

Fall 2017 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Scott,Thomas R	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$201,550		0.0%	\$201,550		
Culin,Joseph D	Department Chair/Head	Interim Associate Dean	Management with Faculty Rank	NA		\$194,021	0.0%		\$194,021	
Rhodehamel,E J	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA		\$182,768	0.0%		\$182,768	
Bertrand,Jean A	Associate Dean	Associate Dean	Management with Faculty Rank	NA	*				\$180,000	
Strickland,James Robert	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA		\$170,358	0.0%		\$170,358	
Yarrow,Greg K	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA		\$168,517	0.0%		\$168,517	
Pometto III,Anthony Louis	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$161,409	0.0%		\$161,409	
McCarty,Lambert B	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$152,875	0.0%		\$152,875	
Northcutt,Julie Kathleen	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$151,006	0.0%		\$151,006	
Duckett,Susan Kay	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$147,164		0.0%	\$147,164		
McMillan,Patrick D.	Extension Professor	Extension Professor	Public Service Faculty	NA		\$145,103	0.0%		\$145,103	
Lanham,Joseph D	Alumni Professor	Alumni Professor	Instruct./Research/PSA Faculty	NA		\$144,383	0.0%		\$144,383	
Reighard,Gregory L	Professor	Interim Dept Chair	Instruct./Research/PSA Faculty	NA	\$131,126		10.0%	\$144,239		b
Admin salary adjustment for serving as Interim Dept Chair										
Adler,Peter H	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$143,874	0.0%		\$143,874	
Straka,Thomas J	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$142,892	0.0%		\$142,892	
McGregor,John U.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$142,366		0.0%	\$142,366		
Greene,Jeremy K	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$141,455	0.0%		\$141,455	
Rodgers Jr,John H	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$139,005		0.0%	\$139,005		
Martin Jr,Samuel B	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$152,943	-9.1%		\$138,978	b
Grant supplement removed										
Jeffers,Steven Nye	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$138,245	0.0%		\$138,245	

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a Salary change related to performance/merit.

b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

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Han,Young J	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$137,402	0.0%		\$137,402	
Dodson,Leigh G	Asst Academic Prog Directo	Asst Academic Prog Dir	Management	NA		\$134,191	0.0%		\$134,191	
Hassell,Richard L	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$132,659	0.0%		\$132,659	
Khalilian,Ahmad	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$132,263		0.0%	\$132,263		
Chastain,John P	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$132,260	0.0%		\$132,260	
Schnabel,Guido	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$131,662	0.0%		\$131,662	
Caterino,Michael S	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA		\$131,644	0.0%		\$131,644	
Benson,Eric P	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$130,795	0.0%		\$130,795	
Smith,Nathaniel B	Extension Professor	Extension Professor	Public Service Faculty	NA		\$130,612	0.0%		\$130,612	
Keinath,Anthony P	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$128,869	0.0%		\$128,869	
Birrenkott Jr,Glenn P	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$128,130	0.0%		\$128,130	
Jiang,Xiuping	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$127,960		0.0%	\$127,960		
Sawyer,Calvin B	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$126,971	0.0%		\$126,971	
Liu,Haibo	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$126,028	0.0%		\$126,028	
Cooksey,Kay D	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$125,059		0.0%	\$125,059		
Dawson,Paul L	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$124,636		0.0%	\$124,636		
Adelberg,Jeffrey W	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$123,816	0.0%		\$123,816	
Vernon,Kristine Lang	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$122,772	0.0%		\$122,772	
Baldwin,Robert Fritz	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$98,088		23.2%	\$120,845		b
Faculty rank promotion and administrative salary adjustment										
Zehnder,Geoffrey W	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$120,814	0.0%		\$120,814	

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Jones, Jeryl C	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$118,738		0.0%	\$118,738		
Greene, Annel K	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$118,428		0.0%	\$118,428		
Jones, Michael A	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$118,136	0.0%		\$118,136	
Wang, Gaofeng G	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$116,914		0.0%	\$116,914		
Conner, William H	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$116,261		0.0%	\$116,261		
Whiteside, William S	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$115,307	0.0%		\$115,307	
Kimmel, Robert M.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$115,069		0.0%	\$115,069		
Kantrovich, Adam J.	Extension Associate Profes	Extension Associate Prof	Public Service Faculty	NA	*				\$115,000	
Frederick, James R	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$114,773	0.0%		\$114,773	
Player, W Kirby	Lecturer	Lecturer	Student Affairs and Other Education	NA		\$114,538	0.0%		\$114,538	
Fraser, Angela M	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$113,293	0.0%		\$113,293	
Faust, James Emerson	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$113,226	0.0%		\$113,226	
Chen, Feng	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$112,321		0.0%	\$112,321		
Chow, Alex T.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$110,416	0.0%		\$110,416	
Barron, Felix H	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$109,491		0.0%	\$109,491		
Skewes, Peter A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$109,412		0.0%	\$109,412		
Hitchcock, Daniel R	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$109,317	0.0%		\$109,317	
Pratt, Scott Lee	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$95,441		12.0%	\$106,894		b
Faculty rank promotion										
Agudelo, Paula	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$95,246		12.0%	\$106,676		b
Faculty rank promotion										

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Privette III, Charles V Additional Duties; Admin salary adjustment for serving as Interim Dept Chair	Associate Professor	Interim Dept Chair	Instruct./Research/PSA Faculty	NA	\$90,937		15.5%	\$105,032		b
Lamie, Ronald D	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$104,756	0.0%		\$104,756	
Post, Christopher J.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$104,167		0.0%	\$104,167		
Chong, Juang Horng	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$103,995	0.0%		\$103,995	
Reay-Jones, Francis Peter Fortnum	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$103,612	0.0%		\$103,612	
Layfield, Kevin D	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$101,542	0.0%		\$101,542	
Gasic, Ksenija	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$101,512	0.0%		\$101,512	
Condrasky, Margaret D.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$100,511		0.0%	\$100,511		
White, Sarah A	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$99,173	0.0%		\$99,173	
Haley-Zitlin, Vivian J Admin salary adjustment for serving as Director of Didactic Programs	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$89,742		10.0%	\$98,716		b
Park, Dara Michelle	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$97,982	0.0%		\$97,982	
Mikhailova, Elena Backdated COLA and backdated Faculty Rank Promotion	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$85,236		12.0%	\$95,464		b
Willis, David Brian	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$95,236		0.0%	\$95,236		
Batt, Gregory S Retention increase	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$85,674		10.9%	\$95,000		f
Farmaha, Bhupinder Singh	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*				\$95,000	
Rustgi, Sachin	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$95,000	0.0%		\$95,000	
Darby, Duncan O	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$94,303		0.0%	\$94,303		
Anco, Daniel J	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$92,925	0.0%		\$92,925	

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Melgar Jimenez, Juan Carlos	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$92,925	0.0%		\$92,925	
Motallebi, Marzieh	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$92,925	0.0%		\$92,925	
Kutty, Sruthi Narayanan	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$90,860	0.0%		\$90,860	
Thavarajah, Dilrukshi Faculty rank promotion	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$82,600		10.0%	\$90,860		b
Hurley, Rupert A Faculty rank promotion	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$82,169		10.0%	\$90,386		b
Cutulle, Matthew A	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$90,000	0.0%		\$90,000	
Khanal, Puskar	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$90,000	0.0%		\$90,000	
O'Halloran, Thomas L	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$90,000	0.0%		\$90,000	
Schmidt-Jeffris, Rebecca Ann	Assistant Professor	Asst Prof Vegetable Ento	Instruct./Research/PSA Faculty	NA	*				\$90,000	
Fravel, Philip M	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$89,124		0.0%	\$89,124		
DiBenedetto, Catherine A	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$88,795	0.0%		\$88,795	
Byrd, Alex P	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$87,763	0.0%		\$87,763	
Koc, Ali Bulent	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$87,763		0.0%	\$87,763		
Heaton, William C Grant supplement for duties related to statewide wildlife program	Extension Assistant Profess	Extension Assistant Prof	Public Service Faculty	NA		\$83,082	4.8%		\$87,038	b
Kerrigan, Julia Louise	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$86,995		0.0%	\$86,995		
Tharayil-Santhakumar, Nishanth	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$86,801		0.0%	\$86,801		
Johnson, Alan R.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$85,492		0.0%	\$85,492		
Ye, Rongzhong	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*				\$85,000	

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Gering, Lawrence R	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$84,993		0.0%	\$84,993		
Moore, Robert Truett	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$84,101		0.0%	\$84,101		
Polomski, Robert F	Extension Associate	Extension Associate	Public Service Faculty	NA		\$83,890	0.0%		\$83,890	
Long, Nathan M Market Adjustment	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$79,934		2.5%	\$81,934		e
Lascano, Gustavo Jose	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$81,619		0.0%	\$81,619		
Barrett, Russell K	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$80,566		0.0%	\$80,566		
Davis, James R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$80,242	0.0%		\$80,242	
Jesch, Elliot D	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$79,382		0.0%	\$79,382		
Bolotova, Yuliya Valentinovna	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,986		0.0%	\$78,986		
Vassalos, Michael	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,986		0.0%	\$78,986		
Wilmoth, Tiffany A Retention increase	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$75,373		4.6%	\$78,873		f
Vincent, Ellen Anita Additional duties for assuming classroom teaching duties	Lecturer	Lecturer	Instructional Faculty	NA		\$74,820	5.0%		\$78,561	b
Hagan, Donald L	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$77,438		0.0%	\$77,438		
Jachowski, David Scott	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$77,438		0.0%	\$77,438		
Rodriguez, Shari Lynn	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$77,438		0.0%	\$77,438		
Zhang, Lisha	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$77,438		0.0%	\$77,438		
Aguerre, Matias Jose	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$77,000		
Song, Bo	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$76,470		0.0%	\$76,470		
Zhou, Zheng	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$76,000		

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Appukkuttan Suseela,Vidya	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$75,000		
Farmer,Troy Mason	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$75,000		
Jachowski,Catherine Michelle Bodinof	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$75,000		0.0%	\$75,000		
Peoples,Brandon Kevin	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$75,000		0.0%	\$75,000		
Wiley,Richard D	Extension Associate	Extension Associate	Public Service Faculty	NA		\$70,971	0.0%		\$70,971	
Coffee,Aubrey Dean	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$66,601		0.0%	\$66,601		
Whitfield,Deborah G	Acctnt/Fiscal Analyst III	Acctnt/Fiscal Analyst III	Business and Financial Ops	06		\$66,348	0.0%		\$66,348	
Dodson,Joseph M	Project Coordinator	Project Coordinator	Business and Financial Ops	06		\$65,739	0.0%		\$65,739	
Dunn,Heather Walker	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$64,755		0.0%	\$64,755		
Corbett,Bridgit Denise	Lecturer	Lecturer	Instructional Faculty	NA	*			\$64,000		
Cothran,Sara Lane	Lecturer	Lecturer	Instructional Faculty	NA		\$63,189	0.0%		\$63,189	
Barnes,Cynthia Kresh	Acctnt/Fiscal Analyst III	Accounting/Fiscal Mgr I	Business and Financial Ops	06		\$63,073	0.0%		\$63,073	
Price,Stephen R	IT Manager I	IT Manager I	Computer, Engin., and Sci	07		\$56,534	10.0%		\$62,187	b
Promotion or Reclassification										
Miller,Richelle Lorraine	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,184		16.8%	\$62,144		b e
Faculty rank promotion with market adjustment and temporary adjustment for role of internship coord										
Stuettgen,Tyler T	Lecturer	Lecturer	Instructional Faculty	NA	\$61,950		0.0%	\$61,950		
Guerra Marcondes,Patricia Dione	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$61,745	0.0%		\$61,745	
Patterson,Jane M	Administrative Coord I	Administrative Coord I	Office and Administrative Support	05		\$60,760	0.0%		\$60,760	
Durrance,Elizabeth Lacey	Lecturer	Lecturer	Instructional Faculty	NA	*			\$60,000		
Honea,Sennah C	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Ops	06		\$59,191	0.0%		\$59,191	

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Barker,Brandon Scott	IT Consultant I	IT Consultant I	Computer, Engin., and Sci	06	*			\$58,075		
Gilliam,David Leroy	IT Consultant I	IT Consultant I	Computer, Engin., and Sci	06		\$50,551	14.9%	\$58,075		b e
Reclassification/transfer to new position										
Apperson III,George P	Lecturer	Lecturer	Instructional Faculty	NA	\$58,000		0.0%	\$58,000		
Han,Inyee Y	Research Specialist II	Research Specialist II	Computer, Engin., and Sci	05		\$57,939	0.0%	\$57,939		
Massey,Hunter F	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,234		0.0%	\$57,234		
Jones,Deborah S	Grants Coordinator II	Grants Coordinator II	Office and Administrative Support	05		\$57,213	0.0%	\$57,213		
Beecher,Paula Borne	Student Services Mgr I	Student Services Mgr I	Business and Financial Ops	06		\$56,939	0.0%	\$56,939		
Green,Brenda S	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Ops	05		\$55,392	0.0%	\$55,392		
Sanders,Amy B	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$54,868	0.0%	\$54,868		
Black,Kathryn Hulse	Public Info Dir I	Public Info Dir I	Business and Financial Ops	06		\$54,589	0.0%	\$54,589		
Beard,Charles E	Research Specialist III	Research Specialist III	Computer, Engin., and Sci	06		\$49,582	10.0%	\$54,540		b
Promotion or Reclassification										
Swafford,Charlotte P	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Ops	05		\$53,964	0.0%	\$53,964		
White,David B	Production Manager III	Production Manager III	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$53,494	0.0%	\$53,494		
Gossett,Ronald	Lab Specialist III	Lab Specialist III	Computer, Engin., and Sci	05		\$53,391	0.0%	\$53,391		
Chao,Wayne Y	Research Specialist III	Research Specialist III	Computer, Engin., and Sci	06		\$52,463	0.0%	\$52,463		
Still,Kathryn Taylor	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$45,893	13.3%	\$52,000		e
Market Adjustment										
Chambers,Steven D	Research Specialist III	Research Specialist III	Computer, Engin., and Sci	06		\$51,625	0.0%	\$51,625		
Gambrell,Nathaniel John	Research Associate	Research Associate	Business and Financial Ops	NA		\$51,625	0.0%	\$51,625		

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Fall 2017 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Guynn,Susan Talley	Extension Associate	Extension Associate	Public Service Faculty	NA		\$49,097	5.0%		\$51,552	b
Additional duties related to extension in-service education program										
Checura,Celina Marcela	Lecturer	Lecturer	Instructional Faculty	NA	*				\$51,500	
Fogle,Tanner LaVern	Research Associate	Research Associate	Computer, Engin., and Sci	NA	*				\$50,000	
Hagan,Althea Simone Hotaling	Lecturer	Lecturer	Instructional Faculty	NA	*				\$50,000	
Sinclair,Chelsea Drumwright	Lecturer	Lecturer	Instructional Faculty	NA	*				\$50,000	

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a Salary change related to performance/merit.

b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Goodstein, Richard E	Dean	Dean	Management with Faculty Rank	NA		\$268,686	0.0%		\$268,686	
Nakuma, Constancio K	Associate Dean	Senior Associate Dean	Management with Faculty Rank	NA		\$180,502	0.0%		\$180,502	
Schwennsen, Katherine Lee	Academic Program Director	Director of Architecture	Instruct./Research/PSA Faculty	NA	\$165,174		4.5%	\$172,682		b
Admin Salary adjustment for serving as dept chair for landscape architecture										
Spencer, James Herbert	Associate Dean	Dept Chair/Head	Management with Faculty Rank	NA		\$180,439	-4.3%		\$172,594	b
Grant supplement removed										
Burton, Orville Vernon	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$168,327		0.0%	\$168,327		
Hudgins, Carter Lee	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$156,980		0.0%	\$156,980		
Allison, David J	Alumni Professor	Alumni Professor	Instruct./Research/PSA Faculty	NA	\$151,405		0.0%	\$151,405		
Joseph, Anjali	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$143,900		0.0%	\$143,900		
Lauria, Mickey	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$143,353		0.0%	\$143,353		
Barczewski, Stephanie L	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$133,728		0.0%	\$133,728		
Morrissey, Lee J	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$133,223		0.0%	\$133,223		
Grant, H Roger	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$129,991		0.0%	\$129,991		
Palmer, R Barton	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$129,241		0.0%	\$129,241		
Blakesley, David E	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$121,210		0.0%	\$121,210		
Jackson, Nathaniel M	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	*			\$117,700		
Maker, William A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$116,390		0.0%	\$116,390		
Ashton, Susanna M	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$100,712		15.5%	\$116,323		b
Promotion and admin salary adjustment										
Kuehn, Thomas J	Professor	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$114,611		0.0%	\$114,611		
Katz, Steven B	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$112,441		0.0%	\$112,441		

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a Salary change related to performance/merit.

b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Amesbury, Richard Alexis	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	*			\$112,200		
Gaber, John Albert	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	*			\$112,200		
Vitanza, Victor Joe	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$111,928		0.0%	\$111,928		
Hartmann, David J	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$111,584		0.0%	\$111,584		
Battisto, Dina G.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$109,719		0.0%	\$109,719		
Schurch, Thomas William	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$109,192		0.0%	\$109,192		
Wueste, Daniel E	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$92,636		17.2%	\$108,606		e
Market Adjustment										
Marks, Steven G	Alumni Professor	Alumni Professor	Instruct./Research/PSA Faculty	NA	\$108,480		0.0%	\$108,480		
Howard, Tharon W	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$108,106		0.0%	\$108,106		
Bausman, Dennis C	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$107,944		0.0%	\$107,944		
Bartley, Abel A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$105,446		0.0%	\$105,446		
Williams, Sean D.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$105,252		0.0%	\$105,252		
Carney, Elizabeth D	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$104,993		0.0%	\$104,993		
Ellis, Clifford Donald	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$112,156		-8.1%	\$103,052		b
Grant supplement removed										
Burns, James M.	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$102,218		0.0%	\$102,218		
Oropesa, Salvador A	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$102,218		0.0%	\$102,218		
Stephens, Jacqueline E	Administrative Mgr II	Administrative Mgr II	Office and Administrative Support	08		\$101,944	0.0%		\$101,944	
Detrich, David M	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$100,738		0.0%	\$100,738		
Padua, Mary G	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$110,054		-9.1%	\$100,049		b
Grant supplement removed										

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a Salary change related to performance/merit.

b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Moise,Edwin E	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$99,998		0.0%	\$99,998		
Grosby,Steven E	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$99,627		0.0%	\$99,627		
Morris,Keith L	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$99,252		0.0%	\$99,252		
Perpich,Diane	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$85,956		12.2%	\$96,449		b
Faculty rank promotion and correction pay rate to supp										
Spede,Mark J	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$96,244	0.0%		\$96,244	
Blouin,Vincent Yves Marie	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$95,917		0.0%	\$95,917		
Huff,Raymond T	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$95,348		0.0%	\$95,348		
Powers,Matthew Neal	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$91,583		4.0%	\$95,241		b
Supplement for serving as Assoc Chair of Landscape Arch; New supplement related to duties as Director of Landscape Architecture										
Piper,Christine A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$94,353		0.0%	\$94,353		
Nassar,Hala Fouad	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$99,186		-5.0%	\$94,186		b
Grant supplement removed										
Taylor-Shockley,Megan Newbury	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$93,452		0.0%	\$93,452		
Andrew Jr,John R	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$93,067		0.0%	\$93,067		
Edwards,Byron Malet	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$92,925		0.0%	\$92,925		
Haynes,Cynthia Ann	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$92,609		0.0%	\$92,609		
Laurence,Peter L	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$98,402		-6.1%	\$92,402		b
Grant supplement removed										
Wortham-Galvin,Brooke Danielle	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	*			\$92,400		
Heine,Ulrike Ann-Sophie	Associate Professor	Assistant Director	Instruct./Research/PSA Faculty	NA	\$86,570		6.5%	\$92,210		e
Market Adjustment										

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Brown, Timothy Burl	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$88,600		0.0%	\$88,600		
Smith, Kelly C	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$88,557		0.0%	\$88,557		
Harding, Daniel Nevin	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$87,940		0.0%	\$87,940		
Feeser, Andrea V	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$87,099		0.0%	\$87,099		
An, Yanming	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$85,883		0.0%	\$85,883		
LeMahieu, Michael L	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$85,774		0.0%	\$85,774		
Holmevik, Jan Rune	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$85,177		0.0%	\$85,176		
Dyckman, Caitlin	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$85,090		0.0%	\$85,090		
Hewitt, Robert R	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$84,936		0.0%	\$84,936		
McGrath, Brian M	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$83,775		0.0%	\$83,775		
Buyer, Paul L	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$83,468		0.0%	\$83,468		
Li-Bleuel, Linda L	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$83,468		0.0%	\$83,468		
Benedict, Robert Creighton	Professor Of Practice	Professor Of Practice	Instruct./Research/PSA Faculty	NA	\$83,063		0.0%	\$83,063		
Stockton, William H	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$74,396		11.6%	\$83,000		f
Retention increase										
Weise, Jillian M	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$77,559		7.0%	\$83,000		f
Retention increase										
Hecker, Douglas A.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$82,473		0.0%	\$82,473		
Bushnell, Cameron Fae	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$71,205		15.8%	\$82,442		b
Admin Salary adjustment for serving as Director of Peace Center										
Clarke, Shima N	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$82,339		0.0%	\$82,339		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Russell,Paul C	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$75,684		7.9%	\$81,684		b
Admin Salary adjustment for serving as director of landscape architecture grad program										
Field,Jonathan Beecher	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$79,680		0.0%	\$79,680		
Kleiss,Michael Carlos Barrios	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$71,088		10.0%	\$78,197		b
Faculty rank promotion										
Manganelli,Kimberly Snyder	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$39,089		100.0%	\$78,178		f
Return from sabbatical										
Mack,Pamela E	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$77,945		0.0%	\$77,945		
Morris,Eric A	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$70,180		10.0%	\$77,198		b
Faculty rank promotion										
Rivlin,Elizabeth J	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$76,673		0.0%	\$76,673		
Burgett,Joseph Michael	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$76,561		0.0%	\$76,561		
Donar,David Stewart	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$76,359		0.0%	\$76,359		
Thomas,Rhondda Robinson	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$75,766		0.0%	\$75,766		
Silance,Robert T	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$75,740		0.0%	\$75,740		
Cunningham,Miller G	Associate Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$75,685		0.0%	\$75,685		
Goss,Erin Marina	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$75,671		0.0%	\$75,671		
Skrodzka,Agnieszka	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$75,671		0.0%	\$75,671		
Lee,David M	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$74,431		0.0%	\$74,431		
Anderson,Paul Christopher	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$73,949		0.0%	\$73,949		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Zimany, Valerie A. Supplement removed; Admin salary adjustment as interim chair of Art	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$69,596		6.0%	\$73,806		b
Leifeste, Amalia T	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$73,721		0.0%	\$73,721		
McDonald, Todd A	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$73,710		0.0%	\$73,710		
Choma, Joseph Retention increase	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$64,015		15.0%	\$73,617		f
Grau, Christopher M Grant supplement removed	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$75,344		-4.0%	\$72,344		b
Starkey, Charles Grant supplement removed	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$79,343		-9.1%	\$72,130		b
Davis, Eugenia L	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07		\$71,923	0.0%		\$71,923	
Smith, Michelle C	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$71,655		
Hung, Christina Nguyen	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$70,880		0.0%	\$70,880		
White, Benjamin L	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$70,359		0.0%	\$70,359		
Meng, Michael L Return from sabbatical	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$35,067		100.0%	\$70,134		f
Raymond, Elora Lee	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$70,000		
Moore Peralta, Arelis	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$69,500	0.0%		\$69,500	
Hambright-Belue, Sallie Rebecca Admin Salary Adjustment for named professorship	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$66,968		3.7%	\$69,468		b
Dzuris, Linda	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$69,290		0.0%	\$69,290		
Mastroianni, Dominic B	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$69,133		0.0%	\$69,133		
Naimou, Angela M	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$69,133		0.0%	\$69,133		

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College of Architecture, Arts & Humanities

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					9 Month	12 Month		9 Month	12 Month	
Clark,Caroline Dunn	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$68,947		0.0%	\$68,947		
Smith,Christa A.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$68,544		0.0%	\$68,544		
Moore III,Kenneth W	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$68,513	0.0%		\$68,513	
Brown,Nicholas Christiansen	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$68,145		0.0%	\$68,145		
Hooley,Matthew H	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$68,145		
Lucas,Jason D	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$67,927		0.0%	\$67,927		
Bein,Amit	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$67,822		0.0%	\$67,822		
Wrangle,Anderson	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$67,678		0.0%	\$67,678		
Penna,Anthony M	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$67,484		0.0%	\$67,484		
Mousavi Riz,Seyed Ehsan	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$67,000		0.0%	\$67,000		
Satris,Stephen A	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$66,774		0.0%	\$66,774		
Moore,Rachel Anne	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$66,740		0.0%	\$66,740		
Silvestri,Michael S	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$66,740		0.0%	\$66,740		
Mai,Joseph H	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$66,424		0.0%	\$66,424		
Thum,Kathleen Ann	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$60,328		10.0%	\$66,361		b
Faculty rank promotion										
Grubb,C Alan	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$66,082		0.0%	\$66,082		
Franco Santa Cruz,David	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$66,080		0.0%	\$66,080		
Albright,Dustin Graham	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$65,896		0.0%	\$65,896		
Robert,Shannon Therese	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$68,206		-3.7%	\$65,706		b
Grant supplement removed										

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Fall 2017 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

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					9 Month	12 Month		9 Month	12 Month	
Tissera, Graciela E	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$65,692		0.0%	\$65,692		
Hunter IV, Walter Edgar	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$65,295		0.0%	\$65,295		
Chang, Hyejung	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$65,048		0.0%	\$65,048		
Eatman, Megan E	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$65,048		0.0%	\$65,048		
Lemons, Andrew M	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$65,048		0.0%	\$65,048		
Bose, Maria Selene	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$65,000		
Ty, Michelle Renee	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$65,000		0.0%	\$65,000		
Touya, Eric R	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$64,990		0.0%	\$64,990		
Green, Timothy F	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$64,913		0.0%	\$64,913		
Schmidt, Johannes	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$64,724		0.0%	\$64,724		
Whisler, Bruce Allen	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$64,681		0.0%	\$64,681		
Johnson, Kendra Lynette	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$64,672		0.0%	\$64,672		
Ersoy, Ufuk	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$66,677		-3.7%	\$64,177		b
Grant supplement removed										
Terry, William Church	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$64,140		0.0%	\$64,140		
Mihalache, Andreea M	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$64,000		0.0%	\$64,000		
Zhang, Yanhua	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$63,834		0.0%	\$63,834		
Levin, Andrew R	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$63,723		0.0%	\$63,723		
Anderson, Todd Dennis	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$60,918		4.1%	\$63,418		b
Admin salary adjustment for named professorship										
Coombs, David Sweeney	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$63,189		0.0%	\$63,189		
Hankins, Gabriel Anderson	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$63,189		0.0%	\$63,189		

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a Salary change related to performance/merit.

b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Barattoni, Luca	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$63,152		0.0%	\$63,152		
Durham, Justin W	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$62,978		0.0%	\$62,978		
Rojas-de-Massei, Monica M.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$62,736		0.0%	\$62,736		
Gorman, Austin C	Lecturer	Dir. of Writing Ctr/Lecture	Instructional Faculty	NA	\$62,467		0.0%	\$62,467		
Wilson, Lee Brady	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$61,950		0.0%	\$61,950		
Woodward-Detrich, Denise C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,673		0.0%	\$61,673		
Peebles, Kelly Digby	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$61,312		0.0%	\$61,312		
Hosler, Ned M	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$61,248		0.0%	\$61,248		
Brown, Brookes Colyton	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$60,918		
De Tholozany, Pauline	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$60,918		0.0%	\$60,918		
Jemison, Elizabeth L	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$60,918		0.0%	\$60,918		
Miller, Tiffany Dawn Creegan	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$60,918		0.0%	\$60,918		
Palacios, George	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$60,918		0.0%	\$60,918		
Saif, Mashal	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$60,918		0.0%	\$60,918		
Takeuchi, Jae Allegra Dibello	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$60,918		0.0%	\$60,918		
Saito, Kumiko	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$60,000		
Sutherland, Timothy Shan	Lecturer	Lecturer	Instructional Faculty	NA	*				\$60,000	
Altstatt, Hamilton S	Professor Of Practice	Professor Of Practice	Instruct./Research/PSA Faculty	NA	\$59,997		0.0%	\$59,997		
Cohen, Peter A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,593		0.0%	\$59,593		

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a Salary change related to performance/merit.

b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Lauritis, Beth Ann	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$59,173		0.0%	\$59,173		
Risso, Roberto	Assistant Professor	Visiting Assistant Profess	Instruct./Research/PSA Faculty	NA	\$53,690		9.9%	\$59,000		b
	Promotion or Reclassification									
Stoicea, Gabriela	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$58,976		0.0%	\$58,976		
Fitzmaurice, Stephen Benjamin	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$58,853		0.0%	\$58,853		
Chen, Su-I	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$55,755	5.0%		\$58,543	b
	Faculty rank promotion									
Smith, Daniel J	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$58,458		0.0%	\$58,458		
Anido, Raquel	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$56,854		0.0%	\$56,854		
Hurlburt, Timothy Ray	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,815		0.0%	\$56,815		
Bernarducci, Anthony	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$56,788		0.0%	\$56,788		
May, Todd G	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$113,330		-50.0%	\$56,665		f
	Sabbatical Half-pay									
Hudgins, Thomas Keith	Program Manager I	Program Manager I	Office and Administrative Support	07		\$42,126	32.1%		\$55,637	b
	Promotion or Reclassification									
Pastre, David A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,201		0.0%	\$55,201		
St. Peter Jr, Richard Ernest	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$54,764		0.0%	\$54,764		
Herrick, Amy Matthews	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$54,713	0.0%		\$54,713	
Collins, Carol A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,676		0.0%	\$54,676		
Bruhns, Robert A.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,157		0.0%	\$54,157		
Persico, Melva Marguerite	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$33,878		59.4%	\$54,000		b
	Faculty rank promotion with retention increase									

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Jeffries,James Bradford	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,868		0.0%	\$53,868		
Harris,Scott K	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,728		0.0%	\$53,728		
Martin,Jessica Held Market Adjustment	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$47,317	11.4%		\$52,720	e
Kaplar,Susan E Miscellaneous	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Ops	05		\$48,454	8.5%		\$52,567	f
Harris,Angela Jeannette Promotion or Reclassification	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$39,503	32.6%		\$52,377	b
Kauffman,Esther L. Promotion or Reclassification	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$45,312	15.0%		\$52,109	b
Leckenbusch,Matthew J	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$51,350	0.0%		\$51,350	
Ferrell,J Lee	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$50,573		0.0%	\$50,573		

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Wright,Brett A	Dean	Dean	Management with Faculty Rank	NA		\$214,842	0.0%		\$214,842	
Muth,Eric R.	Associate Dean	Assoc Dean/Resrch&Gra	Management with Faculty Rank	NA		\$200,065	0.0%		\$200,065	
Headley,Kathy Neal	Associate Dean	Senior Associate Dean	Management with Faculty Rank	NA		\$191,439	0.0%		\$191,439	
McCubbin,James A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$183,711		0.0%	\$183,711		
Machlis,Gary Edward	Professor	Professor	Research Faculty	NA		\$183,248	0.0%		\$183,248	
Small,Mark A	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA		\$168,495	0.0%		\$168,495	
Limber,Susan P.	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA		\$156,400	4.5%		\$163,509	b
Admin salary adjustment for serving as assistant director of IFNL										
Gimbel,Ronald W	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$141,969		12.3%	\$159,500		e
Market Adjustment										
Valentine,Kathleen Louise	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA		\$192,500	-18.2%	\$157,504		d
Conversion 12 mo to 9 mo										
Anderson,Denise Marie	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$147,023	0.0%		\$147,023	
Freimund,Wayne A	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	*			\$138,600		
Quinn,William H	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$135,382	0.0%		\$135,382	
Thompson,Martha Parrish	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$123,372	9.4%		\$135,000	b
Promotion or Reclassification										
Raymark,Patrick H	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$134,412		0.0%	\$134,412		
Britt Jr,Thomas W.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$130,206		0.0%	\$130,206		
Chancellor,Anna-Marie VanPuymbroeck	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$117,953		8.5%	\$127,953		b
Admin salary adjustment for named professorship										
White,David Lawrence	Research Assistant Profess	Research Asst Professor	Research Faculty	NA		\$126,378	0.0%		\$126,378	

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Kowalski,Robin Marie	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$124,456		0.0%	\$124,456		
King,Bruce Michael	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$124,238		0.0%	\$124,238		
Powell,Robert Baxter	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$123,261		0.0%	\$123,261		
Mayo,Rachel M	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$111,519		9.9%	\$122,561		b
Admin salary adjustment for receiving distinguished professorship										
Carroll,Regina F	Administrative Manager III	Administrative Manager II	Management	09		\$109,457	10.0%		\$120,403	b
Promotion or Reclassification										
Norman,William C	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$119,079		0.0%	\$119,079		
Eggert,Julia A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$119,014		0.0%	\$119,014		
Tyrrell,Richard A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$118,139		0.0%	\$118,139		
Stewart Jr.,Joseph Earl	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$117,402		0.0%	\$117,402		
Pilcher,June J.	Alumni Professor	Alumni Professor	Instruct./Research/PSA Faculty	NA	\$116,720		0.0%	\$116,720		
Crandall,Lee Alden	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$116,687		0.0%	\$116,687		
Backman,Kenneth F	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$116,677		0.0%	\$116,677		
Dye,Cheryl Jo	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$116,116		0.0%	\$116,116		
Parker,Veronica G	Alumni Professor	Alumni Professor	Instruct./Research/PSA Faculty	NA	\$115,413		0.0%	\$115,413		
Pruitt,Rosanne H	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$115,214		0.0%	\$115,214		
Switzer III,Fred S	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$113,277		0.0%	\$113,277		
Mobley,F Catherine	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$112,627		0.0%	\$112,627		
Peake,Jeffrey Scott	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$112,014		0.0%	\$112,014		
Olson,Laura R	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$116,113		-4.0%	\$111,424		b
Grant supplement removed										

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Backman,Sheila J	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$109,947		0.0%	\$109,947		
Sinclair,Robert Raymond	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$109,830		0.0%	\$109,830		
Woodard,James D	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$109,757		0.0%	\$109,757		
Spitler,Hugh D	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$109,270		0.0%	\$109,270		
Kingree,Jeffrey B	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$105,513		0.0%	\$105,513		
Pagano,Christopher C	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$105,200		0.0%	\$105,200		
Wetsel,Margaret A	Associate Professor	Assoc Prof/Interim Dept	Instruct./Research/PSA Faculty	NA	\$104,333		0.0%	\$104,333		
Coggeshall,John M	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$103,844		0.0%	\$103,844		
Britz,Margaret Tina	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$103,642		0.0%	\$103,642		
Pury,Cynthia L S	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$101,607		0.0%	\$101,607		
Ransom II,Bruce W	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$101,187		0.0%	\$101,187		
Davis,Stephanie Clark	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$89,948		12.0%	\$100,742		b
Faculty rank promotion										
Zinzow,Heidi Marie	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$100,692		0.0%	\$100,692		
Watt,Paula J	Lecturer	Lecturer	Management with Faculty Rank	NA		\$99,687	0.0%		\$99,687	
Stephens,Benjamin R	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$99,141		0.0%	\$99,141		
Taylor,Mary A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$99,141		0.0%	\$99,141		
Campbell,Robert L	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$98,472		0.0%	\$98,472		
Gugerty,Leo J	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$97,344		0.0%	\$97,344		
Lucas,Richard A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$96,979	0.0%		\$96,979	
Chancellor,Herbert Charles	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$94,994		0.0%	\$94,994		

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d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Meehan,Nancy K	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$94,884		0.0%	\$94,884		
Pak,Chong Hyon	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$94,737		0.0%	\$94,737		
Williams,Joel Edward	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$91,550		0.0%	\$91,550		
Mazer Jr,Joseph P	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$91,016		0.0%	\$91,016		
Rembert,Kellye S	Extension Associate	Extension Associate	Public Service Faculty	NA		\$90,883	0.0%		\$90,883	
Chen,Liwei	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$90,860		0.0%	\$90,860		
Hallo,Jeffrey Charles	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$90,582		0.0%	\$90,582		
Timmons,Shirley Mae	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$90,330		0.0%	\$90,330		
Brookover IV,Robert S	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$90,054		0.0%	\$90,054		
Truong,Khoa Dang	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$89,911		0.0%	\$89,911		
Powell,Gwynn M	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$89,518		0.0%	\$89,518		
Kemper,Karen A	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$88,699		0.0%	\$88,699		
Anderson,Daniel Morgan	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$88,294	0.0%		\$88,294	
Amerson,Roxanne	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$88,218		0.0%	\$88,218		
Fasolino,Tracy King	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$88,218		0.0%	\$88,218		
Whitcomb,John Joseph	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$88,218		0.0%	\$88,218		
Conrad,Leslie E	Academic Program Director	Academic Prog Dir/Sen L	Management with Faculty Rank	NA		\$87,927	0.0%		\$87,927	
Rosopa,Patrick J	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$87,763		0.0%	\$87,763		
Hu,Xiaobo	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$87,614		0.0%	\$87,614		
Griffin,Sarah F	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$87,418		0.0%	\$87,418		
Warber,Adam L	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$86,736		0.0%	\$86,736		

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

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					9 Month	12 Month		9 Month	12 Month	
Bixler,Robert D	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$86,089		0.0%	\$86,089		
Cantalupo,Claudio	Associate Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$84,291		0.0%	\$84,291		
Jones,Karyn O	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$84,252		0.0%	\$84,252		
Scott,David Travers	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$84,086		0.0%	\$84,086		
Denham,Bryan E.	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$84,071		0.0%	\$84,071		
Vogel,Melissa A Faculty rank promotion	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$74,454		12.0%	\$83,388		b
Ramshaw,Gregory Philip	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$83,203		0.0%	\$83,203		
McKendry,Jean E Additional duties including serving as Director of CRCA	Assoc Academic Prog Direc	Director of CRCA	Business and Financial Ops	NA		\$78,986	5.0%		\$82,935	b
Arthur-Banning,Skye Gerald	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$82,346		0.0%	\$82,346		
Baldwin,Elizabeth Dennis	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$82,346		0.0%	\$82,346		
Winslow,Sarah Evelyn	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$82,305		0.0%	\$82,305		
Weisensee,Katherine E Market adjustment and admin salary adjustment for serving as Interim Dept Chair	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$70,163		16.8%	\$81,950		b e
Robinson,Kenneth L	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$80,656		0.0%	\$80,656		
Mayo,William W	Clinical Instructor	Clinical Instructor	Public Service Faculty	NA		\$80,535	0.0%		\$80,535	
Shi,Lu Faculty rank promotion	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$73,036		10.0%	\$80,340		b
Wright,Mary Ellen	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$80,000		
Fine,Jeffrey Allen	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$79,222		0.0%	\$79,222		
Taydas,Zeynep	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$79,222		0.0%	\$79,222		

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a Salary change related to performance/merit.

b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Garst,Barry A	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$78,470		0.0%	\$78,470		
Savedra,Adam R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$78,406	0.0%		\$78,406	
Bowers,Edmond Patrick	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$71,243		10.0%	\$78,367		b
Faculty rank promotion										
Porter,Marissa Leigh Shuffler	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$75,827		0.0%	\$75,827		
Brownlee,Matthew Tyler James	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$75,000		
Shin,Hyewon	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$75,000		
DeLuca,Jane Marie	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$74,882		0.0%	\$74,882		
Miller,Lisa B	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$74,882		0.0%		\$74,882	
Turner,Brandon P	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$74,849		0.0%	\$74,849		
Davis,Nicole Joy	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$74,776		0.0%	\$74,776		
Steck,Mary B	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$74,776		0.0%	\$74,776		
Temples,Heide S.	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$74,776		0.0%	\$74,776		
Webster,Sheri Smith	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$74,776		0.0%	\$74,776		
Luo,Ye	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$74,678		0.0%	\$74,678		
Haller,William J	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$74,454		0.0%	\$74,454		
Whitlock,Laura A	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$74,340		0.0%	\$74,340		
Brainerd Jr,Edwin G	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$73,856		0.0%	\$73,856		
Byrne,Kaileigh Angela	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$73,000		
Chen,Zhuo	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$73,000		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Gunsoy,Ceren	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$73,000		
Whitehead,Andrew L Retention increase	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$62,983		15.9%	\$73,000		f
Linke,Gregory H	Extension Associate	Extension Associate	Public Service Faculty	NA		\$72,973	0.0%		\$72,973	
Dickes,Lori Ann	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$72,275		0.0%	\$72,275		
Zhang,Lingling	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$72,275		0.0%	\$72,275		
Duffy,Lauren N	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$71,614		0.0%	\$71,614		
Hawkins,Brent L.	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$71,614		0.0%	\$71,614		
Crowe,Brandi M	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$70,500		
Townsend,Jasmine Nutter	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$70,210		0.0%	\$70,210		
Fernandez,Mariela Retention increase	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$67,113		4.3%	\$70,000		f
Gagnon,Ryan Joseph	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$70,000		
Pinckney IV,Harrison Parker	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$70,000		
Sianko,Natallia Sergeevna	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$69,178		0.0%	\$69,178		
Linville,Darren L Faculty rank promotion	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$62,873		10.0%	\$69,160		b
Curtis,Katherine Amber	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$68,455		0.0%	\$68,455		
Lewis,Stephen Thomas Faculty rank promotion	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$65,048		5.0%	\$68,300		b
Tucker,Teresa Walton	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$66,961		0.0%	\$66,961		

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Fall 2017 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

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					9 Month	12 Month		9 Month	12 Month	
Kieve, Melanie Coile	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07		\$52,658	26.4%		\$66,556	b
Promotion or Reclassification										
Matic, Vladimir	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$66,048		0.0%	\$66,048		
Falta, Deborah Alma	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$64,539		0.0%	\$64,539		
Alley, Pamela R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$64,376		0.0%	\$64,376		
Lowe, Tracy Brock	Instructor	Instructor	Instructional Faculty	NA	\$64,000		0.0%	\$64,000		
Murton, Catherine Sikkema	Instructor	Instructor	Instructional Faculty	NA	\$62,690		2.1%	\$64,000		f
Additional skills or knowledge increase										
Lanham, Janice Garrison	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,850		0.0%	\$63,850		
Curry, Roberta Lynn	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$58,879	8.4%		\$63,800	b
Promotion or Reclassification										
Frost, Daniel H	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$63,189		0.0%	\$63,189		
Miller, Steven Vincent	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$63,189		0.0%	\$63,189		
Zavertnik, Jean Ellen	Lecturer	Lecturer	Instructional Faculty	NA	\$63,189		0.0%	\$63,189		
Wu, Yi	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$62,983		0.0%	\$62,983		
Ash, Erin Michelle	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$62,136		0.0%	\$62,136		
Spinda, John Steven Wasyl	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$62,136		0.0%	\$62,136		
Smith, Kelly Jordan	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,757		0.0%	\$61,757		
Saltzman, Ellen W	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$61,649	0.0%		\$61,649	
Meyer, Kathleen M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,618		0.0%	\$61,618		
Ewing, Nancy Ellen Rankin	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,146		0.0%	\$61,146		
Tallapragada, Meghnaa	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$61,000		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

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					9 Month	12 Month		9 Month	12 Month	
Welsh,Ralph Stewart Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,290		10.3%	\$61,000		e
Pangborn,Stephanie Michelle	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$60,918		0.0%	\$60,918		
Pratt,Angela N	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$60,918		0.0%	\$60,918		
Pyle,Andrew Stephen	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$60,918		0.0%	\$60,918		
Busby,Terry Kaye	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,501		0.0%	\$60,501		
Murphy,Harriet S Additional duties and market adjustment	Acctn/Fiscal Analyst III	HEHD Assoc Business O	Business and Financial Ops	06		\$54,816	10.2%		\$60,429	b
Smith,Eddie R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,040		0.0%	\$60,040		
Ravan,Leslie Anne Marie	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,976		0.0%	\$59,976		
Gillespie,Jackie S	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,460		0.0%	\$59,460		
Goodenow,Kristin M Assumed additional duties due to college re-org	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$56,554	5.0%		\$59,382	b
Cranmer,Gregory Keith	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$59,000		0.0%	\$59,000		
Okamoto,Kristen Elaine	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$59,000		
Botchway,Portia A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,621		0.0%	\$57,621		
Carey,Robert T	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$57,552	0.0%		\$57,552	
Massa,Kristen Lee	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,949		0.0%	\$56,949		
Brown Jr,Joel Rodney Promotion or Reclassification	IT Manager I	IT Manager I	Computer, Engin., and Sci	07		\$52,144	8.0%		\$56,315	b
Arneson,Lydia Rose	Program Coordinator I	Program Coordinator I	Office and Administrative Support	05		\$55,287	0.0%		\$55,287	

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

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					9 Month	12 Month		9 Month	12 Month	
Lawson,Kristen Marie Nebesky	Program Coordinator II	Instructional Design Spec	Student Affairs and Other Education	06		\$52,447	5.0%		\$55,069	b
Promotion or Reclassification										
Kelly,Tracy Bolt	Administrative Coord I	Administrative Coord I	Office and Administrative Support	05		\$54,264	0.0%		\$54,264	
Garrard,Lindsey Rebecca	Lecturer	Lecturer	Instructional Faculty	NA	\$54,237		0.0%	\$54,237		
Burgess,Lena Marie	Lecturer	Lecturer	Instructional Faculty	NA	\$53,793		0.0%	\$53,793		
Thrift,Jason R	Lecturer	Lecturer	Instructional Faculty	NA	\$53,174		0.0%	\$53,174		
Holland,Jennifer Leanne Crenshaw	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,037		0.0%	\$53,037		
Jorgensen,Jo Anne	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,585		0.0%	\$52,585		
Harris III,Patrick B	IT Consultant I	IT Consultant I	Computer, Engin., and Sci	06		\$49,879	5.0%		\$52,373	b
Assumed additional duties due to college re-org										
Coffman,Carolyn Candace	Lecturer	Lecturer	Instructional Faculty	NA	\$52,000		0.0%	\$52,000		
Sanborn,Sarah Mae	Lecturer	Lecturer	Instructional Faculty	NA	\$51,625		0.0%	\$51,625		
Bisson,Jennifer Bailey	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$48,806		5.0%	\$51,246		b
Faculty rank promotion										
Whims,Timothy David	Web Developer	Web Developer	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$44,547	12.2%		\$50,000	b
Promotion or Reclassification										

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Fall 2017 Salaries \$50,000 and Over

College of Business

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Simsek,Zeki	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$278,391		0.0%	\$278,391		
Roth,Aleda Marie	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$262,925		0.0%	\$262,925		
McCormick,Robert E	Dean	Dean	Management with Faculty Rank	NA		\$258,125	0.0%		\$258,125	
Widener,Sally Kathryn	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$247,701		2.6%	\$254,018		b
	Administrative supplement									
Hazlett,Thomas Winslow	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$246,152		0.0%	\$246,152		
Pickett,Gregory M	Associate Dean	Senior Associate Dean	Management with Faculty Rank	NA		\$241,273	0.0%		\$241,273	
Wilson,Paul Wayne	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$217,670		0.0%	\$217,670		
Navis,Chad C	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$215,793		0.0%	\$215,793		
Tonkin III,Charles Edward	Research Associate Profes	Research Associate Prof	Research Faculty	NA		\$207,186	0.0%		\$207,186	
Baier,Scott L.	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$203,181		0.0%	\$203,181		
Thompson,C Bradley	Professor	Professor	Research Faculty	NA		\$167,790	16.5%		\$195,475	e
	Market Adjustment									
Kennedy,Frances A	Professor	Special Asst to the Provo	Instruct./Research/PSA Faculty	NA		\$216,242	-10.0%	\$194,622		b d
	12 to 9 month conv and market adjustment									
Raymond,Mary Anne	Department Chair/Head	Prof./Dir. of Corp. Relatio	Instruct./Research/PSA Faculty	NA	\$192,475		0.0%	\$192,475		
Roth,Philip L	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$192,298		0.0%	\$192,298		
Chernykh,Lyudmila A	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$191,358		0.0%	\$191,358		
Hollingsworth,Carl W	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$191,233		0.0%	\$191,233		
Dalton,Derek W.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$185,628		0.0%	\$185,628		
Thatcher,Jason B	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$174,423		3.6%	\$180,740		b
	Administrative supplement									

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College of Business

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
McMillan, Jeffrey J	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$178,582		0.0%	\$178,582		
Sridharan, V	Department Chair/Head	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$177,745		0.0%	\$177,745		
Fredendall, Lawrence D	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$174,231		0.0%	\$174,231		
DeVault, Luke Asher	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$167,000		3.3%	\$172,428		c
	Backdated cost of living adjustment									
Zykaj, Blerina	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$167,000		3.3%	\$172,428		c
	Backdated cost of living adjustment									
Hunter, Gary K	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$170,363		0.0%	\$170,363		
Mullins, Ryan R	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$154,875		10.0%	\$170,363		b
	Faculty rank promotion									
Sturkie, Douglas K	Associate Dean	Associate Dean	Management with Faculty Rank	NA	\$169,795		0.0%	\$169,795		
Dwyer Jr, Gerald P	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$168,504		0.0%	\$168,504		
Intintoli, Vincent James	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$163,000		3.3%	\$168,298		
Alexander Jr, John C	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$168,064		0.0%	\$168,064		
Greene, Daniel Thomas	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$165,200		0.0%	\$165,200		
Harp, Nancy Lee	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$165,200		0.0%	\$165,200		
Zagenczyk Jr, Thomas Joseph	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$147,408		12.0%	\$165,097		b
	Faculty rank promotion									
Shen, Yannan	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$165,000		0.0%	\$165,000		
Morgan, Angela G.	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$164,560		0.0%	\$164,560		
Garrett, Jace B	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$163,135		0.0%	\$163,135		
Welton Jr, Ralph E	Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$162,347		0.0%	\$162,347		

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					9 Month	12 Month		9 Month	12 Month	
Swain,Scott Darren	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$162,185		0.0%	\$162,185		
Dougan,William R	Alumni Professor	Alumni Distinguished Pro	Instruct./Research/PSA Faculty	NA	\$161,669		0.0%	\$161,669		
Sauer Jr,Raymond D	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$160,660		0.0%	\$160,660		
Vinson,Jeremy Michael	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$160,038		0.0%	\$160,038		
Donnelly,Amy Melissa	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$160,000		
Hawkins,Erin Michelle	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$160,000		
Bodenhorn,Howard Nelson	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$159,188		0.0%	\$159,188		
Springer,Thomas M	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$158,742		0.0%	\$158,742		
Siemens,Jennifer Dianne	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$158,190		0.0%	\$158,190		
Lockhart,George Brandon	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$157,973		0.0%	\$157,973		
Weathers III,Peter D	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$157,291		0.0%	\$157,291		
Dorsch,Michael J	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$156,211		0.0%	\$156,211		
Carver,Brian Todd	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$154,875		0.0%	\$154,875		
Kohlmeyer III,James Milton	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$154,875		0.0%	\$154,875		
Radtke,Robin R	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$154,616		0.0%	\$154,616		
Scott,Kristin L Damato	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$153,973		0.0%	\$153,973		
Tamura,Robert F	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$153,209		0.0%	\$153,209		
Guffey,Daryl M.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$151,957		0.0%	\$151,957		
Fleck,Robert Kenneth	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$151,096		0.0%	\$151,096		
Stewart Jr,Wayne H	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$150,880		0.0%	\$150,880		
Sun,Heshan	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$150,600		0.0%	\$150,600		

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College of Business

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					9 Month	12 Month		9 Month	12 Month	
Wolf,Jack G.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$149,600		0.0%	\$149,600		
Moore,Jesse N	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$113,746		31.4%	\$149,490		e
Market adjustment and administrative salary adjustment										
Simon,Curtis J	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$145,270		0.0%	\$145,270		
Colak,Ahmet	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$145,000		
Poehlman,Thomas A	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$144,550		0.0%	\$144,550		
Quiroga Gomez,Bernardo Francisco	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$144,550		0.0%	\$144,550		
Aragon,Oriana Rachel	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$142,485		0.0%	\$142,485		
Bennett,Delancy H S	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$142,175		0.0%	\$142,175		
Hanssen,Frederick Andrew	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$141,260		0.0%	\$141,260		
Klein,Matthew Charles	Lecturer	Lecturer	Instructional Faculty	NA		\$133,223	5.1%		\$140,000	e
Market Adjustment										
Kyprianou,Christina	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$140,000		0.0%	\$140,000		
Sava,Magda Gabriela	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$140,000		0.0%	\$140,000		
Forcum,Lura E	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$139,388		0.0%	\$139,388		
Lewis,Matthew S	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$136,910		0.0%	\$136,910		
Thyoff Fitzwater,Anastasia Elizabeth	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$136,910		0.0%	\$136,910		
Akturk,Mustafa Serkan	Assistant Professor	Professor of Managemen	Instruct./Research/PSA Faculty	NA	*			\$135,000		
Powell,Elizabeth Erin	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$134,225		0.0%	\$134,225		
Li,Siyuan	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$131,644		0.0%	\$131,644		

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b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Business

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Warren,Patrick L	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$130,907		0.0%	\$130,907		
Ferrand,Yann	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$130,696		0.0%	\$130,696		
Ingram,Amy Elizabeth	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$130,696		0.0%	\$130,696		
Risius,Marten	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$130,000		
Purvis,Russell L.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$129,886		0.0%	\$129,886		
Mityakov,Sergey Vladimirovich	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$128,449		0.0%	\$128,449		
Tsui,Kevin Ka Kin	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$125,901		0.0%	\$125,901		
Gorry,Christopher Aspen	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$125,000		
Gorry,Devon Merritt Haskell	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$125,000		
Jahn,Judson R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$123,967		0.0%	\$123,967		
Davis-Culler,Phebian L	Clinical Assistant Professor	Clinical Assistant Profess	Instruct./Research/PSA Faculty	NA	*			\$123,000		
Makowsky,Michael D	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$122,868		0.0%	\$122,868		
De Los Santos,Babur	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$119,770		0.0%	\$119,770		
Miller,Janis L	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$103,909		14.3%	\$118,757		e
Market Adjustment										
Robbins,Tina L	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$118,757		0.0%	\$118,757		
Zhou,Yichen Christy	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$118,737		0.0%	\$118,737		
Blair,Peter Quartermaine	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$115,640		0.0%	\$115,640		
Knowles,Patricia A	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$113,883		0.0%	\$113,883		
Barkowski,Scott J	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$113,575		0.0%	\$113,575		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Business

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Espey, Molly	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$113,500		0.0%	\$113,500		
Jerzmanowski, Michal Maria	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$112,245		0.0%	\$112,245		
Lam, Chungsang	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$112,200		
Ingram, Samuel T	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$111,997		0.0%	\$111,997		
Edwards, Frances L	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$108,436		0.0%	\$108,436		
Schleifer, Lydia Lancaster Folger	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$108,436		0.0%	\$108,436		
Stith Jr, Melvin T	Visiting Assistant Professor	Visiting Assistant Profess	Instruct./Research/PSA Faculty	NA	\$105,315		0.0%	\$105,315		
Edge, Sandy	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$102,074	0.0%		\$102,074	
Gomes, Roger	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$100,589		0.0%	\$100,589		
Kisska-Schulze, Kathryn	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$98,088		0.0%	\$98,088		
Templeton, Scott R.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$98,079		0.0%	\$98,079		
Raymark, Marlo Lynn	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Business and Financial Ops	08	*				\$96,000	
Hannon, John Michael Market Adjustment	Lecturer	Lecturer	Research Faculty	NA		\$82,275	11.1%		\$91,428	e
DePriest, Gail	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$89,102		0.0%	\$89,102		
Steele, Helen Diamond	Student Services Mgr II	Director, Student Enrich	Management	07		\$86,322	0.0%		\$86,322	
Ward-Vaughn, Virginia LS	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$85,387		0.0%	\$85,387		
Layton, Evguenia Passiouk	Assoc Academic Prog Direc	Assoc Academic Progra	Management	NA		\$83,901	0.0%		\$83,901	
Pearse, Suzanne Faculty rank promotion	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$77,530		5.0%	\$81,406		b
Leffakis, Zachary Moran	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$80,504		0.0%	\$80,504		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Business

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Atadeniz,Sukran Nilvana	Lecturer	Lecturer	Instructional Faculty	NA	*			\$80,000		
Clark,Katherine D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$79,743		0.0%	\$79,743		
Madray,J Russell	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$79,059		0.0%	\$79,059		
Robbins,Janette L	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07		\$78,986	0.0%		\$78,986	
Woolbright,Nona L	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$78,744		0.0%	\$78,744		
McMillan,Kerri D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$78,711		0.0%	\$78,711		
O'Hara,Liam Henry	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$78,612		0.0%	\$78,612		
Weisenmiller,Eric M.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$76,826		0.0%	\$76,826		
Weiss,Charles Tabor	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$68,455		10.0%	\$75,301		b
Faculty rank promotion										
Walker,Erica Black	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$57,837		29.7%	\$75,000		b
Promotion or Reclassification										
Gaubert,James G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$74,247		0.0%	\$74,247		
Fine,Amanda Cooper	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$73,886		0.0%	\$73,886		
De Iulio,Edward Barry	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$72,298	0.0%		\$72,298	
Parnell,Ashley Williams	Lecturer	Lecturer	Instructional Faculty	NA	\$72,275		0.0%	\$72,275		
Liddle,James W	Lecturer	Lecturer	Instructional Faculty	NA	*			\$72,000		
McElveen,Carter Willis	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$71,072		0.0%	\$71,072		
Burroughs,Jill K	Program Manager I	Program Manager I	Business and Financial Ops	07		\$70,355	0.0%		\$70,355	
Jones,Carol D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$69,803		0.0%	\$69,803		
Yoder,Sara Elizabeth	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$69,434		0.0%	\$69,434		
Harris,Joshua W	Lecturer	Lecturer	Instructional Faculty	NA	\$67,113		0.0%	\$67,113		

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Business

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					9 Month	12 Month		9 Month	12 Month	
Mendonca,Michael R	Lecturer	Lecturer	Instructional Faculty	NA	\$67,113		0.0%	\$67,113		
Toussaint,Kenneth Scott	Lecturer	Lecturer	Instructional Faculty	NA	\$67,113		0.0%	\$67,113		
Bishop,Margaret Poirier	Program Coordinator II	Program Coordinator II	Business and Financial Ops	06		\$49,870	30.0%		\$64,831	b
	Temp Sal Adjustment - Add									
Spooner,Leonard Joseph	Lecturer	Lecturer	Instructional Faculty	NA	*				\$64,000	
Cole,Michael A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,584		0.0%	\$63,584		
Patterson,Jamie Lynn	Student Services Mgr II	Student Services Mgr II	Business and Financial Ops	07		\$63,499	0.0%		\$63,499	
Toole,Ryan A	Lecturer	Lecturer	Instructional Faculty	NA	\$61,950		0.0%	\$61,950		
Cox,Kern T	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,316		5.0%	\$61,232		b
	Faculty rank promotion									
Jefferson,Cynthia M	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$53,000	10.0%		\$58,300	b
	Temp Sal Adjustment - Add									
Smith,Benny R	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$57,587	0.0%		\$57,587	
Allen,Kristin Lee	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$54,764	5.0%		\$57,502	b
	Promotion or Reclassification									
Perkins,Daryl Eugene	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06	*				\$57,000	
Maiberger,Philip A	Lecturer	Lecturer	Instructional Faculty	NA	\$56,788		0.0%	\$56,788		
Philo,Annieka C	Lecturer	Lecturer	Instructional Faculty	NA	\$56,788		0.0%	\$56,788		
Fox,Michelle Suki Bost	Lecturer	Lecturer	Instructional Faculty	NA	\$56,000		0.0%	\$56,000		
McCubbin,Donna L	Senior Lecturer	Lecturer	Instructional Faculty	NA		\$52,658	5.0%		\$55,291	b
	Faculty rank promotion									
Whelchel,Scott L	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$54,215	0.0%		\$54,215	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Business

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Tumblin II,William Ernest	Lecturer	Lecturer	Instructional Faculty	NA		\$53,711	0.0%		\$53,711	
Uhlmann Jr,Arthur R. Promotion or Reclassification	Public Info Dir I	Public Info Dir I	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$46,463	15.0%		\$53,432	b
Anderson,Henry K.	Lecturer	Lecturer	Instructional Faculty	NA	\$53,207		0.0%	\$53,207		
Hughes,Leah Shockley Removal of grant supplement and reclassification	Student Services Mgr I	Student Services Mgr I	Business and Financial Ops	06		\$52,988	0.4%		\$53,206	b
Peschiera,Gabriela Maria	Student Svcs Prog Co II	Assistant Director	Office and Administrative Support	05	*				\$53,000	
Johnston,Elizabeth Stephenson	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$51,625	0.0%		\$51,625	
Gowan,Emily June	Public Info Dir I	Public Info Dir I	Business and Financial Ops	06		\$50,578	0.0%		\$50,578	
Smith,Elizabeth M	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$50,447	0.0%		\$50,447	

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Education

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Petersen,George James	Dean	Dean	Management with Faculty Rank	NA		\$232,313	0.0%		\$232,313	
Barrett,David E	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$163,233	3.1%		\$168,233	b
	Administrative supplement									
Lindle,Jane C	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$146,070		0.0%	\$146,070		
Jones,Roy I	Professor	Professor	Management with Faculty Rank	NA		\$137,411	0.0%		\$137,411	
Katsiyannis,Antonis	Alumni Professor	Alumni Distinguished Pro	Instruct./Research/PSA Faculty	NA	\$137,154		0.0%	\$137,154		
Ryan,Joseph Benedict	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$135,670		0.0%	\$135,670		
First,Patricia Flanagan	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$132,316		0.0%	\$132,316		
Knoepfel,Robert C	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$128,662		0.0%	\$128,662		
Switzer,Deborah M	Department Chair/Head	Dept Chair	Instruct./Research/PSA Faculty	NA	\$128,530		0.0%	\$128,530		
Flowers,Lamont A.	Academic Program Director	Distinguished Prof & Exe	Management with Faculty Rank	NA	\$122,943		0.0%	\$122,943		
Marshall,Jeff C	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$102,946		17.9%	\$121,370		b
	Administrative supplement									
Cawthon,Tony W	Alumni Professor	Alumni Professor	Instruct./Research/PSA Faculty	NA	\$120,639		0.0%	\$120,639		
Havice,William L	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$120,259		0.0%	\$120,259		
Stecker,Pamela M	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$107,925		0.0%	\$107,925		
Havice,Pamela A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$103,055		0.0%	\$103,055		
Bailey,Beatrice Naff	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$101,317		0.0%	\$101,317		
Milsom,Amy Sue	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$101,183		0.0%	\$101,183		
Smith,Deborah A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$99,115		0.0%	\$99,115		
Addis II,Howard B	Academic Program Director	Director of NDPC	Management	NA		\$98,470	0.0%		\$98,470	

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Fall 2017 Salaries \$50,000 and Over

College of Education

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					9 Month	12 Month		9 Month	12 Month	
Cook,Michelle Patrick	Associate Professor	Interim Associate Dean	Instruct./Research/PSA Faculty	NA	\$85,484		15.0%	\$98,307		b
Admin salary adjustment for being appointed Interim Assoc Dean of UG Studies										
Cadorette,Deborah Jo	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$93,135	0.0%		\$93,135	
Hein,Jennifer Michelle	Academic Program Director	Exc Dir Str Pln_ Assess/	Business and Financial Ops	NA	*				\$92,000	
McNair,Jonda Cecole	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$86,757		0.0%	\$86,757		
Che,Stacy Megan	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$85,484		0.0%	\$85,484		
Spearman,Melinda J	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$85,484		0.0%	\$85,484		
Bates,Celeste Compton Bomely	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$80,059		3.7%	\$83,059		f
Retention increase										
Martin,Corrie Leigh	Senior Lecturer	Senior Lecturer	Student Affairs and Other Education	NA	\$60,630		34.3%		\$81,406	e d
Market adjustment with conversion from 9 to 12										
Fullerton,Susan King	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$81,116		0.0%	\$81,116		
Herro,Danielle Christine	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$68,643		17.8%	\$80,834		b e
market adjustment; retention; faculty rank promotion										
Klar,Hans William	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$80,710		0.0%	\$80,710		
Quigley,Cassie Fay	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$80,059		0.0%	\$80,059		
Deaton,Cynthia Christine Minchew	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$78,306		0.0%	\$78,306		
Linder,Sandra Mammano	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$78,229		0.0%	\$78,229		
Hodge,Martha J	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$77,461		0.0%	\$77,461		
Scott,David A	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$76,956		0.0%	\$76,956		
Dunston,Pamela J	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$72,719		0.0%	\$72,719		

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					9 Month	12 Month		9 Month	12 Month	
Tyminski, Andrew Michael	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$72,544		0.0%	\$72,544		
Qian, Meihua	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$71,088		0.0%	\$71,088		
Jamil, Faiza Marghoob	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$70,561		0.0%	\$70,561		
Holton, Winston E	Program Manager I	Program Manager I	Business and Financial Ops	07		\$69,946	0.0%		\$69,946	
Croom, Natasha N	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$69,500		0.0%	\$69,500		
Sims, Cynthia M	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$69,178		0.0%	\$69,178		
Boyer, David Matthew	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$67,296		2.5%	\$69,000		e
Market Adjustment										
Cole, Mikel Walker	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$67,296		2.5%	\$69,000		e
Market Adjustment										
Hall, Anna Henson	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$67,296		2.5%	\$69,000		e
Market Adjustment										
Leonard, Alison Elizabeth	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$67,296		2.5%	\$69,000		e
Market Adjustment										
Sinwell, Nicole Elaine Bannister	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$67,296		2.5%	\$69,000		e
Market Adjustment										
Cridland-Hughes, Susan Anne	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$68,981		0.0%	\$68,981		
Malloy, Jacquelynn A	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$68,455		0.0%	\$68,455		
Sackett, Corrine R	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$68,455		0.0%	\$68,455		
Wilder, Phillip Michael	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$68,455		0.0%	\$68,455		
Millar, Heber W	Academic Program Director	Academic Program Direc	Student Affairs and Other Education	NA		\$67,181	0.0%		\$67,181	

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a Salary change related to performance/merit.

b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Education

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hall,Daniella	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$67,000		
Boettcher,Michelle Lea	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$66,080		0.0%	\$66,080		
Rapa,Luke J	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$66,000		
Savitz,Rachelle S	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$66,000		
Gomez,Carlos	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$65,048		0.0%	\$65,048		
Allen,Abigail Anne	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$65,000		0.0%	\$65,000		
Carter,Angela Danielle	Clinical Assistant Professor	Clinical Assistant Profess	Instruct./Research/PSA Faculty	NA	*			\$65,000		
Hirsch,Shanna Eisner	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$65,000		0.0%	\$65,000		
Khan,Nafees Mohammad	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$46,463		39.9%	\$65,000		b
Promotion or Reclassification										
Phelps-Ward,Robin Jeanette	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$65,000		0.0%	\$65,000		
Rumsey,Amanda Dreisbach	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$65,000		
Wilkerson,Reginald D	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$65,000		
Wagner,Rachel Lynn	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$64,000		0.0%	\$64,000		
Buskey,Frederick C	Lecturer	Lecturer	Instructional Faculty	NA	\$61,609		0.0%	\$61,609		
Wilson,Seal Nisbet	Senior Lecturer	Senior Lecturer	Student Affairs and Other Education	NA	\$60,551		0.0%	\$60,551		
Reynolds,Elizabeth Parrott	Lecturer	Lecturer	Instructional Faculty	NA	\$60,401		0.0%	\$60,401		
Kaminski,Rebecca A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,363		0.0%	\$59,363		
Visser,Ryan D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,363		0.0%	\$59,363		
Hiott,Elaine H	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,187		0.0%	\$58,187		

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Education

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Hall, Jennifer Geddes	Clinical Assistant Professor	Clinical Assistant Profess	Instruct./Research/PSA Faculty	NA	*			\$58,000		
Parker, Wendell Kent	Clinical Assistant Professor	Clinical Assistant Profess	Instruct./Research/PSA Faculty	NA	\$58,000		0.0%	\$58,000		
Godfrey, Michael G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,796		0.0%	\$57,796		
Griffith, Catherine Aurentz	Clinical Assistant Professor	Clinical Assistant Profess	Instruct./Research/PSA Faculty	NA	*			\$55,000		
Ackerman, Christie C	Administrative Coord I	Office Manager	Office and Administrative Support	05		\$54,264	0.0%		\$54,264	
Roper, Cindy G	Research & Planning Admn	Research & Planning Ad	Business and Financial Ops	06		\$53,133	0.0%		\$53,133	
Fine, Cheresse Frances	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$52,658	0.0%		\$52,658	
Bock, Savannah Wigington	Accnt/Fiscal Analyst III	Assoc Business Officer	Business and Financial Ops	06		\$40,574	29.1%		\$52,377	b
	Promotion or Reclassification									
Littleton, Karen Kelley	Accnt/Fiscal Analyst III	COE Business Ctr/Grant	Business and Financial Ops	06		\$51,174	1.6%		\$52,000	b
	Transfer to new position - lateral move with additional duties									
Brooker, Heather Rogers	Lecturer	Lecturer	Instructional Faculty	NA	\$46,463		11.1%	\$51,630		e
	Market Adjustment									
Joseph, Mark A	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$50,310	0.3%		\$50,455	b
	Supplement removed and applied to base as additional duties									
Nunamaker, Susan Ridgeway	Lecturer	Lecturer	Instructional Faculty	NA	*			\$50,000		
Pough, Natalie Odom	Lecturer	Lecturer	Instructional Faculty	NA	*			\$50,000		
Soles, Misty B	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		0.0%	\$50,000		

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d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Gramopadhye, Anand K	Dean	Dean	Management with Faculty Rank	NA		\$300,148	0.0%		\$300,148	
Bottum, James R	Research Professor	Research Professor	Research Faculty	NA		\$286,000	0.0%		\$286,000	
Gilbert, Jeremy L	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	*				\$268,870	
Pursley, Michael B	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA		\$255,356	0.0%		\$255,356	
Enslin, Johan Heinrich Richter	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA		\$230,000	0.0%		\$230,000	
Laberge, Martine	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA		\$208,151	0.0%		\$208,151	
Ballato, John M	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA		\$205,850	0.0%		\$205,850	
Filipi, Zoran	Department Chair/Head	Endowed Chair	Instruct./Research/PSA Faculty	NA		\$204,756	0.0%		\$204,756	
Johnson, Eric Gordon	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA		\$203,837	0.0%		\$203,837	
Hirt, Douglas E	Associate Dean	Assoc Dean for Res & Gr	Management with Faculty Rank	NA		\$198,808	0.0%		\$198,808	
Ogale, Amod A	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$198,447	0.0%		\$198,447	
Martin II, James Robert	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA		\$198,028	0.0%		\$198,028	
Bordia, Rajendra Kumar	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA		\$193,057	0.0%		\$193,057	
Hodges, Larry F	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$191,704	0.0%		\$191,704	
Vyavahare, Narendra R	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA		\$188,558	0.0%		\$188,558	
Kraemer, Eileen Theresa	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA		\$185,850	0.0%		\$185,850	
Chowdhury, Mashrur A	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$169,875	9.1%		\$185,363	b
Administrative salary adjustment										
Smith, Jonathan Cole	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA		\$180,585	0.0%		\$180,585	
Thies, Mark C	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$180,122	0.0%		\$180,122	
Krovi, Venkat Narayan	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA		\$180,000	0.0%		\$180,000	

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d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Urban,Marek W	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$179,036		0.0%	\$179,036		
Figliola,Richard S	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$176,398		0.0%	\$176,398		
Fadel,Georges M	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$176,216		0.0%	\$176,216		
Latour Jr,Robert A	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$173,899		0.0%	\$173,899		
Wang,Kuang-Ching	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$153,981		12.0%	\$172,459		b
Faculty rank promotion										
Venayagamoorthy,Ganesh Kumar	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$168,526		0.0%	\$168,526		
Noneaker,Daniel L	Department Chair/Head	Dept Chair	Instruct./Research/PSA Faculty	NA	\$166,728		0.0%	\$166,728		
Luzinov,Igor A.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$166,556		0.0%	\$166,556		
Apon,Amy W.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$165,250		0.0%	\$165,250		
Atamturktur Russcher,Sez	Professor	Asst VP for Research De	Instruct./Research/PSA Faculty	NA	\$133,465		23.6%	\$165,000		b
Faculty rank promotion with admin adjustment and retention increase										
Dong,Liang	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$146,131		12.0%	\$163,667		b
Faculty rank promotion										
Ferrell Jr,William G	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$161,279		0.0%	\$161,279		
Mears,Michael L	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$129,723		23.3%	\$160,000		b e
Admin supplement with market increase										
Freedman,David L	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$159,388		0.0%	\$159,388		
Bruce,David A	Professor	Interim Chair-Chem Eng	Instruct./Research/PSA Faculty	NA	\$158,682		0.0%	\$158,682		
Tessendorf,Jerry A.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$158,102		0.0%	\$158,102		
Foulger,Stephen H.	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$157,166		0.0%	\$157,166		
Xiao,Hai	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$156,393		0.0%	\$156,393		

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d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
High,Karen Ann	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$154,875		0.0%	\$154,875		
Husson,Scott M	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$153,568		0.0%	\$153,568		
Devol,Timothy A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$152,665		0.0%	\$152,665		
Singh,Rajendra	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$152,362		0.0%	\$152,362		
Lee,Cindy M	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$148,836		0.0%	\$148,836		
Watkins Jr,Richard J	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$148,311		0.0%	\$148,311		
Srimani,Pradip K.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$147,573		0.0%	\$147,573		
Walker,Ian D	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$147,364		0.0%	\$147,364		
Falta Jr,Ronald W	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$145,459		0.0%	\$145,459		
Ullmer,Brygg Anders	Professor	Professor	Instruct./Research/PSA Faculty	NA	*			\$145,000		
Yao,Hai	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$144,718		0.0%	\$144,718		
Duchowski,Andrew T	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$144,619		0.0%	\$144,619		
Sitaraman,Murali	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$144,590		0.0%	\$144,590		
Cousins,Thomas Edford	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$141,969		0.0%	\$141,969		
Wagner,John R	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$141,716		0.0%	\$141,716		
Saylor,John R	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$139,584		0.0%	\$139,584		
Brunner,Penelope Walters	Lecturer	Dir. of Assessment & Pla	Student Affairs and Other Education	NA		\$139,388	0.0%		\$139,388	
Koley,Goutam	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$139,388		0.0%	\$139,388		
Lickfield,Gary C	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$137,532		0.0%	\$137,532		
Simionescu,Dan T	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$137,186		0.0%	\$137,186		
Summers,Joshua D.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$137,042		0.0%	\$137,042		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Brown, Philip J Faculty rank promotion	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$122,004		12.0%	\$136,644		b
Sorber, Jacob M Faculty rank promotion	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$123,413		8.8%	\$134,254		b
Zordan, Victor B	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$134,225		0.0%	\$134,225		
Brooks, Richard R	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$134,058		0.0%	\$134,058		
Wang, Zijun	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$133,252		0.0%	\$133,252		
Joseph, Paul F	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$132,074		0.0%	\$132,074		
Tong, Chenning	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$132,010		0.0%	\$132,010		
Putman, Bradley J Market Adjustment	Associate Professor	Associate Dean-UDGS	Management with Faculty Rank	NA	\$106,309		24.2%	\$132,000		e
Hoover, Adam W	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$129,693		0.0%	\$129,693		
Ochterbeck, Jay M	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$128,560		0.0%	\$128,560		
Kornev, Konstantin German	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$128,350		0.0%	\$128,350		
Wang, Pingshan	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$128,128		0.0%	\$128,128		
Andrus, Ronald D. Market Adjustment	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$113,344		13.0%	\$128,078		e
Zhu, Lin	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$126,313		0.0%	\$126,313		
Prucka, Robert G Administrative Supplement	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$104,551		20.0%	\$125,461		b
Goddard, Wayne D	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$125,113		0.0%	\$125,113		
Birtwistle, Marc Russel	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	*			\$125,000		
Moysey, Stephen Michael	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$124,724		0.0%	\$124,724		

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Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

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					9 Month	12 Month		9 Month	12 Month	
Gao,Zhi	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$124,586		0.0%	\$124,586		
Sanders III,John P	Research Associate Profes	Research Associate Prof	Research Faculty	NA		\$124,225	0.0%		\$124,225	
Pang,Weichiang	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$123,900		0.0%	\$123,900		
Murray-Tuite,Pamela Marie	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	*			\$123,840		
Ayalew,Beshah	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$123,448		0.0%	\$123,448		
Murdoch,Lawrence C	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$123,349		0.0%	\$123,349		
Schalkoff,Robert J	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$122,994		0.0%	\$122,994		
Harcum,Sarah W	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$122,884		0.0%	\$122,884		
Powell,Brian A.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$122,629		0.0%	\$122,629		
Patterson,Eric K	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$121,835		0.0%	\$121,835		
Rangaraju,Prasada Rao	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$121,715		0.0%	\$121,715		
Nagatomi,Jiro	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$108,630		12.0%	\$121,666		b
Faculty rank promotion										
Benson,Lisa C	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$108,124		12.0%	\$121,099		b
Faculty rank promotion										
Baum,Carl W	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$120,904		0.0%	\$120,904		
Smith,Melissa Crawley	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$119,478		0.0%	\$119,478		
Khan,Abdul A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$119,475		0.0%	\$119,475		
Dean,Brian Christopher	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$118,905		0.0%	\$118,905		
Schlautman,Mark A.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$118,846		0.0%	\$118,846		
Webb,Charles K	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$116,630		0.0%	\$116,630		
Taaffe,Kevin M	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$116,251		0.0%	\$116,251		

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

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					9 Month	12 Month		9 Month	12 Month	
Ligon,Walter B	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$115,798		0.0%	\$115,798		
Russell,Harlan B	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$115,798		0.0%	\$115,798		
Stanley,Laura Michelle	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	*			\$115,000		
Vahidi,Ardalan	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$102,393		12.0%	\$114,680		b
Faculty rank promotion										
Kitchens,Christopher L	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$103,347		10.0%	\$113,682		b
Administrative Supplement										
Ge,Rong	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$113,575		0.0%	\$113,575		
Walker,Terry H	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$112,428		0.0%	\$112,428		
Jin,Shuangshuang	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	*			\$112,000		
Martin,James J	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$111,708		0.0%	\$111,708		
Dean,Delphine	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$111,200		0.0%	\$111,200		
Babu,Sabarish Venkat	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$111,098		0.0%	\$111,098		
Groff,Richard E	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$110,296		0.0%	\$110,296		
Drapcho,Caye Marie	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$99,658		10.0%	\$109,658		b
Administrative supplement										
Abu-Farha,Fadi Kamal	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$93,107		17.7%	\$109,586		b
Faculty rank promotion with retention increase										
Li,Gang	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$109,439		0.0%	\$109,439		
Desjardins,John D	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$109,070		0.0%	\$109,070		
Brooks,Johnell O	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$98,767		10.0%	\$108,644		f
Retention increase										

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d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Vertegel, Alexey Alexandrovich	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$108,630		0.0%	\$108,630		
Cho, Byung Rae	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$108,578		0.0%	\$108,578		
Potter, James C	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$108,413	0.0%		\$108,413	
Caine, Kelly E	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$108,286		0.0%	\$108,286		
Thompson, Lonny L	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$107,512		0.0%	\$107,512		
Kuksenok, Olga	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$107,380		0.0%	\$107,380		
Luo, Feng	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$107,260		0.0%	\$107,260		
Malloy, Brian A	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$105,335		0.0%	\$105,335		
Brinkman, Kyle S	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$105,315		0.0%	\$105,315		
McNeese, Nathaniel J	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$105,000		
Ogle, Jennifer H	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$104,109		0.0%	\$104,109		
Finneran, Kevin Thomas	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$103,801		0.0%	\$103,801		
Xuan, Xiangchun	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$103,387		0.0%	\$103,387		
Tong, Jianhua	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$103,345		0.0%	\$103,345		
Martin, Julie Patricia	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$103,315		0.0%	\$103,315		
Safro, Ilya Mark	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$96,236		7.1%	\$103,075		f
Retention increase										
Hartley, Rebecca Short	Research Associate	Director	Management	NA		\$77,223	33.4%		\$103,000	b e
Market adjustment with promotion										
Roberts, Mark E	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$102,899		0.0%	\$102,899		
Getman, Rachel B	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$89,473		14.9%	\$102,820		b e
Faculty rank promotion with market adjustment										

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

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					9 Month	12 Month		9 Month	12 Month	
Hadidi,Ramtin	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$102,500		
Miller,Richard S	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$102,393		0.0%	\$102,393		
Mocko,Gregory	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$102,393		0.0%	\$102,393		
Kennedy,Marian S	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$102,185		0.0%	\$102,185		
Mefford IV,Olin T	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$102,184		0.0%	\$102,184		
Smotherman,Mark K	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$102,126		0.0%	\$102,126		
Collins,Kelly Murdaugh	Academic Program Director	Chief of Staff & Operation	Management	NA		\$88,307	15.0%		\$101,533	b
	Promotion or Reclassification									
Harman,Melinda K	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$91,943		10.0%	\$101,137		b
	Faculty rank promotion									
Stephan,Elizabeth Anne	Senior Lecturer	Dir of General Engr	Instructional Faculty	NA	\$100,901		0.0%	\$100,901		
Harrell,William R	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$100,613		0.0%	\$100,613		
Turner,Cameron	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$100,427		0.0%	\$100,427		
Kaye,Nigel Gregory	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$99,672		0.0%	\$99,672		
Kurz-Edsall,Mary Elizabeth	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$99,218		0.0%	\$99,218		
Eksioglu,Burak	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$99,120		0.0%	\$99,120		
Eksioglu,Sandra Duni	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$99,120		0.0%	\$99,120		
Chalil Madathil,Kapil	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$98,811		0.0%	\$98,811		
Ravichandran,Nadarajah	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$98,695		0.0%	\$98,695		
Ladner,David Allen	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$98,423		0.0%	\$98,423		
Esmailpoursaee,Amirreza	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$89,355		10.0%	\$98,291		b
	Faculty rank promotion									

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

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					9 Month	12 Month		9 Month	12 Month	
Knijnenburg,Bart	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$98,088		0.0%	\$98,088		
Plaue,Christopher M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$98,088	0.0%		\$98,088	
Hu,Hongxin	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$98,035		0.0%	\$98,035		
Mason,Scott Jennings Half-pay sabbatical	Endowed Chair	Endowed Chair	Instruct./Research/PSA Faculty	NA	\$195,825		-50.0%	\$97,913		f
Joerg,Christina Sophie	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$97,860		0.0%	\$97,860		
Sarasua,Wayne A	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$97,542		0.0%	\$97,542		
Pisu,Pierluigi	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$97,307		0.0%	\$97,307		
Peng,Fei Faculty rank promotion	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$88,416		10.0%	\$97,258		b
Wang,Yue	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$96,965		0.0%	\$96,965		
Martin,Anthony Q	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$96,784		0.0%	\$96,784		
Mei,Ying Administrative supplement	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$87,471		10.0%	\$96,218		b
Pilla,Srikanth	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$96,023		0.0%	\$96,023		
Karamouzas,Ioannis	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$96,000		0.0%	\$96,000		
Robb,Andrew C	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$96,000		0.0%	\$96,000		
Csernak,Stephen F Admin salary adjustment removed	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$102,815		-6.8%	\$95,815		b
Choi,Hong Seok	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$95,643		0.0%	\$95,643		
Myers,Oliver J	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$94,990		0.0%	\$94,990		
Jacobsohn,Luiz Gustavo	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$94,784		0.0%	\$94,784		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

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					9 Month	12 Month		9 Month	12 Month	
Neyens,David M	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$93,980		0.0%	\$93,980		
Sarupria,Sapna	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$89,026		4.5%	\$93,026		e
	Market Adjustment									
Blenner,Mark Alan	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$93,007		0.0%	\$93,007		
Calhoun,Jon Cameron	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$92,000		
Ryckman,Judson Douglas	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$92,000		0.0%	\$92,000		
Davis,Eric Mikel	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$91,893		0.0%	\$91,893		
Li,Suyi	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$91,893		0.0%	\$91,893		
Schiller,Ulf Daniel	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$91,893		0.0%	\$91,893		
Zhao,Huijuan	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$91,785		0.0%	\$91,785		
Carraway,Elizabeth R.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$91,509		0.0%	\$91,509		
Kelly,Jessica Marie	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$91,000		
Khademi,Amin	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$90,571		0.0%	\$90,571		
Martinez-Duarte,Rodrigo	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$90,230		0.0%	\$90,230		
Tallapragada,Phanindra	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$90,230		0.0%	\$90,230		
Melloy,Brian J	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$90,021		0.0%	\$90,021		
Kung,Ethan	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$89,828		0.0%	\$89,828		
Porter,Michael M	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$89,828		0.0%	\$89,828		
Riggs,Sara Lu	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$89,828		0.0%	\$89,828		
Zhao,Xin	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$89,828		0.0%	\$89,828		
Frady,Kristin Kelly	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$89,827		0.0%	\$89,827		

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Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

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					9 Month	12 Month		9 Month	12 Month	
Foley,Ann Catherine	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$89,518		0.0%	\$89,518		
Scott,Joseph K	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$89,518		0.0%	\$89,518		
Bostwick,Joshua B	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$88,795		0.0%	\$88,795		
Jia,Yunyi	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$88,795		0.0%	\$88,795		
Pataky,Garrett J	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$88,795		0.0%	\$88,795		
Richardson,William J	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$88,795		0.0%	\$88,795		
King III,Larry French Reclassification	IT Manager II	Sys Programmer/Develo	Computer, Engin., and Sci	08		\$71,164	24.4%		\$88,529	b
Bedenbaugh,Christina T	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Business and Financial Ops	08		\$88,327	0.0%		\$88,327	
Lee,JeoungSoo	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$87,436		0.0%	\$87,436		
Simionescu,Agneta	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$87,436		0.0%	\$87,436		
Orr,Marisa Kikendall	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$87,000		0.0%	\$87,000		
Hoffman,Mark A	Research Assistant Profess	Research Asst Professor	Research Faculty	NA	\$86,824		0.0%	\$86,824		
Ivanco,Andrej	Research Assistant Profess	Research Asst Professor	Research Faculty	NA	\$86,824		0.0%	\$86,824		
Wang,Yongqiang	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$86,730		0.0%	\$86,730		
Shuller-Nickles,Lindsay Carmell	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$86,655		0.0%	\$86,655		
Ye,Tong	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$86,358		0.0%	\$86,358		
Lao,Yingjie	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$86,000		0.0%	\$86,000		
Booth,Brian William	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$85,832		0.0%	\$85,832		
Mercuri,Jeremy J	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$85,832		0.0%	\$85,832		

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Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

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					9 Month	12 Month		9 Month	12 Month	
Lee,David Robert	Program Manager I	Program Manager I	Business and Financial Ops	07		\$80,813	6.2%		\$85,813	b
Temp Sal Adjustment - Add										
Piratla,Kalyan Ram	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$85,596	0.0%		\$85,596	
Ross,Brandon E	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$85,596	0.0%		\$85,596	
Alexander,Angela Antoinette	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		*			\$85,000	
Cottle,Renee Nicole	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$85,000	0.0%		\$85,000	
Gilmore,Jordon Anthony Stowe	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		*			\$85,000	
Delaney,William Frederick	Research Associate	Research Associate	Computer, Engin., and Sci	NA			0.0%		\$84,252	
Chen,Qiushi	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$83,831	0.0%		\$83,831	
Mishra,Ashok	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$83,831	0.0%		\$83,831	
Kwon,Insun	Professor Of Practice	Professor Of Practice	Instruct./Research/PSA Faculty	NA		\$82,000	0.0%		\$82,000	
Owino, Tom O.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA		\$81,526	0.0%		\$81,526	
Cates,Ezra Lucas Holt	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$80,535	0.0%		\$80,535	
Dale,Michael Anthony Joseph	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$80,535	0.0%		\$80,535	
Reid III,William J	Visiting Associate Professor	Visiting Associate Profes	Instruct./Research/PSA Faculty	NA		\$80,475	0.0%		\$80,475	
Acker,Serita	Academic Program Director	Director, PEER and WIS	Management	NA			0.0%		\$80,462	
Gallagher,Eliza Dargan	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$80,000	0.0%		\$80,000	
Metcalf,Andrew Richard	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		*			\$80,000	
Popat,Sudeep	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		\$80,000	0.0%		\$80,000	
Pullen,Alexander Thomas	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA		*			\$80,000	

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College of Engineering, Computer and Applied Sciences

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Myers,Dianne M	Program Manager I	Program Manager I	Office and Administrative Support	07		\$79,765	0.0%		\$79,765	
Hubbard,Stephen J	Visiting Associate Professor	Visiting Associate Profes	Instruct./Research/PSA Faculty	NA	\$79,665		0.0%	\$79,665		
Darnault,Christophe	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,986		0.0%	\$78,986		
Grant,Ronald T	Public Info Dir II	Public Information Direct	Business and Financial Ops	07		\$78,986	0.0%		\$78,986	
Zheng,Yi	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,986		0.0%	\$78,986		
Bourne,Jenny	Program Manager I	Program Manager I	Business and Financial Ops	07		\$78,180	0.0%		\$78,180	
Martinez,Nicole Elizabeth	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$77,438		0.0%	\$77,438		
Poore,Bradley W	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engin., and Sci	07		\$66,248	15.0%		\$76,185	b
	Promotion or Reclassification									
Minor,John C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$75,153		0.0%	\$75,153		
Parker,Gary W	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$68,098	10.0%		\$74,908	b
	Administrative supplement									
Schweisinger,Todd Alan	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$74,650		0.0%	\$74,650		
Porter,Christopher H.	Student Services Mgr II	Student Services Mgr II	Student Affairs and Other Education	07		\$74,539	0.0%		\$74,539	
Webb,Frank	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$73,963	0.0%		\$73,963	
Mathis,Gary Lee	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$66,791	9.2%		\$72,945	f
	Retention increase									
Barnes,Jeremy L	Research Associate	Research Associate	Business and Financial Ops	NA		\$72,275	0.0%		\$72,275	
Piekutowski,James Joseph	Program Manager I	Program Manager I	Business and Financial Ops	07		\$72,275	0.0%		\$72,275	
McCall,Brittney Poore	AcCnt/Fiscal Analyst III	AcCnt/Fiscal Analyst III	Management	06		\$62,348	15.0%		\$71,700	b
	Temp Sal Adjustment - Add									
Clark,Martin C	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$70,769	0.0%		\$70,769	

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Taylor, Regina M	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$69,508	0.0%		\$69,508	
Brame, Scott E	Research Assistant Profess	Research Asst Professor	Research Faculty	NA		\$69,498	0.0%		\$69,498	
Brandon, Steven C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$69,272		0.0%	\$69,272		
Cook, Charles T	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$68,571	0.0%		\$68,571	
Mann, James D	Research Associate	Research Associate	Nat. Res., Construct., and Maint.	NA		\$68,125	0.0%		\$68,125	
Feaster, Yvon H.	Lecturer	Lecturer	Instructional Faculty	NA	\$61,950		9.7%	\$67,936		e
Market Adjustment										
Lowe, Rose M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,207		7.5%	\$67,936		e
Market Adjustment										
Rumph, Terry Hughes	Grants Administrator I	Grants Administrator I	Office and Administrative Support	06		\$61,758	10.0%		\$67,934	b
Temp Sal Adjustment - Add										
Childers, Ashley K	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$67,548		0.0%	\$67,548		
LaMarca, Salvatore Joseph	Lecturer	Lecturer	Instructional Faculty	NA	*			\$67,500		
Holliday, Jeff L.	Lab Technologist III	Lab Technologist III	Computer, Engin., and Sci	06		\$67,236	0.0%		\$67,236	
Kapadia, Apoorva Deepak	Visiting Assistant Professor	Visiting Assistant Profess	Instruct./Research/PSA Faculty	NA	\$67,147		0.0%	\$67,147		
McDonald, Charles Taylor	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engin., and Sci	07		\$58,358	15.0%		\$67,112	b
Promotion or Reclassification										
Metz, Daniel R	Lab Technologist III	Lab Technologist III	Business and Financial Ops	06		\$66,943	0.0%		\$66,943	
Corbett, Kristina Ann	Acct/Fiscal Analyst III	Acct/Fiscal Analyst III	Business and Financial Ops	06		\$62,817	6.4%		\$66,817	a
Staff Development or Performance Other										
Sternhagen, Melissa M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$66,529		0.0%	\$66,529		
Garber, Stella Faye	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$55,682	17.9%		\$65,635	b
Promotion or Reclassification										

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a Salary change related to performance/merit.

b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Long,Amanda Spatharos	Program Manager I	Director-Strategic Initiativ	Business and Financial Ops	07		\$54,259	19.8%		\$65,000	b
Promotion or Reclassification										
Moline,David C	Lab Technologist III	Lab Technologist III	Business and Financial Ops	06		\$64,639	0.0%		\$64,639	
White,David A	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$64,606	0.0%		\$64,606	
Alexander,Kim E	Director	Director	Business and Financial Ops	NA		\$64,113	0.0%		\$64,113	
Delhaye,Jean-Marc Georges	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,595		0.0%	\$63,595		
Yasmin,Nighat	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,489		0.0%	\$63,489		
Coulson,Alan B	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$62,365		0.0%	\$62,365		
Maier,Jonathan R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$62,032		0.0%	\$62,032		
Lipscomb,Leonard David	Chemist III	Chemist III	Business and Financial Ops	07		\$61,950	0.0%		\$61,950	
Grigg,Sarah J	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,695		4.6%	\$61,380		b
Faculty rank promotion										
Work,Anthony Scott	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$53,053	15.0%		\$61,011	b
Promotion or Reclassification										
Coburn Jr,William L	Lab Technologist III	Lab Technologist III	Computer, Engin., and Sci	06		\$56,892	7.0%		\$60,892	a
Staff Development or Performance Other										
Hochrine,Catherine A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,425		0.0%	\$60,425		
Martin III,William D	Lecturer	Lecturer	Instructional Faculty	NA	\$59,737		0.0%	\$59,737		
Gregory,Cassie Adams	Lab Technologist III	Lab Technologist III	Business and Financial Ops	06		\$59,369	0.0%		\$59,369	
Nammouz,Minory	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,227		0.0%	\$59,227		
Giebner,Michael G	Lecturer	Lecturer	Instructional Faculty	NA	\$59,059		0.0%	\$59,059		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Alongi,Paul Frank Temp Sal Adjustment - Add	Public Info Dir I	Public Info Dir I	Business and Financial Ops	06		\$53,079	10.0%		\$58,387	b
Baldwin,Wendy M Market Adjustment	Project Coordinator	Project Coordinator	Student Affairs and Other Education	06		\$53,355	9.2%		\$58,284	e
Houston,Dock R	Lab Technologist III	Lab Technologist III	Computer, Engin., and Sci	06		\$58,098	0.0%		\$58,098	
Nicholson,Truman Grady	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engin., and Sci	06		\$58,030	0.0%		\$58,030	
Ferrara,Irene Marie	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,000		0.0%	\$58,000		
Plis,Kevin Anton	Lecturer	Lecturer	Instructional Faculty	NA	\$58,000		0.0%	\$58,000		
Colvin,Nathaniel L	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$57,108	0.0%		\$57,108	
McMahan,Chad Lee	Lab Technologist III	Lab Technologist III	Business and Financial Ops	06		\$56,955	0.0%		\$56,955	
McCullough,Melissa A	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engin., and Sci	06		\$56,948	0.0%		\$56,948	
Magagnotti,Mariah Soibhan	Lecturer	Lecturer	Instructional Faculty	NA	\$56,788		0.0%	\$56,788		
Baldwin,Aubrey Childress Promotion or Reclassification	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$43,365	29.7%		\$56,258	b
Cole,Jamie E Temporary salary adjustment removed	Lab Technologist III	Lab Technologist III	Computer, Engin., and Sci	06		\$56,900	-2.8%		\$55,293	b
Hilley,Joshua Michael	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06	*				\$55,000	
Lowe III,James W	Lab Technologist II	Lab Technologist II	Business and Financial Ops	05		\$54,757	0.0%		\$54,757	
Putman,Janeen Marie Reclassification and temporary salary adjustment	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$48,769	12.2%		\$54,724	b
Justice,Stanley L	Lab Specialist III	Lab Specialist III	Computer, Engin., and Sci	05		\$54,447	0.0%		\$54,447	
Rowland,Paul H	Lab Specialist III	Lab Specialist III	Computer, Engin., and Sci	05		\$54,422	0.0%		\$54,422	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Engineering, Computer and Applied Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Townsend, Teri F	Administrative Coord I	Administrative Coord I	Office and Administrative Support	05		\$54,127	0.0%		\$54,127	
Gravley, Dustin Thomas	Lab Technologist III	Lab Technologist II	Nat. Res., Construct., and Maint.	06		\$44,966	20.1%		\$54,000	b
	Promotion and temporary salary adjustment									
Simmons, William Patrick	Lab Technologist II	Lab Technologist II	Computer, Engin., and Sci	05		\$53,812	0.0%		\$53,812	
Pruett, Timothy C	Lab Technologist III	Lab Technologist III	Computer, Engin., and Sci	06		\$53,711	0.0%		\$53,711	
Thompson, Karen Kaylor	Student Services Mgr I	Student Services Mgr I	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$53,111	0.0%		\$53,111	
Simpson, Jonathan A	Lab Technologist II	Lab Technologist III	Computer, Engin., and Sci	05		\$51,653	2.4%		\$52,898	b
	Temp Sal Adjustment - Add									
Summers, Cheryl Lynn	Acct/Fiscal Analyst III	Acct/Fiscal Analyst III	Business and Financial Ops	06		\$43,126	22.4%		\$52,800	b
	Promotion and temporary salary adjustment									
Kaufman, Scott B	Lab Technologist III	Lab Technologist III	Nat. Res., Construct., and Maint.	06		\$52,131	0.0%		\$52,131	
Kirby, Michelle Denise	Acct/Fiscal Analyst II	Acct/Fiscal Analyst II	Business and Financial Ops	05		\$51,781	0.0%		\$51,781	
Lanning, B Karen	Administrative Coord I	Office Manager	Office and Administrative Support	05		\$51,601	0.0%		\$51,601	
Kuksenok, Oleksandr	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$51,582	0.0%		\$51,582	
Bowen III, Robert L	Student Services Mgr I	Student Services Mgr I	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$51,031	0.0%		\$51,031	
Rothell, Tammy H	Student Svcs Prog Co II	Student Svcs Prog Co II	Student Affairs and Other Education	05		\$46,370	9.0%		\$50,543	b
	Temp Sal Adjustment - Add									

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Science

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Young,Cynthia Y	Dean	Dean	Management with Faculty Rank	NA	*			\$290,000		
Tritt,Terry M	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$197,825		0.0%	\$197,825		
Cohen,Robert Seth	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA		\$184,301	0.0%		\$184,301	
Daw,Murray S	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$181,240		0.0%	\$181,240		
Rao,Apparao M.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$174,807		0.0%	\$174,807		
Sun,Ya-ping	Named Professor	Named Professor	Instruct./Research/PSA Faculty	NA	\$174,447		0.0%	\$174,447		
Leising,Mark D	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$253,974	-31.8%	\$173,168		b d
Grant Supplement removed, 12 to 9 month conv										
Marcotte Jr,William R	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA		\$172,211	0.0%		\$172,211	
Pennington Jr,William T	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$148,311		13.7%	\$168,642		b
Administrative salary adjustment and promotion										
Creager,Stephen E	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$167,912		0.0%	\$167,912		
Marcus,Richard K	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$162,116		3.1%	\$167,116		b
Administrative supplement										
Temesvari,Lesly	Alumni Professor	Alumni Professor	Instruct./Research/PSA Faculty	NA	\$158,928		3.8%	\$165,000		e
Market Adjustment										
Cox,Christopher L	Department Chair/Head	Dept Chair/Head	Instruct./Research/PSA Faculty	NA	\$159,005		1.0%	\$160,600		b
Promotion or Reclassification										
Galicchio,Vincent S	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$159,013		0.0%	\$159,013		
Kolis,Joseph W	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$153,009		3.3%	\$158,009		b
Administrative supplement										
Coykendall IV,James Barker	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$155,100		0.0%	\$155,100		
Larsen,Miguel F	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$150,749		0.0%	\$150,749		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Thrasher, Joseph Stuart	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$148,684		0.0%	\$148,684		
Gao, Xuhong	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$141,859		0.0%	\$141,859		
Lund, Robert B	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$141,859		0.0%	\$141,859		
Wiecek, Margaret Maria	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$141,859		0.0%	\$141,859		
Adams, Warren P	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$134,121		5.1%	\$141,000		b
Temp Sal Adjustment - Add										
Rebholz, Leo G	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$140,128		0.0%	\$140,128		
Rice, Charles D	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$139,935		0.0%	\$139,935		
Bridges Jr, William C	Alumni Professor	Alumni Professor	Instruct./Research/PSA Faculty	NA	\$139,121		0.0%	\$139,121		
Parkinson, Christopher L	Professor	Professor	Instruct./Research/PSA Faculty	NA	*			\$137,500		
Hwu, Shiou-jyh	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$134,612		0.0%	\$134,612		
Kosinski, Robert J	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$133,281		0.0%	\$133,281		
Frugoli, Julia	Alumni Professor	Alumni Professor	Instruct./Research/PSA Faculty	NA	\$132,955		0.0%	\$132,955		
Ptacek, Margaret	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$131,700		0.0%	\$131,700		
Scott, Simon W	Professor	Professor	Instruct./Research/PSA Faculty	NA		\$131,661	0.0%		\$131,661	
Alexov, Emil Georgiev	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$130,692		0.0%	\$130,692		
Blob, Richard W.	Alumni Professor	Alumni Professor	Instruct./Research/PSA Faculty	NA	\$124,649		4.3%	\$130,000		e
Market Adjustment										
Arya, Dev Priya	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$129,856		0.0%	\$129,856		
Stuart, Steven J	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$129,303		0.0%	\$129,303		
Gerard, Patrick D	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$128,962		0.0%	\$128,962		
Cao, Weiguo	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$128,545		0.0%	\$128,545		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Luo,Hong	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$127,955		0.0%	\$127,955		
Morris,James C	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$127,955		0.0%	\$127,955		
Smith,Kerry S.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$127,955		0.0%	\$127,955		
Meyer,Bradley S	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$126,488		0.0%	\$126,488		
Meriwether Jr,John W	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$125,224		0.0%	\$125,224		
Bain,Lisa J Market Adjustment	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$118,078		5.9%	\$125,000		e
Surver,William M	Alumni Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$124,489		0.0%	\$124,489		
Chumanov,George	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$122,932		0.0%	\$122,932		
Perahia,Dvora	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$122,344		0.0%	\$122,344		
Ervin,Vincent J	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$120,568		0.0%	\$120,568		
Chen,Wen Y	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$120,051		0.0%	\$120,051		
Williams,Calvin L	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$119,426		0.0%	\$119,426		
Marinescu,Domnita Catalina	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$119,279		0.0%	\$119,279		
Khan,Taufiqar Rahman	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$119,161		0.0%	\$119,161		
Garcia Perez,Carlos Diego	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$118,738		0.0%	\$118,738		
Baldwin,William S	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$118,078		0.0%	\$118,078		
Hughes,Thomas A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$117,651		0.0%	\$117,651		
Valentini,Antony	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$117,153		0.0%	\$117,153		
Hartmann,Dieter H	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$116,370		0.0%	\$116,370		
James,Kevin L.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$116,050		0.0%	\$116,050		

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Science

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					9 Month	12 Month		9 Month	12 Month	
Calkin,Neil J	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$115,437		0.0%	\$115,437		
Kiessler,Peter C	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$115,437		0.0%	\$115,437		
Rieck,James R	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$115,437		0.0%	\$115,437		
Brown,James L	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$100,150		12.0%	\$112,168		b
Promotion or Reclassification										
Wei,Yanzhang	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$111,757		0.0%	\$111,757		
Brumaghim,Julia	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$110,469		0.0%	\$110,469		
Gallagher,Colin M	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$110,380		0.0%	\$110,380		
Sun,Xiaoqian	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$97,843		12.0%	\$109,584		b
Faculty rank promotion										
Oberheide,Jens	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$108,817		0.0%	\$108,817		
Matthews,Gretchen L.	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$108,328		0.0%	\$108,328		
Sosolik,Chad E	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$108,197		0.0%	\$108,197		
Brittain,Sean D	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$105,222		0.0%	\$105,222		
Lee,Hyesuk K	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$103,608		0.0%	\$103,608		
DeWalt,Saara J	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$91,935		12.0%	\$102,967		b
Faculty rank promotion										
Feltus,Frank Alexander	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$100,165		0.0%	\$100,165		
Takacs,Endre Andras	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$98,996		0.0%	\$98,996		
Sparace,Salvatore A	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$98,195		0.0%	\$98,195		
Dominy,Brian N	Associate Professor	Interim Associate Dean	Management with Faculty Rank	NA	\$98,094		0.0%	\$98,094		
Wells,Christina E.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$97,640		0.0%	\$97,640		

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College of Science

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					9 Month	12 Month		9 Month	12 Month	
Lawton Rauh, Amy Louise Faculty rank promotion	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$86,869		12.0%	\$97,293		b
McMahan, Christopher Steven Faculty rank promotion	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$87,743		10.0%	\$96,517		b
Dimitrova, Elena Stanimirova	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$95,901		0.0%	\$95,901		
Kurtz Jr, Harry D.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$95,143		0.0%	\$95,143		
Luo, Jun	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$95,141		0.0%	\$95,141		
Macauley, Matthew	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$94,804		0.0%	\$94,804		
Chapman, Susan Caroline	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$94,036		0.0%	\$94,036		
Fralix, Brian H.	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$93,824		0.0%	\$93,824		
McNeill, Jason D	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$93,494		0.0%	\$93,494		
Sather-Wagstaff, Sean Michael	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$92,925		0.0%	\$92,925		
Sehorn, Michael Glen	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$92,646		0.0%	\$92,646		
Tewari, Sumanta Return from sabbatical	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$46,260		100.0%	\$92,519		f
Tzeng, Tzuen-Rong Jeremy	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$92,162		0.0%	\$92,162		
Childress, Michael J	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$91,935		0.0%	\$91,935		
He, Jian	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$91,732		0.0%	\$91,732		
Smith, Rhett C	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$90,882		0.0%	\$90,882		
Kholodenko, Arkady L	Professor	Professor	Instruct./Research/PSA Faculty	NA	\$90,512		0.0%	\$90,512		
Campbell, Barbara J	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$90,360		0.0%	\$90,360		

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Fall 2017 Salaries \$50,000 and Over

College of Science

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					9 Month	12 Month		9 Month	12 Month	
Mount, Andrew S	Research Associate Profes	Research Associate Prof	Research Faculty	NA	\$89,953		0.0%	\$89,953		
Jenkins, Eleanor W	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$89,742		0.0%	\$89,742		
Corbin, Victoria Lynn	Academic Program Director	Academic Program Direc	Management with Faculty Rank	NA	\$89,518		0.0%	\$89,518		
Tennyson, Andrew Gregory	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$74,716		19.3%	\$89,100		b
Faculty rank promotion with retention increase										
Anker, Jeffrey Nathan	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$88,944		0.0%	\$88,944		
Clark, Leigh Anne	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$88,440		0.0%	\$88,440		
Peterson, James K	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$87,886		0.0%	\$87,886		
Sears, Michael W	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$87,754		0.0%	\$87,754		
Cao, Min	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$87,473		0.0%	\$87,473		
Ding, Feng	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$79,392		10.0%	\$87,331		b
Faculty rank promotion										
Wang, Liang Jiang	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$87,329		0.0%	\$87,329		
Paul, Kimberly S	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$87,328		0.0%	\$87,328		
Ingram-Smith, Cheryl Jean	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$79,187		10.0%	\$87,106		b
Faculty rank promotion										
Morris, Meredith Teilhet	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$79,187		10.0%	\$87,106		b
Faculty rank promotion										
Saltzman, Matthew J	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$87,017		0.0%	\$87,017		
Saha, Sourav	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$87,000		0.0%	\$87,000		
Bass, Barbara E	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Business and Financial Ops	08		\$86,595	0.0%		\$86,595	
Liang, Haiying	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$85,944		0.0%	\$85,944		

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d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Xue,Hui	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$85,430		0.0%	\$85,430		
Lehmacher,Gerald A	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$85,021		0.0%	\$85,021		
Jaye,Benjamin J	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$85,000		
Price,Samantha Ann	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$85,000		
Reynolds Jr,Russell Ira	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engin., and Sci	07		\$84,665	0.0%		\$84,665	
Turnbull,Matthew W	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$84,564		0.0%	\$84,564		
Yoon,Jeong - Rock	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$84,318		0.0%	\$84,318		
Schmoll,Martin Johannes	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$84,315		0.0%	\$84,315		
Brown,Derek A	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$84,252		0.0%	\$84,252		
Bielenberg,Douglas G	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$84,220		0.0%	\$84,220		
Van den Hurk,Peter	Associate Professor	Associate Professor	Instruct./Research/PSA Faculty	NA	\$84,166		0.0%	\$84,166		
Henson,John Michael	Research Associate Profes	Research Associate Prof	Research Faculty	NA	\$84,058		0.0%	\$84,058		
Bible,Joseph Daniel	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$84,000		
Ma,Ling	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$84,000		0.0%	\$84,000		
Russell,Brook Thayer	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$83,633		0.0%	\$83,633		
Alper,Joshua	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$82,600		0.0%	\$82,600		
Podila,Ramakrishna	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$82,600		0.0%	\$82,600		
Heister,Timo Johannes	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$82,146		0.0%	\$82,146		
Xue,Fei	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$81,000		0.0%	\$81,000		
Ajello,Marco	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$80,039		0.0%	\$80,039		
Chen,Qingshan	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$80,039		0.0%	\$80,039		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Liu,Xin	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$80,039		0.0%	\$80,039		
Sanabria,Hugo	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$80,039		0.0%	\$80,039		
Konkel,Miriam Kristine	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$80,000		
Mason,Jennifer May	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$80,000		
Thompson,Daniel Ross	Laboratory Technologist IV	Laboratory Manager	Nat. Res., Construct., and Maint.	07	*				\$80,000	
Adamkovics,Mate	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$79,613		
Powder,Kara Elizabeth	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$79,500		0.0%	\$79,500		
Harriss,James E	Research Associate	Research Associate	Business and Financial Ops	NA		\$79,302	0.0%		\$79,302	
Baeza Migueles,Juan Antonio	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,986		0.0%	\$78,986		
Bruce,Terri Lane Foster	Academic Program Director	Academic Program Direc	Management	NA	\$78,986		0.0%	\$78,986		
Dittrich-Reed,Dylan Robert	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,986		0.0%	\$78,986		
Feliciano,David M	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,986		0.0%	\$78,986		
Gupte,Akshay Sunil	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,986		0.0%	\$78,986		
Kozubowski,Lukasz	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,986		0.0%	\$78,986		
Poznanovikj,Svetlana	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,986		0.0%	\$78,986		
Whitehead,Daniel C	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,960		0.0%	\$78,960		
Ouyang,Yuyuan	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,470		0.0%	\$78,470		
Marler,Joan P	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,417		0.0%	\$78,417		
Burr,Michael Adam	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$78,101		0.0%	\$78,101		
Gao,Jianbo	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	*			\$78,000		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Liu,Shitao	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$77,933		0.0%	\$77,933		
Manganiello,Felice	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$77,933		0.0%	\$77,933		
Lu,Xian	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$77,899		0.0%	\$77,899		
Casabianca,Leah Beck	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$77,438		0.0%	\$77,438		
Dou,Zhicheng	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$77,438		0.0%	\$77,438		
Richards,Vincent Paul	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$77,438		0.0%	\$77,438		
Sekhon,Rajandeep Singh	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$77,438		0.0%	\$77,438		
Mitkovski,Mishko	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$76,668		0.0%	\$76,668		
Melvin,James Sheldon	Public Info Dir II	Director of Public Informa	Business and Financial Ops	07		\$56,949	34.5%		\$76,620	b
	Promotion with temporary salary adjustment									
Yang,Boshi	Assistant Professor	Assistant Professor	Instruct./Research/PSA Faculty	NA	\$76,000		0.0%	\$76,000		
Martinez-Dawson,Rose	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$73,183		0.0%	\$73,183		
Hester,Jerry D	Lecturer	Laboratory Technologist I	Instructional Faculty	NA		\$72,439	0.0%		\$72,439	
Kitaygorodskiy,Aleksandr	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$72,255	0.0%		\$72,255	
Hubbard,Russell J.	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engin., and Sci	07		\$68,454	0.0%		\$68,454	
Duncan,Michelle Schlock	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$63,821	5.0%		\$67,012	e
	Market Adjustment									
McKnew,Judith Irene	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$66,427		0.0%	\$66,427		
Cawood,Mark E.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$66,036		0.0%	\$66,036		
Russ,Katherine Margaret	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06		\$65,639	0.0%		\$65,639	
Breazel,Ellen Hepfer	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$65,575		0.0%	\$65,575		
Reba,Marilyn	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$64,631		0.0%	\$64,631		

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Teitloff, Timothy Charles	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,756		0.0%	\$63,756		
Pope, Amy Liann	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$62,193		0.0%	\$62,193		
Johnson, Terri A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,774		0.0%	\$61,774		
Cummings, John R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,764		0.0%	\$61,764		
Taylor, Dennis F	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,753		0.0%	\$61,753		
Brown, Jason Stratford	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,635		0.0%	\$61,635		
The, Lih-sin	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,635		0.0%	\$61,635		
McMillen, Colin D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$61,428	0.0%		\$61,428	
Minor, V Christine M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,367		0.0%	\$60,367		
McNutt-Scott, Tamara L.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,364		0.0%	\$60,364		
Lewis, Barbara S	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,031		0.0%	\$59,031		
Van Dyken, Jennifer E	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$43,524		35.2%	\$58,862		b
Faculty rank promotion, temporary salary adj. and additional duties										
Cottingham, Judith Elaine	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,729		0.0%	\$58,729		
Powell, Rhonda Reigers	Glass Shop Manager	Research Laboratory Ma	Business and Financial Ops	06		\$43,365	35.4%		\$58,700	b
Promotion or Reclassification										
Viktorova, Irina V.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,192		0.0%	\$58,192		
Walker, S Erwin	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,176		0.0%	\$58,176		
Rudolph, Krista Barrier	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,759		0.0%	\$57,759		
Novick, Beth A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,512		0.0%	\$57,512		
Ragland, Debra A	Lecturer	Lecturer	Instructional Faculty	NA	*			\$57,000		
Schroeder, Jacob D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,788		0.0%	\$56,788		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Schvaneveldt, Stephen Jon	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,788		0.0%	\$56,788		
Houjeiry, Tania Issa	Lecturer	Lecturer	Instructional Faculty	NA	\$56,191		0.0%	\$56,191		
Duncan, Stephanie M	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Office and Administrative Support	06		\$50,208	11.5%		\$56,000	b
Transfer and promotion										
Hupp, Laura R	Environment/Hlth Mgr II	Environment/Hlth Mgr II	Computer, Engin., and Sci	06		\$55,935	0.0%		\$55,935	
Geiculescu, Olt E	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,184		5.0%	\$55,843		b
Faculty rank promotion										
Allen, Charles B	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$55,441	0.0%		\$55,441	
Huang, Guohui	Research Specialist III	Research Specialist III	Computer, Engin., and Sci	06		\$55,438	0.0%		\$55,438	
McConnell, Rita S	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Ops	05		\$55,392	0.0%		\$55,392	
Blackwell, Jessica H	Accnt/Fiscal Analyst III	Assistant Business Office	Business and Financial Ops	06		\$52,658	5.0%		\$55,291	b
Promotion or Reclassification										
Puneet, Pooja	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,658		5.0%	\$55,291		b
Promotion or Reclassification										
Evans, Stephanie Hathcote	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$55,000	0.0%		\$55,000	
Martin, Peter	Public Info Coordinator	Online Media Coordinato	Computer, Engin., and Sci	05	*				\$55,000	
Whitehead, Kristi James	Lecturer	Lecturer	Instructional Faculty	NA	\$54,764		0.0%	\$54,764		
Wetzler, Modi	Lecturer	Lecturer	Instructional Faculty	NA	\$54,509		0.0%	\$54,509		
Thames, Joseph Paul	Student Services Mgr I	Student Services Mgr I	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$48,977	11.3%		\$54,500	b
Promotion or Reclassification										
Hickman, Thomas D	Lecturer	Lecturer	Instructional Faculty	NA	\$54,237		0.0%	\$54,237		
Lanni, Laura M	Lecturer	Lecturer	Instructional Faculty	NA	\$54,000		0.0%	\$54,000		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

College of Science

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					9 Month	12 Month		9 Month	12 Month	
Plampin III, James Nelson	Lecturer	Lecturer	Instructional Faculty	NA	*			\$54,000		
Fouk, Virginia G	Student Services Mgr I	Student Services Manag	Student Affairs and Other Education	06		\$53,690	0.0%		\$53,690	
Hardwick, Renea Chris	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,297		0.0%	\$53,297		
Schnabel, Elise L	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$48,694	8.2%		\$52,694	a
	Staff Development or Performance Other									
Abercrombie, John G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$52,546	0.0%		\$52,546	
Owens, Jessica Gale	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$42,830	21.4%		\$52,000	b
	Promotion or Reclassification									
Ennis, Elliot	Lecturer	Lecturer	Instructional Faculty	NA	\$51,625		0.0%	\$51,625		
Barker, J Barrett	Lab Technologist III	Lab Technologist III	Computer, Engin., and Sci	06		\$48,340	6.7%		\$51,563	f
	Retention increase									
Reynolds, David G	Acct/Fiscal Analyst II	Acct/Fiscal Analyst II	Business and Financial Ops	05		\$52,924	-2.8%		\$51,430	b
	Temporary salary adjustment removed									
Hedetniemi, Kevin D	Sys Programmer/Developer	Sys Programmer/Develo	Student Affairs and Other Education	06		\$33,549	51.4%		\$50,801	b
	Reclassification with market adjustment									
Cox, Princess MyCia	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		0.0%	\$50,000		
McWhorter, William Wesley	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		0.0%	\$50,000		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Administration and Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
O'Rourke,Brian Joseph	Vice President	VP Devel and Alumni Rel	Management	NA	\$255,028		0.0%	\$255,028		
Trammell,Harrison Frederick	Academic Program Director	Academic Program Direc	Management	NA	\$248,848		0.0%	\$248,848		
King,JoVanna J	Academic Program Director	Academic Program Direc	Management	NA	\$205,984		0.0%	\$205,984		
Ryan,Melissa M	Academic Program Director	Sr Director Univ Develop	Management	NA	\$188,281		0.0%	\$188,281		
Alexander,Ann M	Academic Program Director	Academic Program Direc	Management	NA	\$174,096		0.0%	\$174,096		
Martin,Jeffery S	Associate Vice President	Associate Vice President	Management	NA	\$163,349		0.0%	\$163,349		
Newsom,Deborah C	Asst Academic Prog Directo	Asst Academic Prog Dir	Management	NA	\$162,929		0.0%	\$162,929		
Colbert-Busch,Elizabeth	Extension Associate	Extension Associate	Management	NA	\$160,379		0.0%	\$160,379		
Brasington III,Leroy Wilson	Academic Program Director	Academic Program Direc	Management	NA	\$135,232		4.5%	\$141,379		e
Market Adjustment										
Cloyd,Kelly Urso	Asst Academic Prog Directo	Senior Director of Develo	Business and Financial Ops	NA	\$126,378		7.0%	\$135,224		b
Promotion or Reclassification										
Dant,Donna Incropera	Asst Academic Prog Directo	Senior Director of Develo	Business and Financial Ops	NA	\$121,319		5.0%	\$127,385		b
Promotion or Reclassification										
Peters,Christopher Marc	Academic Program Director	Senior Program Director	Business and Financial Ops	NA	\$123,426		0.0%	\$123,426		
Barr,Elizabeth Anne Quick	Asst Academic Prog Directo	Snr. Dir. Dev. Corp. Relat	Management	NA	\$96,890		23.9%	\$120,000		b
Promotion with market adjustment										
Gray,Douglas S	Academic Program Director	Director of Development	Business and Financial Ops	NA	\$119,322		0.0%	\$119,322		
Owens,Margaret Richardson	Asst Academic Prog Directo	Senior Academic Prog. D	Business and Financial Ops	NA	\$105,315		10.0%	\$115,874		e
Market Adjustment										
Cauley,Michele Melton	Associate Vice President	AVP-Marketing/Comm./E	Management	NA	\$107,847		7.4%	\$115,813		b
Promotion or Reclassification										

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Administration and Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Page,Brandy McClain Market Adjustment	Asst Academic Prog Directo	Senior Director of Develo	Business and Financial Ops	NA		\$98,088	7.0%		\$104,954	e
Kelly,Larissa R.	Asst Academic Prog Directo	Asst Academic Prog Dir	Management	NA		\$98,111	0.0%		\$98,111	
Haskins,James Hugh	Asst Academic Prog Directo	Asst Academic Prog Dir	Management	NA		\$92,925	0.0%		\$92,925	
Przybyla,Jason Michael	Asst Academic Prog Directo	Mgr. of Real Estate Oper	Business and Financial Ops	NA	*				\$90,000	
Taylor,Dana	Asst Academic Prog Directo	Planned Giving Officer	Business and Financial Ops	NA		\$87,763	0.0%		\$87,763	
Winkelman,Lauren Anne Retention increase	Asst Academic Prog Directo	Director of Development	Business and Financial Ops	NA		\$76,405	14.0%		\$87,102	f
McKenzie,Jack A	Program Manager II	Program Manager II	Management	08		\$86,958	0.0%		\$86,958	
Dewild,Jennifer Ashley Market Adjustment	Asst Academic Prog Directo	Director of Development	Business and Financial Ops	NA		\$79,275	7.6%		\$85,285	e
Britton,John S	Asst Academic Prog Directo	Asst Academic Prog Dir	Business and Financial Ops	NA		\$78,986	0.0%		\$78,986	
Morgan,Dana Carroll	Asst Academic Prog Directo	Asst Academic Prog Dir	Business and Financial Ops	NA		\$75,090	0.0%		\$75,090	
Purvis,April Souria Williams Promotion or Reclassification	Program Manager II	Director of Gift Managem	Business and Financial Ops	08		\$71,198	4.8%		\$74,600	b
Mudge,Elizabeth McIntosh	Asst Academic Prog Directo	Asst Academic Prog Dir	Business and Financial Ops	NA		\$73,273	0.0%		\$73,273	
Godwin,Jeffrey N	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$72,829	0.0%		\$72,829	
Arp,Kimberly Dawn	Asst Academic Prog Directo	Director of Development	Business and Financial Ops	NA		\$72,572	0.0%		\$72,572	
Garner,Melissa Haley	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Business and Financial Ops	07		\$71,059	0.0%		\$71,059	
Sassen,Madeline Teresa Promotion or Reclassification	Accnt/Fiscal Analyst III	Investment Operations M	Business and Financial Ops	06		\$45,323	49.2%		\$67,600	b
Arbogast,Sarah Elizabeth	Asst Academic Prog Directo	Director of Development -	Business and Financial Ops	NA	*				\$67,212	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Administration and Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Craft,Amy Csernak	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Business and Financial Ops	07		\$66,438	0.0%		\$66,438	
James,Tenneil Moody	Web Developer	Web Developer	Computer, Engin., and Sci	06		\$65,849	0.0%		\$65,849	
Grant,Liza C	Asst Academic Prog Directo	Asst Academic Prog Dir	Business and Financial Ops	NA		\$65,788	0.0%		\$65,788	
Boatwright,Randolph N	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Ops	06		\$64,033	0.0%		\$64,033	
Huff,James Lee	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$60,780	5.0%		\$63,819	b
	Promotion or Reclassification									
Hiott,William D	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$63,137	0.0%		\$63,137	
Bowen,Barry C	IT Manager I	IT Manager I	Computer, Engin., and Sci	07		\$62,647	0.0%		\$62,647	
Wright,Amanda K	Operations Manager II	Operations Manager II	Student Affairs and Other Education	06		\$59,461	5.0%		\$62,434	b
	Promotion or Reclassification									
Gibson,Kimberly Dawn	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Business and Financial Ops	07		\$54,237	15.0%		\$62,373	b
	Temp Sal Adjustment - Add									
Grogan,Bethany Boller	Alumni/Develop Mgr II	Dir of Talent Managemen	Business and Financial Ops	07		\$53,711	14.0%		\$61,231	e
	Market Adjustment									
Ogg,Joyce G	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Office and Administrative Support	06		\$60,126	0.0%		\$60,126	
Damesworth,Mickie Darlene	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06		\$59,358	0.0%		\$59,358	
Isengard,Joshua A	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$62,158	-4.8%		\$59,198	b
	Change in job duties									
Fontana,Jacqueline Antoinette	Public Info Dir II	Dir.-Development Marketi	Business and Financial Ops	07		*			\$58,646	
Sapp,Patrick Zolley	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Ops	06		\$57,776	0.0%		\$57,776	
Addison,Allison Erin Griffin	Program Manager I	Program Manager I	Business and Financial Ops	07		\$57,353	0.0%		\$57,353	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Administration and Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Tarver,Jonathan B Market Adjustment	Operations Manager II	Operations Manager II	Business and Financial Ops	06		\$49,123	16.2%		\$57,081	e
O'Kelley,Tracey D	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$57,067	0.0%		\$57,067	
Padgett,Amber Day Temp Sal Adjustment - Add	Alumni/Develop Mgr II	Development Coordinato	Business and Financial Ops	07		\$48,622	15.0%		\$55,915	b
Summers,Stewart G Market Adjustment	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Ops	06		\$49,868	10.3%		\$55,000	e
Scott,Arthur J	Building/Grounds Mgr	Building/Grounds Mgr	Business and Financial Ops	06		\$54,584	0.0%		\$54,584	
Sampson,Scott E	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Ops	06		\$54,233	0.0%		\$54,233	
Carter,Anna Louise	Program Manager I	Program Manager I	Business and Financial Ops	07		\$52,680	0.0%		\$52,680	
Towery,Debbie A.	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Ops	05		\$52,358	0.0%		\$52,358	
Lyons,Alison Elizabeth	Alumni/Develop Mgr I	Annual Giving Officer	Business and Financial Ops	06	*				\$51,827	
Smith,Jenna Kay	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$51,625	0.0%		\$51,625	
Horton,Lesley Brooke Market Adjustment	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Ops	06		\$46,463	9.8%		\$51,000	e
Mitchell,Helen Oxner Market Adjustment	Alumni/Develop Mgr I	Director of Engagement	Business and Financial Ops	06		\$46,463	9.8%		\$51,000	e
Saunier,Kathryn F	Administrative Coord I	Administrative Coord I	Office and Administrative Support	05	*				\$51,000	
Glasgow,Del B	Program Coordinator II	Assoc. Dir. of Donor Rela	Business and Financial Ops	06		\$50,279	0.0%		\$50,279	
Geiger,Kelly Sandifer Additional duties with market adjustment	Alumni/Develop Mgr I	Director of Donor Relatio	Business and Financial Ops	06		\$39,962	25.1%		\$50,000	e
Jordan,Joni Singleton	Alumni/Develop Mgr I	Director of Donor Relatio	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06	*				\$50,000	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Athletics

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					9 Month	12 Month		9 Month	12 Month	
Radakovich Jr, Daniel	Academic Program Director	Director-Athletics	Management	NA		\$300,000	0.0%		\$300,000	
Babb, Davis Caldwell	Athletics Coach	CEO-IPTAY	Management	NA		\$250,000	6.0%		\$265,000	a
Performance increase/Contract										
Bates, Toddrekus Jermaine	Athletics Coach	Defensive Line Coach	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA	*				\$245,000	
Batson, Michael J	Athletics Coach	Dir-FB S&C	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$245,000	0.0%		\$245,000	
Brownell, Bradley R	Athletics Coach	HC-MBB	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$245,000	0.0%		\$245,000	
Caldwell, Robert A	Athletics Coach	Off Line Coach	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$245,000	0.0%		\$245,000	
Conn, Michael	Assistant Coach	CornerBack Coach	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$92,925	163.7%		\$245,000	b
Promotion or Reclassification										
Elliott, Antonio Lamar	Athletics Coach	Co-Off Coord/RB Coach	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$245,000	0.0%		\$245,000	
McCorvey Jr, Woodrow	Athletics Coach	Assoc Ath Dir-FB Admn	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$245,000	0.0%		\$245,000	
Pearman Jr, Daniel L	Athletics Coach	Asst HC-FB/TE/Spec Tea	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$245,000	0.0%		\$245,000	
Reed Jr, Michael J	Athletics Coach	Def Backs Coach	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$245,000	0.0%		\$245,000	
Scott, Jeffrey B	Athletics Coach	Co-Off Coord/WR Coach	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$245,000	0.0%		\$245,000	
Smith, Audra Sebrena	Athletics Coach	HC-WBB	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$245,000	0.0%		\$245,000	
Streeter, Brandon M.	Athletics Coach	QB Coach/Recruit Coord	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$245,000	0.0%		\$245,000	
Swinney, William C	Athletics Coach	HC-FB	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$245,000	0.0%		\$245,000	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Athletics

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					9 Month	12 Month		9 Month	12 Month	
Venables,Thomas B	Athletics Coach	Def Coord/LB Coach	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$245,000	0.0%		\$245,000	
Scott,Harvey B	Athletics Coach	Dir-Player Dev	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$225,080	3.3%		\$232,500	a
	Performance increase/Contract									
Lee II,Monte Wesley	Athletics Coach	HC-Base	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$225,000	0.0%		\$225,000	
Neff,Graham Robert	Athletics Coach	Deputy Dir-Athletics	Management	NA		\$175,525	13.9%		\$200,000	f
	Retention increase									
Smith,Steven Tyrone	Athletics Coach	Asst Coach-MBB	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$159,375	25.5%		\$200,000	a
	Performance increase/Contract									
Turnipseed,Thad L	Athletics Coach	Dir-Recruit Ops & Ext Aff	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$170,000	7.4%		\$182,500	a
	Performance increase/Contract									
Dooley,Michael S	Athletics Coach	Dir-FB Ops/Player Perso	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$165,000	7.6%		\$177,500	a
	Performance increase/Contract									
Couch Jr,James R	Athletics Administrator	Sr. Assoc Dir./IPTAY/Maj	Management	NA		\$170,363	2.7%		\$175,000	b
	Additional duties added									
Davis,Jeff E	Athletics Coach	Dir-Player Rel & Ext Affai	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$155,802	7.2%		\$167,000	a
	Performance increase/Contract									
Oliver,Daryl Lamonico	Athletics Coach	Assoc HC/Off Coord-WB	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$160,000	3.0%		\$164,800	a
	Performance increase/Contract									
Elliott,Mark Anthony	Athletics Coach	HC-TRK	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$155,000	3.2%		\$160,000	a
	Performance Increase/contract									
LeCroy,Bradley James	Athletics Coach	Asst Coach-Base	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$151,500	3.0%		\$156,045	a
	Performance increase/BOT									
See,Andrew Christopher	Athletics Coach	Asst Coach-Base	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$151,500	3.0%		\$156,045	a
	Performance increase/BOT									

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Athletics

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					9 Month	12 Month		9 Month	12 Month	
Harris,Nancy A	Athletics Coach	HC-WTN	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$135,000	3.7%		\$140,000	a
	Performance increase/Contract									
Ellison,Stephanie A	Athletics Administrator	Sr. Assoc AD-Sports Ad	Management	NA		\$123,900	9.0%		\$135,000	b
	Promotion or Reclassification									
Furbee,Travis Taylor	Athletics Administrator	Dir-IPTAY Annual Fund	Management	NA		\$123,900	4.9%		\$130,000	b
	Additional Duties									
Duzan,Stephen A	Athletics Administrator	Assoc AD-Stud Ath Srvc	Management	NA		\$118,738	7.4%		\$127,500	b
	Promotion or Reclassification									
Charles,Elliott A	Athletics Administrator	Assoc Ath Dir-Comp Svc	Management	NA	*				\$127,000	
Match,Timothy A	Athletics Coach	Assoc Ath Dir-Ext Affairs	Management	NA		\$125,526	0.0%		\$125,526	
Radwanski,Edward Francis	Athletics Coach	HC-WSO	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$120,000	4.2%		\$125,000	a
	Performance increase/Contract									
Poole Jr,Danny G	Athletics Coach	Dir-Sports Med/Head Ath	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$113,315	0.0%		\$113,315	
Greenlee,Larry S	Athletics Coach	Asst Dir-FB S&C	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$103,250	6.5%		\$110,000	a
	Performance increase/Contract									
Bagby,Richard A	Athletics Administrator	Asst Ath Dir-Video & Tec	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$85,698	24.3%		\$106,500	b
	Promotion or Reclassification									
Young,Kyle McLendon	Athletics Coach	Assoc Ath Dir-Admin	Management	NA		\$105,220	0.0%		\$105,220	
Dunham,Aaron D	Athletics Administrator	Dir-IPTAY Maj Gifts	Business and Financial Ops	NA		\$94,265	10.3%		\$104,000	b
	Promotion or Reclassification									
Hogan,Paul Adrian	Athletics Coach	Sr Asst FB S&C Coach	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$97,571	6.6%		\$104,000	a
	Performance increase/BOT									
Wade,Gary A	Athletics Coach	Asst Ath Dir-Fac	Management	NA		\$103,346	0.0%		\$103,346	
Galbraith,Joseph P	Athletics Coach	Assoc Ath Dir-Comm	Management	NA		\$103,250	0.0%		\$103,250	

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Fall 2017 Salaries \$50,000 and Over

Athletics

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Honnen,Natalie A Gonzalez	Athletics Administrator	Assoc AD/Stu-Ath Svcs	Management	NA		\$103,250	0.0%		\$103,250	
Hall,Lemanski Shuntae	Athletics Coach	Senior Defensive Analyst	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$82,600	22.3%		\$101,000	b
	Promotion or Reclassification									
Simon,Joseph John	Athletics Coach	Assoc Ath Dir-Fac Mgmt	Management	NA		\$100,153	0.0%		\$100,153	
Green,Todd McKinley	Assistant Coach	Dir-FB Vid & Tech	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$91,067	9.8%		\$100,000	a
	Performance increase/Non-contract BOT									
Noonan,Michael R	Athletics Coach	HC-MSO	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$100,000	0.0%		\$100,000	
Gibson,Marvin Alexander	Athletics Coach	Asst Coach for Sprints	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$95,370	3.0%		\$98,250	a
	Performance increase/BOT									
Richardson,Jeremy	Assistant Coach	Sr Off Asst	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$87,763	9.1%		\$95,763	a
	Performance increase/BOT									
Godfrey,Owen S	Athletics Coach	Asst Ath Dir-Ticket Ops/S	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$94,035	0.0%		\$94,035	
Frazier Wong,Stephen Michael	Athletics Coach	HC-ROW	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$92,500	0.0%		\$92,500	
Warwick,Andrew David	Athletics Coach	Defensive Analyst	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$56,788	58.5%		\$90,000	b
	Promotion or Reclassification									
Allison Jr,James McWilliam	Athletics Coach	Dir. of Aviation Operation	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$78,315	13.6%		\$89,000	e
	Market Adjustment									
Smotherman,Adam L	Athletics Coach	Asst S&C Coach	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$77,438	12.3%		\$87,000	a
	Performance increase/BOT									
Harrington III,Paul Dillon	Athletics Coach	Dir-FB Nutrition	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$76,800	9.4%		\$84,000	a
	Performance increase/BOT									

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Fall 2017 Salaries \$50,000 and Over

Athletics

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Becker, Kathleen Marie Performance increase/BOT	Athletics Coach	Dir-WBB Ops	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$78,986	3.0%		\$81,356	a
Jones, Philip Anthony Performance increase/Contract amendment	Athletics Coach	Assoc HC-MSO	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$75,500	6.0%		\$80,030	a
Franzblau, Richard M Market Adjustment	Athletics Coach	Dir-Olym Sprt S&C	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$72,275	10.7%		\$80,000	e
Reed, Abraham Wahler Performance increase/BOT	Athletics Coach	Dir-Equip for FB	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$74,340	7.6%		\$80,000	a
Shields, Kyle R Promotion or Reclassification	Athletics Administrator	Dir-Prem Seating/Maj Gift	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$72,275	10.7%		\$80,000	b
McKay, Lucas James Performance increase/BOT	Athletics Coach	Dir-MBB Ops	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$77,438	3.0%		\$79,761	a
Littlejohn, Sharon Weaver	Accounting/Fiscal Mgr I	Business Manager	Business and Financial Ops	07		\$79,505	0.0%		\$79,505	
Bostwick, Christopher David	Athletics Coach	Asst Coach for Jumps	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$78,430	0.0%		\$78,430	
Gantt, Jonathan David	Athletics Coach	Dir-New & Creative Medi	Management	NA		\$77,935	0.0%		\$77,935	
Munson III, William Donald	Athletics Coach	Dir-Broadcasting	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$77,529	0.0%		\$77,529	
George, Eric	Accounting/Fiscal Mgr II	Asst Ath Dir-Bus Ops	Business and Financial Ops	08		\$77,438	0.0%		\$77,438	
Waymyers, Allison Performance increase/BOT	Program Manager I	Dir-FB Career & Pro Dev	Business and Financial Ops	07		\$71,000	8.5%		\$77,000	a
Moreland-Bishop, Leslie Anne	Athletics Coach	Asst AD-Acad Svcs	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$76,405	0.0%		\$76,405	
Grisham, William Performance increase/BOT	Assistant Coach	Off Analyst	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$67,113	13.2%		\$76,000	a

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Fall 2017 Salaries \$50,000 and Over

Athletics

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Mahony,Robert D	Athletics Coach	Dir-the Block C Club	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$75,106	0.0%		\$75,106	
Sutton,Kurt Anthony	Eng/Assoc Eng III	Dir-Broadcast Engineer	Computer, Engin., and Sci	07	*				\$75,000	
Santos,Jayson Alexis	Athletics Administrator	Asst Ath Dir-Comp Svcs	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$74,340	0.0%		\$74,340	
Lombardi,Matthew M Retention increase	Athletics Administrator	Asst AD-Acad Svcs	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$66,605	11.1%		\$74,000	f
Cobb,Matthew Roland Transfer + Lateral reclassification and promotion	Dir Of Planning & Research	Director of Data Analytics	Business and Financial Ops	07		\$73,600	0.5%		\$73,945	b
Echols Jr,Ernest V. Additional duties	Athletics Coach	Supv of Athletic Grounds	Management	NA		\$69,588	5.0%		\$73,067	b
Wilson,Jason Conrad Promotion or Reclassification	Athletics Administrator	Assoc Dir-IPTAY	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$64,303	12.0%		\$72,000	b
Robbins,Jeffery Brian Performance increase/BOT	Athletics Coach	Assoc HC-WSO	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$64,785	9.0%		\$70,615	a
Woody,Christopher B	Athletics Coach	Asst Ath Dir-Comp Svcs	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$70,248	0.0%		\$70,248	
Glenn,Matthew E Promotion or Reclassification	Production Manager IV	Tech Dir of Video Service	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	07		\$40,711	71.9%		\$70,000	b
Byrd,Jordan Edward Performance increase/BOT	Athletics Coach	Assoc HC-MGO	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$66,000	5.0%		\$69,300	a
Williams,Jason H. Market Adjustment	Athletics Coach	Captain/Building-Hangar	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$67,009	3.0%		\$69,000	e
Adams,Leslie Rae	Athletics Coach	HC-DIV	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$67,980	0.0%		\$67,980	
Allen,Jonathan B	Program Manager II	Asst Ath Dir-Event Mgmt	Management	08		\$67,113	0.0%		\$67,113	

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d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Herbst,Maria Hanahoe	Athletics Coach	Dir-Ed Svcs	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$67,113	0.0%		\$67,113	
Arblaster,Daniel Leroy Market Adjustment	Athletics Coach	Captain/Maintenance Ma	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$61,434	8.7%		\$66,750	e
Gray,Amanda E	Athletics Coach	Asst Ath Dir-Comp Svcs	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$65,448	0.0%		\$65,448	
Aiken,Cameron R Performance increase/BOT	Assistant Coach	Asst for Off Player Dev	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$56,788	14.5%		\$65,000	a
Gordon Jr,Paul D Performance increase/BOT	Athletics Coach	Asst Dir-FB Ops/CreatSv	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$59,962	8.4%		\$65,000	a
McCombs,Brandon Performance increase/BOT	Athletics Coach	Player Dev/Special Team	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$57,470	13.1%		\$65,000	a
Sorrells,Jordan J Performance increase/BOT	Assistant Coach	Coord-FB Recruit Comm	Management	NA		\$55,755	16.6%		\$65,000	a
Porter,Elizabeth R	Athletics Coach	Assoc Dir-Ath Acad Adv	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$64,309	0.0%		\$64,309	
Bullock,Donna D	Athletics Coach	Asst Ath Trainer	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$63,614	0.0%		\$63,614	
Sparks,Lynn B	Athletics Coach	Asst to the Dir-Athletics	Office and Administrative Support	NA		\$63,241	0.0%		\$63,241	
Chapman,Kevin L Market Adjustment	Athletics Coach	Captain	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$59,885	5.2%		\$63,000	e
Chavis,Alvin Miguel	Athletics Coach	Defensive Player Develo	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA	*				\$63,000	
Key,D Brett Promotion or Reclassification	Production Manager IV	Graphics Dir of Video Ser	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	07		\$33,825	86.3%		\$63,000	b
Guess Jr,Henry E Performance increase/BOT and Promotion	Production Manager IV	Director of FB Coaching	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	07		\$55,197	13.2%		\$62,500	a b

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Athletics

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					9 Month	12 Month		9 Month	12 Month	
Money, Michael J	Athletics Coach	Asst Ath Dir-Mkt & Game	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$62,373	0.0%		\$62,373	
Mullinix, Siri L	Athletics Coach	Asst Coach-WSO	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$60,000	3.5%		\$62,100	a
	Performance increase/BOT									
Coleman, Stephen E	IT Technician III	Coord-Info Tech	Computer, Engin., and Sci	06		\$61,729	0.0%		\$61,729	
Lazar, Jason E	Program Manager II	Dir-Littlejohn Coliseum	Management	08		\$59,885	0.0%		\$59,885	
Crisp, Mary Casey	Student Services Mgr I	Assoc. Dir.-Academic Se	Student Affairs and Other Education	06		\$56,788	0.0%		\$56,788	
Henderson, Bradley A	Athletics Coach	Assoc Dir-Ed Svcs	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$54,764	3.0%		\$56,407	b
	Additional Duties									
Martin, Yashica Bakeyma	Athletics Coach	Assoc Dir-Ath Acad Adv	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$55,864	0.0%		\$55,864	
Owens, Bradley R	Athletics Coach	Dir-Base Ops	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$51,625	8.1%		\$55,831	a b
	Additional Duties and Performance increase/BOT									
Conklin, Nicholas Ryan	Athletics Coach	Coordinator of Digital Co	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$40,020	37.4%		\$55,000	f
	Retention increase									
King, Caroline H	Athletics Coach	Asst Coach-ROW	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$55,000	0.0%		\$55,000	
Fieser, Lukas Patrick	Athletics Coach	Assoc Dir-FB Acad Svcs	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$57,373	-4.6%		\$54,723	b
	Admin salary adjustment removed									
Razayeski, Jerome	Athletics Coach	Asst Ath Trainer	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$54,313	0.0%		\$54,313	
Rovtar, Katherine Margaret	Athletics Coach	Asst Ath Trainer	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$49,044	10.1%		\$54,000	e
	Market Adjustment									
Cantinieri, Janice D	Alum/Dev Coord II	Dir-Stewardship/IPTAY	Business and Financial Ops	05		\$53,690	0.0%		\$53,690	
Lawrence, Sarah-Jo Catherine	Student Services Mgr I	Assoc Dir-Ath Acad Adv	Student Affairs and Other Education	06		\$53,690	0.0%		\$53,690	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Athletics

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Blackman,John S	Athletics Coach	Assoc Dir-Ath Comm	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$53,010	0.0%		\$53,010	
Johnston,Daniel T	Athletics Coach	Asst Ath Trainer	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$52,680	0.0%		\$52,680	
Kehn,Elizabeth A	Athletics Coach	Assoc Dir-Ath Comm	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$52,095	0.0%		\$52,095	
Ricketts,Lindsey K. Additional Duties	Athletics Coach	Assoc Dir-Ath Acad Adv	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$50,025	4.0%		\$52,026	b
Armitage,Jean West Promotion or Reclassification	Administrative Coord II	Admn Coord II/IPTAY	Office and Administrative Support	06		\$44,232	17.6%		\$52,000	b
Carey,Jeffrey S	Athletics Coach	Assoc Dir-Ed Svcs	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$51,625	0.0%		\$51,625	
Douglas,Elizabeth C	Administrative Coord I	Asst to the Head FB Coa	Office and Administrative Support	05		\$51,625	0.0%		\$51,625	
Pitts,Rosalyn Mew	Student Services Mgr I	Assoc Dir-Ed Svcs	Student Affairs and Other Education	06		\$51,625	0.0%		\$51,625	
Dedecker,Abby Taylor Market Adjustment	Athletics Coach	Asst Ath Trainer	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$42,305	19.9%		\$50,731	e
Kallin,Jeffrey R	Athletics Coach	Assoc Dir-Ath Comm	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA		\$50,076	0.0%		\$50,076	
Blanks Jr,Travis Earl	Alum/Dev Coord II	Asst Dir-Block C Club	Business and Financial Ops	05	*				\$50,000	
Dueland,Sunny Caprice	Athletics Administrator	Dir-Student Athlete Dev	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA	*				\$50,000	
Kennedy,Kevin W	Athletics Administrator	Asst Dir of Acad Svcs	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	NA	*				\$50,000	
McAnally,Spencer Lane	Public Info Coordinator	Dir of Marketing & Fan E	Business and Financial Ops	05	*				\$50,000	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Chief Financial Officer

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Dalton, Brett A	Senior Vice President	Executive Vice President	Management	NA	\$345,181		5.0%	\$362,440		b
Promotion or Reclassification										
Petillo, Richard D	Director	Dir, Debt & Capital Finan	Management	NA	\$191,013		0.0%	\$191,013		
Tillett, Cathy Y	Director	Director of Internal Auditi	Management	NA	\$164,522		3.1%	\$169,565		e
Market Adjustment										
Baumann, Virginia Marie	Associate Vice President	University Budget Directo	Management	NA	\$163,238		0.0%	\$163,238		
Crump, Steven H	Associate Vice President	Comptroller	Management	NA	\$163,238		0.0%	\$163,238		
Stoner, Laura Haselden	Director	Dir Land/Captl Asst Stew	Management	NA	\$137,774		0.0%	\$137,774		
Dively, Katherine E	Director	Director	Management	NA	\$134,225		0.0%	\$134,225		
Carlson II, George Clinton	Director	Director	Management	NA	\$131,644		0.0%	\$131,644		
Cole, Lynn H	Program Manager III	Program Manager III	Management	09	\$111,321		11.9%	\$124,612		e
Market Adjustment										
Nebesky, Michael J	Director	Procurement Director	Management	NA	\$116,699		0.0%	\$116,699		
Chambers, Matthew Gregory	IT Manager III	IT Manager III	Computer, Engin., and Sci	09	\$114,195		0.0%	\$114,195		
Simmons, Michael J	Senior Extension Agent	Administrative Officer	Business and Financial Ops	NA	\$110,071		0.0%	\$110,071		
Kennedy, Alejandra Sabio	Human Resources Dir II	Director of HR for Acade	Management	08	\$105,315		0.0%	\$105,315		
Knox, Lisa Hancock	Director of Project Manage	Director of Lean Office	Management	09	\$105,315		0.0%	\$105,315		
Hood, Amelia Catherine	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Management	08	\$98,809		0.0%	\$98,809		
Robbins, Karen F	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Management	08	\$98,638		0.0%	\$98,638		
Carlton, Gregory M	IT Manager II	Director of HR Systems	Management	08	\$97,805		0.0%	\$97,805		
Brown, Joshua H	Program Manager II	Director Talent Acquisitio	Management	08	\$97,367		0.0%	\$97,367		
Davis, John M	Director	Director	Management	NA	\$96,769		0.0%	\$96,769		

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Chief Financial Officer

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					9 Month	12 Month		9 Month	12 Month	
Kerr, James A.	Human Resources Dir II	Dir HR Services Initiative	Management	08		\$100,049	-5.0%		\$95,047	b
Eastland, Stephen Lee	Program Manager II	Information Tech Audit M	Business and Financial Ops	08	*				\$95,000	
Rowland, Sherri Patterson	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Management	08		\$94,704	0.0%		\$94,704	
Goodin, Amy Evans	Accounting/Fiscal Mgr II	Director, ERM	Management	08		\$90,737	0.0%		\$90,737	
Gagnon, Lisa Ann	Human Resources Dir II	Senior Director of HR Ser	Management	08		\$61,268	46.9%		\$90,000	f
	Retention increase									
Cato, Michelle Marie	Human Resources Dir II	Dir. Performance & Learn	Management	08		\$87,763	0.0%		\$87,763	
Byrne III, Joseph J	Human Resources Dir II	Dir. Class & Comp	Management	08		\$85,569	0.0%		\$85,569	
Hooker, Jason T	IT Manager II	IT Manager II	Computer, Engin., and Sci	08		\$84,558	0.0%		\$84,558	
Leeper, Beverly K	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$70,403	19.1%		\$83,863	e
	Market Adjustment									
Long, Cynthia C	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$81,689	0.0%		\$81,689	
Morris, Vivian L	Senior Consultant	Dir. Retention & Engage	Business and Financial Ops	07		\$80,827	0.0%		\$80,827	
Brierre, Lori	Procurement Mgr II	Strategic Operations Man	Business and Financial Ops	07		\$80,000	0.0%		\$80,000	
Thomas, Erin Michael	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$79,934	0.0%		\$79,934	
Leonard, Arthur James	Audits Manager I	Audits Manager I	Business and Financial Ops	07		\$75,090	6.2%		\$79,767	e
	Market Adjustment									
Kay, Katherine S	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$78,986	0.0%		\$78,986	
Pigeon, John Scott	Procurement Mgr II	Business Services Mana	Business and Financial Ops	07		\$77,886	0.0%		\$77,886	
Alexander, Shirley A	Procurement Mgr II	Procurement Mgr II	Business and Financial Ops	07		\$76,880	0.0%		\$76,880	
Holland, Shanika Shantelle	Audits Manager I	Audits Manager I	Business and Financial Ops	07		\$70,468	6.4%		\$75,000	e
	Market Adjustment									

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Fall 2017 Salaries \$50,000 and Over

Chief Financial Officer

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					9 Month	12 Month		9 Month	12 Month	
Harmon, Jordan W	Sr IT Consultant	KRONOS System Admini	Computer, Engin., and Sci	08		\$63,356	15.8%		\$73,368	b
Promotion or Reclassification										
Patton, Joy Johnson	Human Resources Mgr II	Employee Relations Man	Business and Financial Ops	06		\$72,999	0.0%		\$72,999	
Kransteuber, Jake	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$72,667	0.0%		\$72,667	
Maddox, LaToya Ritter	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$72,667	0.0%		\$72,667	
Watson, David J	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$72,667	0.0%		\$72,667	
Baxter, James R	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$71,965	0.0%		\$71,965	
Henderson, Linda H	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$71,214	0.0%		\$71,214	
Chambers, Christi H	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Office and Administrative Support	07		\$70,665	0.0%		\$70,665	
Smerdon, Dustin A	Sr Info Sys Business Analys	Sr Info Sys Business Ana	Computer, Engin., and Sci	08		*			\$70,500	
Soldano, Jennifer	Procurement Mgr I	Procurement Mgr I	Business and Financial Ops	06		*			\$69,865	
Goss, Debra S	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Ops	06		\$67,908	0.0%		\$67,908	
Jones, Samantha Taylor	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$67,113	0.0%		\$67,113	
Marcus, Lisa Pruitt	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$63,408	5.0%		\$66,578	b
Promotion or Reclassification										
Daniels, Latoya Stevenson	Human Resources Mgr II	HR Partner	Business and Financial Ops	06		\$65,306	0.0%		\$65,306	
Young Jr, Sam Curran	Procurement Mgr I	Procurement Mgr I	Business and Financial Ops	06		\$65,000	0.0%		\$65,000	
Barker, Stephanie Wald	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$57,923	12.0%		\$64,874	b
Promotion or Reclassification										
Stowe, Marsha Ann	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$63,097	0.0%		\$63,097	
Hapeshis, Wendy S	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$62,640	0.0%		\$62,640	
Benson, Ida S	Human Resources Mgr II	HR Mgr- Athletics	Business and Financial Ops	06		\$62,352	0.0%		\$62,352	

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Chief Financial Officer

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Peppers, Takoma Juauan Promotion or Reclassification	Accnt/Fiscal Analyst III	Budget Center Accounta	Business and Financial Ops	06		\$60,809	2.0%		\$62,000	b
Hadlock, Cynthia D	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$61,344	0.0%		\$61,344	
Allison, Berinthia Coggins	Human Resources Mgr II	Human Resourc Mgr II-A	Business and Financial Ops	06		\$60,410	0.0%		\$60,410	
Cooley, Desiree	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$60,240	0.0%		\$60,240	
Miller, Aubrey Kathleen	Program Coordinator II	Program Coordinator II	Office and Administrative Support	06		\$60,240	0.0%		\$60,240	
Patton, Allison Lee Admin salary adjustment removed	Accnt/Fiscal Analyst III	Disbursements Manager	Office and Administrative Support	06		\$69,000	-13.0%		\$60,000	b
Bright, Michelle Turner	Human Resources Mgr II	HR Mgr - Advancement	Business and Financial Ops	06		\$59,912	0.0%		\$59,912	
Unda, Pablo Victor	Program Manager I	International Employment	Business and Financial Ops	07		\$59,885	0.0%		\$59,885	
Ray, Jennifer Sarratt	Human Resources Mgr II	HR Mgr II - Business & C	Business and Financial Ops	06		\$59,705	0.0%		\$59,705	
Rotondi, Tonya Alice	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Office and Administrative Support	06		\$59,661	0.0%		\$59,661	
Bell, Ruth Meshelle	Human Resources Mgr II	Human Res Mgr II-PSA &	Business and Financial Ops	06		\$59,531	0.0%		\$59,531	
Rosenberger, Jeffrey David	Auditor III	Auditor III	Business and Financial Ops	05		\$59,268	0.0%		\$59,268	
Litzenberger, Anna McClure	Project Coordinator	Project Coordinator	Student Affairs and Other Education	06		\$58,656	0.0%		\$58,656	
Smotherman, Lindsey Anne	Human Resources Mgr II	Employee Relations Man	Business and Financial Ops	06		*			\$57,500	
Burton, Pamela J	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Ops	06		\$57,340	0.0%		\$57,340	
Nieves, Kristie Michelle	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Ops	06		\$57,125	0.0%		\$57,125	
Burch, Rachel	Human Resources Mgr II	Class & Comp Analyst	Business and Financial Ops	06		\$57,095	0.0%		\$57,095	
Gao, Yanlin	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$56,788	0.0%		\$56,788	

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Earl, Erin Darcy	Auditor III	Staff Auditor	Business and Financial Ops	05		\$43,818	28.7%		\$56,400	e
Market adjustment										
Talbot, Matthew F	Auditor III	Staff Auditor	Business and Financial Ops	05		\$45,430	24.1%		\$56,400	e
Market Adjustment										
Holland, Sierra Danielle	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06	*				\$56,000	
Crooks, Tammy D	Procurement Mgr I	IT Procurement Manager	Business and Financial Ops	06		\$64,841	-13.9%		\$55,841	b
Temporary salary adjustment removed										
Robinson Jr, William Fred	Human Resources Mgr II	Recruiter	Office and Administrative Support	06		\$55,818	0.0%		\$55,818	
Baughey, Tracie Redman	Human Resources Mgr II	Human Res Mgr II-Stude	Business and Financial Ops	06		\$55,817	0.0%		\$55,817	
Gambrell, Darryl E	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06	*				\$55,000	
Collins, Raymond G.	Acctnt/Fiscal Analyst II	Acctnt/Fiscal Analyst II	Office and Administrative Support	05		\$54,448	0.0%		\$54,448	
Pruitt, Rebecca Smith	Acctnt/Fiscal Analyst III	Acctnt/Fiscal Analyst III	Business and Financial Ops	06		\$54,102	0.0%		\$54,102	
Scott, Tyler Roman	Web Developer	Web Developer	Computer, Engin., and Sci	06		\$48,960	10.0%		\$53,856	e
Market Adjustment										
Bass, Samantha A.	Human Resources Mgr II	Leave Administrator	Business and Financial Ops	06		\$53,699	0.0%		\$53,699	
Ferguson, Lou E	Acctnt/Fiscal Analyst II	Acctnt/Fiscal Analyst II	Business and Financial Ops	05		\$53,484	0.0%		\$53,484	
Burgess, Kelly C	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Ops	06		\$52,992	0.0%		\$52,992	
Tonkin, Jennifer Daneille	Program Coordinator II	Program Coordinator II	Business and Financial Ops	06		\$52,587	0.0%		\$52,587	
Dietzen, Christopher Michael	Info Sys Business Analyst II	HR Systems Analyst	Computer, Engin., and Sci	06	*				\$52,000	
Jackson, Jameka N	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$51,625	0.0%		\$51,625	
Team, Elizabeth H	Administrative Coord I	Administrative Coord I- A	Business and Financial Ops	05		\$51,564	0.0%		\$51,564	

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a Salary change related to performance/merit.

b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Chief Financial Officer

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Dennis, Tonique C	Info Sys Business Analyst II	E-Commerce Analyst	Computer, Engin., and Sci	06		\$37,170	38.4%		\$51,445	b
Promotion or Reclassification										
Winton, Hillary Ann	Program Coordinator II	Benefits Coordinator II	Office and Administrative Support	06		\$51,407	0.0%		\$51,407	
Cram, Stefanie Elaine	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Office and Administrative Support	06		\$50,882	0.0%		\$50,882	

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b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Clemson University Research Foundation

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Gesswein, August C Temp Sal Adjustment - Add	Research Associate	Dir Lic Technology Transf	Management	NA	\$142,485		10.0%	\$156,734		b
Albritton, Vincie C.	Research Associate	Research Associate	Management	NA	\$135,313		0.0%	\$135,313		

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b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Communication and Brand Strategy

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Land,Mark David	Vice President	VP of University Relation	Management	NA		\$218,000	0.0%		\$218,000	
Dryden,David W	Associate Vice President	Assoc VP Mktg & Brand	Management	NA		\$110,024	31.8%		\$145,000	b
	Promotion or Reclassification									
Cochran,Kenneth Dale	Director of Information Svcs	Exec Dir Univ Creative O	Management	08		\$84,922	10.0%		\$93,414	b
	Temp Sal Adjustment - Add									
Denny,Robin S	Director of Information Svcs	Director of Information Sv	Business and Financial Ops	08		\$83,980	0.0%		\$83,980	
Todd,Jacqueline K	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07		\$76,322	0.0%		\$76,322	
Gouch,John K	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07		\$73,958	0.0%		\$73,958	
Colmenares,Clinton C	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07		\$72,275	0.0%		\$72,275	
Donovan,William B	Public Info Dir II	Public Info Dir II	Management	07		\$72,275	0.0%		\$72,275	
Bundrick,Matthew J	Info Sys Business Analyst II	Dir Univ Mrktg Technolog	Computer, Engin., and Sci	07		\$71,985	0.0%		\$71,985	
Barker,James J.	Public Info Dir II	Dir Acctn Svcs/Univ Strat I	Business and Financial Ops	07		\$71,340	0.0%		\$71,340	
McAnally Jr,Robert E	Production Manager III	Production Manager III	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$70,987	0.0%		\$70,987	
Boyce Williams,Kesha Latanya	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07		\$68,455	0.0%		\$68,455	
Burka,Joquita N	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07		\$68,455	0.0%		\$68,455	
Rodgers,Michael E.	Production Manager IV	Production Manager IV	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	07		\$67,275	0.0%		\$67,275	
Johnson,Wanda A	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07		\$66,365	0.0%		\$66,365	
Nixon,Angela S.	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07		\$58,134	13.5%		\$66,000	e
	Additional duties and market adjustment									
Schuster,Robert M	Production Manager III	Production Manager III	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$65,982	0.0%		\$65,982	
Green,Christine Iovino	Public Info Dir II	Exec Dir of Univ Marketin	Business and Financial Ops	07		\$65,267	0.0%		\$65,267	

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a Salary change related to performance/merit.

b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Communication and Brand Strategy

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Romanella, Tara Marie	Public Info Dir II	Communication Strategis	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	07	*				\$65,000	
Sikes, Philip T. Rehire in new position	Public Info Dir II	Communications Dir.-S.A	Business and Financial Ops	07				\$47,865	32.7%	\$63,500 b
Fitzwater, Robert Andrew Reclassification with market adjustment	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07				\$47,392	32.9%	\$63,000 e
Scar, Kenneth A	Public Info Dir II	Acad.-Communication St	Business and Financial Ops	07	*					\$63,000
Vaughan, Terri L.	IT Consultant II	IT Consultant II	Computer, Engin., and Sci	07				\$60,257	0.0%	\$60,257
Harp, Jonathan A Promotion or Reclassification	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06				\$54,237	6.8%	\$57,916 b
Messervy, Thomas William	Graphics Manager II	Graphics Manager II	Service	06				\$56,948	0.0%	\$56,948
Spitler, Nancy M	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07				\$56,407	0.0%	\$56,407
Parker, Sandra T	Public Info Dir II	Public Info Dir II	Management	07				\$56,386	0.0%	\$56,386
Prado, Christine U	Graphics Manager II	Graphics Manager II	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06				\$53,100	0.0%	\$53,100
Smith, Scott R.	Broadcst/Eng Mnt Tech IV	Broadcst/Eng Mnt Tech I	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06				\$52,986	0.0%	\$52,986
White, Tina Sims	Production Manager III	Production Manager III	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06				\$52,524	0.0%	\$52,524
Ruszkowski, Paul J	Production Manager III	Production Manager III	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06				\$50,784	0.0%	\$50,784
Mounter, John L	Graphics Manager I	Graphics Manager I	Business and Financial Ops	05				\$50,383	0.0%	\$50,383
Waldrop, Christopher John Charles	Graphics Manager II	Clemson World Art Direct	Business and Financial Ops	06	*					\$50,052

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Callahan,Brian J	Extension Director-Associat	Extension Director - Asso	Management	NA	\$145,335		0.0%	\$145,335		
Smith,John P	Extension Associate	Extension Associate	Public Service Faculty	NA	\$111,888		-4.3%	\$107,025		b
Change in temporary salary adjustment										
Howard,Daniel M	Extension Director-Assistan	Extension Director - Assi	Management	NA	\$102,611		0.0%	\$102,611		
Mickey,Scott A	Extension Associate	Extension Associate	Public Service Faculty	NA	\$100,186		0.0%	\$100,186		
Blake,James H	Extension Associate	Extension Associate	Public Service Faculty	NA	\$99,873		0.0%	\$99,873		
Lanford,Blake Madison	Extension Agent	District Director	Student Affairs and Other Education	NA	\$98,166		0.0%	\$98,166		
Burns,Matthew G	Extension Associate	Extension Associate	Public Service Faculty	NA	\$94,680		0.0%	\$94,680		
Arena,Mark J	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA	\$93,856		0.0%	\$93,856		
Legette,Deon S	Extension Director-Assistan	District Director	Management	NA	\$92,369		0.0%	\$92,369		
Warner,Morris B	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA	\$90,954		0.0%	\$90,954		
McManus,Michael S	Senior Extension Agent	Extension Director - Assi	Student Affairs and Other Education	NA	\$88,409		0.0%	\$88,409		
Ferreira,Wilder N.	Extension Associate	Extension Economist	Public Service Faculty	NA	\$87,320		0.0%	\$87,320		
Keels,William E	Asst Academic Prog Directo	Asst Academic Prog Dir	Business and Financial Ops	NA	\$87,045		0.0%	\$87,045		
Crouch Jr,Alfred B	Extension Agent	Extension Agent - Senior	Student Affairs and Other Education	NA	\$78,005		4.5%	\$81,551		b
Administrative supplement										
Bortz,Walter M	Extension Associate	Extension Associate	Public Service Faculty	NA	\$77,632		5.0%	\$81,514		b
Promotion or Reclassification										
Tsuruda,Jennifer Mariko	Extension Associate	Extension Associate	Public Service Faculty	NA	\$81,093		0.0%	\$81,093		
McNulty,Amanda C	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA	\$82,796		-4.2%	\$79,346		b
Grant supplement removed										

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Brant,James T Change in admin salary supplement	Extension Agent-Assistant	Extension Agent - Assist	Student Affairs and Other Education	NA	\$82,648		-4.5%		\$78,891	b
Khan,Tarana	Extension Associate	EFNEP State Coord.	Public Service Faculty	NA	\$78,607		0.0%		\$78,607	
Dickert,George Mason Market Adjustment	Extension Agent	District Director	Student Affairs and Other Education	NA	\$55,336		41.0%		\$78,006	e
Cox,Henry Keith	Asst Academic Prog Directo	Asst Academic Prog Dir	Business and Financial Ops	NA	\$77,460		0.0%		\$77,460	
Barnes,John M	Extension Director-Assistan	Distinguished County Ag	Business and Financial Ops	NA	\$76,085		0.0%		\$76,085	
Rollins,Philip A	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA	\$75,842		0.0%		\$75,842	
Beer,Brian L	Extension Agent	Extension Agent - Senior	Student Affairs and Other Education	NA	\$75,166		0.0%		\$75,166	
Smith,William B	Extension Director-Assistan	Distinguished Agent	Business and Financial Ops	NA	\$74,932		0.0%		\$74,932	
Jarman Jr,Charles C	Extension Associate	Extension Associate	Public Service Faculty	NA	\$73,721		0.0%		\$73,721	
Harris,Alma L	Extension Associate	Extension Associate	Public Service Faculty	NA	\$73,285		0.0%		\$73,285	
Scaroni,Amy E Administrative supplement	Extension Associate	Extension Associate	Public Service Faculty	NA	\$65,770		10.0%		\$72,347	b
Welch,Kristen D	Extension Associate	State EFNEP Nutrition E	Public Service Faculty	NA	\$72,140		0.0%		\$72,140	
Davenport,Mildred Williams	Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA	\$71,851		0.0%		\$71,851	
Ulmer,Karissa R	Senior Extension Agent	District Director	Student Affairs and Other Education	NA	\$71,516		0.0%		\$71,516	
Varn Jr,Joe E	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA	\$70,521		0.0%		\$70,521	
Thompson,Paul S	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA	\$70,276		0.0%		\$70,276	
Keown,Timothy Ray	Asst Academic Prog Directo	Asst Academic Prog Dir	Business and Financial Ops	NA	\$70,210		0.0%		\$70,210	

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Richardson, Marian W	Extension Director-Assistan	Extension Director - Assi	Business and Financial Ops	NA		\$69,635	0.0%		\$69,635	
Van Vlake II, Richard Lee Retention increase	Extension Agent	Extension Agent-Senior	Student Affairs and Other Education	NA		\$58,003	20.0%		\$69,604	f
Culler III, Willis Calhoun	Extension Agent	Extension Agent-Snr. As	Student Affairs and Other Education	NA		\$68,642	0.0%		\$68,642	
Phinney, Derrick M	Extension Agent-Associate	Extension Agent - Associ	Student Affairs and Other Education	NA		\$67,897	0.0%		\$67,897	
Lake, Connie N	Extension Director-Assistan	Extension Director - Assi	Business and Financial Ops	NA		\$66,819	0.0%		\$66,819	
Hodges, James F.	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$66,676	0.0%		\$66,676	
Boyles, Jennifer H	Extension Director-Assistan	Distinguished Co. Ext. Ag	Business and Financial Ops	NA		\$66,273	0.0%		\$66,273	
Croft, Jonathan Kenneth Promotion or Reclassification	Extension Agent	Extension Agent - Senior	Student Affairs and Other Education	NA		\$61,973	5.0%		\$65,072	b
Henderson, William G	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$64,691	0.0%		\$64,691	
DeWitt, David B Administrative supplement	Extension Agent-Associate	Extension Agent - Associ	Student Affairs and Other Education	NA		\$58,900	9.5%		\$64,511	b
Walker, Leigh Ann	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$64,498	0.0%		\$64,498	
Forrester, Gary R	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$64,142	0.0%		\$64,142	
Davis-Livingston, Sherry L	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$63,803	0.0%		\$63,803	
Currence, Robin L	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$63,683	0.0%		\$63,683	
Williford, Gayle G	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$63,662	0.0%		\$63,662	
Baker, Kimberly Anne	Extension Associate	Extension Associate	Public Service Faculty	NA		\$62,973	0.0%		\$62,973	

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Fellers,Jeffrey L	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$62,476	0.0%		\$62,476	
Bowen,Miriam Virginia	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$61,591	0.0%		\$61,591	
Horn,Tina Marie	Extension Associate	Extension Associate	Public Service Faculty	NA		\$59,865	0.0%		\$59,865	
Walker,Marlyne R	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$59,295	0.0%		\$59,295	
Matthews,Rhonda M	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$58,727	0.0%		\$58,727	
Sutter,Janine H.	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$58,155	0.0%		\$58,155	
Dabbs,Amy Lee	Extension Agent	Extension Agent - Senior	Student Affairs and Other Education	NA		\$58,072	0.0%		\$58,072	
Herndon,Shannon B	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$57,177	0.0%		\$57,177	
Forbes,Angela P	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$56,455	0.0%		\$56,455	
Lott,Terasa Marie	Extension Agent-Associate	Extension Agent - Associ	Student Affairs and Other Education	NA	*				\$55,952	
Sumpter,Terri B	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$53,074	5.0%		\$55,728	b
	Administrative supplement									
Marvin,Alta Mae	Extension Agent-Associate	Extension Agent - Associ	Student Affairs and Other Education	NA		\$54,108	0.0%		\$54,108	
DeHond,Patricia E	Extension Agent-Associate	Extension Agent	Student Affairs and Other Education	NA		\$54,080	0.0%		\$54,080	
Williamson,Joseph W.	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$53,700	0.0%		\$53,700	
Repec,Heather Ann	Administrative Coord I	Administrative Coord I	Office and Administrative Support	05		\$49,539	8.0%		\$53,502	b
	Promotion or Reclassification									

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a Salary change related to performance/merit.

b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Cooperative Extension Service

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
King,Marty Eugene Promotion or Reclassification	Info Sys Business Analyst I	Info Sys Business Analys	Computer, Engin., and Sci	05		\$50,944	5.0%		\$53,492	b
Boyles,Benjamin L	Extension Agent	Extension Agent - Senior	Student Affairs and Other Education	NA		\$53,167	0.0%		\$53,167	
Mitchell,Travis W	Extension Agent-Assistant	Extension Agent - Associ	Student Affairs and Other Education	NA		\$53,035	0.0%		\$53,035	
Truesdale,Faith Lawrimore	Extension Agent-Assistant	Extension Agent - Associ	Student Affairs and Other Education	NA		\$52,658	0.0%		\$52,658	
Savereno,Anthony J	Extension Agent	Extension Agent - Senior	Student Affairs and Other Education	NA		\$52,302	0.0%		\$52,302	
Pohlman,Jaime Keller	Extension Agent	Extension Agent - Senior	Student Affairs and Other Education	NA		\$51,331	0.0%		\$51,331	
Cunningham,Felicia Cenise	Extension Agent-Associate	Extension Agent - Associ	Student Affairs and Other Education	NA		\$51,189	0.0%		\$51,189	
Rose,Laura Lee	Extension Agent-Associate	Extension Agent	Student Affairs and Other Education	NA		\$51,158	0.0%		\$51,158	
Patrick,Christine J	Senior Extension Agent	Senior Extension Agent	Student Affairs and Other Education	NA		\$50,792	0.0%		\$50,792	
Talley,Christopher R	Extension Agent	Extension Agent - Senior	Student Affairs and Other Education	NA		\$50,270	0.0%		\$50,270	

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b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Division of Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Kaurlooto,Russell	Vice President	Vice President and CIO	Management	NA		*			\$330,000	
Taylor,Thomas Edward	Research Associate	Research Associate	Management	NA			0.0%	\$181,193	\$181,193	
Gemmill,Jill B	Research Associate	Executive Director	Management	NA			0.0%	\$157,202	\$157,202	
Martin,Randall E	Director	Deputy CIO, Infrastructur	Management	NA			15.6%	\$134,542	\$155,500	b
	Promotion or Reclassification									
Chase,Wallace Armstrong	IT Manager IV	Network Services Directo	Management	10		*			\$135,000	
Cannon,Michael R	Research Associate	Dir, Infrastructure Svcs &	Computer, Engin., and Sci	NA			0.0%	\$134,938	\$134,938	
Stone,Henry W	Director	Chief Info Security Officer	Management	NA			34.1%	\$100,165	\$134,300	b e
	Removal of Temporary Salary Adjustment + Promotion and Market Adjustment									
Johnson,Hugh B	Director	CTO, Software	Management	NA			0.0%	\$126,296	\$126,296	
Dobrenen,Katherine A	Accounting/Fiscal Manager	CCIT Budget/Financial Di	Management	09			14.2%	\$99,546	\$113,700	b
	Promotion or Reclassification									
Cook III,William R	IT Manager III	Executive Officer, ESA	Management	09			0.0%	\$113,341	\$113,341	
Garrett,Matthew D.	Sr Systems Architect	Healthcare Infrastructure	Computer, Engin., and Sci	10			0.0%	\$113,276	\$113,276	
Fraser Jr,Donald H	Research Associate	Director of Computing Sy	Management	NA			0.0%	\$112,475	\$112,475	
Stone,Kevin P	Systems Architect	Systems Architect	Computer, Engin., and Sci	09			0.0%	\$109,828	\$109,828	
Motes,Ricky G	Sr Database Administrator	Sr Database Administrat	Computer, Engin., and Sci	08			0.0%	\$108,136	\$108,136	
Harris,Jay E	IT Manager II	IT Manager II	Computer, Engin., and Sci	08			0.0%	\$107,402	\$107,402	
Charles,Debra Mitchell	Assoc Academic Prog Direc	Assoc Academic Progra	Management	NA			0.0%	\$105,741	\$105,741	
Gossett,Michael G	Research Associate	Research Associate	Management	NA			0.0%	\$104,290	\$104,290	
Becknell,Brian K	IT Manager II	Dir, Customer Architectur	Computer, Engin., and Sci	08			4.2%	\$99,965	\$104,121	b
	Additional Duties									

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Division of Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Bradshaw, James F	Sr Database Administrator	Sr. Database Administrati	Computer, Engin., and Sci	08		\$103,450	0.0%		\$103,450	
Long, Nathan Christopher	IT Manager II	IT Manager II	Computer, Engin., and Sci	08		\$88,391	15.0%		\$101,650	b
	Temp Sal Adjustment - Add									
Powell, Janice M	Project Manager II	Project Manager II	Computer, Engin., and Sci	08		\$100,074	0.0%		\$100,074	
Riley, Kathy Ann	Sr Info Security Administrat	Sr Info Security Administr	Computer, Engin., and Sci	09		\$99,366	0.6%		\$100,000	b
	Promotion or Reclassification									
Griffis, Nancy H	IT Manager II	IT Manager II	Management	08		\$99,157	0.0%		\$99,157	
Hoyt, Johnathan H	Info Security Spec/Anly III	Sys Programmer/Develo	Computer, Engin., and Sci	08		\$84,252	15.0%		\$96,890	b
	Promotion or Reclassification									
Everson, Chrystal Lee	Project Manager II	Interim PMO Mgr	Management	08		*			\$96,599	
Hoover, Samuel T	IT Manager II	IT Manager II	Management	08		\$95,911	0.0%		\$95,911	
Hannah, Thomas B	IT Manager III	IT Manager III	Management	09		\$95,000	0.0%		\$95,000	
Brown, Jamie L	IT Manager II	IT Manager II	Management	08		\$94,999	0.0%		\$94,999	
Wright, Kathy E	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$93,317	0.0%		\$93,317	
Campbell, Marjorie S	Project Manager II	Project Manager II	Management	08		\$92,916	0.0%		\$92,916	
James, Clifton B	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$92,905	0.0%		\$92,905	
Thrower, Kimberly Jane	IT Manager II	IT Manager II	Management	08		\$91,118	0.0%		\$91,118	
Bate, Jeffrey M	IT Manager II	IT Manager II	Management	08		\$91,109	0.0%		\$91,109	
Ferrier, Corey Lee	Systems Architect	Systems Architect	Computer, Engin., and Sci	09		\$90,582	0.0%		\$90,582	
Robinson, William E	Systems Architect	Systems Architect	Computer, Engin., and Sci	09		\$90,000	0.0%		\$90,000	
Poole, Mark A	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$89,956	0.0%		\$89,956	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Division of Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month	
Atkins,Dustin Cruz	Senior Consultant	Senior Consultant	Management	07		\$77,438	15.0%		\$89,054	b
Temp Sal Adjustment - Add										
Holcombe,Paula F	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$87,994	0.0%		\$87,994	
Clark,Carl R	IT Manager I	IT Manager I	Computer, Engin., and Sci	07		\$87,171	0.0%		\$87,171	
Kendjoria,Barrett L	IT Manager II	IT Manager II	Management	08		\$86,838	0.0%		\$86,838	
Quarles,Elaine C	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$86,304	0.0%		\$86,304	
Infantino,Daniel Joseph	Sr Systems Engineer	Sr Wireless Engineer	Computer, Engin., and Sci	09	*				\$86,000	
Billado,Larry Lee	Network & Sys Admin II	Network & Sys Admin II	Computer, Engin., and Sci	08		\$85,358	0.0%		\$85,358	
Liu,Yi	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	08		\$85,000	0.0%		\$85,000	
Grieshop,Jeremy Keith	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$84,930	0.0%		\$84,930	
McCaskill,Cecilia H	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$84,602	0.0%		\$84,602	
Odom,Dierdre G	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$84,078	0.0%		\$84,078	
Patton,Chad W	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$83,239	0.0%		\$83,239	
Hodge,Blane D	IT Manager I	IT Manager I	Computer, Engin., and Sci	07		\$82,898	0.0%		\$82,898	
Nelms,Linda Briden	IT Manager I	IT Manager I	Computer, Engin., and Sci	07		\$82,898	0.0%		\$82,898	
Ansley,Jacquelyn J	IT Manager I	IT Manager I	Management	07		\$82,863	0.0%		\$82,863	
Johnson,William B	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$82,168	0.0%		\$82,168	
Zhou,Yi	Database Administrator II	Database Administrator II	Computer, Engin., and Sci	07		\$81,740	0.0%		\$81,740	
Blackburn,Steven C	Database Administrator II	Database Administrator II	Computer, Engin., and Sci	07		\$81,649	0.0%		\$81,649	
Montgomery,Linda S	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$81,363	0.0%		\$81,363	
Jones,Christopher W	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$81,226	0.0%		\$81,226	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Division of Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Parker,Brian K.	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$80,868	0.0%		\$80,868	
Berendsen,Eugene B	Project Manager II	Project Manager II	Business and Financial Ops	08		\$80,535	0.0%		\$80,535	
Lilli,Matthew J	IT Manager II	IT Manager II	Computer, Engin., and Sci	08		\$80,444	0.0%		\$80,444	
Li,Yang	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$80,327	0.0%		\$80,327	
Haynes,Joanne J.	IT Manager I	Info Sys Business Analys	Computer, Engin., and Sci	07		\$80,104	0.0%		\$80,104	
Marshall,Mike S	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$79,968	0.0%		\$79,968	
Fennell,Carroll D	IT Manager I	IT Manager I	Computer, Engin., and Sci	07		\$91,688	-13.0%		\$79,729	b
Temporary salary adjustment removed										
James,Clayton E	Systems Engineer II	Systems Engineer II	Computer, Engin., and Sci	08		\$79,684	0.0%		\$79,684	
Davis,Daniel J	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$79,628	0.0%		\$79,628	
Brock,Barry P	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$78,250	0.0%		\$78,250	
Elrod,Jeffrey F	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$77,976	0.0%		\$77,976	
Brown,Sandra	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$77,781	0.0%		\$77,781	
Zhang,Nuyun	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$77,438	0.0%		\$77,438	
Guido,Saverio J	IT Manager I	IT Manager I	Computer, Engin., and Sci	07		\$76,147	0.0%		\$76,147	
Asbill,Sarah Lynn H	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$75,975	0.0%		\$75,975	
Newell,Judith S	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$75,786	0.0%		\$75,786	
Stowers,Dexter Fitzgerald	Systems Architect	Systems Architect	Computer, Engin., and Sci	09		\$75,247	0.0%		\$75,247	
Standridge,Thomas A	Network & Sys Admin II	Network & Sys Admin II	Computer, Engin., and Sci	08		\$74,909	0.0%		\$74,909	
Melton,Holly Faust	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$74,804	0.0%		\$74,804	
Piazza,Sandra J	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$74,764	0.0%		\$74,764	

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Division of Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month	
Hudgens,Bruce F	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$74,711	0.0%		\$74,711	
Watson,Emily F	IT Consultant II	IT Consultant II	Computer, Engin., and Sci	07		\$74,479	0.0%		\$74,479	
Tucker III,Ansel O.	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$74,251	0.0%		\$74,251	
House,Jan M	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$74,030	0.0%		\$74,030	
Gravely,Debra L	Program Manager I	Program Manager I	Business and Financial Ops	07		\$73,883	0.0%		\$73,883	
Johnson,Teresa L	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$73,883	0.0%		\$73,883	
Felder III,James C	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$73,835	0.0%		\$73,835	
Harouff,Mark A	Project Manager I	Project Manager I	Business and Financial Ops	07		\$73,499	0.0%		\$73,499	
Hare,Tracey R	Project Coordinator	Project Coordinator	Student Affairs and Other Education	06		\$72,959	0.0%		\$72,959	
Wiggins,Angela S	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$72,939	0.0%		\$72,939	
Childs,Melissa McCollum	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$72,597	0.0%		\$72,597	
Moore,Gregory T	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$72,379	0.0%		\$72,379	
Powell,Amanda L	Accounting/Fiscal Mgr I	Accnt/Fiscal Analyst III	Business and Financial Ops	07		\$65,516	10.0%		\$72,068	b
	Promotion or Reclassification									
Nelms,Rebecca Simpson	Program Manager I	Program Manager I	Student Affairs and Other Education	07		\$63,083	13.3%		\$71,500	b
	Promotion or Reclassification									
Dickson,Timothy E	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	08		\$70,245	0.0%		\$70,245	
Higareda,Steve Angel	Info Security Spec/Anly III	IT Security Engineer	Computer, Engin., and Sci	08		*			\$70,000	
Smith,Joshua Derrick	Info Security Spec/Anly III	IT Consultant I	Computer, Engin., and Sci	08		\$50,753	37.9%		\$70,000	b
	Promotion or Reclassification									
Broyles,David H	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$69,512	0.0%		\$69,512	
Crawford,Leslie P	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$69,453	0.0%		\$69,453	

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Division of Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month	
Cunningham,Nestor Sheldon	Database Administrator II	Database Administrator II	Computer, Engin., and Sci	07		\$69,290	0.0%		\$69,290	
Fowler,Patrick Wayne	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$69,286	0.0%		\$69,286	
Evatt,Pamela L	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$68,862	0.0%		\$68,862	
Duncan,Ernest Geric	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$68,822	0.0%		\$68,822	
Webb,Steven E	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$68,805	0.0%		\$68,805	
Boyer,Mary Denise	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$68,634	0.0%		\$68,634	
Clafin,Patrick J	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$68,139	0.0%		\$68,139	
DiAntonio,Thomas R	Info Sys Business Analyst II	Info Syst/Business Analy	Computer, Engin., and Sci	07		\$68,111	0.0%		\$68,111	
Benson,Kimberly A	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$67,709	0.0%		\$67,709	
Lusk,Patti M	Info Sys Business Analyst II	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$67,226	0.0%		\$67,226	
Smith,Karen Lindsey	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$66,464	0.0%		\$66,464	
Gainey,Gloria M	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$66,453	0.0%		\$66,453	
Barnes,Alexandra B	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$66,291	0.0%		\$66,291	
Thomas,Michelle Luanne	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$65,708	0.0%		\$65,708	
Szumlas,Mark A	Info Sys Business Analyst II	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$65,441	0.0%		\$65,441	
Sullivan,Martin W	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$65,431	0.0%		\$65,431	
Powell,Matthew T	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$65,355	0.0%		\$65,355	
Burrell,Deborah K	IT Consultant II	IT Consultant II	Computer, Engin., and Sci	07		\$65,230	0.0%		\$65,230	
Leaders,Donald L	IT Manager I	IT Manager I	Computer, Engin., and Sci	07		\$64,398	0.0%		\$64,398	
Hill,Carlos A	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$64,066	0.0%		\$64,066	

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					9 Month	12 Month		9 Month	12 Month	
Stokes,Tanner W	Sys Programmer/Developer	Sys Programmer/Develo	Student Affairs and Other Education	07		\$63,584	0.0%		\$63,584	
Fullerton,Steven Mitchell	IT Consultant II	IT Consultant II	Computer, Engin., and Sci	07		\$63,189	0.0%		\$63,189	
Padgett,Barry Gregory	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		*			\$63,000	
Parker,Karen Marie	IT Consultant II	IT Consultant II	Computer, Engin., and Sci	07		\$60,956	3.3%		\$62,956	e
	Market Adjustment									
Ficklin II,Barry W	Sys Programmer/Developer	Sys Programmer/Develo	Nat. Res., Construct., and Maint.	06		\$62,932	0.0%		\$62,932	
Clayton,Jonathan L	IT Consultant II	IT Consultant II	Computer, Engin., and Sci	07		\$62,745	0.0%		\$62,745	
Calhoun,Gloria J	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$59,306	5.2%		\$62,370	b e
	Market adjustment and additional duties									
Upp,James Virgil	IT Technician III	IT Technician III	Computer, Engin., and Sci	06		\$62,313	0.0%		\$62,313	
Craig,Gretchen Wyatt	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$56,950	9.0%		\$62,076	b e
	Market adjustment with additional duties									
Breazeale,Julie S	IT Consultant II	IT Consultant II	Computer, Engin., and Sci	07		\$56,490	9.7%		\$61,990	e
	Market Adjustment									
Purdessy,Reba R	IT Consultant II	IT Consultant II	Computer, Engin., and Sci	07		\$57,923	6.9%		\$61,923	e
	Market Adjustment									
Styles,Jonathan W	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$61,232	0.0%		\$61,232	
Frazier,Curtis W	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$61,227	0.0%		\$61,227	
Masters,Benjamin Jeremy	Sys Programmer/Developer	Applications Analyst II	Computer, Engin., and Sci	06		\$60,366	0.0%		\$60,366	
Lee,Bryan Scott	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$58,124	0.0%		\$58,124	
Cole,Scot F	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$57,661	0.0%		\$57,661	
Chen,Yijun	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		*			\$57,500	

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Fall 2017 Salaries \$50,000 and Over

Division of Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month	
Beckler, Joshua Samuel	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	07		\$57,269	0.0%		\$57,269	
Lay, Janice Ann	IT Consultant I	IT Consultant I	Computer, Engin., and Sci	06		\$57,253	0.0%		\$57,253	
Watson, Leighann B	IT Supervisor I	IT Supervisor I	Office and Administrative Support	05		\$56,870	0.0%		\$56,870	
Bradley, Carmen J	IT Supervisor II	IT Supervisor II	Computer, Engin., and Sci	06		\$55,901	0.0%		\$55,901	
Kelley Jr, Otto Olridge	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$55,302	0.0%		\$55,302	
Rector, Fredrick Matthew	IT Manager I	IT Manager I	Computer, Engin., and Sci	07		\$52,544	5.0%		\$55,170	e
Market Adjustment										
Weiters, Dwayne E	Info Sys Business Analyst I	Unified Comm.. Team Le	Nat. Res., Construct., and Maint.	05		\$44,305	24.4%		\$55,102	b e
Promotion and market adjustment										
Russell, Curtis J	IT Consultant I	IT Consultant I	Computer, Engin., and Sci	06		\$54,779	0.0%		\$54,779	
Harrison Jr, Theo	IT Consultant I	Info Sys Business Analys	Computer, Engin., and Sci	06		\$45,791	15.0%		\$52,660	b
Promotion or Reclassification										
Spangenberg, James Thomas	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$52,658	0.0%		\$52,658	
Houston, Trudy Y	IT Consultant I	IT Consultant I	Computer, Engin., and Sci	06		\$52,268	0.0%		\$52,268	
Belanger, Michael Joseph	IT Manager I	IT Supervisor II	Computer, Engin., and Sci	07		\$46,339	12.6%		\$52,182	e
Market Adjustment										
Buckley, Faye R	IT Consultant I	IT Consultant I	Computer, Engin., and Sci	06		\$52,165	0.0%		\$52,165	
O'Connor, Deborah Kay	Systems Engineer I	Systems Engineer I	Computer, Engin., and Sci	07		\$47,392	10.0%		\$52,131	b
Promotion or Reclassification										
Wald, Ronald D	IT Technician III	IT Technician III	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$52,063	0.0%		\$52,063	
Poole, Christopher Ashton	IT Consultant I	IT Consultant I	Computer, Engin., and Sci	06		\$51,625	0.0%		\$51,625	
Williams, Deveraux Terrell	IT Consultant I	IT Consultant I	Computer, Engin., and Sci	06		\$51,625	0.0%		\$51,625	

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Fall 2017 Salaries \$50,000 and Over

Division of Computing & Information Technology

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Wilson Jr,William C	IT Consultant I	IT Consultant I	Computer, Engin., and Sci	06		\$51,454	0.0%		\$51,454	
Williams,Jeronica Reshae	Project Coordinator	Project Coordinator	Student Affairs and Other Education	06		\$51,358	0.0%		\$51,358	
Mahnken,Jeffrey P	IT Technician III	IT Technician III	Computer, Engin., and Sci	06		\$51,288	0.0%		\$51,288	
Hellams,Kenneth R	Info Sys Business Analyst I	Info Sys Business Analys	Nat. Res., Construct., and Maint.	05		\$50,297	0.0%		\$50,297	
Rutherford,William C	Sys Programmer/Developer	Sys Programmer/Develo	Computer, Engin., and Sci	06		\$50,025	0.0%		\$50,025	

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b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Economic Development

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Cartwright,Frederick Merrill	Asst Academic Prog Directo	Executive Director CUIC	Management	NA		\$231,693	0.0%		\$231,693	
Peters,Thomas T	Research Associate	Research Associate	Management	NA		\$126,377	0.0%		\$126,377	
Ellington,Talitha C	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06		\$56,353	12.1%		\$63,171	b
	Staff Development Program and additional duties									
Boncimino,Ashley	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07	*				\$62,000	

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b Salary change related to promotions or other changes in position or responsibilities.

c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Facilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Barnette, Todd E	Director	Interim Chief Fac Officer	Management	NA		\$155,582	0.0%		\$155,582	
McEntire Jr, John T	Director of Project Manage	Director of Project Manag	Management	09		\$117,353	0.0%		\$117,353	
Newberry IV, William R	Director/Adjunct Faculty	Director	Management with Faculty Rank	NA		\$112,867	0.0%		\$112,867	
Smith, Michael E	Program Manager III	Program Manager III	Business and Financial Ops	09		\$79,449	32.2%		\$105,071	b
Additional duties added and promotion										
Borick Jr, Paul M	Project Manager II	Senior Project Manager	Computer, Engin., and Sci	08		\$96,539	7.1%		\$103,390	e
Market Adjustment										
Jones, Tommi Jackson	Project Manager II	Lead Senior Project Man	Computer, Engin., and Sci	08		\$103,390	0.0%		\$103,390	
Parker, Michael R	Project Manager II	Senior Project Manager	Computer, Engin., and Sci	08		\$96,876	6.7%		\$103,390	e
Market Adjustment										
Muth, William Richards	Project Manager II	Senior Project Manager	Computer, Engin., and Sci	08		\$97,571	0.0%		\$97,571	
Vander Mey, Gerald A	Program Manager II	Director, Campus Planni	Management	08		\$96,316	0.0%		\$96,316	
Knudsen, Peter M	Program Manager II	Assistant Master Planner	Business and Financial Ops	08	*				\$85,000	
Jones, Thomas W	Program Manager II	Director	Management	08		\$83,802	0.0%		\$83,802	
McDonough, Kevin Michael	Engineer/Assoc Eng IV	Engineer/Assoc Eng IV	Computer, Engin., and Sci	08		\$71,614	15.6%		\$82,797	b
Promotion or Reclassification										
Zanca, Sam X	Engineer/Assoc Eng IV	Engineer/Assoc Eng IV	Computer, Engin., and Sci	08		\$75,278	10.0%		\$82,797	b
Promotion or Reclassification										
Fallow, Thomas H	Program Manager II	Program Manager II	Management	08		\$82,600	0.0%		\$82,600	
Wiggins, Roger Alan	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engin., and Sci	07		\$72,696	5.0%		\$76,331	f
Additional Skills and Knowledge increase										
Stovall, Steven David	Eng/Assoc Eng III	Minor Projects Manager	Computer, Engin., and Sci	07	*				\$75,000	
Wardlaw, Daniel S	IT Manager I	Information Tech Manage	Computer, Engin., and Sci	07		\$74,561	0.0%		\$74,561	

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Facilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Cope Jr,James Albert Market Adjustment	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engin., and Sci	07		\$62,065	17.6%		\$72,976	e
Deshon,Joseph R Temp Sal Adjustment - Add	Eng/Assoc Eng II	Eng/Assoc Eng II	Nat. Res., Construct., and Maint.	06		\$62,983	15.0%		\$72,430	b
Hurst,William Thomas	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engin., and Sci	07		\$69,290	0.0%		\$69,290	
McCrary Jr,Robert Daniel	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Computer, Engin., and Sci	07		\$69,041	0.0%		\$69,041	
Byers Jr,Daniel Lee	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engin., and Sci	07		\$68,455	0.0%		\$68,455	
Addington II,Phillip Thomas Promotion or Reclassification	Eng/Assoc Eng III	Senior Projects Manager	Computer, Engin., and Sci	07		\$58,907	15.0%		\$67,743	b
Yohey Jr,Danny R	Info Sys Business Analyst II	Space Manager	Computer, Engin., and Sci	06	*				\$67,000	
Martin,William K Temp Sal Adjustment - Add	Supply Mgr II	Materials Procurement M	Business and Financial Ops	05		\$57,949	15.0%		\$66,641	b
Minerva,Paul W	Trades Manager I	Arbor and Mechanic Sho	Service	06		\$65,713	0.0%		\$65,713	
Gambrell,John R Promotion or Reclassification	Eng/Assoc Eng III	Senior Project Manager II	Computer, Engin., and Sci	07		\$56,859	15.0%		\$65,388	b
Owens,Richard R	Eng/Assoc Eng III	Minor Projects Mgr II	Computer, Engin., and Sci	07	*				\$65,252	
Parham III,Herbert L Temp Sal Adjustment - Add	Trades Manager I	Trades Manager I	Nat. Res., Construct., and Maint.	06		\$59,260	10.0%		\$65,186	b
Wagner,Jacob Ryan	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Computer, Engin., and Sci	07		\$65,000	0.0%		\$65,000	
Anderson,Barret D	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engin., and Sci	07		\$64,761	0.0%		\$64,761	
Henderson,Thomas S	Eng/Assoc Eng III	Building Code Official	Business and Financial Ops	07		\$64,193	0.0%		\$64,193	
McDonald Jr,Ralph D	Trades Manager I	Structural Manager I	Nat. Res., Construct., and Maint.	06		\$62,099	0.0%		\$62,099	

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Facilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Whitmire,Mackenzie S Temp Sal Adjustment - Add	Trades Manager I	West Area Manager	Nat. Res., Construct., and Maint.	06		\$55,817	11.0%		\$61,957	b
Riggins II,Richard A. Promotion or Reclassification	Trades Manager I	Interior Utilities Manager	Nat. Res., Construct., and Maint.	06		\$53,697	15.0%		\$61,752	b
Boulanger,Joshua P	Building/Grounds Mgr	Turf and Irrigation Manag	Service	06		\$57,314	0.0%		\$57,314	
Richey,Timothy Scott	Chief Geodetic Technician	Chief Geodetic Technicia	Computer, Engin., and Sci	06		\$56,923	0.0%		\$56,923	
Grant,Billy W	Building/Grounds Mgr	Building/Grounds Mgr	Service	06		\$56,480	0.0%		\$56,480	
Jackson,Cecelia	Program Coordinator II	Program Coordinator II	Healthcare Practitioners	06		\$56,426	0.0%		\$56,426	
Armstrong,Lara Lee	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Computer, Engin., and Sci	07		\$56,251	0.0%		\$56,251	
Lohmann,Allen C Market Adjustment	Eng/Assoc Eng II	Minor Projects Manager I	Computer, Engin., and Sci	06		\$54,126	2.8%		\$55,646	e
Brown,Everett C	Building/Grounds Mgr	Senior Custodial Mngr	Service	06		\$53,721	0.0%		\$53,721	
Bodiford,Kimberly P	Acctn/Fiscal Analyst III	Accounts Payable Manag	Business and Financial Ops	06		\$53,657	0.0%		\$53,657	
Vandeventer,David R Staff Development or Performance Other	Building/Grounds Mgr	Building/Grounds Mgr	Service	06		\$48,520	8.2%		\$52,520	a
Newton,Sherry R	Info Sys Business Analyst I	Vault Manager II	Computer, Engin., and Sci	05		\$52,283	0.0%		\$52,283	
Nash,Dennis L	Building/Ground Supv II	Planner/Scheduler	Nat. Res., Construct., and Maint.	05		\$52,251	0.0%		\$52,251	
Holt,Dennis Glenn Additional Skills and Knowledge increase	Trades Specialist V	Trades Specialist V	Nat. Res., Construct., and Maint.	05		\$49,287	5.0%		\$51,751	f
Jones,Matthew Hunter Additional duties, Market adjustment	Project Coordinator	Project Coordinator	Business and Financial Ops	06		\$46,463	10.0%		\$51,109	b e

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d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Library

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Hammel, Scott C	Systems Architect	Systems Architect	Computer, Engin., and Sci	09		\$95,787	0.0%		\$95,787	
Julian, Dinah Gail	Librarian	Full Librarian	Librarians	NA		\$83,585	10.0%		\$91,944	b
Admin Salary Adjustment for Serving as Interim Dean of Libraries										
Tyler, Peggy J	Librarian	Full Librarian	Librarians	NA		\$91,226	0.0%		\$91,226	
Vinson, Christopher Glen	Librarian	Associate Librarian	Librarians	NA		\$89,943	0.0%		\$89,943	
Schilf, Suzanne Rook	Librarian	Associate Librarian	Librarians	NA		\$82,169	0.0%		\$82,169	
Bodenheimer, Lisa	Librarian	Full Librarian	Librarians	NA		\$81,655	0.0%		\$81,655	
Wesley, Kathryn M	Librarian	Full Librarian	Librarians	NA		\$71,238	12.0%		\$79,787	b
Faculty rank promotion										
Burk, Brenda L.	Librarian	Associate Librarian	Librarians	NA		\$78,986	0.0%		\$78,986	
Wesolek, Andrew J	Librarian	Associate Librarian	Librarians	NA		\$77,231	0.0%		\$77,231	
Taylor, Dennis S	Librarian	Full Librarian	Librarians	NA		\$77,200	0.0%		\$77,200	
Ryan, Christine E	Librarian	Librarian I	Librarians	NA		\$69,853	7.4%		\$75,000	b e
Market Adjustment; Admin Salary Adjustment for Serving as Interim Associate Dean										
Comfort, Janice G	Librarian	Full Librarian	Librarians	NA		\$74,974	0.0%		\$74,974	
Hollandsworth, Robert L	Librarian	Associate Librarian	Librarians	NA		\$71,887	0.0%		\$71,887	
Cooper, C. Camille	Librarian	Associate Librarian	Librarians	NA		\$69,174	0.0%		\$69,174	
Cross, James E	Librarian	Full Librarian	Librarians	NA		\$69,035	0.0%		\$69,035	
Cochrane, Gordon M	Librarian	Associate Librarian	Librarians	NA		\$67,654	0.0%		\$67,654	
Crane, Tammy F	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$56,976	15.0%		\$65,522	b
Promotion or Reclassification										
Futral, Meredith Sue	Librarian	Associate Librarian	Librarians	NA		\$65,026	0.0%		\$65,026	

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Library

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Dutkiewicz, Scott Mark	Librarian	Associate Librarian	Librarians	NA		\$63,055	0.0%		\$63,055	
Branham, Sarah Shealy	Senior Web Developer	Senior Web Developer	Computer, Engin., and Sci	07		\$61,950	0.0%		\$61,950	
Rock, Edward Joseph	Librarian	Associate Librarian	Librarians	NA		\$61,742	0.0%		\$61,742	
Wilmott, Robert D	Librarian	Associate Librarian	Librarians	NA		\$61,742	0.0%		\$61,742	
Sheffield, Kathryn Megan	Librarian	Assistant Librarian	Librarians	NA		\$61,083	0.0%		\$61,083	
Burns, Alan C	Librarian	Associate Librarian	Librarians	NA		\$60,429	0.0%		\$60,429	
Marcano, Nashieli	Librarian	Librarian	Librarians	NA		\$60,000	0.0%		\$60,000	
Edwards, Kathy S	Librarian	Associate Librarian	Librarians	NA		\$59,865	0.0%		\$59,865	
Grant, Anne McMahan	Librarian	Associate Librarian	Librarians	NA		\$59,865	0.0%		\$59,865	
Kyle, Richard W	IT Technician III	IT Technician III	Computer, Engin., and Sci	06		\$59,595	0.0%		\$59,595	
Alexander, Teresa L	Library Mgr II	Library Mgr II	Library Staff	06		\$58,179	0.0%		\$58,179	
Redd, Renna Elizabeth Tuten	Librarian	Assistant Librarian	Librarians	NA		\$57,820	0.0%		\$57,820	
McElfresh, Jenessa Marie	Librarian	Assistant Librarian	Librarians	NA	*				\$57,000	
Randall, Melissa S.	Librarian	Assistant Librarian	Librarians	NA		\$55,755	0.0%		\$55,755	
Wittmann, Rachel Jane	Library Mgr II	Library Mgr II	Library Staff	06		\$53,690	0.0%		\$53,690	
Hiott, Susan G	Curator II	Curator II	Archivists, Curators, and Museum Tech	05		\$51,689	0.0%		\$51,689	
Owens, Fredda Mealor	Library Manager I	Library Manager I	Library Staff	05		\$51,594	0.0%		\$51,594	

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d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

President

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hood Jr,William Charles Miscellaneous	Administrator	Administrator	Management	NA		\$273,613	15.1%	\$315,000	f	
Clements,James P Staff Development or Performance Other	President	President	Management with Faculty Rank	NA		\$300,510	4.0%	\$312,530	a	
Leidinger,Angela E Promotion or Reclassification	Vice President	Vice President	Management	NA		\$248,018	15.0%	\$285,221	b	
Allen,Maxwell Market adjustment with additional duties	Vice President	VP & Chief of Staff	Management	NA		\$247,800	15.0%	\$285,000	e	
Gill,Lee A	Administrator	Chief Diversity Officer	Management	NA		\$185,850	0.0%	\$185,850		
Swann,Erin E	Director	Director of Univ. Complia	Business and Financial Ops	NA	*			\$182,500		
Cothran,Mark S. Promotion or Reclassification	Associate Vice President	Associate Vice President	Management	NA		\$121,112	23.2%	\$149,264	b	
Roux,Renee M.	Attorney VI	Attorney VI	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	10		\$145,758	0.0%	\$145,758		
Wright,Michael Legrande	Director	Director Governmental Af	Management	NA	*			\$115,435		
Crocker,Anne E	Attorney V	Attorney V	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	09		\$111,351	0.0%	\$111,351		
Knighton Jr,Lewis J	Academic Program Director	Director, Access & Equity	Management	NA		\$104,442	0.0%	\$104,442		
Richardson,Altheia L	Asst Academic Prog Directo	Asst Academic Prog Dir	Management	NA		\$102,142	0.0%	\$102,142		
Cottingham,Carolyn Elizabeth	Attorney IV	Attorney IV	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	08	*			\$92,925		
Johnson,Jermaine	Attorney IV	Attorney IV	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	08		\$92,925	0.0%	\$92,925		
Bell,Elizabeth McInnis	Asst Academic Prog Directo	Director of Advocacy	Business and Financial Ops	NA		\$90,578	0.0%	\$90,578		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

President

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Lobbins,Kyra Michelle	Director	Director, PLI	Management	NA		\$51,625	74.3%		\$90,000	b
	Promotion or Reclassification									
Singletary,Theresa Marie	Director	Director of Operations	Management	NA		\$87,763	0.0%		\$87,763	
Smith,Alesia A	Program Manager II	Title IX Coordinator	Management	08		\$86,306	0.0%		\$86,306	
Harrison,Priscilla R	Senior Consultant	Senior Consultant	Business and Financial Ops	07		\$73,721	5.0%		\$77,407	b
	Promotion or Reclassification									
Lange,Amber J.	Academic Program Manage	Academic Program Mana	Business and Financial Ops	NA		\$71,243	0.0%		\$71,243	
Fallon,Megan R	Program Manager I	Program Manager I	Business and Financial Ops	07		\$65,048	0.0%		\$65,048	
Stewart-Tillman,Kendra Danika	Student Services Mgr II	Student Services Mgr II	Student Affairs and Other Education	07		\$61,083	0.0%		\$61,083	
Doss,Leslie Evans	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06		\$54,738	10.0%		\$60,212	b
	Promotion or Reclassification									
Spacil,Amanda	Grants Administrator I	Grant Writer	Office and Administrative Support	06	*				\$58,500	
Josey,Amy McKinney	Program Coordinator II	Paralegal	Service	06		\$56,948	0.0%		\$56,948	
Newton,Elizabeth Hall	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06		\$56,934	0.0%		\$56,934	
Griffin,Stephanie Lorraine	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06		\$54,113	5.0%		\$56,818	b
	Promotion or Reclassification									
Hernandez,Julio C	Program Manager I	Program Manager I	Business and Financial Ops	07	*				\$55,400	
Godwin,Pamela Denise	Program Coordinator II	Program Coordinator II	Business and Financial Ops	06		\$53,539	2.7%		\$55,000	e
	Market Adjustment									
Green,Jerad Edward	Student Svcs Prog Co II	AD of Multicultural Progr	Office and Administrative Support	05	*				\$50,000	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Jones,Robert H	Senior Vice President	Exec VP Acad Affairs/Pro	Management with Faculty Rank	NA		\$325,238	0.0%		\$325,238	
Griffin,John David	Associate Provost	Associate Provost	Management with Faculty Rank	NA		\$227,150	0.0%		\$227,150	
Marek,Todd C	Director	Dir. WFIC/Sci. & Tech. Of	Management	NA		\$219,561	0.0%		\$219,561	
Nagy,Sharon	Associate Provost	Associate Provost	Management with Faculty Rank	NA		\$204,732	0.0%		\$204,732	
Fox,John C	Research Assistant Profess	Scientist	Research Faculty	NA		\$133,223	52.8%		\$203,500	f
Retention increase and grant supplement addition										
Lester,Dennis Lee	Research Professor	Research Professor	Research Faculty	NA		\$201,338	0.0%		\$201,338	
Osborne,Jason W.	Dean	Assoc Prov & Dean Grad	Management with Faculty Rank	NA		\$185,850	7.5%		\$199,727	e
Market Adjustment										
Collins Jr,Edward R	Academic Program Director	Interim Assoc Vice Presi	Management with Faculty Rank	NA	\$179,035		9.1%	\$195,312		b
Administrative supplement										
Granberg,Ellen M.	Associate Provost	Senior Associate Provost	Management with Faculty Rank	NA		\$175,528	10.0%		\$193,080	e
Market Adjustment										
Kneple,Charles R	Associate Vice President	Assoc VP, Enrollment Mg	Management	NA		\$174,351	10.0%		\$191,786	e
Market Adjustment										
Landreth,R Philip	Academic Program Director	C.O.S./C.O.O	Management	NA		\$187,450	0.0%		\$187,450	
King,Jeremy	Associate Provost	Associate Provost	Management with Faculty Rank	NA		\$173,360	6.7%		\$185,000	b
Promotion or Reclassification										
Speziale,Barbara J	Assoc Academic Prog Direc	Associate Dean	Management with Faculty Rank	NA		\$169,074	0.0%		\$169,074	
Halfacre,Robert G	Visiting Professor	Visiting Professor	Management with Faculty Rank	NA		\$168,619	0.0%		\$168,619	
Appling,Jeffrey R	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$144,296	0.0%		\$144,296	
Kuskowski,David Michael	Academic Program Director	Director	Management	NA	*				\$144,000	

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c Cost of living adjustment.

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Bennett,Carla Fay	Academic Program Director	Director of Academic Fin	Management	NA		\$96,023	42.6%		\$136,925	b
Promotion or Reclassification										
Tuten III,James Maner	Scientist	Scientist	Computer, Engin., and Sci	NA		\$136,756	0.0%		\$136,756	
Barnes,James D	Academic Program Manage	Academic Program Mana	Management	NA		\$134,225	0.0%		\$134,225	
Trogden,Bridget G	Associate Dean	Associate Dean	Management with Faculty Rank	NA	*				\$130,000	
Burton III,O'Neil B	Lecturer	Exec Dir Coop Ed/Mich C	Management with Faculty Rank	NA		\$129,063	0.0%		\$129,063	
Lasser,William	Alumni Professor	Alumni Professor	Management with Faculty Rank	NA		\$126,671	0.0%	\$126,671		
Sparacino,Debra C	Academic Program Director	Academic Program Direc	Management	NA		\$122,903	0.0%		\$122,903	
Knox,David K	Lecturer	Director, Clemson Thinks	Management with Faculty Rank	NA		\$119,228	0.0%		\$119,228	
Crette,Stephanie Aline	Scientist	Scientist	Computer, Engin., and Sci	NA		\$114,393	0.0%		\$114,393	
Milam,Martha Elizabeth	Assoc Academic Prog Direc	Director of Financial Aid	Management	NA		\$86,355	27.7%		\$110,300	b
Market adjustment and promotion										
Olsen,Taimi A	Academic Program Director	Academic Program Direc	Management	NA	*				\$107,514	
Fleming,David S	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$106,039	0.0%	\$106,039		
Snider,Jeromy Blake	Assistant Dean	Assistant Dean	Management with Faculty Rank	NA		\$101,050	0.0%		\$101,050	
Howard,Timothy Rowland	Project Manager II	Project Manager II	Management	08		\$100,794	0.0%		\$100,794	
Rousseliere,Didier Jean-Laurent	Academic Program Director	Academic Program Direc	Management	NA		\$100,669	0.0%		\$100,669	
Holliday,Jeffrey S.	Assoc Academic Prog Direc	Dir. Scholarships & Com	Management	NA		\$71,614	40.3%		\$100,500	b
Promotion or Reclassification										
Reeves,Susan McKenzie	Info Sys Business Analyst II	Operations & Support Se	Computer, Engin., and Sci	07		\$82,137	10.0%		\$90,351	b
Temp Sal Adjustment - Add										
Raychaudhuri,Uttiyo	Asst Academic Prog Directo	Director of Study Abroad	Management	NA		\$89,518	0.0%		\$89,518	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

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					9 Month	12 Month		9 Month	12 Month	
Whorton,Susan S	Academic Program Director	Director	Management	NA		\$87,763	0.0%		\$87,763	
Wood,Christopher Preston	Administrative Mgr I	Asst Financial Off/Acad A	Business and Financial Ops	07		\$85,736	0.0%		\$85,736	
Jensen,Mark Wayne	Systems Engineer II	Systems Engineer II	Computer, Engin., and Sci	08		\$79,683	7.0%		\$85,261	b
	Promotion or Reclassification									
McCaskill III,Cecil L	IT Manager II	IT Manager II	Computer, Engin., and Sci	08		\$84,616	0.0%		\$84,616	
Shine,Ricki Jane	Lecturer	Lecturer	Student Affairs and Other Education	NA		\$84,275	0.0%		\$84,275	
Chrestman,Ronald E	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$84,223	0.0%		\$84,223	
Dumas,Tia Noelle	Assistant Dean	Assistant Dean	Management with Faculty Rank	NA		\$84,000	0.0%		\$84,000	
Smith,Brenda J	Executive Assistant II	Executive Assistant II	Office and Administrative Support	07		\$82,871	0.0%		\$82,871	
Ward,Robert Thomas	Senior Consultant	Senior Consultant	Business and Financial Ops	07		\$80,818	0.0%		\$80,818	
Schmauder,Anna Rene	Dir Of Planning & Research	Dir of Undergrad Assess	Business and Financial Ops	07	*				\$80,000	
Neal,Jeffrey Frank	Lecturer	Dir of Co-op Edu	Student Affairs and Other Education	NA		\$78,228	0.0%		\$78,228	
Bundrick,Alfred E	Academic Program Director	Academic Program Direc	Management	NA		\$77,072	0.0%		\$77,072	
Becker Jr,Calvin R	Asst Academic Prog Directo	Asst Academic Prog Dir	Business and Financial Ops	NA		\$76,245	0.0%		\$76,245	
Cooper,John Andrew Scott	Research Associate	Research Associate	Business and Financial Ops	NA		\$74,461	0.0%		\$74,461	
Camp,Margaret Mariel	Academic Program Director	Dir of Student Disability S	Management	NA		\$74,340	0.0%		\$74,340	
Fleming,David Byrne	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$73,005	0.0%		\$73,005	
Bennett,Robert W.	Student Services Mgr I	Senior Associate Director	Student Affairs and Other Education	06		\$72,979	0.0%		\$72,979	
Welborn,Melissa Griffin	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$65,442	10.0%		\$71,986	b
	Administrative supplement									
Briggs,Jeremy Matthew	Asst Academic Prog Directo	Dep Dir Texts & Technol	Business and Financial Ops	NA	*				\$71,000	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

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					9 Month	12 Month		9 Month	12 Month	
Adams,Helen R	Program Manager I	Program Manager I	Business and Financial Ops	07		\$69,010	0.0%		\$69,010	
Rousselot De St Ceran,Tina Marie	Asst Academic Prog Directo	Asst Academic Prog Dir	Management	NA		\$68,868	0.0%		\$68,868	
Pelfrey,Jessica Rose	Program Manager I	Program Manager I	Business and Financial Ops	07		\$68,438	0.0%		\$68,438	
Galbreath,Timothy R	IT Consultant II	IT Consultant II	Computer, Engin., and Sci	07		\$66,000	0.0%		\$66,000	
Kakar,Akshi	Project Manager I	Project Manager I	Business and Financial Ops	07		\$56,948	15.0%		\$65,490	e
	Market Adjustment									
Pearson,Rebecca Durham	Student Services Mgr I	Associate Director	Student Affairs and Other Education	06		\$65,437	0.0%		\$65,437	
Sawdey,Kenna Lorene	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06		\$60,782	7.6%		\$65,376	b
	Promotion or Reclassification									
Reeves,D Keith	Project Coordinator	Project Coordinator	Student Affairs and Other Education	06		\$65,355	0.0%		\$65,355	
Whisler,Laurel Ann Carter	Program Manager I	Asst. Dir. of Course Supp	Business and Financial Ops	07		\$63,351	0.0%		\$63,351	
Von Kaenel,Mary McPeak	Student Services Manager I	Dir Bridge & Transfer Aca	Business and Financial Ops	08		\$45,071	40.4%		\$63,281	b
	Supplement removed; Promotion									
Xu,Yahong	IT Consultant II	IT Consultant II	Computer, Engin., and Sci	07		\$62,657	0.0%		\$62,657	
Lockhart,Melissa Jo Marsh	Info Sys Business Analyst II	Sr. Mgr. Emerging Techn	Computer, Engin., and Sci	06		\$62,349	0.0%		\$62,349	
Miller,Katherine Yarrow	Project Manager I	Project Manager I	Business and Financial Ops	07		*			\$62,297	
Rosemond,Jimmy Lamont	Student Services Mgr II	Student Services Mgr II	Student Affairs and Other Education	07		\$54,011	15.0%		\$62,113	b
	Promotion or Reclassification									
Blondeau,Reagan H.	Student Services Mgr II	Student Services Mgr II	Student Affairs and Other Education	07		\$61,662	0.0%		\$61,662	
Allard,Cora M	Academic Program Manage	Assoc Dir Creative Inquir	Management	NA		\$61,592	0.0%		\$61,592	
DuBose,Julie B	Acctnt/Fiscal Analyst III	Financial Officer	Business and Financial Ops	06		\$60,788	0.0%		\$60,788	

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

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					9 Month	12 Month		9 Month	12 Month	
Dickson, Glenda L	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06		\$60,150	0.0%		\$60,150	
Freeman, Gloria Elizabeth	Administrative Coord I	Administrative Coord I	Office and Administrative Support	05		\$60,005	0.0%		\$60,005	
Powell, EdiVania Feijo	Extension Associate	Extension Associate	Public Service Faculty	NA		\$59,654	0.0%		\$59,654	
Steelman, Blythe Kaimana	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07	*				\$59,000	
Dubuque, Melissa M	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$58,793	0.0%		\$58,793	
Turnbull, Sallie Bromby	Program Manager I	Program Manager I	Business and Financial Ops	07		\$58,777	0.0%		\$58,777	
McLaughlin, Joseph Wayne	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$57,591	0.0%		\$57,591	
McDavid, Kelly E	Web Developer	Web Developer	Computer, Engin., and Sci	06		\$57,240	0.0%		\$57,240	
Costello, Kathleen	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$56,831	0.0%		\$56,831	
Sanogo, Ibrahima	Program Coordinator II	Program Coordinator II	Business and Financial Ops	06		\$56,788	0.0%		\$56,788	
Wareham, John Richard	Program Coordinator II	Asst. Dir of Rutland Instut	Student Affairs and Other Education	06		\$56,788	0.0%		\$56,788	
Bunch, Jill Elaine	Public Info Dir I	Public Info Dir I	Business and Financial Ops	06		\$56,720	0.0%		\$56,720	
Freeman, Perryn McBrayer	Info Sys Business Analyst II	Asst Dtr of Admission for	Computer, Engin., and Sci	06		\$55,877	0.0%		\$55,877	
Prorok, Mandy	Student Services Mgr II	Student Services Mgr II	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	07		\$55,840	0.0%		\$55,840	
Kelley-Hall, Caren	Academic Program Manage	Academic Program Mana	Business and Financial Ops	NA		\$55,594	0.0%		\$55,594	
Everroad, William H	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06	*				\$55,000	
Gamble, Jacob A	Database Administrator I	Database Administrator I	Computer, Engin., and Sci	06	*				\$54,912	
Hix, Miranda Ward	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$54,764	0.0%		\$54,764	
Waters Jr, Calvin R	Info Sys Business Analyst II	Business Analyst	Computer, Engin., and Sci	06		\$54,723	0.0%		\$54,723	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

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					9 Month	12 Month		9 Month	12 Month	
Clark,Shannon L	Database Administrator I	Public Info Director	Computer, Engin., and Sci	06		\$54,712	0.0%		\$54,712	
Wilson,LeDon M	Info Sys Business Analyst II	Asst Registrar	Computer, Engin., and Sci	06		\$54,712	0.0%		\$54,712	
Pearson,Angela M	Accnt/Fiscal Analyst III	Mgr of Accntng & Fin Pla	Office and Administrative Support	06		\$54,253	0.0%		\$54,253	
Wilson,Meredith Fant	Student Services Mgr I	Student Services Mgr I	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$54,062	0.0%		\$54,062	
Rivera-Diaz,Johanna Andrea	Scientist	Scientist	Computer, Engin., and Sci	NA		\$47,866	12.9%		\$54,059	e
	Market Adjustment									
Williams,Jennifer Albertson	Operations Manager II	Operations Manager II	Business and Financial Ops	06		\$52,658	2.6%		\$54,027	e
	Market Adjustment									
Scafuri,Michael P	Scientist	Scientist	Computer, Engin., and Sci	NA		\$53,916	0.0%		\$53,916	
Lusk,Julia McBride	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$49,954	5.0%		\$52,452	b
	Additional Duties									
Murphy,Christine Clara	Lecturer	Special Programs Coordi	Instructional Faculty	NA		\$51,780	0.0%		\$51,780	
Evatt,Janet Hoffman	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$51,625	0.0%		\$51,625	
Reynolds,Alison Albea	Assoc Academic Prog Direc	Assoc Academic Progra	Student Affairs and Other Education	NA		\$51,625	0.0%		\$51,625	
Simpson,Thomas W.	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$51,625	0.0%		\$51,625	
Mulkey,Amber Allen	Student Services Mgr I	Student Services Mgr I	Student Affairs and Other Education	06		\$51,604	0.0%		\$51,604	
Briggs,Stacy O'Shields	Financial Aid Manager I	Financial Aid Manager I	Student Affairs and Other Education	06		\$51,587	0.0%		\$51,587	
Keaton,Angela Harvell	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Ops	05		\$40,133	26.5%		\$50,768	b
	Promotion and temporary salary adjustment									
Herden Jr,Ralph C	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$50,593	0.0%		\$50,593	

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Winkler,Stephanie Livesay	Student Services Mgr I	Student Services Mgr I	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		*			\$50,400	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Askew,George R	Vice President	VP PSA /Dean of CAFLS	Management with Faculty Rank	NA		\$295,409	0.0%		\$295,409	
Kresovich,Stephen	Professor	Dir/ InstTranlational Gene	Management with Faculty Rank	NA	\$236,959		0.0%	\$236,959		
Brown,Ronald A.	Extension Associate	Extension Associate	Public Service Faculty	NA		\$220,015	0.0%		\$220,015	
Dobbins,Thomas R	Extension Director	Extension Director	Management with Faculty Rank	NA		\$180,688	0.0%		\$180,688	
Ray,Christopher L	Director Research & Extens	Director Research & Exte	Management with Faculty Rank	NA		\$180,688	0.0%		\$180,688	
Layton,Patricia A	Academic Program Director	Dir. Sch of Ag For + Env	Public Service Faculty	NA		\$170,474	0.0%		\$170,474	
Meadows,Steven E	Extension Associate	Extension Associate	Public Service Faculty	NA		\$188,745	-15.0%		\$160,433	b
Parr,Boyd Hobson	Senior Scientist	Director-State Veterinaria	Management	NA		\$157,288	0.0%		\$157,288	
Mueller,John D	Academic Program Director	Academic Program Direc	Management with Faculty Rank	NA		\$150,601	0.0%		\$150,601	
Smith,Matthew Clay	Academic Program Director	Academic Program Direc	Management with Faculty Rank	NA		\$147,125	0.0%		\$147,125	
Hill,Joseph E	Veterinarian	Director CVDC-Vet. Path	Management	NA		\$139,388	5.0%		\$146,356	b
	Promotion or Reclassification									
Andrae,John G	Academic Program Director	Academic Program Direc	Management with Faculty Rank	NA		\$145,786	0.0%		\$145,786	
Scharko,Patricia B	Professor	Ext./Field Vet.-Ruminants	Public Service Faculty	NA		\$134,593	0.0%		\$134,593	
Cole,Stephen E	Academic Program Director	Academic Program Direc	Management with Faculty Rank	NA		\$129,112	0.0%		\$129,112	
Van Bloem,Skip Judson	Academic Program Director	Academic Program Direc	Management with Faculty Rank	NA		\$127,432	0.0%		\$127,432	
Martin,Michael Kent	Veterinarian	Associate State Veterinar	Computer, Engin., and Sci	NA		\$103,520	21.2%		\$125,475	b
	Reclassification									
Weyman Jr,Michael D	Academic Program Director	Academic Program Direc	Management	NA		\$112,543	7.1%		\$120,535	b
	Additional duties and administrative salary adjustment									
Kelley,Melissa D.	Asst Academic Prog Directo	Asst Academic Prog Dir	Management	NA		\$114,479	0.0%		\$114,479	
Allen,Jeffery S	Research Associate	Research Associate	Management	NA		\$111,867	0.0%		\$111,867	

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Fall 2017 Salaries \$50,000 and Over

Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
Maja, Joe Mari Jaluag	Scientist	Scientist	Management	NA		\$110,581	0.0%		\$110,581	
Kirk, Kendall R	Extension Associate	Precision Ag Engineer	Public Service Faculty	NA		\$109,528	0.0%		\$109,528	
Baker Sprowl, Della Annette	Extension Associate	Extension Associate	Management	NA		\$109,306	0.0%		\$109,306	
Rimoldi, Guillermo Mario	Scientist	Vet. Pathologist-Section	Computer, Engin., and Sci	NA	*				\$109,000	
Saski, Christopher A	Research Assistant Profess	Research Asst Professor	Research Faculty	NA		\$105,609	0.0%		\$105,609	
Roberts, Danny H	Extension Associate	Extension Associate	Management	NA		\$105,129	0.0%		\$105,129	
Payero, Jose Oscar	Extension Associate	Extension Associate	Public Service Faculty	NA		\$104,081	0.0%		\$104,081	
Miller, James Thomas	Veterinarian	Dir.-Meat Inspection SC	Healthcare Practitioners	NA	*				\$102,850	
Hunter, Terry K	Extension Associate	Extension Associate	Public Service Faculty	NA		\$101,561	0.0%		\$101,561	
Kakani, Radhika	Scientist	Vet. Microbiologist-Sctn.	Computer, Engin., and Sci	NA	*				\$99,000	
Miller, Gilbert A	Extension Director-Assistan	Extension Director - Assi	Management	NA		\$96,960	0.0%		\$96,960	
Veasey, Garland M	Asst Academic Prog Directo	Dir. Research Farm Servi	Management	NA		\$96,153	0.0%		\$96,153	
Ardern, Pamela B	Extension Associate	Extension Associate	Public Service Faculty	NA		\$96,083	0.0%		\$96,083	
Helm, Julie D	Veterinarian	Ext/Fld Vet Poultry/NPIP	Healthcare Practitioners	NA		\$85,481	10.0%		\$94,029	b
	Promotion or Reclassification									
Rainwater, Thomas R	Scientist	Wildlife Res. Program Le	Computer, Engin., and Sci	NA		\$92,925	0.0%		\$92,925	
Callahan, Katie Ann	Extension Associate	Extension Associate	Public Service Faculty	NA		\$101,524	-8.5%		\$92,888	b
	Admin salary adjustment removed									
Krugler, Charlotte A	Veterinarian	Emergency Preparednes	Healthcare Practitioners	NA		\$84,375	10.0%		\$92,813	b
	Promotion or Reclassification									
Fallen, Benjamin D	Scientist	Scientist	Computer, Engin., and Sci	NA		\$89,518	0.0%		\$89,518	

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Fall 2017 Salaries \$50,000 and Over

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					9 Month	12 Month		9 Month	12 Month	
Martin, Bonnie Jo	Veterinarian	District Veterinarian	Healthcare Practitioners	NA		\$74,477	20.0%		\$89,372	b
Promotion or Reclassification										
Marshall, Michael W	Extension Associate	Extension Associate	Public Service Faculty	NA		\$89,076	0.0%		\$89,076	
Woodard, Kathy L	Dir Of Planning & Research	Dir Of Planning & Resear	Business and Financial Ops	07		\$84,858	0.0%		\$84,858	
Baker III, James F	Veterinarian	District Veterinarian	Healthcare Practitioners	NA		\$76,851	10.0%		\$84,536	b
Promotion or Reclassification										
Park, Wonkeun	Scientist	Research Scientist	Computer, Engin., and Sci	NA		\$84,353	0.0%		\$84,353	
Smith, Douglas Glenn	Veterinarian	Veterinary Diagnostician	Healthcare Practitioners	NA		\$75,932	10.0%		\$83,525	b
Promotion or Reclassification										
Hubbard Jr, Lewis R	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engin., and Sci	07		\$82,842	0.0%		\$82,842	
Boyles III, Richard Elmer	Scientist	Research Scientist	Computer, Engin., and Sci	NA	*				\$80,000	
Ward, Brian K	Scientist	Research Specialist III	Computer, Engin., and Sci	NA		\$55,338	44.6%		\$80,000	e
Reclassification and market adjustment										
Munnerlyn, Helen Ferrell	Extension Associate	Extension Associate	Public Service Faculty	NA		\$75,729	5.5%		\$79,894	e
Market Adjustment										
Stewart, Mary Caroline	Veterinarian	District Veterinarian	Healthcare Practitioners	NA		\$71,374	11.7%		\$79,700	b
Promotion or Reclassification										
Tyler, Samuel Alexander	Veterinarian	District Veterinarian	Healthcare Practitioners	NA		\$69,178	15.2%		\$79,700	b
Promotion or Reclassification										
Gunter II, H David	Extension Associate	Extension Associate	Public Service Faculty	NA		\$77,016	0.0%		\$77,016	
Richards, Steven Todd	Extension Associate	Extension Associate	Public Service Faculty	NA	*				\$75,000	
Green, Stanley Wayne	Extension Associate	Extension Associate	Public Service Faculty	NA		\$74,828	0.0%		\$74,828	
Adams, Sarah Kristen	Program Manager II	Program Manager II	Management	08		\$63,716	13.0%		\$72,000	b
Promotion or Reclassification										

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Drake Jr, Timothy M	Program Manager II	Program Manager II	Management	08		\$59,483	21.0%		\$72,000	b
Promotion/additional duties										
Alford, Shannon Recca	Scientist	Scientist	Business and Financial Ops	NA		\$71,243	0.0%		\$71,243	
Edwards, Michael V	IT Technician III	IT Technician III	Computer, Engin., and Sci	06		\$71,222	0.0%		\$71,222	
Long, Steven H	Program Manager II	Program Manager II	Management	08		\$61,950	13.4%		\$70,250	b
Promotion or Reclassification										
Okey, Ryan Asher	Program Manager II	Program Manager II	Management	08		\$61,090	15.0%		\$70,250	b
Promotion or Reclassification										
Trutwin, Rebecca Crain	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$65,401	6.1%		\$69,416	e
Market Adjustment										
Veit, Jonathan R	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07		\$58,145	18.2%		\$68,700	e
Market Adjustment										
Beecher, Lance Edward	Extension Associate	Extension Associate	Public Service Faculty	NA	\$55,701		22.2%		\$68,077	b
Promotion or Reclassification										
Koon, Deborah K	Operations Manager II	Operations Manager II	Business and Financial Ops	06		\$60,760	9.6%		\$66,594	b
Promotion or Reclassification										
Waggoner, Steve E	Operations Manager II	Operations Manager II	Business and Financial Ops	06		\$60,760	9.6%		\$66,594	b
Promotion or Reclassification										
Jameson, Dalphine J	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06		\$60,210	9.5%		\$65,926	b
Promotion or Reclassification										
Ellis III, Norman Douglas	Glass Shop Manager	Research Laboratory Ma	Business and Financial Ops	06		\$65,838	0.0%		\$65,838	
Burns, Taber Ashley Poland	Extension Associate	Extension Associate	Public Service Faculty	NA		\$64,531	0.0%		\$64,531	
White, Dawn Anticole	Public Info Dir II	Public Info Dir II	Business and Financial Ops	07		\$64,303	0.0%		\$64,303	
Stancil, Bradley D	Program Manager I	Program Manager I	Computer, Engin., and Sci	07		\$62,413	0.0%		\$62,413	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Burns,Gary L	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Computer, Engin., and Sci	05		\$62,216	0.0%		\$62,216	
Adkins,Jessica Erin	Grants Administrator I	Grants Administrator I	Office and Administrative Support	06		\$61,434	0.0%		\$61,434	
Kirven,Georganne M	Extension Associate	Extension Associate	Public Service Faculty	NA		\$60,401	0.0%		\$60,401	
Moore,Jerry P	Environment/Hlth Mgr II	Environment/Hlth Mgr II	Computer, Engin., and Sci	06		\$60,045	0.0%		\$60,045	
Bowen,Donna Anne	Program Coordinator II	Program Coordinator II	Computer, Engin., and Sci	06		\$59,932	0.0%		\$59,932	
Corbett,Angela M	Academic Program Manage	Academic Program Mana	Student Affairs and Other Education	NA		\$59,808	0.0%		\$59,808	
Mayfield,Charlene P	Graphics Manager II	Graphics Manager II	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$59,309	0.0%		\$59,309	
Sober,Christine L	Chemist III	Chemist III	Business and Financial Ops	07		\$59,156	0.0%		\$59,156	
Fischer,Matthew James	Building/Ground Supv II	Building/Ground Supv II	Service	05		\$54,685	7.3%		\$58,685	a
	Staff Development or Performance Other									
Attaway,Ava Denise	Public Info Dir I	Public Info Dir I	Business and Financial Ops	06		\$56,788	0.0%		\$56,788	
Goodman,Sammie Lee	Building/Grounds Mgr	Building/Grounds Mgr	Business and Financial Ops	06		\$56,788	0.0%		\$56,788	
Hardee,Russell A	GIS Manager II	Forest Manager	Computer, Engin., and Sci	07		\$56,788	0.0%		\$56,788	
Godfrey,Leslie	Investigator IV	Investigator IV	Nat. Res., Construct., and Maint.	06		\$56,683	0.0%		\$56,683	
Lognion,Tammy Lark	Environment/Hlth Mgr II	Environment/Hlth Mgr II	Computer, Engin., and Sci	06		\$55,661	0.0%		\$55,661	
Artigliere,Victoria Bryant	Administrative Mgr I	Administrative Mgr I	Office and Administrative Support	07		\$55,239	0.0%		\$55,239	
Hopkins,Jeffrey Alden	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Service	05		\$54,671	0.0%		\$54,671	
Heintze,Christopher M	Extension Associate	Director T. Ed Garrison	Public Service Faculty	NA		\$47,392	15.0%		\$54,501	b
	Promotion or Reclassification									
Hanvey Jr,William H	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Computer, Engin., and Sci	05		\$52,779	0.0%		\$52,779	
Berry,Michael G	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$52,658	0.0%		\$52,658	

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Sell,Graham Scott	Extension Agent-Assistant	Extension Agent - Assist	Student Affairs and Other Education	NA		\$52,658	0.0%		\$52,658	
Hernandez,Cecil	Investigator IV	Investigator IV	Nat. Res., Construct., and Maint.	06		\$52,522	0.0%		\$52,522	
Bodiford,John E	Building/Ground Supv II	Building/Ground Supv II	Service	05		\$52,398	0.0%		\$52,398	
Johnson,Gilbert S	Lab Technologist III	Lab Technologist III	Computer, Engin., and Sci	06		\$52,394	0.0%		\$52,394	
Williamson,Margaret A	Microbiologist II	Microbiologist II	Computer, Engin., and Sci	06		\$52,293	0.0%		\$52,293	
Atkins,Michael Anthony	Research Associate	Research Associate	Business and Financial Ops	NA		\$52,206	0.0%		\$52,206	
Miller,Margaret Carol	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Computer, Engin., and Sci	05		\$52,157	0.0%		\$52,157	
Arblaster,Jennifer B	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Ops	05		\$51,920	0.0%		\$51,920	
Molloseau,Melonie Higgins	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$44,759	15.8%		\$51,842	e
	Market adjustment and additional duties.									
Davis,Diane Parrott	Microbiologist II	Microbiologist II	Computer, Engin., and Sci	06		\$51,694	0.0%		\$51,694	
Barrett,Shannon Taylor	GIS Manager I	Landscape Architect	Computer, Engin., and Sci	06		\$51,625	0.0%		\$51,625	
Ulmer,Dan Remington	Asst Academic Prog Directo	Research Farm Manager	Management	NA		\$51,625	0.0%		\$51,625	
Xia,Xiaoxia	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$51,625	0.0%		\$51,625	
Thomas,James St C	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Computer, Engin., and Sci	05		\$51,550	0.0%		\$51,550	
Cavin,Stephen Bradley	Investigator IV	Investigator IV	Nat. Res., Construct., and Maint.	06		\$51,189	0.0%		\$51,189	
DeLorenzo,Kevin M	Environment/Hlth Mgr II	Environment/Hlth Mgr II	Computer, Engin., and Sci	06		\$46,435	10.0%		\$51,079	e
	Additional duties and market adjustment									
Edwards,Negar Tabari	Program Coordinator II	Program Coordinator II	Nat. Res., Construct., and Maint.	06		\$51,078	0.0%		\$51,078	
McRae,Charles M	Investigator IV	Investigator IV	Nat. Res., Construct., and Maint.	06		\$51,078	0.0%		\$51,078	
Webb,Lewis R	Building/Grounds Mgr	Building/Grounds Mgr	Business and Financial Ops	06		\$50,802	0.0%		\$50,802	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Public Service & Agriculture

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Ozalas,Katherine	GIS Manager I	GIS Manager I	Computer, Engin., and Sci	06		\$50,593	0.0%		\$50,593	
Washabau,Jill Ann	Lab Technologist III	Lab Technologist III	Computer, Engin., and Sci	06		\$50,328	0.0%		\$50,328	
Farmer,James G	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Business and Financial Ops	05		\$50,283	0.0%		\$50,283	
Gregory,Leah L.	Lab Technologist II	Lab Technologist II	Computer, Engin., and Sci	05		\$50,239	0.0%		\$50,239	
Nelson,Bernt L	Extension Associate	Farm Management Speci	Public Service Faculty	NA		*			\$50,000	

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Research

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Karanfil, Tanju	Vice President	VP for Research	Management with Faculty Rank	NA		\$278,091	0.0%		\$278,091	
Sherrill, Windsor Westbrook	Professor	Assoc VP for Health Res	Instruct./Research/PSA Faculty	NA		\$215,470	0.0%		\$215,470	
Arwood, Tracy Smart	Director	Assistant Vice President	Management	NA		\$192,520	0.0%		\$192,520	
Parrish, John Hilary A	Veterinarian	Veterinarian	Healthcare Practitioners	NA		\$185,156	0.0%		\$185,156	
Lischwe, Sheila T.	Research Associate	Director of Sponsored Pr	Management	NA		\$159,552	0.0%		\$159,552	
Grieger, James Richard	Asst Academic Prog Directo	Asst Academic Prog Dir	Management	NA		\$144,282	0.0%		\$144,282	
Floyd, Joanna Lynn	Research Associate	Research Associate	Management	NA		\$121,056	14.0%		\$138,000	f
	Retention increase									
Lance, Stephen W	Director	Director	Management	NA		\$134,225	0.0%		\$134,225	
Dickerson, Charles A	Academic Program Manage	Dir. of Business Affairs-R	Business and Financial Ops	NA		\$116,461	0.0%		\$116,461	
Hemingway, Tamara Layne	Research Associate	Export Control Officer	Management	NA		\$105,627	10.0%		\$116,190	e
	Market Adjustment									
Kirkland, Toby R	Program Manager III	Chief of Staff	Management	09		\$98,719	15.0%		\$113,527	b
	Promotion or Reclassification									
Elrod, Roberta H	Director	Director	Management	NA		\$105,572	0.0%		\$105,572	
Richardson, Stanley T	Administrative Mgr II	Chief Business Officer	Office and Administrative Support	08		\$100,560	0.0%		\$100,560	
Jones, Charles Ray	Extension Associate	Extension Associate	Student Affairs and Other Education	NA		\$98,800	0.0%		\$98,800	
Kogut, Anne M	Research Associate	Research Associate	Computer, Engin., and Sci	NA		\$98,088	0.0%		\$98,088	
Jacobi, Jane E	Research Associate	Research Associate	Management	NA		\$95,752	0.0%		\$95,752	
Saraf, Laxmikant Vyankatesh	Research Associate	Director -EM Facility	Management	NA		\$95,731	0.0%		\$95,731	
Rayburg, Kurt David	Engineer/Assoc Eng IV	Research Associate	Computer, Engin., and Sci	08		\$92,925	0.0%		\$92,925	

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Research

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Brown, William H	Extension Associate	Extension Associate	Student Affairs and Other Education	NA	\$90,550		0.0%	\$90,550		
Boggs, Christoffer Oxford	Database Administrator II	Database Administrator II	Computer, Engin., and Sci	07	\$84,291		0.0%	\$84,291		
Willey, Melody C	Program Manager I	Program Manager I	Computer, Engin., and Sci	07	\$84,157		0.0%	\$84,157		
Kunkle, Lynn R	Grants Administrator II	Grants Administrator II	Office and Administrative Support	07	\$78,076		0.0%	\$78,076		
Fragar, Robert D	Extension Associate	Extension Associate	Student Affairs and Other Education	NA	\$77,822		0.0%	\$77,822		
Jaeschke, Sarah McElwee	Grants Administrator II	OSP Support Center Man	Office and Administrative Support	07	\$73,721		0.0%	\$73,721		
Povod, Konstantin Valentinovich	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Computer, Engin., and Sci	07	\$72,983		0.0%	\$72,983		
Brock-Carroll, June M	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Computer, Engin., and Sci	07	\$72,275		0.0%	\$72,275		
Thrasher, Diana Spake	Grants Administrator II	Grants Administrator II	Office and Administrative Support	07	\$65,265		9.2%	\$71,265		b
Temp Sal Adjustment - Add										
McGowan-Hudson, Bettie M	Grants Administrator II	Grants Administrator II	Office and Administrative Support	07	\$70,765		0.0%	\$70,765		
Oxendine, Alisha Lee	Program Manager I	COI Program Director	Business and Financial Ops	07	\$69,620		0.0%	\$69,620		
Lantgios, Karen L	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07	\$69,092		0.0%	\$69,092		
Miller, Scott R	Public Info Dir II	Public Info Dir I	Business and Financial Ops	07	\$56,788		18.9%	\$67,500		b
Promotion or Reclassification										
Morris, Elizabeth Pixley	Extension Associate	Extension Associate	Student Affairs and Other Education	NA	\$67,009		0.0%	\$67,009		
Mongold III, George	Extension Associate	Extension Associate	Student Affairs and Other Education	NA	\$66,348		0.0%	\$66,348		
Walker, Hagan Elizabeth	Program Manager I	Program Manager I	Business and Financial Ops	07	\$65,401		0.0%	\$65,401		
Patin, Nalinee Dial	Research Associate	IRB Administrator	Business and Financial Ops	NA	\$64,414		0.0%	\$64,414		

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Research

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					9 Month	12 Month		9 Month	12 Month	
Lou, Gene Wai	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Computer, Engin., and Sci	07	*			\$62,466		
Goldsmith, Paul E	Building/Grounds Mgr	Building/Grounds Mgr	Service	06		\$56,401	10.0%	\$62,041		b
	Promotion or Reclassification									
Lear, Jeff Michael	Research Associate	Research Associate	Office and Administrative Support	NA		\$61,950	0.0%	\$61,950		
Thompson, Savanna B	Research Associate	Contracts Associate	Office and Administrative Support	NA		\$53,432	15.9%	\$61,950		e
	Market Adjustment									
Brown, Pamela Dorlynn	Grants Administrator II	Grants Administrator II	Office and Administrative Support	07		\$60,989	0.0%	\$60,989		
Shirley, Anna Rebecca Baxley	Research Associate	IACUC Administrator	Business and Financial Ops	NA	\$56,286		7.1%	\$60,300		b d
	Promotion or Reclassification									
Taylor, Mary Heaton	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Ops	07		\$59,885	0.0%	\$59,885		
Smith-Sielicki, Shannon Hope	Program Coordinator II	IBC Administrator	Nat. Res., Construct., and Maint.	06		\$58,300	0.0%	\$58,300		
Trotter, Melanie H	Administrative Coord I	Administrative Coord I	Office and Administrative Support	05		\$58,216	0.0%	\$58,216		
Harris, Daniel P	Database Administrator I	IT Administrator	Computer, Engin., and Sci	06		\$58,109	0.0%	\$58,109		
Kwist, Kerri Worthy	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Computer, Engin., and Sci	07		\$56,788	0.0%	\$56,788		
Martin, Deborah L.	Acct/Fiscal Analyst III	Acct/Fiscal Analyst III	Business and Financial Ops	06		\$56,329	0.0%	\$56,329		
Duncan, Candis S	Environment/Hlth Mgr II	Environment/Hlth Mgr II	Computer, Engin., and Sci	06		\$55,817	0.0%	\$55,817		
Balas, Sarah Ann	Acct/Fiscal Analyst III	Acct/Fiscal Analyst III	Office and Administrative Support	06		\$54,514	0.0%	\$54,514		
Gibson, Kathryn Lanell	Acct/Fiscal Analyst III	Assoc Bus Officer	Business and Financial Ops	06		\$54,353	0.0%	\$54,353		
Holliday, Heather Martin	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$53,969	0.0%	\$53,969		
Foster, Kristin Finley	Grants Administrator I	Center & Institute Special	Office and Administrative Support	06		\$41,980	27.4%	\$53,476		b
	Promotion with temporary salary adjustment									

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e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Research

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Seaborn, Cynthia Holmes Market Adjustment	Accnt/Fiscal Analyst III	Sub-Award Coordinator	Business and Financial Ops	06		\$46,064	10.0%		\$50,670	e
Stam, Claire Marie Promotion or Reclassification	Grants Administrator I	Grants Administrator I	Service	06		\$43,532	15.0%		\$50,062	b
Petrakos, Maria	Grants Coordinator II	Grants Coordinator II	Office and Administrative Support	05	*				\$50,000	
Reid, Penny Marla Owens Promotion or Reclassification	Administrative Coord II	Admin Coord II	Office and Administrative Support	06		\$42,961	16.4%		\$50,000	b

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Secretary to the Board

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Davis-Gross,Rose Ellen	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06		\$66,505	0.0%		\$66,505	

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d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2016		% Chng	Salary as of Oct 1, 2017		Code
					9 Month	12 Month		9 Month	12 Month	
Jacks,Almeda Rogers	VP Student Affairs	VP Student Affairs	Management	NA		\$283,938	0.0%		\$283,938	
Hallenbeck,Douglas A	Associate Vice President	Senior Assoc Vice Presid	Management	NA		\$180,688	0.0%		\$180,688	
Miller,Lance Christopher	Associate Vice President	Dean of Stu & Assoc VP f	Management	NA		\$170,363	0.0%		\$170,363	
Smith,George N	Associate Vice President	Associate Vice President	Management	NA		\$170,089	0.0%		\$170,089	
Link Jr,Johnson W	Associate Vice President	Associate Vice President	Management	NA		\$140,017	16.8%		\$163,500	e
	Market Adjustment									
Mouzon,Jacqueline DeLoache	Psychiatrist	Psychiatrist	Healthcare Practitioners	NA		\$154,875	0.0%		\$154,875	
Jameson Jr,Lake H	Assoc Academic Prog Direc	Assoc Academic Progra	Management with Faculty Rank	NA	\$153,305		0.0%	\$153,305		
Robbins,Stephen A	Asst Academic Prog Directo	Asst Academic Prog Dir	Management	NA		\$125,622	0.0%		\$125,622	
Liebman,Maria Oliveira	Asst Academic Prog Directo	Physician	Healthcare Practitioners	NA	\$124,963		0.0%	\$124,963		
Magreni,Gregory S	Asst Academic Prog Directo	Asst Academic Prog Dir	Healthcare Practitioners	NA	\$124,963		0.0%	\$124,963		
Pekarek,Lesslie Graves	Asst Academic Prog Directo	Asst Academic Prog Dir	Healthcare Practitioners	NA	\$124,963		0.0%	\$124,963		
Barden,Kathryn D	Asst Academic Prog Directo	Staff Physician	Healthcare Practitioners	NA	\$124,936		0.0%	\$124,936		
Hobgood,Kathy Bush	Director	Dir, University Housing	Management	NA		\$118,985	5.0%		\$124,934	b
	Additional Duties									
Hays,Amanda H	Director	Exec Dir	Management	NA		\$115,512	5.0%		\$121,288	b
	Additional Duties									
Clay,George W	Academic Program Director	Academic Program Direc	Management with Faculty Rank	NA	\$119,707		0.0%	\$119,707		
Hofmann Jr,Daniel Richard	Asst Academic Prog Directo	Dir/Parking & Trans Svcs	Management	NA		\$115,623	0.0%		\$115,623	
Contreras,Raquel J	Lecturer	Lecturer	Management with Faculty Rank	NA		\$109,925	0.0%		\$109,925	
Frock,David Joseph	Program Manager II	Director of Campus Recr	Management	08		\$105,627	0.0%		\$105,627	
Bona,Lisa S	Administrative Mgr II	Business Officer	Business and Financial Ops	08	*				\$105,000	

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c Cost of living adjustment.

d Salary change related to change in contract (9mo/12mo).

e Market adjustment

f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Student Affairs

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					9 Month	12 Month		9 Month	12 Month	
Hay,Pamela June	Pharmacist	Pharmacist	Healthcare Practitioners	NA		\$101,297	0.0%		\$101,297	
Rice,Robert R	Program Manager II	Program Manager II	Management	08		\$100,170	0.0%		\$100,170	
Jackson,Georgia Annette Whelchel	Nurse Practitioner IV	Nurse Practitioner II	Healthcare Practitioners	08		\$92,203	0.0%		\$92,203	
Brothers,Jami Elizabeth	Law Enforcement Officer V	Chief of Police	Management	08		\$58,144	55.0%		\$90,096	b
	Promotion or Reclassification									
Guill,Russell C	Administrative Mgr I	Administrative Mgr I	Business and Financial Ops	07		\$88,043	0.0%		\$88,043	
Brown,Jeffrey T	Student Services Manager I	Assoc Dean, Students	Management	08		\$75,827	15.0%		\$87,201	b
	Promotion or Reclassification									
Aulton,Sandra D	Nurse Practitioner IV	Nurse Practitioner II	Healthcare Practitioners	08		\$86,780	0.0%		\$86,780	
Honea,Allison Brewer	Nurse Practitioner IV	Nurse Practitioner II	Healthcare Practitioners	08		\$86,780	0.0%		\$86,780	
Fiocchi,Christopher	Program Manager II	Sr Departmental Dir	Student Affairs and Other Education	08		\$72,275	17.3%		\$84,772	b
	Promotion or Reclassification									
Phlegar,Greg	Student Services Manager I	Assoc Dean, Stud & Dir,	Management	08	*				\$84,161	
LeMay,Christina D	Public Info Dir II	Creative Director	Business and Financial Ops	07		\$84,003	0.0%		\$84,003	
Daniel,William E.	Law Enforcement Officer IV	Law Enforcement Officer	Management	07		\$83,007	0.0%		\$83,007	
Moss,Joy Acree	Accounting/Fiscal Mgr II	Budget/Fiscal Administrat	Business and Financial Ops	08		\$80,924	0.0%		\$80,924	
Chamberlain,Todd Allan	Research Associate	Director of Assessments f	Business and Financial Ops	NA		\$78,986	0.0%		\$78,986	
McWhorter,Ronda Sims	Clinical Pharmacist	Pharmacist II	Healthcare Practitioners	08		\$77,438	0.0%		\$77,438	
Price,Mary J	Student Services Manager I	Dir, Residential Learning	Business and Financial Ops	08		\$70,278	10.0%		\$77,306	b
	Promotion or Reclassification									
Nunamaker,Troy D	Asst Academic Prog Directo	Asst Academic Prog Dir	Business and Financial Ops	NA		\$76,880	0.0%		\$76,880	

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e Market adjustment

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Fall 2017 Salaries \$50,000 and Over

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Harvey,Anthony J	Program Manager I	Program Manager I	Business and Financial Ops	07		\$59,885	27.3%		\$76,230	b
Promotion, Temporary Salary Increase and Removal of Temporary Increase										
Evinger,Leasa Ann Kowalski	Student Services Manager I	Assoc Dir, Residential Lif	Business and Financial Ops	08		\$68,928	10.0%		\$75,821	b
Promotion or Reclassification										
Hawthorne,Reginald D	Program Manager I	Program Manager I	Business and Financial Ops	07		\$74,717	0.0%		\$74,717	
Poole,Kimberly M	Student Services Manager I	Student Services Manag	Business and Financial Ops	08		\$71,243	0.0%		\$71,243	
Tegen,Matthew C	IT Manager II	Director Of Systems and	Computer, Engin., and Sci	08		\$70,731	0.0%		\$70,731	
Wiser Jr,Gary G	Student Services Manager I	Student Services Manag	Business and Financial Ops	08		\$67,233	4.2%		\$70,075	b
Additional Duties										
Lloyd Jr,Donald L	Program Manager II	Assoc. Director for Projec	Business and Financial Ops	08	*				\$70,000	
Goree,Jennifer Margaret	Student Services Manager I	Student Services Manag	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	08		\$69,508	0.0%		\$69,508	
Dargan,Benardo Jerrold	Student Services Mgr II	Asst Dean Grad Stu Glob	Student Affairs and Other Education	07		\$60,405	15.0%		\$69,466	b
Promotion or Reclassification										
Crisp,Debra Ann	Chief Psychologist	Psychologist I	Computer, Engin., and Sci	07		\$69,000	0.0%		\$69,000	
Culler,Deborah R	Program Coordinator II	Program Coordinator II	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$68,914	0.0%		\$68,914	
Addis,Karen L	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06		\$68,601	0.0%		\$68,601	
Gainor,Birmagidra Marie	Chief Psychologist	Psychologist I	Computer, Engin., and Sci	07		\$68,036	0.0%		\$68,036	
Barnes,Joshua B	Student Services Mgr II	Student Services Mgr II	Student Affairs and Other Education	07		\$67,835	0.0%		\$67,835	
Fisher,Lynn Dale	EP Coordinator II	Emergency Preparednes	Business and Financial Ops	06		\$52,137	29.8%		\$67,672	e
Market Adjustment										
Taylor II,Robert L	Student Services Mgr II	Dir, Programs	Student Affairs and Other Education	07		\$54,723	22.3%		\$66,938	b
Promotion and Temporary Salary Adjustment										

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Fall 2017 Salaries \$50,000 and Over

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					9 Month	12 Month		9 Month	12 Month	
Hayes, Cheryl L	Administrative Mgr I	Assoc Dir of Admin & Fin	Office and Administrative Support	07		\$61,609	6.5%		\$65,609	a
	Staff Development Program									
Davis, Pamela L	Program Manager I	Program Manager I	Business and Financial Ops	07	*				\$65,200	
Swords, Melanie Shedd	Nurse Admin/Mgr I	Nurse Admin/Mgr I	Healthcare Practitioners	06		\$64,572	0.0%		\$64,572	
Goudie, Susan Morris	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	07		\$60,757	5.0%		\$63,795	b
	Promotion or Reclassification									
Newman, Judith H	Student Services Mgr II	Student Services Mgr II	Business and Financial Ops	07		\$63,543	0.0%		\$63,543	
Kearney, Kathleen Ann	Program Manager I	Program Manager I	Business and Financial Ops	07		\$63,202	0.0%		\$63,202	
Lenhoff, Janelle	Chief Psychologist	Psychologist I	Computer, Engin., and Sci	07		\$62,542	0.0%		\$62,542	
Gaulin, Gary V	Eng/Assoc Eng II	Eng/Assoc Eng II	Business and Financial Ops	06		\$61,146	0.0%		\$61,146	
Rhodes, Bradley E	Investigator IV	Investigator IV	Service	06		\$61,016	0.0%		\$61,016	
Gibson, Andrew Scott	Chief Psychologist	Coord, Telemental Health	Computer, Engin., and Sci	07	*				\$60,477	
Sims, Lisa Lynette	Chief Psychologist	Psychologist I	Computer, Engin., and Sci	07		\$60,477	0.0%		\$60,477	
Tabb Jr, Kevin McKinley	Chief Psychologist	Psychologist I	Computer, Engin., and Sci	07		\$60,477	0.0%		\$60,477	
White, Ora Dempsey	Chief Psychologist	Psychologist I	Computer, Engin., and Sci	07		\$60,477	0.0%		\$60,477	
Shivar Jr, William G	Fire Safety Officer III	Fire Safety Ofcr III - Capt	Service	05		\$60,450	0.0%		\$60,450	
Guffee, Kim L	IT Consultant II	IT Consultant II	Computer, Engin., and Sci	07		\$54,692	10.0%		\$60,161	b
	Promotion or Reclassification									
Smith, Stanley T	IT Consultant I	IT Consultant I	Computer, Engin., and Sci	06		\$59,822	0.0%		\$59,822	
Moreland, Katerina Valentine	Project Manager I	Sr Asoc Dir of Parking Sv	Business and Financial Ops	07		\$59,082	0.0%		\$59,082	
Gamble, Amy C.	Student Services Mgr I	Student Services Mgr I	Service	06		\$56,067	5.0%		\$58,870	b
	Additional Duties									

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

Student Affairs

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					9 Month	12 Month		9 Month	12 Month	
Crowe,Debbie L	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06		\$58,635	0.0%		\$58,635	
Byers,Courtney Michelle	Law Enforcement Officer IV	LEO IV-Operations Capta	Service	07		\$50,560	15.0%		\$58,144	b
	Promotion or Reclassification									
Hensen,Kathleen	Administrative Coord II	Administrative Coord II	Office and Administrative Support	06		\$57,642	0.0%		\$57,642	
Herman,Deborah L	Student Services Mgr II	Director, Employee Relati	Business and Financial Ops	07		\$57,630	0.0%		\$57,630	
Foss,Tracy Center	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06		\$57,529	0.0%		\$57,529	
Hollifield,Teresa Cain	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$62,931	-8.7%		\$57,459	b
	Grant supplement removed									
Pernotto,Eric T	Student Services Mgr I	Asst Dir, Academic Initiati	Student Affairs and Other Education	06		\$51,987	10.0%		\$57,186	b
	Promotion or Reclassification									
Austin,Daniel B	Graphics Manager II	Asst. Creative Director	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$56,427	0.0%		\$56,427	
Bagwell,Stephanie Brooke	Registered Nurse II	Registered Nurse II	Healthcare Practitioners	06		\$56,344	0.0%		\$56,344	
Cauthen,Kathy J	Human Services Coord II	Senior CARE Case Mana	Comm., Soc. Serv., Legal, Arts, Entertain., Sports, and Media	06		\$56,158	0.0%		\$56,158	
Brooks,Frederick P	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$52,000	7.7%		\$56,000	a
	Staff Development Program									
Hamer III,James Ray	Info Sys Business Analyst II	Info Sys Business Analys	Computer, Engin., and Sci	06		\$55,000	0.0%		\$55,000	
Vazquez,Maria C	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$54,727	0.0%		\$54,727	
Sargent,David A.	Info Sys Business Analyst II	Director of Info Tech/ Car	Computer, Engin., and Sci	06		\$54,661	0.0%		\$54,661	
Swaney,Perry D	Trades Specialist V	Trades Specialist V	Nat. Res., Construct., and Maint.	05		\$54,618	0.0%		\$54,618	
Lombardozzi,Brianna Marie	Student Services Mgr I	Assoc Dir, Residential Liv	Service	06		\$47,268	15.0%		\$54,358	b
	Promotion or Reclassification									

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f Other adjustments

Fall 2017 Salaries \$50,000 and Over

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					9 Month	12 Month		9 Month	12 Month	
Morrissey, Mary E	Emergency Preparedness	EP Coordinator I	Business and Financial Ops	05		\$49,033	10.1%		\$54,000	b
	Promotion or Reclassification									
Massenburg, Lyn S	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Ops	06		\$50,937	5.3%		\$53,647	e
	Market Adjustment									
Weston, Vanessa R	IT Technician III	IT Technician III	Computer, Engin., and Sci	06		\$47,877	10.0%		\$52,665	b
	Temp Sal Adjustment - Add									
Stapleton, Sean Kent	Trades Manager I	Trades Manager I	Nat. Res., Construct., and Maint.	06		\$48,837	7.5%		\$52,500	b
	Promotion or Reclassification									
Dees, Amber C	Student Services Mgr I	Assoc Dir, Residential Liv	Service	06	*				\$52,000	
Taute, Maryne Emma	Student Services Mgr I	Assoc Dir, Residential Liv	Service	06	*				\$52,000	
Christner, Faith M.	Administrative Coord I	Administrative Coord I	Office and Administrative Support	05		\$51,902	0.0%		\$51,902	
Goudie, Robert J	Fire Safety Officer III	Fire Safety Ofcr III - Capt	Service	05		\$49,452	4.8%		\$51,850	b
	Promotion or Reclassification									
Land, Chana A	Student Services Mgr II	Assistant Dean of Studen	Business and Financial Ops	07		\$51,625	0.0%		\$51,625	
Walker, Kristin M	Student Services Mgr II	Student Services Mgr II	Business and Financial Ops	07		\$51,625	0.0%		\$51,625	
Pettiss Hinson, Amelia	Administrative Coord I	Administrative Coord I	Office and Administrative Support	05		\$51,127	0.0%		\$51,127	
Foster, Juanita Flinchum	Registered Nurse I	Registered Nurse I	Healthcare Practitioners	05		\$51,118	0.0%		\$51,118	
Harris, Sharon Patrice	Student Services Mgr I	Student Services Mgr I	Healthcare Practitioners	06		\$46,339	10.1%		\$51,000	b
	Promotion or Reclassification									
Atkinson, Rebecca Claire	Student Services Mgr I	Assistant Director	Student Affairs and Other Education	06		\$47,986	6.0%		\$50,865	b e
	Market and additional duties									
Hand, Eric Lee	Trades Specialist V	Zone Manager III	Nat. Res., Construct., and Maint.	05		\$47,495	7.0%		\$50,820	a b
	Market Adjustment and Additional Duties									
Reynolds, Gale L	Lab Technologist II	Lab Technologist II	Computer, Engin., and Sci	05		\$50,661	0.0%		\$50,661	

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Fall 2017 Salaries \$50,000 and Over

Student Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Gowan,James D	Program Coordinator I	Program Coordinator I	Student Affairs and Other Education	05		\$50,621	0.0%		\$50,621	
Leslie,Gary Dwayne	Law Enforcement Officer III	Lieutenant	Service	06	*				\$50,561	
Cannon,Steven James	Law Enforcement Officer III	LEO III-Watch Command	Service	06		\$50,560	0.0%		\$50,560	
Harrington,Christopher M	Law Enforcement Officer III	Law Enforcement Officer	Service	06		\$50,560	0.0%		\$50,560	
Mullinax,James D	Student Services Mgr I	Assoc Dir, Facilities	Service	06	*				\$50,400	
Brown,DeOnte	Student Services Mgr I	Assistant Director	Student Affairs and Other Education	06		\$47,495	6.0%		\$50,345	b e
	Market Adjustment and Additional Duties									
Bollinger,Kelly M	Human Services Coord II	Coord of ACTT Program	Computer, Engin., and Sci	06		\$50,322	0.0%		\$50,322	
Jernigan,Frances Rand	Registered Nurse I	Registered Nurse I-Triag	Healthcare Practitioners	05		\$50,115	0.0%		\$50,115	
Slatton,Kelly M	Registered Nurse I	Registered Nurse I	Service	05		\$50,115	0.0%		\$50,115	
Blackwell,Joseph P	Trades Manager I	Trades Manager I	Nat. Res., Construct., and Maint.	06		\$43,365	15.5%		\$50,100	b
	Promotion or Reclassification									
Summey,Hollie Ellen	Program Coordinator II	Program Coordinator II	Student Affairs and Other Education	06	*				\$50,000	

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Fall 2017 Salaries \$50,000 and Over

Utilities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2016</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2017</i>		<i>Code</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Putnam, Tony J	Director	Director	Management	NA		\$115,350	0.0%		\$115,350	
Banks, Timothy S	Engineer/Assoc Eng IV	Engineer/Assoc Eng IV	Management	08		\$92,925	0.0%		\$92,925	
McCarley, Bret E	Engineer/Assoc Eng IV	Engineer/Assoc Eng IV	Business and Financial Ops	08		\$78,088	4.8%		\$81,872	b
Reclassification										
Kauer, Brian J	Engineer/Assoc Eng IV	Assoc Dir Energy & Mech	Business and Financial Ops	08		\$71,133	15.0%		\$81,803	b
Promotion or Reclassification										
Suttles, Thomas F	Eng/Assoc Eng III	Energy Manager	Computer, Engin., and Sci	07		\$77,863	0.0%		\$77,863	
Kirby, Harry K	Eng/Assoc Eng III	Sr Utility Engri-Reg Com	Computer, Engin., and Sci	07		\$76,913	0.0%		\$76,913	
Quarles, Benjamin Parks	Trades Manager I	Trades Manager I	Nat. Res., Construct., and Maint.	06		\$72,197	4.8%		\$75,695	b
Temp Sal Adjustment - Add										
Westbury, James Stephen	Trades Manager I	Trades Manager I	Nat. Res., Construct., and Maint.	06		\$72,041	0.0%		\$72,041	
Holbrooks, Matthew L	Trades Manager I	Trades Manager I	Nat. Res., Construct., and Maint.	06		\$63,989	0.0%		\$63,989	
Garrison, James M	Trades Manager I	Trades Manager I	Nat. Res., Construct., and Maint.	06		\$63,499	0.0%		\$63,499	
Smith, Mark S	Trades Specialist V	Utility Mechanic Lead	Nat. Res., Construct., and Maint.	05		\$59,034	0.7%		\$59,425	b
Temp Sal Adjustment - Add										

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