

## Fall 2009 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, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Scott,Thomas R	Professor	Professor	Administrator w/ Faculty Rank	NA	\$104,777		90.9%		\$200,000	\$16,667	bde
Convert from 9 to 12 month and change dept. To serve as Interim Dean / Assoc VP of CAFLS											
Schoulties,Calvin L	Professor	Professor	Instructional Faculty	NA		\$181,992	0.0%		\$181,992	\$15,166	
Wagner,Thomas E	Professor	Professor	Instructional Faculty	NA	\$175,043		0.0%	\$175,043		\$19,449	
Tonkin III,Charles Edward	Research Asst Professor	Research Asst Professor	Research Faculty	NA		\$166,650	0.0%		\$166,650	\$13,888	
Whitwell,Ted	Professor	Professor	Administrator w/ Faculty Rank	NA	\$105,399		46.7%		\$154,581	\$12,882	bd
Interim Assoc Dean to replace Tom Schwedler - convert 9 to 12 and add supplement of 20%											
Culin,Joseph D	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$103,057		46.7%		\$151,146	\$12,596	bd
Interim Assoc Dean to replace John Sweeney - convert 9 to 12 and add supplement of 20%											
Abbott,Albert G	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$136,644		10.0%	\$150,308		\$16,701	b
Salary supplement to serve as Interim Asst Dir for Life Sciences to the Assoc Dean/Assoc Director - Life Sciences Food Systems.											
Murphy,Keith E	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA		\$150,000	0.0%		\$150,000	\$12,500	
Pometto III,Anthony Louis	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA		\$146,700	0.0%		\$146,700	\$12,225	
Galicchio,Vincent S	Professor	Professor	Instructional Faculty	NA		\$176,798	-18.2%	\$144,656		\$16,073	d
Convert from 12 month to 9 month											
Beck,Mary McLean	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA		\$141,400	0.0%		\$141,400	\$11,783	
Ward,William A	Professor	Professor	Instructional Faculty	NA	\$134,145		0.0%	\$134,145		\$14,905	

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Duckett,Susan Kay	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$128,458		0.0%	\$128,458		\$14,273	
Rodgers Jr,John H	Professor	Professor	Instructional Faculty	NA	\$122,439		0.0%	\$122,439		\$13,604	
Martin Jr,Samuel B	Professor	Professor	Instructional Faculty	NA		\$121,404	0.0%		\$121,404	\$10,117	
Thomas,Ronald L	Professor	Professor	Instructional Faculty	NA		\$118,356	0.0%		\$118,356	\$9,863	
Cason,Katherine L	Professor	Professor	Instructional Faculty	NA		\$116,603	0.0%		\$116,603	\$9,717	
Quisenberry,Virgil L	Professor	Professor	Instructional Faculty	NA		\$114,143	0.0%		\$114,143	\$9,512	
Jenkins,Thomas C	Professor	Professor	Instructional Faculty	NA	\$103,136		10.0%	\$113,449		\$12,605	b
Salary supplement to serve as Interim Special Asst to the Assoc Dean/Assoc Director for Agriculture and Natural Resources .											
Cooksey,Kay D	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$112,948		0.0%	\$112,948		\$12,550	
Klaine,Stephen J	Professor	Professor	Instructional Faculty	NA	\$112,403		0.0%	\$112,403		\$12,489	
Layton,Patricia A	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$112,116		0.0%	\$112,116		\$12,457	
Knap,Halina T	Professor	Professor	Instructional Faculty	NA		\$112,019	0.0%		\$112,019	\$9,335	
Guynn Jr,David C	Professor	Professor	Instructional Faculty	NA		\$111,425	0.0%		\$111,425	\$9,285	
Northcutt,Julie Kathleen	Professor	Professor	Instructional Faculty	NA		\$106,050	4.7%		\$111,050	\$9,254	b
Faculty Rank Promotion											
Hill Jr,Hoke S	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$110,876		0.0%	\$110,876		\$12,320	
McGregor,John U.	Professor	Professor	Instructional Faculty	NA	\$110,123		0.0%	\$110,123		\$12,236	
Gerard,Patrick D	Professor	Professor	Instructional Faculty	NA		\$109,686	0.0%		\$109,686	\$9,141	
Zungoli,Patricia A	Professor	Professor	Instructional Faculty	NA		\$97,805	10.0%		\$107,585	\$8,965	b
Serve as Interim Dept Chair											

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McCarty,Lambert B	Professor	Professor	Instructional Faculty	NA		\$106,769	0.0%		\$106,769	\$8,897	
Dodson,Leigh G	Asst Academic Prog Dir	Asst Academic Prog Dir	Administrator	NA		\$106,050	0.0%		\$106,050	\$8,838	
Straka,Thomas J	Professor	Professor	Instructional Faculty	NA		\$105,510	0.0%		\$105,510	\$8,793	
Han,Young J	Professor	Professor	Instructional Faculty	NA		\$95,809	10.0%		\$105,390	\$8,783	b
	To serve as Interim Dept Chair.										
Bridges Jr,William C	Alumni Professor	Professor	Instructional Faculty	NA	\$100,243		5.0%	\$105,243		\$11,694	b
	Selected Alumni Dist Prof										
Dawson,Paul L	Professor	Professor	Instructional Faculty	NA	\$105,147		0.0%	\$105,147		\$11,683	
Zehnder,Geoffrey W	Professor	Professor	Instructional Faculty	NA		\$104,950	0.0%		\$104,950	\$8,746	
Kimmel,Robert M.	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$104,029		0.0%	\$104,029		\$11,559	
Surver,William M	Alumni Professor	Professor	Instructional Faculty	NA	\$98,431		5.1%	\$103,431		\$11,492	b
	Selected Alumni Dist Prof										
Smathers Jr,Webb M	Professor	Professor	Instructional Faculty	NA		\$103,072	0.0%		\$103,072	\$8,589	
Reighard,Gregory L	Professor	Professor	Instructional Faculty	NA	\$101,829		0.0%	\$101,829		\$11,314	
Adler,Peter H	Professor	Professor	Instructional Faculty	NA		\$101,698	0.0%		\$101,698	\$8,475	
Johnson,Ronnie J	Professor	Professor	Instructional Faculty	NA		\$101,505	0.0%		\$101,505	\$8,459	
Dufault,Robert J	Professor	Professor	Instructional Faculty	NA		\$101,453	0.0%		\$101,454	\$8,455	
Birrenkott Jr,Glenn P	Professor	Professor	Instructional Faculty	NA		\$101,124	0.0%		\$101,124	\$8,427	
Shipe,Emerson R	Professor	Professor	Instructional Faculty	NA		\$101,063	0.0%		\$101,063	\$8,422	
Fraser,Angela M	Associate Professor	Associate Professor	Instructional Faculty	NA		\$101,000	0.0%		\$101,000	\$8,417	

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Player,W Kirby	Lecturer	Lecturer	Administrator w/ Faculty Rank	NA		\$101,000	0.0%		\$101,000	\$8,417	
Hughes,David Wheeler	Professor	Professor	Instructional Faculty	NA		\$100,631	0.0%		\$100,631	\$8,386	
Chastain,John P	Professor	Professor	Instructional Faculty	NA		\$100,322	0.0%		\$100,322	\$8,360	
Keinath,Anthony P	Professor	Professor	Instructional Faculty	NA		\$100,250	0.0%		\$100,250	\$8,354	
Scott,Simon W	Professor	Professor	Instructional Faculty	NA		\$99,017	0.0%		\$99,017	\$8,251	
Jeffers,Steven Nye	Professor	Professor	Instructional Faculty	NA		\$98,172	0.0%		\$98,172	\$8,181	
Khalilian,Ahmad	Professor	Professor	Instructional Faculty	NA	\$98,122		0.0%	\$98,122		\$10,902	
Rice,Charles D	Professor	Professor	Instructional Faculty	NA	\$96,483		0.0%	\$96,483		\$10,720	
Benson,Eric P	Professor	Professor	Instructional Faculty	NA		\$95,064	0.0%		\$95,064	\$7,922	
Conner,William H	Professor	Professor	Instructional Faculty	NA	\$94,891		0.0%	\$94,891		\$10,543	
Layne,Desmond R	Associate Professor	Associate Professor	Instructional Faculty	NA		\$94,779	0.0%		\$94,779	\$7,898	
Kosinski,Robert J	Professor	Professor	Instructional Faculty	NA	\$94,231		0.0%	\$94,231		\$10,470	
Liu,Haibo	Professor	Professor	Instructional Faculty	NA		\$88,135	5.7%		\$93,135	\$7,761	b
	Faculty Rank Promotion										
Whiteside,William S	Associate Professor	Assoc Professor	Instructional Faculty	NA		\$92,970	0.0%		\$92,970	\$7,748	
Whetstone,Jack M	Associate Professor	Associate Professor	Instructional Faculty	NA		\$92,459	0.0%		\$92,459	\$7,705	
Espey,Molly	Professor	Professor	Instructional Faculty	NA	\$92,204		0.0%	\$92,204		\$10,245	
Kunkel,Mary E	Professor	Professor	Instructional Faculty	NA	\$92,052		0.0%	\$92,052		\$10,228	
Chen,Wen Y	Professor	Professor	Instructional Faculty	NA	\$91,395		0.0%	\$91,395		\$10,155	
Hood,William M	Professor	Professor	Instructional Faculty	NA		\$91,256	0.0%		\$91,256	\$7,605	

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Yarrow,Greg K	Professor	Professor	Instructional Faculty	NA	\$91,114		0.0%	\$91,114		\$10,124	
Spira,Timothy P	Professor	Professor	Instructional Faculty	NA	\$90,967		0.0%	\$90,967		\$10,107	
White Sr,Curtis D	Professor	Professor	Instructional Faculty	NA		\$90,734	0.0%		\$90,734	\$7,561	
Marcotte Jr,William R	Professor	Professor	Instructional Faculty	NA	\$84,732		5.9%	\$89,732		\$9,970	b
	Faculty Rank Promotion										
Andrae,John G	Associate Professor	Associate Professor	Instructional Faculty	NA		\$86,381	3.8%		\$89,681	\$7,473	b
	Faculty Rank Promotion										
Dickey,Jean L	Professor	Professor	Instructional Faculty	NA	\$89,671		0.0%	\$89,671		\$9,963	
Frederick,James R	Professor	Professor	Instructional Faculty	NA		\$89,657	0.0%		\$89,657	\$7,471	
Greene,Annel K	Professor	Professor	Instructional Faculty	NA	\$88,795		0.0%	\$88,795		\$9,866	
Hassell,Richard L	Associate Professor	Associate Professor	Instructional Faculty	NA		\$88,763	0.0%		\$88,763	\$7,397	
Skewes,Peter A	Professor	Professor	Instructional Faculty	NA	\$88,564		0.0%	\$88,564		\$9,840	
Curtis Jr,Charles E	Professor	Professor	Instructional Faculty	NA		\$88,016	0.0%		\$88,016	\$7,335	
Maurice,Denzil V	Professor	Professor	Instructional Faculty	NA	\$87,842		0.0%	\$87,842		\$9,760	
Bellinger,Robert G	Professor	Professor	Instructional Faculty	NA		\$87,253	0.0%		\$87,253	\$7,271	
Dobbins,Thomas R	Professor	Professor	Instructional Faculty	NA		\$87,008	0.0%		\$87,008	\$7,251	
Bowerman IV,William W.	Professor	Professor	Instructional Faculty	NA	\$86,977		0.0%	\$86,977		\$9,664	
Jones,Michael A	Associate Professor	Associate Professor	Instructional Faculty	NA		\$86,817	0.0%		\$86,817	\$7,235	
Temesvari,Lesly	Professor	Professor	Instructional Faculty	NA	\$81,737		6.1%	\$86,737		\$9,637	b
	Faculty Rank Promotion										
King,Donnie R	Professor	Professor	Instructional Faculty	NA		\$86,487	0.0%		\$86,487	\$7,207	

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Lee,Andy Wu-Chung	Professor	Professor	Instructional Faculty	NA	\$86,459		0.0%	\$86,459		\$9,607	
Lanham,Joseph D	Professor	Professor	Instructional Faculty	NA		\$86,248	0.0%		\$86,248	\$7,187	
Layfield,Kevin D	Associate Professor	Associate Professor	Instructional Faculty	NA		\$86,130	0.0%		\$86,130	\$7,178	
Cao,Weiguo	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,047		0.0%	\$86,047		\$9,561	
Greene,Jeremy K	Associate Professor	Associate Professor	Instructional Faculty	NA		\$85,589	0.0%		\$85,589	\$7,132	
Hupp,Harold D	Professor	Professor	Instructional Faculty	NA		\$85,173	0.0%		\$85,173	\$7,098	
Ptacek,Margaret	Professor	Professor	Instructional Faculty	NA	\$84,454		0.0%	\$84,454		\$9,384	
Darby,Duncan O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,875		0.0%	\$83,875		\$9,319	
Walker,Terry H	Professor	Professor	Instructional Faculty	NA	\$83,000		0.0%	\$83,000		\$9,222	
Willis,David Brian	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,820		0.0%	\$82,820		\$9,202	
Rieck,James R	Professor	Professor	Instructional Faculty	NA	\$82,644		0.0%	\$82,644		\$9,183	
English,William Rockford	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,875		0.0%	\$81,875		\$9,097	
Shelburne,Victor B	Professor	Professor	Instructional Faculty	NA	\$81,661		0.0%	\$81,661		\$9,073	
Schnabel,Guido	Associate Professor	Associate Professor	Instructional Faculty	NA		\$81,444	0.0%		\$81,444	\$6,787	
Frugoli,Julia	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,187		0.0%	\$81,187		\$9,021	
Wells,Christina E.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,130		0.0%	\$81,130		\$9,014	
Drapcho,Caye Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,111		0.0%	\$81,111		\$9,012	
Farahani,Hamid R Jalali	Associate Professor	Associate Professor	Instructional Faculty	NA		\$80,800	0.0%		\$80,800	\$6,733	
Riley,Melissa B	Professor	Professor	Instructional Faculty	NA		\$80,095	0.0%		\$80,095	\$6,675	

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Luo,Hong	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,972		0.0%	\$79,972		\$8,886	
Foltz,Jeffrey W	Professor	Professor	Instructional Faculty	NA	\$79,921		0.0%	\$79,921		\$8,880	
Lamie,Ronald D	Associate Professor	Associate Professor	Instructional Faculty	NA		\$79,780	0.0%		\$79,780	\$6,648	
Davis,Todd D.	Associate Professor	Associate Professor	Instructional Faculty	NA		\$79,767	0.0%		\$79,767	\$6,647	
Hitchcock,Daniel R	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$79,328	0.0%		\$79,328	\$6,611	
Wang,Gaofeng G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,314		0.0%	\$79,314		\$8,813	
Templeton,Scott R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,281		0.0%	\$79,281		\$8,809	
Brown-Faust,James E.	Associate Professor	Associate Professor	Instructional Faculty	NA		\$79,198	0.0%		\$79,198	\$6,600	
Kurtz Jr,Harry D.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,020		0.0%	\$79,020		\$8,780	
Bain,Lisa J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,780		0.0%	\$78,780		\$8,753	
Baldwin,William S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,780		0.0%	\$78,780		\$8,753	
Wei,Yanzhang	Professor	Professor	Instructional Faculty	NA	\$73,406		6.8%	\$78,406		\$8,712	b
	Faculty Rank Promotion										
Hughes,Thomas A	Professor	Professor	Instructional Faculty	NA	\$78,207		0.0%	\$78,207		\$8,690	
Rajapakse,Nihal C	Research Professor	Professor	Research Faculty	NA		\$78,031	0.0%		\$78,031	\$6,503	
Mickey,Scott A	Extension Associate	Extension Associate	Staff	NA		\$77,663	0.0%		\$77,663	\$6,472	
Smith,Kerry S.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,256		0.0%	\$77,256		\$8,584	
Lippert,Robert M	Associate Professor	Associate Professor	Instructional Faculty	NA		\$77,152	0.0%		\$77,152	\$6,429	
Jayakaran,Anand David	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$76,760	0.0%		\$76,760	\$6,397	
Jiang,Xiuping	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,525		0.0%	\$76,525		\$8,503	

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Barron,Felix H	Professor	Professor	Instructional Faculty	NA	\$76,507		0.0%	\$76,507		\$8,501	
Tonkyn,David W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,219		0.0%	\$76,219		\$8,469	
Boring,Toby M	Lecturer: Non-teaching	Lecturer: Non-Teaching	Public Service Faculty	NA		\$76,139	0.0%		\$76,139	\$6,345	
Chow,Alex T.	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$76,000*	0.0%		\$76,000	\$6,333	*
Chen,Feng	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,235		0.0%	\$75,235		\$8,359	
Hall,Michelle A	Associate Professor	Associate Professor	Instructional Faculty	NA		\$74,905	0.0%		\$74,905	\$6,242	
Henson,John Michael	Research Associate Professor	Research Associate Professor	Research Faculty	NA	\$74,841		0.0%	\$74,841		\$8,316	
Privette III,Charles V	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,745		0.0%	\$74,745		\$8,305	
Moore,Robert Truett	Lecturer	Lecturer	Instructional Faculty	NA	\$74,364		0.0%	\$74,364		\$8,263	
Haley-Zitlin,Vivian J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,288		0.0%	\$74,288		\$8,254	
Adelberg,Jeffrey W	Associate Professor	Associate Professor	Instructional Faculty	NA		\$74,089	0.0%		\$74,089	\$6,174	
Post,Christopher J.	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$74,033		0.0%	\$74,033		\$8,226	
Blob,Richard W.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,618		0.0%	\$73,618		\$8,180	
Tzeng,Tzuen-Rong Jeremy	Assistant Professor	Asst Professor	Instructional Faculty	NA	\$73,225		0.0%	\$73,225		\$8,136	
Keels,William E	Extension Associate	Extension Associate	Staff	NA		\$73,077	0.0%		\$73,077	\$6,090	
Condrasky,Margaret D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,038		0.0%	\$73,038		\$8,115	
Morris,James C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,554		4.3%	\$72,554		\$8,062	b
	Faculty Rank Promotion										
Fravel,Philip M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,544		0.0%	\$72,544		\$8,060	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.



## Fall 2009 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, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Yu,Xianzhong	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,439		0.0%	\$72,439		\$8,049	
Gering, Lawrence R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,242		0.0%	\$72,242		\$8,027	
Olson, Larry W	Associate Professor	Associate Professor	Instructional Faculty	NA		\$72,059	0.0%		\$72,059	\$6,005	
Boys, Kathryn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,200		17.6%	\$72,000		\$8,000	ab
Offer letter stated that when she met requirements for Doc of Phil that her appointment would change to 9 month, tenure-tracked Asst Prof position with full salary - total increase 17.65%											
Clark, Leigh Anne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000*		0.0%	\$72,000		\$8,000	*
Kropp, Jaclyn D.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		0.0%	\$72,000		\$8,000	
Sparace, Salvatore A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,695		0.0%	\$71,695		\$7,966	
Turnbull, Matthew W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,579		4.4%	\$71,579		\$7,953	b
Faculty Rank Promotion											
Edge III, Benjamin E	Lecturer	Lecturer	Research Faculty	NA		\$71,441	0.0%		\$71,441	\$5,953	
DeWalt, Saara J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,205		0.0%	\$71,205		\$7,912	
Marko, Peter Benjamin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,104		0.0%	\$71,104		\$7,900	
Wiatrak, Pawel	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$71,055	0.0%		\$71,055	\$5,921	
Mount, Andrew S	Research Associate Professor	Research Asst Professor	Research Faculty	NA	\$64,539		10.0%	\$70,992		\$7,888	b
Increase in correlation to change from Asst to Assoc Professor as voted on by TPR committee.											
Owino, Tom O.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,949		0.0%	\$70,949		\$7,883	
Feltus, Frank Alexander	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,700		0.0%	\$70,700		\$7,856	
Gasic, Ksenija	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$70,700	0.0%		\$70,700	\$5,892	
Vernon, Kristine Lang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,700		0.0%	\$70,700		\$7,856	

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e Other adjustments.

## Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Van den Hurk, Peter	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,589		0.0%	\$70,589		\$7,843	
Childress, Michael J	Assistant Professor	Asst Professor	Instructional Faculty	NA	\$70,498		0.0%	\$70,498		\$7,833	
Bielenberg, Douglas G	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,210		0.0%	\$70,210		\$7,801	
Moran, Amy Ladd	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,195		0.0%	\$70,195		\$7,799	
Isengildina, Olga Urjevna	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,140		0.0%	\$70,140		\$7,793	
Cushing, Tamara Lee	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$70,000*	0.0%		\$70,000	\$5,833	*
White, Sarah A	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$70,000	0.0%		\$70,000	\$5,833	
Mikhailova, Elena	Assistant Professor	Asst Professor	Instructional Faculty	NA	\$69,690		0.0%	\$69,690		\$7,743	
Park, Dara Michelle	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$69,366	0.0%		\$69,366	\$5,781	
Chen, Chin-Fu	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,867		0.0%	\$68,867		\$7,652	
Lawton Rauh, Amy Louise	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,803		0.0%	\$68,803		\$7,645	
Polomski, Robert F	Extension Associate	Extension Associate	Staff	NA		\$68,700	0.0%		\$68,700	\$5,725	
Higham, Tim Edward	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,680		0.0%	\$68,680		\$7,631	
Luo, Jun	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,680		0.0%	\$68,680		\$7,631	
Marshall, Michael W	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$68,680	0.0%		\$68,680	\$5,723	
Paul, Kimberly S	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,680		0.0%	\$68,680		\$7,631	
Sharp, Julia Lynn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,680		0.0%	\$68,680		\$7,631	
Kerrigan, Julia Louise	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,500		0.0%	\$68,500		\$7,611	
Song, Bo	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,179		0.0%	\$68,179		\$7,575	

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e Other adjustments.

## Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Wang,Liang Jiang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,175		0.0%	\$68,175		\$7,575	
Carpio,Carlos Enrique	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,144		0.0%	\$68,144		\$7,572	
Agudelo,Paula	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,025		0.0%	\$68,025		\$7,558	
Batt,Heather P	Lecturer	Lecturer	Instructional Faculty	NA	\$67,896		0.0%	\$67,896		\$7,544	
Pratt,Scott Lee	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,619		0.0%	\$67,619		\$7,513	
McNealy,Tamara Lyn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,569		0.0%	\$67,569		\$7,508	
Gibbons,John Robert	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,209		0.0%	\$67,209		\$7,468	
Moore,Brandon D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,171		0.0%	\$67,171		\$7,463	
Chapman,Susan Caroline	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,165		0.0%	\$67,165		\$7,463	
Johnson,Alan R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,145		0.0%	\$67,145		\$7,461	
Colacino,James M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,986		0.0%	\$66,986		\$7,443	
Cao,Min	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,912		0.0%	\$66,912		\$7,435	
Robinson,Kenneth L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,902		0.0%	\$66,902		\$7,434	
Brown,Bryan Lyle	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,660		0.0%	\$66,660		\$7,407	
Arai,Yuji	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,480		0.0%	\$66,480		\$7,387	
Reay-Jones,Francis Peter Fortnum	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$66,480	0.0%		\$66,480	\$5,540	
Chong,Juang Horng	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$65,650	0.0%		\$65,650	\$5,471	
Cox,Henry Keith	Extension Associate	Extension Associate	Staff	NA		\$65,532	0.0%		\$65,532	\$5,461	
Hawkins,Dexter C	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$65,172	0.0%		\$65,172	\$5,431	

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e Other adjustments.

## Fall 2009 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, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Garcia,Ricardo A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,063		0.0%	\$65,063		\$7,229	
Baldwin,Robert Fritz	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		0.0%	\$65,000		\$7,222	
Hall,Karen Carlson	Lecturer	Lecturer	Public Service Faculty	NA		\$65,000*	0.0%		\$65,000	\$5,417	*
Tharayil,Nishanth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		0.0%	\$65,000		\$7,222	
Martinez-Dawson,Rose M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$64,550		0.0%	\$64,550		\$7,172	
Arp,Kimberly Dawn	Student Services Manager I	Student Services Mgr I	Administrator	06		\$55,717	14.4%		\$63,717	\$5,310	a
<i>This was agreed to when she took the role upon Keith Barbour's resignation.</i>											
Stringer,William C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,585		0.0%	\$63,585		\$7,065	
Liang,Haiying	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,024		0.0%	\$63,024		\$7,003	
Smith,Alton D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,884		0.0%	\$62,884		\$6,987	
Saski,Christopher A	Research Associate	Research Associate	Staff	NA		\$62,575	0.0%		\$62,575	\$5,215	
Price,David M	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$61,567	0.0%		\$61,567	\$5,131	
Ficklin,Stephen Patrick	Research Associate	Research Associate	Staff	NA		\$61,423	0.0%		\$61,423	\$5,119	
Sehorn,Michael Glen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,600		0.0%	\$60,600		\$6,733	
Ferreira,Wilder N.	Extension Associate	Extension Associate	Staff	NA		\$59,352	0.0%		\$59,352	\$4,946	
Coffee,Aubrey Dean	Lecturer	Lecturer	Instructional Faculty	NA	\$58,891		0.0%	\$58,891		\$6,543	
Ellis III,Norman Douglas	Chemist III	Chemist III	Staff	07		\$57,946	0.0%		\$57,946	\$4,829	
Vincent,Ellen Anita	Extension Associate	Extension Associate	Staff	NA		\$56,871	0.0%		\$56,871	\$4,739	

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e Other adjustments.

## Fall 2009 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, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Benson,James D	GIS Manager I	GIS Manager I	Staff	06		\$56,484	0.0%	\$56,484	\$56,484	\$4,707	
Pilgrim,Judy B	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$56,421	0.0%	\$56,421	\$56,421	\$4,702	
Patterson,Jane M	Administrative Coordinator I	Administrative Coord I	Staff	05		\$56,015	0.0%	\$56,015	\$56,015	\$4,668	
Hurley,Rupert A	Lecturer	Lecturer	Instructional Faculty	NA		\$54,995	0.0%	\$54,995	\$54,995	\$4,583	
Haliena,Rita M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,689		0.0%	\$54,689		\$6,077	
Bolt,Brian G	Instructor	Instructor	Instructional Faculty	NA	\$54,676		0.0%	\$54,676		\$6,075	
Corzine,Christopher M	Lecturer	Lecturer	Instructional Faculty	NA		\$54,184	0.0%		\$54,184	\$4,515	
Cummings,John R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,972		0.0%	\$53,972		\$5,997	
Batt,Gregory S	Lecturer	Lecturer	Instructional Faculty	NA	\$53,745		0.0%	\$53,745		\$5,972	
Sanderson,Stephen E	Lecturer	Instructor	Instructional Faculty	NA		\$50,229	6.0%		\$53,229	\$4,436	a
<p style="margin-left: 40px;">Prior agreement with Dean Schoulties to increase his salary when his degree was completed. \$3,000 increase.</p>											
Minor,V Christine M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,192		0.0%	\$53,192		\$5,910	
Guerra Marcondes,Patricia Dione	Research Associate	Research Associate	Staff	NA		\$53,025	0.0%		\$53,025	\$4,419	
Allen Jr,Ray K	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$52,412	0.0%		\$52,412	\$4,368	
Roche,Teela Jane	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$52,355	0.0%		\$52,355	\$4,363	
Dubsky,Richard Steven	Lecturer	Lecturer	Instructional Faculty	NA	\$52,217		0.0%	\$52,217		\$5,802	
Benson,Susan Jean	Public Information Director I	Public Info Director	Staff	06		\$52,015	0.0%		\$52,015	\$4,335	

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c Cost of living adjustment.

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

e Other adjustments.

## *Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
McNutt-Scott, Tamara L.	Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,865		0.0%	\$51,865		\$5,763	
Cummings, Candace J	Extension Associate	Extension Associate	Staff	NA		\$51,510	0.0%		\$51,510	\$4,293	
Goss, Debra S	Human Resources Manager I	Human Resource Mgr I	Staff	05		\$50,637	0.0%		\$50,637	\$4,220	
Davis, James R	Lecturer	Lecturer	Instructional Faculty	NA		\$50,500	0.0%		\$50,500	\$4,208	
Huang, Guohui	Research Specialist III	Research Specialist III	Staff	06		\$50,353	0.0%		\$50,353	\$4,196	
Osbey Jr, James E	Environmental Health Manager I	Environment/Health Mgr I	Staff	05		\$50,197	0.0%		\$50,197	\$4,183	
Owens, Marcy A Dimmick	Research Specialist III	Research Specialist III	Staff	05		\$37,101	34.8%		\$50,000	\$4,167	ab
Part of Tom Scott's offer to serve as Interim Dean. Reclass to bring up to level of research and duties.											
Walker, Heather Peek	Lecturer	Lecturer	Instructional Faculty	NA	\$44,440		12.5%	\$50,000		\$5,556	b
Part of support package for Tom Scott's offer to serve as Interim Dean.											

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Egan, Clifton S M	Associate Dean	Interim Dean	Administrator w/ Faculty Rank	NA		\$202,000	0.0%		\$202,000	\$16,833	
Worzala, Elaine M	Professor	Professor	Instructional Faculty	NA		\$156,550	0.0%		\$156,550	\$13,046	
Nakuma, Constancio K	Associate Dean	Associate Dean	Administrator w/ Faculty Rank	NA		\$137,964	-4.0%		\$132,449	\$11,037	b
Decrease											
Lauria, Mickey	Professor	Professor	Instructional Faculty	NA	\$121,048		0.0%	\$121,048		\$13,450	
Barczewski, Stephanie L	Professor	Professor	Instructional Faculty	NA	\$119,634		0.0%	\$119,634		\$13,293	
Caban, Jose Rafael	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$107,347		10.0%	\$118,081		\$13,120	b
10% Salary Supplement To serve as Interim Dept Chair.											
Verderber, Stephen Frank	Professor	Professor	Instructional Faculty	NA	\$113,599		0.0%	\$113,599		\$12,622	
Cavanagh, Edwin Harold	Professor	Dept Chair/Head	Instructional Faculty	NA	\$122,918		-9.1%	\$111,744		\$12,416	b
Decrease											
Grant, H Roger	Professor	Lemon Professor of History	Instructional Faculty	NA	\$109,585		0.0%	\$109,585		\$12,176	
Miller, Robert J	Professor	Professor	Instructional Faculty	NA	\$108,474		0.0%	\$108,474		\$12,053	
Nocks, Barry C	Professor	Professor	Instructional Faculty	NA	\$107,775		0.0%	\$107,775		\$11,975	
Liska, Roger W	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$107,166		0.0%	\$107,166		\$11,907	
Palmer, R Barton	Named Professor	Calhoun Lemon Prof of Lit	Instructional Faculty	NA	\$104,825		0.0%	\$104,825		\$11,647	
Hawkins, Katherine W	Dept Chair/Head	Dept Ch Comm Studies/Prof	Administrator w/ Faculty Rank	NA	\$103,323		0.0%	\$103,323		\$11,480	

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Katz, Steven B	Named Professor	Named Professor	Instructional Faculty	NA	\$99,788		0.0%	\$99,788		\$11,088	
Maker, William A	Dept Chair/Head	Dept Ch Phil & Relig/Prof Phil	Administrator w/ Faculty Rank	NA	\$98,242		0.0%	\$98,242		\$10,916	
Goodstein, Richard E	Dept Chair/Head	Dept Ch/Prof of Music	Administrator w/ Faculty Rank	NA	\$97,750		0.0%	\$97,750		\$10,861	
Kuehn, Thomas J	Dept Chair/Head	Dept Ch History/Prof of Hist	Administrator w/ Faculty Rank	NA	\$97,237		0.0%	\$97,237		\$10,804	
Vitanza, Victor Joe	Professor	Professor	Instructional Faculty	NA	\$96,856		0.0%	\$96,856		\$10,762	
Allison, David J	Professor	Professor	Instructional Faculty	NA	\$95,640		0.0%	\$95,640		\$10,627	
Charney, Mark J	Professor	Professor	Instructional Faculty	NA	\$86,680		10.0%	\$95,348		\$10,594	e
Counter offer.											
May, Todd G	Named Professor	Professor	Instructional Faculty	NA	\$87,568		6.9%	\$93,568		\$10,396	b
\$6,000 supplement for Class of '41 Memorial Professorship.											
Lew, William W	Professor	Professor of Art	Instructional Faculty	NA	\$93,199		0.0%	\$93,199		\$10,355	
Vatalaro, Michael V	Dept Chair/Head	Chair Art/Prof Art	Administrator w/ Faculty Rank	NA	\$93,050		0.0%	\$93,050		\$10,339	
Morrissey, Lee J	Alumni Professor	Dept Chair/Head	Instructional Faculty	NA	\$87,435		5.7%	\$92,435		\$10,271	b
Selected Alumni Dist Prof											
Williams, Sean D.	Associate Professor	Associate Prof of English	Instructional Faculty	NA	\$91,482		0.0%	\$91,482		\$10,165	
Hogan, Robert J	Professor	Professor	Instructional Faculty	NA	\$91,111		0.0%	\$91,111		\$10,123	
Battisto, Dina G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,083		12.3%	\$91,083		\$10,120	b
\$10,000 increase outlined in a memo for restructuring of employment, offer of salary improvements and support dated April 16, 2007. Retention.											
Heusinkveld, Paula R	Professor	Director, L & I T Pgm, Prof	Instructional Faculty	NA	\$91,055		0.0%	\$91,055		\$10,117	

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## Fall 2009 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Cross,Sydney A Decrease	Alumni Professor	Professor of Art	Instructional Faculty	NA	\$97,699		-8.5%	\$89,348		\$9,928	b
Marks,Steven G Selected Alumni Dist Prof	Alumni Professor	Professor	Instructional Faculty	NA	\$81,709		6.1%	\$86,709		\$9,634	b
Moise,Edwin E	Professor	Professor of History	Instructional Faculty	NA	\$85,547		0.0%	\$85,547		\$9,505	
Chapman,Wayne K	Professor	Professor of English	Instructional Faculty	NA	\$85,285		0.0%	\$85,285		\$9,476	
Szmurlo,Karyna M	Professor	Professor of French	Instructional Faculty	NA	\$85,254		0.0%	\$85,254		\$9,473	
Yilmaz,Umit Faculty Rank Promotion	Professor	Professor	Instructional Faculty	NA	\$79,359		6.3%	\$84,359		\$9,373	b
Green,Keith E. Faculty Rank Promotion	Professor	Professor	Instructional Faculty	NA	\$79,129		6.3%	\$84,129		\$9,348	b
Carney,Elizabeth D	Professor	Professor of History	Instructional Faculty	NA	\$83,920		0.0%	\$83,920		\$9,324	
Jacobi,Martin J	Professor	Professor of English	Instructional Faculty	NA	\$83,744		0.0%	\$83,744		\$9,305	
Bennett,Alma	Professor	Professor of English	Instructional Faculty	NA	\$83,184		0.0%	\$83,184		\$9,243	
Stephens,Jacqueline E	Accounting/Fiscal Manager I	CAAH Business Officer	Administrator	07		\$82,930	0.0%		\$82,930	\$6,911	
Farris,John T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,541		0.0%	\$82,541		\$9,171	
Hardesty,Nancy A	Professor	Professor of Religion	Instructional Faculty	NA	\$80,935		0.0%	\$80,935		\$8,993	
Bartley,Abel A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,425		0.0%	\$79,425		\$8,825	
Zaczek,Barbara M	Professor	Professor of Italian	Instructional Faculty	NA	\$79,109		0.0%	\$79,109		\$8,790	
Adams,Clementina R	Professor	Professor of Spanish	Instructional Faculty	NA	\$78,589		0.0%	\$78,589		\$8,732	
Grosby,Steven E	Professor	Professor of Religion	Instructional Faculty	NA	\$76,987		0.0%	\$76,987		\$8,554	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Kishimoto, Yuji	Professor	Professor	Instructional Faculty	NA	\$76,858		0.0%	\$76,858		\$8,540	
Martin, Michelle H	Associate Professor	Associate Professor	Instructional Faculty	NA		\$112,306	-31.6%	\$76,845		\$8,538	d
	Conversion - 12 month to 9 month										
Howard, Tharon W	Professor	Professor of English	Instructional Faculty	NA	\$76,788		0.0%	\$76,788		\$8,532	
Saunders Jr, Richard L	Professor	Prof of History	Instructional Faculty	NA	\$76,356		0.0%	\$76,356		\$8,484	
Hilligoss, Susan J	Professor	Professor of English	Instructional Faculty	NA	\$75,993		0.0%	\$75,993		\$8,444	
Blouin, Vincent Yves Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,605		0.0%	\$75,605		\$8,401	
Craig, Lynn G	Professor	Professor	Instructional Faculty	NA	\$75,302		0.0%	\$75,302		\$8,367	
Paul, Catherine E	Associate Professor	Assoc Prof of English	Instructional Faculty	NA	\$63,799		17.6%	\$75,000		\$8,333	e
	Counter offer										
Hartmann, David J	Professor	Professor of Theatre	Instructional Faculty	NA	\$74,361		0.0%	\$74,361		\$8,262	
Sperry, Stephen L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,114		0.0%	\$74,114		\$8,235	
Silvers, Stuart	Professor	Professor of Philosophy	Instructional Faculty	NA	\$73,868		0.0%	\$73,868		\$8,208	
Haynes, Cynthia Ann	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,174		0.0%	\$73,174		\$8,130	
Ellis, Clifford Donald	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,619		7.9%	\$72,975		\$8,108	b
	Additional duties to MRED program.										
Rash, Dan R	Professor	Prof of Music	Instructional Faculty	NA	\$72,534		0.0%	\$72,534		\$8,059	
Chamberlain, Frances F	Professor	Professor	Instructional Faculty	NA	\$72,466		0.0%	\$72,466		\$8,052	
Detrich, David M	Professor	Professor of Art	Instructional Faculty	NA	\$71,765		0.0%	\$71,765		\$7,974	
Brant, William A	Associate Professor	Assoc Prof of Am Sign Lang	Instructional Faculty	NA	\$70,922		0.0%	\$70,922		\$7,880	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Barfield Jr, Rayford E	Professor	Assistant Professor	Instructional Faculty	NA	\$70,842		0.0%	\$70,842		\$7,871	
Bausman, Dennis C	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$60,649		16.5%	\$70,649		\$7,850	b
	\$10,000 supplement for Endowed Chair position.										
Dunning, Anne E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,760		0.0%	\$69,760		\$7,751	
Spede, Mark J	Associate Professor	Associate Professor	Instructional Faculty	NA		\$69,166	0.0%		\$69,166	\$5,764	
Wilson, Ashley Lawren Robbins	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,730		0.0%	\$68,730		\$7,637	
Piper, Christine A	Professor	Professor	Instructional Faculty	NA	\$68,646		0.0%	\$68,646		\$7,627	
Sparks, Elisa K	Associate Professor	Assoc Prof of English	Instructional Faculty	NA	\$68,062		0.0%	\$68,062		\$7,562	
Mack, Pamela E	Associate Professor	Assoc Prof of History	Instructional Faculty	NA	\$67,659		0.0%	\$67,659		\$7,518	
Denham, Bryan E.	Named Professor	Named Professor	Instructional Faculty	NA	\$66,897		0.0%	\$66,897		\$7,433	
Billings, Andrew C.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,557		0.0%	\$66,557		\$7,395	
Harritos, Harry C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,959		0.0%	\$65,959		\$7,329	
Hewitt, Robert R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,195		0.0%	\$65,195		\$7,244	
Cunningham, Miller G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,680		0.0%	\$64,680		\$7,187	
Hecker, Douglas A.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,433		0.0%	\$64,433		\$7,159	
Harding, Daniel Nevin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,800*		0.0%	\$63,800		\$7,089	*
Corley, Gregg R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,155		0.0%	\$63,155		\$7,017	
Schneider, Raymond K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,900		0.0%	\$62,900		\$6,989	
Dyckman, Caitlin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,569		0.0%	\$62,569		\$6,952	
Silance, Robert T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,507		0.0%	\$62,507		\$6,945	

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c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Donar,David Stewart	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,418		0.0%	\$62,418		\$6,935	
Leblanc,Janet B	Associate Professor	Associate Professor of Art	Instructional Faculty	NA	\$62,287		0.0%	\$62,287		\$6,921	
Andrew Jr,John R	Professor	Professor	Instructional Faculty	NA	\$57,065		8.8%	\$62,065		\$6,896	b
	Faculty Rank Promotion										
Feeser,Andrea V	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,956		0.0%	\$61,956		\$6,884	
Goetcheus,Cari Lynn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,640		0.0%	\$61,640		\$6,849	
Chanse,Victoria T	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,065		7.8%	\$61,500		\$6,833	b
	Additional duties related to CURI										
An,Yanming	Professor	Professor	Instructional Faculty	NA	\$56,475		8.9%	\$61,475		\$6,831	b
	Faculty Rank Promotion										
Clarke,Shima N	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,087		0.0%	\$61,087		\$6,787	
Hurt,N Jane	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,069		0.0%	\$61,069		\$6,785	
Love,Gordon J.	Associate Professor	Asst Prof of Germ & Russian	Instructional Faculty	NA	\$60,132		0.0%	\$60,132		\$6,681	
Burns,James M.	Associate Professor	Assoc Prof of History	Instructional Faculty	NA	\$60,120		0.0%	\$60,120		\$6,680	
Smith,Kelly C	Associate Professor	Assoc Prof of Philosophy	Instructional Faculty	NA	\$59,760		0.0%	\$59,760		\$6,640	
Anderson,Paul Christopher	Associate Professor	Assoc Prof of History	Instructional Faculty	NA	\$59,590		0.0%	\$59,590		\$6,621	
Ashton,Susanna M	Associate Professor	Assoc Prof of English	Instructional Faculty	NA	\$56,378		5.0%	\$59,197		\$6,577	b
	5% supplement to serve as Associate Chair of English										
Nassar,Hala Fouad	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,034		0.0%	\$59,034		\$6,559	
Gstach,Doris	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		0.0%	\$59,000		\$6,556	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Skinner,Martha L.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,717		0.0%	\$58,717		\$6,524	
Oberdan,Thomas J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$58,085		0.0%	\$58,085		\$6,454	
Field,Jonathan Beecher Counter offer	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$46,802		23.9%	\$58,000		\$6,444	e
Morris,Keith L Decrease	Associate Professor	Associate Prof of English	Instructional Faculty	NA	\$59,125		-2.4%	\$57,697		\$6,411	b
Wintz,Joseph A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,216		0.0%	\$57,216		\$6,357	
Wolfe,Dylan Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,191		0.0%	\$57,191		\$6,355	
Williams Jr,E Leslie	Associate Professor	Asso Prof of Japanese	Instructional Faculty	NA	\$56,937		0.0%	\$56,937		\$6,326	
Lee,David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,851*		0.0%	\$56,851		\$6,317	*
Montilla,Armando Enrique	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,851*		0.0%	\$56,851		\$6,317	*
Kishimoto,Toshiko	Associate Professor	Assoc Prof of Japanese	Instructional Faculty	NA	\$56,789		0.0%	\$56,789		\$6,310	
Jones,Karyn O	Assistant Professor	Assist Prof of Comm Studies	Instructional Faculty	NA	\$56,726		0.0%	\$56,726		\$6,303	
Satris,Stephen A	Associate Professor	Assoc Prof of Philosophy	Instructional Faculty	NA	\$56,606		0.0%	\$56,606		\$6,290	
Taylor-Shockley,Megan Newbury	Associate Professor	Asso Prof of History	Instructional Faculty	NA	\$56,560		0.0%	\$56,560		\$6,284	
Ding,Huiling	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,550		0.0%	\$55,550		\$6,172	
Holland,Shannon L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,550		0.0%	\$55,550		\$6,172	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Levin, Andrew R	Associate Professor	Assoc Prof Mus/Dir Orchestra	Instructional Faculty	NA	\$55,160		0.0%	\$55,160		\$6,129	
Taylor, Summer Smith	Associate Professor	Associate Prof of English	Instructional Faculty	NA	\$55,090		0.0%	\$55,090		\$6,121	
Grubb, C Alan	Associate Professor	Assoc Prof of History	Instructional Faculty	NA	\$55,058		0.0%	\$55,058		\$6,118	
Heine, Ulrike Ann-Sophie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,045		0.0%	\$55,045		\$6,116	
Mastroianni, Dominic B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		0.0%	\$55,000		\$6,111	
Naimou, Angela M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		0.0%	\$55,000		\$6,111	
Sill, Bernhard Friedrich	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		0.0%	\$55,000		\$6,111	
Thomas, Rhondda Robinson	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		0.0%	\$55,000		\$6,111	
Weise, Jillian M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		0.0%	\$55,000		\$6,111	
Novak, David R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,725		0.0%	\$54,725		\$6,081	
Schmidt, Johannes	Associate Professor	Asso Prof of German	Instructional Faculty	NA	\$54,549		0.0%	\$54,549		\$6,061	
Rojas-de-Massei, Monica M.	Associate Professor	Asso Prof of Spanish	Instructional Faculty	NA	\$54,548		0.0%	\$54,548		\$6,061	
Tissera, Graciela E	Associate Professor	Asso Prof of Spanish	Instructional Faculty	NA	\$54,485		0.0%	\$54,485		\$6,054	
Holmevik, Jan Rune	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,332		0.0%	\$54,332		\$6,037	
Starkey, Charles	Associate Professor	Associate Professor	Instructional Faculty	NA	\$50,763		5.9%	\$53,763		\$5,974	b
	Faculty Rank Promotion										
Johnson, Kendra Lynette	Associate Professor	Associate Professor	Instructional Faculty	NA	\$50,640		5.9%	\$53,640		\$5,960	b
	Faculty Rank Promotion										

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Buyer,Paul L	Associate Professor	Asso Prof Mus/Dir Percussion	Instructional Faculty	NA	\$53,473		0.0%	\$53,473		\$5,941	
Perpich,Diane	Associate Professor	Associate Professor	Instructional Faculty	NA	\$50,355		6.0%	\$53,355		\$5,928	b
	Faculty Rank Promotion										
Woodward-Detrich,Denise C	Lecturer	Dir of Lee Gallery/Lect of Art	Administrator w/ Faculty Rank	NA	\$52,967		0.0%	\$52,967		\$5,885	
Zhang,Yanhua	Associate Professor	Associate Prof of Chinese	Instructional Faculty	NA	\$52,651		0.0%	\$52,651		\$5,850	
Hung,Christina Nguyen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$52,520		0.0%	\$52,520		\$5,836	
Jensen,Heidi J.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$52,513		0.0%	\$52,513		\$5,835	
Hosler,Ned M	Associate Professor	Assoc Prof of Music	Instructional Faculty	NA	\$52,342		0.0%	\$52,342		\$5,816	
Cohen,Peter A	Lecturer	Lecturer	Instructional Faculty	NA	\$52,322		0.0%	\$52,322		\$5,814	
Bein,Amit	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$51,964		0.0%	\$51,964		\$5,774	
Li-Bleuel,Linda L	Associate Professor	Assoc Prof of Music	Instructional Faculty	NA	\$51,896		0.0%	\$51,896		\$5,766	
Grau,Christopher M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$51,510		0.0%	\$51,510		\$5,723	
Laurence,Peter L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$51,510		0.0%	\$51,510		\$5,723	
Clayton,Carolyn Johnsen	Program Coordinator I	Program Coordinator I	Staff	05		\$51,000	0.0%		\$51,000	\$4,250	
Dukes,Janice C	Administrative Coordinator I	Admin Coord I/Dean's Office	Staff	05		\$50,826	0.0%		\$50,826	\$4,236	
Barattoni,Luca	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,500		0.0%	\$50,500		\$5,611	
Bushnell,Cameron Fae	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,500		0.0%	\$50,500		\$5,611	
McGrath,Brian M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,500		0.0%	\$50,500		\$5,611	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## *Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Skrodzka-Bates, Agnieszka	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,500		0.0%	\$50,500		\$5,611	
Smith, Christa A.	Associate Professor	Assist Prof of Geography	Instructional Faculty	NA	\$50,257		0.0%	\$50,257		\$5,584	
Hurley, Joni K	Associate Professor	Assoc Prof of Spanish	Instructional Faculty	NA	\$50,063		0.0%	\$50,063		\$5,563	
Frederick, Samuel M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,000		0.0%	\$50,000		\$5,556	
Touya, Eric R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,000		0.0%	\$50,000		\$5,556	

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a Salary change related to performance/merit.

b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.



## Fall 2009 Salaries \$50,000 and Over

### College of Business & Behavioral Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Lilly III, Claude Clifford	Dean	Dean	Administrator w/ Faculty Rank	NA		\$358,550	0.0%		\$358,550	\$29,879	
Tollison, Robert Dewitt	Named Professor	Named Professor	Instructional Faculty	NA	\$218,567		0.0%	\$218,567		\$24,285	
Grover, Varun	Named Professor	Named Professor	Instructional Faculty	NA	\$218,159		0.0%	\$218,159		\$24,240	
Gartner, William B	Named Professor	Named Professor	Instructional Faculty	NA	\$216,417		0.0%	\$216,417		\$24,046	
Roth, Aleda Marie	Named Professor	Burlington Industries Prof	Instructional Faculty	NA	\$215,130		0.0%	\$215,130		\$23,903	
Balakrishnan, Nagraj	Associate Dean	Associate Dean	Administrator w/ Faculty Rank	NA		\$202,000	0.0%		\$202,000	\$16,833	
St John, Caron H	Associate Dean	Associate Dean	Administrator w/ Faculty Rank	NA		\$200,000	0.0%		\$200,000	\$16,667	
Mroz, Thomas Alvin	Professor	Professor	Instructional Faculty	NA	\$193,011		0.0%	\$193,011		\$21,446	
Bodde, David Leo	Professor	Professor	Research Faculty	NA	\$189,733		0.0%	\$189,733		\$21,081	
Wilson, Paul Wayne	Professor	Professor	Instructional Faculty	NA	\$170,740		0.0%	\$170,740		\$18,971	
McCubbin, James A	Professor	Associate Dean	Instructional Faculty	NA		\$206,040	-18.2%	\$168,582		\$18,731	d
<p style="margin-left: 40px;">Jim McCubbin moving from 12 to 9 month, going back to teaching and research full-time</p>											
Schmitz-Justen, Clemens	Lecturer	Lecturer	Administrator w/ Faculty Rank	NA	\$157,111		0.0%	\$157,111		\$17,457	
Dickens, Thomas L	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$146,044		0.0%	\$146,044		\$16,227	
Cline, Brandon N	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$141,400		0.0%	\$141,400		\$15,711	
Hollingsworth, Carl W	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$141,400		0.0%	\$141,400		\$15,711	
Laforge, Robert L	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$139,835		0.0%	\$139,835		\$15,537	
Alexander Jr, John C	Named Professor	Named Professor	Instructional Faculty	NA	\$139,369		0.0%	\$139,369		\$15,485	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Business & Behavioral 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Kirby,Christopher M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$137,943		0.0%	\$137,943		\$15,327	
Thompson,C Bradley	Research Professor	Research Professor	Research Faculty	NA		\$137,321	0.0%		\$137,321	\$11,443	
Sridharan,V	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$136,097		0.0%	\$136,097		\$15,122	
Benjamin,Daniel K	Alumni Professor	Alumni Distinguished Professor	Instructional Faculty	NA	\$132,260		0.0%	\$132,260		\$14,696	
Bodenhorn,Howard Nelson	Professor	Professor	Instructional Faculty	NA	\$131,025		0.0%	\$131,025		\$14,558	
Pickett,Gregory M	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$130,524		0.0%	\$130,524		\$14,503	
Roth,Philip L	Professor	Professor	Instructional Faculty	NA	\$130,290		0.0%	\$130,290		\$14,477	
Tang,Tilan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$130,000*		0.0%	\$130,000		\$14,444	*
Wiley,Jonathan A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$130,000*		0.0%	\$130,000		\$14,444	*
Warner,John T	Professor	Professor	Instructional Faculty	NA	\$129,540		0.0%	\$129,540		\$14,393	
Cash,L Stephen	Professor	Professor	Instructional Faculty	NA	\$129,095		0.0%	\$129,095		\$14,344	
Springer,Thomas M	Professor	Professor	Instructional Faculty	NA	\$128,900		0.0%	\$128,900		\$14,322	
Dougan,William R	Professor	Professor	Instructional Faculty	NA	\$126,300		0.0%	\$126,300		\$14,033	
Sauer Jr,Raymond D	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$126,249		0.0%	\$126,249		\$14,028	
Guffey,Daryl M.	Professor	Professor	Instructional Faculty	NA	\$126,002		0.0%	\$126,002		\$14,000	
McMillan,Jeffrey J	Professor	Professor	Instructional Faculty	NA	\$125,782		0.0%	\$125,782		\$13,976	
Rapp,Adam A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$125,000*		0.0%	\$125,000		\$13,889	*
Tamura,Robert F	Professor	Professor	Instructional Faculty	NA	\$124,543		0.0%	\$124,543		\$13,838	

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c Cost of living adjustment.

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Business & Behavioral Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Spivey, Michael F	Named Professor	Named Professor	Instructional Faculty	NA	\$124,455		0.0%	\$124,455		\$13,828	
McKnew, Mark A	Professor	Professor of Management	Instructional Faculty	NA	\$124,331		0.0%	\$124,331		\$13,815	
Kilbourne, William Edward	Professor	Professor	Instructional Faculty	NA	\$123,523		0.0%	\$123,523		\$13,725	
Grove, Stephen J	Professor	Professor	Instructional Faculty	NA	\$123,290		0.0%	\$123,290		\$13,699	
Thomas, Charles J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$121,611		0.0%	\$121,611		\$13,512	
Ozkan, Gulru Fatma	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$120,000*		0.0%	\$120,000		\$13,333	*
Leap, Terry L	Professor	Professor	Instructional Faculty	NA	\$118,927		0.0%	\$118,927		\$13,214	
Welton Jr, Ralph E	Academic Program Director	Academic Program Director	Administrator w/ Faculty Rank	NA	\$118,835		0.0%	\$118,835		\$13,204	
Thatcher, Jason B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$117,887		0.0%	\$117,887		\$13,099	
Winters, Alan J	Professor	Professor	Instructional Faculty	NA	\$117,235		0.0%	\$117,235		\$13,026	
Morgan, Angela G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$116,866		0.0%	\$116,866		\$12,985	
Klein Jr, Richard E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$113,120		2.7%	\$116,120		\$12,902	b
	Faculty Rank Promotion										
Purvis, Russell L.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$115,645		0.0%	\$115,645		\$12,849	
Carver, Brian Todd	Visiting Assistant Professor	Visiting Assistant Professor	Instructional Faculty	NA	\$115,000*		0.0%	\$115,000		\$12,778	*
Raymond, Mary Anne	Professor	Professor	Instructional Faculty	NA	\$114,375		0.0%	\$114,375		\$12,708	
Kennedy, Frances A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$113,935		0.0%	\$113,935		\$12,659	
Gianiodis, Peter T	Assistant Professor	Asst Professor of Management	Instructional Faculty	NA	\$113,726		0.0%	\$113,726		\$12,636	

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e Other adjustments.

## *Fall 2009 Salaries \$50,000 and Over*

### College of Business & Behavioral 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Henry,Raymond M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$113,372		0.0%	\$113,372		\$12,597	
Sturkie,Douglas K	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$113,069		0.0%	\$113,069		\$12,563	
Dull,Richard B.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$112,793		0.0%	\$112,793		\$12,533	
Zheng,Yanfeng	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$112,615		0.0%	\$112,615		\$12,513	
Wolf,Jack G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$111,313		0.0%	\$111,313		\$12,368	
Dorsch,Michael J	Professor	Professor	Instructional Faculty	NA	\$111,306		0.0%	\$111,306		\$12,367	
Green,Kimberly Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$111,100		0.0%	\$111,100		\$12,344	
King,Bruce Michael	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$111,100		0.0%	\$111,100		\$12,344	
Mittelstaedt,John D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$111,100		0.0%	\$111,100		\$12,344	
Raman,Roopa	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$110,000		0.0%	\$110,000		\$12,222	
Ellis,Scott Christopher	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$109,837		0.0%	\$109,837		\$12,204	
Baker,Thomas L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$109,282		0.0%	\$109,282		\$12,142	
Zagenczyk Jr,Thomas Joseph	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$109,080		0.0%	\$109,080		\$12,120	
Harris Jr,John M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,640		0.0%	\$108,640		\$12,071	
Stewart Jr,Joseph Earl	Professor	Dept Chair/Head	Instructional Faculty	NA	\$108,231		0.0%	\$108,231		\$12,026	
Baier,Scott L.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,178		0.0%	\$108,178		\$12,020	
Stewart Jr,Wayne H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,070		0.0%	\$108,070		\$12,008	
Scott,Kristin L Damato	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$106,050		0.0%	\$106,050		\$11,783	
Duke,Charles R	Professor	Professor	Instructional Faculty	NA	\$105,777		0.0%	\$105,777		\$11,753	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Business & Behavioral 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Hopkins,Christopher D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$104,656		0.0%	\$104,656		\$11,628	
Cantrell,R Stephen	Professor	Professor	Instructional Faculty	NA	\$104,282		0.0%	\$104,282		\$11,587	
Simon,Curtis J	Professor	Professor	Instructional Faculty	NA	\$99,081		5.0%	\$104,081		\$11,565	b
<i>Faculty Rank Promotion</i>											
Tsui,Kevin Ka Kin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$95,105		7.9%	\$102,660		\$11,407	e
<i>Counter offer.</i>											
Dawson,Deborah K	Assoc Academic Program Dir	Assoc Academic Program Dir	Administrator w/ Faculty Rank	NA		\$102,046	0.0%		\$102,046	\$8,504	
Waller,Neil G	Professor	Professor	Instructional Faculty	NA	\$101,959		0.0%	\$101,959		\$11,329	
Fredendall,Lawrence D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$101,252		0.0%	\$101,252		\$11,250	
Muth,Eric R.	Professor	Professor	Instructional Faculty	NA	\$80,970		24.7%	\$100,970		\$11,219	b
<i>Supplement to serve as Director of the Clemson Institute for Human Factors and Ergonomics</i>											
Gordon,David B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,202*		0.0%	\$100,202		\$11,134	*
Ingram,Samuel T	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$99,080		0.0%	\$99,080		\$11,009	
Warren,Patrick L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$99,000		0.0%	\$99,000		\$11,000	
Miller,Daniel Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$98,500*		0.0%	\$98,500		\$10,944	*
Wood,Daniel H	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$98,500*		0.0%	\$98,500		\$10,944	*
Lasser,William	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$98,397		0.0%	\$98,397		\$10,933	
Jerzmanowski,Michal Maria	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,399		3.2%	\$95,399		\$10,600	b
<i>Faculty Rank Promotion</i>											
Mityakov,Sergey Vladimirovich	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$95,000		0.0%	\$95,000		\$10,556	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Business & Behavioral 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Knowles,Patricia A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,245		0.0%	\$94,245		\$10,472	
Woodard,James D	Named Professor	Named Professor	Instructional Faculty	NA	\$92,772		0.0%	\$92,772		\$10,308	
Morris,Michael A	Professor	Professor	Instructional Faculty	NA	\$92,227		0.0%	\$92,227		\$10,247	
Schoellman,Todd K	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$90,900		0.0%	\$90,900		\$10,100	
Moore,Jesse N	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,436		0.0%	\$90,436		\$10,048	
Ransom II,Bruce W	Professor	Professor	Instructional Faculty	NA	\$89,991		0.0%	\$89,991		\$9,999	
Cvrcek,Tomas	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$89,890		0.0%	\$89,890		\$9,988	
Robbins,Tina L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,890		0.0%	\$89,890		\$9,988	
Laforge,Mary C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,105		0.0%	\$88,105		\$9,789	
Switzer III,Fred S	Professor	Professor	Instructional Faculty	NA	\$84,907		0.0%	\$84,907		\$9,434	
Schleifer,Lydia Lancaster Folger	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,831		0.0%	\$83,831		\$9,315	
Leininger,John M	Professor	Professor	Instructional Faculty	NA	\$83,483		0.0%	\$83,483		\$9,276	
Edwards,Frances L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,476		0.0%	\$83,476		\$9,275	
Gomes,Roger	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,463		0.0%	\$83,463		\$9,274	
Sinclair,Robert Raymond	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,500		0.0%	\$82,500		\$9,167	
Moore,D Dewayne	Professor	Professor	Instructional Faculty	NA	\$82,431		0.0%	\$82,431		\$9,159	
Britz,Margaret Tina	Professor	Professor	Instructional Faculty	NA	\$76,962		6.5%	\$81,962		\$9,107	b
	Faculty Rank Promotion										
Kowalski,Robin Marie	Professor	Professor	Instructional Faculty	NA	\$81,019		0.0%	\$81,019		\$9,002	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Business & Behavioral Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Hood,Amelia Catherine	Administrative Manager I	Administrative Mgr I	Administrator	07		\$80,790	0.0%		\$80,790	\$6,733	
Mowrey,Megan E.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,556		0.0%	\$80,556		\$8,951	
Taylor,Mary A	Professor	Professor	Instructional Faculty	NA	\$80,137		0.0%	\$80,137		\$8,904	
Brooks,Johnell O	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,142		37.6%	\$80,000		\$8,889	a
"Memorandum of Understanding" which outlines a 3 year initiative to establish a nationally recognized research program focused on aging transportation. Counter offer.											
Pilcher,June J.	Alumni Professor Selected Alumni Dist Prof	Professor	Instructional Faculty	NA	\$74,775		6.7%	\$79,775		\$8,864	b
Tyrrell,Richard A	Professor	Professor	Instructional Faculty	NA	\$78,569		0.0%	\$78,569		\$8,730	
Edge,Sandy	Lecturer	Lecturer	Administrator w/ Faculty Rank	NA		\$78,243	0.0%		\$78,243	\$6,520	
Olson,Laura R	Professor	Professor	Instructional Faculty	NA	\$77,770		0.0%	\$77,770		\$8,641	
Coggeshall,John M	Professor	Professor of Anthropology	Instructional Faculty	NA	\$75,851		0.0%	\$75,851		\$8,428	
Vander Mey,Brenda J	Professor	Professor	Instructional Faculty	NA	\$75,851		0.0%	\$75,851		\$8,428	
Campbell,Robert L	Professor	Professor	Instructional Faculty	NA	\$75,212		0.0%	\$75,212		\$8,357	
DePriest,Gail	Lecturer	Lecturer	Administrator w/ Faculty Rank	NA	\$75,121		0.0%	\$75,121		\$8,347	
Alley,Thomas R	Professor	Professor	Instructional Faculty	NA	\$75,102		0.0%	\$75,102		\$8,345	
Hu,Xiaobo	Professor	Professor	Instructional Faculty	NA	\$73,982		0.0%	\$73,982		\$8,220	
Stephens,Benjamin R	Professor	Professor	Instructional Faculty	NA	\$73,924		0.0%	\$73,924		\$8,214	
Wentworth,William M	Professor	Professor	Instructional Faculty	NA	\$73,754		0.0%	\$73,754		\$8,195	
Woolbright,Nona L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,520		0.0%	\$71,520		\$7,947	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Business & Behavioral Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Ward-Vaughn, Virginia LS	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$70,366		0.0%	\$70,366		\$7,818	
Raymark, Patrick H	Professor	Professor	Instructional Faculty	NA	\$65,241		7.7%	\$70,241		\$7,805	b
	Faculty Rank Promotion										
Mobley, F Catherine	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,721		0.0%	\$69,721		\$7,747	
Weisenmiller, Eric M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,241		0.0%	\$69,241		\$7,693	
Pagano, Christopher C	Professor	Professor	Instructional Faculty	NA	\$69,229		0.0%	\$69,229		\$7,692	
Britt Jr, Thomas W.	Professor	Professor	Instructional Faculty	NA	\$69,154		0.0%	\$69,154		\$7,684	
Simmons, James Bryan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,744		0.0%	\$68,744		\$7,638	
Smith, Robert W.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,711		0.0%	\$66,711		\$7,412	
Gugerty, Leo J	Professor	Professor	Instructional Faculty	NA	\$66,544		0.0%	\$66,544		\$7,394	
Rose, Patrick G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$66,222		0.0%	\$66,222		\$7,358	
Wyman, David M	Lecturer	Lecturer	Instructional Faculty	NA	\$65,650		0.0%	\$65,650		\$7,294	
Granberg, Ellen M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,565		4.8%	\$65,565		\$7,285	b
	Faculty Rank Promotion										
Leininger, Nancy W	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$65,088		0.0%	\$65,088		\$7,232	
Clark, Katherine D	Lecturer	Lecturer	Instructional Faculty	NA	\$65,000		0.0%	\$65,000		\$7,222	
Merritt, Paul Steven	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		0.0%	\$65,000		\$7,222	
Haughey, Laurie A	Training and Development Director II	Training/Development Dir I	Administrator	07		\$49,539	28.9%		\$63,877	\$5,323	b
	To move asst director into the director position orig. held by Helena Douglas who retired in Jan. 2009. Will not refill Laurie Haughey's position as asst. Net salary savings of \$59,930										
Prater, Mary Ann M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,374		0.0%	\$63,374		\$7,042	

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e Other adjustments.



## Fall 2009 Salaries \$50,000 and Over

### College of Business & Behavioral Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
O'Hara,Liam Henry	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,519		0.0%	\$62,519		\$6,947	
Zinzow,Heidi Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,500		0.0%	\$62,500		\$6,944	
Burroughs,Jill K	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$61,843	0.0%		\$61,843	\$5,154	
Gaubert,James G	Senior Lecturer	Director of ILEAD Program	Instructional Faculty	NA	\$61,690		0.0%	\$61,690		\$6,854	
Warber,Adam L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,772		0.0%	\$60,772		\$6,752	
Pury,Cynthia L S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,697		0.0%	\$60,697		\$6,744	
Cox,Kern T	Lecturer	Lecturer	Public Service Faculty	NA		\$60,574	0.0%		\$60,574	\$5,048	
Rosopa,Patrick J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,095		0.0%	\$60,095		\$6,677	
Jones,Carol D	Lecturer	Lecturer	Instructional Faculty	NA	\$60,084		0.0%	\$60,084		\$6,676	
Denton,Melinda Lundquist	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,893		0.0%	\$59,893		\$6,655	
Haller,William J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,893		0.0%	\$59,893		\$6,655	
Vogel,Melissa A	Assistant Professor	Asst Professor of Anthropology	Instructional Faculty	NA	\$59,893		0.0%	\$59,893		\$6,655	
Winslow-Bowe,Sarah Evelyn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,893		0.0%	\$59,893		\$6,655	
Proctor,Kimberly Anne	Lecturer	Lecturer	Administrator w/ Faculty Rank	NA		\$36,631	62.8%		\$59,631	\$4,969	ab
<i>To replace Martha Dukes, who retired in Jan 2009. Will not refill Kimberly Proctor's position. Net salary savings of \$56,777</i>											
Fine,Jeffrey Allen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,883		0.0%	\$58,883		\$6,543	
Luo,Ye	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,580		0.0%	\$58,580		\$6,509	

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a Salary change related to performance/merit.

b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Business & Behavioral Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Cantalupo, Claudio	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,380		0.0%	\$58,380		\$6,487	
Nelson, Steven Mark	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,075		0.0%	\$58,075		\$6,453	
Weisensee, Katherine E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,075		0.0%	\$58,075		\$6,453	
Turner, Brandon P	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,000*		0.0%	\$58,000		\$6,444	*
Matic, Vladimir	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,485		0.0%	\$57,485		\$6,387	
Pak, Chong Hyon	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,412		0.0%	\$57,412		\$6,379	
Taydas, Zeynep	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,216		0.0%	\$57,216		\$6,357	
Sperry, Jay K	Lecturer: Non-teaching	Lecturer	Public Service Faculty	NA		\$56,200	0.0%		\$56,200	\$4,683	
Madray, J Russell	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,701		0.0%	\$55,701		\$6,189	
Brainerd Jr, Edwin G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$55,177		0.0%	\$55,177		\$6,131	
Yoder, Sara Elizabeth	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,146		0.0%	\$55,146		\$6,127	
Cole, Michael A	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000*		0.0%	\$55,000		\$6,111	*
Ellis, Amie Lynne	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000*		0.0%	\$55,000		\$6,111	*
Fine, Amanda Cooper	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000		0.0%	\$55,000		\$6,111	
De Iulio, Edward Barry	Lecturer	Lecturer	Administrator w/ Faculty Rank	NA		\$54,035	0.0%		\$54,035	\$4,503	
Nalley, Sharon Kathleen	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$44,625	21.0%		\$54,000	\$4,500	ab
<i>The candidate is currently in the Development office so this would be a promotion to a new area</i>											
Alley, Pamela R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,671		0.0%	\$53,671		\$5,963	
Powell, Patricia S	Human Resources Manager II	Human Resources Mgr II	Staff	06		\$53,601	0.0%		\$53,601	\$4,467	

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a Salary change related to performance/merit.

b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Business & Behavioral 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Jahn,Judson R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,438		0.0%	\$53,438		\$5,938	
Carroll,Millicent Hope	Lecturer	Lecturer	Instructional Faculty	NA	\$53,352		0.0%	\$53,352		\$5,928	
Lefort,Denise L	Lecturer	Lecturer	Other Professional w/ Faculty Rank	NA	\$51,494		0.0%	\$51,494		\$5,722	
McMillan,Kerri D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$46,470		10.0%	\$51,117		\$5,680	b
She has been paid overload for previous years. Make overload normal load											
McTigue,Meredith Mims	Alumni/Development Manager II	Alumni/Develop Mgr II	Staff	07		\$50,974	0.0%		\$50,974	\$4,248	
Smith,Benny R	Program Coordinator II	Program Coordinator II	Staff	06		\$50,227	0.0%		\$50,227	\$4,186	
Johnson,Pitsa R.	Lecturer	Visiting Lecturer	Instructional Faculty	NA	\$50,000		0.0%	\$50,000		\$5,556	

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c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Gulari, Esin	Dean	Dean	Administrator w/ Faculty Rank	NA		\$267,650	0.0%		\$267,650	\$22,304	
Pursley, Michael B	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$217,391		0.0%	\$217,391		\$24,155	
Butler, Chalmers M	Alumni Professor	Named Prof./ Alumni Professor	Instructional Faculty	NA	\$206,214		0.0%	\$206,214		\$22,913	
Dooley, R Larry	Associate Dean	Associate Dean	Administrator w/ Faculty Rank	NA		\$195,171	0.0%		\$195,171	\$16,264	
Desmarteau, Darryl D	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$188,257		0.0%	\$188,257		\$20,917	
Kurfess, Thomas Roland	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$182,494		0.0%	\$182,494		\$20,277	
Echegoyen, Luis A	Professor	Professor	Instructional Faculty	NA	\$181,783		0.0%	\$181,783		\$20,198	
Dawson, Darren M	Dept Chair/Head	Dept Chair/Name Professor	Administrator w/ Faculty Rank	NA	\$176,699		0.0%	\$176,699		\$19,633	
Hodges, Larry F	Academic Program Director	Academic Program Director	Administrator w/ Faculty Rank	NA	\$168,670		0.0%	\$168,670		\$18,741	
Daw, Murray S	Named Professor	Centennial Professor	Instructional Faculty	NA	\$166,125		0.0%	\$166,125		\$18,458	
Collins Jr, Edward R	Associate Dean	Associate Dean	Administrator w/ Faculty Rank	NA		\$165,000	0.0%		\$165,000	\$13,750	
Laberge, Martine	Dept Chair/Head	Chair/Professor	Administrator w/ Faculty Rank	NA	\$161,600		0.0%	\$161,600		\$17,956	
Creager, Stephen E	Dept Chair/Head	Department Chair	Administrator w/ Faculty Rank	NA	\$161,095		0.0%	\$161,095		\$17,899	
Leylek, James H	Professor	Professor	Instructional Faculty	NA	\$158,928		0.0%	\$158,928		\$17,659	
Ziegert, John Charles	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$158,923		0.0%	\$158,923		\$17,658	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hubing,Todd H	Endowed Chair	Endowed Chair/Professor	Instructional Faculty	NA	\$158,227		0.0%	\$158,227		\$17,581
Burg,Karen J.L.	Endowed Chair	Interim Vice Provst for FacRes	Instructional Faculty	NA	\$151,500		0.0%	\$151,500		\$16,833
Haque,Imtiaz Ul	Professor	Professor	Administrator w/ Faculty Rank	NA	\$151,500		0.0%	\$151,500		\$16,833
Erich,Donald L	Research Associate	Research Associate	Staff	NA		\$151,225	0.0%		\$151,225	\$12,602
Goodwin Jr,James G	Professor	Professor	Instructional Faculty	NA	\$149,832		0.0%	\$149,832		\$16,648
Gramopadhye,Anand K	Dept Chair/Head	Dept Chair/Prof.	Administrator w/ Faculty Rank	NA	\$149,045		0.0%	\$149,045		\$16,561
Sun,Ya-ping	Named Professor	Named Professor	Instructional Faculty	NA	\$148,501		0.0%	\$148,501		\$16,500
Barnes,Peter A.	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$146,469		0.0%	\$146,469		\$16,274
Geist III,Robert M	Professor	Professor	Instructional Faculty	NA	\$146,054		0.0%	\$146,054		\$16,228
Taylor,Robert L	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$145,763		0.0%	\$145,763		\$16,196
Richardson,Kathleen Ann	Academic Program Director	Professor/Director	Administrator w/ Faculty Rank	NA	\$145,440		0.0%	\$145,440		\$16,160
Swaja,Richard	Professor	Professor	Administrator w/ Faculty Rank	NA	\$142,485		0.0%	\$142,485		\$15,832
Aziz,Nadim M	Dept Chair/Head	Department Head/ Professor	Administrator w/ Faculty Rank	NA	\$141,400		0.0%	\$141,400		\$15,711
Pearson,L Wilson	Named Professor	Named Professor	Instructional Faculty	NA	\$141,088		0.0%	\$141,088		\$15,676
Brosnan,Denis A	Endowed Chair	Professor/Bishop Chair	Instructional Faculty	NA	\$140,324		0.0%	\$140,324		\$15,592
Zumbrunnen,David A	Named Professor	Named Professor	Instructional Faculty	NA	\$139,827		0.0%	\$139,827		\$15,536

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c Cost of living adjustment.

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Guisseppi-Elie,Anthony	Named Professor	Named Professor	Instructional Faculty	NA	\$139,178		0.0%	\$139,178		\$15,464	
Amirkhanian,Serji N	Named Professor	Alumni Professor	Instructional Faculty	NA	\$138,974		0.0%	\$138,974		\$15,442	
Beasley,Donald E	Professor	Professor	Instructional Faculty	NA	\$123,068		10.0%	\$135,375		\$15,042	b
Interim Dept Chair and provide a 10% Admin Salary Supplement											
Ogale,Amod A	Professor	Professor	Instructional Faculty	NA	\$133,804		0.0%	\$133,804		\$14,867	
Ballato,John M	Professor	Professor	Instructional Faculty	NA	\$133,705		0.0%	\$133,705		\$14,856	
Karanfil,Tanju	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$133,320		0.0%	\$133,320		\$14,813	
Hirt,Douglas E	Professor	Interim Department Chair	Instructional Faculty	NA	\$110,938		19.9%	\$133,014		\$14,779	ab
To serve as Interim Dept Chair. Increase of 9% to base plus a supplement of 10% = \$22,076 salary request.											
Cooper,Melanie M	Alumni Professor	Interim Department Chair	Instructional Faculty	NA	\$132,944		0.0%	\$132,944		\$14,772	
Tritt,Terry M	Alumni Professor	Professor	Instructional Faculty	NA	\$127,382		3.9%	\$132,382		\$14,709	b
Alumni Distinguished Professor											
Rack,Henry J	Professor	Professor	Instructional Faculty	NA	\$131,210		0.0%	\$131,210		\$14,579	
Girgis,Adly A	Named Professor	Named Professor	Instructional Faculty	NA	\$130,475		0.0%	\$130,475		\$14,497	
Singh,Rajendra	Named Professor	Named Professor	Instructional Faculty	NA	\$130,204		0.0%	\$130,204		\$14,467	
Gilbert,Juan E	Professor	Professor	Instructional Faculty	NA	\$130,000*		0.0%	\$130,000		\$14,444	*
House,Donald Henry	Professor	Professor	Instructional Faculty	NA	\$130,000		0.0%	\$130,000		\$14,444	
Roesch,Harold Fredrick	Academic Program Director	Chief of Staff	Administrator	NA		\$130,000*	0.0%		\$130,000	\$10,833	*
Venhovens,Paul	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$130,000*		0.0%	\$130,000		\$14,444	*

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Frederic Jr,James C	Research Associate	Research Associate	Staff	NA		\$129,934	0.0%	\$129,934	\$129,934	\$10,828	
Srimani,Pradip K.	Professor	Professor	Instructional Faculty	NA	\$129,459		0.0%	\$129,459		\$14,384	
Kolis,Joseph W	Professor	Professor & Exec Director CURF	Instructional Faculty	NA	\$127,194		0.0%	\$127,194		\$14,133	
Makram,Elham B	Named Professor	Named Professor	Instructional Faculty	NA	\$124,624		0.0%	\$124,624		\$13,847	
Fadel,Georges M	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$124,572		0.0%	\$124,572		\$13,841	
Thies,Mark C	Professor	Professor	Instructional Faculty	NA	\$124,381		0.0%	\$124,381		\$13,820	
Figliola,Richard S	Professor	Professor	Instructional Faculty	NA	\$124,001		0.0%	\$124,001		\$13,778	
Shier,Douglas R	Professor	Professor	Instructional Faculty	NA	\$122,816		0.0%	\$122,816		\$13,646	
Larsen,Miguel F	Professor	Professor	Instructional Faculty	NA	\$122,659		0.0%	\$122,659		\$13,629	
Gowdy,John N	Professor	Professor	Instructional Faculty	NA	\$122,541		0.0%	\$122,541		\$13,616	
Grujicic,Mica	Named Professor	Named Professor	Instructional Faculty	NA	\$120,872		0.0%	\$120,872		\$13,430	
Burati Jr,James L	Professor	Professor	Instructional Faculty	NA	\$120,667		0.0%	\$120,667		\$13,407	
Elzerman,Alan W	Professor	Professor	Instructional Faculty	NA	\$120,617		0.0%	\$120,617		\$13,402	
Drews,Michael James	Visiting Professor	Visiting Prof/Dir CCC	Instructional Faculty	NA	\$120,158		0.0%	\$120,158		\$13,351	
Lund,Robert B	Professor	Professor	Instructional Faculty	NA	\$120,000		0.0%	\$120,000		\$13,333	
Latour Jr,Robert A	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$118,768		0.0%	\$118,768		\$13,196	
Ferrell Jr,William G	Professor	Professor/Int Assoc Dean	Instructional Faculty	NA	\$116,655		0.0%	\$116,655		\$12,962	
Biggers,Sherrill B	Professor	Professor	Instructional Faculty	NA	\$116,082		0.0%	\$116,082		\$12,898	
Walker,Ian D	Professor	Professor	Instructional Faculty	NA	\$115,918		0.0%	\$115,918		\$12,880	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Juang,Charng-hsein	Professor	Professor	Instructional Faculty	NA	\$115,785		0.0%	\$115,785		\$12,865	
Vyavahare,Narendra R	Endowed Chair	Endowed Chair/Professor	Instructional Faculty	NA	\$115,587		0.0%	\$115,587		\$12,843	
Zhang,Guigen	Professor	Professor	Instructional Faculty	NA	\$115,000		0.0%	\$115,000		\$12,778	
Hwu,Shiou-jyh	Professor	Professor	Instructional Faculty	NA	\$114,778		0.0%	\$114,778		\$12,753	
Hedetniemi,Stephen T	Professor	Professor	Instructional Faculty	NA	\$114,757		0.0%	\$114,757		\$12,751	
Ellison,Michael S	Professor	Professor	Instructional Faculty	NA	\$114,588		0.0%	\$114,588		\$12,732	
Westall Jr,James M	Professor	Professor	Instructional Faculty	NA	\$113,010		0.0%	\$113,010		\$12,557	
McNulty,Peter J	Professor	Professor	Instructional Faculty	NA	\$112,291		0.0%	\$112,291		\$12,477	
Smith Jr,Dennis W	Professor	Professor	Instructional Faculty	NA	\$111,241		0.0%	\$111,241		\$12,360	
Foulger,Stephen H.	Endowed Chair	Gregg-Graniteville Professor	Instructional Faculty	NA	\$110,534		0.0%	\$110,534		\$12,282	
Schalkoff,Robert J	Professor	Professor	Instructional Faculty	NA	\$109,891		0.0%	\$109,891		\$12,210	
Meriwether Jr,John W	Professor	Professor	Instructional Faculty	NA	\$108,818		0.0%	\$108,818		\$12,091	
Falta Jr,Ronald W	Professor	Professor	Instructional Faculty	NA	\$108,572		0.0%	\$108,572		\$12,064	
Meyer,Bradley S	Professor	Professor	Instructional Faculty	NA	\$107,127		0.0%	\$107,127		\$11,903	
Kulasekera,Karunarathna B	Professor	Professor	Instructional Faculty	NA	\$106,837		0.0%	\$106,837		\$11,871	
Shappell,Scott A	Professor	Professor	Instructional Faculty	NA	\$106,050		0.0%	\$106,050		\$11,783	
Sitaraman,Murali	Professor	Professor	Instructional Faculty	NA	\$105,779		0.0%	\$105,779		\$11,753	
Duchowski,Andrew T	Professor	Professor	Instructional Faculty	NA	\$100,745		5.0%	\$105,745		\$11,749	b

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

e Other adjustments.



## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Grabert, Gregory A	Research Associate	Research Associate	Staff	NA		\$105,000*	0.0%		\$105,000	\$8,750	*
Adams, Warren P	Professor	Professor	Instructional Faculty	NA	\$104,181		0.0%	\$104,181		\$11,576	
Ochterbeck, Jay M	Professor	Professor	Instructional Faculty	NA	\$103,448		0.0%	\$103,448		\$11,494	
Marcus, Richard K	Professor	Professor	Instructional Faculty	NA	\$103,028		0.0%	\$103,028		\$11,448	
Messman, Michael D	Research Associate	Research Associate	Staff	NA		\$103,020	0.0%		\$103,020	\$8,585	
Bateman, Ted A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$102,990		0.0%	\$102,990		\$11,443	
Noneaker, Daniel L	Professor	Professor	Instructional Faculty	NA	\$102,968		0.0%	\$102,968		\$11,441	
Gao, Xuhong	Professor	Professor	Instructional Faculty	NA	\$102,818		0.0%	\$102,818		\$11,424	
Madison, Alan W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$102,768		0.0%	\$102,768		\$11,419	
Bell, Lansford C	Professor	Professor	Instructional Faculty	NA	\$102,661		0.0%	\$102,661		\$11,407	
Overcamp, Thomas J	Professor	Professor	Instructional Faculty	NA	\$102,064		0.0%	\$102,064		\$11,340	
Leising, Mark D	Professor	Professor	Instructional Faculty	NA	\$101,914		0.0%	\$101,914		\$11,324	
Finn, John L	Academic Program Director	Academic Program Director	Administrator	NA		\$101,368	0.0%		\$101,368	\$8,447	
Baum, Carl W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$101,327		0.0%	\$101,327		\$11,259	
Rao, Apparao M.	Professor	Professor	Instructional Faculty	NA	\$101,014		0.0%	\$101,014		\$11,224	
Ligon, Walter B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,851		0.0%	\$100,851		\$11,206	
Grossman, Harold C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,338		0.0%	\$99,338		\$11,038	
Russell, Harlan B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,208		0.0%	\$99,208		\$11,023	
Jacobs, David P	Professor	Professor	Instructional Faculty	NA	\$98,810		0.0%	\$98,810		\$10,979	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Goasguen,Sebastien	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$98,338		0.0%	\$98,338		\$10,926	
Poole,Kelvin F	Professor	Professor	Instructional Faculty	NA	\$98,103		0.0%	\$98,103		\$10,900	
Moss,William F	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$97,819		0.0%	\$97,819		\$10,869	
Cox,Christopher L	Professor	Professor	Instructional Faculty	NA	\$97,263		0.0%	\$97,263		\$10,807	
Ervin,Vincent J	Professor	Professor	Instructional Faculty	NA	\$96,960		0.0%	\$96,960		\$10,773	
Freedman,David L	Professor	Professor	Instructional Faculty	NA	\$96,517		0.0%	\$96,517		\$10,724	
Lickfield,Gary C	Professor	Professor	Instructional Faculty	NA	\$96,431		0.0%	\$96,431		\$10,715	
Schiff,Scott D	Professor	Professor	Instructional Faculty	NA	\$96,059		0.0%	\$96,059		\$10,673	
Hung,Stephen Think	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,950		0.0%	\$95,950		\$10,661	
Devol,Timothy A	Professor	Professor	Instructional Faculty	NA	\$95,777		0.0%	\$95,777		\$10,642	
Martin,James J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,417		0.0%	\$95,417		\$10,602	
Gooding,Charles H	Professor	Professor	Instructional Faculty	NA	\$94,652		0.0%	\$94,652		\$10,517	
Malloy,Brian A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,134		0.0%	\$94,134		\$10,459	
Sanders III,John P	Research Associate Professor	Res Assoc/Assistant Professor	Research Faculty	NA		\$94,036	0.0%		\$94,036	\$7,836	
Hartmann,Dieter H	Professor	Professor	Instructional Faculty	NA	\$93,936		0.0%	\$93,936		\$10,437	
Mardikian,Paul Jacques	Lecturer	Lecturer	Research Faculty	NA		\$93,627	0.0%		\$93,627	\$7,802	
Goddard,Wayne D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,563		0.0%	\$93,563		\$10,396	
Pennington Jr,William T	Professor	Professor	Instructional Faculty	NA	\$93,534		0.0%	\$93,534		\$10,393	
Dieter,R Karl	Professor	Professor	Instructional Faculty	NA	\$93,422		0.0%	\$93,422		\$10,380	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Hoover,Adam W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,590		0.0%	\$92,590		\$10,288	
Brooks,Richard R	Associate Professor	Assoc Prof	Instructional Faculty	NA	\$92,531		0.0%	\$92,531		\$10,281	
Davis,Timothy A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,483		0.0%	\$92,483		\$10,276	
Birchfield,Stanley T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,157		3.4%	\$92,157		\$10,240	b
	<i>Faculty Rank Promotion</i>										
McGregor,John D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,118		0.0%	\$92,118		\$10,235	
Husson,Scott M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,089		0.0%	\$92,089		\$10,232	
Peters,Thomas T	Research Associate	Research Associate	Staff	NA		\$91,513	0.0%		\$91,513	\$7,626	
Bruce,David A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,142		0.0%	\$91,142		\$10,127	
Lee,Cindy M	Professor	Professor	Instructional Faculty	NA	\$90,986		0.0%	\$90,986		\$10,110	
Wang,Zijun	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,904		0.0%	\$90,904		\$10,100	
Joseph,Paul F	Professor	Professor	Instructional Faculty	NA	\$85,776		5.8%	\$90,776		\$10,086	b
	<i>Faculty Rank Promotion</i>										
Wagner,John R	Professor	Professor	Instructional Faculty	NA	\$85,247		5.9%	\$90,247		\$10,027	b
	<i>Faculty Rank Promotion</i>										
Tong,Chenning	Professor	Professor	Instructional Faculty	NA	\$85,034		5.9%	\$90,034		\$10,004	b
	<i>Faculty Rank Promotion</i>										
Hallstrom,Jason O	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$89,329		0.0%	\$89,329		\$9,925	
Xu,Xiao-bang	Professor	Professor	Instructional Faculty	NA	\$89,109		0.0%	\$89,109		\$9,901	
Shen,Hai Ying	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$89,000*		0.0%	\$89,000		\$9,889	*
Murdoch,Lawrence C	Professor	Professor	Instructional Faculty	NA	\$88,953		0.0%	\$88,953		\$9,884	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Luzinov, Igor A.	Professor	Professor	Instructional Faculty	NA	\$83,159		6.0%	\$88,159		\$9,795	b
Faculty Rank Promotion											
Kim, Sung-O	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$88,000		0.0%	\$88,000		\$9,778	
Luo, Feng	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,987		0.0%	\$87,987		\$9,776	
Jacobi, Jane E	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$86,967	0.0%		\$86,967	\$7,247	
Castle, James W	Professor	Professor	Instructional Faculty	NA	\$86,856		0.0%	\$86,856		\$9,651	
Brown, Philip J	Endowed Chair	Swetenburg Professor	Instructional Faculty	NA	\$86,615		0.0%	\$86,615		\$9,624	
Woodard, Damon L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,536		0.0%	\$86,536		\$9,615	
Wen, Xuejun	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,506		0.0%	\$86,506		\$9,612	
Csernak, Stephen F	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$86,028		0.0%	\$86,028		\$9,559	
King, Jeremy	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,870		0.0%	\$85,870		\$9,541	
Martin, Anthony Q	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,729		0.0%	\$85,729		\$9,525	
Burg, Timothy C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,591		0.0%	\$85,591		\$9,510	
Thompson, Lonny L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,509		0.0%	\$85,509		\$9,501	
Wang, Kuang-Ching	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,457		0.0%	\$85,457		\$9,495	
Pargas, Roy P	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,048		0.0%	\$85,048		\$9,450	
Zhu, Lin	Assistant Professor	Named Assistant Professor	Instructional Faculty	NA	\$85,000		0.0%	\$85,000		\$9,444	
Warner, Daniel D	Professor	Professor	Instructional Faculty	NA	\$84,941		0.0%	\$84,941		\$9,438	
Chumanov, George	Professor	Professor	Instructional Faculty	NA	\$79,854		6.3%	\$84,854		\$9,428	b
Faculty Rank Promotion											

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Taaffe, Kevin M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,840		0.0%	\$84,840		\$9,427	
Sarasua, Wayne A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,837		0.0%	\$84,837		\$9,426	
Dean, Brian Christopher	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,467		0.0%	\$84,467		\$9,385	
Brannan, James R	Professor	Professor	Instructional Faculty	NA	\$84,385		0.0%	\$84,385		\$9,376	
Ramamurthi, Anand	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,450		3.7%	\$83,450		\$9,272	b
	Faculty Rank Promotion										
Harcum, Sarah W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,306		0.0%	\$83,306		\$9,256	
Schlautman, Mark A.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,187		0.0%	\$83,187		\$9,243	
Williams, Calvin L	Associate Professor	Assoc Prof/Director of CEMSE	Instructional Faculty	NA	\$83,123		0.0%	\$83,123		\$9,236	
Miller, Richard S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,702		0.0%	\$82,702		\$9,189	
Gao, Zhi	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,371		3.8%	\$82,371		\$9,152	b
	Faculty Rank Promotion										
Stevenson, Dennis E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,247		0.0%	\$82,247		\$9,139	
Chowdhury, Mashrur A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,031		0.0%	\$82,031		\$9,115	
Benson, Lisa C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$82,012		0.0%	\$82,012		\$9,112	
Smith, Melissa Crawley	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,984		0.0%	\$81,984		\$9,109	
Groff, Richard E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,911		0.0%	\$81,911		\$9,101	
Wang, Pingshan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,682		0.0%	\$81,682		\$9,076	
Arya, Dev Priya	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,985		0.0%	\$80,985		\$8,998	
Kiessler, Peter C	Professor	Professor	Instructional Faculty	NA	\$75,952		6.6%	\$80,952		\$8,995	b
	Faculty Rank Promotion										

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## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Garrett,Sandra Kay	Assistant Professor	Asst. Professor	Instructional Faculty	NA	\$80,800		0.0%	\$80,800		\$8,978	
Stephan,Elizabeth Anne	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$80,799		0.0%	\$80,799		\$8,978	
Kurz,Mary Elizabeth	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,792		0.0%	\$80,792		\$8,977	
Skaar,Eric C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,405		0.0%	\$80,405		\$8,934	
Alexov,Emil Georgiev	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,295		0.0%	\$80,295		\$8,922	
Stuart,Steven J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,160		0.0%	\$80,160		\$8,907	
Trenor,Julie Martin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000		0.0%	\$80,000		\$8,889	
Saylor,John R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,913		0.0%	\$79,913		\$8,879	
Harrell,William R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,869		0.0%	\$79,869		\$8,874	
Greenstein,Joel S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,685		0.0%	\$79,685		\$8,854	
Andrus,Ronald D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,323		0.0%	\$79,323		\$8,814	
Kitchens,Christopher L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,184		0.0%	\$79,184		\$8,798	
James,Kevin L.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,780		0.0%	\$78,780		\$8,753	
Smotherman,Mark K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,759		0.0%	\$78,759		\$8,751	
Webb,Charles K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,750		4.0%	\$78,750		\$8,750	b
<i>Faculty Rank Promotion</i>											
Peterson,James K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,578		0.0%	\$78,578		\$8,731	
Calkin,Neil J	Professor	Professor	Instructional Faculty	NA	\$73,528		6.8%	\$78,528		\$8,725	b
<i>Faculty Rank Promotion</i>											
Vertegel,Alexey Alexandrovich	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,276		0.0%	\$78,276		\$8,697	

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### College of Engineering & Sciences

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					9 Month	12 Month		9 Month	12 Month		
Sosolik, Chad E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,174		4.0%	\$78,174		\$8,686	b
Faculty Rank Promotion											
Dimitrova, Elena Stanimirova	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,073		0.0%	\$78,073		\$8,675	
Ganter, Susan L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,770		0.0%	\$77,770		\$8,641	
Carraway, Elizabeth R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,349		0.0%	\$77,349		\$8,594	
Yao, Hai	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,274		0.0%	\$77,274		\$8,586	
Huang, Yong	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,251		4.0%	\$77,251		\$8,583	b
Faculty Rank Promotion											
Summers, Joshua D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,136		0.0%	\$77,136		\$8,571	
Landreth, R Philip	Research Associate	Research Associate	Staff	NA		\$77,121	0.0%		\$77,121	\$6,427	
Rangaraju, Prasada Rao	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$76,919		0.0%	\$76,919		\$8,547	
Mayorga, Maria Esther	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,760		0.0%	\$76,760		\$8,529	
Bridgwood, Michael A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,516		0.0%	\$76,516		\$8,502	
Khan, Abdul A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,499		4.1%	\$76,499		\$8,500	b
Faculty Rank Promotion											
Omar, Mohammad Atif	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,356		0.0%	\$76,356		\$8,484	
Jenkins, Eleanor W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,305		4.1%	\$76,305		\$8,478	b
Faculty Rank Promotion											
Pisu, Pierluigi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,234		0.0%	\$76,234		\$8,470	
Fralix, Brian H.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,000*		0.0%	\$76,000		\$8,444	*
Mears, Michael L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,628		0.0%	\$75,628		\$8,403	

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### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Simionescu,Dan T	Assistant Professor	Asst Professor	Instructional Faculty	NA	\$75,628		0.0%	\$75,628		\$8,403	
Saltzman,Matthew J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,400		0.0%	\$75,400		\$8,378	
Nagatomi,Jiro	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,223		0.0%	\$75,223		\$8,358	
Cho,Byung Rae	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,197		0.0%	\$75,197		\$8,355	
Luo,Jian	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,032		4.2%	\$75,032		\$8,337	b
<i>Faculty Rank Promotion</i>											
Kerivin,Herve Louis Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		0.0%	\$75,000		\$8,333	
Macauley,Matthew	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		0.0%	\$75,000		\$8,333	
Medlock,Jan Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		0.0%	\$75,000		\$8,333	
Marinescu,Domnita Catalina	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,838		0.0%	\$74,838		\$8,315	
Ke,Pu-Chun	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,432		4.2%	\$74,432		\$8,270	b
<i>Faculty Rank Promotion</i>											
Flower,Phillip J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,407		0.0%	\$74,407		\$8,267	
Warner,Richard D	Professor	Professor	Instructional Faculty	NA	\$74,392		0.0%	\$74,392		\$8,266	
Wagner,John R	Professor	Professor	Instructional Faculty	NA	\$74,298		0.0%	\$74,298		\$8,255	
Dean,Delphine	Assistant Professor	Asst Prof	Instructional Faculty	NA	\$74,277		0.0%	\$74,277		\$8,253	
Li,Gang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,174		0.0%	\$74,174		\$8,242	
Hoeffner,Steve L	Research Asst Professor	Research Assoc/Asst Professor	Research Faculty	NA	\$74,144		0.0%	\$74,144		\$8,238	
Prucka,Robert G	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,000		0.0%	\$74,000		\$8,222	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.



## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Matthews,Gretchen L.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,730		0.0%	\$73,730		\$8,192	
Ogle,Jennifer H	Assistant Professor	Asst Professor	Instructional Faculty	NA	\$73,191		0.0%	\$73,191		\$8,132	
Coates,John T	Research Associate Professor	Research Associate Professor	Research Faculty	NA		\$73,174	0.0%		\$73,174	\$6,098	
Zhang,Ning	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,922		0.0%	\$72,922		\$8,102	
Jacobsen,Maria	Lecturer	Lecturer	Research Faculty	NA		\$72,821	0.0%		\$72,821	\$6,068	
Qiao,Rui	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,793		0.0%	\$72,793		\$8,088	
Vahidi,Ardalan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,793		0.0%	\$72,793		\$8,088	
Kennedy,Marian Siobhan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,720		0.0%	\$72,720		\$8,080	
Mefford IV,Olin T	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,720		0.0%	\$72,720		\$8,080	
Reid III,William J	Visiting Associate Professor	Visiting Associate Professor	Instructional Faculty	NA	\$72,689		0.0%	\$72,689		\$8,077	
Melloy,Brian J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,633		0.0%	\$72,633		\$8,070	
Ayalew,Beshahwired	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,467		0.0%	\$72,467		\$8,052	
Daqaq,Mohammed Farid	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,467		0.0%	\$72,467		\$8,052	
Harriss,James E	Research Associate	Research Associate	Staff	NA		\$72,383	0.0%		\$72,383	\$6,032	
Alexis,Frank	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,200*		0.0%	\$72,200		\$8,022	*
Desjardins,John D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,200		0.0%	\$72,200		\$8,022	
Ma,Lin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,114		0.0%	\$72,114		\$8,013	
Xuan,Xiangchun	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,114		0.0%	\$72,114		\$8,013	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Hazari,Zahra Sana	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		0.0%	\$72,000		\$8,000	
Kang,Hye Jung	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		0.0%	\$72,000		\$8,000	
Potvin,Geoffrey Douglas	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		0.0%	\$72,000		\$8,000	
Tewari,Sumanta	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		0.0%	\$72,000		\$8,000	
Hubbard,Stephen J	Visiting Associate Professor	Visiting Associate Professor	Instructional Faculty	NA	\$71,941		0.0%	\$71,941		\$7,993	
Vera,Francisco Xavier	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,760		0.0%	\$71,760		\$7,973	
Testik,Firat Yener	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,221		0.0%	\$71,221		\$7,913	
Klotz,Leidy E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,000		0.0%	\$71,000		\$7,889	
Lee,Hyesuk K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,902		0.0%	\$70,902		\$7,878	
Mocko,Gregory	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,707		0.0%	\$70,707		\$7,856	
Crette,Stephanie Aline	Lecturer	Lecturer	Research Faculty	NA		\$70,700	0.0%		\$70,700	\$5,892	
Gallagher,Colin M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,700		0.0%	\$70,700		\$7,856	
Miller,Shelley Ann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,700		0.0%	\$70,700		\$7,856	
Powell,Brian A.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,700		0.0%	\$70,700		\$7,856	
Moysey,Stephen Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,498		0.0%	\$70,498		\$7,833	
Nielson,Bryant G	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,286		0.0%	\$70,286		\$7,810	
Putman,Bradley J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,189		0.0%	\$70,189		\$7,799	
Pang,Weichiang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000		0.0%	\$70,000		\$7,778	
Rebholz,Leo G	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000		0.0%	\$70,000		\$7,778	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Sun,Xiaoqian	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,710		0.0%	\$69,710		\$7,746	
Kaye,Nigel Gregory	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,690		0.0%	\$69,690		\$7,743	
Khan,Taufiqar Rahman	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,690		0.0%	\$69,690		\$7,743	
Ravichandran,Nadarajah	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,690		0.0%	\$69,690		\$7,743	
Maharaj,Hiren	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,660		0.0%	\$69,660		\$7,740	
Park,Chanseok	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$69,286		0.0%	\$69,286		\$7,698	
Kholodenko,Arkady L	Professor	Professor	Instructional Faculty	NA	\$69,059		0.0%	\$69,059		\$7,673	
Park Jr,William J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,983		0.0%	\$68,983		\$7,665	
Hoffacker,Joan A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,680		0.0%	\$68,680		\$7,631	
He,Jian	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,402		0.0%	\$68,402		\$7,600	
Lehmacher,Gerald A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,367		0.0%	\$68,367		\$7,596	
Brittain,Sean D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,911		0.0%	\$67,911		\$7,546	
Drymiotis,Fivos Renos	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,885		0.0%	\$67,885		\$7,543	
Brumaghim,Julia	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,171		4.7%	\$67,171		\$7,463	b
	<i>Faculty Rank Promotion</i>										
McNeill,Jason D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,090		4.7%	\$67,090		\$7,454	b
	<i>Faculty Rank Promotion</i>										
Brown,James L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,000		0.0%	\$67,000		\$7,444	
Newby,Meredith Ilann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,952		0.0%	\$66,952		\$7,439	
Perahia,Dvora	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,788		0.0%	\$66,788		\$7,421	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Yoon,Jeong - Rock	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,498		0.0%	\$66,498		\$7,389	
MacMillan,Hugh Robert	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,458		0.0%	\$66,458		\$7,384	
Bourne,Jenny	Research Associate	Research Associate	Staff	NA		\$65,650	0.0%		\$65,650	\$5,471	
Minor,John C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$65,650		0.0%	\$65,650		\$7,294	
Schmoll,Martin Johannes	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,550		17.0%	\$65,000		\$7,222	ab
<p>Dept voted unanimously to recommend a tenure-track position to Dr. Schmoll, who has been in a Visiting Asst Prof position since 2006 as a spousal hire. His salary has increased \$500 since his initial hire. The salary requested is to bring him up to an appropriate salary for the position per Dr. Taylor's memo.</p>											
Xue,Hui	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,584		0.0%	\$64,584		\$7,176	
Kornev,Konstantin German	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,236		0.0%	\$64,236		\$7,137	
Christensen,Kenneth A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,241		0.0%	\$63,241		\$7,027	
Van Derveer,Donald G	Lecturer: Non-teaching	Lecturer	Administrator w/ Faculty Rank	NA		\$63,128	0.0%		\$63,128	\$5,261	
Kitaygorodskiy,Aleksandr	Senior Lecturer	Lecturer/Spectroscopist	Instructional Faculty	NA		\$62,942	0.0%		\$62,942	\$5,245	
Hester,Jerry D	Lecturer: Non-teaching	Lecturer	Administrator w/ Faculty Rank	NA		\$62,502	0.0%		\$62,502	\$5,209	
Grant,Ronald T	Public Information Director I	Public Info Dir I	Staff	06		\$61,246	0.0%		\$61,246	\$5,104	
Anker,Jeffrey Nathan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,600		0.0%	\$60,600		\$6,733	
Lasser,Susan J S	Lecturer: Non-teaching	Director of the PEER Office	Administrator w/ Faculty Rank	NA		\$60,556	0.0%		\$60,556	\$5,046	
Ivey,Kimberly A	Chemist III	Chemist III	Staff	07		\$60,197	0.0%		\$60,197	\$5,016	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Hubbard,Russell J.	Engineer/Associate Engineer III	Eng/Assoc Engr III	Staff	07		\$60,174	0.0%		\$60,174	\$5,015	
Willis,William L	Engineer/Associate Engineer II	Eng/Assoc Eng II	Staff	06		\$60,136	0.0%		\$60,136	\$5,011	
Schweisinger,Todd Alan	Lecturer	Mech Engr Undergrad Lab Dir	Instructional Faculty	NA	\$60,000		0.0%	\$60,000		\$6,667	
Dominy,Brian N	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,426		0.0%	\$58,426		\$6,492	
Alexander,Kim E	Lecturer: Non-teaching	Lecturer/Executive Director	Administrator w/ Faculty Rank	NA		\$57,832	0.0%		\$57,832	\$4,819	
Smith,Rhett C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,691		0.0%	\$57,691		\$6,410	
Myers,Dianne M	Grants Administrator I	Grants Administrator I	Staff	06		\$57,107	0.0%		\$57,107	\$4,759	
Mann,James D	Research Associate	Research Associate	Staff	NA		\$56,560	0.0%		\$56,560	\$4,713	
Brame,Scott E	Research Asst Professor	Research Assoc/Asst Professor	Research Faculty	NA		\$55,951	0.0%		\$55,951	\$4,663	
Jones,James H.	Lecturer	Lecturer	Instructional Faculty	NA	\$55,937		0.0%	\$55,937		\$6,215	
Watkins,Anolyn K	Administrative Coordinator I	Administrative Coord I	Staff	05		\$55,843	0.0%		\$55,843	\$4,654	
Bhattacharyya,Gautam	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,630		0.0%	\$55,630		\$6,181	
Webb,Frank	Research Associate	Research Associate	Staff	NA		\$55,550	0.0%		\$55,550	\$4,629	
Porter,Christopher H.	Student Services Manager I	Student Services Mgr I	Administrator	06		\$55,447	0.0%		\$55,447	\$4,621	
Pope,Amy Liann	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,000		0.0%	\$55,000		\$6,111	
Sternhagen,Melissa M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,000		0.0%	\$55,000		\$6,111	
Cawood,Mark E.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,742		0.0%	\$54,742		\$6,082	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Moline,David C	Laboratory Technologist III	Lab Technologist III	Staff	06		\$54,540	0.0%	\$54,540	\$54,540	\$4,545	
Duckworth,Scott M	Systems Programmer II	Systems Programmer II	Staff	07		\$54,295	0.0%	\$54,295	\$54,295	\$4,525	
Pressprich,Karen Ann	Lecturer	Lecturer	Instructional Faculty	NA	\$54,096		0.0%	\$54,096		\$6,011	
Teitloff,Timothy Charles	Lecturer	Lecturer	Instructional Faculty	NA	\$54,095		0.0%	\$54,095		\$6,011	
White,David A	Systems Programmer II	Systems Programmer II	Staff	07		\$53,569	0.0%	\$53,569	\$53,569	\$4,464	
Fairbairn,Donald M.	Visiting Associate Professor	Visiting Associate Professor	Instructional Faculty	NA	\$53,429		0.0%	\$53,429		\$5,937	
Johnson,Terri A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,429		0.0%	\$53,429		\$5,937	
Prevost,Shari A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,328		0.0%	\$53,328		\$5,925	
Nicholson,Robbie A	Laboratory Technologist III	Lab Technologist III	Staff	06		\$52,940	0.0%	\$52,940	\$52,940	\$4,412	
Lambert,Renee S	Lecturer	Lecturer	Instructional Faculty	NA	\$52,502		0.0%	\$52,502		\$5,834	
Kelley,David L	Laboratory Technologist III	Lab Technologist III	Staff	06		\$52,095	0.0%	\$52,095	\$52,095	\$4,341	
Teague,Robert A	Systems Programmer I	Systems Programmer I	Staff	06		\$52,066	0.0%	\$52,066	\$52,066	\$4,339	
Nicholson,Truman Grady	Engineer/Associate Engineer II	Eng/Assoc Eng II	Staff	06		\$51,928	0.0%	\$51,928	\$51,928	\$4,327	
Lowe,Rose M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,499		0.0%	\$51,499		\$5,722	
Sterling,Patrick D	Lecturer	Lecturer	Instructional Faculty	NA	\$51,398		0.0%	\$51,398		\$5,711	
Parker,Gary W	Research Associate	Research Associate	Staff	NA		\$50,610	0.0%	\$50,610	\$50,610	\$4,218	
Brandon,Steven C	Lecturer	Lecturer	Instructional Faculty	NA	\$50,500		0.0%	\$50,500		\$5,611	
Mathis,Gary Lee	Research Associate	Research Associate	Staff	NA		\$50,500	0.0%	\$50,500	\$50,500	\$4,208	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## *Fall 2009 Salaries \$50,000 and Over*

### College of Engineering & 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Metz, Daniel R	Laboratory Technologist III	Lab Technologist III	Staff	06		\$50,500	0.0%		\$50,500	\$4,208	
Acker, Serita	Student Services Manager I	Director of WISE Program	Administrator	06		\$46,434	7.7%		\$50,000	\$4,167	a
	Equity issue										
The, Lih-sin	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		\$5,556	*

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Health, Education & Human 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Allen, Lawrence R	Dean	Dean of HEHD	Administrator w/ Faculty Rank	NA		\$245,532	0.0%	\$245,532	\$245,532	\$20,461	
Padilla, Michael James	Associate Dean	Associate Dean	Administrator w/ Faculty Rank	NA		\$172,205	0.0%	\$172,205	\$172,205	\$14,350	
Smink, Jay	Academic Program Director	Director NDPC/Prof	Administrator w/ Faculty Rank	NA		\$133,479	0.0%	\$133,479	\$133,479	\$11,123	
Reinking, David Paul	Named Professor	Named Professor	Instructional Faculty	NA	\$128,120		0.0%	\$128,120		\$14,236	
Pruitt, Rosanne H	Academic Program Director	Academic Program Director	Administrator w/ Faculty Rank	NA		\$126,149	0.0%	\$126,149	\$126,149	\$10,512	
Havice, William L	Associate Dean	Associate Dean	Administrator w/ Faculty Rank	NA		\$125,359	0.0%	\$125,359	\$125,359	\$10,447	
Correa, Vivian I	Professor	Dist Prof/Early Child&Spec Ed	Instructional Faculty	NA	\$122,993		0.0%	\$122,993		\$13,666	
Headley, Kathy Neal	Associate Dean	Associate Dean	Administrator w/ Faculty Rank	NA		\$122,715	0.0%	\$122,715	\$122,715	\$10,226	
Lindle, Jane C	Professor	Professor	Instructional Faculty	NA	\$122,227		0.0%	\$122,227		\$13,581	
Gambrell, Linda B	Professor	Professor	Instructional Faculty	NA	\$120,031		0.0%	\$120,031		\$13,337	
Wright, Brett A	Dept Chair/Head	Dept Chair CU/Prof PRTM	Administrator w/ Faculty Rank	NA	\$119,861		0.0%	\$119,861		\$13,318	
First, Patricia Flanagan	Named Professor	Moore Distinguished Professor	Instructional Faculty	NA	\$116,150		0.0%	\$116,150		\$12,906	
Crandall, Lee Alden	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$111,100		0.0%	\$111,100		\$12,344	
Smart, Patricia T	Professor	Professor	Instructional Faculty	NA	\$111,100		0.0%	\$111,100		\$12,344	
McGuire, Francis A	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$109,383		0.0%	\$109,383		\$12,154	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.



## Fall 2009 Salaries \$50,000 and Over

### College of Health, Education & Human Development

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Fisk,William R	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$106,207		0.0%	\$106,207		\$11,801	
Katsiyannis,Antonis	Professor	Professor	Instructional Faculty	NA	\$105,769		0.0%	\$105,769		\$11,752	
Jones,Roy I	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$104,921	0.0%		\$104,921	\$8,743	
Cawthon,Tony W	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA	\$102,212		0.0%	\$102,212		\$11,357	
Thompson,Martha Parrish	Research Professor	Research Professor	Research Faculty	NA		\$100,838	0.0%		\$100,838	\$8,403	
Green Jr,Robert P	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$99,641		0.0%	\$99,641		\$11,071	
Porter,Nancy M	Professor	Professor	Instructional Faculty	NA		\$98,700	0.0%		\$98,700	\$8,225	
Flowers,Lamont Akwette	Academic Program Director	Exec Director/Houston Center	Administrator w/ Faculty Rank	NA	\$98,503		0.0%	\$98,503		\$10,945	
Hoskins,Barbara J	Assistant Dean	Assistant Dean	Administrator w/ Faculty Rank	NA		\$97,037	0.0%		\$97,037	\$8,086	
Quinn,William H	Professor	Associate Professor	Administrator w/ Faculty Rank	NA		\$97,012	0.0%		\$97,012	\$8,084	
Mainella,Frances P	Visiting Lecturer	Visiting Lecturer	Instructional Faculty	NA	\$93,627		0.0%	\$93,627		\$10,403	
Carroll,Regina F	Administrative Manager II	Administrative Mgr II	Administrator	08		\$82,930	8.5%		\$90,000	\$7,500	b
	To replace Vickie Ramsey who is retiring.										
Costello,Gerald E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,200		0.0%	\$89,200		\$9,911	
Barrett,David E	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$88,266		0.0%	\$88,266		\$9,807	
Watt,Paula J	Lecturer: Non-teaching	Lecturer	Administrator w/ Faculty Rank	NA		\$87,471	0.0%		\$87,471	\$7,289	

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c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Health, Education & Human Development

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Dye, Cheryl Jo	Professor	Associate Professor	Instructional Faculty	NA	\$86,929		0.0%	\$86,929		\$9,659	
Fleming, David S	Associate Professor	Associate Professor	Administrator w/ Faculty Rank	NA		\$83,224	3.6%		\$86,224	\$7,185	b
Faculty Rank Promotion											
Parker, Veronica G	Professor	Associate Professor	Instructional Faculty	NA	\$90,420		-6.4%	\$84,676		\$9,408	be
Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)											
No longer acting director of the EXPORT Center. Center is no longer in operation.											
McGee Jr, Norman A	Lecturer: Non-teaching	Outdoor Lab Director	Administrator w/ Faculty Rank	NA		\$84,472	0.0%		\$84,472	\$7,039	
Backman, Sheila J	Professor	Professor	Instructional Faculty	NA	\$84,133		0.0%	\$84,133		\$9,348	
Thomason, Deborah J	Professor	Professor	Instructional Faculty	NA		\$83,525	0.0%		\$83,525	\$6,960	
Willoughby, Deborah F	Professor	Professor	Instructional Faculty	NA	\$79,640		3.0%	\$82,000		\$9,111	be
Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)											
Drew Jr, Samuel F	Assoc Academic Program Dir	Assoc Dir for Res & Eval	Administrator	NA		\$81,807	0.0%		\$81,807	\$6,817	
Marion, Russell A	Professor	Professor	Instructional Faculty	NA	\$81,545		0.0%	\$81,545		\$9,061	
Brookover IV, Robert S	Lecturer	Lecturer	Instructional Faculty	NA		\$73,740	8.5%		\$80,000	\$6,667	a
Director of Leisure Skills Program and Recreation, Travel & Tourism Institute											
Bailey, Beatrice Naff	Professor	Professor	Instructional Faculty	NA	\$78,952		0.0%	\$78,952		\$8,772	
Eggert, Julia A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,864		0.0%	\$78,864		\$8,763	
Stecker, Pamela M	Professor	Professor	Instructional Faculty	NA	\$78,398		0.0%	\$78,398		\$8,711	
Horton, Robert M	Professor	Professor	Instructional Faculty	NA	\$72,782		6.9%	\$77,782		\$8,642	b
Faculty Rank Promotion											

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c Cost of living adjustment.

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Health, Education & Human Development

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Kingree, Jeffrey B	Professor	Associate Professor	Instructional Faculty	NA	\$76,657		0.0%	\$76,657		\$8,517	
Switzer, Deborah M	Professor	Professor	Instructional Faculty	NA	\$76,576		0.0%	\$76,576		\$8,508	
Meehan, Nancy K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,666		0.0%	\$75,666		\$8,407	
Craig, Janet B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,617		4.1%	\$75,617		\$8,402	be
Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)											
Stegelin, Dolores A	Professor	Professor	Instructional Faculty	NA	\$75,330		0.0%	\$75,330		\$8,370	
Fullerton, Susan King	Associate Professor	Assoc Prof	Instructional Faculty	NA	\$74,780		0.0%	\$74,780		\$8,309	
Bacon, Robert H	Extension Associate	Extension Associate	Staff	NA		\$74,747	0.0%		\$74,747	\$6,229	
Gillis, Victoria Ridgeway	Professor	Professor	Instructional Faculty	NA	\$74,649		0.0%	\$74,649		\$8,294	
Lucas, Richard A	Lecturer	Lecturer/PGM Director	Instructional Faculty	NA		\$73,443	0.0%		\$73,443	\$6,120	
Haynes, Donna F	Lecturer: Non-teaching	Lecturer	Administrator w/ Faculty Rank	NA		\$73,388	0.0%		\$73,388	\$6,116	
Cash, M Terry	Asst Academic Prog Dir	Asst Dir NDPC	Administrator	NA		\$73,342	0.0%		\$73,342	\$6,112	
Bronack, Stephen Carl	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,000		0.0%	\$73,000		\$8,111	
Norman, William C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,973		0.0%	\$72,973		\$8,108	
Paige, William D	Professor	Professor	Instructional Faculty	NA	\$72,923		0.0%	\$72,923		\$8,103	
Barcelona Jr, Robert James	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$72,000	0.0%		\$72,000	\$6,000	
Wetsel, Margaret A	Associate Professor	Assoc Professor	Instructional Faculty	NA	\$69,490		3.6%	\$72,000		\$8,000	be
Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)											
Milsom, Amy Sue	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,500		0.0%	\$71,500		\$7,944	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Health, Education & Human Development

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Havice,Pamela A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,975		0.0%	\$70,975		\$7,886	
Anderson,Denise Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,914		4.4%	\$70,914		\$7,879	b
	Faculty Rank Promotion										
Mayo,Rachel M	Associate Professor	Assoc Professor	Instructional Faculty	NA	\$70,681		0.0%	\$70,681		\$7,853	
Peters,Chris L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,335		0.0%	\$70,335		\$7,815	
Howe,Linda A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,212		0.0%	\$70,212		\$7,801	
Kemper,Karen A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,985		0.0%	\$69,985		\$7,776	
Williams,Joel Edward	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$69,690	0.0%		\$69,690	\$5,808	
Riccomini,Paul J	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$68,700		0.0%	\$68,700		\$7,633	
Backman,Kenneth F	Associate Professor	Assoc Professor	Instructional Faculty	NA	\$68,449		0.0%	\$68,449		\$7,605	
Spitler,Hugh D	Associate Professor	Assoc Professor	Instructional Faculty	NA	\$68,374		0.0%	\$68,374		\$7,597	
Flanigan,Jackson L	Professor	Professor	Instructional Faculty	NA	\$68,332		0.0%	\$68,332		\$7,592	
Bixler,Robert D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,238		0.0%	\$68,238		\$7,582	
Craig,Starlett R	Academic Program Director	Academic Program Director	Administrator w/ Faculty Rank	NA		\$66,434	0.0%		\$66,434	\$5,536	
Johnson,Arlene E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,825		3.4%	\$66,000		\$7,333	be
	Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)										
Smith,Deborah A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,929		0.0%	\$65,929		\$7,325	
Chismark,Elisabeth Ann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000*		0.0%	\$65,000		\$7,222	*
Davis,Stephanie Clark	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,665		2.1%	\$65,000		\$7,222	be
	Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)										

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Health, Education & Human Development

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Timmons, Shirley Mae	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,665		2.1%	\$65,000		\$7,222	be
Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)											
Whitcomb, John Joseph	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000*		0.0%	\$65,000		\$7,222	*
Dunston, Pamela J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,960		0.0%	\$64,960		\$7,218	
Knoepfel, Robert C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,000		0.0%	\$64,000		\$7,111	
Sherrill, Windsor Westbrook	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,933		0.0%	\$63,933		\$7,104	
Poston, Cheryl E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,920		0.0%	\$63,920		\$7,102	
Weatherford, Carol G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,841		0.0%	\$62,841		\$6,982	
Hodge, Martha J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,640		0.0%	\$62,640		\$6,960	
Federico, Lienne C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,610		0.0%	\$62,610		\$6,957	
Bates, Celeste Compton Bomely	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,500*		0.0%	\$62,500		\$6,944	*
Satterfield, James W	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,610		0.0%	\$61,610		\$6,846	
Rosenblith, Suzanne N	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,102		0.0%	\$61,102		\$6,789	
Igo, Larry Brent	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,091		0.0%	\$61,091		\$6,788	
Powell, Robert Baxter	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,600		0.0%	\$60,600		\$6,733	
Holton, Winston E	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$59,879	0.0%		\$59,879	\$4,990	
McNair, Jonda Cecole	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,830		5.3%	\$59,830		\$6,648	b
Faculty Rank Promotion											
Breeden, Gregory	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,590		0.0%	\$59,590		\$6,621	

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## Fall 2009 Salaries \$50,000 and Over

### College of Health, Education & Human Development

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Griffin,Sarah F	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,414		0.0%	\$59,414		\$6,602	
Truong,Khoa Dang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		0.0%	\$59,000		\$6,556	*
Falta,Deborah Alma	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,576		0.0%	\$58,576		\$6,508	
Savedra,Adam R	Lecturer	Lecturer	Instructional Faculty	NA		\$58,118	0.0%		\$58,118	\$4,843	
Millar,Heber W	Academic Program Director	Academic Program Director	Administrator w/ Faculty Rank	NA		\$57,520	0.0%		\$57,520	\$4,793	
Washington,Rachelle D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,216		0.0%	\$57,216		\$6,357	
Ryan,Joseph Benedict	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,600		0.0%	\$56,600		\$6,289	
Arthur-Banning,Skye Gerald	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,490		0.0%	\$56,490		\$6,277	
Schmalz,Dorothy L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,490		0.0%	\$56,490		\$6,277	
Marshall,Jeff C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,285		0.0%	\$56,285		\$6,254	
Kahrig,Tammy Sue	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,000		0.0%	\$56,000		\$6,222	
Amerson,Roxanne	Instructor	Instructor	Instructional Faculty	NA	\$53,870		3.7%	\$55,890		\$6,210	be
<i>Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)</i>											
Scott,David A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,740		0.0%	\$55,740		\$6,193	
Pedrick,Suzanne M	Lecturer: Non-teaching	Lecturer	Public Service Faculty	NA		\$55,739	0.0%		\$55,739	\$4,645	
Johnson,Delayne Y	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$51,500		7.8%	\$55,500		\$6,167	a
<i>Completion of doctoral degree - per offer letter dated 7/24/08</i>											
Cook,Michelle Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,189		0.0%	\$55,189		\$6,132	
Che,Stacy Megan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,135		0.0%	\$55,135		\$6,126	
Delicio,Gail C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$54,840		0.0%	\$54,840		\$6,093	

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## Fall 2009 Salaries \$50,000 and Over

### College of Health, Education & Human Development

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
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Deaton,Cynthia Christine Minchew	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,600		0.0%	\$54,600		\$6,067	
Lanham,Janice Garrison	Lecturer	Lecturer	Instructional Faculty	NA	\$54,560		0.0%	\$54,560		\$6,062	
Hallo,Jeffrey Charles	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,540		0.0%	\$54,540		\$6,060	
Frazier,Kimberly N	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,459		0.0%	\$54,459		\$6,051	
Mayo,William W	Lecturer: Non-teaching	Lecturer	Public Service Faculty	NA		\$54,346	0.0%		\$54,346	\$4,529	
Evatt,Michalann G	Research Associate	Research Associate	Staff	NA		\$54,177	0.0%		\$54,177	\$4,515	
Eckhoff,Angela L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,148		0.0%	\$54,148		\$6,016	
Spearman,Melinda J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,148		0.0%	\$54,148		\$6,016	
Baldwin,Elizabeth Dennis	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,095		0.0%	\$54,095		\$6,011	
Brewer,Curtis Anthony	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,000		0.0%	\$54,000		\$6,000	
Warner,Cheryl Burnetta	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,732		0.0%	\$53,732		\$5,970	
Cory,Alison Lynne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,646		0.0%	\$53,646		\$5,961	
Linder,Sandra Mammano	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,000*		0.0%	\$53,000		\$5,889	*
Mathews,Sarah A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,000		0.0%	\$53,000		\$5,889	
Ramshaw,Gregory Philip	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,000*		0.0%	\$53,000		\$5,889	*
McGee,Philip H	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,193		0.0%	\$52,193		\$5,799	
Duggan,Lisa Marie	Lecturer	Lecturer	Instructional Faculty	NA	\$49,920		3.8%	\$51,800		\$5,756	be

Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### College of Health, Education & Human Development

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Gillespie, Jackie S	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,132		0.5%	\$51,382		\$5,709	be
Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)											
Botchway, Portia A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,348		0.0%	\$51,348		\$5,705	
Shirley, Linda J	Program Coordinator II	Program Coordinator II	Staff	06		\$51,198	0.0%		\$51,198	\$4,267	
Webster, Sheri Smith	Lecturer	Lecturer	Instructional Faculty	NA	\$50,920		0.2%	\$51,000		\$5,667	be
Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)											
Murton, Catherine Sikkema	Lecturer	Lecturer	Instructional Faculty	NA	\$48,480		4.8%	\$50,800		\$5,644	e
Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)											
Pye, Angela K	Lecturer	Lecturer	Instructional Faculty	NA	\$50,119		1.4%	\$50,800		\$5,644	be
Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)											
Clements, Betsy T	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$50,642	0.0%		\$50,642	\$4,220	
Baylor, Rita Mae	Lecturer	Lecturer	Instructional Faculty	NA	\$42,785		17.1%	\$50,082		\$5,565	abe
To bring her up to the level of the other lecturers. Nursing adjustments required by SC Critical Needs Nursing Initiative Act (CNNIA)											
Baldwin, Anna Oakley	Lecturer	Lecturer	Public Service Faculty	NA		\$50,000	0.0%		\$50,000	\$4,167	

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c Cost of living adjustment.

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

e Other adjustments.



## Fall 2009 Salaries \$50,000 and Over

### Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Steele,Robert K	Athletics Coach	Defensive FB Coordinator	Staff	NA	\$375,000*		0.0%	\$375,000	\$375,000	\$31,250	*
Purnell Jr,Oliver Gordon	Athletics Coach	Athletics Coach	Staff	NA	\$225,000		22.2%	\$275,000	\$275,000	\$22,917	a
Excellent performance - Men's Basketball program											
Harbison,Charles Edeard	Athletics Coach	Co-Def FB Coordinator	Staff	NA	\$250,000*		0.0%	\$250,000	\$250,000	\$20,833	*
Swinney,William C	Athletics Coach	Head Football Coach	Staff	NA	\$200,000		25.0%	\$250,000	\$250,000	\$20,833	a
Promotion to Head Football Coach											
Phillips,Terry Don	Athletics Director	Athletics Director	Administrator	NA	\$214,120		0.0%	\$214,120	\$214,120	\$17,843	
Scott,Harvey B	Athletics Coach	Offensive Guards and Centers	Staff	NA	\$200,000		2.5%	\$205,000	\$205,000	\$17,083	a
Football program restructure with new head coach - Market adjustments											
Napier,William H	Athletics Coach	Athletics Coach	Staff	NA	\$110,000		81.8%	\$200,000	\$200,000	\$16,667	a
Promotion to Offensive Coordinator following Spence departure											
Leggett,Jackson S	Athletics Coach	Athletics Coach	Staff	NA	\$184,069		6.2%	\$195,481	\$195,481	\$16,290	a
Terms of Contract											
Pearman Jr,Daniel L	Athletics Coach	Asst Coach - Off Tackles/TE	Staff	NA	\$190,000*		0.0%	\$190,000	\$190,000	\$15,833	*
McKinney,Mary C	Athletics Coach	Head Coach/Women's Basketball	Staff	NA	\$162,286		0.0%	\$162,286	\$162,286	\$13,524	
Brooks,Bobby Dan	Athletics Coach	Athletics Coach	Staff	NA	\$160,000*		0.0%	\$160,000	\$160,000	\$13,333	*
Powell,Marshall A	Athletics Coach	Athletics Coach	Staff	NA	\$125,000		28.0%	\$160,000	\$160,000	\$13,333	a
Football program restructure with new head coach - Market adjustments											

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Rumph, Christopher Michael	Athletics Coach	Athletics Coach	Staff	NA		\$120,000	33.3%		\$160,000	\$13,333	a
Football program restructure with new head coach - Market adjustments											
Bradley, Ronald Dale	Athletics Coach	Athletics Coach	Staff	NA		\$150,550	5.3%		\$158,550	\$13,213	a
Excellent performance - Men's Basketball program											
D'Andrea, William J	Athletics Coach	Sr Assoc AD Ext'l Affrs/Coach	Staff	NA		\$156,045	0.0%		\$156,045	\$13,004	
Hill, Catherine A	Athletics Coach	Sr Associate AD Int'l Affairs	Staff	NA		\$156,045	0.0%		\$156,045	\$13,004	
Smith, Franklin J	Athletics Coach	Athletics Coach	Staff	NA		\$125,130	5.2%		\$131,630	\$10,969	a
Excellent performance - Men's Basketball program											
McCorvey Jr, Woodrow	Athletics Coach	Associate AD for Football	Staff	NA		\$125,000*	0.0%		\$125,000	\$10,417	*
Postorino, Joshua M	Athletics Coach	Asst Men's Basketball Coach	Staff	NA		\$110,000	5.0%		\$115,500	\$9,625	a
Excellent performance - Men's Basketball program											
Penley Jr, Larry B	Athletics Coach	Head Coach/Golf	Staff	NA		\$114,069	0.0%		\$114,069	\$9,506	
Batson, Michael J	Athletics Coach	Athletics Coach	Staff	NA		\$105,000	8.6%		\$114,000	\$9,500	a
Restructure of Strength and Conditioning following opening of WEZ facility - Market Adj.											
Johnston, Andrew W	Athletics Coach	Athletics Coach	Staff	NA		\$111,100	0.0%		\$111,100	\$9,258	
Scott, Jeffrey B	Athletics Coach	Athletics Coach	Staff	NA		\$110,000*	0.0%		\$110,000	\$9,167	*
Kennedy-Dixon, Barbara Elaine	Athletics Coach	Assoc AD/Sr Women's Admin	Staff	NA		\$109,241	0.0%		\$109,241	\$9,103	
Davis, Jeff E	Athletics Coach	Director of Player Relations	Staff	NA		\$108,826	0.0%		\$108,826	\$9,069	
Henderson, Elbert L	Athletics Coach	Exec Secy Iptay/Coach	Staff	NA		\$105,661	0.0%		\$105,661	\$8,805	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Hall,Antreylus Gartrell	Athletics Coach	Asst Women's Basketball Coach	Staff	NA		\$101,793	0.0%		\$101,793	\$8,483	
Steelman,Franklin T	Athletics Coach	Athletics Coach	Staff	NA		\$98,579	0.0%		\$98,579	\$8,215	
Johnson,Lawrence Allen	Athletics Coach	Dir. of Men's & Women's Track	Staff	NA		\$96,600	0.0%		\$96,600	\$8,050	
Riginos,Thomas A	Athletics Coach	Athletics Coach	Staff	NA		\$92,413	4.0%		\$96,110	\$8,009	a
	Performance Pay - per contract										
Match,Timothy A	Athletics Coach	Assoc AD Mktg & Promo/Coach	Staff	NA		\$95,699	0.0%		\$95,699	\$7,975	
Bowman,Rebecca G	Athletics Coach	Assoc AD Stu Ath Welfare Coach	Staff	NA		\$94,771	0.0%		\$94,771	\$7,898	
Grayson,Philip D	Athletics Coach	Assoc AD for Admin/Qty Assur	Staff	NA		\$86,344	0.0%		\$86,344	\$7,195	
Harris,Nancy A	Athletics Coach	Head Coach/Women's Tennis	Staff	NA		\$85,720	0.0%		\$85,720	\$7,143	
Brumfield,Marla Tanishe	Athletics Coach	Athletics Coach	Staff	NA		\$85,000*	0.0%		\$85,000	\$7,083	*
Wade,Gary A	Athletics Coach	Athletics Coach	Staff	NA		\$83,848	0.0%		\$83,848	\$6,987	
Hoover,Jolene J	Athletics Coach	Head Coach/Volleyball	Staff	NA		\$83,357	0.0%		\$83,357	\$6,946	
Ip,Christopher	Athletics Coach	Head Swim Coach	Staff	NA		\$80,346	0.0%		\$80,346	\$6,696	
Poole Jr,Danny G	Athletics Coach	Athletics Coach	Staff	NA		\$76,612	0.0%		\$76,612	\$6,384	
Furbee,Travis Taylor	Athletics Coach	Athletics Coach/Ticket Manager	Staff	NA		\$76,100	0.0%		\$76,100	\$6,342	
Ruggieri,Richard James	Athletics Coach	Head Coach/Rowing	Staff	NA		\$75,750	0.0%		\$75,750	\$6,313	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Strosberg,Herschel David	Athletics Coach	Head Coach Women's Soccer	Staff	NA		\$75,750	0.0%		\$75,750	\$6,313	
Dooley,Michael S	Athletics Coach	Director of HS Relations	Staff	NA		\$75,000*	0.0%		\$75,000	\$6,250	*
Ellison,Stephanie A	Athletics Coach	Assoc Athletic Dir/Compliance	Staff	NA		\$74,588	0.0%		\$74,588	\$6,216	
Young,Kyle McLendon	Athletics Coach	Assistant AD/Coach	Staff	NA		\$70,700	5.0%		\$74,235	\$6,186	a
Performance Equity - to be in compliance with other Associate AD's											
Douglas,Robert K	Athletics Coach	Dir Acad Svc Student Athletes	Staff	NA		\$73,347	0.0%		\$73,347	\$6,112	
McCuen Jr,Charles Manley	Athletics Coach	Head Tennis Coach	Staff	NA		\$71,000	0.0%		\$71,000	\$5,917	
Coffman,R Wayne	Athletics Coach	Acad Affrs Off/Coach	Staff	NA		\$67,619	3.0%		\$69,648	\$5,804	a
Performance Pay											
Bagby,Richard A	Athletics Coach	Coach/Director of Video Svcs	Staff	NA		\$66,660	0.0%		\$66,660	\$5,555	
Mahony,Robert D	Athletics Coach	Asst Dir of Major Gifts/Coach	Staff	NA		\$65,576	0.0%		\$65,576	\$5,465	
Smith,Alphonso C	Athletics Coach	Athletics Coach	Staff	NA		\$64,337	0.0%		\$64,337	\$5,361	
Hall,Timothy L	Athletics Coach	Athletics Coach	Staff	NA		\$55,000	16.5%		\$64,101	\$5,342	a
Reorganization - Asst Head Coach											
Greenlee,Larry S	Athletics Coach	Athletics Coach	Staff	NA		\$53,575	12.1%		\$60,075	\$5,006	a
Restructure of Strength and Conditioning following opening of WEZ facility - Market Adj.											
Greene,Jerry Preston	Athletics Coach	Athletics Coach	Staff	NA		\$58,000*	0.0%		\$58,000	\$4,833	*
Jackson-Ip,Mary Loreto	Athletics Coach	Dir Student-Athl Performance	Staff	NA		\$56,560	0.0%		\$56,560	\$4,713	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Porter,Elizabeth R	Athletics Coach	Acad Affrs Off/Coach	Staff	NA		\$55,613	0.0%		\$55,613	\$4,634	
Woody,Christopher B	Athletics Coach	AsstAD for Compliance/Coach	Staff	NA		\$55,408	0.0%		\$55,408	\$4,617	
Echols Jr,Ernest V.	Athletics Coach	Athletics Coach	Staff	NA		\$55,135	0.0%		\$55,135	\$4,595	
Hindson,Philippe Mark Andrew	Athletics Coach	Athletics Coach	Staff	NA		\$36,410	51.1%		\$55,000	\$4,583	b
<i>Assigned Interim Head Men's Soccer Coach</i>											
Hymel,Donald F	Athletics Coach	Athletics Coach	Staff	NA		\$54,744	0.0%		\$54,744	\$4,562	
Herbst,Maria Hanahoe	Athletics Coach	Academic Learning Spec/Coach	Staff	NA		\$54,615	0.0%		\$54,615	\$4,551	
Abernethy Jr,Horace D	Athletics Coach	Athletics Coach	Staff	NA		\$49,414	9.6%		\$54,164	\$4,514	a
<i>Restructure of Strength and Conditioning following opening of WEZ facility - Market Adj.</i>											
Sparks,Lynn B	Athletics Coach	Mktg & Sales Spec Coach	Staff	NA		\$53,907	0.0%		\$53,907	\$4,492	
Coleman,Stephen E	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$53,382	0.0%		\$53,382	\$4,449	
Jenness,Wayne Allen	Athletics Coach	Athletics Coach	Staff	NA		\$53,055	0.0%		\$53,055	\$4,421	
Bullock,Donna D	Athletics Coach	Athletics Coach	Staff	NA		\$52,904	0.0%		\$52,904	\$4,409	
Seketa,John N	Athletics Coach	Dir Event Promotions/Coach	Staff	NA		\$52,591	0.0%		\$52,591	\$4,383	
Littlejohn,Sharon Weaver	Accountant/Fiscal Analyst II	Accnt/Fiscal Analyst II	Staff	05		\$52,520	0.0%		\$52,520	\$4,377	
Allison Jr,James McWilliam	Athletics Coach	Chief Pilot	Staff	NA		\$52,015	0.0%		\$52,015	\$4,335	
Wilson,Mario Obrian	Athletics Coach	Athletics Coach	Staff	NA		\$52,000*	0.0%		\$52,000	\$4,333	*

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e Other adjustments.

## Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Clary, Lawson Brumbach	Athletics Coach	Acad Affrs Off/Coach	Staff	NA		\$49,934	3.0%		\$51,432	\$4,286	a
Performance Pay											
Hilderbrand, Van P	Athletics Coach	Athletics Coach	Staff	NA		\$50,500	0.0%		\$50,500	\$4,208	
Bassett, Daniel J	Athletics Coach	Athletics Coach	Staff	NA		\$30,138	65.9%		\$50,000	\$4,167	b
Promotion - From Band 4 to Unclassified Position - Program Coordinator											
Tenenbaum, Robert Harlan	Athletics Coach	Asst Rowing Coach	Staff	NA		\$50,000*	0.0%		\$50,000	\$4,167	*

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Clemson 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Bottum,James R	Vice Provost	VP Computing & IT & CIO	Administrator	NA		\$345,624	0.0%	\$345,624	\$28,802		
Pepin,James Michael	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$188,294	0.0%	\$188,294	\$15,691		
Lyles,Philip D	Research Associate	Chief Inform. Security Officer	Administrator	NA		\$146,134	0.0%	\$146,134	\$12,178		
Whitten,Deborah Bateman	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$145,642	0.0%	\$145,642	\$12,137		
Rathbone,Carla R	Research Associate	Exec Director, CRLT	Administrator	NA		\$141,804	0.0%	\$141,804	\$11,817		
Gemmill,Jill B	Lecturer: Non-teaching	Executive Director	Administrator w/ Faculty Rank	NA		\$140,000	0.0%	\$140,000	\$11,667		
Lawson,Kaye C	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$140,000	0.0%	\$140,000	\$11,667		
Wilson,Kenneth Boyd	Research Associate	Executive Director	Administrator	NA		\$127,512	0.0%	\$127,512	\$10,626		
Cannon,Michael R	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$118,473	0.0%	\$118,473	\$9,873		
Jasper,Peggy A	Research Associate	Research Associate	Administrator	NA		\$106,050	0.0%	\$106,050	\$8,838		
Bohlmann,Nathan L	Research Associate	Research Associate	Staff	NA		\$105,040	0.0%	\$105,040	\$8,753		
Bohlmann,Janell Marie	Research Associate	Director Project & Service Mgt	Administrator	NA		\$103,020	0.0%	\$103,020	\$8,585		
Hall,Brandon Franklin	Research Associate	Research Associate	Administrator	NA		\$102,010	0.0%	\$102,010	\$8,501		
Hoellen,Kathy M	Research Associate	Research Associate	Administrator	NA		\$95,445	0.0%	\$95,445	\$7,954		
Fraser Jr,Donald H	Research Associate	Director Systems Engineering	Administrator	NA		\$94,263	0.0%	\$94,263	\$7,855		

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Bradshaw, James F	Sr. Database Administrative	Sr. Database Administrative	Administrator	08		\$92,591	0.0%	\$92,591	\$92,591	\$7,716	
Gossett, Michael G	Research Associate	Director of Development	Administrator	NA		\$91,564	0.0%	\$91,564	\$91,564	\$7,630	
Johnson, Hugh B	Research Associate	Research Associate	Administrator	NA		\$90,966	0.0%	\$90,966	\$90,966	\$7,581	
Weilhamer, Mike	Research Associate	Research Associate	Staff	NA		\$90,900	0.0%	\$90,900	\$90,900	\$7,575	
Motes, Ricky G	Sr. Database Administrative	Sr. Database Administrative	Administrator	08		\$90,395	0.0%	\$90,395	\$90,395	\$7,533	
Rice, J Logan	Program Manager II	Program Manager II	Administrator	08		\$86,803	0.0%	\$86,803	\$86,803	\$7,234	
Stone, Kevin P	Research Associate	Research Associate	Staff	NA		\$85,850	0.0%	\$85,850	\$85,850	\$7,154	
Ulmer, John J	Information Technology Manager II	Information Tech Mgr II	Administrator	08		\$85,824	0.0%	\$85,824	\$85,824	\$7,152	
Powell, Janice M	Information Technology Manager II	Information Tech Mgr II	Administrator	08		\$85,304	0.0%	\$85,304	\$85,304	\$7,109	
White, David Lawrence	Research Associate	Director/Research Scientist	Staff	NA		\$85,000*	0.0%	\$85,000	\$85,000	\$7,083	*
Becknell, Brian K	Information Technology Manager II	Information Tech Mgr II	Administrator	08		\$84,407	0.0%	\$84,407	\$84,407	\$7,034	
Hammel, Scott C	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$83,306	0.0%	\$83,306	\$83,306	\$6,942	
Poole, Mark A	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$82,930	0.0%	\$82,930	\$82,930	\$6,911	
James, Brenda F	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$82,807	0.0%	\$82,807	\$82,807	\$6,901	
Harris, Jay E	Info Tech Systems Architect	Info Tech Systems Architect	Administrator	08		\$82,315	0.0%	\$82,315	\$82,315	\$6,860	

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## Fall 2009 Salaries \$50,000 and Over

### Clemson Computing & Information Technology

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Neil,Elizabeth N	Program Manager I	Program Manager I	Administrator	07		\$82,304	0.0%		\$82,304	\$6,859	
Culberson Jr,Charles K	Sr. Database Administrative	Sr. Database Administrator	Administrator	08		\$76,569	7.0%		\$81,928	\$6,827	b
Reclassification from Database Admin II to Senior Database Admin.											
Martin,Randall E	Research Associate	Research Associate	Staff	NA		\$81,810	0.0%		\$81,810	\$6,818	
Bryant,Jean F	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$81,789	0.0%		\$81,789	\$6,816	
Howard,Timothy Rowland	Project Manager I	Project Manager I	Administrator	07		\$80,800	0.0%		\$80,800	\$6,733	
James,Clifton B	Research Associate	Research Associate	Administrator	NA		\$80,800	0.0%		\$80,800	\$6,733	
Von Oehsen,James B	Research Asst Professor	Director/Computational Science	Research Faculty	NA		\$80,800	0.0%		\$80,800	\$6,733	
Weilhamer,Caroline Carver	Research Associate	Research Associate	Staff	NA		\$80,800	0.0%		\$80,800	\$6,733	
Clark,Carl R	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$80,362	0.0%		\$80,362	\$6,697	
Blalock Jr,James C	Information Technology Manager II	z/OS Systems Manager	Administrator	08		\$80,079	0.0%		\$80,079	\$6,673	
Thrower,Kimberly Jane	Information Technology Manager II	Information Tech Mgr II	Administrator	08		\$80,000	0.0%		\$80,000	\$6,667	
Wright,Kathy E	Research Associate	Research Associate	Staff	NA		\$78,780	0.0%		\$78,780	\$6,565	
Buckley,David J	Research Associate	Research Associate	Staff	NA		\$78,022	0.0%		\$78,022	\$6,502	
Domke,Jason M	Research Associate	Research Associate	Staff	NA		\$78,022	0.0%		\$78,022	\$6,502	
McKenzie,Kevin M	Research Associate	IT Security Manager	Staff	NA		\$78,022	0.0%		\$78,022	\$6,502	

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c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Williams,Matthew	Info Tech Systems Architect	Info Tech Systems Architect	Administrator	08		\$77,723	0.0%		\$77,723	\$6,477	
Miller,Michael J	Research Associate	Research Associate	Staff	NA		\$77,265	0.0%		\$77,265	\$6,439	
Patton,Chad W	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$76,736	0.0%		\$76,736	\$6,395	
Ferrier,Corey Lee	Info Tech Systems Architect	Info Tech Systems Architect	Administrator	08		\$75,750	0.0%		\$75,750	\$6,313	
Johnson,William B	Research Associate	Research Associate	Staff	NA		\$75,750	0.0%		\$75,750	\$6,313	
Heck,Charles C	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$75,418	0.0%		\$75,418	\$6,285	
Walukewicz,Paul D	Systems Programmer II	Systems Programmer II	Staff	07		\$75,355	0.0%		\$75,355	\$6,280	
Chaffee,Ann B	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$75,007	0.0%		\$75,007	\$6,251	
Holcombe,Paula F	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$75,007	0.0%		\$75,007	\$6,251	
Montgomery,Linda S	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$75,007	0.0%		\$75,007	\$6,251	
Nessler,Daphne B	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$75,007	0.0%		\$75,007	\$6,251	
Schmiedt,Daniel M	Systems Programmer II	Systems Programmer II	Staff	07		\$74,384	0.0%		\$74,384	\$6,199	
Quarles,Elaine C	Systems Programmer II	Systems Programmer II	Staff	07		\$74,357	0.0%		\$74,357	\$6,196	
Odom,Dierdre G	Systems Programmer II	Systems Programmer II	Staff	07		\$74,136	0.0%		\$74,136	\$6,178	
Seyller III,John E	Systems Programmer II	Systems Programmer II	Staff	07		\$74,059	0.0%		\$74,059	\$6,172	
Molina- Jarrin,Barbara	Data Base Administrator II	Data Base Admin II	Administrator	07		\$73,877*	0.0%		\$73,877	\$6,156	*

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Zhou, Yi	Data Base Administrator II	Data Base Admin II	Administrator	07		\$73,877*	0.0%		\$73,877	\$6,156	*
Henson, James C	Systems Programmer II	Systems Programmer II	Staff	07		\$73,485	0.0%		\$73,485	\$6,124	
Cook III, William R	Information Technology Manager II	Information Tech Mgr II	Administrator	08		\$73,391	0.0%		\$73,391	\$6,116	
Hoover, Samuel T	Info Tech Systems Architect	Info Tech Systems Architect	Administrator	08		\$73,225	0.0%		\$73,225	\$6,102	
Grieshop, Jeremy Keith	Research Associate	Research Associate	Staff	NA		\$73,174	0.0%		\$73,174	\$6,098	
Stone, Henry W	Research Associate	Hosting Solution & IT Ser Mgr	Staff	NA		\$72,864	0.0%		\$72,864	\$6,072	
Bate, Jeffrey M	Systems Programmer II	Systems Programmer II	Staff	07		\$72,762	0.0%		\$72,762	\$6,064	
Hannah, Thomas B	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$72,516	0.0%		\$72,516	\$6,043	
Barnes, Hollis S	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$72,208	0.0%		\$72,208	\$6,017	
Brock, Barry P	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$72,137	0.0%		\$72,137	\$6,011	
Griffis, Nancy H	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$72,136	0.0%		\$72,136	\$6,011	
McCaskill, Cecilia H	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$72,136	0.0%		\$72,136	\$6,011	
Pye, Gary B.	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$72,030	0.0%		\$72,030	\$6,003	
Elrod, Jeffrey F	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$71,885	0.0%		\$71,885	\$5,990	

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## Fall 2009 Salaries \$50,000 and Over

### Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Childress,Susan M	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$66,100	8.1%		\$71,423	\$5,952	b
Reclassification from Applications Analyst II to IT Manager I. Reorg in May 2008 in Ent Applications to create 4 teams with 4 managers.											
Hodge,Blane D	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$66,560	7.3%		\$71,423	\$5,952	b
Reclassification from Applications Analyst II to IT Manager I. Reorg in May 2008 in Ent Applications to create 4 teams with 4 managers.											
McCuen,Colleen S	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$61,431	16.3%		\$71,423	\$5,952	ab
Reclassification from Applications Analyst II to IT Manager I. Reorg in May 2008 in Ent Applications to create 4 teams with 4 managers. Contract - DHHS											
Nelms,Linda Briden	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$66,560	7.3%		\$71,423	\$5,952	b
Reclassification from Applications Analyst II to IT Manager I.											
Searing,Carol A	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$59,307	20.4%		\$71,423	\$5,952	ab
Reclassification from Applications Analyst II to IT Manager I. Reorg in May 2008 in Ent Applications to create 4 teams with 4 managers. Contract - DHHS											
Blackburn,Steven C	Data Base Administrator II	Data Base Admin II	Administrator	07		\$71,348	0.0%		\$71,348	\$5,946	
Lilli,Matthew J	Information Technology Manager II	Operating Syts Environment Mgr	Administrator	08		\$71,307	0.0%		\$71,307	\$5,942	
Dobrenen,Katherine A	Information Technology Manager II	Information Tech Mgr II	Administrator	08		\$71,081	0.0%		\$71,081	\$5,923	
Billado,Larry Lee	Research Associate	Research Associate	Staff	NA		\$70,700	0.0%		\$70,700	\$5,892	
Duffy III,Edward B	Research Associate	Computational Scientist	Staff	NA		\$70,000*	0.0%		\$70,000	\$5,833	*
Elliott,James R	Systems Programmer II	Systems Programmer II	Staff	07		\$69,573	0.0%		\$69,573	\$5,798	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Hudgens, Bruce F	Senior Applications Analyst	Applications Analyst II	Staff	07		\$65,774	4.7%		\$68,874	\$5,740	b
Contract - DHHS											
Leech Jr, James Nathan	Research Associate	Research Associate	Staff	NA		\$68,659	0.0%		\$68,659	\$5,722	
Davis, Daniel J	Systems Programmer II	Systems Programmer II	Staff	07		\$68,606	0.0%		\$68,606	\$5,717	
Bynum, Stephen W.	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$68,605	0.0%		\$68,605	\$5,717	
Ludlow, Denise Anne	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$68,555	0.0%		\$68,555	\$5,713	
Tucker III, Ansel O.	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$68,451	0.0%		\$68,451	\$5,704	
Breece, Charles R	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$68,160	0.0%		\$68,160	\$5,680	
Brown, Jamie L	Information Technology Manager II	Information Tech Mgr II	Administrator	08		\$68,109	0.0%		\$68,109	\$5,676	
Kudra, Sallie J	Applications Analyst II	Applications Analyst II	Staff	06		\$67,239	0.0%		\$67,239	\$5,603	
Nieves, Eduardo	Senior Information Resource Consultant	Sr Information Res Consultant	Staff	07		\$67,093	0.0%		\$67,093	\$5,591	
Campbell, Marjorie S	Info Tech Systems Architect	Info Tech Systems Architect	Administrator	08		\$67,058	0.0%		\$67,058	\$5,588	
Slagh, Carole Ann	Systems Programmer II	Systems Programmer II	Staff	07		\$67,018	0.0%		\$67,018	\$5,585	
Childs, Melissa McCollum	Applications Analyst II	Applications Analyst II	Staff	06		\$66,926	0.0%		\$66,926	\$5,577	
Moore, Gregory T	Applications Analyst II	Applications Analyst II	Staff	06		\$66,725	0.0%		\$66,725	\$5,560	
Fennell, Carroll D	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$66,660	0.0%		\$66,660	\$5,555	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Brown,Sandra	Applications Analyst II	Applications Analyst II	Staff	06		\$66,156	0.0%		\$66,156	\$5,513	
Johnson,Teresa L	Applications Analyst II	Applications Analyst II	Staff	06		\$66,128	0.0%		\$66,128	\$5,511	
Hall,Nancy E	Program Coordinator II	Program Coordinator II	Staff	06		\$65,765	0.0%		\$65,765	\$5,480	
Garrett,Matthew D.	Research Associate	Research Associate	Staff	NA		\$65,650	0.0%		\$65,650	\$5,471	
Gravelly,Debra L	Human Resources Manager II	Human Resources Mgr II	Staff	06		\$65,650	0.0%		\$65,650	\$5,471	
Capell,Cynthia P	Applications Analyst II	Applications Analyst II	Staff	06		\$65,502	0.0%		\$65,502	\$5,459	
Asbill,Sarah Lynn H	Applications Analyst II	Applications Analyst II	Staff	06		\$53,245	22.1%		\$65,000	\$5,417	ae
<i>Counter Offer.</i>											
Bergman,Barbara A	Systems Programmer II	Systems Programmer II	Staff	07		\$64,823	0.0%		\$64,823	\$5,402	
Hall,Janet M	Systems Programmer II	Systems Programmer II	Staff	07		\$64,782	0.0%		\$64,782	\$5,399	
Pruitt,Richard L	Systems Programmer I	Systems Programmer I	Staff	06		\$64,752	0.0%		\$64,752	\$5,396	
Black,Thomas Eugene	Senior Applications Analyst	Applications Analyst II	Staff	07		\$59,590	8.6%		\$64,690	\$5,391	b
<i>Contract - DHHS</i>											
Marshall,Mike S	Systems Programmer II	Systems Programmer II	Staff	07		\$64,668	0.0%		\$64,668	\$5,389	
Li,Yang	Systems Programmer I	Systems Programmer I	Staff	06		\$64,394	0.0%		\$64,394	\$5,366	
Broyles,David H	Systems Programmer I	Systems Programmer I	Staff	06		\$64,082	0.0%		\$64,082	\$5,340	
Parker,Brian K.	Systems Programmer II	Systems Programmer II	Staff	07		\$64,075	0.0%		\$64,075	\$5,340	
Crawford,Leslie P	Applications Analyst II	Applications Analyst II	Staff	06		\$59,228	8.1%		\$64,028	\$5,336	a
<i>Contract - DHHS</i>											
Reeves,Susan McKenzie	Systems Programmer II	Systems Programmer II	Staff	07		\$63,928	0.0%		\$63,928	\$5,327	

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## Fall 2009 Salaries \$50,000 and Over

### Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Guido,Saverio J	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$63,817	0.0%	\$63,817	\$5,318		
Smith Jr,Donald B	Systems Programmer II	Systems Programmer II	Staff	07		\$63,493	0.0%	\$63,493	\$5,291		
McGee,Patrick H	Senior Information Resource Consultant	Sr Information Res Consultant	Staff	07		\$63,458	0.0%	\$63,458	\$5,288		
Brownlee,Leslie H.	Applications Analyst II	Applications Analyst II	Staff	06		\$59,151	7.1%	\$63,351	\$5,279	a	
<i>Contract - DHHS</i>											
Gagnon,Jacquelyn J	Applications Analyst II	Applications Analyst II	Staff	06		\$57,144	9.6%	\$62,644	\$5,220	a	
<i>Contract - DHHS</i>											
Haynes,Joanne J.	Applications Analyst II	Applications Analyst II	Staff	06		\$59,292	5.1%	\$62,292	\$5,191	a	
<i>Contract - DHHS</i>											
Sherrod,Laurie H.	Systems Programmer II	Systems Programmer II	Staff	07		\$62,102	0.0%	\$62,102	\$5,175		
Hare,Tracey R	Administrative Coordinator II	Administrative Coord II	Staff	06		\$50,646	22.4%	\$62,000	\$5,167	ab	
<i>Promotion to new position</i>											
Piazza,Sandra J	Systems Programmer II	Systems Programmer II	Staff	07		\$61,960	0.0%	\$61,960	\$5,163		
George,Gerald F.	Applications Analyst II	Applications Analyst II	Staff	06		\$59,066	4.2%	\$61,566	\$5,131	a	
<i>Contract - DHHS</i>											
Waaser,H Lyall	Applications Analyst II	Applications Analyst II	Staff	06		\$58,837	4.6%	\$61,537	\$5,128	a	
<i>Contract - DHHS</i>											
Shealy,Mary Denise	Applications Analyst II	Applications Analyst II	Staff	06		\$61,431	0.0%	\$61,431	\$5,119		
Hoyt,Johnathan H	Systems Programmer II	Systems Programmer II	Staff	07		\$61,348	0.0%	\$61,348	\$5,112		
Benson,Kimberly A	Applications Analyst II	Applications Analyst II	Staff	06		\$61,196	0.0%	\$61,196	\$5,100		
Barnes,Alexandra B	Applications Analyst II	Applications Analyst II	Staff	06		\$61,112	0.0%	\$61,112	\$5,093		

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## Fall 2009 Salaries \$50,000 and Over

### Clemson Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month		
Cannon, Claudia Anderson	Applications Analyst II	Applications Analyst II	Staff	06		\$45,646	33.6%		\$61,000	\$5,083	b
Reclassification											
Henderson, Sara E	Systems Programmer I	Systems Programmer I	Staff	06		\$60,174	0.0%		\$60,174	\$5,015	
Burrell, Deborah K	Senior Information Resource Consultant	Sr Information Res Consultant	Staff	07		\$60,134	0.0%		\$60,134	\$5,011	
Behrens, Christopher J	Data Base Administrator I	Data Base Admin I	Staff	06		\$59,397	0.0%		\$59,397	\$4,950	
Leaders, Donald L	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$59,367	0.0%		\$59,367	\$4,947	
Evatt, Pamela L	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$59,297	0.0%		\$59,297	\$4,941	
Medders, B S	Senior Information Resource Consultant	Sr Information Res Consultant	Staff	07		\$59,282	0.0%		\$59,282	\$4,940	
Hill, Carlos A	Applications Analyst II	Applications Analyst II	Staff	06		\$59,061	0.0%		\$59,061	\$4,922	
House, Jan M	Applications Analyst II	Applications Analyst II	Staff	06		\$55,514	6.3%		\$59,014	\$4,918	a
Contract - DHHS											
Harouff, Mark A	Applications Analyst II	Applications Analyst II	Staff	06		\$53,919	9.3%		\$58,919	\$4,910	a
Contract - DHHS											
Bowen, Pamela J	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$58,834	0.0%		\$58,834	\$4,903	
Lee, David C	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$58,782	0.0%		\$58,782	\$4,899	
Powell, Matthew T	Systems Programmer II	Systems Programmer II	Staff	07		\$58,780	0.0%		\$58,780	\$4,898	
Tak, Irfan	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$58,776	0.0%		\$58,776	\$4,898	

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					9 Month	12 Month		9 Month	12 Month		
Webb,Steven E <i>Contract - DHHS</i>	Applications Analyst II	Applications Analyst II	Staff	06		\$55,383	5.2%		\$58,283	\$4,857	a
Saylor,J Renea	Applications Analyst II	Applications Analyst II	Staff	06		\$58,266	0.0%		\$58,266	\$4,856	
Price,Laura A	Applications Analyst II	Applications Analyst II	Staff	06		\$57,848	0.0%		\$57,848	\$4,821	
Sullivan,Martin W	Systems Programmer I	Systems Programmer I	Staff	06		\$56,904	0.0%		\$56,904	\$4,742	
Ficklin II,Barry W	Systems Programmer I	Systems Programmer I	Staff	06		\$56,878	0.0%		\$56,878	\$4,740	
Weaver,Barbara E	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$56,866	0.0%		\$56,866	\$4,739	
James,Clayton E	Applications Analyst II	Applications Analyst II	Staff	06		\$56,303	0.0%		\$56,303	\$4,692	
Fowler,Patrick Wayne <i>Contract - DHHS</i>	Applications Analyst II	Applications Analyst II	Staff	06		\$51,328	9.0%		\$55,928	\$4,661	a
Jones,Christopher W	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$55,550	0.0%		\$55,550	\$4,629	
Gordon,Sudie O <i>Contract - DHHS</i>	Applications Analyst II	Applications Analyst II	Staff	06		\$50,679	9.1%		\$55,280	\$4,607	a
Kasprick,Marlys M <i>Contract - DHHS</i>	Applications Analyst II	Applications Analyst II	Staff	06		\$51,527	7.2%		\$55,227	\$4,602	a
Parker,Karen Marie	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$55,092	0.0%		\$55,092	\$4,591	
Gray III,Herbert	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$55,000*	0.0%		\$55,000	\$4,583	*
O'Keefe,William Kelly	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$55,000*	0.0%		\$55,000	\$4,583	*
Wood,Michelle L.	Systems Programmer I	Systems Programmer I	Staff	06		\$54,948	0.0%		\$54,948	\$4,579	

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Piekutowski, James J	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$54,679	0.0%	\$54,679	\$54,679	\$4,557	
Clafin, Patrick J	Systems Programmer I	Systems Programmer I	Staff	06		\$54,623	0.0%	\$54,623	\$54,623	\$4,552	
Crockett, David J	Systems Programmer I	Systems Programmer I	Staff	06		\$54,416	0.0%	\$54,416	\$54,416	\$4,535	
Swift Jr, Joseph C	Systems Programmer II	Systems Programmer II	Staff	07		\$54,405	0.0%	\$54,405	\$54,405	\$4,534	
Long, Nathan Christopher	Systems Programmer II	Systems Programmer II	Staff	07		\$47,548	14.2%	\$54,295	\$54,295	\$4,525	a
1 of 3 increases in critical mission areas due to additional duties rather than refilling positions with a salary savings of net \$150K											
Goforth, Christine Annette	Applications Analyst II	Applications Analyst II	Staff	06		\$54,095	0.0%	\$54,095	\$54,095	\$4,508	
Gainey, Gloria M	Applications Analyst II	Applications Analyst II	Staff	06		\$51,427	4.1%	\$53,527	\$53,527	\$4,461	a
Contract - DHHS											
Cole, Scot F	Systems Programmer I	Systems Programmer I	Staff	06		\$53,157	0.0%	\$53,157	\$53,157	\$4,430	
Watson, Emily F	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$49,556	7.1%	\$53,066	\$53,066	\$4,422	b
Contract - DHHS											
Charles, Debra Mitchell	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$52,500	0.0%	\$52,500	\$52,500	\$4,375	
Snizaski, Kathy Halstead	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$52,500	0.0%	\$52,500	\$52,500	\$4,375	
DiAntonio, Thomas R	Applications Analyst II	Applications Analyst II	Staff	06		\$52,000*	0.0%	\$52,000	\$52,000	\$4,333	*
Smith, Karen Lindsey	Applications Analyst II	Applications Analyst II	Staff	06		\$52,000*	0.0%	\$52,000	\$52,000	\$4,333	*
Smith, Mylene E	Information Resource Consultant I	Info Resource Consult I	Staff	05		\$51,640	0.0%	\$51,640	\$51,640	\$4,303	
Wright, Stephen A.	Applications Analyst II	Applications Analyst II	Staff	06		\$51,427	0.0%	\$51,427	\$51,427	\$4,286	

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a Salary change related to performance/merit.

b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Davidson,Susan J	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$51,419	0.0%		\$51,419	\$4,285	
Styles,Jonathan W	Systems Programmer I	Systems Prog I	Staff	06		\$51,317	0.0%		\$51,317	\$4,276	
Hoskin,Jonathan C	Applications Analyst II	Applications Analyst II	Staff	06		\$51,200	0.0%		\$51,200	\$4,267	
Lockhart,Melissa Jo Marsh	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$51,115	0.0%		\$51,115	\$4,260	
Wang,Xiaohong	Systems Programmer I	Systems Programmer I	Staff	06		\$51,115	0.0%		\$51,115	\$4,260	
Calhoun,Gloria J <i>Contract - DHHS</i>	Applications Analyst II	Applications Analyst II	Staff	06		\$48,897	4.5%		\$51,097	\$4,258	a
Kelley Jr,Otto Olridge	Applications Analyst II	Applications Analyst II	Staff	06		\$50,982	0.0%		\$50,982	\$4,249	
Duncan,Ernest Geric <i>Contract - DHHS</i>	Applications Analyst II	Applications Analyst I	Staff	06		\$47,015	8.4%		\$50,950	\$4,246	b
Bernards,Faith H	Applications Analyst II	Applications Analyst II	Staff	06		\$50,937	0.0%		\$50,937	\$4,245	
Davis,Jeffrey L	Operations Manager II	Operations Manager II	Staff	06		\$50,563	0.0%		\$50,563	\$4,214	
Powell,Amanda L	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$50,500	0.0%		\$50,500	\$4,208	
Russell,Curtis J	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$50,500	0.0%		\$50,500	\$4,208	
Rangaraju,Hima Bindu	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$50,000*	0.0%		\$50,000	\$4,167	*

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Meadows, Steven E	Associate Dean	Associate Dean	Administrator	NA		\$129,279	15.0%		\$148,670	\$12,389	b
To serve as Chief Operating Officer for Cooperative Extension. Previous COO retired											
Ray, Christopher L	Dept Chair/Head	Dept Chair/Head	Administrator w/ Faculty Rank	NA		\$101,688	0.0%		\$101,688	\$8,474	
Callahan, Brian J	Extension Director - Assistant	Extension Director - Assistant	Administrator	NA		\$51,978	63.5%		\$85,000	\$7,083	ab
To serve as the Assistant to the Chief Operating Office for Coop. Extension. The retirement of the previous COO created promotion opportunities in Extension administration.											
To align salary with other administrators. The employee came from an agent position and was compensated at too low a level for the administration position into which he was promoted. (Previous administrator, who retired, made \$113K)											
Arena, Mark J	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$80,810	0.0%		\$80,810	\$6,734	
Warner, Morris B	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$78,656	0.0%		\$78,656	\$6,555	
Smith, John P	Extension Associate	Extension Associate	Staff	NA		\$77,437	0.0%		\$77,437	\$6,453	
Howard, Daniel M	Extension Director - Assistant	Distinguished Co Ext Agent	Administrator	NA		\$74,557	0.0%		\$74,557	\$6,213	
Davis Jr, Charles W	Extension Director - Assistant	Distinguished County Agent	Administrator	NA		\$74,452	0.0%		\$74,452	\$6,204	
Rainey Jr, Malcolm R	Extension Associate	State 4-H Animal Ag Specialist	Staff	NA		\$72,000	0.0%		\$72,000	\$6,000	
Munnerlyn, Carlin C	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$71,550	0.0%		\$71,550	\$5,963	
Guinn, Robert S	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$70,962	0.0%		\$70,962	\$5,914	
Grice, Sharon A	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$68,669	0.0%		\$68,669	\$5,722	
Smith, William B	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$68,625	0.0%		\$68,625	\$5,719	
Peters, Marilyn B	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$68,338	0.0%		\$68,338	\$5,695	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Franklin,Robert M	Extension Director - Assistant	Extension Director - Assistant	Administrator	NA		\$66,577	0.0%		\$66,577	\$5,548	
Francis,Roger L	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$65,511	0.0%		\$65,511	\$5,459	
Joyner,Leigh W	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$65,426	0.0%		\$65,426	\$5,452	
McManus,Michael S	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$65,166	0.0%		\$65,166	\$5,431	
Hollingsworth,Roy T	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$64,709	0.0%		\$64,709	\$5,392	
Brant,James T	Extension Agent - Assistant	Extension Agent - Assistant	Staff	NA		\$63,680	0.0%		\$63,680	\$5,307	
Barnes,John M	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$63,301	0.0%		\$63,301	\$5,275	
Legette,Deon S	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$62,766	0.0%		\$62,766	\$5,231	
Bowen,Miriam V	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$62,474	0.0%		\$62,474	\$5,206	
Davis,Timothy S	Extension Agent	Extension Agent	Staff	NA		\$56,504	10.0%		\$62,154	\$5,180	a
<i>Employee earned a PhD related to his employment.</i>											
Holmes,Suzanne B.	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$62,018	0.0%		\$62,018	\$5,168	
Clowney-Parnell,Debra	Extension Director - Assistant	Distinguished County Agent	Administrator	NA		\$61,856	0.0%		\$61,856	\$5,155	
Smith,Terrell S	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$61,576	0.0%		\$61,576	\$5,131	
Richardson,Marian W	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$60,696	0.0%		\$60,696	\$5,058	
Rollins,Philip A	Extension Agent	Extension Agent - Sr Associate	Staff	NA		\$60,382	0.0%		\$60,382	\$5,032	
Varn Jr,Joe E	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$60,131	0.0%		\$60,131	\$5,011	
Hodges,James F.	Extension Agent	Extension Sr. Assoc-Lead Agent	Staff	NA		\$59,658	0.0%		\$59,658	\$4,972	

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a Salary change related to performance/merit.

b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Brown,Barbara A	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$59,650	0.0%		\$59,650	\$4,971	
Thompson,Paul S	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$59,305	0.0%		\$59,305	\$4,942	
Currence,Robin L	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$59,134	0.0%		\$59,134	\$4,928	
Sampson,Grady L.	Extension Agent	Extension Agent - Sr Associate	Staff	NA		\$59,061	0.0%		\$59,061	\$4,922	
Lake,Connie N	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$58,378	0.0%		\$58,378	\$4,865	
Hall Jr,Kenneth L	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$58,140	0.0%		\$58,140	\$4,845	
Matthews,Rhonda M	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$57,238	0.0%		\$57,238	\$4,770	
Lanford,Blake Madison	Extension Agent - Assistant	Extension Agent - Associate	Staff	NA		\$57,216	0.0%		\$57,216	\$4,768	
Welch,Kristen D	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$57,037	0.0%		\$57,037	\$4,753	
Forrester,Gary R	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$56,316	0.0%		\$56,316	\$4,693	
Henderson,William G	Extension Agent	Extension Agent - Sr Associate	Staff	NA		\$55,898	0.0%		\$55,898	\$4,658	
Bortz,Walter M	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$55,701	0.0%		\$55,701	\$4,642	
Davis-Livingston,Sherry L	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$54,921	0.0%		\$54,921	\$4,577	
Tietjen,Lana J	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$54,733	0.0%		\$54,733	\$4,561	
Wright,Kathy W	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$54,084	0.0%		\$54,084	\$4,507	
Khan,Tarana	Extension Agent	Extension Agent - Sr Associate	Staff	NA		\$53,500	0.0%		\$53,500	\$4,458	
Herndon,Shannon B	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$52,710	0.0%		\$52,710	\$4,393	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Campbell, Kevin S	Extension Agent - Assistant	Extension Agent - Assistant	Staff	NA		\$52,520	0.0%		\$52,520	\$4,377	
Horn, Tina Marie	Extension Associate	Extension Associate	Staff	NA		\$52,520	0.0%		\$52,520	\$4,377	
Beer, Brian L	Extension Agent - Assistant	Extension Agent - Assistant	Staff	NA		\$52,383	0.0%		\$52,383	\$4,365	
Boyles, Jennifer H	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$52,379	0.0%		\$52,379	\$4,365	
Williford, Gayle G	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$52,190	0.0%		\$52,190	\$4,349	
Loveless, Michael J	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$50,127	0.0%		\$50,127	\$4,177	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Facilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Wells Jr,Robert J.	Associate Vice President	Associate Vice President	Administrator	NA		\$144,333	0.0%		\$144,333	\$12,028	
Newberry IV,William R	Dir/Adjunct Faculty	Dir/Adjunct Faculty	Administrator w/ Faculty Rank	NA		\$103,020	0.0%		\$103,020	\$8,585	
McEntire Jr,John T	Engineer/Associate Engineer IV	Director, Capital Projects	Administrator	08		\$85,861	0.0%		\$85,861	\$7,155	
Barnette,Todd E	Administrative Manager II	Director of Support Services	Administrator	08		\$81,268	0.0%		\$81,268	\$6,772	
Hughes,William S.	Engineer/Associate Engineer IV	Direct Maint & Minor Projects	Administrator	08		\$80,696	0.0%		\$80,696	\$6,725	
Vander Mey,Gerald A	Program Manager II	Director, Campus Planning	Administrator	08		\$78,986	0.0%		\$78,986	\$6,582	
Gerus,Adrienne L	Program Manager II	Dir Landscape Services	Administrator	08		\$77,129	0.0%		\$77,129	\$6,427	
Kelly,Naomi L	Environmental Health Manager III	Environment/Hlth Mgr III	Staff	07		\$76,120	0.0%		\$76,120	\$6,343	
Borick,Paul M	Engineer/Associate Engineer III	Capital Project Manager	Staff	07		\$68,077	0.0%		\$68,077	\$5,673	
Smith,Michael E	Engineer/Associate Engineer III	Minor Projects Manager	Staff	07		\$67,072	0.0%		\$67,072	\$5,589	
Addis III,Jess L	Environmental Health Manager III	Environment/Hlth Mgr III	Staff	07		\$66,630	0.0%		\$66,630	\$5,553	
Jones,Thomas W	Program Manager II	Program Manager II	Administrator	08		\$65,576	0.0%		\$65,576	\$5,465	
Parker,Michael R	Engineer/Associate Engineer III	Capital Project Manager	Staff	07		\$65,539	0.0%		\$65,539	\$5,462	
Zanca,Sam X	Engineer/Associate Engineer III	Capital Project Manager	Staff	07		\$65,079	0.0%		\$65,079	\$5,423	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.



## Fall 2009 Salaries \$50,000 and Over

### Facilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Wiggins,Roger Alan	Engineer/Associate Engineer III	Minor Projects Manager II	Staff	07		\$63,171	0.0%	\$63,171	\$63,171	\$5,264	
Conover III,George R	Engineer/Associate Engineer III	Capital Project Manager	Staff	07		\$61,075	0.0%	\$61,075	\$61,075	\$5,090	
Carson,S William	Building/Grounds Manager	Horticulture Manager	Administrator	06		\$60,268	0.0%	\$60,268	\$60,268	\$5,022	
Henderson,Thomas S	Engineer/Associate Engineer III	Building Code Official	Staff	07		\$59,178	0.0%	\$59,178	\$59,178	\$4,932	
Carroll Jr,Philip D	Environmental Health Manager III	Environment/Hlth Mgr III	Staff	07		\$57,587	0.0%	\$57,587	\$57,587	\$4,799	
Wardlaw,Daniel S	Information Resource Consultant II	Deptmental IT Manager	Staff	06		\$57,570	0.0%	\$57,570	\$57,570	\$4,798	
Cope Jr,James Albert	Engineer/Associate Engineer III	Capital Project Manager	Staff	07		\$57,216	0.0%	\$57,216	\$57,216	\$4,768	
Clark Jr,James L	Environmental Health Manager III	Environment/Hlth Mgr III	Staff	07		\$56,430	0.0%	\$56,430	\$56,430	\$4,703	
Minerva,Paul W	Trades Specialist V	Trades Specialist V	Staff	05		\$56,015	0.0%	\$56,015	\$56,015	\$4,668	
Knudsen,Peter M	State Planner IV	Assistant Master Planner	Staff	06		\$55,728	0.0%	\$55,728	\$55,728	\$4,644	
Hood,Vicki W	Human Resources Manager II	Human Resource Mgr I	Staff	06		\$54,057	0.0%	\$54,057	\$54,057	\$4,505	
Cantrell,Tony B	Program Coordinator I	Quality Control Manager	Staff	05		\$53,026	0.0%	\$53,026	\$53,026	\$4,419	
Anderson,Barret D	Engineer/Associate Engineer III	Campus Landscape Architect	Staff	07		\$52,598	0.0%	\$52,598	\$52,598	\$4,383	
Hurst,William Thomas	Engineer/Associate Engineer II	Minor Projects Manager II	Staff	06		\$52,374	0.0%	\$52,374	\$52,374	\$4,365	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## *Fall 2009 Salaries \$50,000 and Over*

### Facilities

<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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
McCrary Jr,Robert Daniel	Environmental Health Manager II	Environment/Hlth Mgr II	Staff	06		\$50,971	0.0%		\$50,971	\$4,248	
Gibbs, Gregory	Engineer/Associate Engineer II	Civil Survey Project Mgr	Staff	06		\$50,181	0.0%		\$50,181	\$4,182	

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a Salary change related to performance/merit.

b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Financial Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Dalton,Brett A	Lecturer: Non-teaching	Chief Financial Officer	Administrator w/ Faculty Rank	NA		\$212,100	0.0%		\$212,100	\$17,675	
Copeland,Steven E	Associate Vice President	Associate Vice President	Administrator	NA		\$136,973	0.0%		\$136,973	\$11,414	
Tillett,Cathy Y	Program Director - Exec Comp	Director of Internal Auditing	Administrator	NA		\$104,030	10.5%		\$115,000	\$9,583	a
Board approved increase to align with peer institution salaries											
Tegen,Charles A	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$112,076	0.0%		\$112,076	\$9,340	
Crump,Steven H	Accounting/Fiscal Manager II	Accounting/Fiscal Mgr II	Administrator	08		\$100,907	0.0%		\$100,907	\$8,409	
Dean,Cheryl B	Accounting/Fiscal Manager II	Accounting/Fiscal Mgr II	Administrator	08		\$92,465	0.0%		\$92,465	\$7,705	
Piekutowski,Michelle T	Lecturer: Non-teaching	Associate Chief HR Officer	Administrator w/ Faculty Rank	NA		\$91,858	0.0%		\$91,858	\$7,655	
Nebesky,Michael J	Procurement Director	Procurement Director	Administrator	08		\$91,546	0.0%		\$91,546	\$7,629	
Emerson,Brent David	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$85,000	0.0%		\$85,000	\$7,083	
Riley,Kathy Ann	Program Manager II	Information Tech Audit Mgr	Administrator	08		\$83,830	0.0%		\$83,830	\$6,986	
Flemming,Erik Hughes	Human Resources Director I	Human Resource Dir I	Administrator	07		\$79,189	0.0%		\$79,189	\$6,599	
Cowden,Richard B	Audits Manager I	Asst. Dir., Internal Auditing	Administrator	07		\$76,195	0.0%		\$76,195	\$6,350	
Owens,Andrea Nicole	Lecturer: Non-teaching	Sr Financial Analyst/Prog Mgr	Administrator w/ Faculty Rank	NA		\$75,750	0.0%		\$75,750	\$6,313	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Financial Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Robbins,Karen F	Accounting/Fiscal Manager II	Accounting/Fiscal Mgr II	Administrator	08		\$74,958	0.0%	\$74,958	\$6,247		
Morris,Vivian L	Senior Consultant	Director of Recruitment	Staff	07		\$74,513	0.0%	\$74,513	\$6,209		
Elrod,Roberta H	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Administrator	07		\$69,090	0.0%	\$69,090	\$5,758		
Pigeon,John Scott	Procurement Manager II	Procurement Mgr II	Staff	07		\$68,680	0.0%	\$68,680	\$5,723		
Baumann, Virginia Marie	Accounting/Fiscal Manager II	Accounting/Fiscal Mgr II	Administrator	08		\$68,368	0.0%	\$68,368	\$5,697		
Cole,Lynn H	Program Manager I	Control Self-Assessment Mgr	Administrator	07		\$67,619	0.0%	\$67,619	\$5,635		
Graves,Wilbur R	Administrative Manager I	Administrative Mgr I	Administrator	07		\$67,070	0.0%	\$67,070	\$5,589		
Long,Cynthia C	Accounting/Fiscal Manager I	Business Officer	Administrator	07		\$66,285	0.0%	\$66,285	\$5,524		
Rosenberger,Jeffrey David	Auditor IV	Auditor IV	Staff	06		\$64,587	0.0%	\$64,587	\$5,382		
Crawford,Larry Mitchell	Auditor IV	Auditor IV	Staff	06		\$64,203	0.0%	\$64,203	\$5,350		
Madden,Amy E	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Administrator	07		\$63,878	0.0%	\$63,878	\$5,323		
Holliday,J Ray	Director of Planning and Research	Dir Of Planning & Research	Administrator	07		\$63,630	0.0%	\$63,630	\$5,303		
Shira,Betsey R	Administrative Coordinator II	Administrative Coord I	Staff	06		\$58,932	0.0%	\$58,932	\$4,911		
Carlton,Gregory M	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$58,000	0.0%	\$58,000	\$4,833		

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a Salary change related to performance/merit.

b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Financial 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Halfacre,Carolyn F	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$56,526	0.0%	\$56,526	\$4,711	
Morris-Ramos,Susan Katrina	Postal Center Director II	Postal Center Dir II	Staff	05		\$56,015	0.0%	\$56,015	\$4,668	
Kaylor,Kristina F	Human Resources Director I	Dir Database/Recds/Class& Comp	Administrator	07		\$55,550	0.0%	\$55,550	\$4,629	
Henderson,Linda H	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$53,993	0.0%	\$53,993	\$4,499	
Kay,Katherine S	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$53,575	0.0%	\$53,575	\$4,465	
Chambers,Christi H	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$53,199	0.0%	\$53,199	\$4,433	
Jones,Samantha Taylor	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$52,500	0.0%	\$52,500	\$4,375	
Rowland,Sherrri Patterson	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$52,500	0.0%	\$52,500	\$4,375	
Williams,Jason H.	Pilot II	Pilot II	Staff	06		\$51,997	0.0%	\$51,997	\$4,333	
Wiggins,Angela S	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$51,473	0.0%	\$51,473	\$4,289	
Robinson Jr,William Fred	Human Resources Manager II	Human Resources Mgr II	Staff	06		\$51,458	0.0%	\$51,458	\$4,288	
Lantgios,Karen L	Grants Administrator I	Grants Administrator I	Staff	06		\$51,421	0.0%	\$51,421	\$4,285	

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a Salary change related to performance/merit.

b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Wall,Kay L	Dean	Dean	Administrator w/ Faculty Rank	NA		\$161,600	0.0%	\$161,600	\$161,600	\$13,467	
Sill,Lois P	Librarian I	Librarian	Other Professional w/ Faculty Rank	NA		\$71,451	0.0%	\$71,451	\$71,451	\$5,954	
Bodenheimer,Lisa	Librarian I	Cataloging Unit Head	Other Professional w/ Faculty Rank	NA		\$71,091	0.0%	\$71,091	\$71,091	\$5,924	
Holley,Edward J	Librarian I	Dept Chair/Head of Res Sharing	Other Professional w/ Faculty Rank	NA		\$70,992	0.0%	\$70,992	\$70,992	\$5,916	
Kohl,Michael F	Librarian I	Head of Special Collections	Other Professional w/ Faculty Rank	NA		\$70,856	0.0%	\$70,856	\$70,856	\$5,905	
Gore,Emily B	Librarian I	Librarian I	Other Professional w/ Faculty Rank	NA		\$67,670	0.0%	\$67,670	\$67,670	\$5,639	
Schilf,Suzanne Rook	Librarian I	Associate Librarian	Other Professional w/ Faculty Rank	NA		\$65,176	0.0%	\$65,176	\$65,176	\$5,431	
Taylor,Dennis S	Librarian I	University Archivist	Other Professional w/ Faculty Rank	NA		\$64,912	0.0%	\$64,912	\$64,912	\$5,409	
Comfort,Janice G	Librarian I	Librarian	Other Professional w/ Faculty Rank	NA		\$62,465	0.0%	\$62,465	\$62,465	\$5,205	
Tyler,Peggy J	Librarian I	Librarian	Other Professional w/ Faculty Rank	NA		\$61,865	0.0%	\$61,865	\$61,865	\$5,155	
Draper,Pamela A	Librarian I	Librarian	Other Professional w/ Faculty Rank	NA		\$61,807	0.0%	\$61,807	\$61,807	\$5,151	
Munson,Priscilla G	Librarian I	Librarian	Other Professional w/ Faculty Rank	NA		\$61,540	0.0%	\$61,540	\$61,540	\$5,128	
Julian,Dinah Gail	Librarian I	Librarian I	Other Professional w/ Faculty Rank	NA		\$61,270	0.0%	\$61,270	\$61,270	\$5,106	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Library

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Cross,James E	Librarian I	Manuscript Archivist	Other Professional w/ Faculty Rank	NA		\$60,004	0.0%		\$60,004	\$5,000	
Cochrane,Gordon M	Librarian I	Librarian I	Other Professional w/ Faculty Rank	NA		\$56,542	0.0%		\$56,542	\$4,712	
Wesley,Kathryn M	Librarian I	Librarian I	Other Professional w/ Faculty Rank	NA		\$55,475	0.0%		\$55,475	\$4,623	
Hollandsworth,Robert L	Librarian I	Librarian I	Other Professional w/ Faculty Rank	NA		\$47,969	14.7%		\$55,000	\$4,583	e
<i>Counter offer</i>											
Cooper,C. Camille	Librarian I	Associate Librarian	Other Professional w/ Faculty Rank	NA		\$53,632	0.0%		\$53,632	\$4,469	
Alexander,Teresa L	Library Manager II	Library Mgr II	Staff	06		\$52,072	0.0%		\$52,072	\$4,339	
Futral,Meredith Sue	Librarian I	Business Reference Librarian	Other Professional w/ Faculty Rank	NA		\$48,483	7.2%		\$51,983	\$4,332	b
<i>Faculty Rank Promotion</i>											
Burns,Alan C	Librarian I	Political Collections Archivis	Other Professional w/ Faculty Rank	NA		\$51,765	0.0%		\$51,765	\$4,314	
Kyle,Richard W	Information Resource Consultant I	Info Resource Consult I	Staff	05		\$50,799	0.0%		\$50,799	\$4,233	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### President

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Barker, James F	Agency Head	Agency Head/Prof of Arch	Administrator w/ Faculty Rank	NA		\$227,656	0.0%	\$227,656	\$227,656	\$18,971	
Steadman, Clayton D	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$197,798	0.0%	\$197,798	\$197,798	\$16,483	
Leidinger, Angela E	Lecturer: Non-teaching	Dir Gov Affairs/Sec to Board	Administrator w/ Faculty Rank	NA		\$181,800	0.0%	\$181,800	\$181,800	\$15,150	
Wiles, Leon E	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$147,000	0.0%	\$147,000	\$147,000	\$12,250	
Godfrey, Alan M	Lecturer: Non-teaching	Dtr of Real Est & Fin Affairs	Administrator w/ Faculty Rank	NA		\$146,450	0.0%	\$146,450	\$146,450	\$12,204	
Carmichael, Marvin G	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA			0.0%	\$125,442	\$125,442	\$10,454	
Roux, Renee M.	Attorney V	Attorney V - Assoc GC	Administrator	09		\$111,217	0.0%	\$111,217	\$111,217	\$9,268	
Swann, Erin E	Attorney V	Attorney V - Assoc GC	Administrator	09		\$99,806	0.0%	\$99,806	\$99,806	\$8,317	
Knighton Jr, Lewis J	Human Resources Director I	Interim Dtr of Access & Equity	Administrator	07		\$77,530	20.0%	\$93,036	\$93,036	\$7,753	ab
<i>To serve as Interim Director of the Office of Access and Equity</i>											
Coleman, Katherine Y	Asst Academic Prog Dir	Academic Program Director	Administrator	NA		\$91,985	0.0%	\$91,985	\$91,985	\$7,665	
McInnis, Elizabeth Foster	Asst Academic Prog Dir	Director of Advocacy	Administrator	NA		\$80,095	0.0%	\$80,095	\$80,095	\$6,675	
Bayless, Katharine E	Asst Academic Prog Dir	Director of Federal Relations	Administrator	NA		\$75,000*	0.0%	\$75,000	\$75,000	\$6,250	*
McKinney, Sandra T	Executive Assistant II	Executive Assistant II	Staff	07		\$69,801	0.0%	\$69,801	\$69,801	\$5,817	
Rice, Linda J	Program Manager I	Program Manager I	Administrator	07		\$64,994	0.0%	\$64,994	\$64,994	\$5,416	

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a Salary change related to performance/merit.

b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.



## *Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Allen,Linda Frady	Administrative Coordinator II	Administrative Coord II	Staff	06		\$55,815	0.0%	\$55,815		\$4,651	

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b Salary change related to change in position or responsibilities.  
c Cost of living adjustment.

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

## Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Helms,Doris R	Provost	Provost	Administrator w/ Faculty Rank	NA		\$270,389	0.0%	\$270,389	\$270,389	\$22,532	
Grigsby,David W	Professor	VP/Dtr International Affairs	Administrator w/ Faculty Rank	NA		\$227,250	0.0%	\$227,250	\$227,250	\$18,938	
Murdoch,Janice W	Dean	Vice Provost/Dean-Undergrad	Administrator w/ Faculty Rank	NA		\$212,100	0.0%	\$212,100	\$212,100	\$17,675	
Rafert,James B	Dean	Vice Provost/Dean-Grad School	Administrator w/ Faculty Rank	NA		\$212,100	0.0%	\$212,100	\$212,100	\$17,675	
Jackson,Debra B	Professor	Vice Provost/Asst to President	Administrator w/ Faculty Rank	NA		\$191,900	0.0%	\$191,900	\$191,900	\$15,992	
Halfacre,Robert G	Visiting Professor	Visiting Professor	Administrator w/ Faculty Rank	NA		\$145,071	0.0%	\$145,071	\$145,071	\$12,089	
Baus III,Frederick	Academic Program Director	Academic Program Director	Administrator	NA		\$124,836	0.0%	\$124,836	\$124,836	\$10,403	
Barkley,Robert S	Lecturer: Non-teaching	Director	Administrator w/ Faculty Rank	NA		\$121,634	0.0%	\$121,634	\$121,634	\$10,136	
Felder,Frankie O	Associate Dean	Assoc Dean/ Grad Sch- Assoc Pro	Administrator w/ Faculty Rank	NA		\$119,099	0.0%	\$119,099	\$119,099	\$9,925	
Nilson,Linda B	Lecturer: Non-teaching	Dir/Teaching Effective & Innov	Administrator w/ Faculty Rank	NA		\$116,513	0.0%	\$116,513	\$116,513	\$9,709	
Speziale,Barbara J	Associate Dean	Associate Dean	Administrator w/ Faculty Rank	NA		\$116,142	0.0%	\$116,142	\$116,142	\$9,679	
Smathers,Diane G	Professor	Director, Emeritus College	Administrator w/ Faculty Rank	NA		\$114,554	0.0%	\$114,554	\$114,554	\$9,546	
Wueste,Daniel E	Associate Professor	Associate Professor	Administrator w/ Faculty Rank	NA		\$111,969	0.0%	\$111,969	\$111,969	\$9,331	

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c Cost of living adjustment.

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Gilbert,Jane C	Lecturer: Non-teaching	Financial Off/Academic Affairs	Administrator w/ Faculty Rank	NA		\$108,070	0.0%	\$108,070	\$108,070	\$9,006	
Appling,Jeffrey R	Associate Dean	Associate Dean for Curriculum	Administrator w/ Faculty Rank	NA		\$101,793	0.0%	\$101,793	\$101,793	\$8,483	
Smith,Stanley B	Academic Program Director	Registrar	Administrator	NA		\$100,827	0.0%	\$100,827	\$100,827	\$8,402	
McCall,Len C	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$99,833	0.0%	\$99,833	\$99,833	\$8,319	
Knox,David K	Lecturer	Lecturer	Administrator w/ Faculty Rank	NA		\$95,000*	0.0%	\$95,000	\$95,000	\$7,917	*
Richardson,M Elaine	Professor	Director-Academic Success Ctr	Administrator w/ Faculty Rank	NA		\$90,134	0.0%	\$90,134	\$90,134	\$7,511	
Wise,Teresa Ellen	Asst Academic Prog Dir	Exec Dir/Intern'l Prog	Administrator	NA		\$89,465	0.0%	\$89,465	\$89,465	\$7,455	
Galicchio,Linda Maue	Asst Academic Prog Dir	Asst Academic Prog Dir	Administrator	NA		\$85,850	0.0%	\$85,850	\$85,850	\$7,154	
Fishman,Teresa Anne	Asst Academic Prog Dir	Dir of Cntr for Acad Integrity	Administrator	NA		\$82,500	0.0%	\$82,500	\$82,500	\$6,875	
Sparacino,Debra C	Assoc Academic Program Dir	Assoc Academic Program Dir	Administrator	NA		\$81,974	0.0%	\$81,974	\$81,974	\$6,831	
Westcott III,S Wickes	Lecturer	Dir. Institutional Research	Administrator w/ Faculty Rank	NA		\$81,143	0.0%	\$81,143	\$81,143	\$6,762	
Smith,Brenda J	Executive Assistant II	Executive Assistant II	Staff	07		\$76,397	0.0%	\$76,397	\$76,397	\$6,366	
Ring,Gail Lee Decker	Assoc Academic Program Dir	Director/E-Portfolio	Administrator w/ Faculty Rank	NA		\$75,750	0.0%	\$75,750	\$75,750	\$6,313	
Burton III,O'Neil B	Lecturer	Assoc Dir Co-Op Education	Administrator w/ Faculty Rank	NA		\$68,575	9.1%	\$74,800	\$74,800	\$6,233	b

To move Neil Burton into Marty Williams position.

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Shine,Ricki Jane	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$72,821	0.0%	\$72,821	\$72,821	\$6,068	
Foster,James I.	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$71,774	0.0%	\$71,774	\$71,774	\$5,981	
Booth,Brian William	Research Asst Professor	Research Asst Professor	Research Faculty	NA	\$70,000*		0.0%	\$70,000		\$7,778	*
Bundrick,Alfred E	Academic Program Director	Academic Program Director	Administrator	NA		\$92,089	-24.0%	\$70,000	\$70,000	\$5,833	b
	Program was discontinued. Position moved to new department.										
Petzold,Lois M.	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$69,908	0.0%	\$69,908	\$69,908	\$5,826	
Ward,Robert Thomas	Senior Consultant	Staff Ombudsman	Staff	07		\$69,700	0.0%	\$69,700	\$69,700	\$5,808	
Chrestman,Ronald E	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$68,867	0.0%	\$68,867	\$68,867	\$5,739	
Lomas,Elizabeth Milam	Student Services Manager I	Student Services Mgr I	Administrator	06		\$67,656	0.0%	\$67,656	\$67,656	\$5,638	
Reeves,D Keith	Student Services Manager I	Student Services Mgr I	Administrator	06		\$67,656	0.0%	\$67,656	\$67,656	\$5,638	
Becker Jr,Calvin R	Asst Academic Prog Dir	Asst Academic Prog Dir	Administrator	NA		\$67,655	0.0%	\$67,655	\$67,655	\$5,638	
Li,Peter Bai	Asst Academic Prog Dir	Exec Dir/International Svcs	Administrator	NA		\$65,000	0.0%	\$65,000	\$65,000	\$5,417	
Bennett,Robert W.	Student Services Manager I	Senior Associate Director	Administrator	06		\$64,157	0.0%	\$64,157	\$64,157	\$5,346	
Fleming,David Byrne	Research Associate	Research Associate	Staff	NA		\$63,339	0.0%	\$63,339	\$63,339	\$5,278	
Howard,Mack L	Program Manager I	Program Manager I	Administrator	07		\$60,174	0.0%	\$60,174	\$60,174	\$5,015	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Aldridge, Samuel Tristram	Student Services Manager I	Student Services Mgr I	Administrator	06		\$48,486	23.7%		\$60,000	\$5,000	a
Counter Offer - Retention increase to counter employment offer.											
Hawkins, Harold Gregory	Research and Planning Administrator	Research & Planning Admn	Staff	06		\$60,000*	0.0%		\$60,000	\$5,000	*
Cass, Brian Oneil	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$59,590	0.0%		\$59,590	\$4,966	
Williams, James Edward	Lecturer	Assoc Dir-Natl Scholars	Administrator w/ Faculty Rank	NA		\$57,919	0.0%		\$57,919	\$4,827	
Pierce, Jessica Swink	Research Associate	Research Associate	Staff	NA		\$57,216	0.0%		\$57,216	\$4,768	
Neal, Jeffrey Frank	Lecturer	Assoc Dir Co-Op Education	Administrator w/ Faculty Rank	NA		\$56,844	0.0%		\$56,844	\$4,737	
Bodell, Audrey R	Student Services Manager I	Associate Director	Administrator	06		\$56,616	0.0%		\$56,616	\$4,718	
Wood, Christopher Preston	Administrative Manager I	Asst Financial Off/Acad Affair	Administrator	07		\$56,560	0.0%		\$56,560	\$4,713	
Pearson, Rebecca Durham	Student Services Manager I	Associate Director	Administrator	06		\$56,337	0.0%		\$56,337	\$4,695	
Goodman, Brenda	Administrative Coordinator I	Administrative Coord I	Staff	05		\$54,110	0.0%		\$54,110	\$4,509	
Whorton, Susan S	Lecturer	Transfer Student Coordinator	Administrator w/ Faculty Rank	NA		\$53,554	0.0%		\$53,554	\$4,463	
Stewart, Arlene C	Lecturer	Director-Stud Disability Svcs	Administrator w/ Faculty Rank	NA		\$53,489	0.0%		\$53,489	\$4,457	
Sturkie, Cathy T	Program Coordinator I	Program Coordinator	Staff	05		\$52,938	0.0%		\$52,938	\$4,412	
Henry, Teresa N	Administrative Coordinator I	Administrative Coord I	Staff	05		\$52,349	0.0%		\$52,349	\$4,362	

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a Salary change related to performance/merit.

b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## *Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Welborn, Melissa Griffin	Research Associate	Research Associate	Staff	NA		\$52,015	0.0%		\$52,015	\$4,335	
McLaughlin, Joseph Wayne	Research Associate	Research Associate	Staff	NA		\$50,500	0.0%		\$50,500	\$4,208	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Kelly, John W	Professor	VP for PSA	Administrator w/ Faculty Rank	NA		\$242,732	0.0%	\$242,732	\$242,732	\$20,228	
Melton, Gary B	Professor	Director & Professor	Instructional Faculty	NA		\$222,217	0.0%	\$222,217	\$222,217	\$18,518	
Kimbrough-Melton, Robin J	Research Professor	Research Professor	Research Faculty	NA		\$189,133	7.9%	\$204,133	\$204,133	\$17,011	b
To serve as Director of American Orthopsychiatric Assoc. Funds for increase provided by the Assoc.											
Askew, George R	Associate Dean	Associate Dean	Administrator w/ Faculty Rank	NA		\$166,902	10.0%	\$183,592	\$183,592	\$15,299	b
To serve as Chief Operating Officer for Ag Research -previous COO stepped down											
Brown, Ronald A.	Extension Associate	Extension Associate	Staff	NA		\$180,734	1.3%	\$183,134	\$183,134	\$15,261	b
Employee is Exec. Director of the Assoc. of Southern Region Ext Directors. His salary is funded 100% by this group and they voted a pay increase.											
Ogg, Neil	Academic Program Director	Assoc VP PSA/Dir Regulatory	Administrator w/ Faculty Rank	NA		\$169,004	0.0%	\$169,004	\$169,004	\$14,084	
Barefoot, Susan F	Associate Dean	Associate Dean	Administrator w/ Faculty Rank	NA		\$180,663	-8.2%	\$165,931	\$165,931	\$13,828	b
Employee stepped down as COO for Ag Research											
Eidson, Gene W	Academic Program Director	Academic Program Director	Administrator w/ Faculty Rank	NA		\$151,651	0.0%	\$151,651	\$151,651	\$12,638	
Becker, Robert H	Academic Program Director	Academic Program Director	Administrator w/ Faculty Rank	NA		\$150,742	0.0%	\$150,742	\$150,742	\$12,562	
Calzadilla, Jorge M	Extension Associate	Extension Associate	Staff	NA		\$142,814	0.0%	\$142,814	\$142,814	\$11,901	
Shaw, Kay C	Lecturer: Non-teaching	PSA Chief Financial Officer	Administrator w/ Faculty Rank	NA		\$129,430	0.0%	\$129,430	\$129,430	\$10,786	
Howle, David S	Dept Chair/Head	Asst Dir/Regulatory Services	Administrator w/ Faculty Rank	NA		\$127,197	0.0%	\$127,197	\$127,197	\$10,600	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Krausz, Joseph P	Dept Chair/Head	Department Head	Administrator w/ Faculty Rank	NA		\$119,634	0.0%		\$119,634	\$9,970	
Small, Mark A	Professor	Professor	Instructional Faculty	NA		\$117,860	0.0%		\$117,860	\$9,822	
Holaday, Bonnie J	Professor	Professor	Instructional Faculty	NA		\$117,739	0.0%		\$117,739	\$9,812	
Scharko, Patricia B	Professor	Professor	Public Service Faculty	NA		\$117,000*	0.0%		\$117,000	\$9,750	*
Mueller, John D	Academic Program Director	Academic Program Director	Administrator w/ Faculty Rank	NA		\$116,150	0.0%		\$116,150	\$9,679	
Fortnum, Bruce A	Academic Program Director	Academic Program Director	Administrator w/ Faculty Rank	NA		\$111,863	3.7%		\$116,000	\$9,667	b
To serve as permanent Director of the PeeDee REC.											
Limber, Susan P.	Named Professor	Named Professor	Instructional Faculty	NA		\$112,436	0.0%		\$112,436	\$9,370	
McDonell, James R.	Associate Professor	Associate Professor	Instructional Faculty	NA		\$111,650	0.0%		\$111,650	\$9,304	
Parr, Boyd Hobson	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$95,950	10.0%		\$105,545	\$8,795	b
To serve as Director of Livestock Poultry Health(LPH) and State vet. Previous Director/State Vet retired.											
Beasley, Martha M	Extension Associate	Extension Associate	Staff	NA		\$74,987	40.0%		\$104,987	\$8,749	b
To serve as Foundations Initiative Director. This is an additional appointment shared by Development and the Provost											
Roberts, Danny H	Extension Associate	Asst to VP for PSA	Staff	NA		\$96,435	0.0%		\$96,435	\$8,036	
Watt, Catherine E	Lecturer: Non-teaching	Dtr, Alliance/Higher Ed Res	Administrator w/ Faculty Rank	NA		\$95,000	0.0%		\$95,000	\$7,917	
Hunter, Terry K	Extension Associate	Extension Associate	Staff	NA		\$93,627	0.0%		\$93,627	\$7,802	
Kelly, Donna J	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$90,900	0.0%		\$90,900	\$7,575	
McMahan, Gary L	Asst Academic Prog Dir	Asst Academic Prog Dir	Administrator	NA		\$89,175	0.0%		\$89,175	\$7,431	

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c Cost of living adjustment.

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e Other adjustments.



## Fall 2009 Salaries \$50,000 and Over

### Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Scott,Roy L	Extension Associate	Extension Associate	Staff	NA		\$88,342	0.0%		\$88,342	\$7,362	
Allen,Jeffery S	Research Associate	Research Associate	Staff	NA		\$87,911	0.0%		\$87,911	\$7,326	
Martin,Michael Kent	Lecturer: Non-teaching	Lecturer	Public Service Faculty	NA		\$78,646	10.0%		\$86,511	\$7,209	b
To assume duties on LPH-Regulatory department when previous unit head became Director of LPH.											
Alford, Virginia S	Extension Associate	Extension Associate	Staff	NA		\$85,850	0.0%		\$85,850	\$7,154	
Lance,Stephen W	Extension Associate	Extension Associate	Staff	NA		\$74,727	14.0%		\$85,188	\$7,099	b
Employee was given responsibility for additional programs and will represent the Director of the Youth Learning Institute (YLI) in the Director's absence.											
Camper,Charlotte Teresa	Extension Associate	Director of At-Risk Youth	Staff	NA		\$82,820	0.0%		\$82,820	\$6,902	
Rembert,Kellye S	Extension Associate	Extension Associate	Staff	NA		\$85,849	-7.6%		\$79,358	\$6,613	ab
State 4H title was removed											
Employee earned a PhD related to her employment											
Baker,Della A	Extension Associate	Extension Associate	Staff	NA		\$79,043	0.0%		\$79,043	\$6,587	
Hoskins,Clyde B	Lecturer	Lecturer	Administrator w/ Faculty Rank	NA		\$70,719	10.0%		\$77,791	\$6,483	b
To serve as interim director of Meat Inspection program at Livestock Poultry Health. Previous Director retired.											
Brown,William H	Extension Associate	Extension Associate	Staff	NA		\$75,888	0.0%		\$75,888	\$6,324	
Helm,Julie D	Lecturer: Non-teaching	Lecturer	Public Service Faculty	NA		\$75,750	0.0%		\$75,750	\$6,313	
Miller,Gilbert A	Extension Director - Assistant	Extension Director - Assistant	Administrator	NA		\$74,946	0.0%		\$74,946	\$6,246	
Dalhouse,Deborah L	Public Information Director II	Public Info Dir II	Staff	07		\$74,442	0.0%		\$74,442	\$6,204	
Bryant,Pamela Thomas	Extension Associate	Extension Associate	Staff	NA		\$73,476	0.0%		\$73,476	\$6,123	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Woodard,Kathy L	Director of Planning and Research	Dir Of Planning & Research	Administrator	07		\$73,361	0.0%		\$73,361	\$6,113	
Veasey,Garland M	Extension Associate	Extension Associate	Staff	NA		\$72,434	0.0%		\$72,434	\$6,036	
Fragar,Robert D	Extension Associate	Extension Associate	Staff	NA		\$71,742	0.0%		\$71,742	\$5,979	
Littlejohn Jr,Albert C	Production Manager IV	Production Manager IV	Staff	07		\$70,446	0.0%		\$70,446	\$5,871	
Kirkland,Toby R	Extension Associate	Extension Associate	Staff	NA		\$70,195	0.0%		\$70,195	\$5,850	
Smith,Douglas Glenn	Lecturer: Non-teaching	Lecturer: Non-Teaching	Public Service Faculty	NA		\$70,000*	0.0%		\$70,000	\$5,833	*
Munnerlyn,Helen Ferrell	Extension Associate	Extension Associate	Staff	NA		\$69,813	0.0%		\$69,813	\$5,818	
Blake,James H	Extension Associate	Extension Associate	Staff	NA		\$68,993	0.0%		\$68,993	\$5,749	
Baker III,James F	Veterinarian Specialist	Veterinarian Specialist	Staff	08		\$68,785	0.0%		\$68,785	\$5,732	
London,Donna S.	Research Associate	Research Associate	Staff	NA		\$68,751	0.0%		\$68,751	\$5,729	
Harden,Christel F	Environmental Health Manager III	Environment/Hlth Mgr III	Staff	07		\$68,682	0.0%		\$68,682	\$5,724	
McMillan,Patrick D.	Lecturer	Lecturer	Public Service Faculty	NA	\$68,478		0.0%	\$68,478		\$7,609	
Lay,Camillius C	Research Associate	Research Associate	Staff	NA		\$67,112	0.0%		\$67,112	\$5,593	
Krugler,Charlotte A	Lecturer: Non-teaching	Lecturer	Public Service Faculty	NA		\$66,969	0.0%		\$66,969	\$5,581	
Moore,Kathy P	Extension Associate	Extension Associate	Staff	NA		\$66,099	0.0%		\$66,099	\$5,508	
Fouly,Hanafy Mahmoud	Extension Associate	Extension Associate	Staff	NA		\$65,902	0.0%		\$65,902	\$5,492	
Nichols,Steven R	Extension Associate	Extension Associate	Staff	NA		\$65,650	0.0%		\$65,650	\$5,471	
Simmons,Michael J	Program Coordinator II	Human Resource Officer	Staff	06		\$65,510	0.0%		\$65,510	\$5,459	
Linke,Gregory H	Extension Associate	Extension Associate	Staff	NA		\$64,685	0.0%		\$64,685	\$5,390	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Hubbard Jr, Lewis R	Engineer/Associate Engineer III	Eng/Assoc Eng III	Staff	07		\$64,195	0.0%	\$64,195	\$64,195	\$5,350	
Kelley, Melissa D.	Accounting/Fiscal Manager I	Acct/Fiscal Manager I	Administrator	07		\$63,877	0.0%	\$63,877	\$63,877	\$5,323	
Tillett Jr, Harold J	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$63,854	0.0%	\$63,854	\$63,854	\$5,321	
Southworth, Suzanne K	Veterinarian Specialist	Veterinarian Specialist	Staff	08		\$63,647	0.0%	\$63,647	\$63,647	\$5,304	
Sawyer, Calvin B	Extension Associate	Extension Associate	Staff	NA		\$63,464	0.0%	\$63,464	\$63,464	\$5,289	
Green, Stanley Wayne	Extension Associate	Extension Associate	Staff	NA		\$63,147	0.0%	\$63,147	\$63,147	\$5,262	
Ardern, Pamela B	Extension Associate	Extension Associate	Staff	NA		\$62,985	0.0%	\$62,985	\$62,985	\$5,249	
Stewart, Mary Caroline	Veterinarian Specialist	Veterinarian Specialist	Staff	08		\$62,938	0.0%	\$62,938	\$62,938	\$5,245	
Wright, James H	Extension Associate	Extension Associate	Staff	NA		\$62,705	0.0%	\$62,705	\$62,705	\$5,225	
Cox Jr, Silas K	GIS Manager II	GIS Manager II	Administrator	07		\$62,602	0.0%	\$62,602	\$62,602	\$5,217	
Edwards, Michael V	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$62,495	0.0%	\$62,495	\$62,495	\$5,208	
Giacalone, Katie Ann	Extension Associate	Extension Associate	Staff	NA		\$62,000	0.0%	\$62,000	\$62,000	\$5,167	
Gunter II, H David	Extension Associate	Extension Associate	Staff	NA		\$61,793	0.0%	\$61,793	\$61,793	\$5,149	
Maw, Melvin A	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$61,000	0.0%	\$61,000	\$61,000	\$5,083	
Kierce, Pamela H	Information Technology Manager I	Information Tech Mgr I	Administrator	07		\$59,834	0.0%	\$59,834	\$59,834	\$4,986	
Togel, Peter Horst	Senior Information Resource Consultant	Sr Information Res Consultant	Staff	07		\$59,817	0.0%	\$59,817	\$59,817	\$4,985	
McAnally Jr, Robert E	Production Manager III	Production Manager III	Staff	06		\$59,493	0.0%	\$59,493	\$59,493	\$4,958	

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e Other adjustments.

## Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Schuster,Robert M	Extension Associate	Extension Associate	Staff	NA		\$59,385	0.0%	\$59,385	\$4,949		
Burns,Gary L	Agricultural/Animal Associate II	Agricult/Animal Assoc II	Staff	05		\$57,752	0.0%	\$57,752	\$4,813		
Clemson,Gregory S.	Building/Grounds Manager	Building/Grounds Mgr	Administrator	06		\$57,750	0.0%	\$57,750	\$4,813		
Jones,Charles Ray	Extension Associate	Extension Associate	Staff	NA		\$57,216	0.0%	\$57,216	\$4,768		
Kirven,Georganne M	Extension Associate	Extension Associate	Staff	NA		\$56,806	0.0%	\$56,806	\$4,734		
Denny,Ernest G	Program Manager I	Program Facilitator	Administrator	07		\$56,636	0.0%	\$56,636	\$4,720		
Arnold,James E	Building/Grounds Manager	Garden Manager	Administrator	06		\$56,483	0.0%	\$56,483	\$4,707		
McCune,Amy S	Extension Associate	Extension Associate	Staff	NA		\$56,394	0.0%	\$56,394	\$4,700		
Morris,Elizabeth Pixley	Extension Associate	Extension Associate	Staff	NA		\$56,206	0.0%	\$56,206	\$4,684		
Koon,Deborah K	Administrative Coordinator I	Administrative Coord I	Staff	05		\$56,015	0.0%	\$56,015	\$4,668		
Corbett,Angela M	Academic Program Manager	Academic Program Manager	Administrator	NA		\$55,135	0.0%	\$55,135	\$4,595		
Waggoner,Steve E	Agricultural/Animal Associate II	Agricult/Animal Assoc II	Staff	05		\$55,092	0.0%	\$55,092	\$4,591		
Kent,Peter J.	Public Information Director I	Public Info Dir I	Staff	06		\$53,863	0.0%	\$53,863	\$4,489		
Tuck Jr,Fred H	Broadcast/Engineering Maintenance Technician IV	Assoc Dir Mkt Comm	Staff	06		\$53,104	0.0%	\$53,104	\$4,425		
Saltzman,Ellen W	Research Associate	Research Associate	Staff	NA		\$53,065	0.0%	\$53,065	\$4,422		

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## Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Bassett,Z Annette	Administrative Coordinator I	Business Officer	Staff	05		\$53,040	0.0%		\$53,040	\$4,420	
Langmo,Melissa Gibbons	Microbiologist II	Microbiologist II	Staff	06		\$52,793	0.0%		\$52,793	\$4,399	
Addis,Ronald P	Public Information Director II	Public Info Dir II	Staff	07		\$52,529	0.0%		\$52,529	\$4,377	
Bishop,Gregory D	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$52,514	0.0%		\$52,514	\$4,376	
Sober,Christine L	Chemist III	Chemist III	Staff	07		\$51,448	0.0%		\$51,448	\$4,287	
Culler III,Willis Calhoun	Research Associate	Research Associate	Staff	NA		\$51,338	0.0%		\$51,338	\$4,278	
Galloway Jr,Tilden L	Investigator IV	Investigator IV	Staff	06		\$51,209	0.0%		\$51,209	\$4,267	
Carey,Robert T	Research Associate	Research Associate	Staff	NA		\$50,500	0.0%		\$50,500	\$4,208	

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## Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Przirembel,Christian E G	Professor	VP for Research & Economic Dev	Administrator w/ Faculty Rank	NA		\$243,828	0.0%	\$243,828	\$20,319		
Geolas,Robert Thomas	Academic Program Director	Academic Program Director	Administrator	NA		\$210,574	0.0%	\$210,574	\$17,548		
Robinson Jr,Edward Smiley	Lecturer: Non-teaching	Lecturer: Non-Teaching	Research Faculty	NA		\$161,582	0.0%	\$161,582	\$13,465		
Arwood,Tracy Smart	Lecturer: Non-teaching	Dir/Research Integrity Officer	Administrator w/ Faculty Rank	NA		\$151,051	0.0%	\$151,051	\$12,588		
Queen,William G.	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$146,577	0.0%	\$146,577	\$12,215		
Parrish,John Hilary A	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$145,601	0.0%	\$145,601	\$12,133		
Hudson,Joan Strine	Research Asst Professor	Chief Scientist, Elect Microsc	Research Faculty	NA		\$141,556	0.0%	\$141,556	\$11,796		
Boyette Jr,John Vernon	Academic Program Director	CU ICAR Real Estate Director	Administrator	NA		\$127,248	0.0%	\$127,248	\$10,604		
Williams,JoAnne Proudfoot	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$126,250	0.0%	\$126,250	\$10,521		
Leitner,Robert Thomas	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$122,905	0.0%	\$122,905	\$10,242		
Albritton,Vincie C.	Lecturer: Non-teaching	CURF Assoc Dtr Bus Innovation	Administrator w/ Faculty Rank	NA		\$103,000	0.0%	\$103,000	\$8,583		
Dickerson,Suzanne Maria	Research Associate	Marketing&Business Dev. Manage	Staff	NA		\$90,900	0.0%	\$90,900	\$7,575		
Ventura,Marlene R	Program Manager I	Asst. Director/IBC Admin	Administrator	07		\$82,930	0.0%	\$82,930	\$6,911		

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Research

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Richardson,Stanley T	Administrative Manager I	Assoc Bus Off for HR	Administrator	07		\$79,855	0.0%	\$79,855	\$79,855	\$6,655	
Davis,John M	Research Associate	CU ICAR Property Manager	Staff	NA		\$79,689	0.0%	\$79,689	\$79,689	\$6,641	
Suttles,Thomas F	Engineer/Associate Engineer III	Research Facilities Manager	Staff	07		\$70,719	0.0%	\$70,719	\$70,719	\$5,893	
Land,Melody C	Administrative Coordinator II	Administrative Coord II	Staff	06		\$68,160	0.0%	\$68,160	\$68,160	\$5,680	
Betts,Sara A	Research Associate	Research Associate	Staff	NA		\$66,797	0.0%	\$66,797	\$66,797	\$5,566	
McGowan-Hudson,Bettie M	Grants Administrator II	Grants Administrator II	Staff	07		\$62,773	0.0%	\$62,773	\$62,773	\$5,231	
Geary,Nathan Andrew	Info Tech Systems Architect	Info Tech Architect	Administrator	08		\$62,418	0.0%	\$62,418	\$62,418	\$5,202	
Robinson,William E	Info Tech Systems Architect	Info Tech Architect	Administrator	08		\$62,418	0.0%	\$62,418	\$62,418	\$5,202	
Strickland,Michael H	Grants Administrator II	Grants Administrator II	Staff	07		\$61,832	0.0%	\$61,832	\$61,832	\$5,153	
Ailstock,Mason H	Research Associate	Research Associate	Staff	NA		\$61,711	0.0%	\$61,711	\$61,711	\$5,143	
Pierce,William E	Research Associate	Research Associate	Staff	NA		\$61,441	0.0%	\$61,441	\$61,441	\$5,120	
Willey,Melody C	Program Coordinator II	Program Coordinator II	Staff	06		\$61,275	0.0%	\$61,275	\$61,275	\$5,106	
Kunkle,Lynn R	Grants Administrator II	Grants Administrator II	Staff	07		\$60,337	0.0%	\$60,337	\$60,337	\$5,028	
Moll,Laura A	Research Associate	IRB Administrator	Staff	NA		\$55,717	0.0%	\$55,717	\$55,717	\$4,643	
Boggs,Christoffer Oxford	Data Base Administrator I	Data Base Admin I	Staff	06		\$54,217	0.0%	\$54,217	\$54,217	\$4,518	
Bryant,Kathryn E	Research Associate	IACUC Administrator	Staff	NA		\$52,015	0.0%	\$52,015	\$52,015	\$4,335	

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e Other adjustments.

## *Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Burdette,Cynthia D	Research Associate	Research Associate	Staff	NA		\$51,963	0.0%		\$51,963	\$4,330	
Tinsley,Linda D	Accountant/Fiscal Analyst III	Assc Bus Officer for Finance	Staff	06		\$51,697	0.0%		\$51,697	\$4,308	

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e Other adjustments.



## *Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Braine-Sperry, Jeannette	Administrative Coordinator II	Administrative Coord II	Staff	06		\$55,550	0.0%		\$55,550	\$4,629

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e Other adjustments.

## Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
DiSabatino,Gail A	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$173,316	0.0%		\$173,316	\$14,443	
Smith,Joy S	Associate Vice President	Associate Vice President	Administrator	NA		\$128,581	0.0%		\$128,581	\$10,715	
Jameson Jr,Lake H	Assoc Academic Program Dir	Assoc Academic Program Dir	Administrator w/ Faculty Rank	NA	\$127,049		0.0%	\$127,049		\$14,117	
Howell,Verna G	Associate Vice President	Associate VP - Student Affairs	Administrator	NA		\$123,759	0.0%		\$123,759	\$10,313	
Hallenbeck,Douglas A	Program Manager III	Exec. Dir of Housing	Administrator	09		\$113,120	0.0%		\$113,120	\$9,427	
McDonald,Rose M	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA	\$110,540		0.0%	\$110,540		\$12,282	
Smith,George N	Associate Vice President	Associate Vice President	Administrator	NA		\$110,271	0.0%		\$110,271	\$9,189	
Robbins,Stephen A	Associate Vice President	Associate Vice President	Administrator	NA		\$106,050	0.0%		\$106,050	\$8,838	
Clay,George W	Academic Program Director	Academic Program Director	Administrator w/ Faculty Rank	NA	\$99,331		0.0%	\$99,331		\$11,037	
Murphy,Tenley Erin	Lecturer: Non-teaching	Staff Physician	Other Professional w/ Faculty Rank	NA	\$98,184*		0.0%	\$98,184		\$10,909	*
Dickerson,Charles A	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Administrator	07		\$93,359	0.0%		\$93,359	\$7,780	
Stanphill,William Lyon	Program Manager II	Program Manager II	Administrator	08		\$91,591	0.0%		\$91,591	\$7,633	
Contreras,Raquel J	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$88,581	0.0%		\$88,581	\$7,382	
Riley,Flora M	Lecturer: Non-teaching	Executive Director	Administrator w/ Faculty Rank	NA		\$87,977	0.0%		\$87,977	\$7,331	

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b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Richardson,Altheia L	Student Services Manager III	Student Services Manager III	Administrator	08		\$84,649	0.0%	\$84,649	\$84,649	\$7,054	
Hay,Pamela June	Lecturer: Non-teaching	Pharmacist	Other Professional w/ Faculty Rank	NA		\$83,830	0.0%	\$83,830	\$83,830	\$6,986	
Rice,Robert R	Administrative Manager I	Dir Residential Facilities	Administrator	07		\$82,930	0.0%	\$82,930	\$82,930	\$6,911	
Link Jr,Johnson W	Law Enforcement Officer V	Chief of Police	Administrator	08		\$82,183	0.0%	\$82,183	\$82,183	\$6,849	
Guill,Russell C	Administrative Manager I	Assoc Dean of Students	Administrator	07		\$80,362	0.0%	\$80,362	\$80,362	\$6,697	
Robinson,Geary Lynn	Emergency Preparedness Coordinator II	EP Coordinator II	Staff	06		\$80,344	0.0%	\$80,344	\$80,344	\$6,695	
Hobgood,Kathy Bush	Student Services Manager III	Director, Residential Life	Administrator	08		\$78,646	0.0%	\$78,646	\$78,646	\$6,554	
Kern,Margaret S	Program Manager I	Program Manager I	Administrator	07		\$71,094	0.0%	\$71,094	\$71,094	\$5,925	
Daniel,William E.	Law Enforcement Officer IV	Law Enforcement Officer IV	Administrator	07		\$70,089	0.0%	\$70,089	\$70,089	\$5,841	
Hays,Amanda H	Student Services Manager III	Student Services Manager III	Administrator	08		\$69,690	0.0%	\$69,690	\$69,690	\$5,808	
Smith,Alesia A	Student Services Manager I	Office of Comm & Ethical Stand	Administrator	06		\$66,862	0.0%	\$66,862	\$66,862	\$5,572	
Hendricks,Phillip Eric	Law Enforcement Officer III	Captain, Support Services	Staff	06		\$65,840	0.0%	\$65,840	\$65,840	\$5,487	
Atkinson Jr,George	Visiting Associate Professor	Visiting Associate Professor	Administrator w/ Faculty Rank	NA		\$65,774	0.0%	\$65,774	\$65,774	\$5,481	

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c Cost of living adjustment.

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

e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Whelchel,Georgia Annette	Lecturer: Non-teaching	Nurse Practitioner II	Other Professional w/ Faculty Rank	NA		\$65,650	0.0%		\$65,650	\$5,471	
Stevens,Harold Bruce	Visiting Assistant Professor	Lecturer/Clinical Psychologist	Other Professional w/ Faculty Rank	NA		\$63,971	0.0%		\$63,971	\$5,331	
Culler,Deborah R	Program Coordinator II	Program Coordinator II	Staff	06		\$61,681	0.0%		\$61,681	\$5,140	
Motley,Janet R.	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$60,600	0.0%		\$60,600	\$5,050	
Surrett,Michelle B	Lecturer	Lecturer-Nurse Practitioner	Other Professional w/ Faculty Rank	NA		\$60,600	0.0%		\$60,600	\$5,050	
Miller,Lane D	Building/Grounds Manager	Building/Grounds Mgr	Administrator	06		\$59,398	0.0%		\$59,398	\$4,950	
Felder III,James C	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$58,932	0.0%		\$58,932	\$4,911	
LeMay,Christina D	Public Information Director II	Director - Publications	Staff	07		\$57,317	0.0%		\$57,317	\$4,776	
Lewis,Parvin	Student Services Manager I	Student Services Mgr I	Administrator	06		\$56,894	0.0%		\$56,894	\$4,741	
Newman,Judith H	Student Services Manager II	Student Services Mgr II	Administrator	07		\$56,310	0.0%		\$56,310	\$4,693	
Bregger,Louis D	Student Services Manager I	Student Services Mgr I	Administrator	06		\$55,166	0.0%		\$55,166	\$4,597	
Campbell,Timothy E	Trades Specialist V	Trades Specialist V	Staff	05		\$55,147	0.0%		\$55,147	\$4,596	
Addis,Karen L	Administrative Coordinator II	Administrative Coord II	Staff	06		\$54,666	0.0%		\$54,666	\$4,556	
Hawthorne,Reginald D	Program Coordinator II	Assoc Dir/Residential Faciliti	Staff	06		\$54,566	0.0%		\$54,566	\$4,547	

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e Other adjustments.

## Fall 2009 Salaries \$50,000 and Over

### Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Powers, Lisa S	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$47,218	15.0%		\$54,289	\$4,524	e
	Retention										
Gaulin, Gary V	Engineer/Associate Engineer II	Eng/Assoc Eng II	Staff	06		\$53,665	0.0%		\$53,665	\$4,472	
Rhodes, Bradley E	Law Enforcement Officer II	Captain, Uniform Patrol	Staff	05		\$52,520	0.0%		\$52,520	\$4,377	
Davis, Pamela L	Student Services Manager I	Student Services Mgr I	Administrator	06		\$45,911	13.3%		\$52,015	\$4,335	a
	Missing Description										
Shamburger, Kenyatta N	Student Services Manager I	Student Services Mgr I	Administrator	06		\$52,015	0.0%		\$52,015	\$4,335	
Creel, Laura Haley	Lecturer	Staff Psychologist	Other Professional w/ Faculty Rank	NA		\$51,934	0.0%		\$51,934	\$4,328	
Shivar, Mary Kathryn	Human Resources Manager II	Human Resources Mgr II	Staff	06		\$51,495	0.0%		\$51,495	\$4,291	
Franklin, Anthony B	Building/Grounds Manager	Building/Grounds Mgr	Administrator	06		\$51,480	0.0%		\$51,480	\$4,290	
Moss, Joy Acree	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$51,032	0.0%		\$51,032	\$4,253	
Brown, Jeffrey T	Student Services Manager II	Student Services Mgr II	Administrator	07		\$51,000	0.0%		\$51,000	\$4,250	
Leroy, Judy K	Nurse Administrator/Manager I	Nurse Manager	Staff	06		\$50,919	0.0%		\$50,919	\$4,243	

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## Fall 2009 Salaries \$50,000 and Over

### University Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Cameron Jr,Albert Neill	Lecturer: Non-teaching	Lecturer: Non-Teaching	Administrator w/ Faculty Rank	NA		\$211,185	0.0%	\$211,185	\$211,185	\$17,599	
Trammell,Harrison Frederick	Academic Program Director	CUF President/CEO	Administrator	NA		\$202,000	0.0%	\$202,000	\$202,000	\$16,833	
Sams,Catherine T	Lecturer: Non-teaching	Lecturer	Administrator w/ Faculty Rank	NA		\$156,806	0.0%	\$156,806	\$156,806	\$13,067	
O'Rourke,Brian Joseph	Academic Program Director	Dir of Dev & Alumni Affairs	Administrator	NA		\$156,081	0.0%	\$156,081	\$156,081	\$13,007	
Troelstra,Catherine	Asst Academic Prog Dir	Asst Academic Prog Dir	Administrator	NA		\$140,000	0.0%	\$140,000	\$140,000	\$11,667	
King,JoVanna J	Academic Program Director	Sr Dir Gift & Estate Planning	Administrator	NA		\$130,236	0.0%	\$130,236	\$130,236	\$10,853	
Martin,Jeffery S	Academic Program Director	Academic Program Director	Administrator	NA		\$129,040	0.0%	\$129,040	\$129,040	\$10,753	
Alexander,Ann M	Academic Program Director	Academic Program Director	Administrator	NA		\$113,170	0.0%	\$113,170	\$113,170	\$9,431	
Busch,Elizabeth Colbert	Extension Associate	Extension Associate	Staff	NA		\$106,050	0.0%	\$106,050	\$106,050	\$8,838	
Porter,Robert B	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$105,953	0.0%	\$105,953	\$105,953	\$8,829	
Couch Jr,James R	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$105,007	0.0%	\$105,007	\$105,007	\$8,751	
Ryan,Melissa M	Asst Academic Prog Dir	Asst Academic Prog Dir	Administrator	NA		\$103,950	0.0%	\$103,950	\$103,950	\$8,663	
Peters,Christopher Marc	Academic Program Director	Academic Program Director	Administrator	NA		\$101,793	0.0%	\$101,793	\$101,793	\$8,483	
Giffin,Thomas William	Academic Program Director	Academic Program Director	Administrator	NA		\$95,950	0.0%	\$95,950	\$95,950	\$7,996	

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## Fall 2009 Salaries \$50,000 and Over

### University Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2008*		% Chng	Salary as of Oct 1, 2009		Monthly Salary	Note
					9 Month	12 Month		9 Month	12 Month		
Dryden,David W	Director of Informatin Services	Director of Information Svcs	Staff	08		\$92,881	0.0%	\$92,881	\$92,881	\$7,740	
Brasington III,Leroy Wilson	Academic Program Director	Academic Program Director	Administrator	NA		\$92,586	0.0%	\$92,586	\$92,586	\$7,716	
Evatt,Alice C.	Asst Academic Prog Dir	Accounting/Fiscal Mgr I	Administrator	NA		\$90,900	0.0%	\$90,900	\$90,900	\$7,575	
Smith,Ann B	Asst Academic Prog Dir	Asst Academic Prog Dir	Administrator	NA		\$86,860	0.0%	\$86,860	\$86,860	\$7,238	
Hammatt,David C	Alumni/Development Manager II	Alumni/Develop Mgr II	Staff	07		\$78,619	0.0%	\$78,619	\$78,619	\$6,552	
Kelly,Larissa R.	Information Technology Manager I	Dir Info Tech for Advancement	Administrator	07		\$74,901	0.0%	\$74,901	\$74,901	\$6,242	
Denny,Robin S	Public Information Director II	Public Info Dir II	Staff	07		\$74,442	0.0%	\$74,442	\$74,442	\$6,204	
Bishop,Janice B	Administrative Manager I	Administrative Mgr I	Administrator	07		\$73,001	0.0%	\$73,001	\$73,001	\$6,083	
Van Daele,Tiffany J	Program Manager II	Program Manager II	Administrator	08		\$69,700	0.0%	\$69,700	\$69,700	\$5,808	
McKenzie,Jack A	Alumni/Development Manager II	Alumni/Develop Mgr II	Staff	07		\$69,269	0.0%	\$69,269	\$69,269	\$5,772	
Schiff,Susan B.	Public Information Director II	Public Info Dir II	Staff	07		\$69,061	0.0%	\$69,061	\$69,061	\$5,755	
Bonnette,John Michael	Asst Academic Prog Dir	Asst Academic Prog Dir	Administrator	NA		\$68,500	0.0%	\$68,500	\$68,500	\$5,708	
Watkins,Matthew J	Alumni/Development Manager I	Alumni Development Manager I	Staff	06		\$68,160	0.0%	\$68,160	\$68,160	\$5,680	
Cochran,Kenneth Dale	Graphics Manager II	Graphics Manager II	Staff	06		\$66,579	0.0%	\$66,579	\$66,579	\$5,548	
Bozard,Daniel P	Extension Associate	Extension Associate	Staff	NA		\$65,020	0.0%	\$65,020	\$65,020	\$5,418	
Godwin,Jeffrey N	Applications Analyst II	Applications Analyst II	Staff	06		\$64,380	0.0%	\$64,380	\$64,380	\$5,365	

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## Fall 2009 Salaries \$50,000 and Over

### University Advancement

<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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Gouch,John K	Public Information Director II	Public Info Dir II	Staff	07		\$62,418	0.0%	\$62,418	\$62,418	\$5,202	
Usher,Carol J	Senior Information Resource Consultant	Sr Information Res Consultant	Staff	07		\$60,600	0.0%	\$60,600	\$60,600	\$5,050	
Hall,Penland C	Public Information Director II	Public Info Dir II	Staff	07		\$59,705	0.0%	\$59,705	\$59,705	\$4,975	
Hill,Karl Abel	Public Information Director I	Public Info Dir I	Staff	06		\$59,590	0.0%	\$59,590	\$59,590	\$4,966	
Epting Jr,James B	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	06		\$58,000	0.0%	\$58,000	\$58,000	\$4,833	
Moody,Tenneil L.	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$57,884	0.0%	\$57,884	\$57,884	\$4,824	
Grant,Liza C	Asst Academic Prog Dir	Asst Academic Prog Dir	Administrator	NA		\$57,216	0.0%	\$57,216	\$57,216	\$4,768	
Adams,Helen R	Administrative Manager I	Administrative Mgr I	Administrator	07		\$57,127	0.0%	\$57,127	\$57,127	\$4,761	
Johnson,Wanda A	Public Information Director I	Public Info Dir I	Staff	06		\$56,560	0.0%	\$56,560	\$56,560	\$4,713	
Boatwright,Randolph N	Alumni/Development Manager I	Alumni/Develop Mgr I	Staff	06		\$56,461	0.0%	\$56,461	\$56,461	\$4,705	
Sharpe,David	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$56,176	0.0%	\$56,176	\$56,176	\$4,681	
Vaughan,Terri L.	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$55,550	0.0%	\$55,550	\$55,550	\$4,629	
Woodward,Sandra K.	Public Information Director I	Public Info Dir I	Staff	06		\$55,160	0.0%	\$55,160	\$55,160	\$4,597	
Sapp,Patrick Zolley	Asst Academic Prog Dir	Asst Academic Prog Dir	Administrator	NA		\$53,263	0.0%	\$53,263	\$53,263	\$4,439	

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a Salary change related to performance/merit.

b Salary change related to change in position or responsibilities.

c Cost of living adjustment.

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

e Other adjustments.



## Fall 2009 Salaries \$50,000 and Over

### University Advancement

<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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Pridgen,Margaret C	Public Information Director I	Public Info Dir I	Staff	06		\$53,039	0.0%	\$53,039	\$53,039	\$4,420	
Galloway,Debra M	Administrative Coordinator I	Administrative Coord I	Staff	05		\$52,714	0.0%	\$52,714	\$52,714	\$4,393	
Bowen,Barry C	Building/Grounds Manager	Building/Grounds Mgr	Administrator	06		\$52,503	0.0%	\$52,503	\$52,503	\$4,375	
Polowczuk,Susan G	Public Information Director I	Public Info Dir II	Staff	06		\$51,482	0.0%	\$51,482	\$51,482	\$4,290	
Bonnette,Amy Cloaninger	Alumni/Development Manager I	Alumni/Development Mgr I	Staff	06		\$51,320	0.0%	\$51,320	\$51,320	\$4,277	
Parker,Sandra T	Public Information Director I	Public Info Dir I	Staff	06		\$51,213	0.0%	\$51,213	\$51,213	\$4,268	
Barker,James J.	Public Information Director I	Public Info Dir I	Staff	06		\$51,000*	0.0%	\$51,000	\$51,000	\$4,250	*
Newall,M Elizabeth P	Public Information Director I	Public Info Dir I	Staff	06		\$50,849	0.0%	\$50,849	\$50,849	\$4,237	
Isengard,Joshua A	Applications Analyst II	Applications Analyst II	Staff	06		\$50,500	0.0%	\$50,500	\$50,500	\$4,208	
Wagner,Donita A	Alumni/Development Manager I	Alumni/Develop Mgr I	Staff	06		\$50,000	0.0%	\$50,000	\$50,000	\$4,167	

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e Other adjustments.

## Fall 2009 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, 2008*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2009</i>		<i>Monthly Salary</i>	<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>		
Putnam, Tony J	Engineer/Associate Engineer IV	Engineer/Assoc Eng IV	Administrator	08		\$85,500	0.0%		\$85,500	\$7,125	
Kirby, Harry K	Engineer/Associate Engineer III	Eng/Assoc Eng III	Staff	07		\$67,489	0.0%		\$67,489	\$5,624	
Jones, Tommi Jackson	Engineer/Associate Engineer III	Eng/Assoc Eng III	Staff	07		\$62,682	0.0%		\$62,682	\$5,224	
Kauer, Brian J	Engineer/Associate Engineer III	Eng/Assoc Eng III	Staff	07		\$62,418	0.0%		\$62,418	\$5,202	
Westbury, James Stephen	Trades Specialist V	Trades Specialist V	Staff	05		\$55,000*	0.0%		\$55,000	\$4,583	*
Stancil, David Brian	Trades Specialist V	Waste Water Enviro Sys Supv	Staff	05		\$50,246	0.0%		\$50,246	\$4,187	

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

e Other adjustments.