissa                                 | Instructor              |              | 38,563                                        | AY          |
| Back, Donald                                 | Professional Lecturer   |              | 102,273                                       | CY          |
| Bowles, Elizabeth                            | Professional Lecturer   |              | 58,406                                        | CY          |
| Bratichko, Guennadi                          | Professional Lecturer   |              | 54,312                                        | CY          |
| Dandrow, Charlene                            | Professional Lecturer   |              | 60,469                                        | CY          |
| Ducote, Bryan                                | Professional Lecturer   |              | 71,528                                        | CY          |
| Gerbatch, Daniel                             | Professional Lecturer   |              | 46,238                                        | CY          |
| Mathieson, Richard                           | Professional Lecturer   |              | 52,814                                        | CY          |
| Moore, Eric                                  | Professional Lecturer   |              | 56,974                                        | CY          |
| Neu, Susan                                   | Professional Lecturer   |              | 47,685                                        | CY          |
| Paredes, Elsie                               | Professional Lecturer   |              | 63,624                                        | CY          |
| Schreiber, Sonda                             | Professional Lecturer   |              | 48,792                                        | CY          |
| Smart-Smith, Pamela                          | Professional Lecturer   |              | 54,312                                        | CY          |
| Todd, Andrea                                 | Professional Lecturer   |              | 75,196                                        | CY          |
| <b><u>Reynolds Homestead</u></b>             |                         |              |                                               |             |
| Steele, Julie                                | Professional Lecturer   |              | 76,608                                        | CY          |
| <b><u>Richmond Center</u></b>                |                         |              |                                               |             |
| Lubin, Melissa                               | Professional Lecturer   |              | 114,437                                       | CY          |
| <b><u>TRiO Programs</u></b>                  |                         |              |                                               |             |
| Lyle, Joseph                                 | Project Associate       |              | 44,989                                        | CY          |
| Neely, Jerald                                | Project Associate       |              | 42,806                                        | CY          |
| Puryear, Jason                               | Project Associate       |              | 41,600                                        | CY          |
| Scott, Arlethea                              | Project Associate       |              | 42,953                                        | CY          |
| Umbarger-Wells, Sarah                        | Project Associate       |              | 45,686                                        | CY          |

## ***Vice President for Outreach and International Affairs***

| <u><b>Name</b></u>                                                   | <u><b>Rank</b></u>      | <u><b>Title</b></u> | <u><b>Recommended Salary<br/>For 2015 - 2016</b></u> | <u><b>Appt</b></u> |
|----------------------------------------------------------------------|-------------------------|---------------------|------------------------------------------------------|--------------------|
| Andrews, Kimberly                                                    | Project Director        |                     | 72,491                                               | CY                 |
| <u><b>The Inn at Virginia Tech and Skelton Conference Center</b></u> |                         |                     |                                                      |                    |
| Wash, Artis                                                          | Professional Lecturer   |                     | 67,320                                               | CY                 |
| <u><b>Vice President for Outreach - Administration</b></u>           |                         |                     |                                                      |                    |
| Ghosh, Guruprasad                                                    | Administrative Lecturer | Vice President      | 212,000                                              | CY                 |
| Swan, Jane                                                           | Administrative Lecturer |                     | 111,220                                              | CY                 |
| Farmer, Scott                                                        | Professional Lecturer   |                     | 92,022                                               | CY                 |
| <u><b>Virginia Tech Roanoke Center</b></u>                           |                         |                     |                                                      |                    |
| Nease, Joshua                                                        | Project Associate       |                     | 43,708                                               | CY                 |

***Vice President Alumni Relations***

| <b><u>Name</u></b>               | <b><u>Rank</u></b>      | <b><u>Title</u></b>                                 | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|----------------------------------|-------------------------|-----------------------------------------------------|------------------------------------------------------|--------------------|
| <b><u>Alumni Association</u></b> |                         |                                                     |                                                      |                    |
| Day, Deborah                     | Administrative Lecturer | Associate Vice President                            | 120,500                                              | CY                 |
| Lewis, William                   | Administrative Lecturer |                                                     | 169,728                                              | CY                 |
| Tillar, Thomas                   | Administrative Lecturer | Vice President                                      | 290,700                                              | CY                 |
| Bain, Carolyn                    | Professional Lecturer   | Director, College of Engineering Alumni             | 54,400                                               | CY                 |
| Cowell-Lucero, Jamie             | Professional Lecturer   | Director of CALS Alumni                             | 64,000                                               | CY                 |
| Fansler, Gregory                 | Professional Lecturer   | Senior Associate Director and Director of Marketing | 76,050                                               | CY                 |
| Gilbert, Bonnie                  | Professional Lecturer   | Director of Pamplin COB Alumni                      | 67,500                                               | CY                 |
| Harrington, Gwen                 | Professional Lecturer   | Assistant Director, Tours and Sponsorships          | 49,550                                               | CY                 |
| Hunt, David                      | Professional Lecturer   | Communications Manager                              | 54,071                                               | CY                 |
| Hutcheson, John                  | Professional Lecturer   | Director of NCR Alumni Relations                    | 73,500                                               | CY                 |
| Lafon, Katherine                 | Professional Lecturer   | Director of Alumni Relations                        | 53,955                                               | CY                 |
| Marquis, Raleigh                 | Professional Lecturer   |                                                     | 51,000                                               | CY                 |
| McCauley, Jordan                 | Professional Lecturer   | Assistant Director                                  | 45,100                                               | CY                 |
| Mills, Angela                    | Professional Lecturer   | Director of CLAHS Alumni                            | 54,757                                               | CY                 |
| Young, Anne                      | Professional Lecturer   | Director of Vet Medicine College Alumni             | 65,275                                               | CY                 |
| de Hahn, Tracee                  | Professional Lecturer   |                                                     | 56,100                                               | CY                 |
| <b><u>Alumni Relations</u></b>   |                         |                                                     |                                                      |                    |
| McCann, Kelly                    | Professional Lecturer   | Assistant Director, Family Relations                | 47,950                                               | CY                 |
| Walker, Latanya                  | Professional Lecturer   | Director of Multicultural Alumni Programs           | 54,100                                               | CY                 |

## *Vice President for Research*

| <u>Name</u>                                                         | <u>Rank</u>               | <u>Title</u>                   | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------------------------------------------------------|---------------------------|--------------------------------|-----------------------------------------------|-------------|
| <b><u>Animal Care</u></b>                                           |                           |                                |                                               |             |
| Robert, Barry                                                       | Administrative Lecturer   |                                | 186,860                                       | CY          |
| Lindstrom, Nicole                                                   | Professional Lecturer     |                                | 96,200                                        | CY          |
| <b><u>Fralin Life Science Institute</u></b>                         |                           |                                |                                               |             |
| Clarke, Jean                                                        | Professional Lecturer     |                                | 79,560                                        | CY          |
| Hirt, Oliver                                                        | Professional Lecturer     |                                | 78,983                                        | CY          |
| Key, Lindsay                                                        | Professional Lecturer     |                                | 59,111                                        | CY          |
| Webster, Janet                                                      | Professional Lecturer     |                                | 96,863                                        | CY          |
| Schoenholtz, Gloria                                                 | Research Associate        |                                | 53,500                                        | CY          |
| Ball, Donald                                                        | Senior Research Associate |                                | 80,610                                        | CY          |
| DeCourcy, Kristi                                                    | Senior Research Associate |                                | 74,730                                        | CY          |
| <b><u>Hume Center</u></b>                                           |                           |                                |                                               |             |
| McGwier, Robert                                                     | Research Professor        |                                | 206,312                                       | CY          |
| Trease, Harold                                                      | Senior Research Scientist |                                | 175,000                                       | CY          |
| Abdel Hadi, Ahmed                                                   | Research Scientist        |                                | 72,940                                        | CY          |
| Gantt, Kira                                                         | Professional Lecturer     |                                | 90,000                                        | CY          |
| Thompson, Christie                                                  | Professional Lecturer     |                                | 116,699                                       | CY          |
| Rowe, Sonya                                                         | Project Associate         |                                | 65,000                                        | CY          |
| Sprick, Jonathan                                                    | Project Associate         |                                | 130,000                                       | CY          |
| DePoy, Daniel                                                       | Research Associate        |                                | 72,450                                        | CY          |
| Karra, Kiran                                                        | Research Associate        |                                | 114,440                                       | CY          |
| Leffke, Zachary                                                     | Research Associate        |                                | 85,877                                        | CY          |
| O'Shea, Timothy                                                     | Research Associate        |                                | 147,756                                       | CY          |
| Sterne, Kevin                                                       | Research Associate        |                                | 72,450                                        | CY          |
| Ziegler, Joseph                                                     | Research Associate        |                                | 130,037                                       | CY          |
| Ernst, Joseph                                                       | Senior Research Associate |                                | 102,548                                       | CY          |
| Fowler, Michael                                                     | Senior Research Associate |                                | 104,158                                       | CY          |
| Goodwin, Mark                                                       | Senior Research Associate |                                | 177,320                                       | CY          |
| Koehn, Thaddeus                                                     | Senior Research Associate |                                | 118,061                                       | CY          |
| Vondal, Matthew                                                     | Senior Research Associate |                                | 134,000                                       | CY          |
| Waltz, Edward                                                       | Senior Research Associate |                                | 210,000                                       | CY          |
| Callsen, Christine                                                  | Sr Project Associate      |                                | 74,100                                        | CY          |
| Graham, Justus                                                      | Sr Project Associate      |                                | 114,480                                       | CY          |
| Hutton, Claude                                                      | Sr Project Associate      |                                | 140,039                                       | CY          |
| Poetter, Alexandra                                                  | Sr Project Associate      |                                | 96,163                                        | CY          |
| Pokorski, James                                                     | Sr Project Associate      |                                | 99,517                                        | CY          |
| <b><u>Institute for Critical Technology and Applied Science</u></b> |                           |                                |                                               |             |
| Mahajan, Roop                                                       | Administrative Professor  | Director and Endowed Professor | 385,593                                       | CY          |
| Vance, Marina                                                       | Research Scientist        |                                | 53,173                                        | CY          |
| Craig, Ann                                                          | Professional Lecturer     |                                | 134,682                                       | CY          |
| Greene, Jon                                                         | Professional Lecturer     |                                | 180,857                                       | CY          |
| Maxey, Dawn                                                         | Professional Lecturer     |                                | 71,822                                        | CY          |

## *Vice President for Research*

| <b><u>Name</u></b>   | <b><u>Rank</u></b>        | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|----------------------|---------------------------|---------------------|------------------------------------------------------|--------------------|
| Mooney, Rose         | Professional Lecturer     |                     | 230,050                                              | CY                 |
| Nelsen, Eleanor      | Professional Lecturer     |                     | 56,100                                               | CY                 |
| Tomlin, Jennifer     | Project Associate         |                     | 70,212                                               | CY                 |
| Wade, Melissa        | Project Associate         |                     | 59,486                                               | CY                 |
| Burton, Matthew      | Research Associate        |                     | 71,000                                               | CY                 |
| Coggin, John         | Senior Research Associate |                     | 89,957                                               | CY                 |
| McCartney, Stephen   | Senior Research Associate |                     | 75,167                                               | CY                 |
| Winkler, Christopher | Senior Research Associate |                     | 76,079                                               | CY                 |
| Beeby, Jeffrey       | Sr Project Associate      |                     | 99,224                                               | CY                 |
| Grove, Dennis        | Sr Project Associate      |                     | 92,863                                               | CY                 |
| Hull, Matthew        | Sr Project Associate      |                     | 101,186                                              | CY                 |
| Tysor, Christine     | Sr Project Associate      | Project Manager     | 80,583                                               | CY                 |
| Walker, Christopher  | Sr Project Associate      |                     | 82,600                                               | CY                 |

### **Institute for Society, Culture, and Environment**

|              |                        |  |         |    |
|--------------|------------------------|--|---------|----|
| Orden, David | Professional Professor |  | 170,906 | CY |
|--------------|------------------------|--|---------|----|

### **Macromolecules and Interfaces**

|               |           |                 |         |    |
|---------------|-----------|-----------------|---------|----|
| Long, Timothy | Professor | Director of MII | 232,505 | CY |
|---------------|-----------|-----------------|---------|----|

### **Office of Research Compliance**

|                   |                             |                          |         |    |
|-------------------|-----------------------------|--------------------------|---------|----|
| Moore, David      | Professional Associate Prof | Associate Vice President | 193,750 | CY |
| Allen, Regina     | Professional Lecturer       |                          | 61,277  | CY |
| Brady, David      | Professional Lecturer       |                          | 119,986 | CY |
| Chen, Ling        | Professional Lecturer       |                          | 51,200  | CY |
| Kendrick, Michael | Professional Lecturer       |                          | 72,697  | CY |
| Leake, Timothy    | Professional Lecturer       |                          | 92,420  | CY |
| Lucero, Warren    | Professional Lecturer       |                          | 64,716  | CY |
| Papenfuss, Carmen | Professional Lecturer       |                          | 73,849  | CY |
| Talerico, John    | Professional Lecturer       |                          | 79,175  | CY |
| Trent, Jewel      | Professional Lecturer       |                          | 51,900  | CY |
| Trout, Stephanie  | Professional Lecturer       |                          | 62,878  | CY |

### **Research/Interdisciplinary Program- Administration**

|                       |                          |                                                 |         |    |
|-----------------------|--------------------------|-------------------------------------------------|---------|----|
| Ekkad, Srinath        | Administrative Professor | Associate VP for Research and Endowed Professor | 229,900 | CY |
| Walters, Robert       | Administrative Professor | Vice President                                  | 293,800 | CY |
| Bucy, Linda           | Administrative Lecturer  | Assistant Vice President                        | 152,935 | CY |
| Byrd, Kimberly        | Professional Lecturer    |                                                 | 76,875  | CY |
| Cuskovic, Amel        | Professional Lecturer    |                                                 | 65,660  | CY |
| Daniel, Martin        | Professional Lecturer    |                                                 | 177,500 | CY |
| Degnan, Megan         | Professional Lecturer    |                                                 | 52,500  | CY |
| Dunavant, Christopher | Professional Lecturer    |                                                 | 97,812  | CY |
| Hall, Machele         | Professional Lecturer    |                                                 | 84,100  | CY |
| Memisyazici, Aras     | Professional Lecturer    |                                                 | 69,852  | CY |
| Muse, Sandra          | Professional Lecturer    |                                                 | 103,158 | CY |

## *Vice President for Research*

| <u>Name</u>         | <u>Rank</u>           | <u>Title</u>                                      | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------|-----------------------|---------------------------------------------------|-----------------------------------------------|-------------|
| Ratcliffe, Victoria | Professional Lecturer |                                                   | 75,368                                        | CY          |
| Sedlak, Neil        | Professional Lecturer |                                                   | 107,002                                       | CY          |
| Spangler, Cynthia   | Professional Lecturer |                                                   | 85,500                                        | CY          |
| Swift, Matthew      | Professional Lecturer |                                                   | 139,161                                       | CY          |
| Tranter, Elizabeth  | Professional Lecturer | Associate Vice President for Research<br>Planning | 137,949                                       | CY          |

### Sponsored Programs

|                     |                       |                                                    |         |    |
|---------------------|-----------------------|----------------------------------------------------|---------|----|
| Amin, Divyabala     | Professional Lecturer |                                                    | 78,797  | CY |
| Cochrane, Christina | Professional Lecturer |                                                    | 66,300  | CY |
| Cutlip, Michael     | Professional Lecturer |                                                    | 42,575  | CY |
| Davis, Nevada       | Professional Lecturer |                                                    | 56,610  | CY |
| Farmer, Shannell    | Professional Lecturer |                                                    | 68,391  | CY |
| Fitzgerald, Cecil   | Professional Lecturer |                                                    | 88,230  | CY |
| Hillman, Emilee     | Professional Lecturer |                                                    | 55,500  | CY |
| King, Michael       | Professional Lecturer |                                                    | 77,847  | CY |
| Lee, Kangja         | Professional Lecturer |                                                    | 59,313  | CY |
| Linkous, Kimberly   | Professional Lecturer |                                                    | 86,358  | CY |
| Lovell, Britton     | Professional Lecturer |                                                    | 66,300  | CY |
| Magruder, Lauren    | Professional Lecturer |                                                    | 90,041  | CY |
| Rudd, John          | Professional Lecturer | Assistant Vice President for Sponsored<br>Programs | 157,965 | CY |
| Steen, Anna         | Professional Lecturer |                                                    | 66,885  | CY |
| Thompson, Cory      | Professional Lecturer |                                                    | 59,785  | CY |
| Wright, Emmett      | Professional Lecturer |                                                    | 55,284  | CY |

### Technology Transfer

|                   |                       |  |         |    |
|-------------------|-----------------------|--|---------|----|
| Bonadeo, Mary Ann | Professional Lecturer |  | 61,200  | CY |
| Brewer, Grant     | Professional Lecturer |  | 100,776 | CY |
| Chen, Li          | Professional Lecturer |  | 83,844  | CY |
| Miller, Michael   | Professional Lecturer |  | 112,200 | CY |
| Whitehead, Robert | Professional Lecturer |  | 112,200 | CY |

### Virginia Tech Carilion Research Institute

|                      |                          |                    |         |    |
|----------------------|--------------------------|--------------------|---------|----|
| Friedlander, Michael | Administrative Professor | Executive Director | 491,000 | CY |
| Bickel, Warren       | Professor                | Professor          | 405,438 | CY |
| Gourdie, Robert      | Professor                | Professor          | 266,500 | CY |
| Montague, Pendleton  | Professor                | Professor          | 468,465 | CY |
| Ramey, Craig         | Research Professor       | Research Professor | 358,688 | CY |
| Ramey, Sharon        | Research Professor       | Research Professor | 371,099 | CY |
| Fox, Michael         | Associate Professor      |                    | 138,923 | CY |
| LaConte, Stephen     | Associate Professor      |                    | 178,162 | CY |
| Poelzing, Steven     | Associate Professor      |                    | 129,780 | CY |
| Chen, Jiang          | Research Scientist       |                    | 54,753  | CY |
| Kishida, Kenneth     | Research Scientist       |                    | 81,039  | CY |
| McDonald, Paul       | Research Scientist       |                    | 51,500  | CY |

## *Vice President for Research*

| <u>Name</u>             | <u>Rank</u>                  | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------------|------------------------------|--------------|-----------------------------------------------|-------------|
| Zeit, Michael           | Research Scientist           |              | 57,240                                        | CY          |
| Chappell, John          | Assistant Professor          |              | 113,300                                       | CY          |
| Chiu, Pearl             | Assistant Professor          |              | 151,926                                       | CY          |
| Kelly, Deborah          | Assistant Professor          |              | 136,141                                       | CY          |
| King-Casas, Brooks      | Assistant Professor          |              | 151,192                                       | CY          |
| McDonald, Sarah         | Assistant Professor          |              | 129,376                                       | CY          |
| Moran, Rosalyn          | Assistant Professor          |              | 116,982                                       | CY          |
| Morozov, Alexei         | Assistant Professor          |              | 137,581                                       | CY          |
| Mukherjee, Konark       | Assistant Professor          |              | 123,581                                       | CY          |
| Oestreich, Kenneth      | Assistant Professor          |              | 117,832                                       | CY          |
| Sheng, Zhi              | Assistant Professor          |              | 120,306                                       | CY          |
| Smyth, James            | Assistant Professor          |              | 113,300                                       | CY          |
| Valdez, Gregorio        | Assistant Professor          |              | 124,324                                       | CY          |
| Boudreaux, Crystal      | Postdoctoral Associate       |              | 47,700                                        | CY          |
| Donga Vilares, Iris     | Postdoctoral Associate       |              | 54,000                                        | CY          |
| Gilbert, Jessica        | Postdoctoral Associate       |              | 59,740                                        | CY          |
| Hoeker, Gregory         | Postdoctoral Associate       |              | 41,400                                        | CY          |
| Liu, Lei                | Postdoctoral Associate       |              | 45,000                                        | CY          |
| Quisenberry, Amanda     | Postdoctoral Associate       |              | 48,786                                        | CY          |
| Snider, Sarah           | Postdoctoral Associate       |              | 47,250                                        | CY          |
| Solway, Alec            | Postdoctoral Associate       |              | 48,000                                        | CY          |
| Taetzsch, Thomas        | Postdoctoral Associate       |              | 42,000                                        | CY          |
| Tenga, Milagros         | Postdoctoral Associate       |              | 46,513                                        | CY          |
| Van Wart, Audra         | Professional Assistant Prof  |              | 95,033                                        | CY          |
| DeLuca, Stephanie       | Research Assistant Professor |              | 117,832                                       | CY          |
| Fischer, Quentin        | Research Assistant Professor |              | 76,589                                        | CY          |
| Ismailov, Iskander      | Research Assistant Professor |              | 71,441                                        | CY          |
| Ito, Wataru             | Research Assistant Professor |              | 111,755                                       | CY          |
| Kalikulov, Djanenkhodja | Research Assistant Professor |              | 80,698                                        | CY          |
| Koffarnus, Mikhail      | Research Assistant Professor |              | 100,629                                       | CY          |
| Lamouille, Samy         | Research Assistant Professor |              | 91,800                                        | CY          |
| Lohrenz, Terry          | Research Assistant Professor |              | 128,719                                       | CY          |
| Srivastava, Sarika      | Research Assistant Professor |              | 63,648                                        | CY          |
| Su, Jianmin             | Research Assistant Professor |              | 70,380                                        | CY          |
| Wu, Jianping            | Research Assistant Professor |              | 77,711                                        | CY          |
| Akers, Aaron            | Professional Lecturer        |              | 62,160                                        | CY          |
| Cook, Sherri            | Professional Lecturer        |              | 166,398                                       | CY          |
| Lindberg, Andrew        | Professional Lecturer        |              | 79,050                                        | CY          |
| Mason, Gary             | Professional Lecturer        |              | 119,112                                       | CY          |
| Sprague, Jean           | Professional Lecturer        |              | 81,500                                        | CY          |
| Whitt, Sarah            | Professional Lecturer        |              | 70,916                                        | CY          |
| Lee, Jacob              | Project Associate            |              | 64,260                                        | CY          |
| Patterson, David        | Project Associate            |              | 72,482                                        | CY          |
| Phan, Duy               | Project Associate            |              | 67,274                                        | CY          |
| Brindle, Brian          | Research Associate           |              | 114,291                                       | CY          |
| Chavan, Vrushali        | Research Associate           |              | 43,763                                        | CY          |

## *Vice President for Research*

| <u>Name</u>               | <u>Rank</u>               | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------------|---------------------------|--------------|-----------------------------------------------|-------------|
| Chung, Dongil             | Research Associate        |              | 52,520                                        | CY          |
| Gilmore, Brian            | Research Associate        |              | 57,792                                        | CY          |
| Guo, Sujuan               | Research Associate        |              | 41,881                                        | CY          |
| Jourdan, Linda            | Research Associate        |              | 78,413                                        | CY          |
| Kiss, Susanna             | Research Associate        |              | 73,376                                        | CY          |
| Stein, Jeffrey            | Research Associate        |              | 45,000                                        | CY          |
| Trucks, Mary Rebekah      | Research Associate        |              | 76,073                                        | CY          |
| Veeraraghavan, Rengasayee | Research Associate        |              | 47,488                                        | CY          |
| Wallace, Dorian           | Research Associate        |              | 76,073                                        | CY          |
| Zhu, Lusha                | Research Associate        |              | 52,000                                        | CY          |
| Gatchalian, Kirstin       | Senior Research Associate |              | 87,556                                        | CY          |
| King, Justin              | Senior Research Associate |              | 171,026                                       | CY          |
| Lisinski, Jonathan        | Senior Research Associate |              | 92,822                                        | CY          |
| Shin, Jae                 | Senior Research Associate |              | 128,082                                       | CY          |
| White, Jason              | Senior Research Associate |              | 129,094                                       | CY          |
| Zhang, Shu                | Senior Research Associate |              | 54,590                                        | CY          |

### Virginia Bioinformatics Institute

|                             |                              |  |         |    |
|-----------------------------|------------------------------|--|---------|----|
| Barrett, Christopher        | Administrative Professor     |  | 358,000 | CY |
| Garner, Harold              | Administrative Professor     |  | 355,411 | CY |
| Eubank, Stephen             | Professor                    |  | 216,315 | CY |
| Higdon, Dave                | Professor                    |  | 289,800 | CY |
| Hoeschele, Ina              | Professor                    |  | 147,060 | CY |
| Keller, Sallie              | Professor                    |  | 319,800 | CY |
| Marathe, Achla              | Professor                    |  | 174,300 | CY |
| Marathe, Madhav             | Professor                    |  | 275,000 | CY |
| Reidys, Christian           | Professor                    |  | 207,000 | CY |
| Aizcorbe, Ana               | Research Professor           |  | 255,000 | CY |
| Bassaganya-Riera, Josep     | Research Professor           |  | 206,500 | CY |
| Hefta, Stanley              | Research Professor           |  | 175,590 | CY |
| Peccoud, Jean               | Research Professor           |  | 157,248 | CY |
| Shipp, Stephanie            | Research Professor           |  | 264,000 | CY |
| Bisset, Keith               | Senior Research Scientist    |  | 192,333 | CY |
| Mortveit, Henning           | Associate Professor          |  | 146,177 | CY |
| Vullikanti, Anil            | Associate Professor          |  | 157,300 | CY |
| Hontecillas-Magarzo, Raquel | Research Associate Professor |  | 105,900 | CY |
| Michalak, Pawel             | Research Associate Professor |  | 111,750 | CY |
| Orr, Mark                   | Research Associate Professor |  | 144,900 | CY |
| Xie, Hehuang                | Research Associate Professor |  | 106,600 | CY |
| Chen, Jiangzhuo             | Research Scientist           |  | 135,419 | CY |
| Gupta, Sandeep              | Research Scientist           |  | 96,101  | CY |
| Kale, Shiv                  | Research Scientist           |  | 78,759  | CY |
| Karyala, Saikumar           | Research Scientist           |  | 100,270 | CY |
| Khan, Md-Abdul              | Research Scientist           |  | 105,780 | CY |
| Kuhlman, Christopher        | Research Scientist           |  | 117,750 | CY |
| Rezazadegan, Reza           | Research Scientist           |  | 80,000  | CY |

## *Vice President for Research*

| <u>Name</u>               | <u>Rank</u>                  | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------------|------------------------------|--------------|-----------------------------------------------|-------------|
| Schroeder, Aaron          | Research Scientist           |              | 126,006                                       | CY          |
| Settlage, Robert          | Research Scientist           |              | 115,522                                       | CY          |
| Ha, Sook                  | Postdoctoral Associate       |              | 63,818                                        | CY          |
| Lofgren, Eric             | Postdoctoral Associate       |              | 61,900                                        | CY          |
| Molfinio, Emily           | Postdoctoral Associate       |              | 65,000                                        | CY          |
| Pal, Anamitra             | Postdoctoral Associate       |              | 63,130                                        | CY          |
| Pires, Bianica            | Postdoctoral Associate       |              | 65,000                                        | CY          |
| Ren, Yihui                | Postdoctoral Associate       |              | 60,000                                        | CY          |
| Sun, Ming-an              | Postdoctoral Associate       |              | 46,377                                        | CY          |
| Vaksman, Zalman           | Postdoctoral Associate       |              | 46,900                                        | CY          |
| Venkatramanan, Srinivasan | Postdoctoral Associate       |              | 60,000                                        | CY          |
| Youssef, Mina             | Postdoctoral Associate       |              | 61,900                                        | CY          |
| Ziemer, Kathryn           | Postdoctoral Associate       |              | 65,000                                        | CY          |
| Abedi, Vida               | Research Assistant Professor |              | 94,000                                        | CY          |
| Dickerman, Allan          | Research Assistant Professor |              | 128,638                                       | CY          |
| Hoops, Stefan             | Research Assistant Professor |              | 112,434                                       | CY          |
| Korkmaz, Gizem            | Research Assistant Professor |              | 124,200                                       | CY          |
| Lewis, Bryan              | Research Assistant Professor |              | 132,900                                       | CY          |
| Swarup, Samarth           | Research Assistant Professor |              | 111,160                                       | CY          |
| Wattam, Alice             | Research Assistant Professor |              | 121,440                                       | CY          |
| Coble, Lauren             | Administrative Lecturer      |              | 180,000                                       | CY          |
| Correll, Linda            | Professional Lecturer        |              | 86,135                                        | CY          |
| Felton, Clifton           | Professional Lecturer        |              | 102,500                                       | CY          |
| Gibbs, William            | Professional Lecturer        |              | 85,924                                        | CY          |
| Lawson, Sharon            | Professional Lecturer        |              | 101,113                                       | CY          |
| Robinson, Rachel          | Professional Lecturer        |              | 63,550                                        | CY          |
| Shinpaugh, Kevin          | Professional Lecturer        |              | 130,450                                       | CY          |
| Trent, Tiffany            | Professional Lecturer        |              | 57,783                                        | CY          |
| Williams, Jody            | Professional Lecturer        |              | 103,000                                       | CY          |
| Lawrence-Kuether, Maureen | Project Associate            |              | 46,575                                        | CY          |
| Liu, Dan                  | Project Associate            |              | 72,600                                        | CY          |
| Schulman, Julie           | Project Associate            |              | 71,980                                        | CY          |
| Kenyon, Ronald            | Project Director             |              | 123,394                                       | CY          |
| Will, Rebecca             | Project Director             |              | 125,242                                       | CY          |
| Borkowski, Dominik        | Research Associate           |              | 78,720                                        | CY          |
| Chung Baek, Young Yun     | Research Associate           |              | 83,800                                        | CY          |
| Dixon, Jonathan           | Research Associate           |              | 77,900                                        | CY          |
| Gentry, William           | Research Associate           |              | 77,200                                        | CY          |
| Johnson, Jeremy           | Research Associate           |              | 91,550                                        | CY          |
| Klahn, Brian              | Research Associate           |              | 63,808                                        | CY          |
| Lee, Kristin              | Research Associate           |              | 58,270                                        | CY          |
| Liles, Nathan             | Research Associate           |              | 61,250                                        | CY          |
| Lu, Jian                  | Research Associate           |              | 81,900                                        | CY          |
| Marmagas, William         | Research Associate           |              | 86,040                                        | CY          |
| McMaster, Douglas         | Research Associate           |              | 76,558                                        | CY          |
| Michalak, Katarzyna       | Research Associate           |              | 49,478                                        | CY          |

## *Vice President for Research*

| <u>Name</u>       | <u>Rank</u>               | <u>Title</u> | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------|---------------------------|--------------|-----------------------------------------------|-------------|
| Wilson, Meredith  | Research Associate        |              | 57,735                                        | CY          |
| Adames, Neil      | Senior Research Associate |              | 66,600                                        | CY          |
| Adiga, Abhijin    | Senior Research Associate |              | 83,100                                        | CY          |
| Fonville, Natalie | Senior Research Associate |              | 62,300                                        | CY          |
| Machi, Dustin     | Senior Research Associate |              | 151,346                                       | CY          |
| Nordberg, Eric    | Senior Research Associate |              | 92,375                                        | CY          |
| Warren, Andrew    | Senior Research Associate |              | 79,404                                        | CY          |
| Wilson, Amanda    | Senior Research Associate |              | 109,350                                       | CY          |
| Xie, Dawen        | Senior Research Associate |              | 91,370                                        | CY          |
| Yoo, Hyun Seung   | Senior Research Associate |              | 90,967                                        | CY          |
| Collins, Kristy   | Sr Project Associate      |              | 74,603                                        | CY          |
| Mao, Chunhong     | Sr Project Associate      |              | 108,951                                       | CY          |
| Stoll, James      | Sr Project Associate      |              | 107,702                                       | CY          |
| Walke, James      | Sr Project Associate      |              | 80,737                                        | CY          |

### Virginia Tech Transportation Institute

|                      |                              |                                             |         |      |
|----------------------|------------------------------|---------------------------------------------|---------|------|
| Dingus, Thomas       | Professor                    | Director, VTTI and Endowed Professor        | 367,418 | RE12 |
| Hankey, Jonathan     | Senior Research Scientist    |                                             | 250,078 | CY   |
| Hanowski, Richard    | Senior Research Scientist    |                                             | 203,694 | CY   |
| Untaroiu, Costin     | Research Associate Professor |                                             | 130,289 | CY   |
| Ahn, Kyounggho       | Research Scientist           |                                             | 84,662  | CY   |
| Antin, Jonathan      | Research Scientist           |                                             | 147,001 | CY   |
| Blanco, Myra         | Research Scientist           |                                             | 151,350 | CY   |
| Doerzaph, Zachary    | Research Scientist           |                                             | 143,190 | CY   |
| Elshawarby, Ihab     | Research Scientist           |                                             | 84,647  | CY   |
| Fitch, Gregory       | Research Scientist           |                                             | 109,151 | CY   |
| Gibbons, Ronald      | Research Scientist           |                                             | 147,913 | CY   |
| Hickman, Jeffrey     | Research Scientist           |                                             | 132,096 | CY   |
| Klauer, Sheila       | Research Scientist           |                                             | 127,020 | CY   |
| Llaneras, Robert     | Research Scientist           |                                             | 144,415 | CY   |
| McLaughlin, Shane    | Research Scientist           |                                             | 149,075 | CY   |
| Mollenhauer, Michael | Research Scientist           |                                             | 163,129 | CY   |
| Perez, Miguel        | Research Scientist           |                                             | 142,003 | CY   |
| Urban, Michael       | Postdoctoral Associate       |                                             | 43,260  | CY   |
| Yang, Hao            | Postdoctoral Associate       |                                             | 49,140  | CY   |
| Elpi, Cecilia        | Professional Lecturer        |                                             | 56,585  | CY   |
| Gaylord, Clark       | Professional Lecturer        |                                             | 143,210 | CY   |
| Gerni, Pascha        | Professional Lecturer        |                                             | 114,615 | CY   |
| Hall, Roderick       | Professional Lecturer        | Senior Associate Director of Administration | 202,029 | CY   |
| Hamm, Laura          | Professional Lecturer        |                                             | 55,000  | CY   |
| Naff, Ryan           | Professional Lecturer        |                                             | 58,000  | CY   |
| Robinson, Angela     | Professional Lecturer        |                                             | 61,655  | CY   |
| Anderson, Joel       | Project Associate            |                                             | 56,300  | CY   |
| Baker, Stephanie     | Project Associate            |                                             | 34,924  | CY   |
| Baynes, Peter        | Project Associate            |                                             | 51,000  | CY   |
| Buchanan-King, Mindy | Project Associate            |                                             | 60,022  | CY   |

## *Vice President for Research*

| <b><u>Name</u></b>      | <b><u>Rank</u></b> | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|-------------------------|--------------------|---------------------|------------------------------------------------------|--------------------|
| Eichelberger, Elizabeth | Project Associate  |                     | 61,142                                               | CY                 |
| Fitchett, Vikki         | Project Associate  |                     | 58,140                                               | CY                 |
| Harwood, Leslie         | Project Associate  |                     | 54,359                                               | CY                 |
| Hulse, Melissa          | Project Associate  |                     | 49,921                                               | CY                 |
| Joslin, Spencer         | Project Associate  |                     | 52,193                                               | CY                 |
| Kady, Joel              | Project Associate  |                     | 59,704                                               | CY                 |
| Layman, Charles         | Project Associate  |                     | 53,836                                               | CY                 |
| Li, Lei                 | Project Associate  |                     | 51,615                                               | CY                 |
| Lowdermilk, Charlotte   | Project Associate  |                     | 50,405                                               | CY                 |
| Mason, Matthew          | Project Associate  |                     | 72,800                                               | CY                 |
| Moeller, Devon          | Project Associate  |                     | 51,077                                               | CY                 |
| Russell, Tammy          | Project Associate  |                     | 68,246                                               | CY                 |
| Shelton, Kimberly       | Project Associate  |                     | 60,033                                               | CY                 |
| Smith, Carol            | Project Associate  |                     | 57,057                                               | CY                 |
| Lee, Suzanne            | Project Director   |                     | 88,910                                               | CY                 |
| Resendes, Raymond       | Project Director   |                     | 176,868                                              | CY                 |
| Atwood, Jonathan        | Research Associate |                     | 52,000                                               | CY                 |
| Bhagavathula, Rajaram   | Research Associate |                     | 58,578                                               | CY                 |
| Bowden, Zachary         | Research Associate |                     | 112,137                                              | CY                 |
| Bryson, Michael         | Research Associate |                     | 127,000                                              | CY                 |
| Bucher, Craig           | Research Associate |                     | 100,647                                              | CY                 |
| Camden, Matthew         | Research Associate |                     | 59,871                                               | CY                 |
| Cannon, Brad            | Research Associate |                     | 58,359                                               | CY                 |
| Chen, Hao               | Research Associate |                     | 48,880                                               | CY                 |
| Chilcott, Dan           | Research Associate |                     | 92,025                                               | CY                 |
| Conry, Donald           | Research Associate |                     | 70,763                                               | CY                 |
| Cook, Julie             | Research Associate |                     | 57,112                                               | CY                 |
| Cospel, Carl            | Research Associate |                     | 132,859                                              | CY                 |
| Dennis, Jacob           | Research Associate |                     | 72,450                                               | CY                 |
| Dunn, Naomi             | Research Associate |                     | 69,966                                               | CY                 |
| Ellery, Michael         | Research Associate |                     | 76,554                                               | CY                 |
| Fang, Youjia            | Research Associate |                     | 67,015                                               | CY                 |
| Feierabend, Robert      | Research Associate |                     | 69,418                                               | CY                 |
| Freeman, William        | Research Associate |                     | 67,798                                               | CY                 |
| Gorman, Thomas          | Research Associate |                     | 66,164                                               | CY                 |
| Grove, Kevin            | Research Associate |                     | 63,776                                               | CY                 |
| Hammond, Rebecca        | Research Associate |                     | 70,063                                               | CY                 |
| Huang, Fang             | Research Associate |                     | 86,110                                               | CY                 |
| Jermeland, Julie        | Research Associate |                     | 83,836                                               | CY                 |
| Leeson, Brian           | Research Associate |                     | 111,708                                              | CY                 |
| Lefevers, David         | Research Associate |                     | 65,184                                               | CY                 |
| Li, Yingfeng            | Research Associate |                     | 80,312                                               | CY                 |
| Maloney, Brian          | Research Associate |                     | 80,250                                               | CY                 |
| Marburg, Trijntje       | Research Associate |                     | 55,749                                               | CY                 |
| Mayer, Brian            | Research Associate |                     | 58,500                                               | CY                 |
| McCall, Robert          | Research Associate |                     | 66,231                                               | CY                 |

## *Vice President for Research*

| <b><u>Name</u></b>         | <b><u>Rank</u></b>        | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|----------------------------|---------------------------|---------------------|------------------------------------------------------|--------------------|
| McGowin, Gregory           | Research Associate        |                     | 61,512                                               | CY                 |
| Meyer, Jason               | Research Associate        |                     | 63,560                                               | CY                 |
| Moeller, Matthew           | Research Associate        |                     | 56,863                                               | CY                 |
| Quesenberry, Joshua        | Research Associate        |                     | 69,171                                               | CY                 |
| Rainey, Cameron            | Research Associate        |                     | 67,317                                               | CY                 |
| Rooks, Kurtis              | Research Associate        |                     | 72,450                                               | CY                 |
| Russell, Sheldon           | Research Associate        |                     | 62,525                                               | CY                 |
| Soccolich, Susan           | Research Associate        |                     | 67,068                                               | CY                 |
| Song, Miao                 | Research Associate        |                     | 67,422                                               | CY                 |
| Talbot, Frank              | Research Associate        |                     | 67,365                                               | CY                 |
| Talledo Vilela, Jean       | Research Associate        |                     | 97,859                                               | CY                 |
| Terry, Travis              | Research Associate        |                     | 59,534                                               | CY                 |
| Viray, Reginald            | Research Associate        |                     | 72,805                                               | CY                 |
| White, Elizabeth           | Research Associate        |                     | 64,740                                               | CY                 |
| Williams, Brian            | Research Associate        |                     | 52,930                                               | CY                 |
| Wotring, Brian             | Research Associate        |                     | 55,786                                               | CY                 |
| Alden, Andrew              | Senior Research Associate |                     | 122,180                                              | CY                 |
| Bears, Stephen             | Senior Research Associate |                     | 104,558                                              | CY                 |
| Daily, Brian               | Senior Research Associate |                     | 99,943                                               | CY                 |
| Druta, Cristian            | Senior Research Associate |                     | 73,850                                               | CY                 |
| Du, Jianhe                 | Senior Research Associate |                     | 75,059                                               | CY                 |
| Iverson, Dean              | Senior Research Associate |                     | 105,833                                              | CY                 |
| Iverson, Sonda             | Senior Research Associate |                     | 105,833                                              | CY                 |
| Kaliniouk, Irina           | Senior Research Associate |                     | 102,589                                              | CY                 |
| Kaliniouk, Vasily          | Senior Research Associate |                     | 107,676                                              | CY                 |
| Katicha, Samer             | Senior Research Associate |                     | 70,056                                               | CY                 |
| Krum, Andrew               | Senior Research Associate |                     | 84,357                                               | CY                 |
| Mabry, Jessica             | Senior Research Associate |                     | 69,711                                               | CY                 |
| McGraw, Thomas             | Senior Research Associate |                     | 109,451                                              | CY                 |
| Medina-Flintsch, Alejandra | Senior Research Associate |                     | 65,541                                               | CY                 |
| Neurauter, Michael         | Senior Research Associate |                     | 111,872                                              | CY                 |
| Owens, Justin              | Senior Research Associate |                     | 77,925                                               | CY                 |
| Palmer, Matthew            | Senior Research Associate |                     | 95,739                                               | CY                 |
| Petersen, Andrew           | Senior Research Associate |                     | 207,081                                              | CY                 |
| Smith, Ryan                | Senior Research Associate |                     | 74,254                                               | CY                 |
| Stowe, Loren               | Senior Research Associate |                     | 137,887                                              | CY                 |
| Sudweeks, Jeremy           | Senior Research Associate |                     | 81,977                                               | CY                 |
| Trimble, Tammy             | Senior Research Associate |                     | 67,750                                               | CY                 |
| de Leon Izeppi, Edgar      | Senior Research Associate |                     | 82,720                                               | CY                 |
| Calida, Behnido            | Sr Project Associate      |                     | 68,223                                               | CY                 |
| McClafferty, Julie         | Sr Project Associate      |                     | 73,528                                               | CY                 |
| Nadler, Leonore            | Sr Project Associate      |                     | 67,065                                               | CY                 |
| Witcher, Christina         | Sr Project Associate      |                     | 65,000                                               | CY                 |

## *Vice President for Student Affairs*

| <u>Name</u>                                     | <u>Rank</u>             | <u>Title</u>              | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------------------------------------|-------------------------|---------------------------|-----------------------------------------------|-------------|
| <b><u>Career Services Auxiliary</u></b>         |                         |                           |                                               |             |
| Childress, Mary                                 | Professional Lecturer   | Senior Assistant Director | 59,850                                        | CY          |
| Copeland, Catherine                             | Professional Lecturer   | Senior Assistant Director | 61,166                                        | CY          |
| Haynes, Carolyn                                 | Professional Lecturer   | Senior Assistant Director | 51,287                                        | CY          |
| Henderson, James                                | Professional Lecturer   | Associate Director        | 74,804                                        | CY          |
| Leist, Leigh                                    | Professional Lecturer   | Senior Assistant Director | 60,973                                        | CY          |
| McPherson, Amy                                  | Professional Lecturer   | Associate Director        | 71,725                                        | CY          |
| Mitchell, Lori                                  | Professional Lecturer   |                           | 50,845                                        | CY          |
| Ratcliffe, Donna                                | Professional Lecturer   | Director                  | 109,566                                       | CY          |
| Scott, Rebecca                                  | Professional Lecturer   | Assistant Director        | 57,387                                        | CY          |
| Smith, Johanna                                  | Professional Lecturer   | Assistant Director        | 52,408                                        | CY          |
| Steuer, Kaitlin                                 | Professional Lecturer   | Career Advisor            | 43,223                                        | CY          |
| Williams, John Gray                             | Professional Lecturer   |                           | 41,949                                        | CY          |
| Wilson, Deborah                                 | Professional Lecturer   |                           | 62,321                                        | CY          |
| <b><u>Career Services E&amp;G</u></b>           |                         |                           |                                               |             |
| Beach, Katherine                                | Professional Lecturer   |                           | 49,975                                        | CY          |
| Robinson, Carol                                 | Professional Lecturer   | Director                  | 74,142                                        | CY          |
| <b><u>Student Affairs Central Auxiliary</u></b> |                         |                           |                                               |             |
| Angert, Ronald                                  | Professional Lecturer   | Associate Director        | 79,679                                        | CY          |
| Beecher, Greg                                   | Professional Lecturer   | Assistant Director        | 65,436                                        | CY          |
| Foy, William                                    | Professional Lecturer   |                           | 84,991                                        | CY          |
| Glass, Martha                                   | Professional Lecturer   | Director                  | 79,678                                        | CY          |
| Gresham, Hunter                                 | Professional Lecturer   | Chief of Staff            | 95,615                                        | CY          |
| Hayden, William                                 | Professional Lecturer   | Assistant Dean            | 54,921                                        | CY          |
| Hubble, Leslie                                  | Professional Lecturer   |                           | 67,139                                        | CY          |
| Manz, Lyndsy                                    | Professional Lecturer   | Assistant Director        | 47,662                                        | CY          |
| Montes, Maria                                   | Professional Lecturer   |                           | 38,000                                        | CY          |
| Shapiro, Gary                                   | Professional Lecturer   |                           | 86,803                                        | CY          |
| Smiley, Mark                                    | Professional Lecturer   |                           | 42,000                                        | CY          |
| Smith, Patricia                                 | Professional Lecturer   | Director                  | 79,679                                        | CY          |
| <b><u>Dean of Students Office</u></b>           |                         |                           |                                               |             |
| Brown, James                                    | Administrative Lecturer | Dean of Students          | 131,120                                       | CY          |
| Adams, Sharika                                  | Professional Lecturer   | Associate Dean            | 71,058                                        | CY          |
| Amal, Tommy                                     | Professional Lecturer   |                           | 40,000                                        | CY          |
| Scott, Anthony                                  | Professional Lecturer   | Director                  | 85,306                                        | CY          |
| Weyrens Kuhn, Meghan                            | Professional Lecturer   |                           | 46,493                                        | CY          |
| <b><u>Dining Services</u></b>                   |                         |                           |                                               |             |
| Faulkner, Theodore                              | Professional Lecturer   | Director                  | 128,894                                       | CY          |
| Gelbert, Craig                                  | Professional Lecturer   | Associate Director        | 78,474                                        | CY          |
| Hess, William                                   | Professional Lecturer   | Associate Director        | 82,069                                        | CY          |

## *Vice President for Student Affairs*

| <u>Name</u>                                       | <u>Rank</u>             | <u>Title</u>                                     | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|---------------------------------------------------|-------------------------|--------------------------------------------------|-----------------------------------------------|-------------|
| <b><u>Military Affairs</u></b>                    |                         |                                                  |                                               |             |
| Fullhart, Randal                                  | Administrative Lecturer | Commandant                                       | 133,781                                       | CY          |
| Combs, David                                      | Professional Lecturer   |                                                  | 48,726                                        | AY          |
| Cox, Carrie                                       | Professional Lecturer   |                                                  | 52,533                                        | AY          |
| Jackson, Gary                                     | Professional Lecturer   | Assistant Director                               | 50,922                                        | AY          |
| Jones, Lance                                      | Professional Lecturer   |                                                  | 48,726                                        | AY          |
| Larkin, Patience                                  | Professional Lecturer   | Director of Corps Alumni Programs                | 61,200                                        | AY          |
| Mariger, Rewa                                     | Professional Lecturer   |                                                  | 59,162                                        | CY          |
| Miller, William                                   | Professional Lecturer   | Deputy Commandant                                | 73,977                                        | CY          |
| Oberoi, Alexandra                                 | Professional Lecturer   |                                                  | 38,000                                        | CY          |
| Payne, Charles                                    | Professional Lecturer   | Deputy Commandant                                | 58,833                                        | AY          |
| Russell, Donald                                   | Professional Lecturer   |                                                  | 55,930                                        | AY          |
| Snyder, James                                     | Professional Lecturer   | Deputy Commandant                                | 71,507                                        | CY          |
| Weaver, Michael                                   | Professional Lecturer   | Deputy Commandant                                | 64,567                                        | AY          |
| Willey, Daniel                                    | Professional Lecturer   |                                                  | 48,726                                        | AY          |
| <b><u>Multicultural Programs and Services</u></b> |                         |                                                  |                                               |             |
| Houston, Kristen                                  | Professional Lecturer   | Assistant Director                               | 50,403                                        | CY          |
| <b><u>Recreational Sports Auxiliary</u></b>       |                         |                                                  |                                               |             |
| Cross, Alison                                     | Professional Lecturer   | Associate Director of Fitness and Administration | 61,540                                        | CY          |
| Feldhaus, Jeffrey                                 | Professional Lecturer   |                                                  | 35,697                                        | CY          |
| Glick, Alan                                       | Professional Lecturer   | Assistant Director                               | 60,286                                        | CY          |
| Greenlee, Elizabeth                               | Professional Lecturer   |                                                  | 35,998                                        | CY          |
| Marquez, Gabriela                                 | Professional Lecturer   |                                                  | 47,935                                        | CY          |
| Preston, Dominique                                | Professional Lecturer   | Assistant Director of Sports Clubs               | 47,721                                        | CY          |
| Smith, Benjamin                                   | Professional Lecturer   |                                                  | 48,610                                        | CY          |
| Trotter, Steven                                   | Professional Lecturer   |                                                  | 50,639                                        | CY          |
| Wise, Christopher                                 | Professional Lecturer   | Assistant Vice President                         | 91,580                                        | CY          |
| <b><u>Cranwell International Center</u></b>       |                         |                                                  |                                               |             |
| Baker, Suzanne                                    | Professional Lecturer   |                                                  | 55,479                                        | CY          |
| <b><u>Schiffert Health Center</u></b>             |                         |                                                  |                                               |             |
| Ferraro, Richard                                  | Administrative Lecturer | Assistant Vice President                         | 146,305                                       | CY          |
| Andrews, David                                    | Professional Lecturer   |                                                  | 42,495                                        | CY          |
| Barry, Fredrick                                   | Professional Lecturer   |                                                  | 103,039                                       | AY          |
| Bissell, Noelle                                   | Professional Lecturer   |                                                  | 129,687                                       | AY          |
| Charoensiri, Kanitta                              | Professional Lecturer   | Director                                         | 153,432                                       | CY          |
| Chitwood, Patty                                   | Professional Lecturer   |                                                  | 134,205                                       | CY          |
| Cox, Teresa                                       | Professional Lecturer   |                                                  | 62,210                                        | AY          |
| Frasca, Dominic                                   | Professional Lecturer   |                                                  | 119,773                                       | AY          |
| Fritsch, Jon                                      | Professional Lecturer   | Assistant Director                               | 55,658                                        | CY          |
| Fritsch, Laurie                                   | Professional Lecturer   | Assistant Director                               | 46,751                                        | AY          |
| Livingston, David                                 | Professional Lecturer   |                                                  | 108,303                                       | AY          |

## *Vice President for Student Affairs*

| <u>Name</u>       | <u>Rank</u>           | <u>Title</u>       | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------|-----------------------|--------------------|-----------------------------------------------|-------------|
| Mitcham, Rhonda   | Professional Lecturer | Associate Director | 83,814                                        | CY          |
| Neely, Julie      | Professional Lecturer |                    | 120,604                                       | CY          |
| Williams, Michael | Professional Lecturer |                    | 57,164                                        | AY          |
| Zheng, Jianfeng   | Professional Lecturer |                    | 64,549                                        | AY          |

### Services for Students with Disabilities

|                |                       |                    |        |    |
|----------------|-----------------------|--------------------|--------|----|
| Angle, Susan   | Professional Lecturer | Director           | 90,859 | CY |
| Brown, Michael | Professional Lecturer |                    | 46,745 | CY |
| Hudson, Robyn  | Professional Lecturer | Associate Director | 63,743 | CY |
| Smith, Deborah | Professional Lecturer |                    | 42,797 | CY |
| Smith, Donna   | Professional Lecturer |                    | 45,000 | CY |

### Associate Vice President

|                          |                               |                          |         |    |
|--------------------------|-------------------------------|--------------------------|---------|----|
| Shushok, Frank           | Administrative Assistant Prof | Associate Vice President | 187,247 | CY |
| White, Penny             | Administrative Lecturer       | Director                 | 98,431  | CY |
| Alderson, Alece          | Professional Lecturer         |                          | 33,567  | CY |
| Busiel, Scott            | Professional Lecturer         |                          | 32,912  | CY |
| Bylenga, Kathryn         | Professional Lecturer         |                          | 45,978  | CY |
| Davis, Lavon             | Professional Lecturer         |                          | 32,541  | CY |
| Finger, Eleanor          | Professional Lecturer         | Director                 | 118,402 | CY |
| Foiles, Andrew           | Professional Lecturer         |                          | 32,541  | CY |
| Gift, Timothy            | Professional Lecturer         |                          | 91,637  | CY |
| Harbison, Samantha       | Professional Lecturer         |                          | 32,637  | CY |
| Harrison, Aliana         | Professional Lecturer         |                          | 46,035  | CY |
| Hughes, Byron            | Professional Lecturer         | Director                 | 69,547  | CY |
| Jimenez Gordon, Nannette | Professional Lecturer         | Assistant Director       | 54,706  | CY |
| Johnson, Jason           | Professional Lecturer         |                          | 46,035  | CY |
| Keene, Frances           | Professional Lecturer         | Chief of Operations      | 91,972  | CY |
| Kovacs, Hillary          | Professional Lecturer         |                          | 32,637  | CY |
| Laughlin, Laura          | Professional Lecturer         |                          | 33,567  | CY |
| Mandala, Chad            | Professional Lecturer         |                          | 33,567  | CY |
| Martinelli, Linzy        | Professional Lecturer         |                          | 32,736  | CY |
| McCrery, Ennis           | Professional Lecturer         |                          | 63,591  | CY |
| Moholland, Caraline      | Professional Lecturer         |                          | 33,567  | CY |
| Myers, Janine            | Professional Lecturer         |                          | 41,796  | CY |
| Penven, James            | Professional Lecturer         | Associate Director       | 76,725  | CY |
| Polidoro, Kathryn        | Professional Lecturer         |                          | 47,500  | CY |
| Read, James              | Professional Lecturer         |                          | 34,616  | CY |
| Rose, Bryan              | Professional Lecturer         |                          | 32,480  | CY |
| Russo, Kathryn           | Professional Lecturer         |                          | 33,358  | CY |
| Settle, Rohsaan          | Professional Lecturer         | Associate Director       | 75,747  | CY |
| Ward, Leah               | Professional Lecturer         |                          | 33,996  | CY |
| Williams, Tavianna       | Professional Lecturer         |                          | 42,959  | CY |
| Woods-Johnson, Kelley    | Professional Lecturer         | Assistant Director       | 49,616  | CY |

### Student Affairs Alcohol Programming

## *Vice President for Student Affairs*

| <u>Name</u>                                                       | <u>Rank</u>                 | <u>Title</u>             | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|-------------------------------------------------------------------|-----------------------------|--------------------------|-----------------------------------------------|-------------|
| Redding, Joshua                                                   | Professional Lecturer       |                          | 52,015                                        | CY          |
| <b><u>Student Centers and Activities</u></b>                      |                             |                          |                                               |             |
| Simmons, Angela                                                   | Administrative Lecturer     | Assistant Vice President | 122,760                                       | CY          |
| Boucher, Robin                                                    | Professional Lecturer       |                          | 50,995                                        | CY          |
| Burrell, Stephen                                                  | Professional Lecturer       | Assistant Director       | 51,082                                        | CY          |
| Evans, Heather                                                    | Professional Lecturer       | Director                 | 74,367                                        | CY          |
| Williams, Jaime                                                   | Professional Lecturer       | Assistant Director       | 49,431                                        | CY          |
| <b><u>Thomas Cook Counseling Center Auxiliary</u></b>             |                             |                          |                                               |             |
| Klein, Rita                                                       | Professional Assistant Prof |                          | 85,672                                        | CY          |
| Amenkhienan, Charlotte                                            | Professional Lecturer       |                          | 78,889                                        | CY          |
| Arbuckle, Vicki                                                   | Professional Lecturer       | Assistant Director       | 90,691                                        | AY          |
| Bennett, Gary                                                     | Professional Lecturer       |                          | 79,431                                        | CY          |
| Betzel, Cathye                                                    | Professional Lecturer       | Assistant Director       | 84,019                                        | CY          |
| Chapman, Aliya                                                    | Professional Lecturer       |                          | 46,901                                        | CY          |
| Davis, Trent                                                      | Professional Lecturer       |                          | 65,594                                        | CY          |
| DeLoveh, Heidi                                                    | Professional Lecturer       |                          | 57,482                                        | CY          |
| Epperson, Anna                                                    | Professional Lecturer       |                          | 50,000                                        | CY          |
| Eversole, Amber                                                   | Professional Lecturer       |                          | 49,368                                        | CY          |
| Fink, Krysta                                                      | Professional Lecturer       |                          | 59,646                                        | CY          |
| Flynn, Christopher                                                | Professional Lecturer       | Director                 | 127,725                                       | CY          |
| Frieben, Joseph                                                   | Professional Lecturer       |                          | 134,505                                       | CY          |
| Haak, Patricia                                                    | Professional Lecturer       |                          | 52,000                                        | CY          |
| Kellar, Lauren                                                    | Professional Lecturer       |                          | 53,196                                        | CY          |
| Patishnock, Mark                                                  | Professional Lecturer       |                          | 58,502                                        | CY          |
| Reinhard, James                                                   | Professional Lecturer       |                          | 181,939                                       | CY          |
| Ritchey, Robert                                                   | Professional Lecturer       |                          | 69,330                                        | CY          |
| Shen, Claire                                                      | Professional Lecturer       |                          | 51,501                                        | CY          |
| Sturgis, Ellie                                                    | Professional Lecturer       | Assistant Director       | 91,366                                        | CY          |
| Weese, Anne                                                       | Professional Lecturer       |                          | 59,156                                        | CY          |
| <b><u>Vice President for Student Affairs - Administration</u></b> |                             |                          |                                               |             |
| Bonner, Cynthia                                                   | Administrative Lecturer     | Assistant Vice President | 143,637                                       | CY          |
| Perillo, Patricia                                                 | Administrative Lecturer     | Vice President           | 253,000                                       | CY          |
| Barbour, Kathleen                                                 | Professional Lecturer       |                          | 96,048                                        | CY          |
| <b><u>VT Engage: Community Learning Collaborative</u></b>         |                             |                          |                                               |             |
| Kirk, Gary                                                        | Professional Lecturer       |                          | 89,502                                        | CY          |
| Martin, Perry                                                     | Professional Lecturer       |                          | 62,864                                        | CY          |

## ***Vice President for Information Technology and Chief Information Officer***

| <u><b>Name</b></u>                              | <u><b>Rank</b></u>        | <u><b>Title</b></u>      | <u><b>Recommended Salary<br/>For 2015 - 2016</b></u> | <u><b>Appt</b></u> |
|-------------------------------------------------|---------------------------|--------------------------|------------------------------------------------------|--------------------|
| <u><b>Advanced Research Computing</b></u>       |                           |                          |                                                      |                    |
| Herdman, Terry                                  | Administrative Professor  | Associate Vice President | 212,378                                              | CY                 |
| Agarwala, Vijay                                 | Professional Lecturer     |                          | 142,800                                              | CY                 |
| Krometis, Justin                                | Professional Lecturer     |                          | 93,459                                               | CY                 |
| Marshall, Michael                               | Professional Lecturer     |                          | 94,100                                               | CY                 |
| McClure, James                                  | Professional Lecturer     |                          | 99,140                                               | CY                 |
| Oyekoya, Oyewole                                | Professional Lecturer     |                          | 67,120                                               | CY                 |
| Polys, Nicholas                                 | Professional Lecturer     |                          | 111,360                                              | CY                 |
| Rajamohan, Srijith                              | Professional Lecturer     |                          | 82,000                                               | CY                 |
| Yarlanki, Srinivas                              | Professional Lecturer     |                          | 96,651                                               | CY                 |
| <u><b>Collaborative Computing Solutions</b></u> |                           |                          |                                                      |                    |
| DeBonis, Marcus                                 | Professional Lecturer     |                          | 122,880                                              | CY                 |
| <u><b>Communications Network Services</b></u>   |                           |                          |                                                      |                    |
| Brown, Eric                                     | Professional Lecturer     |                          | 98,542                                               | CY                 |
| Dougherty, William                              | Professional Lecturer     |                          | 147,455                                              | CY                 |
| Hach, Richard                                   | Professional Lecturer     |                          | 111,461                                              | CY                 |
| Potters, Rachel                                 | Professional Lecturer     |                          | 76,650                                               | CY                 |
| Rodgers, Patricia                               | Professional Lecturer     |                          | 125,309                                              | CY                 |
| <u><b>Digital Imaging and Archiving</b></u>     |                           |                          |                                                      |                    |
| Inman, Donald                                   | Professional Lecturer     |                          | 52,974                                               | CY                 |
| <u><b>Enterprise Systems</b></u>                |                           |                          |                                                      |                    |
| Crockett, Randal                                | Administrative Instructor |                          | 110,050                                              | CY                 |
| Fulton, Deborah                                 | Administrative Lecturer   | Associate Vice President | 165,486                                              | CY                 |
| Anderson, Kathleen                              | Professional Lecturer     |                          | 63,025                                               | CY                 |
| Becksted, Patricia                              | Professional Lecturer     |                          | 72,065                                               | CY                 |
| Brewster, Jeffrey                               | Professional Lecturer     |                          | 84,780                                               | CY                 |
| Buhrdorf, Kevin                                 | Professional Lecturer     |                          | 99,350                                               | CY                 |
| Carpenter, Andrew                               | Professional Lecturer     |                          | 94,000                                               | CY                 |
| Carpenter, Michael                              | Professional Lecturer     |                          | 71,000                                               | CY                 |
| Castle, Steven                                  | Professional Lecturer     |                          | 85,825                                               | CY                 |
| Chittenden, Timothy                             | Professional Lecturer     |                          | 75,500                                               | CY                 |
| Clemons, Jason                                  | Professional Lecturer     |                          | 63,730                                               | CY                 |
| Conley, Wesley                                  | Professional Lecturer     |                          | 59,500                                               | CY                 |
| Conner, Sabrina                                 | Professional Lecturer     |                          | 56,620                                               | CY                 |
| Covey, Lucas                                    | Professional Lecturer     |                          | 89,485                                               | CY                 |
| Cupp, Matthew                                   | Professional Lecturer     |                          | 59,215                                               | CY                 |
| Durrani, Hashim                                 | Professional Lecturer     |                          | 86,970                                               | CY                 |
| Ellison, Ryan                                   | Professional Lecturer     |                          | 68,960                                               | CY                 |
| Ervine, Michelle                                | Professional Lecturer     |                          | 69,040                                               | CY                 |
| Fenn, Russell                                   | Professional Lecturer     |                          | 89,300                                               | CY                 |
| Flora, Michael                                  | Professional Lecturer     |                          | 62,750                                               | CY                 |

## ***Vice President for Information Technology and Chief Information Officer***

| <u><b>Name</b></u>           | <u><b>Rank</b></u>    | <u><b>Title</b></u> | <u><b>Recommended Salary<br/>For 2015 - 2016</b></u> | <u><b>Appt</b></u> |
|------------------------------|-----------------------|---------------------|------------------------------------------------------|--------------------|
| Herr, Christian              | Professional Lecturer |                     | 64,098                                               | CY                 |
| Herrington, Amanda           | Professional Lecturer |                     | 90,690                                               | CY                 |
| Herrington, William          | Professional Lecturer |                     | 63,020                                               | CY                 |
| Howard, Andrea               | Professional Lecturer |                     | 63,115                                               | CY                 |
| Ingram, Henry                | Professional Lecturer |                     | 72,400                                               | CY                 |
| Johnson, Debra               | Professional Lecturer |                     | 103,970                                              | CY                 |
| Johnson, Kara                | Professional Lecturer |                     | 54,565                                               | CY                 |
| Lewis, Wallace               | Professional Lecturer |                     | 75,000                                               | CY                 |
| Linkous, Janet               | Professional Lecturer |                     | 107,300                                              | CY                 |
| MacInnis, Brian              | Professional Lecturer |                     | 75,360                                               | CY                 |
| Mallikarjunan, Vijayalakshmi | Professional Lecturer |                     | 59,757                                               | CY                 |
| McClafferty, Mark            | Professional Lecturer |                     | 65,215                                               | CY                 |
| McCrery, Kenneth             | Professional Lecturer |                     | 118,790                                              | CY                 |
| McElmurray, Philip           | Professional Lecturer |                     | 57,115                                               | CY                 |
| Pena, Ariel                  | Professional Lecturer |                     | 72,115                                               | CY                 |
| Penland, Ernest              | Professional Lecturer |                     | 99,250                                               | CY                 |
| Quintin, Richard             | Professional Lecturer |                     | 101,650                                              | CY                 |
| Ratliff, Andrew              | Professional Lecturer |                     | 63,440                                               | CY                 |
| Rooney, Kevin                | Professional Lecturer |                     | 99,450                                               | CY                 |
| Rush, Jennifer               | Professional Lecturer |                     | 71,500                                               | CY                 |
| Sanborn, Brent               | Professional Lecturer |                     | 58,085                                               | CY                 |
| Shrestha, Jitendra           | Professional Lecturer |                     | 72,342                                               | CY                 |
| Smith, Arnold                | Professional Lecturer |                     | 103,500                                              | CY                 |
| Smith, Kimberly              | Professional Lecturer |                     | 85,170                                               | CY                 |
| Vamanan Nampoothiri, Smitha  | Professional Lecturer |                     | 69,700                                               | CY                 |
| Wilson, Glenda               | Professional Lecturer |                     | 56,045                                               | CY                 |

### **Geospatial Application Development and Administration**

|                    |                       |         |    |
|--------------------|-----------------------|---------|----|
| Peery, Stephen     | Professional Lecturer | 98,562  | CY |
| van Gelder, Brenda | Professional Lecturer | 119,100 | CY |

### **Information Technology Security**

|                      |                       |         |    |
|----------------------|-----------------------|---------|----|
| Kobezak, Philip      | Professional Lecturer | 76,000  | CY |
| Lancaster, Elizabeth | Professional Lecturer | 71,300  | CY |
| Lang, Jeffry         | Professional Lecturer | 70,600  | CY |
| Marchany, Randolph   | Professional Lecturer | 126,441 | CY |
| Tilley, Richard      | Professional Lecturer | 99,340  | CY |
| Welte, Paul          | Professional Lecturer | 61,140  | CY |

### **Identity Management Services**

|                     |                       |        |    |
|---------------------|-----------------------|--------|----|
| Connelly, Jason     | Professional Lecturer | 85,675 | CY |
| Herrington, Karen   | Professional Lecturer | 96,333 | CY |
| Kethineedi, Kalpana | Professional Lecturer | 74,099 | CY |

### **Information Technology Acquisitions**

## ***Vice President for Information Technology and Chief Information Officer***

| <u><b>Name</b></u>                                               | <u><b>Rank</b></u>            | <u><b>Title</b></u> | <u><b>Recommended Salary<br/>For 2015 - 2016</b></u> | <u><b>Appt</b></u> |
|------------------------------------------------------------------|-------------------------------|---------------------|------------------------------------------------------|--------------------|
| Branscome, Patricia                                              | Professional Lecturer         |                     | 82,090                                               | CY                 |
| Layman, Barbara                                                  | Professional Lecturer         |                     | 68,300                                               | CY                 |
| <b><u>Secure Enterprise Technology Initiatives</u></b>           |                               |                     |                                                      |                    |
| Dunker, Mary                                                     | Administrative Lecturer       |                     | 127,006                                              | CY                 |
| Addison, Marvin                                                  | Professional Lecturer         |                     | 68,378                                               | CY                 |
| Anderson, Michael                                                | Professional Lecturer         |                     | 84,660                                               | CY                 |
| Fisher, Daniel                                                   | Professional Lecturer         |                     | 88,737                                               | CY                 |
| Long, Brian                                                      | Professional Lecturer         |                     | 73,686                                               | CY                 |
| Memisyazici, Erdem                                               | Professional Lecturer         |                     | 51,891                                               | CY                 |
| Nguyen, Ha Trung                                                 | Professional Lecturer         |                     | 62,988                                               | CY                 |
| <b><u>Systems Engineering and Administration</u></b>             |                               |                     |                                                      |                    |
| Sawyers, Brandon                                                 | Professional Lecturer         |                     | 78,530                                               | CY                 |
| Snapp, Christopher                                               | Professional Lecturer         |                     | 84,700                                               | CY                 |
| <b><u>Technology-enhanced Learning and Online Strategies</u></b> |                               |                     |                                                      |                    |
| Sanders, William                                                 | Administrative Assistant Prof |                     | 109,905                                              | CY                 |
| Pike, Dale                                                       | Administrative Lecturer       |                     | 143,350                                              | CY                 |
| Worley, Gary                                                     | Administrative Lecturer       | Director            | 98,326                                               | CY                 |
| Adams, David                                                     | Professional Lecturer         |                     | 72,310                                               | CY                 |
| Baab, Lujean                                                     | Professional Lecturer         |                     | 97,395                                               | CY                 |
| Bond, Mark                                                       | Professional Lecturer         |                     | 81,557                                               | CY                 |
| Broniak, Brian                                                   | Professional Lecturer         |                     | 96,886                                               | CY                 |
| Dickert, Robert                                                  | Professional Lecturer         |                     | 80,674                                               | CY                 |
| Edmison, Kenneth                                                 | Professional Lecturer         |                     | 85,635                                               | CY                 |
| English, Mary                                                    | Professional Lecturer         |                     | 80,340                                               | CY                 |
| Fink, Jonathan                                                   | Professional Lecturer         |                     | 50,000                                               | CY                 |
| Fowler, Shelli                                                   | Professional Lecturer         |                     | 96,885                                               | CY                 |
| Francis, Nathan                                                  | Professional Lecturer         |                     | 49,932                                               | CY                 |
| Gilmore, Eric                                                    | Professional Lecturer         |                     | 69,540                                               | CY                 |
| Hestnes, Oddbjoern                                               | Professional Lecturer         |                     | 54,914                                               | CY                 |
| Hu, Deyu                                                         | Professional Lecturer         |                     | 59,977                                               | CY                 |
| Kelley, Cynthia                                                  | Professional Lecturer         |                     | 84,409                                               | CY                 |
| Kensler, Jonathan                                                | Professional Lecturer         |                     | 60,434                                               | CY                 |
| Meese, Jack                                                      | Professional Lecturer         |                     | 71,225                                               | CY                 |
| Najdi, Jihane                                                    | Professional Lecturer         |                     | 69,579                                               | CY                 |
| Ogle, Jeffrey                                                    | Professional Lecturer         |                     | 87,230                                               | CY                 |
| Overton, Stephanie                                               | Professional Lecturer         |                     | 53,114                                               | CY                 |
| Summers, Teggim                                                  | Professional Lecturer         | Interim Director    | 70,901                                               | CY                 |
| Thacker, April                                                   | Professional Lecturer         |                     | 53,489                                               | CY                 |
| Walker, Jacques                                                  | Professional Lecturer         |                     | 48,117                                               | CY                 |
| Williams, Daron                                                  | Professional Lecturer         |                     | 61,168                                               | CY                 |
| Zaldivar, Marc                                                   | Professional Lecturer         |                     | 69,115                                               | CY                 |
| Zhang, Ruiling                                                   | Professional Lecturer         |                     | 53,012                                               | CY                 |
| deWindt, William                                                 | Professional Lecturer         |                     | 64,240                                               | CY                 |

## ***Vice President for Information Technology and Chief Information Officer***

| <u><b>Name</b></u>                                                       | <u><b>Rank</b></u>          | <u><b>Title</b></u> | <u><b>Recommended Salary<br/>For 2015 - 2016</b></u> | <u><b>Appt</b></u> |
|--------------------------------------------------------------------------|-----------------------------|---------------------|------------------------------------------------------|--------------------|
| <u><b>Telecommunications Auxiliary</b></u>                               |                             |                     |                                                      |                    |
| Harris, Carl                                                             | Administrative Lecturer     |                     | 170,325                                              | CY                 |
| Smith, Roy                                                               | Administrative Lecturer     |                     | 90,975                                               | CY                 |
| Coleman, Billy                                                           | Professional Lecturer       |                     | 83,500                                               | CY                 |
| Copenhaver, Kristin                                                      | Professional Lecturer       |                     | 76,919                                               | CY                 |
| Crowder, Jeffrey                                                         | Professional Lecturer       |                     | 161,986                                              | CY                 |
| Fotedar, Ajinkya                                                         | Professional Lecturer       |                     | 57,185                                               | CY                 |
| Gardner, Mark                                                            | Professional Lecturer       |                     | 120,938                                              | CY                 |
| Gausepohl, Kimberly                                                      | Professional Lecturer       |                     | 63,250                                               | CY                 |
| <u><b>Vice President for Information Technology - Administration</b></u> |                             |                     |                                                      |                    |
| Midkiff, Scott                                                           | Administrative Professor    | Vice President      | 308,152                                              | CY                 |
| Brooker-Gross, Susan                                                     | Professional Associate Prof |                     | 130,586                                              | CY                 |
| Krallman, John                                                           | Administrative Lecturer     |                     | 128,554                                              | CY                 |
| Gilbert, Claire                                                          | Professional Lecturer       |                     | 81,800                                               | CY                 |
| Kroll, Gregory                                                           | Professional Lecturer       |                     | 94,531                                               | CY                 |
| Ransbottom, Jeffrey                                                      | Professional Lecturer       |                     | 124,369                                              | CY                 |
| <u><b>Virginia Tech Operations Center</b></u>                            |                             |                     |                                                      |                    |
| Landreth, Joyce                                                          | Professional Lecturer       |                     | 84,511                                               | CY                 |

# Virginia Cooperative Extension

| <u>Name</u>                                          | <u>Rank</u>           | <u>Title</u>      | <u>Recommended Salary<br/>For 2015 - 2016</u> | <u>Appt</u> |
|------------------------------------------------------|-----------------------|-------------------|-----------------------------------------------|-------------|
| <b><u>4-H Centers and Administration</u></b>         |                       |                   |                                               |             |
| Price, Tonya                                         | Assistant Professor   |                   | 82,097                                        | CY          |
| Atkinson, Melvin                                     | Professional Lecturer |                   | 61,857                                        | CY          |
| Branch, Bryan                                        | Professional Lecturer |                   | 56,753                                        | CY          |
| Brown, Ruben                                         | Professional Lecturer |                   | 38,872                                        | CY          |
| Ellmore, Roger                                       | Professional Lecturer |                   | 102,770                                       | CY          |
| Fisher, Sandra                                       | Professional Lecturer |                   | 75,944                                        | CY          |
| Harpole, Douglas                                     | Professional Lecturer |                   | 61,890                                        | CY          |
| Iden, Charles                                        | Professional Lecturer |                   | 50,490                                        | CY          |
| Johnson, Jeremy                                      | Professional Lecturer |                   | 54,640                                        | CY          |
| Makufka, Craig                                       | Professional Lecturer |                   | 34,338                                        | CY          |
| Martin, Michael                                      | Professional Lecturer |                   | 99,620                                        | CY          |
| McKeon, Jessica                                      | Professional Lecturer |                   | 33,620                                        | CY          |
| Morton, Sarah                                        | Professional Lecturer |                   | 84,048                                        | CY          |
| Raines, Robyn                                        | Professional Lecturer |                   | 54,631                                        | CY          |
| <b><u>Central District Cooperative Extension</u></b> |                       |                   |                                               |             |
| Abston, Therese                                      | Professional Lecturer |                   | 53,526                                        | CY          |
| Alt, Theresa                                         | Professional Lecturer |                   | 48,744                                        | CY          |
| Baker, Scott                                         | Professional Lecturer |                   | 67,273                                        | CY          |
| Baney, Jinx                                          | Professional Lecturer |                   | 69,685                                        | CY          |
| Barrow, Melanie                                      | Professional Lecturer |                   | 53,178                                        | CY          |
| Barts, Stephen                                       | Professional Lecturer |                   | 49,790                                        | CY          |
| Bowen, Jason                                         | Professional Lecturer |                   | 50,702                                        | CY          |
| Bowen, Jennifer                                      | Professional Lecturer |                   | 58,229                                        | CY          |
| Brown, Christopher                                   | Professional Lecturer |                   | 41,340                                        | CY          |
| Bunn, Travis                                         | Professional Lecturer |                   | 45,454                                        | CY          |
| Byrd, Carol                                          | Professional Lecturer |                   | 58,541                                        | CY          |
| Camm, Kevin                                          | Professional Lecturer |                   | 47,075                                        | CY          |
| Carrington, Anne-Carter                              | Professional Lecturer |                   | 67,619                                        | CY          |
| Clarke, C                                            | Professional Lecturer |                   | 61,521                                        | CY          |
| Crews, Sarah                                         | Professional Lecturer |                   | 38,139                                        | CY          |
| Daniel, Donna                                        | Professional Lecturer |                   | 52,355                                        | CY          |
| Dolan, Amanda                                        | Professional Lecturer |                   | 36,244                                        | CY          |
| Duff, Sean                                           | Professional Lecturer |                   | 40,840                                        | CY          |
| Eanes, Linda                                         | Professional Lecturer |                   | 46,178                                        | CY          |
| Elam, Leonard                                        | Professional Lecturer |                   | 62,504                                        | CY          |
| Elliott, Alyssa                                      | Professional Lecturer |                   | 36,744                                        | CY          |
| Fisher, Kevin                                        | Professional Lecturer |                   | 65,303                                        | CY          |
| Furgurson, Sonya                                     | Professional Lecturer |                   | 57,040                                        | CY          |
| Gill, Afton                                          | Professional Lecturer |                   | 35,744                                        | CY          |
| Goerlich, Daniel                                     | Professional Lecturer | District Director | 85,010                                        | CY          |
| Gregg, Cynthia                                       | Professional Lecturer |                   | 60,049                                        | CY          |

## *Virginia Cooperative Extension*

| <b><u>Name</u></b> | <b><u>Rank</u></b>    | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|--------------------|-----------------------|---------------------|------------------------------------------------------|--------------------|
| Grosse, Rachel     | Professional Lecturer |                     | 42,840                                               | CY                 |
| Hairston, Brian    | Professional Lecturer |                     | 56,868                                               | CY                 |
| Hawkins, Amy       | Professional Lecturer |                     | 52,114                                               | CY                 |
| Hawse, Emily       | Professional Lecturer |                     | 50,339                                               | CY                 |
| Haynes, Brenda     | Professional Lecturer |                     | 39,445                                               | CY                 |
| Henderson, Jane    | Professional Lecturer |                     | 70,307                                               | CY                 |
| Howland, Catherine | Professional Lecturer |                     | 48,932                                               | CY                 |
| Irvin, Kevin       | Professional Lecturer |                     | 71,455                                               | CY                 |
| Jones, Bruce       | Professional Lecturer |                     | 67,449                                               | CY                 |
| Jones, Robert      | Professional Lecturer |                     | 59,842                                               | CY                 |
| Lachance, Michael  | Professional Lecturer |                     | 59,284                                               | CY                 |
| Ligon, Jennifer    | Professional Lecturer |                     | 49,790                                               | CY                 |
| Marks, Darla       | Professional Lecturer |                     | 47,084                                               | CY                 |
| Martel, Cynthia    | Professional Lecturer |                     | 45,540                                               | CY                 |
| Miller, Caitlin    | Professional Lecturer |                     | 37,139                                               | CY                 |
| Morrison, Robbie   | Professional Lecturer |                     | 46,240                                               | CY                 |
| Nauta, Ashley      | Professional Lecturer |                     | 40,744                                               | CY                 |
| Norton, Haley      | Professional Lecturer |                     | 42,040                                               | CY                 |
| Norton, Nichole    | Professional Lecturer |                     | 38,744                                               | CY                 |
| Overby, Kathryn    | Professional Lecturer |                     | 38,139                                               | CY                 |
| Parrish, Michael   | Professional Lecturer |                     | 68,868                                               | CY                 |
| Pierce, Drexel     | Professional Lecturer |                     | 43,840                                               | CY                 |
| Prillaman, Susan   | Professional Lecturer |                     | 59,741                                               | CY                 |
| Robbins, Hannah    | Professional Lecturer |                     | 34,744                                               | CY                 |
| Robinson, Dillon   | Professional Lecturer |                     | 34,744                                               | CY                 |
| Scott, Michael     | Professional Lecturer |                     | 60,534                                               | CY                 |
| Siegle, Laura      | Professional Lecturer |                     | 42,640                                               | CY                 |
| Smith, David       | Professional Lecturer |                     | 54,712                                               | CY                 |
| Stokes, Pauline    | Professional Lecturer |                     | 38,744                                               | CY                 |
| Stowe, Jamie       | Professional Lecturer |                     | 53,736                                               | CY                 |
| Sutphin, Stuart    | Professional Lecturer |                     | 66,304                                               | CY                 |
| Tanner, Karen      | Professional Lecturer |                     | 51,640                                               | CY                 |
| Tillotson, Bonnie  | Professional Lecturer |                     | 47,958                                               | CY                 |
| Totten, Tadashi    | Professional Lecturer |                     | 47,395                                               | CY                 |
| Tucker, Lindy      | Professional Lecturer |                     | 39,040                                               | CY                 |
| Wallace, Ruth      | Professional Lecturer |                     | 63,025                                               | CY                 |
| Wilson, Amber      | Professional Lecturer |                     | 48,065                                               | CY                 |
| Wilson, Corissa    | Professional Lecturer |                     | 38,244                                               | CY                 |
| Woodson, Thomas    | Professional Lecturer |                     | 40,639                                               | CY                 |

### **Northern District Cooperative Extension**

|                 |                       |        |    |
|-----------------|-----------------------|--------|----|
| Abel, Jennifer  | Professional Lecturer | 68,332 | CY |
| Alstat, Kathryn | Professional Lecturer | 62,409 | CY |

# Virginia Cooperative Extension

| <b><u>Name</u></b> | <b><u>Rank</u></b>    | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|--------------------|-----------------------|---------------------|------------------------------------------------------|--------------------|
| Anglin, Kaila      | Professional Lecturer |                     | 42,339                                               | CY                 |
| Benner, John       | Professional Lecturer |                     | 37,639                                               | CY                 |
| Booher, Dara       | Professional Lecturer |                     | 46,610                                               | CY                 |
| Booher, Matthew    | Professional Lecturer |                     | 49,139                                               | CY                 |
| Bordas, Adria      | Professional Lecturer |                     | 77,552                                               | CY                 |
| Broadus, Michael   | Professional Lecturer |                     | 50,339                                               | CY                 |
| Buhls, Kirsten     | Professional Lecturer |                     | 54,799                                               | CY                 |
| Callan, Peter      | Professional Lecturer |                     | 59,990                                               | CY                 |
| Childs, Clay       | Professional Lecturer |                     | 76,910                                               | CY                 |
| Clark, Robert      | Professional Lecturer |                     | 62,252                                               | CY                 |
| Clem, Nicole       | Professional Lecturer |                     | 42,095                                               | CY                 |
| Cooper, Jason      | Professional Lecturer |                     | 48,244                                               | CY                 |
| Daniel, Katherine  | Professional Lecturer |                     | 55,710                                               | CY                 |
| Daubert, Jeremy    | Professional Lecturer |                     | 49,139                                               | CY                 |
| Davis, Rebecca     | Professional Lecturer |                     | 63,139                                               | CY                 |
| Diehl, Stephanie   | Professional Lecturer |                     | 68,765                                               | CY                 |
| Dillion, Deborah   | Professional Lecturer |                     | 64,139                                               | CY                 |
| Downing, Adam      | Professional Lecturer |                     | 60,683                                               | CY                 |
| Hilleary, James    | Professional Lecturer |                     | 70,139                                               | CY                 |
| Hopkins, Crysti    | Professional Lecturer |                     | 51,639                                               | CY                 |
| Hopkins, Steven    | Professional Lecturer |                     | 67,223                                               | CY                 |
| Horn, Douglas      | Professional Lecturer |                     | 55,744                                               | CY                 |
| Howe, John         | Professional Lecturer |                     | 64,935                                               | CY                 |
| Jarvis, Leon       | Professional Lecturer |                     | 65,602                                               | CY                 |
| King, Linda        | Professional Lecturer |                     | 52,890                                               | CY                 |
| Kloetzli, Cathryn  | Professional Lecturer |                     | 48,745                                               | CY                 |
| Leech, Rodney      | Professional Lecturer |                     | 74,926                                               | CY                 |
| Lillard, Clare     | Professional Lecturer |                     | 52,744                                               | CY                 |
| Love, Kenner       | Professional Lecturer |                     | 58,862                                               | CY                 |
| Mallory, Kelly     | Professional Lecturer |                     | 49,527                                               | CY                 |
| Marston, Cynthia   | Professional Lecturer | District Director   | 95,230                                               | CY                 |
| Mayo, Kimberly     | Professional Lecturer |                     | 59,464                                               | CY                 |
| Misch, Teresa      | Professional Lecturer |                     | 44,139                                               | CY                 |
| Mize, Timothy      | Professional Lecturer |                     | 62,973                                               | CY                 |
| Morris, Reginald   | Professional Lecturer |                     | 52,139                                               | CY                 |
| Mosley, Cristy     | Professional Lecturer |                     | 54,022                                               | CY                 |
| Mussey, Guy        | Professional Lecturer |                     | 68,427                                               | CY                 |
| Nagurny, Samantha  | Professional Lecturer |                     | 41,139                                               | CY                 |
| Nansel, Carol      | Professional Lecturer |                     | 64,672                                               | CY                 |
| Nguyen, Lenah      | Professional Lecturer |                     | 56,133                                               | CY                 |
| Ohlwiler, Timothy  | Professional Lecturer |                     | 56,125                                               | CY                 |
| Pasquarelli, Ian   | Professional Lecturer |                     | 41,139                                               | CY                 |
| Payne, April       | Professional Lecturer |                     | 43,244                                               | CY                 |

## *Virginia Cooperative Extension*

| <b><u>Name</u></b> | <b><u>Rank</u></b>    | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|--------------------|-----------------------|---------------------|------------------------------------------------------|--------------------|
| Poff, Karen        | Professional Lecturer |                     | 61,944                                               | CY                 |
| Puryear, Cindy     | Professional Lecturer |                     | 47,139                                               | CY                 |
| Reiersgaard, Emily | Professional Lecturer |                     | 44,500                                               | CY                 |
| Rij, Ursula        | Professional Lecturer |                     | 38,139                                               | CY                 |
| Rosson, Charles    | Professional Lecturer |                     | 57,831                                               | CY                 |
| Rothwell, Marie    | Professional Lecturer |                     | 41,244                                               | CY                 |
| Sheffield, Rebecca | Professional Lecturer |                     | 52,340                                               | CY                 |
| Simons, Amanda     | Professional Lecturer |                     | 43,327                                               | CY                 |
| Sohail, Maria      | Professional Lecturer |                     | 50,000                                               | CY                 |
| Sponaugle, Kari    | Professional Lecturer |                     | 37,139                                               | CY                 |
| Sprenger, Cristin  | Professional Lecturer |                     | 53,759                                               | CY                 |
| Stafford, Carl     | Professional Lecturer |                     | 65,501                                               | CY                 |
| Stanley, Thomas    | Professional Lecturer |                     | 57,238                                               | CY                 |
| Stegon, Nancy      | Professional Lecturer |                     | 53,202                                               | CY                 |
| Strong, Kathryn    | Professional Lecturer |                     | 55,140                                               | CY                 |
| Sutphin, Mark      | Professional Lecturer |                     | 59,923                                               | CY                 |
| Swanson, Carrie    | Professional Lecturer |                     | 56,334                                               | CY                 |
| Temple, Karrin     | Professional Lecturer |                     | 41,139                                               | CY                 |
| Thacker, Paige     | Professional Lecturer |                     | 63,714                                               | CY                 |
| Thomas, Kathryn    | Professional Lecturer |                     | 40,944                                               | CY                 |
| Thompson, Jennifer | Professional Lecturer |                     | 48,827                                               | CY                 |
| Thompson, John     | Professional Lecturer |                     | 51,243                                               | CY                 |
| Upchurch, Landon   | Professional Lecturer |                     | 34,744                                               | CY                 |
| Walden, Alyssa     | Professional Lecturer |                     | 49,140                                               | CY                 |
| Wright, LaWanda    | Professional Lecturer |                     | 59,783                                               | CY                 |

### **Southeast District Cooperative Extension**

|                        |                       |  |        |    |
|------------------------|-----------------------|--|--------|----|
| Allison, John          | Professional Lecturer |  | 55,539 | CY |
| Andrewskiewicz, Mary   | Professional Lecturer |  | 38,340 | CY |
| Andruczyk, Michael     | Professional Lecturer |  | 53,632 | CY |
| Baker, Karen           | Professional Lecturer |  | 52,678 | CY |
| Barber, Crystal        | Professional Lecturer |  | 57,282 | CY |
| Baskfield-Heath, Doris | Professional Lecturer |  | 81,000 | CY |
| Brent, Tara            | Professional Lecturer |  | 45,940 | CY |
| Brockway, Celia        | Professional Lecturer |  | 38,895 | CY |
| Brooks, Sally          | Professional Lecturer |  | 44,244 | CY |
| Brown, Austin          | Professional Lecturer |  | 39,244 | CY |
| Carter, Karen          | Professional Lecturer |  | 70,185 | CY |
| Clark, Neil            | Professional Lecturer |  | 61,282 | CY |
| Cole, Linda            | Professional Lecturer |  | 54,598 | CY |
| Costanza, Gregory      | Professional Lecturer |  | 49,744 | CY |
| Council, Brittany      | Professional Lecturer |  | 39,144 | CY |
| Davis, Andrea          | Professional Lecturer |  | 48,139 | CY |

# Virginia Cooperative Extension

| <b><u>Name</u></b>         | <b><u>Rank</u></b>    | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|----------------------------|-----------------------|---------------------|------------------------------------------------------|--------------------|
| Deitch, Ursula             | Professional Lecturer |                     | 39,840                                               | CY                 |
| Edmonds, Kimberly          | Professional Lecturer |                     | 59,235                                               | CY                 |
| Eigel, Bethany             | Professional Lecturer |                     | 54,379                                               | CY                 |
| Elmer, Billie              | Professional Lecturer |                     | 71,087                                               | CY                 |
| Flanagan, Roy              | Professional Lecturer |                     | 51,340                                               | CY                 |
| Fogel, Jonah               | Professional Lecturer |                     | 61,204                                               | CY                 |
| Frick, Carl                | Professional Lecturer |                     | 43,000                                               | CY                 |
| Gustafson, Krista          | Professional Lecturer |                     | 49,532                                               | CY                 |
| Hahn, Johanna              | Professional Lecturer |                     | 63,853                                               | CY                 |
| Herdman, Wendy             | Professional Lecturer |                     | 48,841                                               | CY                 |
| Jones, Danielle            | Professional Lecturer |                     | 50,537                                               | CY                 |
| Jones, Robert              | Professional Lecturer |                     | 35,744                                               | CY                 |
| Kelly, Lanette             | Professional Lecturer |                     | 45,239                                               | CY                 |
| Kindred, Gina              | Professional Lecturer |                     | 71,357                                               | CY                 |
| Kirby, Katrina             | Professional Lecturer |                     | 42,339                                               | CY                 |
| Lawrence, Marion           | Professional Lecturer |                     | 73,061                                               | CY                 |
| Lomax, Twandra             | Professional Lecturer |                     | 49,951                                               | CY                 |
| Long, Theresa              | Professional Lecturer |                     | 39,239                                               | CY                 |
| Maclin, Hermon             | Professional Lecturer |                     | 61,672                                               | CY                 |
| Mallory, Sharon            | Professional Lecturer |                     | 57,091                                               | CY                 |
| Maxey Nay, Laura           | Professional Lecturer |                     | 42,740                                               | CY                 |
| Menchhofer, Erin           | Professional Lecturer |                     | 44,740                                               | CY                 |
| Mernin, Christopher        | Professional Lecturer |                     | 39,340                                               | CY                 |
| Midkiff, Judith            | Professional Lecturer |                     | 85,773                                               | CY                 |
| Mitchell, Sonja            | Professional Lecturer |                     | 41,244                                               | CY                 |
| Moore, David               | Professional Lecturer |                     | 76,230                                               | CY                 |
| Munden, Karen              | Professional Lecturer |                     | 73,215                                               | CY                 |
| Newby, Shevonne            | Professional Lecturer |                     | 44,744                                               | CY                 |
| Nortman, Daniel            | Professional Lecturer |                     | 46,987                                               | CY                 |
| O'Keefe, Christine         | Professional Lecturer |                     | 36,000                                               | CY                 |
| Pearson, Jocelyn           | Professional Lecturer |                     | 46,987                                               | CY                 |
| Reiter, James              | Professional Lecturer |                     | 55,696                                               | CY                 |
| Romelczyk, Stephanie       | Professional Lecturer |                     | 45,340                                               | CY                 |
| Ruszczuk-Murray, Christina | Professional Lecturer |                     | 47,740                                               | CY                 |
| Sanderson, Lisa            | Professional Lecturer |                     | 54,147                                               | CY                 |
| Sani, Amy                  | Professional Lecturer |                     | 47,500                                               | CY                 |
| Schalk, Rita               | Professional Lecturer |                     | 59,867                                               | CY                 |
| Slade, Glenn               | Professional Lecturer |                     | 60,246                                               | CY                 |
| Spencer, Janet             | Professional Lecturer |                     | 56,862                                               | CY                 |
| Steffey, Karlee            | Professional Lecturer |                     | 36,139                                               | CY                 |
| Stormer, Eric              | Professional Lecturer |                     | 47,339                                               | CY                 |
| Sturm, Glenn               | Professional Lecturer |                     | 38,539                                               | CY                 |
| Tierney, Megan             | Professional Lecturer |                     | 50,503                                               | CY                 |

## *Virginia Cooperative Extension*

| <b><u>Name</u></b>    | <b><u>Rank</u></b>    | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|-----------------------|-----------------------|---------------------|------------------------------------------------------|--------------------|
| Tull, Jacqueline      | Professional Lecturer |                     | 54,462                                               | CY                 |
| Tyler-Mackey, Crystal | Professional Lecturer |                     | 69,574                                               | CY                 |
| Vargo, Ann            | Professional Lecturer |                     | 42,445                                               | CY                 |
| Wells, Kelvin         | Professional Lecturer |                     | 66,278                                               | CY                 |
| White, LaSonya        | Professional Lecturer |                     | 50,744                                               | CY                 |
| Williams, Marcus      | Professional Lecturer |                     | 38,139                                               | CY                 |
| Wyskiewicz, Cynthia   | Professional Lecturer |                     | 56,998                                               | CY                 |
| Yager, Kristina       | Professional Lecturer |                     | 37,139                                               | CY                 |
| Young, Kendra         | Professional Lecturer |                     | 55,753                                               | CY                 |

### **Southwest District Cooperative Extension**

|                         |                       |  |        |    |
|-------------------------|-----------------------|--|--------|----|
| Allen, George           | Professional Lecturer |  | 57,335 | CY |
| Barnes, Laquita         | Professional Lecturer |  | 65,222 | CY |
| Belcher, Shelia         | Professional Lecturer |  | 50,527 | CY |
| Blankenship, John       | Professional Lecturer |  | 65,904 | CY |
| Blevins, Philip         | Professional Lecturer |  | 80,477 | CY |
| Burkett, Sarah          | Professional Lecturer |  | 83,444 | CY |
| Carter, Katherine       | Professional Lecturer |  | 45,540 | CY |
| Chappell, Deborah       | Professional Lecturer |  | 57,665 | CY |
| Davis, Jennifer         | Professional Lecturer |  | 37,744 | CY |
| Dickerson, Ambre        | Professional Lecturer |  | 63,471 | CY |
| Estep, Cornelia         | Professional Lecturer |  | 59,434 | CY |
| Fannon-Osborne, Amy     | Professional Lecturer |  | 46,825 | CY |
| Farmer, Erin            | Professional Lecturer |  | 42,039 | CY |
| Grimes, Kelsey          | Professional Lecturer |  | 40,540 | CY |
| Havlik, Dorothy         | Professional Lecturer |  | 40,445 | CY |
| Hodges, Amber           | Professional Lecturer |  | 37,713 | CY |
| Hodges, Christine       | Professional Lecturer |  | 54,694 | CY |
| Jerrell, Scottie        | Professional Lecturer |  | 53,919 | CY |
| Jessee, Denny           | Professional Lecturer |  | 59,110 | CY |
| Johnson, Elizabeth      | Professional Lecturer |  | 56,182 | CY |
| Kopp, Lauren            | Professional Lecturer |  | 41,000 | CY |
| Lawrence, Mary          | Professional Lecturer |  | 38,208 | CY |
| Layton-Dudding, Jeannie | Professional Lecturer |  | 47,639 | CY |
| Leech, Samuel           | Professional Lecturer |  | 34,744 | CY |
| Lichty, Christopher     | Professional Lecturer |  | 56,226 | CY |
| McFarland, Mary         | Professional Lecturer |  | 70,215 | CY |
| Meade, Donna            | Professional Lecturer |  | 49,131 | CY |
| Meeks, Phillip          | Professional Lecturer |  | 52,340 | CY |
| Miller, Matthew         | Professional Lecturer |  | 53,816 | CY |
| Mullins, Jeannie        | Professional Lecturer |  | 54,910 | CY |
| Mullins, William        | Professional Lecturer |  | 54,742 | CY |

## *Virginia Cooperative Extension*

| <b><u>Name</u></b> | <b><u>Rank</u></b>    | <b><u>Title</u></b> | <b><u>Recommended Salary<br/>For 2015 - 2016</u></b> | <b><u>Appt</u></b> |
|--------------------|-----------------------|---------------------|------------------------------------------------------|--------------------|
| Overbay, Andrew    | Professional Lecturer |                     | 73,949                                               | CY                 |
| Painter, Tyler     | Professional Lecturer |                     | 40,539                                               | CY                 |
| Paulette, Morgan   | Professional Lecturer |                     | 38,744                                               | CY                 |
| Peek, Crystal      | Professional Lecturer |                     | 56,048                                               | CY                 |
| Peek, Danny        | Professional Lecturer |                     | 83,050                                               | CY                 |
| Pickett, Tonya     | Professional Lecturer |                     | 35,244                                               | CY                 |
| Pomfrey, Emily     | Professional Lecturer |                     | 36,244                                               | CY                 |
| Pottorff, Stephen  | Professional Lecturer |                     | 50,139                                               | CY                 |
| Prillaman, Leslie  | Professional Lecturer |                     | 71,097                                               | CY                 |
| Robinson, Amber    | Professional Lecturer |                     | 39,139                                               | CY                 |
| Romano, Timothy    | Professional Lecturer |                     | 37,740                                               | CY                 |
| Rose, Kelly        | Professional Lecturer |                     | 43,539                                               | CY                 |
| Scott, Kelli       | Professional Lecturer |                     | 44,139                                               | CY                 |
| Shortridge, Sandra | Professional Lecturer |                     | 50,513                                               | CY                 |
| Slack, Suzanne     | Professional Lecturer |                     | 34,744                                               | CY                 |
| Spurlin, Kevin     | Professional Lecturer |                     | 55,361                                               | CY                 |
| Vest, Jonathan     | Professional Lecturer |                     | 56,153                                               | CY                 |
| Worrell, William   | Professional Lecturer |                     | 62,750                                               | CY                 |

### **Virginia Cooperative Extension**

|                   |                       |  |        |    |
|-------------------|-----------------------|--|--------|----|
| Balderson, Thomas | Professional Lecturer |  | 70,796 | CY |
|-------------------|-----------------------|--|--------|----|

### **Abbreviations:**

AY - Academic Year

CY - Calendar Year

RE10 - Research Extended 10 Month Appointment

RE11 - Research Extended 11 Month Appointment

RE12 - Research Extended 12 Month Appointment