

Fall 2011 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, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Scott, Thomas R	Dean	Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$200,000	27.5%		\$255,000	b
Additional Duties: Dr. Scott will serve as CAFLS Dean for a period of 3 years as voted by the college faculty.										
Murphy, Keith E	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$150,000	27.5%		\$191,250	ab
Administrative/Temporary Salary Supplement: Administrative Salary Supplement to serve as the Director of the CU Genomics Institute (CUGI) and continue serving as Chair of the Department of Genetics and Biochemistry.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.										
Tonkin III, Charles Edward	Research Asst Professor	Research Asst Professor	Research Faculty	NA		\$166,650	2.1%		\$170,150	a
Whitwell, Ted	Professor	Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$154,581	2.6%		\$158,570	a
Pometto III, Anthony Louis	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$151,700	2.5%		\$155,447	a
Culin, Joseph D	Dept Chair/Head	Dept Chair/Head	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$151,146	2.7%		\$155,152	a
Gallicchio, Vincent S	Professor	Professor	Instructional Faculty	NA	\$144,656		0.3%	\$145,156		a
Beck, Mary McLean	Professor	Professor	Instructional Faculty	NA		\$134,260	0.7%		\$135,260	a
Duckett, Susan Kay	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$128,458		1.2%	\$129,958		a
Layton, Patricia A	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$123,327		3.0%	\$127,076		a
Rodgers Jr, John H	Professor	Professor	Instructional Faculty	NA	\$122,439		1.8%	\$124,689		a
Martin Jr, Samuel B	Professor	Professor	Instructional Faculty	NA		\$121,404	1.9%		\$123,654	a
Cason, Katherine L	Professor	Professor	Instructional Faculty	NA		\$116,603	4.3%		\$121,603	a
Thomas, Ronald L	Professor	Professor	Instructional Faculty	NA		\$118,356	0.0%		\$118,356	
Jenkins, Thomas C	Professor	Professor	Instructional Faculty	NA	\$113,449		1.3%	\$114,949		a

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e Other adjustments.

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Klaine, Stephen J	Professor	Professor	Instructional Faculty	NA	\$112,403		1.8%	\$114,403		a
Knap, Halina T	Professor	Professor	Instructional Faculty	NA		\$112,019	2.0%		\$114,269	a
Cooksey, Kay D	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$112,948		1.1%	\$114,148		a
Northcutt, Julie Kathleen	Professor	Professor	Instructional Faculty	NA		\$111,050	0.9%		\$112,050	a
McGregor, John U.	Professor	Professor	Instructional Faculty	NA	\$110,123		1.7%	\$112,023		a
Zungoli, Patricia A	Professor	Professor	Instructional Faculty	NA		\$107,585	1.7%		\$109,385	a
McCarty, Lambert B	Professor	Professor	Instructional Faculty	NA		\$106,769	2.1%		\$109,019	a
Dodson, Leigh G	Asst Academic Prog Dir	Asst Academic Prog Dir	Staff	NA		\$106,050	2.4%		\$108,553	a
Straka, Thomas J	Professor	Professor	Instructional Faculty	NA		\$105,510	2.1%		\$107,760	a
Han, Young J	Professor	Professor	Instructional Faculty	NA		\$105,390	1.9%		\$107,390	a
Dawson, Paul L	Professor	Professor	Instructional Faculty	NA	\$105,147		2.1%	\$107,347		a
Zehnder, Geoffrey W	Professor	Professor	Instructional Faculty	NA		\$104,950	1.8%		\$106,850	a
Kimmel, Robert M.	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$104,029		1.0%	\$105,030		a
Surver, William M	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$103,431		1.0%	\$104,431		a
Khalilian, Ahmad	Professor	Professor	Instructional Faculty	NA	\$98,122		6.4%	\$104,372		a
Fall 2011 Performance Increase: Increase was based on market equity and high grant expenditures.										
Reighard, Gregory L	Professor	Professor	Instructional Faculty	NA	\$101,829		2.2%	\$104,079		a
Adler, Peter H	Professor	Professor	Instructional Faculty	NA		\$101,698	2.2%		\$103,948	a
Johnson, Ronnie J	Professor	Professor	Instructional Faculty	NA		\$101,505	1.9%		\$103,475	a

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Fraser,Angela M	Associate Professor	Associate Professor	Instructional Faculty	NA		\$101,000	2.0%		\$103,000	a
Player,W Kirby	Lecturer	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$101,000	2.0%		\$103,000	a
Hughes,David Wheeler	Professor	Professor	Instructional Faculty	NA		\$100,631	2.2%		\$102,881	a
Shipe,Emerson R	Professor	Professor	Instructional Faculty	NA		\$101,063	1.6%		\$102,663	a
Chastain,John P	Professor	Professor	Instructional Faculty	NA		\$100,322	2.2%		\$102,572	a
Keinath,Anthony P	Professor	Professor	Instructional Faculty	NA		\$100,250	2.2%		\$102,500	a
Birrenkott Jr,Glenn P	Professor	Professor	Instructional Faculty	NA		\$101,124	1.1%		\$102,224	a
Scott,Simon W	Professor	Professor	Instructional Faculty	NA		\$99,017	1.6%		\$100,617	a
Jeffers,Steven Nye	Professor	Professor	Instructional Faculty	NA		\$98,172	1.9%		\$100,072	a
Rice,Charles D	Professor	Professor	Instructional Faculty	NA	\$96,483		1.6%	\$97,983		a
Benson,Eric P	Professor	Professor	Instructional Faculty	NA		\$95,064	2.4%		\$97,314	a
Conner,William H	Professor	Professor	Instructional Faculty	NA	\$94,891		2.4%	\$97,141		a
Layne,Desmond R	Associate Professor	Associate Professor	Instructional Faculty	NA		\$94,779	2.0%		\$96,679	a
Kosinski,Robert J	Professor	Professor	Instructional Faculty	NA	\$94,231		1.6%	\$95,731		a
Liu,Haibo	Professor	Professor	Instructional Faculty	NA		\$93,135	2.4%		\$95,385	a
Marcotte Jr,William R	Professor	Professor	Instructional Faculty	NA	\$89,732		6.1%	\$95,232		a
Fall 2011 Performance Increase: Increase was based on market equity and high grant expenditures.										
Cao,Weiguao	Professor	Professor	Instructional Faculty	NA	\$86,047		10.5%	\$95,047		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.2% vs. Oct 1, 2010 salary*.										

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Whiteside, William S	Associate Professor	Associate Professor	Instructional Faculty	NA		\$92,970	1.1%		\$93,970	a
Temesvari, Lesly	Professor	Professor	Instructional Faculty	NA	\$86,737		8.1%	\$93,737		a
Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.										
Bellinger, Robert G	Professor	Professor	Instructional Faculty	NA		\$87,253	7.2%		\$93,503	a
Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.										
Yarrow, Greg K	Professor	Professor	Instructional Faculty	NA	\$91,114		2.5%	\$93,364		a
Dobbins, Thomas R	Professor	Professor	Instructional Faculty	NA		\$87,008	7.2%		\$93,258	a
Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.										
Lanham, Joseph D	Professor	Professor	Instructional Faculty	NA		\$86,248	7.2%		\$92,498	a
Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.										
Chen, Wen Y	Professor	Professor	Instructional Faculty	NA	\$91,395*		0.8%	\$92,145		*ad
Spira, Timothy P	Professor	Professor	Instructional Faculty	NA	\$90,967		0.8%	\$91,717		a
Schnabel, Guido	Professor	Professor	Instructional Faculty	NA		\$81,444	12.6%		\$91,694	ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.8% vs. Oct 1, 2010 salary*.										
Andrae, John G	Associate Professor	Associate Professor	Instructional Faculty	NA		\$89,681	2.1%		\$91,581	a
Frederick, James R	Professor	Professor	Instructional Faculty	NA		\$89,657	1.8%		\$91,257	a
Hood, William M	Professor	Professor	Instructional Faculty	NA		\$91,256	0.0%		\$91,256	
Dickey, Jean L	Professor	Professor	Instructional Faculty	NA	\$89,671		1.1%	\$90,671		a
Hassell, Richard L	Associate Professor	Associate Professor	Instructional Faculty	NA		\$88,763	2.1%		\$90,663	a
Ptacek, Margaret	Professor	Professor	Instructional Faculty	NA	\$84,454		7.1%	\$90,454		a
Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.										

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Greene,Annel K	Professor	Professor	Instructional Faculty	NA	\$88,795		1.2%	\$89,895		a
Skewes,Peter A	Professor	Professor	Instructional Faculty	NA	\$88,564		1.2%	\$89,664		a
Wang,Gaofeng G	Professor	Professor	Instructional Faculty	NA	\$79,314		12.9%	\$89,564		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.8% vs. Oct 1, 2010 salary*.										
Jiang,Xiuping	Professor	Professor	Instructional Faculty	NA	\$76,525		17.0%	\$89,525		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: Increase was based on excellent performance and market equity.										
Chen,Feng	Professor	Professor	Instructional Faculty	NA	\$75,235		18.6%	\$89,209		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.										
Brown-Faust,James E.	Associate Professor	Associate Professor	Instructional Faculty	NA		\$87,117	2.0%		\$88,817	a
Jones,Michael A	Associate Professor	Associate Professor	Instructional Faculty	NA		\$86,817	2.2%		\$88,717	a
Greene,Jeremy K	Associate Professor	Associate Professor	Instructional Faculty	NA		\$85,589	2.6%		\$87,839	a
Layfield,Kevin D	Associate Professor	Associate Professor	Instructional Faculty	NA		\$86,130	1.2%		\$87,130	a
Lee,Andy Wu-Chung	Professor	Professor	Instructional Faculty	NA	\$86,459		0.0%	\$86,459		
Darby,Duncan O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,875		2.6%	\$86,075		a
Frugoli,Julia	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,187		2.6%	\$83,287		a
Hughes,Thomas A	Professor	Professor	Instructional Faculty	NA	\$78,207		6.4%	\$83,207		a
Fall 2011 Performance Increase: Increase was based on market equity.										
Wells,Christina E.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,130		1.6%	\$82,430		a

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English, William Rockford	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,875		0.0%	\$81,875		
Shelburne, Victor B	Professor	Professor	Instructional Faculty	NA	\$81,661		0.0%	\$81,661		
Hitchcock, Daniel R	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$79,328	2.8%		\$81,578	a
Mount, Andrew S	Research Associate Professor	Research Associate Professor	Research Faculty	NA	\$80,000		1.9%	\$81,500		a
Luo, Hong	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,972		1.5%	\$81,172		a
Smith, Kerry S.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,256		4.9%	\$81,006		a
Lamie, Ronald D	Associate Professor	Associate Professor	Instructional Faculty	NA		\$79,780	1.4%		\$80,880	a
Morris, James C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,554		11.0%	\$80,554		a
Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.										
Bain, Lisa J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,780		1.9%	\$80,280		a
Baldwin, William S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,780		1.9%	\$80,280		a
Hall, Michelle A	Associate Professor	Associate Professor	Instructional Faculty	NA		\$74,905	6.8%		\$80,005	a
Fall 2011 Performance Increase: Increase was based on excellent teaching and advisory performance, market equity, dept authority on exotic birds, re-established aviary, and course innovation.										
Mickey, Scott A	Extension Associate	Extension Associate	Staff	NA		\$77,663	2.9%		\$79,913	a
Adelberg, Jeffrey W	Associate Professor	Associate Professor	Instructional Faculty	NA		\$74,089	7.6%		\$79,689	a
Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.										
Sawyer, Calvin B	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$76,791	2.9%		\$79,041	a
Kurtz Jr, Harry D.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,020		0.0%	\$79,020		

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Cushing, Tamara Lee	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$70,000	12.9%		\$79,000	ab
Administrative/Temporary Salary Supplement: Ms. Cushing will receive an Administrative Salary Supplement for taking on duties as Extension Forestry & Natural Resources Program Team Leader.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.9% vs. Oct 1, 2010 salary*.										
Wei, Yanzhang	Professor	Professor	Instructional Faculty	NA	\$78,406		0.6%	\$78,906		a
Jayakaran, Anand David	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$76,760	2.5%		\$78,660	a
Post, Christopher J.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,033		5.3%	\$77,933		a
Chow, Alex T.	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$76,000	2.3%		\$77,750	a
Marko, Peter Benjamin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,104		2.0%	\$77,604		a
Barron, Felix H	Professor	Professor	Instructional Faculty	NA	\$76,507		1.3%	\$77,507		a
Tonkyn, David W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,219		1.3%	\$77,219		a
DeWalt, Saara J	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$71,205		8.4%	\$77,205		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.4% vs. Oct 1, 2010 salary*.										
Moran, Amy Ladd	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,195		2.7%	\$77,195		a
Lippert, Robert M	Associate Professor	Associate Professor	Instructional Faculty	NA		\$77,152	0.0%		\$77,152	
Condrasky, Margaret D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,038		5.5%	\$77,038		a
Bielenberg, Douglas G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,210		9.4%	\$76,810		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.3% vs. Oct 1, 2010 salary*.										
Moore, Robert Truett	Lecturer	Lecturer	Instructional Faculty	NA	\$74,364		3.2%	\$76,764		a
Blob, Richard W.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,618		4.1%	\$76,618		a

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Polomski, Robert F	Extension Associate	Extension Associate	Staff	NA		\$68,700	11.5%	\$76,570		ab
<p>Additional Duties & Degree Attainment: Dr. Polomski earned his doctorate in Plant and Environmental Sciences in July 2009. Due to the increased teaching load, his 100% PSA (extension) appointment was changed to 50% PSA (extension) and 50% E&G (teaching). Individuals receiving Ph.D. degrees will receive market-driven compensation not to exceed ten (10) percent of their salary.</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.5% vs. Oct 1, 2010 salary*.</p>										
Childress, Michael J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,498		8.5%	\$76,498		ab
<p>Faculty Rank Promotion</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.4% vs. Oct 1, 2010 salary*.</p>										
Henson, John Michael	Research Associate Professor	Research Associate Professor	Research Faculty	NA	\$74,841		2.0%	\$76,341		a
Haley-Zitlin, Vivian J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,288		2.6%	\$76,188		a
Keels, William E	Extension Associate	Extension Associate	Staff	NA		\$73,077	3.1%		\$75,327	a
Hurley, Rupert A	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$54,995	36.4%	\$75,000		ad
<p>Promotion/Reclassification & Degree Attainment: Mr. Andrew Hurley received his Ph.D from Clemson University in August 2011 and was promoted from Lecturer to Assistant Professor.</p>										
Tzeng, Tzuen-Rong Jeremy	Assistant Professor	Asst Professor	Instructional Faculty	NA	\$73,225		1.9%	\$74,625		a
Lawton Rauh, Amy Louise	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$68,803		8.0%	\$74,303		ab
<p>Faculty Rank Promotion</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 0.7% vs. Oct 1, 2010 salary*.</p>										
Fravel, Philip M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,544		1.8%	\$73,844		a
Gering, Lawrence R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,242		1.4%	\$73,242		a
Sparace, Salvatore A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,695		2.1%	\$73,195		a
Turnbull, Matthew W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,579		2.1%	\$73,079		a
Clark, Leigh Anne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		1.4%	\$73,000		a

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Ingram-Smith, Cheryl Jean	Assistant Professor	Senior Lecturer	Instructional Faculty	NA	\$41,511		75.9%	\$73,000		a
Promotion/Reclassification: Promotion of Dr. Ingram-Smith to the title of Assistant Professor with tenure-track status. The increase in salary is commensurate with the change in title.										
Morris, Meredith Teilhet	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$40,000		82.5%	\$73,000		a
Market Equity Increase: Increase the base salary of Meredith Morris to be commensurate with the benchmark range for Assistant Professors in Genetics and Biochemistry.										
Feltus, Frank Alexander	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,700		2.4%	\$72,400		a
Wiatrak, Pawel	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$71,055	1.8%		\$72,355	a
Vernon, Kristine Lang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,700		2.1%	\$72,200		a
Gasic, Ksenija	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$70,700	1.6%		\$71,800	a
Kirk, Kendall R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$45,948		55.8%	\$71,600		a
Promotion/Reclassification & Degree Attainment: Dr. Kirk received his PhD in December 2010 and was promoted from Lecturer to Assistant Professor at market value.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.5% vs. Oct 1, 2010 salary*.										
Mikhailova, Elena	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,690		2.7%	\$71,590		a
Van den Hurk, Peter	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,589		1.1%	\$71,339		a
White, Sarah A	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$70,000	1.6%		\$71,100	a
Park, Dara Michelle	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$69,366	2.3%		\$70,966	a
Pratt, Scott Lee	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,619		4.7%	\$70,819		a
McMillan, Patrick D.	Lecturer	Lecturer	Public Service Faculty	NA	\$68,478		2.8%	\$70,423		a
Marshall, Michael W	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$68,680	2.3%		\$70,280	a
Kerrigan, Julia Louise	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,500		1.9%	\$69,800		a
Paul, Kimberly S	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,680		1.5%	\$69,680		a

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c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Agudelo,Paula	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,025		2.4%	\$69,625		a
Wang,Liang Jiang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,175		1.5%	\$69,175		a
Chapman,Susan Caroline	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,165		3.0%	\$69,165		a
McNealy,Tamara Lyn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,569		2.2%	\$69,069		a
Batt,Heather P	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$67,896		1.5%	\$68,896		a
Reay-Jones,Francis Peter Fortnum	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$66,480	2.9%		\$68,380	a
Johnson,Alan R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,145		1.6%	\$68,245		a
Liang,Haiying	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,024		8.3%	\$68,224		a
Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.										
Song,Bo	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,179		0.0%	\$68,179		
Arai,Yuji	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,480		2.4%	\$68,080		a
Cao,Min	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,912		1.5%	\$67,912		a
Chong,Juang Horng	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$65,650	2.9%		\$67,550	a
Sehorn,Michael Glen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,600		11.1%	\$67,300		a
Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.										
Baldwin,Robert Fritz	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		3.5%	\$67,250		a
Cox,Henry Keith	Extension Associate	Extension Associate	Staff	NA		\$65,532	2.3%		\$67,032	a
Tharayil,Nishanth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		3.1%	\$67,000		a
Hall,Karen Carlson	Lecturer	Lecturer	Public Service Faculty	NA		\$65,000	2.9%		\$66,900	a

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hawkins,Dexter C	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$65,172	1.9%		\$66,439	a
Garcia,Ricardo A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,063		1.5%	\$66,063		a
Smith,Alton D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,884		2.4%	\$64,384		a
Saski,Christopher A	Research Associate	Research Associate	Staff	NA		\$62,575	2.0%		\$63,853	a
Vincent,Ellen Anita	Extension Associate	Extension Associate	Staff	NA		\$56,871	11.8%		\$63,558	ab
<p>Additional Duties & Degree Attainment: Dr. Vincent has recently attained a higher level of education (PhD) directly related to her current position. Due to the increased teaching load, her 100% PSA (extension) appointment was changed to 50% PSA (extension) and 50% E&G (teaching) on October 1. Individuals receiving PhD degrees will receive market-driven compensation not to exceed ten (10) percent of their salary.</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.8% vs. Oct 1, 2010 salary*.</p>										
Haliena,Rita M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,689		15.0%	\$62,892		b
<p>Administrative/Temporary Salary Supplement: Administrative Salary Supplement for acting as Director of the Didactic Program in Dietetics.</p>										
Price,David M	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$61,567	2.1%		\$62,834	a
Cox,Kern T	Lecturer	Lecturer	Research Faculty	NA		\$60,574	3.0%		\$62,391	a
Ferreira,Wilder N.	Extension Associate	Extension Economist	Staff	NA		\$59,352	2.7%		\$60,952	a
Minor,V Christine M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,192		14.4%	\$60,841		ab
<p>Administrative/Temporary Salary Supplement: A temporary salary supplement is requested for V. Christine Minor for teaching overload.</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.8% vs. Oct 1, 2010 salary*.</p>										
Coffee,Aubrey Dean	Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,891		3.2%	\$60,791		a

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c Cost of living adjustment.

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e Other adjustments.

Fall 2011 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, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Whitfield, Deborah G	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$48,298	25.7%		\$60,734	ab
<p>Additional Duties: Added additional duties as a result of the CAFLS reorganization and reduced workforce. Ms. Whitfield will be one of two people handling the post award accounting function for the entire College.</p> <p>Staff Development Program: Program policy states that "participants who successfully complete the program will receive a ten percent performance increase not to exceed \$4,000."</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.</p>										
Ellis III, Norman Douglas	Chemist III	Chemist III	Staff	07		\$57,946	2.8%		\$59,586	a
Pilgrim, Judy B	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$56,421	2.2%		\$57,688	a
Bolt, Brian G	Instructor	Instructor	Instructional Faculty	NA	\$54,676		4.6%	\$57,176		a
Patterson, Jane M	Administrative Coordinator I	Administrative Coord I	Staff	05		\$56,015	0.0%		\$56,015	
Allen Jr, Ray K	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$52,412	6.2%		\$55,679	a
<p>Fall 2011 Performance Increase: Increase was based on being IT Outstanding Performer, market equity, and voluntarily accepting additional duties.</p>										
Batt, Gregory S	Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,745		3.5%	\$55,645		a
Roche, Teela Jane	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$52,355	6.2%		\$55,624	a
<p>Fall 2011 Performance Increase: Increase was based on being IT Outstanding Performer, market equity, and voluntarily accepting additional duties.</p>										
Guerra Marcondes, Patricia Dione	Research Associate	Research Associate	Staff	NA		\$53,025	4.7%		\$55,525	a
Sanderson, Stephen E	Lecturer	Lecturer	Instructional Faculty	NA		\$53,229	4.2%		\$55,479	a
Cummings, John R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,972		2.8%	\$55,472		a
Goss, Debra S	Human Resources Manager I	Human Resource Mgr I	Staff	05		\$50,637	9.0%		\$55,175	a
<p>Fall 2011 Performance Increase: Increase was based on exceptional performance and supervision of all of the human resource functions in the College.</p>										

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e Other adjustments.

Fall 2011 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, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
McNutt-Scott, Tamara L.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,865		3.9%	\$53,865		a
Benson, Susan Jean	Public Information Director I	Public Info Dir I	Staff	06		\$52,015	1.9%		\$53,014	a
Jones, Deborah S	Grants Coordinator II	Grants Coordinator II	Staff	05		\$41,072	27.2%		\$52,258	ab
<p>Additional Duties: Added additional duties as a result of the CAFLS reorganization and reduced workforce. Ms. Jones will be one of two people handling the post award accounting function for the entire College.</p> <p>Staff Development Program: Program policy states that "participants who successfully complete the program will receive a ten percent performance increase not to exceed \$4,000."</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.</p>										
Han, Inyee Y	Research Specialist II	Research Specialist II	Staff	05		\$49,602	5.0%		\$52,102	a
Davis, James R	Lecturer	Lecturer	Instructional Faculty	NA		\$50,500	3.2%		\$52,100	a
Walker, Heather Peek	Research Asst Professor	Research Asst Professor	Research Faculty	NA	\$50,000		3.4%	\$51,700		a
Owens, Marcy A Dimmick	Research Specialist III	Research Specialist III	Staff	06		\$50,000	3.0%		\$51,500	a
Dunno, Kyle D	Research Associate	Research Associate	Staff	NA		\$49,490	3.8%		\$51,390	a
Fain, Jillian L	Instructor	Instructor	Instructional Faculty	NA	\$48,348		6.2%	\$51,348		a
<p>Fall 2011 Performance Increase: Increase was based on extremely heavy teaching for AVS, outstanding teaching record, and excellent student advisement.</p>										
Moore, Michael E	Research Specialist II	Research Specialist II	Staff	05		\$49,070	4.1%		\$51,070	a
Huang, Guohui	Research Specialist III	Research Specialist III	Staff	06		\$50,353	1.0%		\$50,853	a
Willey, Richard D	Extension Associate	Extension Associate	Staff	NA		\$48,934	3.9%		\$50,834	a
Osby Jr, James E	Environmental Health Manager I	Environment/Health Mgr I	Staff	05		\$50,197	0.0%		\$50,197	

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Goodstein, Richard E	Dean	Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$200,000	22.5%		\$245,000	b
Promotion/Reclassification: Richard Goodstein will serve as Dean of AAH.										
Worzala, Elaine M	Professor	Professor	Instructional Faculty	NA		\$156,550	0.0%		\$156,550	
Burton, Orville Vernon	Professor	Professor	Instructional Faculty	NA	\$150,000		2.5%	\$153,750		a
Hudgins, Carter Lee	Associate Professor	Associate Professor	Instructional Faculty	NA	\$143,000*		0.0%	\$143,000		*
Nakuma, Constancio K	Associate Dean	Associate Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$132,449	2.5%		\$135,760	ab
London, James Brady	Associate Dean	Associate Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$133,966	1.3%		\$135,694	
Lauria, Mickey	Professor	Professor	Instructional Faculty	NA	\$121,048		2.2%	\$123,711		e
Schwennsen, Katherine Lee	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$117,700		4.0%	\$122,408		a
Barczewski, Stephanie L	Professor	Professor	Instructional Faculty	NA	\$119,634		0.7%	\$120,472		a
Verderber, Stephen Frank	Professor	Professor	Instructional Faculty	NA	\$113,599		1.0%	\$114,735		a
Grant, H Roger	Professor	Lemon Professor of History	Instructional Faculty	NA	\$109,585		3.0%	\$112,873		a
Palmer, R Barton	Named Professor	Named Professor	Instructional Faculty	NA	\$115,329		-2.7%	\$112,254		ab
Liska, Roger W	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$107,166		4.0%	\$111,452		a
Nocks, Barry C	Professor	Assistant Professor	Instructional Faculty	NA	\$107,775		2.2%	\$110,146		a
Blakesley, David E	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$110,000		0.0%	\$110,000		
Allison, David J	Professor	Professor	Instructional Faculty	NA	\$105,204		3.0%	\$108,360		a
Katz, Steven B	Named Professor	Named Professor	Instructional Faculty	NA	\$99,788		2.0%	\$101,784		a

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Maker, William A	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$98,242		3.0%	\$101,189		a
Schurch, Thomas William	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$99,000		1.0%	\$99,990		a
Kuehn, Thomas J	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$97,237		2.2%	\$99,376		a
Vitanza, Victor Joe	Professor	Professor	Instructional Faculty	NA	\$96,856		0.0%	\$96,856		
May, Todd G	Named Professor	Named Professor	Instructional Faculty	NA	\$93,568		3.4%	\$96,718		a
Charney, Mark J	Professor	Professor	Instructional Faculty	NA	\$95,348		0.0%	\$95,348		
Green, Keith E.	Professor	Professor	Instructional Faculty	NA	\$84,129		13.0%	\$95,039		ab
<p>Administrative/Temporary Salary Supplement: Change of Intelligent Materials Systems and Environment (IMSA) from a center to an institute requires additional duties for Mr. Green as Director of the Institute. The previous supplement was removed and a new supplement added.</p> <p>Administrative/Temporary Salary Supplement: Dr. Green will receive an administrative salary supplement for participation in the AAH Creativity Professorship Lecture Series. This is part of the AAH professional development plan.</p> <p>Fall 2011 Performance Increase: Increase was based on securing high dollar institute gifts, receipt of the first at-large College of AAH Creativity Professor title, and market equity.</p>										
Hartmann, David J	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$81,797		14.3%	\$93,500		b
<p>Promotion/Reclassification: Professor Hartmann was promoted to Department Head/Chair of Performing Arts.</p> <p>Administrative/Temporary Salary Supplement: Dr. Hartmann received a 10% administrative salary supplement for serving as the Department Head/Chair of Performing Arts.</p>										
Shelnutt, Greg W	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$93,500*		0.0%	\$93,500		*
Williams, Sean D.	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$68,480		34.9%	\$92,400		ab
<p>Promotion & Administrative Supplement: Professor Williams was promoted to Chair of the Department of English effective 8/15/11. He also received a 10% administrative salary supplement.</p> <p>Promotion & Administrative Supplement: Professor Williams was promoted to Chair of the Department of English effective 8/15/11. He also received a 10% administrative supplement.</p>										
Battisto, Dina G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,083		1.0%	\$91,994		a
Hogan, Robert J	Professor	Professor	Instructional Faculty	NA	\$91,111		0.9%	\$91,946		a
Cross, Sydney A	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$89,348		0.0%	\$89,348		

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Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Marks,Steven G	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$86,709		1.5%	\$88,030		a
Chapman,Wayne K	Professor	Professor	Instructional Faculty	NA	\$85,285		3.0%	\$87,844		a
Szmurlo,Karyna M	Professor	Professor	Instructional Faculty	NA	\$85,254		3.0%	\$87,812		a
Morrissey, Lee J	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$84,487		2.8%	\$86,872		a
Moise,Edwin E	Professor	Professor	Instructional Faculty	NA	\$85,547		1.4%	\$86,766		a
Carney,Elizabeth D	Professor	Professor	Instructional Faculty	NA	\$83,920		1.8%	\$85,458		a
Jacobi,Martin J	Professor	Professor	Instructional Faculty	NA	\$83,744		2.0%	\$85,419		a
Paul,Catherine E	Professor	Professor	Instructional Faculty	NA	\$83,000		2.0%	\$84,660		a
Huff,Raymond T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,600*		0.0%	\$83,600		*
Bennett,Alma	Professor	Professor	Instructional Faculty	NA	\$83,184		0.0%	\$83,184		
Stephens,Jacqueline E	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Executive/Administrative/Managerial	07		\$82,930	0.0%		\$82,930	
Bausman,Dennis C	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$78,649		5.3%	\$82,850		a
Farris,John T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,541		0.0%	\$82,541		
Adams,Clementina R	Professor	Professor	Instructional Faculty	NA	\$78,589		3.0%	\$80,947		a
Howard,Tharon W	Professor	Professor	Instructional Faculty	NA	\$76,788		5.0%	\$80,627		a
Bartley,Abel A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,425		1.0%	\$80,213		a
Craig,Lynn G	Professor	Professor	Instructional Faculty	NA	\$75,302		5.0%	\$79,067		a
Grosby,Steven E	Professor	Professor	Instructional Faculty	NA	\$76,987		2.0%	\$78,527		a

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Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Ellis,Clifford Donald	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,975		7.4%	\$78,375		a
Fall 2011 Performance Increase: Increase was based on outstanding teaching, papers in submission, book approved by MIT Press, and market equity.										
Saunders Jr,Richard L	Professor	Prof of History	Instructional Faculty	NA	\$76,356		1.3%	\$77,316		a
Blouin,Vincent Yves Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,605		1.0%	\$76,361		a
Sperry,Stephen L	Senior Lecturer	Associate Professor	Instructional Faculty	NA	\$74,114		1.8%	\$75,411		a
LeMahieu,Michael L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$49,631		50.7%	\$74,800		b
Additional Duties & Administrative Supplement: Professor LeMahieu became the new Director of the Pearce Center and Class of 1941 Studio for Student Communication. Includes administrative salary supplement.										
Haynes,Cynthia Ann	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,174		2.0%	\$74,637		a
Wilson,Ashley Lawren Robbins	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,730		8.5%	\$74,596		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.3% vs. Oct 1, 2010 salary*.										
Detrich,David M	Professor	Professor	Instructional Faculty	NA	\$71,765		3.1%	\$74,018		a
Rash,Dan R	Professor	Professor	Instructional Faculty	NA	\$72,534		2.0%	\$73,985		a
Brant,William A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$70,922		3.0%	\$73,050		a
Piper,Christine A	Professor	Professor	Instructional Faculty	NA	\$68,646		5.0%	\$72,078		a
Morris,Keith L	Professor	Professor	Instructional Faculty	NA	\$57,697		23.9%	\$71,467		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: Increase was based on market equity, departmental committee work, scholarly contributions, and direction of several graduate student theses.										
Spede,Mark J	Associate Professor	Associate Professor	Instructional Faculty	NA		\$69,166	3.0%		\$71,241	a
Denham,Bryan E.	Named Professor	Named Professor	Instructional Faculty	NA	\$66,897		5.6%	\$70,611		a

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a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
An, Yanming	Professor	Professor	Instructional Faculty	NA	\$61,475		14.4%	\$70,327		ab
Administrative/Temporary Salary Supplement: Yanming An will be the acting (interim) Department Chair for 2011/2012 academic year. While his base salary will stay the same, he will receive a 10% administrative salary supplement for acting chair duties. Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.4% vs. Oct 1, 2010 salary*.										
Love, Gordon J.	Professor	Professor	Instructional Faculty	NA	\$68,132		3.0%	\$70,176		a
Powers, Matthew Neal	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,950*		0.0%	\$69,950		*
Jones, Karyn O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,726		13.3%	\$69,936		ab
Administrative/Temporary Salary Supplement: Added an administrative salary supplement for acting as interim Department Chair for Communications. Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.3% vs. Oct 1, 2010 salary*.										
Hilligoss, Susan J	Professor	Professor	Instructional Faculty	NA	\$69,257		0.0%	\$69,257		
Mack, Pamela E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,659		1.1%	\$68,428		a
Andrew Jr, John R	Professor	Professor	Instructional Faculty	NA	\$62,065		10.0%	\$68,272		a
Fall 2011 Performance Increase: Increase was based on market equity and scholarly productivity.										
Sparks, Elisa K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,062		0.0%	\$68,062		
Benedict, Robert Creighton	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000		13.3%	\$68,000		b
Administrative/Temporary Salary Supplement: Prof. Benedict will act as Director of the Master of Real Estate Development (MRED).										
McGrath, Brian M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,500		34.7%	\$68,000		e
Counter Offer/Retention: Dr. McGrath is being recruited by another university.										
Taylor-Shockley, Megan Newbury	Professor	Professor	Instructional Faculty	NA	\$56,560		19.9%	\$67,839		ab
Faculty Rank Promotion Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.8% vs. Oct 1, 2010 salary*.										
Harding, Daniel Nevin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,800		5.9%	\$67,576		ab

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c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hewitt,Robert R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,195		3.3%	\$67,314		a
Nassar,Hala Fouad	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$64,034		3.0%	\$65,955		a
Hecker,Douglas A.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,433		2.0%	\$65,722		a
Dyckman,Caitlin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,569		5.0%	\$65,697		a
Donar,David Stewart	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,418		5.0%	\$65,539		a
Feeser,Andrea V	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,956		5.0%	\$65,054		a
Marshment,Richard S Stephen	Visiting Professor	Assistant Professor	Instructional Faculty	NA	\$65,000*		0.0%	\$65,000		*
Field,Jonathan Beecher	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,000		3.0%	\$64,890		a
Cunningham,Miller G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,680		0.0%	\$64,680		
Mazer Jr,Joseph P	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,000		14.0%	\$63,840		ab
Administrative/Temporary Salary Supplement: This is a 10% administrative salary supplement for Dr. Mazer to serve as the Acting Associate Chair for Communication Studies.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.0% vs. Oct 1, 2010 salary*.										
Silance,Robert T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,507		2.0%	\$63,757		a
Burns,James M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,120		6.0%	\$63,710		ab
Li-Bleuel,Linda L	Professor	Professor	Instructional Faculty	NA	\$59,896		6.0%	\$63,490		a
Clarke,Shima N	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,087		3.9%	\$63,457		a
Buyer,Paul L	Professor	Associate Professor	Instructional Faculty	NA	\$53,473		18.0%	\$63,077		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.0% vs. Oct 1, 2010 salary*.										
Laurence,Peter L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,510		5.0%	\$62,508		a

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c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Scott,David Travers	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,000		9.0%	\$62,130		ab
Administrative/Temporary Salary Supplement: This is a 5% administrative salary supplement for Dr. Scott to serve as the Acting Director of Graduate Studies for Communication Studies. Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.0% vs. Oct 1, 2010 salary*.										
Ashton,Susanna M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,378		10.0%	\$62,016		a
Fall 2011 Performance Increase: Increase was based on market equity, publication, grant funding, direction of creative inquiry courses, and departmental committee work.										
Russell,Paul C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000		1.8%	\$61,050		a
Smith,Kelly C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$59,760		1.9%	\$60,887		a
Anderson,Paul Christopher	Associate Professor	Associate Professor	Instructional Faculty	NA	\$59,590		1.5%	\$60,485		a
Oberdan,Thomas J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$58,085		2.0%	\$59,247		a
Starkey,Charles	Associate Professor	Associate Professor	Instructional Faculty	NA	\$53,763		10.0%	\$59,139		a
Fall 2011 Performance Increase: Completed a very active and productive year in all areas of professional responsibility.										
Kishimoto,Toshiko	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,789		3.5%	\$58,777		a
Perpich,Diane	Associate Professor	Associate Professor	Instructional Faculty	NA	\$53,355		10.0%	\$58,691		a
Fall 2011 Performance Increase: Increase was based on completion of a very active and productive year in all areas of professional responsibility.										
Williams Jr,E Leslie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,937		3.0%	\$58,645		a
Stockton,William H	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,000		0.0%	\$58,000		
Wintz,Joseph A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,216		1.0%	\$57,771		a
Lee,David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,851		1.0%	\$57,420		a
Montilla,Armando Enrique	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,851		1.0%	\$57,420		a
Heine,Ulrike Ann-Sophie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,045		4.3%	\$57,412		a
Wolfe,Dylan Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,191		0.0%	\$57,191		

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Satris, Stephen A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,606		1.0%	\$57,172		a
Grau, Christopher M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$51,510		10.7%	\$57,025		ab
<p><i>Faculty Rank Promotion</i></p> <p><i>Fall 2011 Performance Increase:</i> This employee received a fall 2011 performance increase of 1.0% vs. Oct 1, 2010 salary*.</p>										
Kendall, Brenden E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$47,600		19.6%	\$56,952		a
<p><i>Contractual Requirement & Degree Attainment:</i> Prof. Kendall has now received his PhD and should be increased to the requested academic rate per letter of offer.</p> <p><i>Fall 2011 Performance Increase:</i> This employee received a fall 2011 performance increase of 2.0% vs. Oct 1, 2010 salary*.</p>										
Hambright-Belue, Sallie Rebecca	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,800*		0.0%	\$56,800		*
Ding, Huiling	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,550		2.0%	\$56,661		a
Holland, Shannon L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,550		2.0%	\$56,661		a
Touya, Eric R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$55,000		3.0%	\$56,650		a
Penna, Anthony M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$54,974		3.0%	\$56,623		a
Schmidt, Johannes	Associate Professor	Associate Professor	Instructional Faculty	NA	\$54,549		3.5%	\$56,458		a
Hung, Christina Nguyen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$52,520		7.5%	\$56,454		ab
<p><i>Administrative/Temporary Salary Supplement:</i> Dr. Hung will receive an administrative salary supplement for participation in the AAH Creativity Professorship Lecture Series. This is part of the AAH professional development plan.</p> <p><i>Fall 2011 Performance Increase:</i> This employee received a fall 2011 performance increase of 2.7% vs. Oct 1, 2010 salary*.</p>										
Zhang, Yanhua	Associate Professor	Associate Professor	Instructional Faculty	NA	\$52,651		7.1%	\$56,389		a
<p><i>Fall 2011 Performance Increase:</i> Increase was based on Excellent rating on performance review: raise rewards outstanding performance, major service role and market equity relative to other associate professors.</p>										
Mai, Joseph H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$54,418		3.5%	\$56,323		a
Levin, Andrew R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$55,160		2.0%	\$56,263		a

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Sill,Bernhard Friedrich	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		2.2%	\$56,210		a
Rojas-de-Massei,Monica M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$54,548		3.0%	\$56,184		a
Tissera,Graciela E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$54,485		3.0%	\$56,120		a
Thomas,Rhondda Robinson	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		2.0%	\$56,100		a
Weise,Jillian M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		2.0%	\$56,100		a
Goss,Erin Marina	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,000*		0.0%	\$56,000		*
Johnson,Kendra Lynette	Associate Professor	Associate Professor	Instructional Faculty	NA	\$53,640		4.0%	\$55,786		a
Grubb,C Alan	Associate Professor	Assoc Prof of History	Instructional Faculty	NA	\$55,058		1.3%	\$55,784		a
Davis,Eugenia L	Public Information Director I	Public Info Dir I	Staff	06		\$53,039	5.0%		\$55,691	a
Holmevik,Jan Rune	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,332		2.0%	\$55,419		a
Smith,Christa A.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$50,257		10.0%	\$55,283		a
<i>Fall 2011 Performance Increase: Increase was based on market equity and scholarly productivity.</i>										
Whisler,Bruce Allen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$54,165		2.0%	\$55,248		a
Mastroianni,Dominic B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		0.0%	\$55,000		
Naimou,Angela M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		0.0%	\$55,000		
Woodward-Detrich,Denise C	Senior Lecturer	Senior Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA	\$52,967		2.6%	\$54,344		a
Barnett,Richard S	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,000		0.0%	\$54,000		
Mogull,Scott A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,000		0.0%	\$54,000		

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Morey,Sean W	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,000		0.0%	\$54,000		
Hosler,Ned M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$52,342		3.0%	\$53,912		a
Bushnell,Cameron Fae	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,500		6.0%	\$53,530		a
Skrodzka-Bates,Agnieszka	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,500		5.5%	\$53,277		a
Bein,Amit	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$51,964		1.8%	\$52,914		a
Cohen,Peter A	Lecturer	Lecturer	Instructional Faculty	NA	\$52,322		0.0%	\$52,322		
McCubbin,Marion Elizabeth	Lecturer	Lecturer	Instructional Faculty	NA	\$49,338		6.0%	\$52,274		a
Dukes,Janice C	Administrative Coordinator I	Administrative Coord I	Staff	05		\$50,826	2.5%		\$52,097	a
Barattoni,Luca	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,500		3.0%	\$52,015		a
Thum,Kathleen Ann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$52,000*		0.0%	\$52,000		*
McDonald,Todd A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$49,027		6.0%	\$51,969		a
Burton,Pamela J	Human Resources Manager II	Human Resources Mgr II	Executive/Administrative/Managerial	06		\$49,478	5.0%		\$51,952	a
Anido,Raquel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$51,000		1.0%	\$51,510		a
Frederick,Samuel M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,000		3.0%	\$51,500		a
Rivlin,Elizabeth J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$46,802		10.0%	\$51,482		a
<i>Fall 2011 Performance Increase: Increase was based on market equity, publication, editorship, bringing a national speaker to Clemson, excellence in teaching, and direction of several undergraduate research projects.</i>										
Dzuris,Linda	Associate Professor	Associate Professor	Instructional Faculty	NA	\$49,462		4.0%	\$51,440		a
Hurley,Joni K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$50,063		2.3%	\$51,229		a
Zimany,Valerie A.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,000		2.3%	\$51,140		a

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

e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Lauritis,Beth Ann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,000		2.3%	\$51,135		a
Manganelli,Kimberly Snyder	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$46,354		10.0%	\$50,989		a
Fall 2011 Performance Increase: Increase was based on market equity, publication, departmental and university committee work, and direction of undergraduate research.										
Clark,Caroline Dunn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$48,480		4.8%	\$50,795		a
Smith,Eddie R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$44,483		14.0%	\$50,710		ab
Administrative/Temporary Salary Supplement: Professor Smith received an administrative salary supplement for serving as the Director of Development, Internships and Study Abroad Programs.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.0% vs. Oct 1, 2010 salary*.										
Meng,Michael L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$49,500		2.2%	\$50,608		a
Fitzmaurice,Stephen Benjamin	Visiting Assistant Professor	Visiting Assistant Professor	Instructional Faculty	NA	\$50,000		1.0%	\$50,500		a
Peebles,Kelly Digby	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,000		1.0%	\$50,500		a
Dykstra,Lisa Kristine	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$47,975		5.0%	\$50,374		a
Peppers,Takoma Juauan	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$49,087	2.5%		\$50,314	a
Terry,William Church	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$49,500		1.4%	\$50,194		a
Smith,Daniel J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$48,717		3.0%	\$50,179		a
Wrangle,Anderson	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$48,480		3.2%	\$50,031		a
Durham,Justin W	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$47,500		5.3%	\$50,000		a

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c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Lilly III, Claude Clifford	Dean	Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$358,550	2.4%		\$367,155	a
Grover, Varun	Named Professor	Named Professor	Instructional Faculty	NA	\$218,159		4.5%	\$227,976		a
Tollison, Robert Dewitt	Named Professor	Named Professor	Instructional Faculty	NA	\$218,567		3.2%	\$225,670		a
Roth, Aleda Marie	Named Professor	Named Professor	Instructional Faculty	NA	\$215,130		4.5%	\$224,811		a
Balakrishnan, Nagraj	Associate Dean	Senior Associate Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$202,000	6.0%		\$214,120	a
Mroz, Thomas Alvin	Professor	Professor	Instructional Faculty	NA	\$193,011		4.7%	\$202,179		a
Pickett, Gregory M	Associate Dean	Dept Chair/Head	Executive/Administrative/Managerial w/ Faculty Rank	NA	\$143,576		39.5%		\$200,250	ab
Promotion/Reclassification: Dr. Gregory Pickett has been selected by the search committee to fill the Associate Dean position.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.7% vs. Oct 1, 2010 salary*.										
Wilson, Paul Wayne	Professor	Professor	Instructional Faculty	NA	\$170,740		4.7%	\$178,850		a
McCubbin, James A	Professor	Professor	Instructional Faculty	NA	\$168,582		0.0%	\$168,582		
Dickens, Thomas L	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$146,044		2.9%	\$150,275		a
Hollingsworth, Carl W	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$141,400		4.6%	\$147,904		a
Dalton, Derek W.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$143,500		2.0%	\$146,370		a
Davis, Ann Boyd	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$143,500		2.0%	\$146,370		a
Thompson, C Bradley	Professor	Professor	Research Faculty	NA		\$137,321	6.0%		\$145,560	a
Alexander Jr, John C	Named Professor	Named Professor	Instructional Faculty	NA	\$139,369		1.9%	\$142,016		a
Sridharan, V	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$136,097		3.6%	\$140,997		a

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a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Roth, Philip L	Professor	Professor	Instructional Faculty	NA	\$130,290		4.2%	\$135,827		a
Bodenhorn, Howard Nelson	Professor	Professor	Instructional Faculty	NA	\$131,025		3.0%	\$134,956		a
Raymond, Mary Anne	Dept Chair/Head	Interim Department Chair	Instructional Faculty	NA	\$125,812		7.2%	\$134,900		ab
Promotion & Administrative Supplement: Dr. Raymond has been selected to serve as the Department Chair of Marketing and received an Administrative Salary Supplement. Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.9% vs. Oct 1, 2010 salary*.										
Ward, William A	Professor	Professor	Instructional Faculty	NA	\$134,145		0.0%	\$134,145		
Guffey, Daryl M.	Professor	Professor	Instructional Faculty	NA	\$126,002		5.5%	\$132,932		a
Tang, Tilan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$130,000		2.0%	\$132,600		a
Springer, Thomas M	Professor	Professor	Instructional Faculty	NA	\$128,900		2.2%	\$131,736		a
Sauer Jr, Raymond D	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$126,249		4.0%	\$131,299		a
Kennedy, Frances A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$113,935		14.3%	\$130,228		ab
Administrative/Temporary Salary Supplement: Dr. Frances Kennedy has assumed the Interim Director duties for the School of Accountancy & Finance. The 10% administrative supplement is standard for all department chairs and directors. Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.3% vs. Oct 1, 2010 salary*.										
Welton Jr, Ralph E	Academic Program Director	Acad Prog Dtr/Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA	\$130,004		0.0%	\$130,004		
Siemens, Jennifer Dianne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$130,000*		0.0%	\$130,000		*
Weathers III, Peter D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$130,000*		0.0%	\$130,000		*
McMillan, Jeffrey J	Professor	Professor	Instructional Faculty	NA	\$125,782		2.5%	\$128,927		a
Dougan, William R	Professor	Professor	Instructional Faculty	NA	\$126,300		1.5%	\$128,195		a
McKnew, Mark A	Professor	Professor of Management	Instructional Faculty	NA	\$124,331		3.0%	\$128,061		a

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c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Business & Behavioral 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Tamura,Robert F	Professor	Professor	Instructional Faculty	NA	\$124,543		2.4%	\$127,543		a
Kilbourne,William Edward	Professor	Professor	Instructional Faculty	NA	\$123,523		3.2%	\$127,537		a
Grove,Stephen J	Professor	Professor	Instructional Faculty	NA	\$123,290		3.3%	\$127,297		a
Sturkie,Douglas K	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$124,375		1.6%	\$126,376		a
Spivey,Michael F	Named Professor	Named Professor	Instructional Faculty	NA	\$124,455		0.0%	\$124,455		
Thatcher,Jason B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$117,887		4.2%	\$122,897		a
Ozkan,Gulru Fatma	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$120,000		2.0%	\$122,400		a
Thomas,Charles J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$121,611		0.0%	\$121,611		
Wang,Shouqiang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$120,000*		0.0%	\$120,000		*
Klein Jr,Richard E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$116,120		3.0%	\$119,604		a
Morgan,Angela G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$116,866		2.0%	\$119,203		a
Winters,Alan J	Professor	Professor	Instructional Faculty	NA	\$117,235		0.0%	\$117,235		
Fredendall,Lawrence D	Professor	Associate Professor	Instructional Faculty	NA	\$109,252		7.0%	\$116,900		a
Fall 2011 Performance Increase: Increase was based on publications in high ranked journals, service to the Management department, and market equity.										
Purvis,Russell L.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$115,645		0.0%	\$115,645		
Stewart Jr,Wayne H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,070		7.0%	\$115,635		a
Fall 2011 Performance Increase: Increase was based on publications in high ranked journals, excellent departmental, college, & university service, high student ratings, and market equity.										
Ingram,Amy Elizabeth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$115,000*		0.0%	\$115,000		*
Ridge,Jason Wayne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$115,000*		0.0%	\$115,000		*
Dorsch,Michael J	Professor	Professor	Instructional Faculty	NA	\$111,306		3.0%	\$114,645		a

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Business & Behavioral 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Wolf,Jack G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$111,313		2.2%	\$113,762		a
Gianiodis,Peter T	Assistant Professor	Asst Professor of Management	Instructional Faculty	NA	\$113,726		0.0%	\$113,726		
Zagenczyk Jr,Thomas Joseph	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$109,080		4.0%	\$113,443		a
Baier,Scott L.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,178		4.5%	\$113,000		a
Baker,Thomas L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$109,282		2.9%	\$112,451		a
Raman,Roopa	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$110,000		2.0%	\$112,200		a
King,Bruce Michael	Professor	Professor	Instructional Faculty	NA	\$111,100		0.0%	\$111,100		
Raymark,Patrick H	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$77,265		43.8%	\$111,100		ab

Additional Duties & Administrative Supplement: The Psychology Department Chair Search Committee has recommended Dr. Patrick Raymark as the Department Chair. The increase in his base salary is in line with other CBBS Department Chairs in Behavioral Science with a 10% administrative salary supplement.

Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.4% vs. Oct 1, 2010 salary*.

Hopkins,Christopher D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$104,656		6.0%	\$110,935		a
Scott,Kristin L Damato	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$106,050		4.5%	\$110,822		a
Harris Jr,John M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,640		0.0%	\$108,640		
Cantrell,R Stephen	Professor	Professor	Instructional Faculty	NA	\$104,282		4.0%	\$108,453		a
Stewart Jr,Joseph Earl	Professor	Professor	Instructional Faculty	NA	\$108,231		0.0%	\$108,231		
Gartner,William B	Named Professor	Named Professor	Instructional Faculty	NA	\$216,417		-50.0%	\$108,209		
Duke,Charles R	Professor	Professor	Instructional Faculty	NA	\$105,777		2.2%	\$108,104		a
Simon,Curtis J	Professor	Professor	Instructional Faculty	NA	\$104,081		3.5%	\$107,724		a

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Business & Behavioral 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Tsui, Kevin Ka Kin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$102,660		2.9%	\$105,660		a
Waller, Neil G	Professor	Professor	Instructional Faculty	NA	\$101,959		3.0%	\$105,018		a
Muth, Eric R.	Professor	Professor/Director-HumanFactor	Instructional Faculty	NA	\$100,970		4.0%	\$104,970		a
Hanssen, Frederick Andrew	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,000		3.5%	\$103,500		a
Smathers Jr, Webb M	Professor	Professor	Instructional Faculty	NA		\$103,072	0.0%		\$103,072	
Ferrand, Yann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$102,000*		0.0%	\$102,000		*
Warren, Patrick L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$99,000		3.0%	\$102,000		a
Ingram, Samuel T	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$99,080		2.0%	\$101,080		a
Gordon, David B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,202		0.0%	\$100,202		
Miller, Daniel Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$98,500		1.5%	\$99,950		a
Wood, Daniel H	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$98,500		1.5%	\$99,950		a
Mityakov, Sergey Vladimirovich	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$95,000		3.2%	\$98,000		a
Jerzmanowski, Michal Maria	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,399		0.0%	\$95,399		
Woodard, James D	Named Professor	Named Professor	Instructional Faculty	NA	\$92,772		2.3%	\$94,916		a
Espey, Molly	Professor	Professor	Instructional Faculty	NA	\$92,204		2.3%	\$94,306		a
Knowles, Patricia A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,245		0.0%	\$94,245		
Peake, Jeffrey Scott	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$93,500*		0.0%	\$93,500		*

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Fall 2011 Salaries \$50,000 and Over

College of Business & Behavioral 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Robbins,Tina L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,890		3.0%	\$92,587		a
Morris,Michael A	Professor	Professor	Instructional Faculty	NA	\$92,227		0.0%	\$92,227		
Cvrcek,Tomas	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$89,890		2.3%	\$91,975		a
Ransom II,Bruce W	Professor	Professor	Instructional Faculty	NA	\$89,991		1.0%	\$90,891		a
Moore,Jesse N	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,436		0.0%	\$90,436		
Miller,Janis L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,890		0.0%	\$89,890		
Britt Jr,Thomas W.	Professor	Professor	Instructional Faculty	NA	\$79,000		9.5%	\$86,500		a
Fall 2011 Performance Increase: Increase was based on excellent research, teaching, service, regular publication in highly ranked journals, and high grant awards. Received the Department of Psychology Psi Chi Outstanding Teacher Award.										
Moore,D Dewayne	Professor	Professor	Instructional Faculty	NA	\$82,431		4.9%	\$86,431		a
Switzer III,Fred S	Professor	Professor	Instructional Faculty	NA	\$84,907		1.8%	\$86,407		a
Leininger,John M	Professor	Professor	Instructional Faculty	NA	\$83,483		3.0%	\$85,987		a
Barnes,James D	Administrative Manager II	Administrative Mgr II	Executive/Administrative/Managerial	08		\$85,634*	0.0%		\$85,634	*
Edwards,Frances L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,476		2.2%	\$85,312		a
Willis,David Brian	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,820		2.8%	\$85,122		a
Kowalski,Robin Marie	Professor	Professor	Instructional Faculty	NA	\$81,019		4.9%	\$85,019		a
Mowrey,Megan E.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,556		4.6%	\$84,262		a
Schleifer,Lydia Lancaster Folger	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,831		0.0%	\$83,831		
Gomes,Roger	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,463		0.0%	\$83,463		

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Fall 2011 Salaries \$50,000 and Over

College of Business & Behavioral 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Tyrrell, Richard A	Professor	Professor	Instructional Faculty	NA	\$78,569		5.1%	\$82,569		a
Sinclair, Robert Raymond	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,500		0.0%	\$82,500		
Olson, Laura R	Professor	Professor	Instructional Faculty	NA	\$77,770		6.0%	\$82,436		a
Britz, Margaret Tina	Professor	Professor	Instructional Faculty	NA	\$81,962		0.0%	\$81,962		
Edge, Sandy	Lecturer	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$78,243	4.5%		\$81,764	a
Templeton, Scott R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,281		2.5%	\$81,279		a
Taylor, Mary A	Professor	Professor	Instructional Faculty	NA	\$80,137		0.0%	\$80,137		
Brooks, Johnell O	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000		0.0%	\$80,000		
Coggeshall, John M	Professor	Professor of Anthropology	Instructional Faculty	NA	\$75,851		4.0%	\$78,885		a
DePriest, Gail	Lecturer	Lecturer	Instructional Faculty	NA	\$75,121		4.5%	\$78,484		a
Wyman, David M	Lecturer	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA	\$65,650		18.3%	\$77,650		b
<i>Administrative/Temporary Salary Supplement: David Wyman will serve as the Associate Director of the Arthur M. Spiro Institute.</i>										
Wentworth, William M	Professor	Professor	Instructional Faculty	NA	\$73,754		3.0%	\$75,967		a
Vander Mey, Brenda J	Professor	Professor	Instructional Faculty	NA	\$75,851		0.0%	\$75,851		
Campbell, Robert L	Professor	Professor	Instructional Faculty	NA	\$75,212		0.0%	\$75,212		
Alley, Thomas R	Professor	Professor	Instructional Faculty	NA	\$75,102		0.0%	\$75,102		
Hu, Xiaobo	Professor	Professor	Instructional Faculty	NA	\$73,982		1.5%	\$75,092		a
Kropp, Jaclyn D.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		2.8%	\$74,000		a
Stephens, Benjamin R	Professor	Professor	Instructional Faculty	NA	\$73,924		0.0%	\$73,924		

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Fall 2011 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Mobley,F Catherine	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,721		6.0%	\$73,904		a
Pagano,Christopher C	Professor	Professor	Instructional Faculty	NA	\$69,229		5.8%	\$73,229		a
Isengildina,Olga Urjevna	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,140		4.3%	\$73,142		a
Woolbright,Nona L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,520		1.5%	\$72,593		a
Carpio,Carlos Enrique	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,144		5.9%	\$72,144		a
Zinzow,Heidi Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,750		3.6%	\$71,250		a
Pury,Cynthia L S	Professor	Professor	Instructional Faculty	NA	\$68,697		2.9%	\$70,697		a
Ward-Vaughn, Virginia LS	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$70,366		0.0%	\$70,366		
Weisenmiller, Eric M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,241		1.5%	\$70,280		a
Granberg, Ellen M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,565		6.0%	\$69,499		a
Gugerty, Leo J	Professor	Professor	Instructional Faculty	NA	\$66,544		3.0%	\$68,544		a
Robinson, Kenneth L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,902		2.2%	\$68,401		a
Leininger, Nancy W	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$65,088		3.5%	\$67,366		a
Cantalupo, Claudio	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$63,380		6.0%	\$67,180		a
Clark, Katherine D	Lecturer	Lecturer	Instructional Faculty	NA	\$65,000		3.0%	\$66,950		a
Prater, Mary Ann M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,374		5.0%	\$66,543		a
Rose, Patrick G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$66,222		0.0%	\$66,222		
Pak, Chong Hyon	Associate Professor	Associate Professor	Instructional Faculty	NA	\$57,412		14.6%	\$65,812		ab

Faculty Rank Promotion

Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.9% vs. Oct 1, 2010 salary*.

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Business & Behavioral 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Gaubert,James G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,690		6.0%	\$65,391		a
O'Hara,Liam Henry	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,519		4.0%	\$65,020		a
Merritt,Paul Steven	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		0.0%	\$65,000		
Burroughs,Jill K	Lecturer: Non-teaching	Lecturer: Non-Teaching	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$61,843	2.2%		\$63,204	a
Jones,Carol D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,084		5.0%	\$63,088		a
Warber,Adam L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,772		2.5%	\$62,291		a
Luo,Ye	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,580		5.0%	\$61,509		a
Fine,Jeffrey Allen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,883		3.3%	\$60,797		a
Yoder,Sara Elizabeth	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,660		0.0%	\$60,660		
Taydas,Zeynep	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,216		6.0%	\$60,649		a
Rosopa,Patrick J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,095		0.0%	\$60,095		
Fine,Amanda Cooper	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000		9.1%	\$60,000		a
Fall 2011 Performance Increase: Increase was based on excellent teacher effectiveness ratings and serving as the Master Advisor and internship coordinator for the Marketing Department.										
Hopkins III,John Edward	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000*		0.0%	\$60,000		*
McElveen,Carter Willis	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000*		0.0%	\$60,000		*
Denton,Melinda Lundquist	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,893		0.0%	\$59,893		
Haller,William J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,893		0.0%	\$59,893		
Vogel,Melissa A	Assistant Professor	Asst Professor of Anthropology	Instructional Faculty	NA	\$59,893		0.0%	\$59,893		
Winslow,Sarah Evelyn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,893		0.0%	\$59,893		

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a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Matic,Vladimir	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,485		3.8%	\$59,695		a
Turner,Brandon P	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,000		2.5%	\$59,450		a
Weisensee,Katherine E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,075		0.0%	\$58,075		
Nalley,Sharon Kathleen	Lecturer: Non-teaching	Lecturer: Non-Teaching	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$54,000	5.5%		\$56,970	a
Madray,J Russell	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,701		2.2%	\$56,926		a
De Iulio,Edward Barry	Lecturer	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$54,035	3.5%		\$55,926	a
Jahn,Judson R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,438		4.2%	\$55,682		a
Braine-Sperry,Jeannette	Administrative Coordinator II	Administrative Coord II	Staff	06		\$55,550	0.0%		\$55,550	
Brainerd Jr,Edwin G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$55,177		0.0%	\$55,177		
Alley,Pamela R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,671		2.8%	\$55,171		a
Cole,Michael A	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000		0.0%	\$55,000		
Ward,Marvin Monroe	Lecturer	Visiting Lecturer	Instructional Faculty	NA	\$55,000*		0.0%	\$55,000		*
McMillan,Kerri D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,117		5.0%	\$53,673		a
Carroll,Millicent Hope	Lecturer	Lecturer	Instructional Faculty	NA	\$53,352		0.0%	\$53,352		
Burns,Deanna Hope	Student Services Manager I	Student Services Mgr I	Executive/Administrative/Managerial	06		\$30,274	73.4%		\$52,500	b
Promotion/Reclassification: Promoted to Student Services Manager I. MBA program program coordinator and admissions director.										
Smith,Benny R	Program Coordinator II	Program Coordinator II	Staff	06		\$50,227	3.0%		\$51,734	a
Johnson,Pitsa R.	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		2.2%	\$51,100		a

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Business & Behavioral 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
McTigue, Meredith Mims	Alumni/Development Manager II	Alumni/Develop Mgr II	Staff	07		\$50,974	0.0%		\$50,974	
Young, Lance S	Lecturer	Lecturer	Other Professional w/ Faculty Rank	NA		\$49,000	3.3%		\$50,593	a
Ray, Jennifer Sarratt	Human Resources Manager II	Human Resources Mgr II	Executive/Administrative/Managerial	06		\$50,000*	0.0%		\$50,000	*
Thompson, Tanya L	Training and Development Director II	Training/Development Dir II	Executive/Administrative/Managerial	07		\$50,000*	0.0%		\$50,000	*

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Gulari, Esin	Dean	Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$267,650	2.4%		\$274,074	a
Dooley, R Larry	Associate Dean	Associate Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$195,171	20.0%		\$234,205	b
Administrative/Temporary Salary Supplement: Larry Dooley will serve as the Interim Dean of the College of Engineering and Science in the absence of Dean Gulari.										
Pursley, Michael B	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$217,391		4.0%	\$226,087		a
Taiber, Joachim	Research Professor	Research Professor	Research Faculty	NA		\$200,000	0.0%		\$200,000	
Collins Jr, Edward R	Associate Dean	Associate Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$185,000	3.0%		\$190,550	a
Bodde, David Leo	Professor	Professor	Instructional Faculty	NA	\$189,733		0.0%	\$189,733		
Burg, Karen J.L.	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$151,500		24.2%	\$188,163		ab
Administrative/Temporary Salary Supplement: Karen Burg will serve as the Interim Dean of the Graduate School during the search for the permanent replacement.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.2% vs. Oct 1, 2010 salary*.										
Kurfess, Thomas Roland	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$182,494		2.5%	\$187,056		a
Gramopadhye, Anand K	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$178,854		1.8%	\$182,133		a
Dawson, Darren M	Dept Chair/Head	Dept Chair/Name Professor	Instructional Faculty	NA	\$176,699		2.2%	\$180,586		a
Johnson, Eric Gordon	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$175,000*		0.0%	\$175,000		*
Hodges, Larry F	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial w/ Faculty Rank	NA	\$168,670		3.0%	\$173,730		a
Laberge, Martine	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$161,600		6.0%	\$171,296		a
Haque, Imtiaz Ul	Professor	Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA	\$166,650		2.7%	\$171,195		a
Creager, Stephen E	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$161,095		3.5%	\$166,733		a

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c Cost of living adjustment.

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Daw,Murray S	Named Professor	Named Professor	Instructional Faculty	NA	\$166,125		0.0%	\$166,125		
Hubing,Todd H	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$158,227		4.0%	\$164,556		a
Aziz,Nadim M	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$155,500		4.1%	\$161,863		a
Hirt,Douglas E	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$133,014		16.7%	\$155,221		ab
Promotion/Reclassification: Dr. Hirt will serve as the Department Chair for the Department of Chemical and Biomolecular Engineering.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.4% vs. Oct 1, 2010 salary*.										
Fadel,Georges M	Endowed Chair	Interim Dept. Chair	Instructional Faculty	NA	\$153,000		0.0%	\$153,000		
Sun,Ya-ping	Named Professor	Named Professor	Instructional Faculty	NA	\$148,501		2.6%	\$152,356		a
Vyavahare,Narendra R	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$148,398		2.5%	\$152,097		a
Geist III,Robert M	Professor	Professor	Instructional Faculty	NA	\$146,054		4.0%	\$151,896		a
Erich,Donald L	Research Associate	Research Associate	Staff	NA		\$151,225	0.0%		\$151,225	
Tritt,Terry M	Alumni Professor	Alumni Distinguished Professor	Instructional Faculty	NA	\$132,382		13.3%	\$150,000		a
Counter Offer/Retention: Professor Tritt is being recruited by another university. Increase is based on high productivity, awards, grant expenditures, and professional service.										
Goodwin Jr,James G	Professor	Assistant Professor	Instructional Faculty	NA	\$149,832		0.0%	\$149,832		
Richardson,Kathleen Ann	Professor	Professor	Instructional Faculty	NA	\$145,440		2.2%	\$148,640		a
Barnes,Peter A.	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$146,469		0.0%	\$146,469		
Taylor,Robert L	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$145,763		0.0%	\$145,763		
Swaja,Richard	Professor	Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA	\$142,485		2.0%	\$145,335		a
Brosnan,Denis A	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$140,324		2.2%	\$143,411		a

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Fall 2011 Salaries \$50,000 and Over

College of Engineering & Sciences

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					9 Month	12 Month		9 Month	12 Month	
Pearson,L Wilson	Named Professor	Named Professor	Instructional Faculty	NA	\$141,088		1.6%	\$143,388		a
Gilbert,Juan E	Professor	Professor	Instructional Faculty	NA	\$130,000		9.8%	\$142,800		ab
Administrative/Temporary Salary Supplement: Granted an administrative salary supplement for 3 year title for the appointment to IDEaS Professor.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.										
Landreth,R Philip	Academic Program Director	Dtr - Instr & Research Support	Executive/Administrative/Managerial	NA		\$134,560	6.0%		\$142,634	a
Tessendorf,Jerry A.	Professor	Professor	Instructional Faculty	NA	\$140,000		1.0%	\$141,400		a
Zumbrunnen,David A	Named Professor	Named Professor	Instructional Faculty	NA	\$139,827		1.0%	\$141,175		a
Guisseppi-Elie,Anthony	Professor	Dow Chemical Professor	Instructional Faculty	NA	\$139,178		1.1%	\$140,683		ab
Apon,Amy W.	Professor	Professor	Instructional Faculty	NA	\$140,000*		0.0%	\$140,000		*
Mason,Scott Jennings	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$140,000		0.0%	\$140,000		
Beasley,Donald E	Professor	Interim Department Chair	Instructional Faculty	NA	\$135,375		3.0%	\$139,436		a
Karanfil,Tanju	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$133,320		4.5%	\$139,319		a
Venhovens,Paul	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$130,000		6.4%	\$138,355		a
Fall 2011 Performance Increase: Increase was based on excellent performance, big impact, and market equity.										
Ogale,Amod A	Professor	Professor	Instructional Faculty	NA	\$133,804		3.4%	\$138,353		a
Cooper,Melanie M	Alumni Professor	Interim Department Chair	Instructional Faculty	NA	\$132,944		1.6%	\$135,042		a
Ballato,John M	Professor	Professor	Instructional Faculty	NA	\$133,705		0.0%	\$133,705		
House,Donald Henry	Professor	Professor	Instructional Faculty	NA	\$130,000		2.0%	\$132,600		a
Srimani,Pradip K.	Professor	Professor	Instructional Faculty	NA	\$129,459		2.0%	\$132,048		a
Kolis,Joseph W	Professor	Professor	Instructional Faculty	NA	\$127,194		3.5%	\$131,646		a

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Engineering & Sciences

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					9 Month	12 Month		9 Month	12 Month	
Rack, Henry J	Professor	Professor	Instructional Faculty	NA	\$131,210		0.0%	\$131,210		
Dickerson, Suzanne Maria	Assoc Academic Program Dir	Assoc Academic Program Dir	Staff	NA		\$127,247	2.8%		\$130,810	a
Singh, Rajendra	Named Professor	Named Professor	Instructional Faculty	NA	\$130,204		0.0%	\$130,204		
Figliola, Richard S	Professor	Professor	Instructional Faculty	NA	\$124,001		4.0%	\$128,961		a
Thies, Mark C	Professor	Professor	Instructional Faculty	NA	\$124,381		3.2%	\$128,361		a
Thrasher, Joseph Stuart	Professor	Professor	Instructional Faculty	NA	\$125,000*		2.2%	\$127,750		*a
Makram, Elham B	Named Professor	Named Professor	Instructional Faculty	NA	\$124,624		1.8%	\$126,924		a
Larsen, Miguel F	Professor	Professor	Instructional Faculty	NA	\$122,659		3.1%	\$126,461		a
Rao, Apparao M.	Professor	Professor	Instructional Faculty	NA	\$121,014		4.0%	\$125,855		a
Shier, Douglas R	Professor	Professor	Instructional Faculty	NA	\$122,816		2.1%	\$125,426		a
Grujicic, Mica	Named Professor	Named Professor	Instructional Faculty	NA	\$120,872		3.8%	\$125,407		a
Luzinov, Igor A.	Professor	Interim Department Chair	Instructional Faculty	NA	\$121,000		3.6%	\$125,400		a
Lund, Robert B	Professor	Professor	Instructional Faculty	NA	\$120,000		4.2%	\$125,000		a
Gowdy, John N	Professor	Professor	Instructional Faculty	NA	\$122,541		1.9%	\$124,841		a
Leising, Mark D	Professor	Professor	Instructional Faculty	NA	\$101,914		22.0%	\$124,300		ab

Administrative Supplement & Market Equity Increase: Dr. Leising has been appointed to the position of Interim Chair of the Physics and Astronomy Department at Clemson University, effective June 1, 2011. Dr. Leising will retain his current appointment as Professor of Physics and Astronomy (with tenure). This will ensure his salary is in line with the Oklahoma Faculty Survey.

Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.2% vs. Oct 1, 2010 salary*.

Burati Jr, James L	Professor	Professor	Instructional Faculty	NA	\$120,667		2.7%	\$123,900		a
Latour Jr, Robert A	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$118,768		4.0%	\$123,519		a

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Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Walker, Ian D	Professor	Professor	Instructional Faculty	NA	\$120,918		1.9%	\$123,218		a
Dong, Liang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$115,000		5.9%	\$121,802		a
Elzerman, Alan W	Professor	Assistant Professor	Instructional Faculty	NA	\$120,617		0.0%	\$120,617		
Drews, Michael James	Visiting Professor	Visiting Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA	\$120,158		0.0%	\$120,158		
Ferrell Jr, William G	Professor	Professor/Int Assoc Dean	Instructional Faculty	NA	\$116,655		3.0%	\$120,155		a
Juang, Charng-hsein	Professor	Professor	Instructional Faculty	NA	\$115,785		3.0%	\$119,250		a
Duchowski, Andrew T	Professor	Professor	Instructional Faculty	NA	\$115,745		3.0%	\$119,217		a
Biggers, Sherrill B	Professor	Professor	Instructional Faculty	NA	\$116,082		2.0%	\$118,404		a
Hwu, Shiou-jyh	Professor	Professor	Instructional Faculty	NA	\$114,778		2.2%	\$117,303		a
Foulger, Stephen H.	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$110,534		6.0%	\$117,166		a
Shappell, Scott A	Professor	Professor	Instructional Faculty	NA	\$116,050		0.9%	\$117,111		a
Wen, Xuejun	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$116,000		0.0%	\$116,000		
Zhang, Guigen	Professor	Professor	Instructional Faculty	NA	\$115,000		0.0%	\$115,000		
Ellison, Michael S	Professor	Professor	Instructional Faculty	NA	\$114,588		0.0%	\$114,588		
Falta Jr, Ronald W	Professor	Professor	Instructional Faculty	NA	\$108,572		4.0%	\$112,915		a
McNulty, Peter J	Professor	Professor	Instructional Faculty	NA	\$112,291		0.0%	\$112,291		
Kulasekera, Karunarathna B	Professor	Professor	Instructional Faculty	NA	\$106,837		3.9%	\$111,000		a
Meriwether Jr, John W	Professor	Professor	Instructional Faculty	NA	\$108,818		2.0%	\$110,994		a

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Fall 2011 Salaries \$50,000 and Over

College of Engineering & Sciences

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					9 Month	12 Month		9 Month	12 Month	
Hill Jr,Hoke S	Professor	Professor	Instructional Faculty	NA	\$110,876		0.0%	\$110,876		
Meyer,Bradley S	Professor	Professor	Instructional Faculty	NA	\$107,127		3.0%	\$110,341		a
Schalkoff,Robert J	Professor	Professor	Instructional Faculty	NA	\$109,891		0.0%	\$109,891		
Gerard,Patrick D	Professor	Professor	Instructional Faculty	NA		\$109,686	0.0%	\$109,686		
Goasguen,Sebastien	Associate Professor	Associate Professor	Instructional Faculty	NA	\$103,338		6.0%	\$109,538		a
Bridges Jr,William C	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$105,243		3.3%	\$108,743		a
Gao,Xuhong	Professor	Professor	Instructional Faculty	NA	\$102,818		5.0%	\$108,000		a
Valentini,Antony	Professor	Professor	Instructional Faculty	NA	\$108,000*		0.0%	\$108,000		*
Adams,Warren P	Professor	Professor	Instructional Faculty	NA	\$104,181		3.4%	\$107,700		a
Brown,Philip J	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$86,615		23.9%	\$107,273		ab
Administrative/Temporary Salary Supplement: Added an administrative supplement Dr. Phil Brown to serve as Director of the newly-awarded NSF Industry/University Cooperative Research Center (I/UCRC) in Ceramic, Composite and Optical Materials.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.9% vs. Oct 1, 2010 salary*.										
Sitaraman,Murali	Professor	Professor	Instructional Faculty	NA	\$105,779		1.0%	\$106,837		a
Marcus,Richard K	Professor	Professor	Instructional Faculty	NA	\$103,028		3.5%	\$106,634		a
Wiecek,Margaret Maria	Professor	Professor	Instructional Faculty	NA	\$101,101		4.8%	\$106,000		a
Messman,Michael D	Research Associate	Research Associate	Staff	NA		\$103,020	2.5%		\$105,596	a
Noneaker,Daniel L	Professor	Professor	Instructional Faculty	NA	\$102,968		2.2%	\$105,268		a
Hallstrom,Jason O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,329		5.7%	\$104,989		a
Husson,Scott M	Professor	Professor	Instructional Faculty	NA	\$100,089		4.5%	\$104,593		a

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Overcamp, Thomas J	Professor	Professor	Instructional Faculty	NA	\$102,064		2.2%	\$104,320		a
Ochterbeck, Jay M	Professor	Professor	Instructional Faculty	NA	\$103,448		0.0%	\$103,448		
Madison, Alan W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$102,768		0.6%	\$103,385		a
Ligon, Walter B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,851		2.3%	\$103,151		a
Bruce, David A	Professor	Professor	Instructional Faculty	NA	\$99,142		4.0%	\$103,108		a
Sanders III, John P	Research Associate Professor	Research Associate Professor	Research Faculty	NA		\$94,036	9.5%		\$102,969	b
Additional Duties: Added an overload pay increase for Dr. John Sanders for his new position as Manager of the Bishop Materials Laboratory.										
Bell, Lansford C	Professor	Professor	Instructional Faculty	NA	\$102,661		0.0%	\$102,661		
Cox, Christopher L	Professor	Professor	Instructional Faculty	NA	\$97,263		4.9%	\$102,000		a
Russell, Harlan B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,208		2.3%	\$101,508		a
Baum, Carl W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$101,327		0.0%	\$101,327		
Lickfield, Gary C	Professor	Professor	Instructional Faculty	NA	\$96,431		4.7%	\$100,963		a
Devol, Timothy A	Professor	Professor	Instructional Faculty	NA	\$95,777		4.0%	\$99,608		a
Freedman, David L	Professor	Professor	Instructional Faculty	NA	\$96,517		3.0%	\$99,413		a
Grossman, Harold C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,338		0.0%	\$99,338		
Ervin, Vincent J	Professor	Professor	Instructional Faculty	NA	\$96,960		2.1%	\$99,000		a
Jacobs, David P	Professor	Professor	Instructional Faculty	NA	\$98,810		0.0%	\$98,810		
Chowdhury, Mashrur A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,031		13.1%	\$98,400		ab
Administrative/Temporary Salary Supplement: Received an appointment as the Eugene Douglas Mays Professor of Transportation Engineering for a five-year renewable term.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.0% vs. Oct 1, 2010 salary*.										

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Schiff,Scott D	Professor	Professor	Instructional Faculty	NA	\$96,059		2.2%	\$98,200		a
Poole,Kelvin F	Professor	Professor	Instructional Faculty	NA	\$98,103		0.0%	\$98,103		
Moss,William F	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$97,819		0.0%	\$97,819		
Hoover,Adam W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,590		5.4%	\$97,590		a
Brooks,Richard R	Associate Professor	Assoc Prof	Instructional Faculty	NA	\$92,531		5.4%	\$97,531		a
Rangaraju,Prasada Rao	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,500		2.6%	\$97,000		a
Hartmann,Dieter H	Professor	Professor	Instructional Faculty	NA	\$93,936		3.2%	\$96,942		a
Pennington Jr,William T	Professor	Professor	Instructional Faculty	NA	\$93,534		3.5%	\$96,808		a
McGregor,John D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,118		5.0%	\$96,724		a
Martin,James J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,417		1.0%	\$96,371		a
Goddard,Wayne D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,563		3.0%	\$96,370		a
Woodard,Damon L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$93,536		3.0%	\$96,342		a
Davis,Timothy A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,483		3.8%	\$95,982		a
Dieter,R Karl	Professor	Professor	Instructional Faculty	NA	\$93,422		2.2%	\$95,477		a
Malloy,Brian A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,134		1.0%	\$95,075		a
Gooding,Charles H	Professor	Professor	Instructional Faculty	NA	\$94,652		0.0%	\$94,652		
Wang,Zijun	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,904		4.0%	\$94,540		a
Dean,Brian Christopher	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,467		11.9%	\$94,535		ab

Faculty Rank Promotion

Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Birchfield,Stanley T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,157		2.5%	\$94,457		a
Shen,Hai Ying	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$89,000		6.0%	\$94,340		a
Joseph,Paul F	Professor	Professor	Instructional Faculty	NA	\$90,776		3.5%	\$93,953		a
Mardikian,Paul Jacques	Lecturer	Lecturer	Research Faculty	NA		\$93,627	0.0%		\$93,627	
Lee,Cindy M	Professor	Professor	Instructional Faculty	NA	\$90,986		2.8%	\$93,534		a
Schlautman,Mark A.	Professor	Professor	Instructional Faculty	NA	\$91,187		2.2%	\$93,193		a
Taaffe,Kevin M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,840		3.5%	\$93,020		a
Burg,Timothy C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,591		8.5%	\$92,891		ab
<i>Faculty Rank Promotion</i> Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.7% vs. Oct 1, 2010 salary*.										
Wang,Kuang-Ching	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,457		2.5%	\$92,757		a
Tong,Chenning	Professor	Professor	Instructional Faculty	NA	\$90,034		3.0%	\$92,735		a
Saylor,John R	Professor	Professor	Instructional Faculty	NA	\$79,913		16.0%	\$92,708		ab
<i>Faculty Rank Promotion</i> Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.										
Murdoch,Lawrence C	Professor	Professor	Instructional Faculty	NA	\$88,953		4.0%	\$92,511		a
Wagner,John R	Professor	Professor	Instructional Faculty	NA	\$90,247		2.5%	\$92,503		a
Wang,Pingshan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,682		12.1%	\$91,583		ab
<i>Faculty Rank Promotion</i> Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.										
Peters,Thomas T	Research Associate	Research Associate	Staff	NA		\$91,513	0.0%		\$91,513	

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Xu,Xiao-bang	Professor	Professor	Instructional Faculty	NA	\$89,109		2.6%	\$91,409		a
Arya,Dev Priya	Professor	Professor	Instructional Faculty	NA	\$80,985		12.4%	\$91,010		ab
<p style="margin-left: 40px;">Faculty Rank Promotion</p> <p style="margin-left: 40px;">Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.</p>										
Stuart,Steven J	Professor	Professor	Instructional Faculty	NA	\$88,160		2.7%	\$90,540		a
Kim,Sung-O	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$88,000		2.6%	\$90,300		a
Zhu,Lin	Assistant Professor	Named Assistant Professor	Instructional Faculty	NA	\$85,000		6.0%	\$90,100		a
Castle,James W	Professor	Professor	Instructional Faculty	NA	\$86,856		3.6%	\$89,983		a
Andrus,Ronald D.	Professor	Professor	Instructional Faculty	NA	\$79,323		12.8%	\$89,470		ab
<p style="margin-left: 40px;">Faculty Rank Promotion</p> <p style="margin-left: 40px;">Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.7% vs. Oct 1, 2010 salary*.</p>										
Webb,Charles K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,625		3.2%	\$89,381		a
Luo,Feng	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,987		1.0%	\$88,867		a
Csernak,Stephen F	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$86,028		2.7%	\$88,330		a
Alexov,Emil Georgiev	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,295		10.0%	\$88,325		a
<p style="margin-left: 40px;">Fall 2011 Performance Increase: Increase was based on tenure achievement, high grant awards, management of large group with 3 postdocs and 5 PhD students, national/international collaborations, and excellence in teaching.</p>										
Daily,Shaundra B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$88,000*		0.0%	\$88,000		*
Thompson,Lonny L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,509		2.5%	\$87,647		a
King,Jeremy	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,870		2.0%	\$87,587		a
Perahia,Dvora	Professor	Professor	Instructional Faculty	NA	\$85,140		2.5%	\$87,269		a

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Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Chumanov,George	Professor	Professor	Instructional Faculty	NA	\$84,854		2.7%	\$87,145		a
Jacobi,Jane E	Lecturer: Non-teaching	Lecturer: Non-Teaching	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$86,967	0.0%		\$86,967	
Babu,Sabarish Venkat	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,000		1.0%	\$86,860		a
Sarasua,Wayne A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,837		1.5%	\$86,112		a
Finneran,Kevin Thomas	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,000		1.3%	\$86,063		a
Williams,Calvin L	Associate Professor	Assoc Prof/Director of CEMSE	Instructional Faculty	NA	\$83,123		3.5%	\$86,000		a
Pargas,Roy P	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,048		1.0%	\$85,898		a
Martin,Anthony Q	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,729		0.0%	\$85,729		
Harcum,Sarah W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,306		2.5%	\$85,389		a
Summers,Joshua D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,136		3.8%	\$85,221		a
Walker,Terry H	Professor	Professor	Instructional Faculty	NA	\$83,000		2.6%	\$85,158		a
Medlock,Jan Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		13.3%	\$85,000		e
<i>Counter Offer/Retention: This is a retention increase for Dr. Medlock who received an offer from another university.</i>										
Rieck,James R	Professor	Professor	Instructional Faculty	NA	\$82,644		2.9%	\$85,000		a
Warner,Daniel D	Professor	Professor	Instructional Faculty	NA	\$84,941		0.0%	\$84,941		
Benson,Lisa C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$82,012		3.1%	\$84,554		a
Skaar,Eric C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,405		5.0%	\$84,425		a
Brannan,James R	Professor	Professor	Instructional Faculty	NA	\$84,385		0.0%	\$84,385		
Miller,Richard S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,702		2.0%	\$84,356		a

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Fall 2011 Salaries \$50,000 and Over

College of Engineering & Sciences

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					9 Month	12 Month		9 Month	12 Month	
Smith,Melissa Crawley	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,984		2.8%	\$84,284		a
Groff,Richard E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,911		2.8%	\$84,211		a
Omar,Mohammad Atif	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,356		9.5%	\$83,647		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.0% vs. Oct 1, 2010 salary*.										
Vertegel,Alexey Alexandrovich	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,276		6.4%	\$83,276		b
Faculty Rank Promotion										
Kiessler,Peter C	Professor	Professor	Instructional Faculty	NA	\$80,952		2.7%	\$83,100		a
Drapcho,Caye Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,111		2.2%	\$82,895		a
Kurz,Mary Elizabeth	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,792		2.5%	\$82,812		a
Oberheide,Jens	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,000		2.2%	\$82,782		a
Simionescu,Dan T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,628		9.1%	\$82,519		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.										
Rodriguez,Antonia Joy	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$82,500*		0.0%	\$82,500		*
Luo,Jian	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,032		10.0%	\$82,498		a
Fall 2011 Performance Increase: Increase was based on extremely productive contribution to the teaching, research and service mission of the School and University. Because of his exceptional performance in research he was presented with CoES Achievement in Science Award.										
Martin,Julie Patricia	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000		3.1%	\$82,480		a
Gao,Zhi	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,371		0.0%	\$82,371		
Stevenson,Dennis E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,247		0.0%	\$82,247		

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Fall 2011 Salaries \$50,000 and Over

College of Engineering & Sciences

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					9 Month	12 Month		9 Month	12 Month	
Qiao,Rui	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$72,793		12.9%	\$82,161		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.										
Sosolik,Chad E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,174		5.0%	\$82,083		a
Calkin,Neil J	Professor	Professor	Instructional Faculty	NA	\$78,528		4.4%	\$82,000		a
James,Kevin L.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,780		4.1%	\$82,000		a
Smotherman,Mark K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,759		4.0%	\$81,909		a
Kitchens,Christopher L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,184		3.0%	\$81,583		a
Vahidi,Ardalan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,793		11.9%	\$81,433		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.0% vs. Oct 1, 2010 salary*.										
Roberts,Mark E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000		1.4%	\$81,120		a
Ogle,Jennifer H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,191		10.5%	\$80,900		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.7% vs. Oct 1, 2010 salary*.										
Greenstein,Joel S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,685		1.5%	\$80,880		a
Stephan,Elizabeth Anne	Senior Lecturer	Dir of General Engr	Instructional Faculty	NA	\$80,799		0.0%	\$80,799		
Huang,Yong	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,251		4.0%	\$80,341		a
Nagatomi,Jiro	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,223		6.6%	\$80,223		b
Faculty Rank Promotion										
Mayorga,Maria Esther	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,760		4.5%	\$80,214		a

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Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Dimitrova,Elena Stanimirova	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,073		2.5%	\$80,000		a
Getman,Rachel B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000*		0.0%	\$80,000		*
Peterson,James K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,578		1.8%	\$80,000		a
Harrell,William R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,869		0.0%	\$79,869		
Ke,Pu-Chun	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,432		7.0%	\$79,642		a
Fall 2011 Performance Increase: Increase was based on excellent productivity of PhD students and research, and international recognition of research results. Most mentioned outstanding teacher in undergraduate exit interviews.										
Khan,Abdul A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,499		3.9%	\$79,500		a
Yao,Hai	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,274		2.5%	\$79,206		a
Brittain,Sean D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,911		7.9%	\$78,671		a
Fall 2011 Performance Increase: Increase was based on excellent record in scholarly output, research funding, involvement of students at all levels, extensive service and outreach.										
Jenkins,Eleanor W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,305		2.8%	\$78,479		a
Carraway,Elizabeth R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,349		1.3%	\$78,316		a
Mears,Michael L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,628		3.0%	\$77,897		a
Li,Gang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,174		5.0%	\$77,883		a
Saltzman,Matthew J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,400		3.2%	\$77,846		a
Fralix,Brian H.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,000		2.3%	\$77,768		a
Matthews,Gretchen L.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,730		5.1%	\$77,500		a
Pisu,Pierluigi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,234		1.5%	\$77,378		a
Dean,Delphine	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,277		4.0%	\$77,248		a

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c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Marinescu,Domnita Catalina	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,838		3.0%	\$77,083		a
Belotti,Pietro Luigi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		2.7%	\$77,000		a
Daqaq,Mohammed Farid	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,467		6.0%	\$76,815		a
Macauley,Matthew	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		2.3%	\$76,750		a
Bridgwood,Michael A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,516		0.0%	\$76,516		
Kennedy,Marian Siobhan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,720		5.0%	\$76,392		a
Mefford IV,Olin T	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,720		5.0%	\$76,389		a
Privette III,Charles V	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,745		2.2%	\$76,389		a
Flower,Phillip J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,407		2.2%	\$76,044		a
Cho,Byung Rae	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,197		1.0%	\$75,949		a
Xuan,Xiangchun	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,114		5.0%	\$75,720		a
Mocko,Gregory	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,707		7.0%	\$75,656		a
Fall 2011 Performance Increase: Increase was based on teaching excellence, good expenditures, and production of graduate students										
Hoeffner,Steve L	Research Asst Professor	Research Assoc/Asst Professor	Research Faculty	NA	\$74,144		2.0%	\$75,627		a
Prucka,Robert G	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,000		1.7%	\$75,258		a
Desjardins,John D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,200		4.0%	\$75,088		a
Ayalew,Beshahwired	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,467		3.5%	\$75,003		a
Coates,John T	Research Associate Professor	Research Associate Professor	Research Faculty	NA		\$73,174	2.5%		\$75,003	a

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Atamturktur,Huriye Sezer	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,000		5.6%	\$75,000		a
Esmailpoursaee,Amirreza	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Hoffacker,Joan A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,680		1.8%	\$75,000		a
Huang,Yongxi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Klotz,Leidy E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,000		5.6%	\$75,000		a
Peng,Fei	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Powell,Brian A.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,700		6.0%	\$74,942		a
Zhang,Ning	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,922		2.2%	\$74,548		a
Hazari,Zahra Sana	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		3.1%	\$74,232		a
Potvin,Geoffrey Douglas	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		3.1%	\$74,232		a
Reid III,William J	Visiting Associate Professor	Visiting Associate Professor	Instructional Faculty	NA	\$72,689		2.1%	\$74,189		a
Gallagher,Colin M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,700		4.7%	\$74,000		a
Lee,Hyesuk K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,902		4.4%	\$74,000		a
Rebholz,Leo G	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000		5.7%	\$74,000		a
Testik,Firat Yener	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,221		3.9%	\$74,000		a
Kornev,Konstantin German	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,236		15.0%	\$73,871		a
Fall 2011 Performance Increase: Increase is based on teaching and significant research productivity, and extremely productive contributions to the service mission of the School.										
Hubbard,Stephen J	Visiting Associate Professor	Visiting Associate Professor	Instructional Faculty	NA	\$71,941		2.1%	\$73,441		a

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Tewari, Sumanta	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		2.0%	\$73,440		a
Pang, Weichiang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000		4.4%	\$73,100		a
Moysey, Stephen Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,498		3.3%	\$72,824		a
Jacobsen, Maria	Lecturer	Lecturer	Research Faculty	NA		\$72,821	0.0%		\$72,821	
Melloy, Brian J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,633		0.0%	\$72,633		
Harman, Melinda K	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,500*		0.0%	\$72,500		*
Harriss, James E	Research Associate	Research Associate	Staff	NA		\$72,383	0.0%		\$72,383	
Alexis, Frank	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,200		0.0%	\$72,200		
Kwartowitz, David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,200		0.0%	\$72,200		
Kang, Hye Jung	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		0.0%	\$72,000		
Kaye, Nigel Gregory	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,690		3.3%	\$72,000		a
Park, Chanseok	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,286		3.9%	\$72,000		a
Putman, Bradley J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,189		2.6%	\$72,000		a
Ravichandran, Nadarajah	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,690		3.3%	\$72,000		a
He, Jian	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,402		5.0%	\$71,822		a
Smith, Rhett C	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$57,691		24.2%	\$71,632		ab

Counter-offer/Retention: Mr. Smith is being recruited by other universities. Increase is based on receipt of CAREER award, outstanding accomplishments, and market equity.

Faculty Rank Promotion

Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.4% vs. Oct 1, 2010 salary*.

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Nielson,Bryant G	Senior Lecturer	Assistant Professor	Instructional Faculty	NA	\$70,286		1.3%	\$71,200		a
Sharp,Julia Lynn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,680		3.4%	\$71,042		a
Owino, Tom O.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,949		0.0%	\$70,949		
Ladner,David Allen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000		1.3%	\$70,875		a
Crette,Stephanie Aline	Lecturer	Lecturer	Research Faculty	NA		\$70,700	0.0%		\$70,700	
Maharaj,Hiren	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,660		1.2%	\$70,500		a
Christensen,Kenneth A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,241		11.4%	\$70,454		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.5% vs. Oct 1, 2010 salary*.										
Luo,Jun	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,680		2.2%	\$70,190		a
Kholodenko,Arkady L	Professor	Professor	Instructional Faculty	NA	\$69,059		1.5%	\$70,095		a
Shuller-Nickles,Lindsay Carmell	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000*		0.0%	\$70,000		*
Brown,James L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,000		3.9%	\$69,600		a
Brumaghim,Julia	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,171		3.5%	\$69,522		a
Park Jr,William J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,983		0.0%	\$68,983		
McNeill,Jason D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,090		2.5%	\$68,767		a
Bourne,Jenny	Research Associate	Research Associate	Staff	NA		\$65,650	4.0%		\$68,276	a
Grant,Ronald T	Public Information Director I	CoES Public Info. Director	Staff	06		\$67,370	1.2%		\$68,160	a
Drymiotis,Fivos Renos	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,885		0.0%	\$67,885		

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Yoon,Jeong - Rock	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,498		0.6%	\$66,898		a
Martinez-Dawson,Rose M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$64,550		2.2%	\$66,000		a
Xue,Hui	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,584		2.2%	\$66,000		a
Minor,John C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$65,650		0.0%	\$65,650		
Schmoll,Martin Johannes	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		0.6%	\$65,400		a
Dominy,Brian N	Associate Professor	Associate Professor	Instructional Faculty	NA	\$58,426		11.1%	\$64,887		ab
<p style="margin-left: 40px;">Faculty Rank Promotion</p> <p style="margin-left: 40px;">Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.</p>										
Van Derveer,Donald G	Lecturer: Non-teaching	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$63,128	2.2%		\$64,517	a
Kitaygorodskiy,Aleksandr	Senior Lecturer	Lecturer/Spectroscopist	Instructional Faculty	NA		\$62,942	2.2%		\$64,327	a
Duckworth,Scott M	Systems Programmer II	Systems Programmer II	Staff	07		\$64,295	0.0%		\$64,295	
Hester,Jerry D	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$62,502	2.2%		\$63,877	a
Ivey,Kimberly A	Chemist III	Chemist III	Staff	07		\$60,197	5.5%		\$63,508	a
Whitehead,Daniel C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000*		0.0%	\$63,000		*
Lasser,Susan J S	Lecturer: Non-teaching	Director of the PEER Office	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$60,556	4.0%		\$62,978	a
Webb,Frank	Research Associate	Research Associate	Staff	NA		\$61,105	2.2%		\$62,449	a
Anker,Jeffrey Nathan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,600		2.2%	\$61,933		a
Hubbard,Russell J.	Engineer/Associate Engineer III	Eng/Assoc Engr III	Staff	07		\$60,174	2.3%		\$61,558	a

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Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Schweisinger, Todd Alan	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000		2.5%	\$61,500		a
Tennyson, Andrew Gregory	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000		2.2%	\$61,320		a
Myers, Dianne M	Grants Administrator I	Grants Administrator I	Staff	06		\$57,107	6.0%		\$60,533	a
Alexander, Kim E	Lecturer: Non-teaching	Lecturer/Executive Director	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$57,832	2.2%		\$59,104	a
Mann, James D	Research Associate	Research Associate	Staff	NA		\$56,560	2.2%		\$57,804	a
Brame, Scott E	Research Asst Professor	Research Asst Professor	Research Faculty	NA		\$55,951	2.5%		\$57,350	a
Sternhagen, Melissa M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,000		4.0%	\$57,200		a
Bhattacharyya, Gautam	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,630		2.2%	\$56,854		a
Porter, Christopher H.	Student Services Manager I	Student Services Mgr I	Executive/Administrative/Managerial	06		\$55,447	2.4%		\$56,778	a
Pope, Amy Liann	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,000		2.2%	\$56,210		a
Taylor, Dennis F	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000		2.0%	\$56,100		a
Watkins, Anolyn K	Administrative Coordinator I	Administrative Coord I	Staff	05		\$55,843	0.3%		\$56,015	b
Cawood, Mark E.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,742		2.3%	\$56,000		a
Kennedy, Nell Beatty	Systems Programmer I	Systems Programmer I	Staff	06		\$56,000	0.0%		\$56,000	
White, David A	Systems Programmer II	Systems Programmer II	Staff	07		\$53,569	4.5%		\$55,992	a
Jones, James H.	Lecturer	Lecturer	Instructional Faculty	NA	\$55,937		0.0%	\$55,937		
Parker, Gary W	Research Associate	Research Associate	Staff	NA		\$50,610	10.0%		\$55,671	b
<i>Additional Duties: Mr. Parker has assumed supervision of the Bishop Materials Laboratory in the Research Park.</i>										
Nicholson, Robbie A	Laboratory Technologist III	Lab Technologist III	Staff	06		\$55,587	0.0%		\$55,587	

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Fall 2011 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Pressprich, Karen Ann	Lecturer	Lecturer	Instructional Faculty	NA	\$54,096		2.2%	\$55,296		a
Holliday, Jeff L.	Laboratory Technologist III	Lab Technologist III	Staff	05		\$51,978	6.0%		\$55,097	a
Musgraves, Jonathan David	Research Asst Professor	Research Asst Professor	Research Faculty	NA		\$50,000	10.0%		\$55,000	b
Additional Duties: Jonathan Musgraves has assumed additional duties related to his title change to Research Assistant Professor including research in optical glass science, administration of funded research efforts, teaching, and graduate committee participation among others.										
Prevost, Shari A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,328		3.1%	\$54,956		a
Teitloff, Timothy Charles	Lecturer	Lecturer	Instructional Faculty	NA	\$54,095		1.3%	\$54,800		a
Moline, David C	Laboratory Technologist III	Lab Technologist III	Staff	06		\$54,540	0.0%		\$54,540	
Johnson, Terri A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,429		1.8%	\$54,390		a
Brandon, Steven C	Lecturer	Lecturer	Instructional Faculty	NA	\$50,500		6.0%	\$53,530		a
Dubsky, Richard Steven	Lecturer	Lecturer	Instructional Faculty	NA	\$52,217		2.3%	\$53,417		a
Lowe, Rose M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,499		3.0%	\$53,044		a
Jenkins, Linda L	Laboratory Technologist II	Lab Technologist II	Staff	05		\$52,890	0.0%		\$52,890	
Coulson, Alan B	Lecturer	Lecturer	Instructional Faculty	NA	\$52,000*		1.3%	\$52,650		*a
Lambert, Renee S	Lecturer	Lecturer	Instructional Faculty	NA	\$52,502		0.0%	\$52,502		
McDonald, Charles Taylor	Engineer/Associate Engineer II	Eng/Assoc Eng II	Staff	06		\$47,723	9.5%		\$52,233	a
Fall 2011 Performance Increase: Increase was based on market equity, Masters degree in Electrical Engineering, and excellent performance.										
Kelley, David L	Laboratory Technologist III	Lab Technologist III	Staff	06		\$52,095	0.0%		\$52,095	
Teague, Robert A	Systems Programmer I	Systems Programmer I	Staff	06		\$52,066	0.0%		\$52,066	

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

College of Engineering & Sciences

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					9 Month	12 Month		9 Month	12 Month	
Acker,Serita	Student Services Manager I	Student Services Mgr I	Executive/Administrative/Managerial	06		\$50,000	4.0%		\$52,000	a
Stowers,Dexter F	Systems Programmer I	Systems Programmer I	Staff	06		\$52,000	0.0%		\$52,000	
Cummings,Anne Handley	Chemist III	Chemist III	Staff	07		\$49,254	5.5%		\$51,963	a
Nicholson,Truman Grady	Engineer/Associate Engineer II	Eng/Assoc Eng II	Staff	06		\$51,928	0.0%		\$51,928	
Mathis,Gary Lee	Research Associate	Research Associate	Staff	NA		\$50,500	2.2%		\$51,611	a
Metz,Daniel R	Laboratory Technologist III	Lab Technologist III	Staff	06		\$50,500	2.2%		\$51,611	a
Clark,Martin C	Systems Programmer II	Systems Programmer II	Staff	07		\$48,480	6.3%		\$51,510	a
Fall 2011 Performance Increase: Increase was based on receipt of Award Winning Technical Staff 2011 in the College.										
Sterling,Patrick D	Lecturer	Lecturer	Instructional Faculty	NA	\$51,398		0.0%	\$51,398		
Coburn Jr,William L	Laboratory Technologist III	Lab Technologist III	Staff	06		\$49,416	3.4%		\$51,096	a
The,Lih-sin	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		2.2%	\$51,075		a
Novick,Beth A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$47,055		8.2%	\$50,902		a
Promotion/Reclassification: Dr. Novick received a unanimous vote to be reclassified to the title of Senior Lecturer.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.8% vs. Oct 1, 2010 salary*.										
Rankin,Samuel G	Laboratory Technologist II	Lab Technologist II	Staff	05		\$50,838	0.0%		\$50,838	
Weaver,Kenneth Allen	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$47,838	6.0%		\$50,708	a
Poore,Bradley W	Engineer/Associate Engineer II	Eng/Assoc Eng II	Staff	06		\$50,676	0.0%		\$50,676	
Bass,Barbara E	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$47,747	6.0%		\$50,612	a

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a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Heltzel, Carl Edward	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		1.0%	\$50,500		a
Reba, Marilyn	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$47,707		5.4%	\$50,300		a
Hickman, Thomas D	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*
King III, Larry French	Systems Programmer I	Systems Programmer I	Staff	06		\$50,000*	0.0%		\$50,000	*
Wetzler, Modi	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*

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a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 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, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Allen, Lawrence R	Dean	Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$245,532	3.1%		\$253,069	a
Padilla, Michael James	Associate Dean	Associate Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$172,205	2.5%		\$176,510	a
Headley, Kathy Neal	Associate Dean	Associate Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$122,715	26.3%		\$155,000	a
Counter Offer/Retention: Dr. Headley is being recruited by another university.										
Havice, William L	Associate Dean	Associate Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$125,359	6.0%		\$132,881	a
Pruitt, Rosanne H	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$126,149	3.0%		\$129,933	a
Lindle, Jane C	Named Professor	Named Professor	Instructional Faculty	NA	\$122,227		4.0%	\$127,116		a
Gambrell, Linda B	Professor	Professor	Instructional Faculty	NA	\$120,031		4.0%	\$124,832		a
Wright, Brett A	Dept Chair/Head	Dept Chair CU/Prof PRTM	Instructional Faculty	NA	\$119,861		4.0%	\$124,656		a
Katsiyannis, Antonis	Alumni Professor	Alumni Distinguished Professor	Instructional Faculty	NA	\$110,769		5.7%	\$117,115		a
First, Patricia Flanagan	Named Professor	Named Professor	Instructional Faculty	NA	\$116,150		0.0%	\$116,150		
Crandall, Lee Alden	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$111,100		3.0%	\$114,433		a
McGuire, Francis A	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$109,383		2.4%	\$111,993		a
Drew Jr, Samuel F	Assoc Academic Program Dir	Assoc Academic Program Dir	Staff	NA		\$81,807	36.7%		\$111,800	ab
Administrative/Temporary Salary Supplement: Dr. Sam Drew has been named the Interim Executive Director of the National Dropout Prevention Center, effective immediately, until the position can be filled.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.2% vs. Oct 1, 2010 salary*.										

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 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, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Flowers,Lamont Akwette	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial w/ Faculty Rank	NA	\$106,503		2.0%	\$108,633		a
Jones,Roy I	Associate Professor	Associate Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$104,921	2.5%		\$107,544	a
Cawthon,Tony W	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$102,212		3.5%	\$105,789		a
Thompson,Martha Parrish	Research Professor	Research Professor	Research Faculty	NA		\$100,838	3.0%		\$103,863	a
Green Jr,Robert P	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$99,641		0.0%	\$99,641		
Hoskins,Barbara J	Assistant Dean	Assistant Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$97,037	2.5%		\$99,463	a
Quinn,William H	Professor	Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$97,012	2.5%		\$99,437	a
Knoeppel,Robert C	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$69,000		43.5%	\$99,000		ab
Promotion/Reclassification & Administrative Supplement: Dr. Knoeppel was selected as the new department chair of the Department of Leadership, Technology & Counselor Education within the School.										
Rosenblith,Suzanne N	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$65,685		50.7%	\$99,000		ab
Promotion/Reclassification & Administrative Supplement: Dr. Rosenblith was selected as the new department chair of the Department of Teacher Education within the School.										
Market Equity Increase: Per the Provost's Office, Suzanne Rosenblith should be at the same rate as Robert Knoeppel.										
Mainella,Frances P	Visiting Lecturer	Visiting Lecturer	Instructional Faculty	NA	\$93,627		0.0%	\$93,627		
Barrett,David E	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$88,266		5.7%	\$93,262		a
Carroll,Regina F	Administrative Manager II	Chief Business Officer	Executive/Administrative/Managerial	08		\$90,000	3.0%		\$92,700	a
Watt,Paula J	Lecturer: Non-teaching	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$87,471	2.5%		\$89,658	a
Costello,Gerald E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,200		0.0%	\$89,200		

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Fleming,David S	Associate Professor	Associate Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$86,224	2.2%	\$88,121		a
Parker,Veronica G	Professor	Professor	Instructional Faculty	NA	\$84,676		2.0%	\$86,370		a
Backman,Sheila J	Professor	Professor	Instructional Faculty	NA	\$84,133		1.0%	\$84,974		a
Norman,William C	Professor	Professor	Instructional Faculty	NA	\$72,973		16.0%	\$84,622		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.0% vs. Oct 1, 2010 salary*.										
Switzer,Deborah M	Professor	Professor	Instructional Faculty	NA	\$76,576		10.0%	\$84,234		ab
Administrative/Temporary Salary Supplement: Dr. Switzer is serving as our departmental registration coordinator.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.0% vs. Oct 1, 2010 salary*.										
Willoughby,Deborah F	Professor	Professor	Instructional Faculty	NA	\$82,000		2.0%	\$83,640		a
Thomason,Deborah J	Professor	Professor	Instructional Faculty	NA		\$83,525	0.0%	\$83,525		
Horton,Robert M	Professor	Professor	Instructional Faculty	NA	\$77,782		6.0%	\$82,449		a
Brookover IV,Robert S	Lecturer	Lecturer	Instructional Faculty	NA		\$80,000	2.5%	\$82,000		a
Rembert,Kellye S	Extension Associate	Extension Associate	Staff	NA		\$79,358	3.0%	\$81,739		a
Marion,Russell A	Professor	Professor	Instructional Faculty	NA	\$81,545		0.0%	\$81,545		
Stecker,Pamela M	Professor	Professor	Instructional Faculty	NA	\$78,398		4.0%	\$81,534		a
Eggert,Julia A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,864		2.8%	\$81,080		a
Mayo,Rachel M	Professor	Professor	Instructional Faculty	NA	\$70,681		13.3%	\$80,095		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.0% vs. Oct 1, 2010 salary*.										

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c Cost of living adjustment.

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e Other adjustments.

Fall 2011 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, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Bailey,Beatrice Naff	Professor	Professor	Instructional Faculty	NA	\$78,952		1.0%	\$79,742		a
Kingree,Jeffrey B	Professor	Professor	Instructional Faculty	NA	\$76,657		2.0%	\$78,190		a
Spitler,Hugh D	Professor	Professor	Instructional Faculty	NA	\$68,374		14.2%	\$78,083		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.										
Craig,Janet B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,617		3.0%	\$77,886		a
Meehan,Nancy K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,666		2.0%	\$77,179		a
Lucas,Richard A	Lecturer	Lecturer/PGM Director	Instructional Faculty	NA		\$73,443	5.0%		\$77,115	a
Evatt,Michalann G	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial	NA		\$75,000	2.3%		\$76,725	a
Barcelona Jr,Robert James	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$72,000	6.0%		\$76,320	a
Stegelin,Dolores A	Professor	Professor	Instructional Faculty	NA	\$75,330		1.0%	\$76,083		a
Sherrill,Windsor Westbrook	Professor	Professor	Instructional Faculty	NA	\$63,933		18.3%	\$75,609		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.7% vs. Oct 1, 2010 salary*.										
Powell,Robert Baxter	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,600		7.1%	\$75,600		b
Faculty Rank Promotion										
Anderson,Denise Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,914		6.0%	\$75,169		a
Cadorette,Deborah Jo	Lecturer	Lecturer	Instructional Faculty	NA		\$75,000	0.0%		\$75,000	
Cash,M Terry	Asst Academic Prog Dir	Asst Academic Prog Dir	Staff	NA		\$73,342	2.2%		\$74,956	a

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e Other adjustments.

Fall 2011 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, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Backman, Kenneth F	Associate Professor	Assoc Professor	Instructional Faculty	NA	\$68,449		9.5%	\$74,952		a
Fall 2011 Performance Increase: Increase was based on significant contribution to department objectives and outstanding record of research.										
Fullerton, Susan King	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,780		0.0%	\$74,780		
Havice, Pamela A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,975		5.0%	\$74,524		a
Milsom, Amy Sue	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,500		4.0%	\$74,360		a
Smith, Deborah A	Professor	Professor	Instructional Faculty	NA	\$65,929		12.1%	\$73,929		b
Faculty Rank Promotion										
Wetsel, Margaret A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,000		2.5%	\$73,800		a
Bronack, Stephen Carl	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,000		0.0%	\$73,000		
Johnson, Arlene E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,000		10.6%	\$72,980		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.0% vs. Oct 1, 2010 salary*.										
Paige, William D	Professor	Professor	Instructional Faculty	NA	\$72,923		0.0%	\$72,923		
Kemper, Karen A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,985		2.5%	\$71,735		a
Howe, Linda A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,212		2.0%	\$71,616		a
Conrad, Leslie E	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$45,894	55.6%		\$71,400	ab
Promotion/Reclassification: Ms. Conrad was promoted from Associate Director to Associate Director of the PRTM Outdoor Laboratory. The Associate Director position will not be filled.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.										
Marshall, Jeff C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,285		6.0%	\$69,202		a

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e Other adjustments.

Fall 2011 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, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Ryan, Joseph Benedict	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,600		12.0%	\$68,992		ab
Administrative/Temporary Salary Supplement: Dr. Ryan is responsible for stimulating research productivity for extending the impact of the School's outreach programs.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.0% vs. Oct 1, 2010 salary*.										
Satterfield, James W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,610		10.1%	\$67,842		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.0% vs. Oct 1, 2010 salary*.										
Amerson, Roxanne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		3.0%	\$66,950		a
Fasolino, Tracy King	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		3.0%	\$66,950		a
Dunston, Pamela J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,960		3.0%	\$66,909		a
Craig, Starlett R	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$66,434	0.0%		\$66,434	
Davis, Stephanie Clark	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		2.2%	\$66,430		a
Timmons, Shirley Mae	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		2.0%	\$66,300		a
Whitcomb, John Joseph	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		2.0%	\$66,300		a
Griffin, Sarah F	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$59,414		10.9%	\$65,899		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.										
Holton, Winston E	Lecturer: Non-teaching	Lecturer: Non-Teaching	Research Faculty	NA		\$63,212	3.0%		\$65,108	a
Reinking, David Paul	Named Professor	Named Professor	Instructional Faculty	NA	\$128,120		-49.2%	\$65,021		a

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

e Other adjustments.

Fall 2011 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, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Arthur-Banning, Skye Gerald	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,490		14.9%	\$64,879		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.										
Schmalz, Dorothy L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,490		14.9%	\$64,879		ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.										
Hallo, Jeffrey Charles	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,540		0.0%	\$64,540		
Hodge, Martha J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,640		3.0%	\$64,519		a
Federico, Lienne C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,610		3.0%	\$64,488		a
Weatherford, Carol G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,841		0.0%	\$62,841		
Bates, Celeste Compton Bomely	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,500		0.0%	\$62,500		
Savedra, Adam R	Lecturer	Lecturer	Instructional Faculty	NA		\$58,118	6.0%		\$61,605	a
Williams, Joel Edward	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$69,690	-11.8%		\$61,434	ad
Truong, Khoa Dang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		3.8%	\$61,213		a
McNair, Jonda Cecole	Associate Professor	Associate Professor	Instructional Faculty	NA	\$59,830		2.0%	\$61,027		a
Anderson, Daniel Morgan	Lecturer	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$49,193	22.3%		\$60,180	ab
Additional Duties: Mr. Anderson has taken on teaching responsibilities in the Community Recreation, Sport, and Camp Management Program.										
Market Equity Increase: Mr. Anderson's salary should be comparable to the Assistant Director of the PGA Golf Management Program.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.4% vs. Oct 1, 2010 salary*.										
Warner, Cheryl Burnetta	Associate Professor	Associate Professor	Instructional Faculty	NA	\$58,732		2.0%	\$59,907		a

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c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 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, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Millar,Heber W	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$57,520	4.0%		\$59,821	a
Breeden, Gregory	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,590		0.0%	\$59,590		
Tyminski, Andrew Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,500		0.0%	\$59,500		
Baldwin, Elizabeth Dennis	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,095		9.5%	\$59,234		a
Fall 2011 Performance Increase: Increase was based on significant contribution to departmental objectives and outstanding record of research.										
Klar, Hans William	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,000		2.0%	\$59,160		a
Falta, Deborah Alma	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,576		0.0%	\$58,576		
Cook, Michelle Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,189		6.0%	\$58,500		a
Che, Stacy Megan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,135		6.0%	\$58,443		a
Quigley, Cassie Fay	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		5.0%	\$57,750		a
Scott, David A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,740		3.0%	\$57,412		a
Spearman, Melinda J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,148		6.0%	\$57,397		a
Deaton, Cynthia Christine Minchew	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,600		5.0%	\$57,330		a
Washington, Rachelle D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,216		0.0%	\$57,216		
Farmer, Jennie Lynn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,000*		0.0%	\$57,000		*
Zhang, Dake	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,000*		0.0%	\$57,000		*
Brewer, Curtis Anthony	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,000		5.0%	\$56,700		a
Linder, Sandra Mammano	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,000		6.0%	\$56,180		a
Ramshaw, Gregory Philip	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,000		6.0%	\$56,180		a

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Gonzales,Leslie D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		2.0%	\$56,100		a
Livingston,Wade G	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		1.8%	\$55,963		a
Pedrick,Suzanne M	Lecturer: Non-teaching	Lecturer	Public Service Faculty	NA		\$55,739	0.0%		\$55,739	
Mayo,William W	Lecturer: Non-teaching	Lecturer	Other Professional w/ Faculty Rank	NA		\$54,346	2.5%		\$55,705	a
Dogbey,James Kwame	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		1.0%	\$55,550		a
Mackiewicz,Sara Moore	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		1.0%	\$55,550		a
Johnson,Delayne Y	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,500		0.0%	\$55,500		
Delicio,Gail C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$54,840		0.0%	\$54,840		
Lanham,Janice Garrison	Lecturer	Lecturer	Instructional Faculty	NA	\$54,560		0.0%	\$54,560		
Frazier,Kimberly N	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,459		0.0%	\$54,459		
Duggan,Lisa Marie	Instructor	Instructor	Instructional Faculty	NA	\$51,800		5.0%	\$54,390		a
Cory,Alison Lynne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,646		1.0%	\$54,182		a
McGee,Philip H	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,193		2.5%	\$53,498		a
Clements,Betsy T	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$50,642	3.9%		\$52,642	a
Gillespie,Jackie S	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,382		2.0%	\$52,410		a
Webster,Sheri Smith	Lecturer	Lecturer	Instructional Faculty	NA	\$51,000		2.5%	\$52,275		a
Murton,Catherine Sikkema	Lecturer	Lecturer	Instructional Faculty	NA	\$50,800		2.2%	\$51,918		a
Botchway,Portia A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,348		1.0%	\$51,861		a

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c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Pye,Angela K	Lecturer	Lecturer	Instructional Faculty	NA	\$50,800		2.0%	\$51,816		a
Nieves,Kristie Michelle	Human Resources Manager II	Human Resources Mgr II	Executive/Administrative/Managerial	06		\$49,030	5.3%		\$51,630	a
Ewing,Nancy Ellen Rankin	Lecturer	Lecturer	Instructional Faculty	NA	\$49,920		2.0%	\$50,918		a
Smith,Kelly Jordan	Lecturer	Lecturer	Instructional Faculty	NA	\$49,000		3.0%	\$50,470		a
Meyer,Kathleen M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$48,481		3.5%	\$50,178		a
Busby,Terry Kaye	Lecturer	Lecturer	Instructional Faculty	NA	\$48,800		2.5%	\$50,020		a
Baldwin,Anna Oakley	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		0.0%	\$50,000		
Wagner,Leslie Anne Marie	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Phillips, Terry Don	Athletics Director	Athletics Director	Executive/Administrative/Managerial	NA		\$245,000	2.2%		\$250,390	a
Brooks, Bobby Dan	Athletics Coach	Asst H Coach/Def Tackles Coach	Staff	NA		\$210,000	16.7%		\$245,000	a
Market Equity Increase: Salary change is due to market adjustments based on national ranking. Salary is competitive with other Division I colleges.										
Brownell, Bradley R	Athletics Coach	Athletics Coach	Staff	NA		\$245,000	0.0%		\$245,000	
Caldwell, Robert A	Athletics Coach	Offensive Line Coach	Staff	NA		\$245,000*	0.0%		\$245,000	*
Harbison, Charles Edeard	Athletics Coach	Co-Def Coord/Def Backs Coach	Staff	NA		\$245,000	0.0%		\$245,000	
Hobby Jr, Marion E	Athletics Coach	Defensive Ends Coach	Staff	NA		\$245,000*	0.0%		\$245,000	*
Morris, Chad A	Athletics Coach	Offensive Coord/Qtr Backs	Staff	NA		\$245,000*	0.0%		\$245,000	*
Steele, Robert K	Athletics Coach	Defensive Coord/Linebackers	Staff	NA		\$245,000	0.0%		\$245,000	
Swinney, William C	Athletics Coach	Head Football Coach	Staff	NA		\$245,000	0.0%		\$245,000	
Pearman Jr, Daniel L	Athletics Coach	Asst H Coach/TE/Spc Teams Coord	Staff	NA		\$210,000	7.1%		\$225,000	a
Market Equity Increase: Salary change is due to market adjustments based on national ranking. Salary is competitive with other Division I colleges.										
Scott, Harvey B	Athletics Coach	Dir Recruitment/Player Dev	Staff	NA		\$220,000	0.0%		\$220,000	
Leggett, Jackson S	Athletics Coach	Athletics Coach	Staff	NA		\$204,082	6.0%		\$216,300	a
D'Andrea, William J	Athletics Coach	Ex Sr Asst Ath Dir IPTAY Ex Af	Staff	NA		\$200,000	5.0%		\$210,000	a
McCorvey Jr, Woodrow	Athletics Coach	Associate AD for Football	Staff	NA		\$200,000	0.0%		\$200,000	
Ray, William Patrick	Athletics Coach	Athletics Coach	Staff	NA		\$180,000	5.5%		\$189,900	a

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Coleman, Itoro Umoh	Athletics Coach	Athletics Coach	Staff	NA		\$180,000	0.8%		\$181,500	a
Hill, Catherine A	Athletics Coach	Sr Associate AD Int'l Affairs	Staff	NA		\$156,045	7.7%		\$168,045	a
Fall 2011 Performance Increase: Increase was based on high performance in financial management and support of staff oversight duties.										
Penley Jr, Larry B	Athletics Coach	Head Coach/Golf	Staff	NA		\$114,069	31.5%		\$150,000	a
Contractual Requirement: Per contract, effective September 1, 2011. Salary is comparable with Division 1 coaches.										
Scott, Jeffrey B	Athletics Coach	Recruit Coord/Wide Rcvs Coach	Staff	NA		\$130,000	15.4%		\$150,000	a
Market Equity Increase: Salary change is due to market adjustments based on national ranking. Salary is competitive with other Division I colleges.										
Winiecki, Michael S	Athletics Coach	Athletics Coach	Staff	NA		\$140,000	5.5%		\$147,700	a
Elliott, Antonio Lamar	Athletics Coach	Runnig Backs Coach	Staff	NA		\$140,000*	0.0%		\$140,000	*
Johnson, Lawrence Allen	Athletics Coach	Dir. of Men's & Women's Track	Staff	NA		\$100,512	38.3%		\$139,000	a
Contractual Requirement: Per contractual agreement.										
Grant Jr, Earl	Athletics Coach	Asst Men's Basketball Coach	Staff	NA		\$130,000	5.5%		\$137,150	a
Batson, Michael J	Athletics Coach	Director FB Strength Coach	Staff	NA		\$135,000	0.7%		\$136,000	a
Thompson, Karleen M	Athletics Coach	Athletics Coach	Staff	NA		\$125,000	1.2%		\$126,500	a
Pepicelli, Daniel J	Athletics Coach	Athletics Coach	Staff	NA		\$90,000	38.9%		\$125,000	a
Contractual Requirement: Per contractual agreement.										
Noonan, Michael R	Athletics Coach	Athletics Coach	Staff	NA		\$112,000	4.5%		\$117,000	a
Kennedy-Dixon, Barbara Elaine	Athletics Coach	Athletics Coach	Staff	NA		\$109,241	4.6%		\$114,241	a

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Henderson, Elbert L	Athletics Coach	Asst Dir of Planned Giving	Staff	NA		\$105,661	7.6%		\$113,661	b
Additional Duties: Elbert Henderson will handle Major Gifts focused primarily on planned giving.										
Johnston, Andrew W	Athletics Coach	Asst AD for Football	Staff	NA		\$111,100	1.4%		\$112,600	a
Davis, Jeff E	Athletics Coach	Director of Player Relations	Staff	NA		\$108,826	2.3%		\$111,326	a
McPhee-McCuin, Yolett A	Athletics Coach	Athletics Coach	Staff	NA		\$107,500	2.8%		\$110,500	a
LeCroy, Bradley James	Athletics Coach	Athletics Coach	Staff	NA		\$85,000	29.4%		\$110,000	a
Contractual Requirement: Per contractual agreement.										
Couch Jr, James R	Athletics Coach	Exec Director - Major Gifts	Staff	NA		\$105,007	3.0%		\$108,157	a
Harris, Nancy A	Athletics Coach	Athletics Coach	Staff	NA		\$85,720	20.2%		\$103,000	a
Fall 2011 Performance Increase: Increase was based on contract review in relation to performance and other coaches' compensation.										
Match, Timothy A	Athletics Coach	Assoc AD Mktg & Promo/Coach	Staff	NA		\$95,699	5.2%		\$100,699	a
Bowman, Rebecca G	Athletics Coach	Athletics Coach	Staff	NA		\$94,771	5.8%		\$100,271	a
Radwanski, Edward Francis	Athletics Coach	Athletics Coach	Staff	NA		\$100,000*	0.0%		\$100,000	*
Furbee, Travis Taylor	Athletics Coach	Ath Coach/Dir of Annual Fund	Staff	NA		\$76,100	25.0%		\$95,100	b
Additional Duties: The main focus of Travis' newly assigned duties will be to provide necessary information to retain, upgrade and solicit new members to the IPTAY Scholarship Fund.										
Callahan, Jayme M	Athletics Coach	Athletics Coach	Staff	NA		\$93,000*	0.0%		\$93,000	*
Wade, Gary A	Athletics Coach	Athletics Coach	Staff	NA		\$83,848	7.6%		\$90,241	ab
Additional Duties: Over the past few years, there have been numerous capital improvements and expansions within the Clemson University Athletic department that have impacted the overall supervisory work load.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.6% vs. Oct 1, 2010 salary*.										

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Ellison, Stephanie A	Athletics Coach	Assoc Athletic Dir/Compliance	Staff	NA		\$74,588	20.5%		\$89,880	a
Market Equity Increase: Increase was applied to compensate her to the median of the league.										
Bender, Donald Richard	Athletics Coach	Dirct of Basketball Operations	Staff	NA		\$85,000	5.5%		\$89,675	a
Young, Kyle McLendon	Athletics Coach	Assoc AD/Coord Sports Supv	Staff	NA		\$80,916	8.0%		\$87,389	b
Additional Duties: Due to reorganization, Kyle Young will assume the role as Coordinator of Sports Supervisors with the responsibility to ensure communication and coordination of all activities.										
Hoover, Jolene J	Athletics Coach	Head Coach/Volleyball	Staff	NA		\$83,357	4.8%		\$87,357	a
Grayson, Philip D	Athletics Coach	Athletics Coach	Staff	NA		\$86,344	1.2%		\$87,344	a
Poole Jr, Danny G	Athletics Coach	Athletics Coach	Staff	NA		\$76,612	10.0%		\$84,273	a
Market Equity Increase: Increase is based on performance and market data for similar positions in the conference.										
Ip, Christopher	Athletics Coach	Athletics Coach	Staff	NA		\$80,346	4.0%		\$83,560	a
Dooley, Michael S	Athletics Coach	Director of HS Relations	Staff	NA		\$75,000	0.0%		\$75,000	
Horton, John T	Athletics Coach	Athletics Coach	Staff	NA		\$75,000*	0.0%		\$75,000	*
McCuen Jr, Charles Manley	Athletics Coach	Head Tennis Coach	Staff	NA		\$71,000	5.0%		\$74,550	a
Smith, Alphonso C	Athletics Coach	Athletics Coach	Staff	NA		\$70,000	5.7%		\$74,000	a
Coffman, R Wayne	Athletics Coach	Associate Director	Staff	NA		\$69,648	3.5%		\$72,086	a
Tenenbaum, Robert Harlan	Athletics Coach	Head Rowing Coach.	Staff	NA		\$60,000	18.3%		\$71,000	b
Additional Duties: Robert Tenebaum is being promoted from Interim to Head Rowing Coach effective July 1, 2011.										
Jackson-Ip, Mary Loreto	Athletics Coach	Assoc AD/Stu Ath Perf/Spv	Staff	NA		\$56,560	23.8%		\$70,000	ab
Additional Duties: Additional work includes supervision of all training table meal nutrition, coordination of activity, and responsibility for Men & Women's Track & Field.										
Fall 2011 Performance Increase: Increase was based on high performance in student-athlete performance coordination.										

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Fall 2011 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Bagby, Richard A	Athletics Coach	Coach/Director of Video Svcs	Staff	NA		\$66,660	5.0%		\$69,993	a
Hall, Timothy L	Athletics Coach	Athletics Coach	Staff	NA		\$64,101	5.0%		\$67,306	a
Honnold, Darric E	Athletics Coach	Asst Strength Coach	Staff	NA		\$67,000*	0.0%		\$67,000	*
Mahony, Robert D	Athletics Coach	Assoc Director - Major Gifts	Staff	NA		\$65,576	1.5%		\$66,576	a
Teal Jr, Jennings Brooks	Athletics Coach	Assistant Swim Coach	Staff	NA		\$65,000*	0.0%		\$65,000	*
Littlejohn, Sharon Weaver	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Executive/Administrative/Managerial	07		\$52,520	21.6%		\$63,877	b
Promotion/Reclassification: Mrs. Littlejohn's responsibilities have expanded to include more advance planning, accountability reporting, and supervisory responsibilities for two other positions.										
Greenlee, Larry S	Athletics Coach	Assi Dir FB Strength Coach	Staff	NA		\$60,075	5.0%		\$63,079	a
Woody, Christopher B	Athletics Coach	AsstAD for Compliance/Coach	Staff	NA		\$55,408	10.5%		\$61,215	a
Market Equity Increase: Increase for Coach Woody is based on market data for similar positions to bring his salary in line with his ACC peers.										
Echols Jr, Ernest V.	Athletics Coach	Athletics Coach	Staff	NA		\$55,135	10.2%		\$60,764	ab
Additional Duties: Added additional duties for Mr. Echols due to expanded coverage of Athletics facilities and grounds.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.2% vs. Oct 1, 2010 salary*.										
Allison Jr, James McWilliam	Athletics Coach	Dir of Aviation Oper	Staff	NA		\$52,015	15.4%		\$60,000	b
Additional Duties: James Allison will assume the role of Interim Director of Aviation Services.										
Abernethy Jr, Horace D	Athletics Coach	Asst Strength Coach	Staff	NA		\$56,164	5.0%		\$58,972	a
Seketa, John N	Athletics Coach	Athletics Coach	Staff	NA		\$52,591	9.5%		\$57,591	b
Additional Duties: John Seketa will assume the responsibilities of Executive Director of Tiger Letter Winner's Association.										
Porter, Elizabeth R	Athletics Coach	Associate Director	Staff	NA		\$55,613	3.5%		\$57,559	a

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Fall 2011 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Robbins,Jeffery Brian	Athletics Coach	Asst Women's Soccer Coach	Staff	NA		\$57,000*	0.0%		\$57,000	*
Wilson,Jason Conrad	Athletics Coach	Asst Dir Iptay Rep Prgms/Coach	Staff	NA		\$55,000	3.6%		\$57,000	a
Sparks,Lynn B	Athletics Coach	Mktg & Sales Spec Coach	Staff	NA		\$53,907	5.0%		\$56,602	a
Herbst,Maria Hanahoe	Athletics Coach	Academic Learning Spec/Coach	Staff	NA		\$54,615	3.5%		\$56,527	a
Bullock,Donna D	Athletics Coach	Athletics Coach	Staff	NA		\$52,904	5.0%		\$55,549	a
Coleman,Stephen E	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$53,382	3.5%		\$55,250	a
Munson III,William Donald	Athletics Coach	Sports Media Specialist	Staff	NA		\$54,000	1.9%		\$55,000	a
Queen,Kanetra L	Athletics Coach	Athletics Coach	Staff	NA		\$50,000	10.0%		\$55,000	a
Market Equity Increase: Increase for Coach Kanetra Queen is based on ACC Conference market data for the Women's Basketball Operations position.										
Wilson,Mario Obrian	Athletics Coach	Athletics Coach	Staff	NA		\$52,000	5.0%		\$54,600	a
Simpkins,Reggie Mendez	Athletics Coach	Associate Director	Staff	NA		\$51,460	3.5%		\$53,261	a
Dunham,Aaron D	Athletics Coach	Asst. Dir of Major Gifts	Staff	NA		\$50,000	6.0%		\$53,000	a
Moreland-Bishop,Leslie Anne	Athletics Coach	Associate Director	Staff	NA		\$49,956	6.0%		\$52,960	a
Murphy,John Stephen	Athletics Coach	Athletics Coach	Staff	NA		\$50,000	5.5%		\$52,750	a
Benson,Ida S	Human Resources Manager II	Human Resources Mgr II	Executive/Administrative/Managerial	06		\$47,470	10.0%		\$52,217	b
Promotion/Reclassification: Position was reclassified to Human Resources Manager II. Duties include administration of all phases of employment, as well as additional complexities arising from contract employment and back up roles for various other business office duties.										

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Fall 2011 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Williams, Jason H.	Athletics Coach	Athletics Coach	Staff	NA		\$51,997	0.0%		\$51,997	
Kanet, Priscilla L	Athletics Coach	Acad Affrs Officer/Coach	Staff	NA		\$47,925	8.0%		\$51,759	a
Performance Increase: Increase is based on Priscilla's high performance in the direction of three essential programs for the Vickery staff and the student-athletes we serve: tutoring, laptops and international students.										
Hilderbrand, Van P	Athletics Coach	Athletics Coach	Staff	NA		\$50,500	2.2%		\$51,636	a
Ards, Tamara Michelle	Athletics Coach	Track Coach	Staff	NA		\$49,000	5.0%		\$51,450	a
Herbster, Bradley John	Athletics Coach	Athletics Coach	Staff	NA		\$48,692	5.0%		\$51,127	a
Bassett, Daniel J	Athletics Coach	Director of FB Programs	Staff	NA		\$50,000	2.0%		\$51,000	a
Welp, Jodi Elyn	Athletics Coach	Athletics Coach	Staff	NA		\$45,203	11.1%		\$50,203	a
Market Equity Increase: Increase for Coach Jodi Welp is based on ACC Conference market data for Women's Assistant Volleyball coaches.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.2% vs. Oct 1, 2010 salary*.										
Martin, Yashica Bakeyma	Athletics Coach	Ath Coach/Academic Advisor	Staff	NA		\$44,000	13.6%		\$50,000	b
Additional Duties: Ms. Martin is assuming additional responsibilities to serve as the third academic advisor for the football team and help with unofficial and official visits beginning the first weekend in August through signing date in February.										
Money, Michael J	Athletics Coach	Director of Marketing	Staff	NA		\$45,000	11.1%		\$50,000	b
Additional Duties: Mike will take on additional responsibilities such as Administrator over the Spirit Squads, Administrator over Marketing/External Operations Intern, oversee social media for the Athletic Department, manage several Corporate Sponsorship accounts, and various other additional duties.										
Onufrieff, Melanie M	Athletics Coach	Athletics Coach	Staff	NA		\$50,000*	0.0%		\$50,000	*

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Chief Financial Officer

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Dalton,Brett A	Lecturer: Non-teaching	Chief Financial Officer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$212,100	2.8%		\$217,933	a
Boyette Jr,John Vernon	Academic Program Director	Dir Land & Captl Asst Stwrdsdp	Executive/Administrative/Managerial	NA		\$160,000	2.5%		\$164,000	a
Piekutowski,Michelle T	Lecturer: Non-teaching	Interim Director of Human Res.	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$101,043	38.6%		\$140,000	b
Additional Duties: Michelle Piekutowski was re-appointed as Interim Chief Human Resources Officer after a failed CHRO search, with a 2 year appointment and potential to renew an additional year.										
Tillett,Cathy Y	Program Director - Exec Comp	Director of Internal Auditing	Executive/Administrative/Managerial	NA		\$115,000	6.0%		\$121,900	a
Tegen,Charles A	Lecturer: Non-teaching	Lecturer: Non-Teaching	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$112,076	1.8%		\$114,076	a
Crump,Steven H	Accounting/Fiscal Manager II	Accounting/Fiscal Mgr II	Executive/Administrative/Managerial	08		\$100,907	0.0%		\$100,907	
Dean,Cheryl B	Accounting/Fiscal Manager II	Accounting/Fiscal Mgr II	Executive/Administrative/Managerial	08		\$92,465	6.0%		\$98,013	a
Nebesky,Michael J	Procurement Director	Procurement Director	Executive/Administrative/Managerial	08		\$91,546	2.2%		\$93,546	a
Riley,Kathy Ann	Program Manager II	Information Tech Audit Mgr	Executive/Administrative/Managerial	08		\$83,830	3.0%		\$86,345	a
Davis,John M	Research Associate	Research Associate	Staff	NA		\$79,689	4.0%		\$82,877	a
Hood,Amelia Catherine	Accounting/Fiscal Manager I	Payroll Director	Executive/Administrative/Managerial	07		\$80,790	2.5%		\$82,810	a
Baumann,Virginia Marie	Accounting/Fiscal Manager II	Accounting/Fiscal Mgr II	Executive/Administrative/Managerial	08		\$78,000	6.0%		\$82,681	a
Owens-Meadows,Andrea Nicole	Lecturer: Non-teaching	Sr Financial Analyst/Prog Mgr	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$78,000	6.0%		\$82,681	a

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Chief Financial Officer

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Robbins, Karen F	Accounting/Fiscal Manager II	Accounting/Fiscal Mgr II	Executive/Administrative/Managerial	08		\$74,958	6.0%		\$79,455	a
Morris, Vivian L	Senior Consultant	Director of Recruitment	Executive/Administrative/Managerial	07		\$74,513	0.0%		\$74,513	
Cole, Lynn H	Program Manager I	Control Self-Assessment Mgr	Executive/Administrative/Managerial	07		\$67,619	10.0%		\$74,381	a
Fall 2011 Performance Increase: Increase was based on project by project performance that is well above expectations. The Director relies on the employee in a capacity similar to an assistant director.										
Pigeon, John Scott	Procurement Manager II	Procurement Mgr II	Staff	07		\$68,680	3.0%		\$70,740	a
Madden, Amy E	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Executive/Administrative/Managerial	07		\$69,000	0.0%		\$69,000	
Long, Cynthia C	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Executive/Administrative/Managerial	07		\$66,285	4.0%		\$68,936	a
Graves, Wilbur R	Administrative Manager I	Administrative Mgr I	Executive/Administrative/Managerial	07		\$67,070	2.5%		\$68,747	a
Ailstock, Mason H	Research Associate	Research Associate	Staff	NA		\$61,711	7.0%		\$66,031	a
Fall 2011 Performance Increase: Increase was based on performance in higher level responsibilities in development of a database for University property and leading efforts for additional construction funding for the CET at CUICAR.										
Henderson, Linda H	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Executive/Administrative/Managerial	07		\$53,993	20.4%		\$65,000	b
Promotion/Reclassification: Employee was promoted to Accountant/Fiscal Manager I as part of the March 2011 reorganization. Comparable market data reflects a higher salary is warranted for this employee.										
Holliday, J Ray	Director of Planning and Research	Dir Of Planning & Research	Executive/Administrative/Managerial	07		\$63,630	2.0%		\$64,903	a
Rosenberger, Jeffrey David	Auditor IV	Auditor IV	Staff	06		\$64,587	0.0%		\$64,587	
Chambers, Christi H	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Executive/Administrative/Managerial	07		\$53,199	21.2%		\$64,500	b
Promotion/Reclassification: Position was reclassified to Accounting/Fiscal Manager I. This position manages the newly formed Student Financial Services Customer support.										

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Chief Financial Officer

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Kaylor, Kristina F	Human Resources Director I	Dir Database/Recds/Class&Comp	Executive/Administrative/Managerial	07		\$61,105	5.5%		\$64,438	a
Lee, Regina T	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$64,006*	0.0%		\$64,006	*
Howard, Mack L	Program Manager I	Program Manager I	Executive/Administrative/Managerial	07		\$60,174	6.0%		\$63,784	a
Alexander, Shirley A	Procurement Manager I	Procurement Mgr I	Staff	06		\$60,000*	6.0%		\$63,600	*a
Dunne, Phyllis Rose	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Executive/Administrative/Managerial	07		\$63,000	0.0%		\$63,000	
Knox, Lisa Hancock	Project Manager I	Project Manager I	Staff	07		\$60,000	0.0%		\$60,000	
Kay, Katherine S	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$56,000	6.0%		\$59,360	a
Rowland, Sherri Patterson	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$56,000	6.0%		\$59,360	a
Carlton, Gregory M	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$58,000	2.0%		\$59,160	a
Norris, Erin Earl	Human Resources Director I	Human Resource Dir I	Executive/Administrative/Managerial	07		\$51,319	15.0%		\$59,016	ab
<p>Market Equity Increase: Increase is based on market data for the Human Resource Director I classification due to her education, experience, and the complexity of duties pertaining to her position.</p> <p>None Required</p> <p>Promotion/Reclassification: Position was reclassified to Human Resource Director I. Erin Norris will provide leadership and direction of the Employee Relations activities for the University.</p>										
Shira, Betsey R	Administrative Coordinator II	Administrative Coord II	Staff	06		\$58,932	0.0%		\$58,932	

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Chief Financial Officer

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Ritter,LaToya R	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$42,000	37.5%		\$57,767	ab
<p>Market Equity Increase: Increase is based on salary equity for the Accounting/Fiscal Analyst III position within the Budget Office, market equity, and to recognize the additional analysis that she will be expected to perform.</p> <p>Additional Duties: LaToya's position description has been revised to include additional analytical duties necessary for critical strategic planning for the University.</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.3% vs. Oct 1, 2010 salary*.</p>										
Jones,Samantha Taylor	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$52,500	6.0%		\$55,650	a
Wiggins,Angela S	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$51,473	6.0%		\$54,561	a
Hadlock,Cynthia D	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$49,805	6.0%		\$52,793	a
Robinson Jr,William Fred	Human Resources Manager II	Human Resources Mgr II	Executive/Administrative/Managerial	06		\$51,458	0.0%		\$51,458	
Patton,Joy Johnson	Human Resources Manager II	Human Resources Mgr II	Executive/Administrative/Managerial	06		\$50,000*	0.0%		\$50,000	*

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Bottum, James R	Vice Provost	Vice Provost	Executive/Administrative/Managerial	NA		\$345,624	3.0%		\$356,033	a
Pepin, James Michael	Lecturer: Non-teaching	Lecturer: Non-Teaching	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$188,294	2.5%		\$193,001	a
Rathbone, Carla R	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial	NA		\$141,804	21.8%		\$172,717	ab
Promotion/Reclassification: The increase in pay is directly related to the increase in responsibilities and requirements of a Deputy Chief Information Officer in a research university and salary comparable with other RI universities.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.8% vs. Oct 1, 2010 salary*.										
Gemmill, Jill B	Lecturer: Non-teaching	Executive Director	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$140,000	3.0%		\$144,200	a
Taylor, Thomas Edward	Research Associate	Research Associate	Staff	NA		\$140,000*	2.5%		\$143,500	*a
Wilson, Kenneth Boyd	Research Associate	Executive Director, CSO	Executive/Administrative/Managerial	NA		\$127,512	2.0%		\$130,062	a
Cannon, Michael R	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$118,473	0.0%		\$118,473	
Bohlmann, Nathan L	Research Associate	Research Associate	Executive/Administrative/Managerial	NA		\$105,040	4.0%		\$109,241	a
Fraser Jr, Donald H	Research Associate	Director of Computing Systems	Executive/Administrative/Managerial	NA		\$94,263	10.0%		\$103,689	a
Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.										
Schmiedt, Daniel M	Research Associate	Research Associate	Staff	NA		\$100,418	3.0%		\$103,430	a
Von Oehsen, James B	Research Asst Professor	Director/Computational Science	Research Faculty	NA		\$100,000	3.0%		\$103,000	a
Hall, Brandon Franklin	Research Associate	Research Associate	Executive/Administrative/Managerial	NA		\$102,010	0.0%		\$102,010	

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Fall 2011 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
McKenzie, Kevin M	Research Associate	Chief Info & Security Officer	Executive/Administrative/Managerial	NA		\$97,527	3.0%		\$100,453	a
Johnson, Hugh B	Research Associate	Research Associate	Executive/Administrative/Managerial	NA		\$90,966	6.0%		\$96,423	a
Gossett, Michael G	Research Associate	Research Associate	Executive/Administrative/Managerial	NA		\$91,564	5.0%		\$96,142	a
Harris, Jay E	Information Technology Manager II	Information Tech Mgr II	Executive/Administrative/Managerial	08		\$89,815	6.0%		\$95,203	a
White, David Lawrence	Research Associate Professor	Research Associate Professor	Research Faculty	NA		\$85,000	12.0%		\$95,200	a
Fall 2011 Performance Increase: Increase was based on contribution to strategic plan and bottom line. He is entrepreneurial, succeeds in bringing in new business and partnerships with Clemson.										
Bradshaw, James F	Sr. Database Administrative	Sr. Database Administrative	Executive/Administrative/Managerial	08		\$92,591	0.0%		\$92,591	
Dobrenen, Katherine A	Information Technology Manager II	Information Tech Mgr II	Executive/Administrative/Managerial	08		\$71,081	27.2%		\$90,414	ab
Additional Duties: Katherine has assumed the additional role of budget director and the associated responsibilities for managing a diverse portfolio in the amount of approximately \$50 million. By assuming this role, we have avoided the cost of refilling the position vacated by the previous incumbent.										
Fall 2011 Performance Increase: Increase was based on contribution to strategic plan and bottom line and a substantially increased workload.										
Motes, Ricky G	Sr. Database Administrative	Sr. Database Administrative	Executive/Administrative/Managerial	08		\$90,395	0.0%		\$90,395	
Powell, Janice M	Information Technology Manager II	Information Tech Mgr II	Executive/Administrative/Managerial	08		\$85,304	5.0%		\$89,569	a
Hammel, Scott C	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$83,306	6.0%		\$88,304	a
Rice, J Logan	Program Manager II	Program Manager II	Executive/Administrative/Managerial	08		\$86,803	0.0%		\$86,803	

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Clemson Computing & Information Technology

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Martin,Randall E	Research Associate	Research Associate	Staff	NA		\$81,810	6.0%		\$86,718	a
Stone,Kevin P	Research Associate	Research Associate	Staff	NA		\$85,850	0.0%		\$85,850	
James,Clifton B	Research Associate	Research Associate	Executive/Administrative/Managerial	NA		\$80,800	6.0%		\$85,648	a
Appleford,Simon James	Research Associate	Research Associate	Staff	NA		\$85,000*	0.0%		\$85,000	*
Blalock Jr,James C	Information Technology Manager II	Information Tech Mgr II	Executive/Administrative/Managerial	08		\$80,079	6.0%		\$84,883	a
Becknell,Brian K	Information Technology Manager II	Information Tech Mgr II	Executive/Administrative/Managerial	08		\$84,407	0.0%		\$84,407	
Thrower,Kimberly Jane	Information Technology Manager II	Information Tech Mgr II	Executive/Administrative/Managerial	08		\$80,000	5.0%		\$84,000	a
Poole,Mark A	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$82,930	0.0%		\$82,930	
Griffis,Nancy H	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$72,136	14.9%		\$82,920	a
Fall 2011 Performance Increase: Increase was based on contribution to strategic plan and bottom line, substantially increased workload and productivity for all learning systems and legacy/new student systems.										
James,Brenda F	Information Technology Manager I	Information Tech Mgr I	Executive/Administrative/Managerial	07		\$82,807	0.0%		\$82,807	
Culberson Jr,Charles K	Sr. Database Administrative	Sr. Database Administrator	Executive/Administrative/Managerial	08		\$81,928	0.0%		\$81,928	
Miller,Michael J	Research Associate	Research Associate	Staff	NA		\$77,265	6.0%		\$81,900	a
Bryant,Jean F	Information Technology Manager I	Information Tech Mgr I	Executive/Administrative/Managerial	07		\$81,789	0.0%		\$81,789	

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Clemson Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month	
Charles, Debra Mitchell	Information Technology Manager I	Information Tech Mgr I	Executive/Administrative/Managerial	07		\$52,500	55.2%		\$81,506	b
Promotion/Reclassification: Debra Charles will assume the role of Director of Distributed Support and Educational Technology Services including the responsibilities of leadership, strategic direction and IT services critical to teaching, learning, and research for our academic and administrative department both on and off campus. Administrative/Temporary Salary Supplement: Added Temporary Salary Supplement for Deb Charles to assume the duties and responsibilities as Executive Director for Customer Relations and Learning Technologies (CRLT).										
Buckley, David J	Research Associate	Research Associate	Staff	NA		\$78,022	4.0%		\$81,142	a
Baker, Charles H	Systems Programmer II	Systems Programmer II	Staff	07		\$81,000*	0.0%		\$81,000	*
Howard, Timothy Rowland	Project Manager I	Project Manager I	Staff	07		\$80,800	0.0%		\$80,800	
Clark, Carl R	Information Technology Manager I	Information Tech Mgr I	Executive/Administrative/Managerial	07		\$80,362	0.0%		\$80,362	
Pruitt, Richard L	Information Technology Manager II	Information Tech Mgr II	Executive/Administrative/Managerial	08		\$80,000	0.0%		\$80,000	
Duffy III, Edward B	Research Associate	Computational Scientist	Staff	NA		\$70,000	14.0%		\$79,800	a
Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.										
Quarles, Elaine C	Systems Programmer II	Systems Programmer II	Staff	07		\$74,357	7.0%		\$79,562	a
Fall 2011 Performance Increase: Increase was based on market equity and top-level performance.										
Molina- Jarrin, Barbara	Data Base Administrator II	Data Base Admin II	Executive/Administrative/Managerial	07		\$73,877	7.0%		\$79,048	a
Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.										
Wright, Kathy E	Research Associate	Research Associate	Staff	NA		\$78,780	0.0%		\$78,780	
Holcombe, Paula F	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$75,007	5.0%		\$78,757	a
Grieshop, Jeremy Keith	Research Associate	Research Associate	Staff	NA		\$73,174	7.0%		\$78,296	a
Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.										

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Clemson Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month	
Hannah, Thomas B	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$78,066	0.0%		\$78,066	
Cook III, William R	Information Technology Manager II	Information Tech Mgr II	Executive/Administrative/Managerial	08		\$73,391	6.0%		\$77,794	a
Williams, Matthew	Info Tech Systems Architect	Info Tech Systems Architect	Executive/Administrative/Managerial	08		\$77,723	0.0%		\$77,723	
Stone, Henry W	Research Associate	Research Associate	Staff	NA		\$72,864	6.0%		\$77,235	a
Bate, Jeffrey M	Systems Programmer II	Identity Management Mgr	Staff	07		\$72,762	6.0%		\$77,127	a
Patton, Chad W	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$76,736	0.0%		\$76,736	
McCaskill, Cecilia H	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$72,136	6.0%		\$76,464	a
Ferrier, Corey Lee	Info Tech Systems Architect	Info Tech Systems Architect	Executive/Administrative/Managerial	08		\$75,750	0.0%		\$75,750	
Johnson, William B	Research Associate	Research Associate	Staff	NA		\$75,750	0.0%		\$75,750	
Heck, Charles C	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$75,418	0.0%		\$75,418	
Walukewicz, Paul D	Systems Programmer II	Systems Programmer II	Staff	07		\$75,355	0.0%		\$75,355	
Blackburn, Steven C	Data Base Administrator II	Data Base Admin II	Executive/Administrative/Managerial	07		\$75,272	0.0%		\$75,272	
Montgomery, Linda S	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$75,007	0.0%		\$75,007	
Nessler, Daphne B	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$75,007	0.0%		\$75,007	
Brown, Jamie L	Information Technology Manager II	Information Tech Mgr II	Executive/Administrative/Managerial	08		\$68,109	10.0%		\$74,920	a
Fall 2011 Performance Increase: Increase was based on contribution to strategic plan and bottom line and substantially increased workload.										
Odom, Dierdre G	Systems Programmer II	Systems Programmer II	Staff	07		\$74,136	0.0%		\$74,136	

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Li, Yang	Systems Programmer II	Systems Programmer II	Staff	07		\$64,394	15.0%		\$74,053	b
Promotion/Reclassification: Position was reclassified to Systems Programmer II. Yang is now the lead UNIX subject matter expert (SME) and lead SME for Solaris on mission critical systems.										
Zhou, Yi	Data Base Administrator II	Data Base Admin II	Executive/Administrative/Managerial	07		\$73,877	0.0%		\$73,877	
Marshall, Mike S	Systems Programmer II	Systems Programmer II	Staff	07		\$64,668	14.0%		\$73,721	a
Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.										
Henson, James C	Systems Programmer II	Systems Programmer II	Staff	07		\$73,485	0.0%		\$73,485	
Davis, Daniel J	Systems Programmer II	Systems Programmer II	Staff	07		\$68,606	7.0%		\$73,408	a
Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.										
Hoover, Samuel T	Info Tech Systems Architect	Info Tech Systems Architect	Executive/Administrative/Managerial	08		\$73,225	0.0%		\$73,225	
Barnes, Hollis S	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$72,208	0.0%		\$72,208	
Brock, Barry P	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$72,137	0.0%		\$72,137	
Pye, Gary B.	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$72,030	0.0%		\$72,030	
Behrens, Christopher J	Data Base Administrator II	Data Base Admin II	Executive/Administrative/Managerial	06		\$72,000	0.0%		\$72,000	
Jones, Christopher W	Systems Programmer II	Systems Programmer II	Staff	07		\$55,550	29.6%		\$72,000	b
Promotion/Reclassification: Chris is currently serving as the interim virtualization infrastructure subject matter expert.										
Elrod, Jeffrey F	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$71,885	0.0%		\$71,885	
Slagh, Carole Ann	Systems Programmer II	Systems Programmer II	Staff	07		\$67,018	7.0%		\$71,709	a
Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.										
Brown, Sandra	Applications Analyst II	Applications Analyst II	Staff	06		\$71,706	0.0%		\$71,706	

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

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Childress,Susan M	Information Technology Manager I	Information Tech Mgr I	Executive/Administrative/Managerial	07		\$71,423	0.0%		\$71,423	
Hodge,Blane D	Information Technology Manager I	Information Tech Mgr I	Executive/Administrative/Managerial	07		\$71,423	0.0%		\$71,423	
Nelms,Linda Briden	Information Technology Manager I	Information Tech Mgr I	Executive/Administrative/Managerial	07		\$71,423	0.0%		\$71,423	
Searing,Carol A	Information Technology Manager I	Information Tech Mgr I	Executive/Administrative/Managerial	07		\$71,423	0.0%		\$71,423	
Gagnon,Jacquelyn J	Applications Analyst II	Applications Analyst II	Staff	06		\$67,994	5.0%		\$71,393	a
Lilli,Matthew J	Information Technology Manager II	Information Tech Mgr II	Executive/Administrative/Managerial	08		\$71,307	0.0%		\$71,307	
Parker,Brian K.	Systems Programmer II	Systems Programmer II	Staff	07		\$64,075	10.8%		\$71,000	b
Additional Duties: Brian has assumed additional duties as a technical leader for networking and provides technical direction for the engineering team to align future NST technology decisions with CCIT next-generation priorities and technologies.										
Billado,Larry Lee	Research Associate	Research Associate	Staff	NA		\$70,700	0.0%		\$70,700	
Guido,Saverio J	Information Technology Manager I	Information Tech Mgr I	Executive/Administrative/Managerial	07		\$63,817	10.0%		\$70,199	a
Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.										
Breece,Charles R	Senior Information Resource Consultant	Sr Information Res Consultant	Staff	07		\$68,160	2.7%		\$70,000	b
Robinson,William E	Info Tech Systems Architect	Info Tech Systems Architect	Executive/Administrative/Managerial	08		\$70,000	0.0%		\$70,000	
Garrett,Matthew D.	Research Associate	Research Associate	Staff	NA		\$65,650	6.0%		\$69,589	a
Elliott,James R	Systems Programmer II	Systems Programmer II	Staff	07		\$69,573	0.0%		\$69,573	
Hudgens,Bruce F	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$68,874	0.0%		\$68,874	

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Ludlow,Denise Anne	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$68,555	0.0%		\$68,555	
Tucker III,Ansel O.	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$68,451	0.0%		\$68,451	
Fennell,Carroll D	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$66,660	2.2%		\$68,159	a
Gravely,Debra L	Human Resources Manager II	Human Resources Mgr II	Executive/Administrative/Managerial	06		\$65,650	3.7%		\$68,111	a
Johnson,Teresa L	Applications Analyst II	Applications Analyst II	Staff	06		\$66,128	3.0%		\$68,111	a
Kudra,Sallie J	Applications Analyst II	Applications Analyst II	Staff	06		\$67,239	0.0%		\$67,239	
Nieves,Eduardo	Senior Information Resource Consultant	Sr Information Res Consultant	Staff	07		\$67,093	0.0%		\$67,093	
Campbell,Marjorie S	Info Tech Systems Architect	Info Tech Systems Architect	Executive/Administrative/Managerial	08		\$67,058	0.0%		\$67,058	
Childs,Melissa McCollum	Applications Analyst II	Applications Analyst II	Staff	06		\$66,926	0.0%		\$66,926	
Piazza,Sandra J	Systems Programmer II	Systems Programmer II	Staff	07		\$61,960	8.0%		\$66,916	a
Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing. Ms. Piazza has become the top subject matter expert in Redhat Linux installation and administration.										
Moore,Gregory T	Applications Analyst II	Applications Analyst II	Staff	06		\$66,725	0.0%		\$66,725	
Hoyt,Johnathan H	Systems Programmer II	Systems Programmer II	Staff	07		\$61,348	8.0%		\$66,255	a
Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.										
Hall,Nancy Elaine	Program Coordinator II	Program Coordinator II	Staff	06		\$65,765	0.0%		\$65,765	
Capell,Cynthia P	Applications Analyst II	Applications Analyst II	Staff	06		\$65,502	0.0%		\$65,502	
Asbill,Sarah Lynn H	Applications Analyst II	Applications Analyst II	Staff	06		\$65,000	0.0%		\$65,000	

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Melton,Holly Faust	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$65,000*	0.0%		\$65,000	*
Bergman,Barbara A	Systems Programmer II	Systems Programmer II	Staff	07		\$64,823	0.0%		\$64,823	
Hall,Janet M	Systems Programmer II	Systems Programmer II	Staff	07		\$64,782	0.0%		\$64,782	
Black,Thomas Eugene	Senior Applications Analyst	Applications Analyst II	Staff	07		\$64,690	0.0%		\$64,690	
Hare,Tracey R	Administrative Coordinator II	Administrative Coord II	Staff	06		\$62,000	4.0%		\$64,480	a
Broyles,David H	Systems Programmer I	Systems Programmer I	Staff	06		\$64,082	0.0%		\$64,082	
Crawford,Leslie P	Applications Analyst II	Applications Analyst II	Staff	06		\$64,028	0.0%		\$64,028	
Reeves,Susan McKenzie	Systems Programmer II	Systems Programmer II	Staff	07		\$63,928	0.0%		\$63,928	
Price,Laura A	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$57,848	10.4%		\$63,877	b
Promotion/Reclassification: Promoted to Senior Applications Analyst. Laura has been with the University for 30 years and has performed as an Application Analyst II on the PeopleSoft team since 1997.										
Smith Jr,Donald B	Systems Programmer II	Systems Programmer II	Staff	07		\$63,493	0.0%		\$63,493	
McGee,Patrick H	Senior Information Resource Consultant	Sr Information Res Consultant	Staff	07		\$63,458	0.0%		\$63,458	
Brownlee,Leslie H.	Applications Analyst II	Applications Analyst II	Staff	06		\$63,351	0.0%		\$63,351	
Evatt,Pamela L	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$59,297	6.0%		\$62,854	a
Long,Nathan Christopher	Systems Programmer II	Systems Programmer II	Staff	07		\$54,295	15.0%		\$62,439	a
Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.										
Haynes,Joanne J.	Applications Analyst II	Applications Analyst II	Staff	06		\$62,292	0.0%		\$62,292	

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Mace,Kathryn Petersen	Senior Information Resource Consultant	Sr Information Res Consultant	Staff	07		\$47,846	30.0%		\$62,200	b
Promotion/Reclassification: Kate Mace will serve as the manager for CCIT's Regional Network Operations.										
Sherrod,Laurie H.	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$62,102	0.0%		\$62,102	
House,Jan M	Applications Analyst II	Applications Analyst II	Staff	06		\$59,014	5.0%		\$61,964	a
George,Gerald F.	Applications Analyst II	Applications Analyst II	Staff	06		\$61,566	0.0%		\$61,566	
Waaser,H Lyall	Applications Analyst II	Applications Analyst II	Staff	06		\$61,537	0.0%		\$61,537	
Webb,Steven E	Applications Analyst II	Applications Analyst II	Staff	06		\$58,283	5.5%		\$61,488	a
Shealy,Mary Denise	Applications Analyst II	Applications Analyst II	Staff	06		\$61,431	0.0%		\$61,431	
Benson,Kimberly A	Applications Analyst II	Applications Analyst II	Staff	06		\$61,196	0.0%		\$61,196	
Barnes,Alexandra B	Applications Analyst II	Applications Analyst II	Staff	06		\$61,112	0.0%		\$61,112	
Cannon,Claudia Anderson	Applications Analyst II	Applications Analyst II	Staff	06		\$61,000	0.0%		\$61,000	
Fowler,Patrick Wayne	Applications Analyst II	Applications Analyst II	Staff	06		\$55,928	9.0%		\$60,961	a
Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.										
Kasprick,Marlys M	Applications Analyst II	Applications Analyst II	Staff	06		\$55,227	10.0%		\$60,749	a
Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.										
Henderson,Sara E	Systems Programmer I	Systems Programmer I	Staff	06		\$60,174	0.0%		\$60,174	
Burrell,Deborah K	Senior Information Resource Consultant	Sr Information Res Consultant	Staff	07		\$60,134	0.0%		\$60,134	
James,Clayton E	Applications Analyst II	Applications Analyst II	Staff	06		\$56,303	6.0%		\$59,681	a

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Leaders,Donald L	Information Technology Manager I	Information Tech Mgr I	Executive/Administrative/Managerial	07		\$59,367	0.0%		\$59,367	
Hill,Carlos A	Applications Analyst II	Applications Analyst II	Staff	06		\$59,061	0.0%		\$59,061	
Harouff,Mark A	Applications Analyst II	Applications Analyst II	Staff	06		\$58,919	0.0%		\$58,919	
Lee,David C	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$58,782	0.0%		\$58,782	
Powell,Matthew T	Systems Programmer II	Systems Programmer II	Staff	07		\$58,780	0.0%		\$58,780	
Tak,Irfan	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$58,776	0.0%		\$58,776	
Gordon,Sudie O	Applications Analyst II	Applications Analyst II	Staff	06		\$55,280	6.0%		\$58,596	a
Duncan,Ernest Geric	Applications Analyst II	Applications Analyst II	Staff	06		\$50,950	15.0%		\$58,592	a
Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.										
Watson,Emily F	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$53,066	10.0%		\$58,372	a
Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.										
Piekutowski,James J	Information Technology Manager I	Information Tech Mgr I	Executive/Administrative/Managerial	07		\$54,679	6.0%		\$57,960	a
Smith,Karen Lindsey	Applications Analyst II	Applications Analyst II	Staff	06		\$52,000	10.0%		\$57,200	a
Fall 2011 Performance Increase: Increase was based on contribution to strategic plan and bottom line and substantially increased workload. She is the primary person responsible for conversions for the Banner ERP Project.										
Sullivan,Martin W	Systems Programmer I	Systems Programmer I	Staff	06		\$56,904	0.0%		\$56,904	
Ficklin II,Barry W	Systems Programmer I	Systems Programmer I	Staff	06		\$56,878	0.0%		\$56,878	
Weaver,Barbara E	Program Manager I	Program Manager I	Executive/Administrative/Managerial	07		\$56,866	0.0%		\$56,866	

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Gainey,Gloria M	Applications Analyst II	Applications Analyst II	Staff	06		\$53,527	5.0%		\$56,203	a
Parker,Karen Marie	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$55,092	0.0%		\$55,092	
Gray III,Herbert	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$55,000	0.0%		\$55,000	
O'Keefe,William Kelly	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$55,000	0.0%		\$55,000	
Wood,Michelle L.	Systems Programmer I	Systems Programmer I	Staff	06		\$54,948	0.0%		\$54,948	
Clafin,Patrick J	Systems Programmer I	Systems Programmer I	Staff	06		\$54,623	0.0%		\$54,623	
DiAntonio,Thomas R	Applications Analyst II	Applications Analyst II	Staff	06		\$52,000	5.0%		\$54,600	a
Swift Jr,Joseph C	Systems Programmer II	Systems Programmer II	Staff	07		\$54,405	0.0%		\$54,405	
Lockhart,Melissa Jo Marsh	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$51,115	5.0%		\$53,670	a
Powell,Amanda L	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$50,500	6.0%		\$53,530	a
Cole,Scot F	Systems Programmer I	Systems Programmer I	Staff	06		\$53,157	0.0%		\$53,157	
Snizaski,Kathy Halstead	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$52,500	0.0%		\$52,500	
Xu,Yahong	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$52,500*	0.0%		\$52,500	*
Kyle,Richard W	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$50,799	3.0%		\$52,323	a
Lusk,Patti M	Applications Analyst II	Applications Analyst II	Staff	06		\$49,830	5.0%		\$52,321	a

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Fall 2011 Salaries \$50,000 and Over

Clemson Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month	
Wiley, Richard Brent	Systems Programmer I	Systems Programmer I	Staff	05		\$40,283	29.8%		\$52,283	b
Promotion/Reclassification: Position was reclassified to Systems Programmer I. Over the last four years, the job duties of the Hardware Architecture positions have grown, expanded, and become more complex.										
Standridge, Thomas A	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$46,071	13.0%		\$52,060	a
Fall 2011 Performance Increase: Increase was based on demonstration of significantly increased technical knowledge.										
Smith, Mylene E	Information Resource Consultant I	Info Resource Consult I	Staff	05		\$51,640	0.0%		\$51,640	
Upp, James Virgil	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$48,656	6.0%		\$51,575	a
Davidson, Susan J	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$51,419	0.0%		\$51,419	
Styles, Jonathan W	Systems Programmer I	Systems Programmer I	Staff	06		\$51,317	0.0%		\$51,317	
Hoskin, Jonathan C	Applications Analyst II	Applications Analyst II	Staff	06		\$51,200	0.0%		\$51,200	
Calhoun, Gloria J	Applications Analyst II	Applications Analyst II	Staff	06		\$51,097	0.0%		\$51,097	
Kelley Jr, Otto Olridge	Applications Analyst II	Applications Analyst II	Staff	06		\$50,982	0.0%		\$50,982	
Davis, Jeffrey L	Operations Manager II	Operations Manager II	Staff	06		\$50,563	0.0%		\$50,563	
Russell, Curtis J	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$50,500	0.0%		\$50,500	
Purdessy, Reba R	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$46,074	8.7%		\$50,074	a
Staff Development Program: Program policy states that "participants who successfully complete the program will receive a ten percent performance increase not to exceed \$4,000."										
Smith, Karen O	Information Resource Consultant I	Info Resource Consult I	Staff	05		\$47,623	5.0%		\$50,004	a

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Rangaraju,Hima Bindu	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$50,000	0.0%		\$50,000	

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Meadows, Steven E	Associate Dean	Associate Dean	Executive/Administrative/Managerial	NA		\$148,670	0.0%		\$148,670	
Ray, Christopher L	Dept Chair/Head	Extension Associate	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$101,688	10.0%		\$111,857	b
Administrative/Temporary Salary Supplement: Added ten percent (10%) Administrative Salary Supplement for serving one (1) year term as Experiment Station intern.										
Smith, John P	Extension Associate	Extension Associate	Staff	NA		\$85,180	9.8%		\$93,505	ab
Administrative/Temporary Salary Supplement: Mr. Smith received an Administrative Salary Supplement for serving as a new Regional Lead Agent.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.2% vs. Oct 1, 2010 salary*.										
Callahan, Brian J	Extension Director - Assistant	Extension Director - Assistant	Executive/Administrative/Managerial	NA		\$85,000	10.0%		\$93,500	a
Fall 2011 Performance Increase: Increase was based on performance at top level by assuming additional duties in Extension Field operations and Advocacy.										
Arena, Mark J	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$80,787	4.5%		\$84,459	b
Warner, Morris B	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$78,656	0.0%		\$78,656	
Howard, Daniel M	Extension Director - Assistant	Extension Director - Assistant	Executive/Administrative/Managerial	NA		\$74,890	4.5%		\$78,294	b
Guinn, Robert S	Senior Extension Agent	Extension Director - Assistant	Staff	NA		\$74,166	0.0%		\$74,166	
Legette, Deon S	Extension Director - Assistant	Distinguished County Agent	Executive/Administrative/Managerial	NA		\$66,150	6.1%		\$70,175	b
Promotion/Reclassification: Increase as part of the Extension Services Career Advancement Ladder per the Extension Policy Manual.										
Administrative/Temporary Salary Supplement: Mr. Legette will receive Administrative Salary Supplement for serving as a new Regional Lead Agent.										
Barnes, John M	Extension Director - Assistant	Distinguished County Agent	Executive/Administrative/Managerial	NA		\$63,301	10.8%		\$70,141	ab
Promotion/Reclassification: Increase as part of the Extension Services Career Advancement Ladder per the Extension Policy Manual.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.3% vs. Oct 1, 2010 salary*.										

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Brant,James T	Extension Agent - Assistant	Extension Agent - Assistant	Staff	NA		\$69,470	0.0%		\$69,470	
Lanford,Blake Madison	Extension Agent - Associate	Extension Agent - Associate	Staff	NA		\$64,037	7.7%		\$68,956	ab
Administrative/Temporary Salary Supplement: Mr. Lanford received an Administrative Salary Supplement for serving as a new Regional Lead Agent.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.										
Davis,Timothy S	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$68,369	0.1%		\$68,411	b
McManus,Michael S	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$65,148	4.5%		\$68,110	b
Rollins,Philip A	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$60,382	10.2%		\$66,551	ab
Promotion/Reclassification: Increase as part of the Extension Services Career Advancement Ladder per the Extension Policy Manual.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.2% vs. Oct 1, 2010 salary*.										
Grice,Sharon A	Senior Extension Agent	Extension Director - Assistant	Staff	NA		\$68,651	-4.5%		\$65,530	b
Sampson,Grady L.	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$64,967	0.3%		\$65,164	b
Richardson,Marian W	Extension Director - Assistant	Extension Director - Assistant	Executive/Administrative/Managerial	NA		\$64,196	0.0%		\$64,196	
Varn Jr,Joe E	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$62,834	0.4%		\$63,108	ab
Walker,Leigh Ann	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$65,426	-4.6%		\$62,433	b
Smith,William B	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$65,338	-4.5%		\$62,368	b
Clowney-Parnell,Debra	Extension Director - Assistant	Extension Director - Assistant	Executive/Administrative/Managerial	NA		\$61,856	0.0%		\$61,856	
Bortz,Walter M	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$55,701	10.0%		\$61,271	a
Fall 2011 Performance Increase: Increase was based on performance at top level by assuming lead role for all Field Ops IT statewide and for Economic Development units in his area of responsibility										

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Hodges, James F.	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$59,833	0.7%		\$60,263	b
Brown, Barbara A	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$59,650	0.0%		\$59,650	
Bowen Johnson, Miriam V	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$62,456	-4.5%		\$59,617	b
Thompson, Paul S	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$59,305	0.0%		\$59,305	
Beer, Brian L	Extension Agent - Associate	Extension Agent - Associate	Staff	NA		\$53,483	9.8%		\$58,714	ab
Administrative/Temporary Salary Supplement: Mr. Beer received an Administrative Salary Supplement for serving as a new Regional Lead Agent.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.2% vs. Oct 1, 2010 salary*.										
Henderson, William G	Extension Agent	Senior Extension Agent	Staff	NA		\$55,898	4.5%		\$58,440	b
Davis-Livingston, Sherry L	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$54,921	5.0%		\$57,667	b
Welch, Kristen D	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$57,037	0.0%		\$57,037	
Currence, Robin L	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$59,118	-4.5%		\$56,431	b
Forrester, Gary R	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$56,316	0.0%		\$56,316	
Lake, Connie N	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$58,362	-4.5%		\$55,709	b
Crouch Jr, Alfred B	Extension Agent - Associate	Extension Agent - Associate	Staff	NA		\$53,883	2.3%		\$55,108	ab
Williford, Gayle G	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$52,190	5.0%		\$54,800	a
Tietjen, Lana J	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$54,733	0.0%		\$54,733	
Wright, Kathy W	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$54,084	0.0%		\$54,084	

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c Cost of living adjustment.

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Ulmer, Karissa R	Extension Agent	Senior Extension Associate	Staff	NA		\$47,357	13.6%		\$53,797	ab
Promotion/Reclassification: Increase as part of the Extension Services Career Advancement Ladder per the Extension Policy Manual. Administrative/Temporary Salary Supplement: Ms. Ulmer received an Administrative Salary Supplement for serving as a new Regional Lead Agent. Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.4% vs. Oct 1, 2010 salary*.										
Horn, Tina Marie	Extension Associate	Extension Associate	Staff	NA		\$52,520	2.0%		\$53,570	a
Campbell, Kevin S	Extension Agent - Associate	Extension Agent - Associate	Staff	NA		\$52,520	1.9%		\$53,520	b
Khan, Tarana	Extension Agent	Senior Extension Agent	Staff	NA		\$53,500	0.0%		\$53,500	
Herndon, Shannon B	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$52,710	0.0%		\$52,710	
Harris, Alma L	Extension Agent	Extension Agent	Staff	NA		\$50,161	5.0%		\$52,669	ab
Boyles, Jennifer H	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$52,379	0.0%		\$52,379	
Matthews, Rhonda M	Senior Extension Agent	Senior Extension Agent	Staff	NA		\$57,523	-9.1%		\$52,294	b
McNulty, Amanda C	Extension Agent - Associate	Extension Agent - Associate	Staff	NA		\$54,439	-4.5%		\$51,964	b

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Facilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Wells Jr,Robert J.	Associate Vice President	Associate Vice President	Executive/Administrative/Managerial	NA		\$144,333	4.5%		\$150,828	a
Newberry IV,William R	Dir/Adjunct Faculty	Dir/Adjunct Faculty	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$103,020	1.0%		\$104,050	a
McEntire Jr,John T	Engineer/Associate Engineer IV	Director, Capital Projects	Executive/Administrative/Managerial	08		\$85,861	5.0%		\$90,154	a
Barnette,Todd E	Administrative Manager II	Director of Support Services	Executive/Administrative/Managerial	08		\$81,268	5.0%		\$85,331	a
Vander Mey,Gerald A	Program Manager II	Director, Campus Planning	Executive/Administrative/Managerial	08		\$78,986	7.0%		\$84,515	a
Fall 2011 Performance Increase: Increase was based on staying on top of needs and working well with all constituencies in guiding their facilities needs. He is very engaged with campus leadership especially the President in guiding future development.										
Hughes,William S.	Engineer/Associate Engineer IV	Direct Maint & Minor Projects	Executive/Administrative/Managerial	08		\$80,696	3.0%		\$83,117	a
Gerus,Adrienne L	Program Manager II	Dir Landscape Services	Executive/Administrative/Managerial	08		\$77,129	3.0%		\$79,443	a
Kelly,Naomi L	Environmental Health Manager III	Environment/Hlth Mgr III	Staff	07		\$76,120	0.0%		\$76,120	
Jones,Thomas W	Program Manager II	Program Manager II	Executive/Administrative/Managerial	08		\$65,576	10.0%		\$72,134	a
Fall 2011 Performance Increase: Increase was based on increased recycling revenue (400%), reduced cost per ton of recyclables, and management of a large reduction in custodial resources in the midst of a growing physical plant.										
Smith,Michael E	Engineer/Associate Engineer III	Minor Projects Manager	Staff	07		\$67,072	5.0%		\$70,426	ab
Parker,Michael R	Engineer/Associate Engineer III	Capital Project Manager	Staff	07		\$65,539	5.0%		\$68,816	a

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Addis III, Jess L	Environmental Health Manager III	Environment/Hlth Mgr III	Staff	07		\$66,630	3.0%		\$68,628	a
Zanca, Sam X	Engineer/Associate Engineer III	Capital Project Manager	Staff	07		\$65,079	3.0%		\$67,031	a
Jones, Tommi Jackson	Engineer/Associate Engineer III	Energy Manager	Staff	07		\$62,682	6.0%		\$66,443	a
Wiggins, Roger Alan	Engineer/Associate Engineer III	Minor Projects Manager II	Staff	07		\$63,171	3.0%		\$65,066	a
Carson, S William	Building/Grounds Manager	Horticulture Manager	Executive/Administrative/Managerial	06		\$60,268	3.0%		\$62,076	a
Brock-Carroll, June M	Environmental Health Manager III	Environment/Hlth Mgr III	Staff	07		\$60,174	2.0%		\$61,377	a
McCrary Jr, Robert Daniel	Environmental Health Manager III	Environment/Hlth Mgr III	Staff	06		\$60,000	2.0%		\$61,200	a
Wardlaw, Daniel S	Information Resource Consultant II	Departmental IT Manager	Staff	06		\$57,570	3.5%		\$59,585	a
Clark Jr, James L	Environmental Health Manager III	Environment/Hlth Mgr III	Staff	07		\$56,430	5.0%		\$59,252	a
Henderson, Thomas S	Engineer/Associate Engineer III	Building Code Official	Staff	07		\$59,178	0.0%		\$59,178	
Cope Jr, James Albert	Engineer/Associate Engineer III	Eng/Assoc Eng III	Staff	07		\$57,216	0.0%		\$57,216	
Anderson, Barret D	Engineer/Associate Engineer III	Campus Landscape Architect	Staff	07		\$52,598	7.0%		\$56,280	a
Fall 2011 Performance Increase: Increase was based on Barry's work toward defining the character of the Clemson Campus. He should be rewarded for his vision, leadership, artistry and work ethic.										
Minerva, Paul W	Trades Specialist V	Trades Specialist V	Staff	05		\$56,015	0.0%		\$56,015	

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Knudsen, Peter M	State Planner IV	Assistant Master Planner	Staff	06		\$55,728	0.0%	\$55,728		
Cantrell, Tony B	Program Coordinator I	Quality Control Manager	Staff	05		\$53,026	2.5%	\$54,352		a
Hurst, William Thomas	Engineer/Associate Engineer II	Minor Projects Manager II	Staff	06		\$52,374	3.0%	\$53,945		a
Hallquist, Scott Paul	Trades Manager I	Interior Utilities Manager	Staff	06		\$53,622	0.0%	\$53,622		
McDonald Jr, Ralph D	Trades Manager I	Structural Manager I	Staff	06		\$52,000	0.0%	\$52,000		
Gibbs, Gregory	Engineer/Associate Engineer II	Civil Survey Project Mgr	Staff	06		\$50,181	3.0%	\$51,686		a
Lecroy Jr, Gerald W	Trades Manager I	East Area Manager	Staff	06		\$51,500	0.0%	\$51,500		
Parham III, Herbert L	Trades Manager I	Trades Manager I	Staff	06		\$36,672	39.1%	\$51,000		b
Promotion/Reclassification: Promotion to Trades Manager I. Increase is based on market salary for the promotion and significant increase in duties.										
Bush, Odean	Trades Manager I	Central Area Manager	Staff	06		\$50,000	0.0%	\$50,000		

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</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	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$161,600	3.8%		\$167,740	a
Shoaf, Eric Christian	Associate Dean	Associate Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$100,000*	0.0%		\$100,000	*
Sill, Lois P	Librarian I	Librarian	Other Professional w/ Faculty Rank	NA		\$71,451	3.0%		\$73,595	a
Bodenheimer, Lisa	Librarian I	Cataloging Unit Head	Other Professional w/ Faculty Rank	NA		\$71,091	3.0%		\$73,224	a
Kohl, Michael F	Librarian I	Head of Special Collections	Other Professional w/ Faculty Rank	NA		\$70,856	2.0%		\$72,273	a
Julian, Dinah Gail	Librarian I	Librarian I	Other Professional w/ Faculty Rank	NA		\$69,270	3.0%		\$71,348	a
Schilf, Suzanne Rook	Librarian I	Associate Librarian	Other Professional w/ Faculty Rank	NA		\$65,176	3.0%		\$67,131	a
Taylor, Dennis S	Librarian I	University Archivist	Other Professional w/ Faculty Rank	NA		\$64,912	3.0%		\$66,859	a
Comfort, Janice G	Librarian I	Librarian	Other Professional w/ Faculty Rank	NA		\$62,465	3.0%		\$64,339	a
Draper, Pamela A	Librarian I	Librarian	Other Professional w/ Faculty Rank	NA		\$61,807	3.0%		\$63,661	a
Tyler, Peggy J	Librarian I	Librarian	Other Professional w/ Faculty Rank	NA		\$61,865	2.0%		\$63,102	a
Munson, Priscilla G	Librarian I	Librarian	Other Professional w/ Faculty Rank	NA		\$61,540	2.0%		\$62,771	a
Cross, James E	Librarian I	Manuscript Archivist	Other Professional w/ Faculty Rank	NA		\$60,004	1.7%		\$61,054	a

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Fall 2011 Salaries \$50,000 and Over

Library

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Cochrane,Gordon M	Librarian I	Librarian I	Other Professional w/ Faculty Rank	NA		\$56,542	1.7%		\$57,531	a
Ryan,Christine E	Librarian I	Librarian I	Other Professional w/ Faculty Rank	NA		\$57,500*	0.0%		\$57,500	*
Wesley,Kathryn M	Librarian I	Librarian I	Other Professional w/ Faculty Rank	NA		\$55,475	3.0%		\$57,139	a
Hollandsworth,Robert L	Librarian I	Librarian I	Other Professional w/ Faculty Rank	NA		\$55,000	3.0%		\$56,650	a
Teague,Gypsey	Librarian I	Librarian I	Other Professional w/ Faculty Rank	NA		\$49,995	12.0%		\$55,985	ab
Promotion/Reclassification: Increase in salary to coincide with change in tenure status from non-tenured to tenured.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.0% vs. Oct 1, 2010 salary*.										
Vinson,Christopher Glen	Librarian I	Digital Projects Librarian	Other Professional w/ Faculty Rank	NA		\$55,000*	0.0%		\$55,000	*
Cooper,C. Camille	Librarian I	Associate Librarian	Other Professional w/ Faculty Rank	NA		\$53,632	2.0%		\$54,705	a
Colthorpe,Christopher Alan	Librarian I	Librarian I	Other Professional w/ Faculty Rank	NA		\$53,000	1.8%		\$53,928	a
Alexander,Teresa L	Library Manager II	Library Mgr II	Staff	06		\$52,072	3.0%		\$53,634	a
Futral,Meredith Sue	Librarian I	Business Reference Librarian	Other Professional w/ Faculty Rank	NA		\$51,983	2.0%		\$53,023	a
Burns,Alan C	Librarian I	Political Collections Archivist	Other Professional w/ Faculty Rank	NA		\$51,765	1.0%		\$52,283	a
Wallace Jr,Isaac	Program Coordinator II	Program Coordinator II	Staff	06		\$48,925	3.0%		\$50,393	a

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

President

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Barker, James F	Agency Head	Agency Head	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$227,656	0.0%		\$227,656	
Leidinger, Angela E	Lecturer: Non-teaching	Dir Gov Affairs/Sec to Board	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$181,800	2.8%		\$186,800	a
Wiles, Leon E	Lecturer: Non-teaching	Lecturer: Non-Teaching	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$147,000	1.8%		\$149,695	a
Swann, Erin E	Attorney V	Interim General Counsel	Executive/Administrative/Managerial	09		\$99,806	23.3%		\$123,080	ab
Administrative/Temporary Salary Supplement: Erin E. Swann served as the Interim General Counsel at Clemson University. Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.										
Roux, Renee M.	Attorney V	Attorney V - Assoc GC	Executive/Administrative/Managerial	09		\$111,217	3.0%		\$114,554	a
Knighton Jr, Lewis J	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial	NA		\$93,036	2.1%		\$95,000	b
Coleman, Katherine Y	Asst Academic Prog Dir	Asst Academic Prog Dir	Staff	NA		\$91,985	3.0%		\$94,745	a
Bayless, Katharine E	Asst Academic Prog Dir	Director of Federal Relations	Staff	NA		\$85,000	2.6%		\$87,250	a
McInnis, Elizabeth Foster	Asst Academic Prog Dir	Director of Advocacy	Staff	NA		\$80,095	2.2%		\$81,857	a
Alley, Rebecca L	Attorney IV	Attorney IV	Executive/Administrative/Managerial	08		\$75,000	2.0%		\$76,500	a
McKinney, Sandra T	Executive Assistant II	Executive Assistant II	Staff	07		\$69,801	3.6%		\$72,314	a
Rice, Linda J	Program Manager I	Program Manager I	Executive/Administrative/Managerial	07		\$64,994	3.0%		\$66,944	a

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Armstrong,Pamela Lanise	Human Resources Manager II	Human Resources Mgr II	Executive/Administrative/Managerial	06		\$57,000*	15.0%		\$65,550	*e
Counter Offer/Retention: Pamela is being recruited by another company.										
Allen,Linda Frady	Administrative Coordinator II	Administrative Coord II	Staff	06		\$55,815	0.0%		\$55,815	

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Helms,Doris R	Provost	Provost	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$270,389	0.0%		\$270,389	
Murdoch,Janice W	Dean	Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$212,100	3.5%		\$219,524	a
Jackson,Debra B	Professor	Vice Provost/Asst to President	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$191,900	3.0%		\$197,657	a
Halfacre,Robert G	Visiting Professor	Visiting Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$145,071	3.5%		\$150,149	a
Wainscott,Stephen H	Professor	Interim Vice Provost	Executive/Administrative/Managerial w/ Faculty Rank	NA					\$150,000	
Knepfle,Charles R	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial	NA		\$135,000	2.0%		\$137,700	a
Barkley,Robert S	Lecturer: Non-teaching	Director	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$121,634	3.0%		\$125,283	a
Felder,Frankie O	Associate Dean	Associate Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$119,099	3.6%		\$123,387	a
Wueste,Daniel E	Professor	Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$111,969	9.3%		\$122,368	ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.1% vs. Oct 1, 2010 salary*.										
Speziale,Barbara J	Associate Dean	Associate Dean	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$116,142	3.0%		\$119,626	a
Nilson,Linda B	Lecturer: Non-teaching	Lecturer: Non-Teaching	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$116,513	2.5%		\$119,426	a

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Gilbert, Jane C	Lecturer: Non-teaching	Financial Off/Academic Affairs	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$108,070	7.0%		\$115,635	a
Fall 2011 Performance Increase: Increase was based on outstanding performance working with the Academic Affairs budgets, serving as liaison for the Office of the Provost, and the 5-year plan.										
Smathers, Diane G	Professor	Director, Emeritus College	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$114,554	0.0%		\$114,554	
Appling, Jeffrey R	Professor	Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$101,793	11.1%		\$113,087	ab
Faculty Rank Promotion										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.2% vs. Oct 1, 2010 salary*.										
Lasser, William	Alumni Professor	Alumni Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA	\$108,397		1.9%	\$110,465		a
Smith, Stanley B	Academic Program Director	Registrar	Executive/Administrative/Managerial	NA		\$100,827	2.0%		\$102,844	a
Knox, David K	Lecturer	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$95,000	2.6%		\$97,470	a
Burton III, O'Neil B	Lecturer	Exec Dir Coop Ed/Mich Career	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$74,800	30.0%		\$97,240	b
Additional Duties: As a result of reorganization, the Michelin Career Center under Student Affairs and Cooperative Education under Undergraduate Studies will be combining their efforts. Therefore, Neil Burton will serve as the Executive Director for the Career Center and Cooperative Education Program.										
Westcott III, S Wickes	Lecturer	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$81,143	16.8%		\$94,794	ab
Administrative/Temporary Salary Supplement: A Temporary Salary Supplement was added to compensate Dr. Westcott for his additional work related to the Banner implementation.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.5% vs. Oct 1, 2010 salary*.										
Wise, Teresa Ellen	Asst Academic Prog Dir	Exec Dir/Intern'l Prog	Staff	NA		\$89,465	1.3%		\$90,592	a
Richardson, M Elaine	Professor	Director-Academic Success Ctr	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$90,134	0.0%		\$90,134	

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Gallicchio,Linda Maue	Asst Academic Prog Dir	Asst Academic Prog Dir	Staff	NA		\$85,850	1.3%		\$86,923	a
Fishman,Teresa Anne	Asst Academic Prog Dir	Dir of Cntr for Acad Integrity	Staff	NA		\$82,500	3.5%		\$85,363	a
Sparacino,Debra C	Assoc Academic Program Dir	Assoc Academic Program Dir	Staff	NA		\$81,974	3.0%		\$84,433	a
Ring,Gail Lee Decker	Assoc Academic Program Dir	Director/E-Portfolio	Other Professional w/ Faculty Rank	NA		\$75,750	6.0%		\$80,295	a
Milam,Martha Elizabeth	Student Services Manager II	Senior Associate Director	Executive/Administrative/Managerial	07		\$67,656	14.8%		\$77,656	b
Promotion/Reclassification: As part of a department reorganization, permanent duties were assigned to Elizabeth Milam as Senior Associate Director of Financial Aid with the additional responsibilities of serving as second in command and assuming the loan programs and its staff with her current duties.										
Smith,Brenda J	Executive Assistant II	Executive Assistant II	Staff	07		\$76,397	0.0%		\$76,397	
Chrestman,Ronald E	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$68,867	9.8%		\$75,589	ab
Administrative/Temporary Salary Supplement: A Temporary Salary Supplement was assigned for his additional work related to Athletics reporting required for NCAA compliance.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.										
Shine,Ricki Jane	Lecturer: Non-teaching	Lecturer: Non-Teaching	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$72,821	2.2%		\$74,423	a
Ward,Robert Thomas	Senior Consultant	Staff Ombudsman	Executive/Administrative/Managerial	07		\$69,700	4.3%		\$72,676	a
Booth,Brian William	Research Asst Professor	Research Asst Professor	Research Faculty	NA	\$70,000		2.0%	\$71,400		a
Stewart,Arlene C	Lecturer	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$70,000	2.0%		\$71,400	a
Bundrick,Alfred E	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial	NA		\$70,000	0.0%		\$70,000	

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Becker Jr, Calvin R	Asst Academic Prog Dir	Asst Academic Prog Dir	Staff	NA		\$67,655	3.0%		\$69,685	a
Reeves, D Keith	Student Services Manager II	Associate Director	Executive/Administrative/Managerial	07		\$67,656	2.2%		\$69,144	a
Bennett, Robert W.	Student Services Manager I	Student Services Mgr I	Executive/Administrative/Managerial	06		\$64,157	2.8%		\$65,953	a
Li, Peter Bai	Asst Academic Prog Dir	Exec Dir/International Svcs	Staff	NA		\$65,000	1.3%		\$65,819	a
Fleming, David Byrne	Research Associate	Research Associate	Staff	NA		\$63,339	3.6%		\$65,619	a
Whorton, Susan S	Lecturer	Transfer Student Coordinator	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$53,554	22.2%		\$65,461	ab
<p>Degree Attainment: This is an increase in salary for obtaining her PhD recently.</p> <p>Additional Duties: Since its inception, the Bridge Program has grown by over 300%. As a result, the general administration and needs have increased greatly.</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.6% vs. Oct 1, 2010 salary*.</p>										
Williams, James Edward	Lecturer	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$57,919	12.4%		\$65,112	ab
<p>Additional Duties: James has assumed substantial additional duties within the Calhoun Honors College that are beyond his duties within National Scholars.</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.4% vs. Oct 1, 2010 salary*.</p>										
Aldridge, Samuel Tristram	Student Services Manager I	Student Services Mgr I	Executive/Administrative/Managerial	06		\$60,000	3.6%		\$62,160	a
Henry, Teresa N	Administrative Coordinator I	Administrative Coord I	Staff	05		\$52,349	18.0%		\$61,796	ab
<p>Administrative/Temporary Salary Supplement: Temporary Salary Supplement requested in association with the reaffirmation visit related to SACS (accreditation).</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.0% vs. Oct 1, 2010 salary*.</p>										
Wood, Christopher Preston	Administrative Manager I	Asst Financial Off/Acad Affair	Executive/Administrative/Managerial	07		\$56,560	7.0%		\$60,519	a
<p>Fall 2011 Performance Increase: Increase was based on outstanding performance in managing complex Academic Affairs budget, implementing divest/invest strategies and strategic planning strategies.</p>										

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Neal, Jeffrey Frank	Lecturer	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$56,844	3.8%	\$59,004		a
Pierce, Jessica Swink	Research Associate	Research Associate	Staff	NA		\$57,216	3.0%	\$58,932		a
Bodell, Audrey R	Student Services Manager I	Associate Director	Executive/Administrative/Managerial	06		\$56,616	2.6%	\$58,116		a
Pearson, Rebecca Durham	Student Services Manager I	Associate Director	Executive/Administrative/Managerial	06		\$56,337	2.9%	\$57,988		a
Cooper, John Andrew Scott	Research and Planning Administrator	Research & Planning Admn	Staff	06		\$56,000	2.0%	\$57,120		a
Goodman, Brenda	Administrative Coordinator I	Administrative Coord I	Staff	05		\$54,110	3.6%	\$56,058		a
Sturkie, Cathy T	Program Coordinator I	Program Coordinator	Staff	05		\$52,938	3.3%	\$54,684		a
Welborn, Melissa Griffin	Research Associate	Research Associate	Staff	NA		\$52,015	2.6%	\$53,367		a
Allison, Berinthia Coggins	Human Resources Manager II	Human Resources Mgr II	Executive/Administrative/Managerial	06		\$44,625	17.6%	\$52,499		a
<p>Market Equity Increase: Increase is based on HR's compensation analysis of Berinthia's position considering experience as HR Manager, years of state service and other employees within the classification.</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.6% vs. Oct 1, 2010 salary*.</p>										
McLaughlin, Joseph Wayne	Research Associate	Research Associate	Staff	NA		\$50,500	2.4%	\$51,687		a
McDavid, Kelly E	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$49,978	3.0%	\$51,477		a
Pennebaker, Julia B	Student Services Manager I	Student Services Mgr I	Executive/Administrative/Managerial	06		\$49,732	3.0%	\$51,224		a
Galbreath, Timothy R	Student Services Program Coordinator II	Student Svcs Prog Co II	Staff	05		\$49,228	2.9%	\$50,641		a

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Chambers,Matthew G	Applications Analyst II	Applications Analyst II	Staff	06		\$40,905	22.2%		\$50,000	b
Promotion/Reclassification: Employee was promoted to Applications Analyst II. This is a new hire into this department to work on the Banner Project.										
Macdonald,Andrew Robertson	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$50,000*	0.0%		\$50,000	*

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Kelly, John W	Professor	VP for PSA	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$242,732	2.7%		\$249,407	a
Melton, Gary B	Professor	Professor	Instructional Faculty	NA		\$222,217	0.0%		\$222,217	
Geolas, Robert Thomas	Academic Program Director	Assoc VP - Economic Dev	Executive/Administrative/Managerial	NA		\$210,574	0.0%		\$210,574	
Brown, Ronald A.	Extension Associate	Extension Associate	Staff	NA		\$183,134	5.9%		\$194,000	a
Askew, George R	Associate Dean	Assoc VP - PSA	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$183,592	0.0%		\$183,592	
Ogg, Neil	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$169,004	0.0%		\$169,004	
Eidson, Gene W	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$151,651	5.5%		\$160,007	a
Calzadilla, Jorge M	Extension Associate	Extension Associate	Staff	NA		\$142,814	9.0%		\$155,620	a
Fall 2011 Performance Increase: Increase was based on exemplary performance and leadership to move the Institute to a self-sustaining budgetary status.										
Rigas, Nikolaos	Senior Scientist	Senior Scientist	Staff	NA		\$137,917	10.0%		\$151,709	a
Fall 2011 Performance Increase: Increase was based on exemplary performance and leadership as the principal investigator on the CURI Wind Turbine DTTF.										
Becker, Robert H	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$150,742	0.0%		\$150,742	
Small, Mark A	Professor	Professor	Instructional Faculty	NA		\$117,860	8.0%		\$127,289	a
Fall 2011 Performance Increase: Increase is based on consulting for CYFAR projects and work as the USDA liaison to the Federal Interagency Working Group on Youth Programs.										
Howle, David S	Dept Chair/Head	Asst Dir/Regulatory Services	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$127,197	0.0%		\$127,197	
Limber, Susan P.	Named Professor	Named Professor	Instructional Faculty	NA		\$112,436	10.0%		\$123,680	a
Fall 2011 Performance Increase: Increase was based on receipt of the Distinguished Career Award from the American Psychological Association Division of Psychologists in Public Service.										

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Fall 2011 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
McDonell, James R.	Associate Professor	Associate Professor	Instructional Faculty	NA		\$111,650	7.6%		\$120,176	a
Fall 2011 Performance Increase: Increase was based on high grant award performance.										
Krausz, Joseph P	Dept Chair/Head	Department Head	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$119,634	0.0%		\$119,634	
Scharko, Patricia B	Professor	Professor	Public Service Faculty	NA		\$117,000	1.0%		\$118,170	a
Holaday, Bonnie J	Professor	Professor	Instructional Faculty	NA		\$117,739	0.0%		\$117,739	
Mueller, John D	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$116,150	0.0%		\$116,150	
Fortnum, Bruce A	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$116,000	0.0%		\$116,000	
Parr, Boyd Hobson	Lecturer: Non-teaching	Lecturer: Non-Teaching	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$105,545	0.0%		\$105,545	
Beasley, Martha M	Extension Associate	Extension Associate	Staff	NA		\$104,987	0.0%		\$104,987	
Allen, Jeffery S	Research Associate	Research Associate	Staff	NA		\$87,911	15.0%		\$101,097	b
Administrative/Temporary Salary Supplement: The Administrative Salary Supplement is for Jeffrey Allen to serve as interim Director of the Strom Thurmond Institute. This is part of re-organization approved by the Board of Trustees on April 15, 2011.										
Watt, Catherine E	Lecturer: Non-teaching	Lecturer: Non-Teaching	Instructional Faculty	NA		\$95,000	2.5%		\$97,375	a
Roberts, Danny H	Extension Associate	Asst to VP for PSA	Staff	NA		\$96,435	0.0%		\$96,435	
Monfort, Walter Scott	Extension Associate	Extension Associate	Staff	NA		\$95,000*	0.0%		\$95,000	*
Hunter, Terry K	Extension Associate	Extension Associate	Staff	NA		\$93,627	0.0%		\$93,627	
Leaphart, Adam B	Lecturer: Non-teaching	Lecturer: Non-Teaching	Public Service Faculty	NA		\$89,937	0.0%		\$89,937	
McMahan, Gary L	Asst Academic Prog Dir	Asst Academic Prog Dir	Staff	NA		\$89,175	0.0%		\$89,175	

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Fall 2011 Salaries \$50,000 and Over

Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
Martin, Michael Kent	Lecturer: Non-teaching	Lecturer	Public Service Faculty	NA		\$86,511	2.0%		\$88,241	a
Baker, Della A	Extension Associate	Extension Associate	Staff	NA		\$79,043	10.3%		\$87,195	a
<p>Staff Development Program: Program policy states that "participants who successfully complete the program will receive a ten percent performance increase not to exceed \$4,000."</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.3% vs. Oct 1, 2010 salary*.</p>										
Alford, Virginia S	Extension Associate	Extension Associate	Staff	NA		\$85,850	0.0%		\$85,850	
Hoskins, Clyde B	Lecturer	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$77,791	10.0%		\$85,570	ab
<p>Additional Duties: Dr. Hoskins will become Director of SCMPID.</p> <p>Market Equity Increase: Increase is based on market data from the AVMA Report on Veterinary Compensation (2011).</p>										
Lance, Stephen W	Extension Associate	Extension Associate	Staff	NA		\$85,188	0.0%		\$85,188	
Cushing, Timothy Luke	Lecturer	Lecturer	Public Service Faculty	NA		\$84,700*	0.0%		\$84,700	*
Camper, Charlotte Teresa	Extension Associate	Extension Associate	Staff	NA		\$82,820	0.0%		\$82,820	
Dalhouse, Deborah L	Public Information Director II	Public Info Dir II	Staff	07		\$74,442	7.5%		\$80,025	a
<p>Fall 2011 Performance Increase: Increase was based on receipt of national ACE Gold Award as "Clemson Impacts" editor.</p>										
Miller, Gilbert A	Extension Director - Assistant	Extension Director - Assistant	Executive/Administrative/Managerial	NA		\$74,946	5.0%		\$78,693	a
Helm, Julie D	Lecturer: Non-teaching	Lecturer	Public Service Faculty	NA		\$75,750	3.0%		\$78,023	a
Kirkland, Toby R	Extension Associate	Extension Associate	Staff	NA		\$77,214	0.0%		\$77,214	
Krugler, Charlotte A	Lecturer: Non-teaching	Lecturer: Non-Teaching	Public Service Faculty	NA		\$66,969	15.0%		\$77,014	a
<p>Fall 2011 Performance Increase: Increase was based on years of experience, high grand award performance, and new certification (Diplomate ACVPM).</p>										
Eichelberger, Adam C	Lecturer: Non-teaching	Lecturer: Non-Teaching	Public Service Faculty	NA		\$77,000*	0.0%		\$77,000	*
Ardern, Pamela B	Extension Associate	Extension Associate	Staff	NA		\$76,690	0.0%		\$76,690	

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c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Brown, William H	Extension Associate	Extension Associate	Staff	NA		\$75,888	0.0%		\$75,888	
Woodard, Kathy L	Director of Planning and Research	Dir Of Planning & Research	Executive/Administrative/Managerial	07		\$73,361	3.0%		\$75,562	a
Kelley, Melissa D.	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Executive/Administrative/Managerial	07		\$63,877	16.6%		\$74,481	ab
<p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.</p> <p>Administrative/Temporary Salary Supplement: A Temporary Salary Supplement was added for Melissa Kelley to serve as the Interim Chief Financial Officer for Economic Development & PSA Business Services commencing on Friday, September 30, 2011.</p>										
Bryant, Pamela Thomas	Extension Associate	Extension Associate	Staff	NA		\$73,476	0.0%		\$73,476	
Harden, Christel F	Environmental Health Manager III	Environment/Hlth Mgr III	Staff	07		\$68,682	6.0%		\$72,803	a
Veasey, Garland M	Extension Associate	Extension Associate	Staff	NA		\$72,434	0.0%		\$72,434	
Fragar, Robert D	Extension Associate	Extension Associate	Staff	NA		\$71,742	0.0%		\$71,742	
Giacalone, Katie Ann	Extension Associate	Extension Associate	Staff	NA		\$62,000	15.0%		\$71,300	b
<p>Additional Duties: Employee serves as Statewide Coordinator for the 4-H Pontoon Classroom Program.</p>										
Littlejohn Jr, Albert C	Production Manager IV	Production Manager IV	Staff	07		\$70,446	0.0%		\$70,446	
Tillett Jr, Harold J	Senior Applications Analyst	Sr Applications Analyst	Staff	07		\$63,854	10.0%		\$70,239	a
<p>Fall 2011 Performance Increase: Increase was based on contribution to Strategic Plan and bottom line through his exceptional talents of programming and oversight of PSA computer technology and technicians.</p>										
Hull, Peter Edward	Extension Associate	Director of Mktg & Comm	Staff	NA		\$70,000	0.0%		\$70,000	
Smith, Douglas Glenn	Lecturer: Non-teaching	Lecturer: Non-Teaching	Public Service Faculty	NA		\$70,000	0.0%		\$70,000	
Munnerlyn, Helen Ferrell	Extension Associate	Extension Associate	Staff	NA		\$69,813	0.0%		\$69,813	
Simmons, Michael J	Extension Associate	Extension Associate	Staff	06		\$65,510	6.0%		\$69,441	a

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Blake,James H	Extension Associate	Extension Associate	Staff	NA		\$68,993	0.0%		\$68,993	
Baker III,James F	Veterinarian Specialist	Veterinarian Specialist	Staff	08		\$68,785	0.0%		\$68,785	
Gunter II,H David	Extension Associate	Extension Associate	Staff	NA		\$61,793	10.0%		\$67,972	a
Fall 2011 Performance Increase: Increase was based on increased duties due to aggressive downsizing. He is now the state-wide corn/soybean agronomic specialist.										
Martin,Bonnie Jo	Veterinarian Specialist	Veterinarian Specialist	Staff	08		\$66,660	0.0%		\$66,660	
Green,Stanley Wayne	Extension Associate	Extension Associate	Staff	NA		\$63,147	5.0%		\$66,304	a
Moore,Kathy P	Extension Associate	Extension Associate	Staff	NA		\$66,099	0.0%		\$66,099	
Fouly,Hanafy Mahmoud	Extension Associate	Extension Associate	Staff	NA		\$65,902	0.0%		\$65,902	
Nichols,Steven R	Extension Associate	Extension Associate	Staff	NA		\$65,650	0.0%		\$65,650	
McAnally Jr,Robert E	Production Manager III	Production Manager III	Staff	06		\$59,493	10.0%		\$65,442	a
Fall 2011 Performance Increase: Increase was based on national recognition/awards., including ACE awards and an Emmy.										
Linke,Gregory H	Extension Associate	Extension Associate	Staff	NA		\$64,685	0.0%		\$64,685	
Edwards,Michael V	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$62,495	3.0%		\$64,370	a
Togel,Peter Horst	Senior Information Resource Consultant	Sr Information Res Consultant	Staff	07		\$59,817	7.5%		\$64,303	a
Fall 2011 Performance Increase: Increase was based on increased sales and revenue generation in online PSA Mall and receipt of the national ACE Silver Award for developing/managing the online PSA Mall										
Hubbard Jr,Lewis R	Engineer/Associate Engineer III	Eng/Assoc Eng III	Staff	07		\$64,195	0.0%		\$64,195	
Southworth,Suzanne K	Veterinarian Specialist	Veterinarian Specialist	Staff	08		\$63,647	0.0%		\$63,647	
Stewart,Mary Caroline	Veterinarian Specialist	Veterinarian Specialist	Staff	08		\$62,938	0.0%		\$62,938	
Jones,Charles Ray	Extension Associate	Extension Associate	Staff	NA		\$62,937	0.0%		\$62,937	

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Cox Jr, Silas K	GIS Manager II	GIS Manager II	Executive/Administrative/Managerial	07		\$62,602	0.0%		\$62,602	
Maw, Melvin A	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$61,000	0.0%		\$61,000	
Kierce, Pamela H	Information Technology Manager I	Information Tech Mgr I	Executive/Administrative/Managerial	07		\$59,834	0.0%		\$59,834	
Schuster, Robert M	Extension Associate	Extension Associate	Staff	NA		\$59,385	0.0%		\$59,385	
Galloway Jr, Tilden L	Investigator IV	Investigator IV	Staff	06		\$51,209	15.0%		\$58,890	b
Additional Duties: DPR will forego a request to refill the position of Regulatory Supervisor. The primary duties and responsibilities of the Regulatory Supervisor's position will be reassigned to the two present District Supervisors.										
Kent, Peter J.	Public Information Director I	Public Info Dir I	Staff	06		\$53,863	7.5%		\$57,903	a
Fall 2011 Performance Increase: Increase was based on receipt of national ACE Gold Award as writer/photographer "Clemson Impacts" and ACE Bronze Award for writing "Clemson World".										
Burns, Gary L	Agricultural/Animal Associate II	Agricult/Animal Assoc II	Staff	05		\$57,752	0.0%		\$57,752	
Clemson, Gregory S.	Building/Grounds Manager	Building/Grounds Mgr	Executive/Administrative/Managerial	06		\$57,750	0.0%		\$57,750	
Pfister, Brigitte Shanahan	Grants Administrator I	Dir, Grant Support Services	Staff	06		\$48,025	19.8%		\$57,529	a
Degree Attainment: Ms. Pfister completed a Masters degree in Human Resources Development at Clemson University.										
Fall 2011 Performance Increase: Increase was based on GSS receiving a higher OSP certification level increasing the amount of the award of a proposal that can be processed and sent out directly to the sponsor from GSS.										
Kirven, Georganne M	Extension Associate	Extension Associate	Staff	NA		\$56,806	0.0%		\$56,806	
Morris, Elizabeth Pixley	Extension Associate	Extension Associate	Staff	NA		\$56,206	0.0%		\$56,206	
Koon, Deborah K	Administrative Coordinator I	Administrative Coord I	Staff	05		\$56,015	0.0%		\$56,015	
Corbett, Angela M	Academic Program Manager	Academic Program Manager	Staff	NA		\$55,135	0.0%		\$55,135	

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Waggoner, Steve E	Agricultural/Animal Associate II	Agricult/Animal Assoc II	Staff	05		\$55,092	0.0%		\$55,092	
Sober, Christine L	Chemist III	Chemist III	Staff	07		\$51,448	6.0%		\$54,535	a
Shirley Jr, John S	Building/Grounds Supervisor II	Building/Ground Supv II	Staff	05		\$49,445	10.0%		\$54,390	a
Fall 2011 Performance Increase: Increase was based on consistently high performance and frequent overtime.										
Culler III, Willis Calhoun	Research Associate	Research Associate	Staff	NA		\$51,338	5.0%		\$53,905	a
Saltzman, Ellen W	Research Associate	Research Associate	Staff	NA		\$53,065	0.0%		\$53,065	
Davenport, Mildred Williams	Extension Agent - Associate	Extension Agent - Associate	Staff	NA		\$48,246	9.8%		\$52,961	ab
Administrative/Temporary Salary Supplement: Ms. Davenport will receive an Administrative Salary Supplement for serving as a new Regional Lead Agent.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.2% vs. Oct 1, 2010 salary*.										
Addis, Ronald P	Public Information Director II	Public Info Dir II	Staff	07		\$52,529	0.0%		\$52,529	
Bishop, Gregory D	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$52,514	0.0%		\$52,514	
Henderson Jr, William G	Extension Associate	Extension Associate	Staff	NA		\$49,289	5.0%		\$51,753	a
Jameson, Dalphene J	Administrative Coordinator I	Administrative Coord I	Staff	05		\$46,724	10.0%		\$51,396	b
Additional Duties: Dalphene Jameson has assumed new duties as a result of restructuring within Economic Development and Public Service and Agriculture.										
Weyman Jr, Michael D	Investigator IV	Investigator IV	Staff	06		\$44,623	15.0%		\$51,316	b
Additional Duties: DPR will forego a request to refill the position of Regulatory Supervisor. The primary duties and responsibilities of the Regulatory Supervisor's position will be reassigned to the two present District Supervisors.										
Massey, Eleanor Walker	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$46,603	10.0%		\$51,263	a
Fall 2011 Performance Increase: Increase was based on development of fact sheet templates for Carolina Clear and Extension program teams.										

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Moore, Jerry P	Environmental Health Manager I	Environment/Health Mgr I	Staff	05		\$49,698	2.0%		\$50,692	a
Carey, Robert T	Research Associate	Research Associate	Staff	NA		\$50,500	0.0%		\$50,500	

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Sonnenfeld,Gerald	Professor	Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$260,000	2.5%		\$266,435	a
Arwood,Tracy Smart	Lecturer: Non-teaching	Dir/Research Integrity Officer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$151,051	2.6%		\$155,051	a
Hudson,Joan Strine	Research Professor	Research Professor	Research Faculty	NA		\$149,556	1.7%		\$152,056	a
Parrish,John Hilary A	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$145,601	3.0%		\$149,950	a
Queen,William G.	Lecturer: Non-teaching	Lecturer: Non-Teaching	Research Faculty	NA		\$146,577	1.0%		\$148,041	a
Leitner,Robert Thomas	Lecturer: Non-teaching	Lecturer: Non-Teaching	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$122,905	2.2%		\$125,609	a
Albritton,Vincie C.	Lecturer: Non-teaching	CURF Interim Executive Dtr	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$123,600	0.9%		\$124,742	a
Hemingway,Tamara Layne	Research Associate	Export Control Officer	Staff	NA		\$95,000*	0.0%		\$95,000	*
Richardson,Stanley T	Administrative Manager I	Administrative Mgr I	Executive/Administrative/Managerial	07		\$79,855	3.9%		\$82,930	a
Ventura,Marlene R	Program Manager I	Asst. Director/IBC Admin	Executive/Administrative/Managerial	07		\$82,930	0.0%		\$82,930	
McGowan-Hudson,Bettie M	Grants Administrator II	Grants Administrator II	Staff	07		\$72,188	2.1%		\$73,688	a
Elrod,Roberta H	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Executive/Administrative/Managerial	07		\$69,090	2.9%		\$71,090	a
Kunkle,Lynn R	Grants Administrator II	Grants Administrator II	Staff	07		\$69,387	1.9%		\$70,714	a
Betts,Sara A	Research Associate	Research Associate	Staff	NA		\$66,797	3.5%		\$69,135	a

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Research

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Land, Melody C	Administrative Coordinator II	Administrative Coord II	Staff	06		\$68,160	0.0%		\$68,160	
Willey, Melody C	Program Coordinator II	Program Coordinator II	Staff	06		\$61,275	7.4%		\$65,818	ab
Additional Duties: Ms. Willey is assuming additional duties such as supervisor responsibility for departmental animal care staff and expanding providing protocols required for compliance with Federal laws and University policies. Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.4% vs. Oct 1, 2010 salary*.										
Pierce, William E	Research Associate	Research Associate	Staff	NA		\$61,441	1.5%		\$62,363	a
Moll, Laura A	Research Associate	IRB Administrator	Staff	NA		\$55,717	3.0%		\$57,389	a
Boggs, Christoffer Oxford	Data Base Administrator I	Data Base Admin I	Staff	06		\$54,217	5.0%		\$56,923	a
Bryant, Kathryn E	Research Associate	IACUC Administrator	Staff	NA		\$52,015	3.8%		\$54,015	a
Lantgios, Karen L	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$51,421	3.0%		\$52,964	a
Kilgore, Cynthia Darlene	Research Associate	Research Associate	Staff	NA		\$51,963	1.6%		\$52,794	a
LaRoche, Kristin D	Grants Administrator II	Grants Administrator II	Staff	07		\$50,000	3.0%		\$51,500	a
Brown, Pamela Dorlynn	Grants Administrator II	Grants Administrator II	Staff	07		\$44,625	13.4%		\$50,607	ab
Promotion/Reclassification: Position was reclassified to Grants Administrator II. This changes places her on the same level as her co-workers performing the same job tasks. Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.2% vs. Oct 1, 2010 salary*.										

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e Other adjustments.

Fall 2011 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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Davis-Gross,Rose Ellen	Administrative Coordinator II	Administrative Coord II	Staff	06		\$46,813	15.0%		\$53,835	b
Promotion/Reclassification: Employee was promoted to Administrative Coordinator II.										

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
DiSabatino,Gail A	Lecturer: Non-teaching	Lecturer: Non-Teaching	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$173,316	2.2%		\$177,129	a
Jameson Jr,Lake H	Assoc Academic Program Dir	Assoc Academic Program Dir	Other Professional w/ Faculty Rank	NA	\$127,049		3.0%	\$130,860		a
Smith,Joy S	Associate Vice President	Associate Vice President	Executive/Administrative/Managerial	NA		\$128,581	0.0%		\$128,581	
Howell,Verna G	Associate Vice President	Associate VP - Student Affairs	Executive/Administrative/Managerial	NA		\$123,759	0.0%		\$123,759	
Hallenbeck,Douglas A	Program Manager III	Exec. Dir of Housing	Executive/Administrative/Managerial	09		\$113,120	8.0%		\$122,170	a
<p>Fall 2011 Performance Increase: Increase was based on contribution to Student Affairs' strategic planning efforts, capable management of University Housing, including major master planning effort, and compiling SACS info for the division.</p>										
McDonald,Rose M	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA	\$110,540		3.0%	\$113,856		a
Smith,George N	Associate Vice President	Associate Vice President	Executive/Administrative/Managerial	NA		\$110,271	3.0%		\$113,579	a
Robbins,Stephen A	Associate Vice President	Associate Vice President	Executive/Administrative/Managerial	NA		\$106,050	6.0%		\$112,413	a
Clay,George W	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial w/ Faculty Rank	NA	\$99,331		10.0%	\$109,264		a
<p>Fall 2011 Performance Increase: Increase was based on consistently exceptional performance in the administration of student health services, implementation of electronic records, leadership through pandemic flu, and achievement of high marks with accrediting agencies.</p>										
Jones III,Carl H.	Lecturer: Non-teaching	Staff Physician -	Other Professional w/ Faculty Rank	NA	\$102,275		3.0%	\$105,343		a
Hofmann Jr,Daniel Richard	Asst Academic Prog Dir	Dir/Parking & Trans Svcs	Staff	NA		\$104,500*	0.0%	\$104,500		*
Murphy,Tenley Erin	Lecturer: Non-teaching	Staff Physician	Other Professional w/ Faculty Rank	NA	\$98,184		3.0%	\$101,130		a

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Contreras,Raquel J	Lecturer: Non-teaching	Lecturer: Non-Teaching	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$88,581	10.0%	\$97,439		a
<p>Fall 2011 Performance Increase: Increase was based on extraordinary level of professional dedication and commitment to the health and safety of Clemson students, full engagement in planning and implementation of the electronic health record, and leadership instrumental to the successful adaptation of CAPS to the HER environment.</p>										
Richardson,Altheia L	Student Services Manager III	Student Services Manager III	Executive/Administrative/Managerial	08		\$84,649	11.2%	\$94,163		ab
<p>Additional Duties: Altheia Richardson for assumed significant additional duties and responsibilities, since the merger between the former Gantt Intercultural Center and the former Center for Student Involvement.</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.2% vs. Oct 1, 2010 salary*.</p>										
Dickerson,Charles A	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Executive/Administrative/Managerial	07		\$93,359	0.0%	\$93,359		
Stanphill,William Lyon	Program Manager II	Program Manager II	Executive/Administrative/Managerial	08		\$91,591	0.0%	\$91,591		
Link Jr,Johnson W	Law Enforcement Officer V	Chief of Police	Executive/Administrative/Managerial	08		\$82,183	10.0%	\$90,401		a
<p>Fall 2011 Performance Increase: Increase was based on role in saving Housing security related costs, in Transit in evening escort services costs, and by increasing his scope of responsibility by providing comprehensive leadership/supervision for all safety on campus, which includes Fire/EMS (previously reporting to AVP).</p>										
Hobgood,Kathy Bush	Student Services Manager III	Director, Residential Life	Executive/Administrative/Managerial	08		\$78,646	10.2%	\$86,707		ab
<p>Additional Duties: Kathy will be advising university administration on all issues related to Housing data management and assignment processes, planning and directing both short and long-range goals and objectives for the Assignments area, and directing the advising and counseling of students, parents, and visitors on all issues, policies and procedures related to University Housing.</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.3% vs. Oct 1, 2010 salary*.</p>										
Hay,Pamela June	Lecturer: Non-teaching	Pharmacist	Other Professional w/ Faculty Rank	NA		\$83,830	3.0%	\$86,345		a
Whelchel,Georgia Annette	Acute Care Nurse Practitioner	Nurse Practitioner IV	Staff	NA		\$65,650	29.5%	\$85,000		ab
<p>Market Equity Increase: Increase is based on market data in the 2009 Sunbelt Survey of college student health centers and the 2010 national salary survey reported in Advance for Nurses.</p> <p>Promotion/Reclassification: Position was reclassified to Nurse Practitioner IV in order to meet market salary equity with the anticipated new hires.</p>										

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Rice,Robert R	Administrative Manager I	Administrative Mgr I	Executive/Administrative/Managerial	07		\$82,930	0.0%		\$82,930	
Guill,Russell C	Administrative Manager I	Administrative Mgr I	Executive/Administrative/Managerial	07		\$80,362	0.0%		\$80,362	
Hays,Amanda H	Student Services Manager III	Student Services Manager III	Executive/Administrative/Managerial	08		\$69,690	13.3%		\$78,959	ab
Additional Duties: Mandy Hays is now the sole departmental director and has assumed responsibility for previous director's job functions in addition to continuing her original duties.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.3% vs. Oct 1, 2010 salary*.										
Daniel,William E.	Law Enforcement Officer IV	Law Enforcement Officer IV	Staff	07		\$70,089	6.0%		\$74,294	a
LeMay,Christina D	Public Information Director II	Public Info Dir II	Staff	07		\$65,914	10.0%		\$72,505	a
Fall 2011 Performance Increase: Increase was based on increase in revenue generation in Campus Banner & Design and working with five different academic partners and areas to double internship appointments in her department with all but two receiving course credit for their work.										
Kern,Margaret S	Program Manager I	Program Manager I	Executive/Administrative/Managerial	07		\$71,094	0.0%		\$71,094	
Hendricks,Phillip Eric	Law Enforcement Officer III	Captain, Support Services	Staff	06		\$65,840	3.5%		\$68,144	a
Atkinson Jr,George	Visiting Associate Professor	Visiting Associate Professor	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$65,774	3.0%		\$67,747	a
Hitchcock,Cecil Marvin	Lecturer: Non-teaching	Lecturer: Non-Teaching	Staff	NA		\$67,500	0.0%		\$67,500	
Smith,Alesia A	Student Services Manager I	Student Services Mgr I	Executive/Administrative/Managerial	06		\$66,862	0.0%		\$66,862	
Stevens,Harold Bruce	Visiting Assistant Professor	Lecturer/Clinical Psychologist	Other Professional w/ Faculty Rank	NA		\$63,971	3.0%		\$65,890	a
Culler,Deborah R	Program Coordinator II	Program Coordinator II	Staff	06		\$61,681	3.0%		\$63,531	a

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Student Affairs

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					9 Month	12 Month		9 Month	12 Month	
Felder III, James C	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$58,932	5.0%		\$61,879	a
Campbell, Timothy E	Trades Manager I	Assoc Dir Resident Facilities	Staff	06		\$55,147	10.0%		\$60,662	b
Promotion/Reclassification: Employee was promoted to Associate Director of Residential Facilities as well as continuing his duties that pertain to the duties of Fire/Safety - Plumbers lead staff.										
Brown, Jeffrey T	Student Services Manager II	Student Services Mgr II	Executive/Administrative/Managerial	07		\$51,000	17.9%		\$60,147	ab
Additional Duties: Employee assumed additional duties such as leadership for Parent & Family Programs, a new initiative for NSFP, and promotion to NSSP Director.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.4% vs. Oct 1, 2010 salary*.										
Shamburger, Kenyatta N	Student Services Manager I	Student Services Mgr I	Executive/Administrative/Managerial	06		\$52,015	15.5%		\$60,078	ab
Additional Duties: Since the merger between the Former Gantt Intercultural Center for Student Life and the former Center for Student Involvement, Kenyatta has taken on significant additional duties.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.5% vs. Oct 1, 2010 salary*.										
Powers, Lisa S	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$54,289	10.2%		\$59,805	ab
Fall 2011 Performance Increase: Increase was based on significant contributions and improvements to division wide strategic planning, lean efficiencies and human resources processes over the last 3 years.										
Additional Duties: With the reorganization of the Student Affairs Business Office (SABO) in 2009, this position has evolved into a more division-wide responsibility for overseeing the Strategic Planning and Analysis Team: HR and Financials.										
Newman, Judith H	Student Services Manager II	Student Services Mgr II	Executive/Administrative/Managerial	07		\$56,310	3.0%		\$57,999	a
Addis, Karen L	Administrative Coordinator II	Administrative Coord II	Staff	06		\$54,666	6.0%		\$57,946	a
Moss, Joy Acree	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$51,032	13.3%		\$57,819	ab
Additional Duties: Joy assumed additional duties such as supervision of all computer programming services within University Housing and Student Affairs IT Services, direction of advising and counseling of students, parents and visitors on all issues, policies and procedures related to University Housing, among other duties.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.3% vs. Oct 1, 2010 salary*.										

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e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2010*		% Chng	Salary as of Oct 1, 2011		Note
					9 Month	12 Month		9 Month	12 Month	
Ferguson, Mark Austin	Student Services Manager II	Student Services Mgr II	Executive/Administrative/Managerial	07		\$55,000	4.0%		\$57,200	a
Lewis, Parvin	Student Services Manager I	Student Services Mgr I	Executive/Administrative/Managerial	06		\$56,894	0.0%		\$56,894	
Hawthorne, Reginald D	Program Coordinator II	Assoc Dir/Residential Facilities	Staff	06		\$54,566	4.0%		\$56,749	a
Price, Mary J	Student Services Manager I	Student Services Mgr I	Executive/Administrative/Managerial	06		\$49,246	14.4%		\$56,337	ab
<p>Additional Duties: Ms. Price has assumed additional duties including supervision of 2 additional FTE employee, supervision of 2 graduate assistants, expansion of departmental and divisional assessment responsibilities, budget management and serving on various committees in University Housing.</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.4% vs. Oct 1, 2010 salary*.</p>										
Leroy, Judy K	Nurse Administrator/Manager I	Nurse Manager	Staff	06		\$50,919	10.0%		\$56,000	a
<p>Market Equity Increase: Increase is based on market data in the 2009 Sunbelt Survey of college student health centers and the 2010 national salary survey reported in Advance for Nurses.</p>										
Dargan, Benardo Jerrold	Student Services Manager I	Dir of Student Development	Executive/Administrative/Managerial	06		\$55,687*	0.0%		\$55,687	*
Bregger, Louis D	Student Services Manager I	Student Services Mgr I	Executive/Administrative/Managerial	06		\$55,166	0.0%		\$55,166	
Creel, Laura Haley	Lecturer	Lecturer	Other Professional w/ Faculty Rank	NA		\$51,934	5.0%		\$54,531	a
Shivar, Mary Kathryn	Human Resources Manager II	Human Resources Mgr II	Executive/Administrative/Managerial	06		\$51,495	5.0%		\$54,070	b
Gaulin, Gary V	Engineer/Associate Engineer II	Eng/Assoc Eng II	Staff	06		\$53,665	0.0%		\$53,665	

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Fall 2011 Salaries \$50,000 and Over

Student Affairs

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					9 Month	12 Month		9 Month	12 Month	
Evinger, Leasa Ann Kowalski	Student Services Manager I	Assoc Dtr of Residential Life	Executive/Administrative/Managerial	06		\$48,400	9.8%	\$53,130		ab
<p>Additional Duties: Ms. Evinger has assumed additional duties including supervision of all live-in Residential Life staff, increased coordination and management of the Fraternity & Sorority Life areas, and working with Units outside of University Housing.</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.2% vs. Oct 1, 2010 salary*.</p>										
Rhodes, Bradley E	Law Enforcement Officer II	Captain, Uniform Patrol	Staff	05		\$52,520	0.0%	\$52,520		
Leylek, Kathleen A.	Program Manager I	Program Manager I	Executive/Administrative/Managerial	07		\$45,546	15.0%	\$52,378		b
<p>Additional Duties: Kathleen Leylek has assumed additional job responsibilities for counseling and assisting students and other stakeholders on pre-matriculation requirements, patient accounts and other consumer concerns. She has additional responsibilities for validating and controlling all requests for release of protected health information and other reports of protected student information.</p>										
Shivar Jr, William G	Fire Safety Officer III	Fire Safety Officer III	Staff	05		\$48,061	8.0%	\$51,906		a
<p>Fall 2011 Performance Increase: Increase was based on upgrading our EMS capability by training staff in the use and procuring of equipment that has resulted in saving of several lives, leading efforts in the transition to the State mandated electronic EMS reporting format, and successful implementation and transition to our current electronic reporting and records management system.</p>										
Gamble, Amy C.	Student Services Manager I	Student Services Mgr I	Executive/Administrative/Managerial	06		\$44,945	15.0%	\$51,687		b
<p>Additional Duties: Ms. Gamble has assumed additional duties including a new large scale departmental responsibility of all recruitment, training and selection process efforts for staff. Also, she will assume responsibility for advising the Residential Hall Association.</p>										
Bennett, Sara Lynne Rieder	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$48,000	7.3%	\$51,500		a
<p>License Attainment: Dr. Sara Bennett has attained clinical licensure with the State of South Carolina.</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.</p>										
Sanders, Dale L	Lecturer: Non-teaching	Counselor	Staff	NA		\$48,000	7.3%	\$51,500		a
<p>License Attainment: Dr. Dale Sanders has attained clinical licensure with the State of South Carolina.</p> <p>Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.</p>										

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Fall 2011 Salaries \$50,000 and Over

Student Affairs

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					9 Month	12 Month		9 Month	12 Month	
Summer,Netti Jo	Lecturer	Lecturer	Other Professional w/ Faculty Rank	NA		\$48,000	7.3%		\$51,500	a
License Attainment: Netti Bhattacharyya has attained clinical licensure with the State of South Carolina.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.										
Ulysse,Tamara	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$48,000	7.3%		\$51,500	a
License Attainment: Tamara Ulysse has attained clinical licensure with the State of South Carolina.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.										
Franklin,Anthony B	Building/Grounds Manager	Building/Grounds Mgr	Executive/Administrative/Ma nagerial	06		\$51,480	0.0%		\$51,480	
Talley,Raymond A	Trades Specialist V	Trades Specialist V	Staff	05		\$49,154	3.0%		\$50,629	a
Herman,Deborah L	Student Services Manager II	Director, Employee Relations &	Executive/Administrative/Ma nagerial	07		\$49,125	3.0%		\$50,599	a
Sargent,David A.	Information Resource Consultant II	Director of Info Tech/ Career	Staff	06		\$47,991	5.0%		\$50,391	a
Nunamaker,Troy D	Student Services Manager II	Student Services Mgr II	Executive/Administrative/Ma nagerial	07		\$46,197	9.0%		\$50,355	a
Fall 2011 Performance Increase: Increase was based on management of the development of an on-campus internship proposal, conducting searches and acquiring information to deliver to various entities inside and outside the division, and contributions to developing and managing relationships with employers who participate in the Corporate Partners Program.										

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University Advancement

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					9 Month	12 Month		9 Month	12 Month	
Trammell,Harrison Frederick	Academic Program Director	CUF President/CEO	Executive/Administrative/Managerial	NA		\$202,000	5.0%		\$212,100	a
Cameron Jr,Albert Neill	Lecturer: Non-teaching	VP for Advancement	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$211,185	0.0%		\$211,185	
O'Rourke,Brian Joseph	Academic Program Director	Dir of Dev & Alumni Affairs	Executive/Administrative/Managerial	NA		\$180,000	0.0%		\$180,000	
Sams,Catherine T	Lecturer: Non-teaching	Lecturer	Executive/Administrative/Managerial w/ Faculty Rank	NA		\$156,806	2.8%		\$161,194	a
King,JoVanna J	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial	NA		\$140,655	5.0%		\$147,655	b
Alexander,Ann M	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial	NA		\$140,000	0.0%		\$140,000	
Troelstra,Catherine	Asst Academic Prog Dir	Asst Academic Prog Dir	Staff	NA		\$140,000	0.0%		\$140,000	
Martin,Jeffery S	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial	NA		\$129,040	3.0%		\$132,911	a
Colbert-Busch,Elizabeth	Extension Associate	Extension Associate	Staff	NA		\$106,050	10.0%		\$116,655	a
Fall 2011 Performance Increase: Increase was based on successfully secured necessary external revenue for the Wind Turbine Test Facility and new grid system at the Restoration Institute.										
Ryan,Melissa M	Asst Academic Prog Dir	Asst Academic Prog Dir	Staff	NA		\$115,950	0.0%		\$115,950	
Gray,Douglas S	Academic Program Director	Sr. Director of Development	Executive/Administrative/Managerial	NA		\$110,000*	0.0%		\$110,000	*
Peters,Christopher Marc	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial	NA		\$101,793	8.0%		\$109,936	a
Fall 2011 Performance Increase: Increase was based on raising high dollar gifts.										
Porter,Robert B	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	NA		\$105,953	0.0%		\$105,953	

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					9 Month	12 Month		9 Month	12 Month	
Adams,Leroy Shealy	Asst Academic Prog Dir	Asst Academic Prog Dir	Other Professional w/ Faculty Rank	NA		\$85,344*	17.2%		\$100,000	*a
Market Equity Increase: Leroy Adams serves as a full-time Development Officer for the College of Arts, Architecture, and Humanities. His salary will be commensurate with his Clemson peers.										
Brasington III,Leroy Wilson	Academic Program Director	Academic Program Director	Executive/Administrative/Managerial	NA		\$92,586	7.0%		\$99,067	a
Fall 2011 Performance Increase: Increase was based on leadership of the team for the Will to Lead public kick-off campaigns in different regions and for creating new revenue for CAA.										
Dryden,David W	Director of Information Services	Director of Information Svcs	Executive/Administrative/Managerial	08		\$92,881	6.0%		\$98,454	a
Evatt,Alice C.	Asst Academic Prog Dir	Asst Academic Prog Dir	Staff	NA		\$90,900	0.0%		\$90,900	
Smith,Ann B	Asst Academic Prog Dir	Asst Academic Prog Dir	Staff	NA		\$86,860	4.0%		\$90,334	a
Dawson,Deborah K	Asst Academic Prog Dir	Assoc Academic Program Dir	Staff	NA		\$102,046	-11.8%		\$90,000	
Schiff,Susan B.	Public Information Director II	Public Info Dir II	Staff	07		\$75,967	4.5%		\$79,420	a
Hammatt,David C	Alumni/Development Manager II	Alumni/Develop Mgr II	Staff	07		\$78,619	1.0%		\$79,405	a
Kelly,Larissa R.	Information Technology Manager I	Dir Info Tech for Advancement	Executive/Administrative/Managerial	07		\$74,901	5.0%		\$78,646	a
Denny,Robin S	Public Information Director II	Public Info Dir II	Staff	07		\$74,442	4.0%		\$77,420	a
Bishop,Janice B	Administrative Manager I	Administrative Mgr I	Executive/Administrative/Managerial	07		\$73,001	5.0%		\$76,651	a
McKenzie,Jack A	Alumni/Development Manager II	Alumni/Develop Mgr II	Staff	07		\$69,269	6.0%		\$73,425	a

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					9 Month	12 Month		9 Month	12 Month	
Epting Jr, James B	Lecturer: Non-teaching	Lecturer: Non-Teaching	Other Professional w/ Faculty Rank	06		\$61,800	12.5%		\$69,500	b
Additional Duties: We have added additional responsibilities to Bert Epting to focus on parent giving.										
Cochran, Kenneth Dale	Graphics Manager II	Graphics Manager II	Staff	06		\$66,579	2.2%		\$68,077	a
Godwin, Jeffrey N	Applications Analyst II	Applications Analyst II	Staff	06		\$64,380	2.0%		\$65,668	a
Gouch, John K	Public Information Director II	Public Info Dir II	Staff	07		\$62,418	5.0%		\$65,539	a
Page, Brandy McClain	Asst Academic Prog Dir	Asst Academic Prog Dir	Staff	NA		\$65,000	0.0%		\$65,000	
Arp, Kimberly Dawn	Academic Program Director	Asst Academic Prog Dir	Executive/Administrative/Managerial	NA		\$63,717	0.0%		\$63,717	
Usher, Carol J	Senior Information Resource Consultant	Sr Information Res Consultant	Staff	07		\$60,600	3.5%		\$62,721	a
Hall, Penland C	Public Information Director II	Public Info Dir II	Staff	07		\$59,705	3.0%		\$61,496	a
Sharpe, David	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$56,176	7.1%		\$60,176	a
Staff Development Program: Program policy states that "participants who successfully complete the program will receive a ten percent performance increase not to exceed \$4,000."										
Garner, Melissa Haley	Alumni/Development Manager II	Alumni/Develop Mgr II	Staff	07		\$60,000	0.0%		\$60,000	
James, Tenneil Moody	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$57,884	3.0%		\$59,621	a
Adams, Helen R	Administrative Manager I	Administrative Mgr I	Executive/Administrative/Managerial	07		\$57,127	3.0%		\$58,841	a
Boatwright, Randolph N	Alumni/Development Manager I	Alumni/Develop Mgr I	Staff	06		\$56,461	2.5%		\$57,873	a

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					9 Month	12 Month		9 Month	12 Month	
Bowen, Barry C	Information Technology Manager I	Building/Grounds Mgr	Executive/Administrative/Managerial	07		\$52,503	10.0%		\$57,753	b
Promotion/Reclassification: Employee was promoted to Engineering /IT Director for the Madren Center, Walker Course and Martin Inn.										
Johnson, Wanda A	Public Information Director I	Public Info Dir I	Staff	06		\$56,560	2.0%		\$57,691	a
Grant, Liza C	Asst Academic Prog Dir	Asst Academic Prog Dir	Staff	NA		\$57,216	0.0%		\$57,216	
Pridgen, Margaret C	Public Information Director I	Public Info Dir I	Staff	06		\$53,039	6.0%		\$56,221	a
Vaughan, Terri L.	Information Resource Consultant II	Info Resource Consult II	Staff	06		\$55,550	0.0%		\$55,550	
Ogg, Joyce G	Administrative Coordinator II	Administrative Coord II	Staff	05		\$47,254	15.0%		\$54,342	b
Promotion/Reclassification: Position was reclassified to an Administrative Coordinator II to be in-line with other Executive Assistants to VPs for respective Colleges and Divisions.										
Barker, James J.	Public Information Director I	Public Info Dir I	Staff	06		\$51,000	5.0%		\$53,550	a
Sapp, Patrick Zolley	Asst Academic Prog Dir	Asst Academic Prog Dir	Staff	NA		\$53,263	0.0%		\$53,263	
Huff, James Lee	Applications Analyst II	Applications Analyst II	Staff	06		\$44,625	18.8%		\$53,025	a
Market Equity Increase: Increase to bring him into line with other Clemson employees in this classification and to ensure his salary is commensurate with his education and years of on-the-job experience.										
Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.7% vs. Oct 1, 2010 salary*.										
Hiott, William D	Program Coordinator II	Program Coordinator II	Staff	06		\$49,648	6.0%		\$52,627	a
Taylor, Mary Heaton	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$52,500*	0.0%		\$52,500	*
Newall, M Elizabeth P	Public Information Director I	Public Info Dir I	Staff	06		\$50,849	3.0%		\$52,374	a
Wagner, Donita A	Alumni/Development Manager I	Alumni/Develop Mgr I	Staff	06		\$50,000	4.0%		\$52,000	a
Parker, Sandra T	Public Information Director I	Public Info Dir I	Staff	06		\$51,213	1.5%		\$51,981	a

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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, 2010*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2011</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Pilgrim,Lynn S	Alumni/Development Manager I	Alumni/Develop Mgr I	Staff	06		\$48,940	6.0%		\$51,900	e
Isengard,Joshua A	Applications Analyst II	Applications Analyst II	Staff	06		\$50,500	1.0%		\$51,005	a
Craft,Amy Csernak	Alumni/Development Manager I	Alumni/Develop Mgr I	Staff	06		\$47,853	6.0%		\$50,724	a
Smith,Mandy Lee Lehman	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	05		\$48,498	4.0%		\$50,438	a
Scott,Arthur J	Building/Grounds Manager	Building/Ground Supv II	Executive/Administrative/Managerial	06		\$34,515	45.8%		\$50,320	b
Promotion/Reclassification: Employee was promoted to Building/ Grounds Manager I. We will not fill his previous position.										
Bright,Michelle Turner	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Staff	06		\$48,586	3.5%		\$50,287	a

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Reasons for increases are included if the total increase is greater than 6.0%

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a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Other adjustments.

Fall 2011 Salaries \$50,000 and Over

Utilities

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					9 Month	12 Month		9 Month	12 Month	
Putnam, Tony J	Engineer/Associate Engineer IV	Engineer/Assoc Eng IV	Executive/Administrative/Managerial	08		\$89,775	3.0%		\$92,468	a
Suttles, Thomas F	Engineer/Associate Engineer III	Eng/Assoc Eng III	Staff	07		\$70,719	0.0%		\$70,719	
Kirby, Harry K	Engineer/Associate Engineer III	Eng/Assoc Eng III	Staff	07		\$67,489	3.0%		\$69,514	a
Kauer, Brian J	Engineer/Associate Engineer III	Eng/Assoc Eng III	Staff	07		\$62,418	0.0%		\$62,418	
Westbury, James Stephen	Trades Specialist V	Trades Specialist V	Staff	05		\$55,000	0.0%		\$55,000	
Holbrooks, Matthew L	Trades Specialist V	Trades Specialist V	Staff	05		\$38,149	41.5%		\$54,000	ab
Promotion/Reclassification: Position was reclassified to Trades Specialist V due to significant changes in duties that have occurred over the last several years and supervisory responsibility. Market Equity Increase: This increase brings Mr. Holbrooks' salary in line with industry standards.										
Stancil, David Brian	Trades Specialist V	Waste Water Enviro Sys Supv	Staff	05		\$50,246	2.5%		\$51,502	a
Whitmire Jr, Jerry A	Program Coordinator II	Utility Maintenance Supervisor	Staff	06		\$47,983	6.0%		\$50,862	a
Leonelli, Philip	Trades Specialist V	Electrical Supervisor	Staff	05		\$48,875	2.5%		\$50,097	a

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