

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Scott,Thomas R	Dean	Dean	Management with Faculty Rank	NA		\$255,000	3.0%		\$262,650	c
Layton,Patricia A	Academic Program Director	Dir. Sch of Ag For & Env Sci	Management with Faculty Rank	NA	\$127,076		41.2%		\$179,483	bcde
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the School Director of School of Agriculture, Forestry, & Environmental Sciences Contract Length Adjustment Fall 2012 Faculty Market Adjustment										
Tonkin III,Charles Edward	Research Asst Professor	Research Asst Professor	Research Faculty	NA		\$170,150	4.1%		\$177,074	ce
Fall 2012 Faculty Market Adjustment										
Culin,Joseph D	Dept Chair/Head	Dept Chair/Head	Management with Faculty Rank	NA		\$155,152	10.9%		\$172,018	ce
Fall 2012 Faculty Market Adjustment										
Whitwell,Ted	Professor	Professor	Management with Faculty Rank	NA		\$158,570	8.4%		\$171,959	ce
Fall 2012 Faculty Market Adjustment										
Pometto III,Anthony Louis	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$155,447	4.5%		\$162,455	ce
Fall 2012 Faculty Market Adjustment										
Marcotte Jr,William R	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$95,232		68.0%		\$160,000	bc
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Department Chair of Genetics & Biochemistry. Promotion/Reclassification: This employee was promoted to Director of the PRTM Outdoor Lab.										
Klaine,Stephen J	Professor	Professor	Instructional Faculty	NA	\$114,403		33.9%	\$153,150		acef
Fall 2012 Faculty Market Adjustment Performance: This employee received an increase based on international recognition, a very active research program, student mentorship, and contributions to the quality of the Environmental Toxicology program. Retention: This employee was being recruited by another university.										

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

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Gallicchio, Vincent S Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$145,156		3.8%	\$150,611		ce
Cason, Katherine L Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$121,603	19.9%		\$145,780	ce
Dobbins, Thomas R Additional Duties: This employee has assumed additional duties as Division Chair in the School of Agriculture, Forestry and Environmental Sciences. Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Division Chair in the School of Agriculture, Forestry and Environmental Sciences.	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$93,258	55.5%		\$145,000	bc
Yarrow, Greg K Additional Duties: This employee has assumed additional duties as Department Chair/Head for Division I in the School of Agricultural, Forestry and Environmental Sciences. Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Department Chair/Head for Division I in the School of Agricultural, Forestry and Environmental Sciences. Contract Length Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$93,364		55.3%		\$145,000	bcd
Martin Jr, Samuel B Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$123,654	16.9%		\$144,501	ce
Duckett, Susan Kay Fall 2012 Faculty Market Adjustment	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$129,958		6.8%	\$138,837		ce
Hughes, David Wheeler Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$102,881	33.8%		\$137,631	ce
Lanham, Joseph D Administrative/Temporary Adjustment: This employee received an adjustment for his selection as Alumni Distinguished Professor. Fall 2012 Faculty Market Adjustment	Alumni Professor	Alumni Professor	Instructional Faculty	NA		\$92,498	47.8%		\$136,691	bce
Adler, Peter H Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$103,948	30.8%		\$135,933	ce

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Temesvari, Lesly	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$93,737		44.6%	\$135,588		bce
Administrative/Temporary Adjustment: This employee received an adjustment for his selection as Alumni Distinguished Professor.										
Fall 2012 Faculty Market Adjustment										
Zungoli, Patricia A	Professor	Professor	Instructional Faculty	NA		\$109,385	20.5%		\$131,838	ce
Fall 2012 Faculty Market Adjustment										
Rodgers Jr, John H	Professor	Professor	Instructional Faculty	NA	\$124,689		5.3%	\$131,333		ce
Fall 2012 Faculty Market Adjustment										
McCarty, Lambert B	Professor	Professor	Instructional Faculty	NA		\$109,019	20.4%		\$131,308	ce
Fall 2012 Faculty Market Adjustment										
Jeffers, Steven Nye	Professor	Professor	Instructional Faculty	NA		\$100,072	30.5%		\$130,615	ce
Fall 2012 Faculty Market Adjustment										
Rice, Charles D	Professor	Professor	Instructional Faculty	NA	\$97,983		33.3%	\$130,588		ce
Fall 2012 Faculty Market Adjustment										
Han, Young J	Professor	Professor	Instructional Faculty	NA		\$107,390	20.9%		\$129,819	ce
Fall 2012 Faculty Market Adjustment										
Northcutt, Julie Kathleen	Professor	Professor	Instructional Faculty	NA		\$112,050	15.2%		\$129,059	ce
Fall 2012 Faculty Market Adjustment										
Keinath, Anthony P	Professor	Professor	Instructional Faculty	NA		\$102,500	24.7%		\$127,844	bce
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Director of Coastal Research & Education Center.										
Fall 2012 Faculty Market Adjustment										
Greene, Jeremy K	Professor	Professor	Instructional Faculty	NA		\$87,839	44.9%		\$127,284	bce
Faculty Rank Promotion										
Fall 2012 Faculty Market Adjustment										

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Smathers Jr,Webb M Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$103,072	22.2%		\$125,964	ce
Kosinski,Robert J Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$95,731		31.2%	\$125,613		ce
Hassell,Richard L Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Director of the Coastal Research & Education Center in Charleston. Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$90,663	38.2%		\$125,338	bce
Khalilian,Ahmad Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$104,372		19.7%	\$124,963		ce
Chastain,John P Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$102,572	21.8%		\$124,960	ce
Schnabel,Guido Fall 2012 Faculty Market Adjustment Retention: This employee was being recruited by another company.	Professor	Professor	Instructional Faculty	NA		\$91,694	35.7%		\$124,396	cef
Scott,Simon W Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$100,617	23.6%		\$124,395	ce
Ptacek,Margaret Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$90,454		37.5%	\$124,369		ce
Benson,Eric P Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$97,314	27.0%		\$123,576	ce
Straka,Thomas J Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$107,760	14.6%		\$123,464	ce

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Thomas,Ronald L	Professor	Professor	Instructional Faculty	NA		\$118,356	3.0%		\$121,906	c
Birrenkott Jr,Glenn P	Professor	Professor	Instructional Faculty	NA		\$102,224	17.8%		\$120,464	ce
	Fall 2012 Faculty Market Adjustment									
Cao,Weiguo	Professor	Professor	Instructional Faculty	NA	\$95,047		26.5%	\$120,254		ce
	Fall 2012 Faculty Market Adjustment									
Jiang,Xiuping	Professor	Professor	Instructional Faculty	NA	\$89,525		33.8%	\$119,824		ce
	Fall 2012 Faculty Market Adjustment									
Liu,Haibo	Professor	Professor	Instructional Faculty	NA		\$95,385	25.1%		\$119,370	ce
	Fall 2012 Faculty Market Adjustment									
Dodson,Leigh G	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$108,553	9.2%		\$118,518	ac
	Fall 2012 Performance Increase: This employee received an increase based on management of budgets to ensure efficient use of resources in the College of Agriculture, Forestry, and Life Sciences despite significant budget reductions.									
Frugoli,Julia	Professor	Professor	Instructional Faculty	NA	\$83,287		42.0%	\$118,245		bce
	Faculty Rank Promotion									
	Fall 2012 Faculty Market Adjustment									
Luo,Hong	Professor	Associate Professor	Instructional Faculty	NA	\$81,172		45.7%	\$118,245		bce
	Faculty Rank Promotion									
	Fall 2012 Faculty Market Adjustment									
Morris,James C	Professor	Professor	Instructional Faculty	NA	\$80,554		46.8%	\$118,245		bce
	Faculty Rank Promotion									
	Fall 2012 Faculty Market Adjustment									

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Smith, Kerry S. Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$81,006		46.0%	\$118,245		bce
Surver, William M Fall 2012 Faculty Market Adjustment	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$104,431		13.2%	\$118,176		ce
Knap, Halina T	Professor	Professor	Instructional Faculty	NA		\$114,269	3.0%		\$117,697	c
Cooksey, Kay D	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$114,148		3.0%	\$117,572		c
Adelberg, Jeffrey W Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$79,689	46.8%		\$116,983	bce
Dawson, Paul L Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$107,347		8.7%	\$116,712		ce
Skewes, Peter A Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Acting Department Chair for Animal & Veterinary Sciences. Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$89,664		29.4%	\$116,037		bce
McGregor, John U.	Professor	Professor	Instructional Faculty	NA	\$112,023		3.0%	\$115,383		c
Zehnder, Geoffrey W Administrative/Temporary Adjustment: This employee received a temporary adjustment based on market comparisons.	Professor	Professor	Instructional Faculty	NA		\$106,850	6.8%		\$114,146	bc
Chen, Wen Y Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$92,145		23.1%	\$113,425		ce
Spira, Timothy P Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$91,717		23.4%	\$113,176		ce

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Blob, Richard W. Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$76,618		46.1%	\$111,932		bce
Greene, Annel K Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Director for the Animal Co-Products Research and Education Committee. Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$89,895		24.2%	\$111,626		bce
Hughes, Thomas A Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$83,207		33.9%	\$111,435		ce
Bellinger, Robert G Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$93,503	18.9%		\$111,219	ce
Bain, Lisa J Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$80,280		37.3%	\$110,191		bce
Baldwin, William S Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$80,280		37.3%	\$110,191		abc
Conner, William H Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$97,141		13.1%	\$109,845		ce
Reighard, Gregory L Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$104,079		5.1%	\$109,389		ce
Layne, Desmond R Faculty Rank Promotion	Professor	Professor	Instructional Faculty	NA		\$96,679	12.5%		\$108,779	bc

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Sawyer, Calvin B	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$79,041	37.3%		\$108,517	bce
Administrative/Temporary Adjustment: This employee received an adjustment for continuing to serve as the Head of the Center for Watershed Excellence and Institute of Applied Ecology.										
Fall 2012 Faculty Market Adjustment										
Frederick, James R	Professor	Professor	Instructional Faculty	NA		\$91,257	18.8%		\$108,438	ce
Fall 2012 Faculty Market Adjustment										
Kimmel, Robert M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,030		3.0%	\$108,180		c
Player, W Kirby	Lecturer	Lecturer	Community Service, Legal, Arts, and Media Staff	NA		\$103,000	4.5%		\$107,681	ac
Fall 2012 Performance Increase: This employee received an increase based on increases and improvements in student enrollment, advising, placement, and alumni participation in the College, including alumni involvement as well as alumni giving to the College.										
Brown-Faust, James E.	Associate Professor	Associate Professor	Instructional Faculty	NA		\$88,817	20.4%		\$106,977	ce
Fall 2012 Faculty Market Adjustment										
Johnson, Ronnie J	Professor	Professor	Instructional Faculty	NA		\$103,475	3.0%		\$106,579	c
Fraser, Angela M	Associate Professor	Associate Professor	Instructional Faculty	NA		\$103,000	3.0%		\$106,090	c
Shipe, Emerson R	Professor	Professor	Instructional Faculty	NA		\$102,663	3.0%		\$105,742	c
Chen, Feng	Professor	Professor	Instructional Faculty	NA	\$89,209		18.4%	\$105,596		ce
Fall 2012 Faculty Market Adjustment										
Wei, Yanzhang	Professor	Professor	Instructional Faculty	NA	\$78,906		33.8%	\$105,589		ce
Fall 2012 Faculty Market Adjustment										
Barron, Felix H	Professor	Professor	Instructional Faculty	NA	\$77,507		33.8%	\$103,707		ce
Fall 2012 Faculty Market Adjustment										
Andrae, John G	Associate Professor	Associate Professor	Instructional Faculty	NA		\$91,581	12.9%		\$103,433	ce
Fall 2012 Faculty Market Adjustment										

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Wang,Gaofeng G Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$89,564		12.7%	\$100,922		ce
Lamie,Ronald D Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA		\$80,880	22.4%		\$98,975	ce
Reay-Jones,Francis Peter Fortnum Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA		\$68,380	43.2%		\$97,894	bce
Whiteside,William S	Associate Professor	Associate Professor	Instructional Faculty	NA		\$93,970	3.0%		\$96,789	c
Layfield,Kevin D Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA		\$87,130	10.4%		\$96,178	ce
Cushing,Tamara Lee Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$79,000	21.6%		\$96,079	ce
Jones,Michael A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA		\$88,717	7.0%		\$94,910	ce
Hitchcock,Daniel R Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$81,578	15.7%		\$94,364	ce
Jayakaran,Anand David Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$78,660	20.0%		\$94,364	ce
Chow,Alex T. Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$77,750	21.4%		\$94,363	ce
Hood,William M	Professor	Professor	Instructional Faculty	NA		\$91,256	3.0%		\$93,993	c
Dickey,Jean L	Professor	Professor	Instructional Faculty	NA	\$90,671		3.0%	\$93,391		c

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Marko,Peter Benjamin Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,604		19.5%	\$92,775		ce
Moran,Amy Ladd Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,195		20.2%	\$92,775		ce
Wells,Christina E. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,430		10.5%	\$91,118		ce
Hall,Karen Carlson Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Public Service Faculty	NA		\$66,900	35.2%		\$90,480	ce
Hall,Michelle A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA		\$80,005	12.6%		\$90,106	ce
Carpio,Carlos Enrique Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,144		24.7%	\$89,979		bce
Willis,David Brian Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,122		5.7%	\$89,979		ce
Chong,Juang Horng Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$67,550	32.9%		\$89,770	ce
Darby,Duncan O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,075		3.0%	\$88,657		c
Chapman,Susan Caroline Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,165		27.2%	\$87,970		bce
Gasic,Ksenija Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$71,800	20.8%		\$86,759	ce

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<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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Childress,Michael J Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,498		13.3%	\$86,645		ce
DeWalt,Saara J Fall 2012 Faculty Market Adjustment	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$77,205		12.2%	\$86,645		ce
Tzeng,Tzuen-Rong Jeremy Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,625		16.1%	\$86,645		bce
Privette III,Charles V Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,389		12.5%	\$85,918		bce
English,William Rockford Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,875		4.5%	\$85,583		ce
White,Sarah A Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$71,100	19.8%		\$85,181	ce
Pratt,Scott Lee Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,819		19.8%	\$84,823		bce
Baldwin,Robert Fritz Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,250		26.1%	\$84,812		bce
Condrasky,Margaret D. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,038		9.5%	\$84,369		ce
Haley-Zitlin,Vivian J Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,188		10.7%	\$84,369		ce

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

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					9 Month	12 Month		9 Month	12 Month	
Fravel, Philip M Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,844		14.0%	\$84,205		bce
Marshall, Michael W Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$70,280	19.7%		\$84,159	ce
Park, Dara Michelle Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$70,966	18.6%		\$84,158	ce
Mount, Andrew S	Research Associate Professor	Research Associate Professor	Research Faculty	NA	\$81,500		3.0%	\$83,945		c
Post, Christopher J. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,933		7.2%	\$83,517		ce
Lippert, Robert M Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA		\$77,152	8.2%		\$83,486	ce
McMillan, Patrick D. Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Director of the South Carolina Botanical Gardens.	Lecturer	Lecturer	Public Service Faculty	NA	\$70,423		18.4%	\$83,414		bc
Sparace, Salvatore A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,195		13.2%	\$82,835		ce
Tonkyn, David W Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,219		7.3%	\$82,835		ce
Lawton Rauh, Amy Louise Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,303		11.0%	\$82,485		ce
Mickey, Scott A	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$79,913	3.0%		\$82,310	c

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

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					9 Month	12 Month		9 Month	12 Month	
Keels, William E	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$75,327	9.2%		\$82,241	ac
Fall 2012 Performance Increase: This employee received an increase based on being a vital part of the FFA State Program and market comparison.										
Kurtz Jr, Harry D.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,020		3.9%	\$82,128		ce
Fall 2012 Faculty Market Adjustment										
Liang, Haiying	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,224		19.6%	\$81,607		bce
Faculty Rank Promotion										
Fall 2012 Faculty Market Adjustment										
Mikhailova, Elena	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,590		12.5%	\$80,531		bce
Faculty Rank Promotion										
Fall 2012 Faculty Market Adjustment										
Turnbull, Matthew W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,079		9.6%	\$80,096		ac
Fall 2012 Faculty Market Adjustment										
Saski, Christopher A	Research Asst Professor	Research Asst Professor	Research Faculty	NA		\$63,853	25.3%		\$80,000	bc
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Director of the Clemson University Genomics Institute.										
Sehorn, Michael Glen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,300		18.8%	\$79,974		ce
Fall 2012 Faculty Market Adjustment										
Bielenberg, Douglas G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,810		3.6%	\$79,572		ce
Fall 2012 Faculty Market Adjustment										
Van den Hurk, Peter	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,339		11.5%	\$79,521		ce
Fall 2012 Faculty Market Adjustment										
Henson, John Michael	Research Associate Professor	Research Associate Professor	Research Faculty	NA	\$76,341		3.8%	\$79,222		ce
Fall 2012 Faculty Market Adjustment										

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f Other adjustments

Fall 2012 Salaries \$50,000 and Over

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Moore,Robert Truett	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$76,764		3.0%	\$79,066		c
Agudelo,Paula	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,625		13.5%	\$79,056		bce
	Faculty Rank Promotion Fall 2012 Faculty Market Adjustment									
Polomski,Robert F	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$76,570	3.0%		\$78,867	c
Feltus,Frank Alexander	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,400		8.6%	\$78,604		ce
	Fall 2012 Faculty Market Adjustment									
Vernon,Kristine Lang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,200		8.2%	\$78,092		ce
	Fall 2012 Faculty Market Adjustment									
Gering,Lawrence R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,242		6.0%	\$77,604		ce
	Fall 2012 Faculty Market Adjustment									
Hurley,Rupert A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		3.0%	\$77,250		c
Kirk,Kendall R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,600		7.8%	\$77,208		ce
	Fall 2012 Faculty Market Adjustment									
McNealy,Tamara Lyn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,069		11.6%	\$77,108		ce
	Fall 2012 Faculty Market Adjustment									
Clark,Leigh Anne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$73,000		4.6%	\$76,342		ce
	Fall 2012 Faculty Market Adjustment									
Cao,Min	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,912		11.2%	\$75,508		ce
	Fall 2012 Faculty Market Adjustment									
Paul,Kimberly S	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,680		8.2%	\$75,383		ce
	Fall 2012 Faculty Market Adjustment									

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Wang,Liang Jiang Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,175		9.0%	\$75,383		ce
Ingram-Smith,Cheryl Jean	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$73,000		3.0%	\$75,190		c
Morris,Meredith Teilhet	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$73,000		3.0%	\$75,190		c
Johnson,Alan R. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,245		10.0%	\$75,097		ce
Kerrigan,Julia Louise Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,800		7.6%	\$75,095		ce
Barrett,Russell K	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Campbell,Barbara J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Ferreira,Wilder N. Additional Duties: This employee has assumed additional duties including delivery of programs, website responsibilities and assistance with events and initiatives. Market/Equity Adjustment: This employee received an increase based on market comparison.	Extension Associate	Extension Economist	Computer, Engineering, and Science Staff	NA		\$60,952	23.0%		\$75,000	abc
Long,Nathan M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Sears,Michael W	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Wiatrak,Pawel	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$72,355	3.0%		\$74,525	c
Cox,Henry Keith Fall 2012 Performance Increase: This employee received an increase based on being a vital part of the FFA State Program and market comparison.	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$67,032	9.2%		\$73,185	ac
Song,Bo Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,179		6.2%	\$72,430		ce

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Davis,James R	Lecturer	Lecturer	Instructional Faculty	NA		\$52,100	38.9%		\$72,383	ce
<i>Fall 2012 Faculty Market Adjustment</i>										
Tharayil,Nishanth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,000		7.5%	\$72,046		ce
<i>Fall 2012 Faculty Market Adjustment</i>										
Arai,Yuji	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,080		3.0%	\$70,122		c
Hawkins,Dexter C	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$66,439	4.7%		\$69,541	ac
<i>Fall 2012 Performance Increase: This employee received an increase based on exceptional evaluations for the last several years and provision of outstanding IT support to faculty, staff and students.</i>										
Vincent,Ellen Anita	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$63,558	7.5%		\$68,312	ce
<i>Fall 2012 Faculty Market Adjustment</i>										
Willey,Richard D	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$50,834	31.3%		\$66,722	ce
<i>Fall 2012 Faculty Market Adjustment</i>										
Haliena,Rita M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$62,892		6.0%	\$66,640		ce
<i>Fall 2012 Faculty Market Adjustment</i>										
Price,David M	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$62,834	4.7%		\$65,767	ac
<i>Fall 2012 Performance Increase: This employee received an increase based on exceptional evaluations for the last several years and provision of outstanding IT support to faculty, staff and students.</i>										
Goss,Debra S	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$55,175	16.9%		\$64,480	ac
<i>Fall 2012 Performance Increase: This employee received an increase based on top performance and market comparison.</i>										
<i>Staff Development Program</i>										

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Minor,V Christine M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,841		5.0%	\$63,874		bce
Administrative/Temporary Adjustment: This employee received a temporary adjustment for overload course sections. Fall 2012 Faculty Market Adjustment										
Coffee,Aubrey Dean	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,791		3.0%	\$62,614		c
Whitfield,Deborah G	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$60,734	3.0%		\$62,556	c
Ellis III,Norman Douglas	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$59,586	4.4%		\$62,205	ac
Fall 2012 Performance Increase: This employee received an increase based on his assistance in the design of a new multiuser laboratory that will be located in Poole Ag Center.										
Sanderson,Stephen E	Lecturer	Lecturer	Instructional Faculty	NA		\$55,479	9.2%		\$60,572	ac
Fall 2012 Performance Increase: This employee received an increase based on being a vital part of the FFA State Program and market comparison.										
Pilgrim,Judy B	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$57,688	4.0%		\$60,012	ac
Fall 2012 Performance Increase: This employee received an increase based on successful evaluation and providing good IT support to faculty, staff and students.										
Bolt,Brian G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,176		5.0%	\$60,009		ce
Fall 2012 Faculty Market Adjustment										
Allen Jr,Ray K	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$55,679	4.7%		\$58,278	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional evaluations for the last several years and provision of outstanding IT support to faculty, staff and students.										
Roche,Teela Jane	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$55,624	4.7%		\$58,220	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional evaluations for the last several years and provision of outstanding IT support to faculty, staff and students.										
Fain,Jillian L	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,348		13.3%	\$58,177		ac
Market/Equity Adjustment: This employee received an increase based on internal equity comparison.										

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Guerra Marcondes, Patricia Dione	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$55,525	4.5%		\$58,048	ac
Fall 2012 Performance Increase: This employee received an increase based on consistent top performance.										
Batt, Gregory S	Instructor	Instructor	Instructional Faculty	NA	\$55,645		4.1%	\$57,948		ce
Fall 2012 Faculty Market Adjustment										
Cummings, John R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,472		4.2%	\$57,780		ce
Fall 2012 Faculty Market Adjustment										
Patterson, Jane M	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$56,015	3.0%		\$57,695	c
McNutt-Scott, Tamara L.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,865		4.8%	\$56,471		ce
Fall 2012 Faculty Market Adjustment										
Benson, Susan Jean	Public Info Dir I	Public Info Dir I	Community Service, Legal, Arts, and Media Staff	06		\$53,014	4.0%		\$55,150	ac
Fall 2012 Performance Increase: This employee received an increase based on her work as public information director for the college.										
Dunn, Heather Walker	Research Asst Professor	Research Asst Professor	Research Faculty	NA	\$51,700		6.0%	\$54,791		ce
Fall 2012 Faculty Market Adjustment										
Owens, Marcy A Dimmick	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$51,500	6.1%		\$54,636	ac
Fall 2012 Performance Increase: This employee received an increase based on solid contributions to research directed toward increasing external funding.										
Han, Inyee Y	Research Specialist II	Research Specialist II	Computer, Engineering, and Science Staff	05		\$52,102	4.5%		\$54,470	ac
Fall 2012 Performance Increase: This employee received an increase based on consistent top performance.										
Barnes, Cynthia Kresh	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$48,006	13.3%		\$54,390	bc
Additional Duties: This employee has assumed additional duties including human resources duties and acting as primary back up to the Human Resources Manager II in the College of Agriculture, Forestry and Life Sciences as well as to the Director of Business Affairs.										

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Jones,Deborah S	Grants Coordinator II	Grants Coordinator II	Business and Financial Operations Staff	05		\$52,258	3.0%	\$53,825		c
Dunno,Kyle D	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$51,390	4.5%	\$53,725		ac
Fall 2012 Performance Increase: This employee received an increase based on consistent top performance.										
Moore,Michael E	Research Specialist II	Research Specialist II	Computer, Engineering, and Science Staff	05		\$51,070	4.8%	\$53,523		ac
Fall 2012 Performance Increase: This employee received an increase based on excellent management of Long and Jordan facilities, performing work equivalent to two positions.										
Huang,Guohui	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$50,853	3.0%	\$52,378		c
Bernard,Roxanne S.	Student Services Mgr I	Student Services Manager I	Office and Administrative Support Staff	06		\$48,623	6.1%	\$51,583		ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance as a freshman advisor, with many positive comments from parents and students and greatly exceeding the expectations of the position.										
Welter,Brenda H	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$49,338	4.5%	\$51,580		ac
Fall 2012 Performance Increase: This employee received an increase based on contributions to publications and irreplaceable grants knowledge.										
Massey,Hunter F	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		3.0%	\$51,500		*c
Rudolph,Krista Barrier	Lecturer	Lecturer	Instructional Faculty	NA	\$46,440		10.8%	\$51,460		ce
Fall 2012 Faculty Market Adjustment										
Beecher,Lance Edward	Chemist I	Chemist I	Computer, Engineering, and Science Staff	05		\$48,645	4.5%	\$50,856		ac
Fall 2012 Performance Increase: This employee received an increase based on being a vital employee to the school and assuming teaching duties as requested.										
McConnell,Rita S	Acctnt/Fiscal Analyst II	Acctnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$46,321	9.2%	\$50,573		ac
Fall 2012 Performance Increase: This employee received an increase based on excellent management of very large number of accounts equating to the work of two positions.										

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Fall 2012 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, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Gossett,Ronald	Lab Specialist III	Lab Specialist III	Computer, Engineering, and Science Staff	05		\$48,119	4.7%		\$50,394	ac
Fall 2012 Performance Increase: This employee received an increase based on outstanding performance in oversight of the maintenance and operations of the CIET Building and the Aquatics Facility contributing to cost reductions, as well as additional duties at the Cherry Farm Entomology Laboratories.										
White,David B	Production Manager III	Production Manager III	Community Service, Legal, Arts, and Media Staff	06		\$48,105	4.5%		\$50,291	ac
Fall 2012 Performance Increase: This employee received an increase based on being a vital employee to the operations of the Expeditions program and consistently excellent performance.										
Hardwick,Renea Chris	Lecturer	Lecturer	Instructional Faculty	NA	\$47,563		5.3%	\$50,106		ce
Fall 2012 Faculty Market Adjustment										
Hagan,Donald L	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*
Miller,Richelle Lorraine	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*
Rodriguez,Shari Lynn	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*
Shirley,Anna Rebecca Baxley	Lecturer	Agricult/Animal Assoc II	Instructional Faculty	NA		\$33,002	51.5%	\$50,000		bc
Promotion/Reclassification: This employee was promoted to Lecturer in Animal & Veterinary Science.										

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a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Goodstein, Richard E	Dean	Dean	Management with Faculty Rank	NA		\$245,000	3.0%		\$252,350	c
Worzala, Elaine M	Professor	Professor	Instructional Faculty	NA		\$156,550	4.0%		\$162,868	ce
Fall 2012 Faculty Market Adjustment										
Burton, Orville Vernon	Professor	Professor	Instructional Faculty	NA	\$153,750		3.4%	\$159,024		ce
Fall 2012 Faculty Market Adjustment										
Schwensen, Katherine Lee	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$122,408		27.8%	\$156,482		bce
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Chair for the new Department of Landscape Architecture.										
Fall 2012 Faculty Market Adjustment										
Nakuma, Constancio K	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$135,760	9.5%		\$148,702	ce
Fall 2012 Faculty Market Adjustment										
Hudgins, Carter Lee	Associate Professor	Associate Professor	Instructional Faculty	NA	\$143,000		3.0%	\$147,290		c
Allison, David J	Alumni Professor	Professor	Instructional Faculty	NA	\$108,360		31.6%	\$142,640		bce
Administrative/Temporary Adjustment: This employee received an adjustment for his selection as Alumni Distinguished Professor.										
Fall 2012 Faculty Market Adjustment										
Lauria, Mickey	Professor	Professor	Instructional Faculty	NA	\$123,711		8.5%	\$134,240		ce
Fall 2012 Faculty Market Adjustment										
Barczewski, Stephanie L	Professor	Professor	Instructional Faculty	NA	\$120,472		4.8%	\$126,284		ce
Fall 2012 Faculty Market Adjustment										
Green, Keith E.	Professor	Professor	Instructional Faculty	NA	\$95,039		31.7%	\$125,149		ce
Fall 2012 Faculty Market Adjustment										

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Verderber, Stephen Frank Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$114,735		9.0%	\$125,047		ce
Kahera, Akel I	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$125,000*	0.0%		\$125,000	*
Grant, H Roger Fall 2012 Faculty Market Adjustment	Professor	Lemon Professor of History	Instructional Faculty	NA	\$112,873		7.7%	\$121,606		ce
Palmer, R Barton Fall 2012 Faculty Market Adjustment	Named Professor	Named Professor	Instructional Faculty	NA	\$112,254		7.3%	\$120,451		ce
Liska, Roger W Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$111,452		7.9%	\$120,213		ce
Blakesley, David E Fall 2012 Faculty Market Adjustment	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$110,000		3.6%	\$113,953		ce
Maker, William A Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$101,189		8.1%	\$109,423		ce
May, Todd G Fall 2012 Faculty Market Adjustment	Named Professor	Named Professor	Instructional Faculty	NA	\$96,718		11.6%	\$107,914		ce
Kuehn, Thomas J Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$99,376		7.9%	\$107,219		ce
Katz, Steven B Fall 2012 Faculty Market Adjustment	Named Professor	Named Professor	Instructional Faculty	NA	\$101,784		4.9%	\$106,767		ce
Morrissey, Lee J Fall 2012 Faculty Market Adjustment	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$86,872		21.6%	\$105,608		ce
Hogan, Robert J Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$91,946		14.7%	\$105,449		ce

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

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Vitanza,Victor Joe Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$96,856		8.6%	\$105,227		ce
Hartmann,David J Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$93,500		11.1%	\$103,876		ce
Schurch,Thomas William Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$99,990		3.7%	\$103,681		bce
Shelnutt,Gregory William Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$93,500		10.6%	\$103,408		ce
Battisto,Dina G. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,994		12.1%	\$103,150		ce
Chapman,Wayne K Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$87,844		16.9%	\$102,661		ce
Cross,Sydney A Fall 2012 Faculty Market Adjustment	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$89,348		14.7%	\$102,477		ce
Marks,Steven G Fall 2012 Faculty Market Adjustment	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$88,030		16.2%	\$102,285		ce
Bausman,Dennis C Fall 2012 Faculty Market Adjustment	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$82,850		23.0%	\$101,898		ce
Howard,Tharon W Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$80,627		26.1%	\$101,634		ce
Williams,Sean D. Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$92,400		8.2%	\$99,941		ce

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Carney,Elizabeth D Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$85,458		14.9%	\$98,221		ce
Stephens,Jacqueline E Administrative/Temporary Adjustment: This employee received a temporary adjustment for additional work on management and oversight of the human resources area of the College of AAH. Fall 2012 Performance Increase: This employee received an increase based on exceptional performance. Promotion/Reclassification: This employee's position was reclassified to Administrative Manager II in the AAH Business Office. Additional duties include supervision for the human resources area of the college and primary approval authorization for daily operations.	Administrative Mgr II	Administrative Mgr II	Business and Financial Operations Staff	08		\$82,930	15.0%		\$95,368	abc
Detrich,David M Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$74,018		27.9%	\$94,688		ce
Grosby,Steven E Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$78,527		20.5%	\$94,599		ce
Moise,Edwin E Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$86,766		8.9%	\$94,479		ce
Jacobi,Martin J Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$85,419		10.6%	\$94,448		ce
Craig,Lynn G Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$79,067		16.9%	\$92,426		ce
Ashton,Susanna M Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$62,016		49.0%	\$92,395		bce
Bennett,Alma Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$83,184		11.1%	\$92,395		ce

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hilligoss, Susan J Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$69,257		33.4%	\$92,395		ce
Morris, Keith L Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$71,467		29.3%	\$92,395		ce
Paul, Catherine E Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$84,660		9.1%	\$92,395		ce
Ellis, Clifford Donald Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Acting Department Chair for Planning, Development and Preservation. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,375		17.8%	\$92,316		bce
Farris, John T Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,541		10.7%	\$91,349		ce
Szmurlo, Karyna M	Professor	Professor	Instructional Faculty	NA	\$87,812		3.0%	\$90,446		c
Huff, Raymond T Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,600		7.2%	\$89,640		ce
Piper, Christine A Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$72,078		23.4%	\$88,924		ce
Andrew Jr, John R Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$68,272		28.8%	\$87,931		ce
Saunders Jr, Richard L Fall 2012 Faculty Market Adjustment	Professor	Prof of History	Instructional Faculty	NA	\$77,316		13.7%	\$87,931		ce
Taylor-Shockley, Megan Newbury Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$67,839		28.2%	\$86,995		ce

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Fall 2012 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

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An, Yanming	Professor	Professor	Instructional Faculty	NA	\$70,327		22.5%	\$86,157		bce
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Acting/Interim co-Chair for Languages.										
Fall 2012 Faculty Market Adjustment										
Love, Gordon J.	Professor	Professor	Instructional Faculty	NA	\$70,176		22.8%	\$86,157		bce
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Associate Chair over the Department of Languages.										
Fall 2012 Faculty Market Adjustment										
Bartley, Abel A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,213		7.4%	\$86,153		ce
Fall 2012 Faculty Market Adjustment										
Harding, Daniel Nevin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,576		26.0%	\$85,175		ce
Fall 2012 Faculty Market Adjustment										
Zaczek, Barbara M	Professor	Professor	Instructional Faculty	NA	\$74,141		13.7%	\$84,265		ce
Fall 2012 Faculty Market Adjustment										
Adams, Clementina R	Professor	Professor	Instructional Faculty	NA	\$80,947		3.0%	\$83,375		c
Blouin, Vincent Yves Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,361		7.4%	\$81,976		ce
Fall 2012 Faculty Market Adjustment										
Spede, Mark J	Associate Professor	Associate Professor	Instructional Faculty	NA		\$71,241	13.4%		\$80,788	ce
Fall 2012 Faculty Market Adjustment										
Hewitt, Robert R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,314		19.8%	\$80,649		ce
Fall 2012 Faculty Market Adjustment										
Nassar, Hala Fouad	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,955		21.1%	\$79,851		ce
Fall 2012 Faculty Market Adjustment										
Buyer, Paul L	Professor	Associate Professor	Instructional Faculty	NA	\$63,077		25.6%	\$79,256		ce
Fall 2012 Faculty Market Adjustment										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Li-Bleuel,Linda L Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$63,490		24.8%	\$79,256		ce
Dyckman,Caitlin Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,697		20.6%	\$79,212		bce
Powers,Matthew Neal Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,950		13.0%	\$79,052		ce
Rash,Dan R Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$73,985		6.1%	\$78,497		ce
Jones,Karyn O Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,936		12.2%	\$78,479		ce
Laurence,Peter L Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,508		25.3%	\$78,315		ce
Smith,Kelly C Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Assistant Director for Curriculum Design and Delivery for the Ethics Integration Project at GHS SOM Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,887		27.8%	\$77,811		bce
Mazer Jr,Joseph P Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,064		21.4%	\$77,789		ce
Benedict,Robert Creighton Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,000		14.3%	\$77,744		ce
Haynes,Cynthia Ann Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,637		4.2%	\$77,737		ce
Sperry,Stephen L	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$75,411		3.0%	\$77,673		c

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
LeMahieu, Michael L Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,800		3.8%	\$77,605		ce
Hecker, Douglas A. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,722		18.0%	\$77,536		ce
Brant, William A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$73,050		3.0%	\$75,241		c
Field, Jonathan Beecher Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,890		15.4%	\$74,910		ce
Mack, Pamela E Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,428		7.6%	\$73,647		ce
Burns, James M. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,710		15.4%	\$73,507		ce
Manganelli, Kimberly Snyder Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$50,989		44.1%	\$73,497		bce
Feeser, Andrea V Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,054		11.8%	\$72,714		ce
Denham, Bryan E.	Named Professor	Named Professor	Instructional Faculty	NA	\$70,611		2.8%	\$72,579		c
Donar, David Stewart Faculty Rank Promotion	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,539		10.6%	\$72,505		bc
Holmevik, Jan Rune Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$55,419		30.1%	\$72,083		bce

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f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Rivlin,Elizabeth J Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$51,482		40.0%	\$72,083		bce
Cunningham,Miller G Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,680		11.1%	\$71,866		ce
Scott,David Travers Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,130		15.7%	\$71,864		ce
Heine,Ulrike Ann-Sophie Administrative/Temporary Adjustment: This employee received a temporary adjustment for serving as a 2012-2013 Creativity Professor. Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,412		24.3%	\$71,360		bce
Sparks,Elisa K Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,062		4.7%	\$71,233		ce
Silance,Robert T Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,757		11.7%	\$71,206		ce
McGrath,Brian M Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,000		3.8%	\$70,552		ce
Perpich,Diane Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$58,691		18.8%	\$69,710		ce
Anderson,Paul Christopher Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,485		14.9%	\$69,522		ce
McDonald,Todd A Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$51,969		33.3%	\$69,297		bce

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Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Stockton,William H Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$58,000		19.4%	\$69,256		bce
Clarke,Shima N Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,457		8.4%	\$68,815		ce
Grau,Christopher M Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$57,025		20.5%	\$68,693		ce
Starkey,Charles Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$59,139		15.8%	\$68,490		ce
Morris,Eric A Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000*		3.7%	\$65,331		*e
Russell,Paul C Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,050		7.0%	\$65,331		ce
Goss,Erin Marina Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,000		15.5%	\$64,673		ce
Smith,Christa A. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$55,283		16.0%	\$64,122		ce
Lucas,Jason D Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000*		1.5%	\$63,924		*e
Lee,David M Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,420		10.8%	\$63,614		ce
Montilla,Armando Enrique Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,420		10.8%	\$63,614		ce

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Previous salary listed is the salary as of hire or change to full-time, permanent.

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Skrodzka-Bates, Agnieszka Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,277		19.2%	\$63,497		ce
Thomas, Rhondda Robinson Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,100		13.2%	\$63,497		ce
Bein, Amit Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$52,914		19.9%	\$63,447		bce
Penna, Anthony M Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,623		12.0%	\$63,444		ce
Satris, Stephen A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$57,172		10.9%	\$63,404		ce
Hung, Christina Nguyen Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,454		11.7%	\$63,073		ce
Hambright-Belue, Sallie Rebecca Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,800		10.8%	\$62,958		ce
Skinner, Martha L. Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,717		7.2%	\$62,958		ce
Grubb, C Alan Fall 2012 Faculty Market Adjustment	Associate Professor	Assoc Prof of History	Instructional Faculty	NA	\$55,784		11.9%	\$62,435		ce
Moore, Rachel Anne Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$49,085		27.2%	\$62,435		bce

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

e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Silvestri, Michael S Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$49,048		27.3%	\$62,435		bce
Lycke, David L	Visiting Assistant Professor	Visiting Assistant Professor	Instructional Faculty	NA	\$62,000*		0.0%	\$62,000		*
Mai, Joseph H Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,323		10.1%	\$61,987		ce
Moore III, Kenneth W Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA		\$46,346	33.7%		\$61,957	ce
Tissera, Graciela E Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,120		9.2%	\$61,303		ce
Weise, Jillian M Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,100		8.5%	\$60,851		ce
Johnson, Kendra Lynette Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$55,786		9.0%	\$60,800		ce
Touya, Eric R Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,650		7.1%	\$60,649		ce
McCubbin, Marion Elizabeth Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$52,274		15.9%	\$60,596		ce
Barnett, Richard S Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,000		12.1%	\$60,557		ce
Bushnell, Cameron Fae Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,530		13.1%	\$60,557		ce
Kishimoto, Toshiko	Associate Professor	Associate Professor	Instructional Faculty	NA	\$58,777		3.0%	\$60,540		c

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Levin, Andrew R Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,263		7.5%	\$60,507		ce
Williams Jr, E Leslie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$58,645		3.0%	\$60,404		c
Schmidt, Johannes Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,458		7.0%	\$60,401		ce
Ersoy, Ufuk Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,000*		4.0%	\$60,335		*e
Kendall, Brenden E Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,952		5.9%	\$60,302		ce
Whisler, Bruce Allen Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$55,248		9.0%	\$60,213		ce
Wintz, Joseph A Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,771		3.9%	\$60,021		ce
Coombs, David Sweeney	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000*		0.0%	\$60,000		*
Linville, Darren L Fall 2012 Faculty Market Adjustment Promotion/Reclassification: This employee received an increase based on his position being reclassified from Lecturer to a tenure-track line of Assistant Professor.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$42,068		41.9%	\$59,700		ace
Meng, Michael L Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,608		17.9%	\$59,645		ce
Rojas-de-Massei, Monica M. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,184		6.0%	\$59,570		ce
Zhang, Yanhua Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,389		5.6%	\$59,570		ce

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Cruz,Joelle Marie Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,000*		5.6%	\$59,136		*e
Sanderson Jr,James Warren Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,000*		5.6%	\$59,136		*e
Weathers,Melinda Rachelle Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,000*		5.6%	\$59,136		*e
Oberdan,Thomas J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$59,247		-0.4%	\$58,996		bce
Mastroianni,Dominic B Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		6.9%	\$58,794		ce
Naimou,Angela M Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		6.9%	\$58,794		ce
Dzuris,Linda Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$51,440		14.2%	\$58,744		ce
Davis,Eugenia L Fall 2012 Performance Increase: This employee received an increase based on excellent performance.	Public Info Dir I	Public Info Dir I	Community Service, Legal, Arts, and Media Staff	06		\$55,691	4.5%		\$58,221	ac
Hosler,Ned M Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$53,912		7.9%	\$58,157		ce
Green,Timothy F	Lecturer	Lecturer	Instructional Faculty	NA	\$58,000*		0.0%	\$58,000		*
Woodward-Detrich,Denise C Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,344		6.4%	\$57,838		ce

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Clark,Caroline Dunn Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,795		13.2%	\$57,476		ce
Zimany,Valerie A. Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$51,140		11.7%	\$57,146		ce
Morey,Sean W Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,000		5.6%	\$57,030		ce
Thum,Kathleen Ann Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$52,000		8.8%	\$56,570		ce
Robert,Shannon Therese Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$55,000*		2.7%	\$56,512		*e
Smith,Eddie R Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$50,710		11.3%	\$56,445		ce
Wrangle,Anderson Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,031		12.3%	\$56,174		ce
Lauritis,Beth Ann Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$51,135		8.8%	\$55,624		ce
Smith,Daniel J Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$50,179		10.6%	\$55,508		ce
Leifeste,Amalia T	Visiting Assistant Professor	Visiting Assistant Professor	Instructional Faculty	NA	\$55,000*		0.0%	\$55,000		*
Terry,William Church Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,194		9.2%	\$54,819		ce
Burton,Pamela J Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$51,952	4.8%		\$54,446	ac

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

e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Hurley, Joni K <i>Fall 2012 Faculty Market Adjustment</i>	Associate Professor	Associate Professor	Instructional Faculty	NA	\$51,229		5.9%	\$54,265		ce
Cohen, Peter A	Lecturer	Lecturer	Instructional Faculty	NA	\$52,322		3.0%	\$53,891		c
White, Benjamin L <i>Fall 2012 Faculty Market Adjustment</i>	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$49,500		8.6%	\$53,771		ce
Barattoni, Luca	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$52,015		3.0%	\$53,575		c
Durham, Justin W <i>Fall 2012 Faculty Market Adjustment</i>	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,000		6.6%	\$53,298		ce
Anido, Raquel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$51,510		3.0%	\$53,055		c
Peppers, Takoma Juauan <i>Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.</i>	Acct/Fiscal Analyst III	Acct/Fiscal Analyst III	Business and Financial Operations Staff	06		\$50,314	4.5%		\$52,600	ac
Delmas, Candice <i>Fall 2012 Faculty Market Adjustment</i>	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$49,250*		5.9%	\$52,174		*e
Fitzmaurice, Stephen Benjamin	Visiting Assistant Professor	Visiting Assistant Professor	Instructional Faculty	NA	\$50,500		3.0%	\$52,015		c
Peebles, Kelly Digby	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,500		3.0%	\$52,015		c
Collins, Carol A <i>Fall 2012 Faculty Market Adjustment</i>	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$45,330		14.5%	\$51,917		ce
DeWaard, Lisa Kristine	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$50,374		3.0%	\$51,885		c
Altstatt, Hamilton S <i>Fall 2012 Faculty Market Adjustment</i>	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$47,500		9.0%	\$51,789		ce
Borgotallo, Lorenzo	Visiting Assistant Professor	Visiting Assistant Professor	Instructional Faculty	NA	\$50,210		3.0%	\$51,716		c

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hurlburt, Timothy Ray Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$40,556		26.7%	\$51,379		ce
Seymour, Kerrie Kathleen Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$47,500		8.1%	\$51,337		ce
Hankins, Gabriel Anderson	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$51,000*		0.0%	\$51,000		*
Plocic, Gale June	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$51,000*	0.0%		\$51,000	*
Bruhns, Robert A. Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$47,665		6.8%	\$50,915		ce
Harris, Scott K Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$46,693		8.2%	\$50,512		ce
Pearson, David D	Visiting Assistant Professor	Visiting Assistant Professor	Instructional Faculty	NA	\$49,000		3.0%	\$50,470		c

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Watt, Charles K	Professor	Interim Dean	Management with Faculty Rank	NA		\$256,804*	0.0%		\$256,804	*
Grover, Varun	Named Professor	Named Professor	Instructional Faculty	NA	\$227,976		8.4%	\$247,110		ce
	Fall 2012 Faculty Market Adjustment									
Roth, Aleda Marie	Named Professor	Named Professor	Instructional Faculty	NA	\$224,811		7.8%	\$242,385		ce
	Fall 2012 Faculty Market Adjustment									
Balakrishnan, Nagraj	Associate Dean	Senior Associate Dean	Management with Faculty Rank	NA		\$214,120	11.9%		\$239,701	ce
	Fall 2012 Faculty Market Adjustment									
Tollison, Robert Dewitt	Named Professor	Named Professor	Instructional Faculty	NA	\$225,670		3.0%	\$232,440		c
Gartner, William B	Named Professor	Named Professor	Instructional Faculty	NA	\$216,417		4.6%	\$226,391		ce
	Fall 2012 Faculty Market Adjustment									
Mroz, Thomas Alvin	Professor	Professor	Instructional Faculty	NA	\$202,179		10.6%	\$223,524		ce
	Fall 2012 Faculty Market Adjustment									
Pickett, Gregory M	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$200,250	4.0%		\$208,270	ce
	Fall 2012 Faculty Market Adjustment									
Wilson, Paul Wayne	Professor	Professor	Instructional Faculty	NA	\$178,850		13.6%	\$203,129		ce
	Fall 2012 Faculty Market Adjustment									
Xie, Fei	Named Professor	Named Professor	Instructional Faculty	NA	\$200,000*		0.0%	\$200,000		*
McCubbin, James A	Professor	Professor	Instructional Faculty	NA	\$168,582		3.0%	\$173,639		c
Roth, Philip L	Professor	Professor	Instructional Faculty	NA	\$135,827		27.5%	\$173,132		ac
	Fall 2012 Faculty Market Adjustment									

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Sridharan,V Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$140,997		17.4%	\$165,466		ce
Raymond,Mary Anne Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$134,900		21.8%	\$164,267		ce
Hollingsworth,Carl W Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$147,904		8.9%	\$161,048		ce
Grove,Stephen J Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$127,297		26.1%	\$160,466		ac
Kennedy,Frances A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Management with Faculty Rank	NA	\$130,228		21.8%	\$158,564		ce
Thompson,C Bradley Fall 2012 Faculty Market Adjustment	Professor	Professor	Research Faculty	NA		\$145,560	7.8%		\$156,983	ce
McKnew,Mark A Fall 2012 Faculty Market Adjustment	Professor	Professor of Management	Instructional Faculty	NA	\$128,061		22.3%	\$156,644		ac
Sturkie,Douglas K Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Associate Dean in Business and Behavioral Science. Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Interim Associate Dean	Management with Faculty Rank	NA	\$126,376		23.8%	\$156,499		bce
Fredendall,Lawrence D Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$116,900		33.7%	\$156,314		ac
Chernykh,Lyudmila A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$155,000*		0.0%	\$155,000		*
Dalton,Derek W. Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$146,370		5.3%	\$154,073		ce

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Dougan, William R	Alumni Professor	Professor	Instructional Faculty	NA	\$128,195		19.1%	\$152,656		bce
Administrative/Temporary Adjustment: This employee received an adjustment for his selection as Alumni Distinguished Professor.										
Fall 2012 Faculty Market Adjustment										
McMillan, Jeffrey J	Professor	Professor	Instructional Faculty	NA	\$128,927		17.5%	\$151,503		ce
Fall 2012 Faculty Market Adjustment										
Welton Jr, Ralph E	Professor	Professor	Instructional Faculty	NA	\$130,004		16.5%	\$151,503		ce
Fall 2012 Faculty Market Adjustment										
Sauer Jr, Raymond D	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$131,299		14.8%	\$150,729		ce
Fall 2012 Faculty Market Adjustment										
Bodenhorn, Howard Nelson	Professor	Professor	Instructional Faculty	NA	\$134,956		10.6%	\$149,288		ce
Fall 2012 Faculty Market Adjustment										
Winters, Alan J	Professor	Professor	Instructional Faculty	NA	\$117,235		26.8%	\$148,617		ce
Fall 2012 Faculty Market Adjustment										
Alexander Jr, John C	Professor	Professor	Instructional Faculty	NA	\$142,016		4.6%	\$148,502		bce
Fall 2012 Faculty Market Adjustment										
Spivey, Michael F	Professor	Professor	Instructional Faculty	NA	\$124,455		19.3%	\$148,502		bce
Fall 2012 Faculty Market Adjustment										
Springer, Thomas M	Professor	Professor	Instructional Faculty	NA	\$131,736		12.7%	\$148,502		ce
Fall 2012 Faculty Market Adjustment										
Dorsch, Michael J	Professor	Professor	Instructional Faculty	NA	\$114,645		27.6%	\$146,265		ac
Fall 2012 Faculty Market Adjustment										
Cantrell, R Stephen	Professor	Professor	Instructional Faculty	NA	\$108,453		33.9%	\$145,167		ac
Fall 2012 Faculty Market Adjustment										

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Harp,Nancy Lee	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$145,000*		0.0%	\$145,000		*
Irving II,James H	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$145,000*		0.0%	\$145,000		*
Radtke,Robin R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$145,000*		0.0%	\$145,000		*
Tamura,Robert F	Professor	Professor	Instructional Faculty	NA	\$127,543		13.2%	\$144,393		ce
	Fall 2012 Faculty Market Adjustment									
Guffey,Daryl M.	Professor	Professor	Instructional Faculty	NA	\$132,932		8.5%	\$144,288		ce
	Fall 2012 Faculty Market Adjustment									
Baier,Scott L.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$113,000		24.4%	\$140,595		cef
	Fall 2012 Faculty Market Adjustment									
	Retention: This employee was being recruited by another university.									
Fleck,Robert Kenneth	Professor	Professor	Instructional Faculty	NA	\$128,000*		9.6%	\$140,314		*ce
	Fall 2012 Faculty Market Adjustment									
Morgan,Angela G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$119,203		17.4%	\$139,951		ce
	Fall 2012 Faculty Market Adjustment									
Wolf,Jack G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$113,762		23.0%	\$139,951		ce
	Fall 2012 Faculty Market Adjustment									
Duke,Charles R	Professor	Professor	Instructional Faculty	NA	\$108,104		28.7%	\$139,165		ce
	Fall 2012 Faculty Market Adjustment									
Thatcher,Jason B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$122,897		13.0%	\$138,910		ac
	Fall 2012 Faculty Market Adjustment									
Tang,Tilan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$132,600		4.5%	\$138,543		ce
	Fall 2012 Faculty Market Adjustment									
Ward,William A	Professor	Professor	Instructional Faculty	NA	\$134,145		3.0%	\$138,168		c

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

e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

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					9 Month	12 Month		9 Month	12 Month	
Simon,Curtis J Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$107,724		26.5%	\$136,235		ce
Klein Jr,Richard E Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$119,604		12.9%	\$135,015		ac
Mullins,Ryan R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$130,000*		3.0%	\$133,900		*c
Siemens,Jennifer Dianne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$130,000		3.0%	\$133,900		c
Weathers III,Peter D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$130,000		3.0%	\$133,900		c
Hopkins,Christopher D. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$110,935		20.4%	\$133,600		ce
Zagenczyk Jr,Thomas Joseph Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$113,443		16.7%	\$132,419		abc
Kilbourne,William Edward	Professor	Assistant Professor	Instructional Faculty	NA	\$127,537		3.0%	\$131,363		c
Scott,Kristin L Damato Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$110,822		17.6%	\$130,305		ac
Ozkan,Gulru Fatma Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$122,400		5.4%	\$129,064		ac
Stewart Jr,Wayne H Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$115,635		8.5%	\$125,408		ac
Ridge,Jason Wayne Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$115,000		9.0%	\$125,341		ac

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Raymark,Patrick H Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$111,100		12.6%	\$125,125		ce
Wang,Shouqiang Fall 2012 Faculty Market Adjustment Rehire: This employee was rehired after temporarily vacating this position due to a requirement involving his work authorization.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$120,000		3.6%	\$124,348		af
Ferrand,Yann Fall 2012 Faculty Market Adjustment Merit Adjustment: This employee received an increase based on completion of his Ph.D.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$102,000		21.7%	\$124,100		ac
Ingram,Amy Elizabeth Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$115,000		7.9%	\$124,100		ac
Purvis,Russell L. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$115,645		6.6%	\$123,331		ac
Gianiodis,Peter T Fall 2012 Faculty Market Adjustment	Assistant Professor	Asst Professor of Management	Instructional Faculty	NA	\$113,726		6.9%	\$121,618		ac
Muth,Eric R. Fall 2012 Faculty Market Adjustment	Professor	Professor/Director-HumanFactor	Instructional Faculty	NA	\$104,970		15.3%	\$121,033		ce
Tsui,Kevin Ka Kin Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,660		13.1%	\$119,547		bce
Raman,Roopa Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$112,200		6.2%	\$119,136		ac

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
King, Bruce Michael Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$111,100		5.6%	\$117,333		ac
Hanssen, Frederick Andrew Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$103,500		13.2%	\$117,125		ce
Baker, Thomas L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$112,451		3.0%	\$115,824		c
Britt Jr, Thomas W. Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$86,500		33.9%	\$115,797		ac
Mowrey, Megan E. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,262		33.9%	\$112,837		ce
Harris Jr, John M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,640		3.0%	\$111,899		c
Robbins, Tina L Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,587		20.6%	\$111,647		ac
Stewart Jr, Joseph Earl	Professor	Professor	Instructional Faculty	NA	\$108,231		3.0%	\$111,477		c
Warren, Patrick L Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$102,000		8.3%	\$110,513		ce
Pilcher, June J. Fall 2012 Faculty Market Adjustment	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$83,774		31.8%	\$110,446		ac
Kowalski, Robin Marie Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$85,019		29.8%	\$110,337		ac
Moore, D Dewayne Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$86,431		27.7%	\$110,337		ac
Tyrrell, Richard A Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$82,569		33.6%	\$110,337		ac

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f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Mityakov,Sergey Vladimirovich Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$98,000		11.7%	\$109,509		ce
Waller,Neil G	Professor	Professor	Instructional Faculty	NA	\$105,018		3.0%	\$108,168		c
Knowles,Patricia A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,245		14.7%	\$108,135		ac
Miller,Daniel Patrick Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$99,950		7.1%	\$106,997		ce
Moore,Jesse N Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,436		18.2%	\$106,937		ac
Switzer III,Fred S Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$86,407		23.7%	\$106,925		ac
Jerzmanowski,Michal Maria Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,399		11.7%	\$106,580		ce
Espey,Molly Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$94,306		12.9%	\$106,441		ce
Peake,Jeffrey Scott Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$93,500		13.8%	\$106,361		ce
Ingram,Samuel T Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$101,080		5.2%	\$106,346		ce
Wood,Daniel H Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$99,950		5.5%	\$105,490		ce

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f Other adjustments

Fall 2012 Salaries \$50,000 and Over

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Olson,Laura R Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$82,436		25.9%	\$103,767		ac
Woodard,James D Fall 2012 Faculty Market Adjustment	Named Professor	Named Professor	Instructional Faculty	NA	\$94,916		9.1%	\$103,563		ce
Edwards,Frances L Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,312		20.7%	\$102,964		ce
Schleifer,Lydia Lancaster Folger Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,831		22.8%	\$102,964		ce
Cvrcek,Tomas Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$91,975		11.4%	\$102,476		ce
Stith Jr,Melvin T	Visiting Assistant Professor	Visiting Assistant Professor	Instructional Faculty	NA	\$100,000*		0.0%	\$100,000		*
Miller,Janis L Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,890		9.8%	\$98,665		ac
Pagano,Christopher C Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$73,229		33.9%	\$98,052		ac
Britz,Margaret Tina Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$81,962		18.6%	\$97,245		ac
Mobley,F Catherine Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$73,904		30.3%	\$96,319		abc
Ransom II,Bruce W Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$90,891		5.7%	\$96,080		ac

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f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Gomes,Roger Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,463		14.4%	\$95,513		ac
Morris,Michael A	Professor	Professor	Instructional Faculty	NA	\$92,227		3.0%	\$94,993		c
Pury,Cynthia L S Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$70,697		33.9%	\$94,640		ac
Leininger,John M Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$85,987		10.0%	\$94,543		ce
Alley,Thomas R Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$75,102		24.5%	\$93,502		ac
Campbell,Robert L Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$75,212		24.3%	\$93,502		ac
Stephens,Benjamin R Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$73,924		26.5%	\$93,502		ac
Taylor,Mary A Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$80,137		16.7%	\$93,502		ac
Templeton,Scott R. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,279		13.2%	\$91,979		ce
Gugerty,Leo J Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$68,544		33.9%	\$91,796		ac
Coggeshall,John M Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$78,885		16.2%	\$91,688		ac
Sinclair,Robert Raymond Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,500		10.9%	\$91,471		ac

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

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					9 Month	12 Month		9 Month	12 Month	
Edge,Sandy	Lecturer	Lecturer	Management with Faculty Rank	NA		\$81,764	11.8%		\$91,393	ce
Fall 2012 Faculty Market Adjustment										
Barnes,James D	Administrative Mgr II	Administrative Mgr II	Business and Financial Operations Staff	08		\$85,634	6.0%		\$90,761	ac
Fall 2012 Performance Increase: This employee received an increase based on additional responsibilities and his noteworthy work on facilities and budget monitoring.										
Wentworth,William M	Professor	Professor	Instructional Faculty	NA	\$75,967		17.6%	\$89,373		ac
Fall 2012 Faculty Market Adjustment										
Granberg,Ellen M.	Associate Professor	Interim Department Chair	Instructional Faculty	NA	\$69,499		28.0%	\$88,930		bce
Additional Duties: This employee has assumed additional duties as Department Chair for the Department of Sociology & Anthropology.										
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Department Chair of the Department of Sociology & Anthropology.										
Fall 2012 Faculty Market Adjustment										
Vander Mey,Brenda J	Professor	Professor	Instructional Faculty	NA	\$75,851		16.6%	\$88,446		ac
Fall 2012 Faculty Market Adjustment										
Pak,Chong Hyon	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,812		33.9%	\$88,117		ac
Fall 2012 Faculty Market Adjustment										
Zinzow,Heidi Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,250		19.4%	\$85,080		ac
Fall 2012 Faculty Market Adjustment										
Hu,Xiaobo	Professor	Professor	Instructional Faculty	NA	\$75,092		9.7%	\$82,368		ce
Fall 2012 Faculty Market Adjustment										
Wyman,David M	Lecturer	Lecturer	Instructional Faculty	NA	\$77,650		5.5%	\$81,926		ce
Fall 2012 Faculty Market Adjustment										
Ward-Vaughn, Virginia LS	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$70,366		15.2%	\$81,077		ce
Fall 2012 Faculty Market Adjustment										

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
DePriest,Gail	Lecturer	Lecturer	Instructional Faculty	NA	\$78,484		2.7%	\$80,602		c
Cantalupo,Claudio	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$67,180		19.1%	\$80,037		ac
	Fall 2012 Faculty Market Adjustment									
Robinson,Kenneth L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,401		10.3%	\$75,453		bc
	Faculty Rank Promotion									
Woolbright,Nona L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,593		3.0%	\$74,770		c
O'Hara,Liam Henry	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,020		14.8%	\$74,645		bce
	Faculty Rank Promotion									
	Fall 2012 Faculty Market Adjustment									
Jahn,Judson R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,682		33.9%	\$74,555		ce
	Fall 2012 Faculty Market Adjustment									
Fine,Jeffrey Allen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,797		21.4%	\$73,800		abc
	Faculty Rank Promotion									
	Fall 2012 Faculty Market Adjustment									
Taydas,Zeynep	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,649		21.7%	\$73,800		abc
	Faculty Rank Promotion									
	Fall 2012 Faculty Market Adjustment									
Madray,J Russell	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,926		29.0%	\$73,453		ce
	Fall 2012 Faculty Market Adjustment									
Weisenmiller,Eric M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,280		3.8%	\$72,949		ce
	Fall 2012 Faculty Market Adjustment									
Warber,Adam L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,291		16.9%	\$72,806		ce
	Fall 2012 Faculty Market Adjustment									

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Layton,Evguenia Passiouk	Assoc Academic Program Dir	Assoc Academic Program Dir	Extension Associates and Instructional Support Staff	NA		\$70,000*	3.0%		\$72,100	*c
Leffakis,Zachary Moran	Lecturer	Lecturer	Instructional Faculty	NA	\$70,000*		3.0%	\$72,100		*c
McMillan,Kerri D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,673		33.9%	\$71,863		ce
	Fall 2012 Faculty Market Adjustment									
Clark,Katherine D	Lecturer	Lecturer	Instructional Faculty	NA	\$66,950		5.6%	\$70,699		ce
	Fall 2012 Faculty Market Adjustment									
Brainerd Jr,Edwin G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$55,177		27.1%	\$70,128		ac
	Fall 2012 Faculty Market Adjustment									
Denton,Melinda Lundquist	Associate Professor	Associate Professor	Instructional Faculty	NA	\$59,893		16.9%	\$69,996		abc
	Faculty Rank Promotion									
	Fall 2012 Faculty Market Adjustment									
Haller,William J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$59,893		16.9%	\$69,996		abc
	Faculty Rank Promotion									
	Fall 2012 Faculty Market Adjustment									
Vogel,Melissa A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$59,893		16.9%	\$69,996		abc
	Faculty Rank Promotion									
	Fall 2012 Faculty Market Adjustment									
Winslow,Sarah Evelyn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$59,893		16.9%	\$69,996		abc
	Faculty Rank Promotion									
	Fall 2012 Faculty Market Adjustment									
Gaubert,James G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$65,391		6.7%	\$69,802		ce
	Fall 2012 Faculty Market Adjustment									

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

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					9 Month	12 Month		9 Month	12 Month	
Merritt,Paul Steven Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		5.2%	\$68,380		ac
Rosopa,Patrick J Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,095		13.8%	\$68,380		ac
Rose,Patrick G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$66,222		3.0%	\$68,208		c
Burroughs,Jill K Fall 2012 Performance Increase: This employee received an increase based on additional duties and excellent performance during an in-depth client needs assessment, SWOT analysis and three year strategic plan preparation, as well as preparation for the ASBDC accreditation.	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Public Service Faculty	NA		\$63,204	4.5%		\$66,077	ac
Johnson,Pitsa R. Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$51,100		27.9%	\$65,351		ce
Jones,Carol D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,088		3.0%	\$64,980		c
Yoder,Sara Elizabeth Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,660		7.1%	\$64,955		ce
Hebert,Renee J	Lecturer	Lecturer	Extension Associates and Instructional Support Staff	NA		\$63,000*	3.0%		\$64,890	*c
De Iulio,Edward Barry Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Extension Associates and Instructional Support Staff	NA		\$55,926	15.7%		\$64,733	ce
Young,Lance S Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Extension Associates and Instructional Support Staff	NA		\$50,593	27.9%		\$64,733	ce
Fine,Amanda Cooper Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000		7.1%	\$64,246		ce
Luo,Ye	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,509		3.0%	\$63,354		c

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

c Cost of living adjustment.

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Hopkins III, John Edward	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000		3.0%	\$61,800		c
McElveen, Carter Willis	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000		3.0%	\$61,800		c
Matic, Vladimir	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,695		3.0%	\$61,485		c
Braine-Sperry, Jeannette	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$55,550	9.2%		\$60,649	ac
Fall 2012 Performance Increase: This employee received an increase based on her work as an executive Assistant to the Interim Dean, including management of a complex schedule and prioritization of college-level requirements and multiple university and state projects involving the Dean.										
Nalley, Sharon Kathleen	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Community Service, Legal, Arts, and Media Staff	NA		\$56,970	6.1%		\$60,439	ac
Fall 2012 Performance Increase: This employee received an increase based on continued provision of excellent marketing service to the College in connection with the Exchange magazine, social media, and other outlets.										
Alley, Pamela R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,171		9.3%	\$60,327		ce
Fall 2012 Faculty Market Adjustment										
Weisensee, Katherine E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,075		3.0%	\$59,817		c
Cole, Michael A	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000		3.0%	\$56,650		c
Ward, Marvin Monroe	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000		3.0%	\$56,650		c
Patterson, Jamie Lynn	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$54,000*	3.0%		\$55,620	*a
Fall 2012 Performance Increase: This employee received an increase based on assumption of additional duties due to a vacant position including student support responsibilities, faculty scheduling, and room scheduling, among others.										
Burns, Deanna Hope	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$52,500	4.5%		\$54,886	ac
Fall 2012 Performance Increase: This employee received an increase based on her help to secure record classes every semester she has been here and ongoing development of the process to improve contact and follow-up inquiries.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Ray, Jennifer Sarratt	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$50,000	9.2%		\$54,590	ac
Fall 2012 Performance Increase: This employee received an increase based on her quick adaptation to higher education and continued improvement of her knowledge base within the University framework.										
Southworth, Stephanie	Lecturer	Lecturer	Instructional Faculty	NA	\$48,000		13.3%	\$54,384		bc
Additional Duties: This employee has assumed additional duties including teaching higher division courses than she previously has and carrying a heavy teaching load, teaching approximately 300 students per semester.										
Smith, Benny R	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$51,734	4.5%		\$54,085	ac
Fall 2012 Performance Increase: This employee received an increase based on additional duties and excellent performance during an in-depth client needs assessment, SWOT analysis and three year strategic plan preparation, as well as preparation for the ASBDC accreditation.										
Cox, Kern T	Lecturer	Lecturer	Instructional Faculty	NA		\$62,391	-14.3%	\$53,500		cd
Walker, Erica Black	Lecturer	Lecturer	Instructional Faculty	NA	\$53,500*		0.0%	\$53,500		*
McTigue, Meredith Mims	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Business and Financial Operations Staff	07		\$50,974	3.0%		\$52,503	c
Edwards, Jeffrey D	Lecturer	Lecturer	Instructional Faculty	NA	\$52,000*		0.0%	\$52,000		*
White, William C	Lecturer	Lecturer	Instructional Faculty	NA	\$52,000*		0.0%	\$52,000		*
Thompson, Tanya L	Training/Development Dir II	Training/Development Dir II	Management	07		\$50,000	3.0%		\$51,500	c
Whelchel, Scott L	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$48,657	4.5%		\$50,868	ac
Fall 2012 Performance Increase: This employee received an increase based on additional duties and excellent performance during an in-depth client needs assessment, SWOT analysis and three year strategic plan preparation, as well as preparation for the ASBDC accreditation.										
Anderson, Henry K.	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*
Pearse, Suzanne	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Dooley,R Larry	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$234,205	9.2%		\$255,704	ce
Fall 2012 Faculty Market Adjustment										
Pursley,Michael B	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$226,087		7.2%	\$242,469		ce
Fall 2012 Faculty Market Adjustment										
Taiber,Joachim	Research Professor	Research Professor	Research Faculty	NA		\$200,000	3.0%		\$206,000	c
Gulari,Esin	Professor	Special Asst to the Provost	Instructional Faculty	NA		\$274,074	-25.2%		\$205,000	cd
Collins Jr,Edward R	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$190,550	4.2%		\$198,533	ce
Fall 2012 Faculty Market Adjustment										
Laberge,Martine	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$171,296		14.2%	\$195,689		ce
Fall 2012 Faculty Market Adjustment										
Bodde,David Leo	Professor	Professor	Instructional Faculty	NA	\$189,733		3.0%	\$195,424		c
Haque,Imtiaz Ul	Professor	Professor	Management with Faculty Rank	NA	\$171,195		13.9%	\$195,048		ce
Fall 2012 Faculty Market Adjustment										
Burg,Karen J.L.	Endowed Chair	Endowed Chair	Management with Faculty Rank	NA	\$188,163		3.0%	\$193,807		c
Gramopadhye,Anand K	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$182,133		6.2%	\$193,431		bce
Administrative/Temporary Adjustment: This employee received an adjustment for special projects within the College such as strategic planning, academic affairs/tenure promotion reappointment and faculty issues, among others.										
Fall 2012 Faculty Market Adjustment										
Dawson,Darren M	Dept Chair/Head	Dept Chair/Name Professor	Instructional Faculty	NA	\$180,586		5.4%	\$190,311		ce
Fall 2012 Faculty Market Adjustment										

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f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Engineering & Sciences

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Johnson, Eric Gordon Fall 2012 Faculty Market Adjustment	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$175,000		8.5%	\$189,850		ce
Ogale, Amod A Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$138,353		33.9%	\$185,199		ce
Ramasubramanian, M K Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$181,500*		1.1%	\$183,515		*e
Hodges, Larry F Fall 2012 Faculty Market Adjustment	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA	\$173,730		4.7%	\$181,847		ce
Vyavahare, Narendra R Fall 2012 Faculty Market Adjustment	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$152,097		18.8%	\$180,698		ce
Hubing, Todd H Fall 2012 Faculty Market Adjustment	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$164,556		8.8%	\$179,092		ce
Ballato, John M Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$133,705		33.9%	\$179,080		ce
Creager, Stephen E Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$166,733		4.6%	\$174,335		ce
Filipi, Zoran	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$168,500*		3.0%	\$173,555		*c
Daw, Murray S	Named Professor	Named Professor	Instructional Faculty	NA	\$166,125		2.9%	\$170,868		c
Hirt, Douglas E Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$155,221		9.5%	\$169,914		ce
Tritt, Terry M Retention: This employee was being recruited by another university.	Alumni Professor	Alumni Distinguished Professor	Instructional Faculty	NA	\$150,000		13.2%	\$169,800		ac

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f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Geist III,Robert M Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$151,896		10.9%	\$168,377		ce
Thies,Mark C Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$128,361		31.1%	\$168,309		ce
Fadel,Georges M Fall 2012 Faculty Market Adjustment	Endowed Chair	Interim Dept. Chair	Instructional Faculty	NA	\$153,000		8.8%	\$166,491		ce
Latour Jr,Robert A Fall 2012 Faculty Market Adjustment	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$123,519		33.7%	\$165,124		ce
Gilbert,Juan E Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$142,800		15.6%	\$165,037		ce
Karanfil,Tanju Fall 2012 Faculty Market Adjustment Market/Equity Adjustment: This employee received an increase based on reappointment as Department Chair of Environmental Engineering & Earth Sciences and internal equity comparison.	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$139,319		18.1%	\$164,548		ace
Venhovens,Paul Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$138,355		18.8%	\$164,391		bce
Sun,Ya-ping Fall 2012 Faculty Market Adjustment	Named Professor	Named Professor	Instructional Faculty	NA	\$152,356		7.5%	\$163,776		ce
Mason,Scott Jennings Fall 2012 Faculty Market Adjustment	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$140,000		11.7%	\$156,317		ce
Apon,Amy W. Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$140,000		11.3%	\$155,788		ce
Erich,Donald L	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$151,225	3.0%		\$155,761	c

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f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Brosnan, Denis A Fall 2012 Faculty Market Adjustment	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$143,411		8.1%	\$154,968		ce
Venayagamoorthy, Ganesh Kumar Fall 2012 Faculty Market Adjustment	Named Professor	Named Professor	Instructional Faculty	NA	\$144,000*		7.4%	\$154,650		*ce
Grujicic, Mica Fall 2012 Faculty Market Adjustment	Named Professor	Named Professor	Instructional Faculty	NA	\$125,407		22.8%	\$153,987		ce
Ferrell Jr, William G Fall 2012 Faculty Market Adjustment	Professor	Professor/Int Assoc Dean	Management with Faculty Rank	NA	\$120,155		27.1%	\$152,774		ce
Landreth, R Philip Fall 2012 Performance Increase: This employee received an increase based on assuming additional space assignment responsibilities and exceeding expectations with demonstrated leadership and outstanding initiative.	Academic Program Director	Dtr - Instr & Research Support	Management	NA		\$142,634	6.8%		\$152,363	ac
Pearson, L Wilson Fall 2012 Faculty Market Adjustment	Named Professor	Named Professor	Instructional Faculty	NA	\$143,388		5.5%	\$151,229		ce
Beasley, Donald E Fall 2012 Faculty Market Adjustment	Professor	Interim Department Chair	Instructional Faculty	NA	\$139,436		8.1%	\$150,691		ce
Taylor, Robert L	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$145,763		3.0%	\$150,135		c
House, Donald Henry Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$132,600		13.2%	\$150,123		ce
Tessendorf, Jerry A. Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$141,400		6.2%	\$150,123		ce
Swaja, Richard	Professor	Professor	Research Faculty	NA	\$145,335		3.0%	\$149,695		c

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f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Engineering & Sciences

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					9 Month	12 Month		9 Month	12 Month	
Foulger, Stephen H. Fall 2012 Faculty Market Adjustment	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$117,166		27.4%	\$149,234		ce
Zumbrunnen, David A Fall 2012 Faculty Market Adjustment	Named Professor	Named Professor	Instructional Faculty	NA	\$141,175		4.4%	\$147,418		ce
Figliola, Richard S Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$128,961		13.6%	\$146,487		ce
Devol, Timothy A Administrative/Temporary Adjustment: This employee received an adjustment for appointment to the position of Toshiba Endowed Professorship in Nuclear Engineering in the Department of Environmental Engineering and Earth Sciences. Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$99,608		46.5%	\$145,970		bce
Makram, Elham B Fall 2012 Faculty Market Adjustment	Named Professor	Named Professor	Instructional Faculty	NA	\$126,924		14.4%	\$145,198		ce
Walker, Ian D Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$123,218		17.6%	\$144,926		ce
Guiseppi-Elie, Anthony	Professor	Professor	Instructional Faculty	NA	\$140,683		3.0%	\$144,903		c
Luzinov, Igor A. Fall 2012 Faculty Market Adjustment	Professor	Interim Department Chair	Instructional Faculty	NA	\$125,400		15.5%	\$144,826		ce
Leising, Mark D Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$124,300		15.1%	\$143,116		ce
Juang, Charng-hsein Administrative/Temporary Adjustment: This employee received an adjustment for appointment to the Glenn Professorship. Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$119,250		19.7%	\$142,780		bce
Kolis, Joseph W Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$131,646		8.2%	\$142,438		ce

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

e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Shier,Douglas R	Professor	Professor	Instructional Faculty	NA	\$125,426		13.3%	\$142,107		bc
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Associate Dean for Undergraduate Studies.										
Larsen,Miguel F	Professor	Professor	Instructional Faculty	NA	\$126,461		12.1%	\$141,724		ce
Fall 2012 Faculty Market Adjustment										
Rack,Henry J	Professor	Professor	Instructional Faculty	NA	\$131,210		7.0%	\$140,446		ce
Fall 2012 Faculty Market Adjustment										
Rao,Apparao M.	Professor	Professor	Instructional Faculty	NA	\$125,855		11.3%	\$140,131		ce
Fall 2012 Faculty Market Adjustment										
Thrasher,Joseph Stuart	Professor	Professor	Instructional Faculty	NA	\$127,750		8.9%	\$139,094		ce
Fall 2012 Faculty Market Adjustment										
Gowdy,John N	Professor	Professor	Instructional Faculty	NA	\$124,841		11.2%	\$138,841		ce
Fall 2012 Faculty Market Adjustment										
Srimani,Pradip K.	Professor	Professor	Instructional Faculty	NA	\$132,048		5.1%	\$138,793		ce
Fall 2012 Faculty Market Adjustment										
Biggers,Sherrill B	Professor	Professor	Instructional Faculty	NA	\$118,404		16.8%	\$138,349		ce
Fall 2012 Faculty Market Adjustment										
Falta Jr,Ronald W	Professor	Professor	Instructional Faculty	NA	\$112,915		22.3%	\$138,118		ce
Fall 2012 Faculty Market Adjustment										
Cooper,Melanie M	Alumni Professor	Interim Department Chair	Instructional Faculty	NA	\$135,042		2.2%	\$137,966		c
Singh,Rajendra	Named Professor	Named Professor	Instructional Faculty	NA	\$130,204		5.8%	\$137,784		ce
Fall 2012 Faculty Market Adjustment										

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f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Engineering & Sciences

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					9 Month	12 Month		9 Month	12 Month	
Husson, Scott M	Professor	Professor	Instructional Faculty	NA	\$104,593		31.1%	\$137,092		ace
Fall 2012 Faculty Market Adjustment										
Market/Equity Adjustment: This employee received an increase based on faculty market comparison to assist in a retention effort.										
Marcus, Richard K	Professor	Professor	Instructional Faculty	NA	\$106,634		27.9%	\$136,420		ce
Fall 2012 Faculty Market Adjustment										
Duchowski, Andrew T	Professor	Professor	Instructional Faculty	NA	\$119,217		14.0%	\$135,961		ce
Fall 2012 Faculty Market Adjustment										
Sitaraman, Murali	Professor	Professor	Instructional Faculty	NA	\$106,837		27.3%	\$135,961		ce
Fall 2012 Faculty Market Adjustment										
Bruce, David A	Professor	Professor	Instructional Faculty	NA	\$103,108		31.5%	\$135,619		ce
Fall 2012 Faculty Market Adjustment										
Dong, Liang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$121,802		10.9%	\$135,056		ce
Fall 2012 Faculty Market Adjustment										
Pennington Jr, William T	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$96,808		39.0%	\$134,599		bce
Administrative/Temporary Adjustment: This employee received an adjustment for his selection as Alumni Distinguished Professor.										
Fall 2012 Faculty Market Adjustment										
Brown, Philip J	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$107,273		24.1%	\$133,169		ce
Fall 2012 Faculty Market Adjustment										
Chowdhury, Mashrur A	Professor	Professor	Instructional Faculty	NA	\$98,400		35.3%	\$133,097		bce
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Mays Professor of Transportation.										
Faculty Rank Promotion										
Fall 2012 Faculty Market Adjustment										
Gao, Xuhong	Professor	Professor	Instructional Faculty	NA	\$108,000		23.0%	\$132,853		ce
Fall 2012 Faculty Market Adjustment										

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Lund,Robert B Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$125,000		6.3%	\$132,853		ce
Wiecek,Margaret Maria Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$106,000		25.3%	\$132,853		ce
Burati Jr,James L Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$123,900		5.9%	\$131,219		ce
Bridges Jr,William C Fall 2012 Faculty Market Adjustment	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$108,743		20.1%	\$130,606		ce
Lickfield,Gary C Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$100,963		29.3%	\$130,591		ce
Zhang,Guigen Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$115,000		12.2%	\$128,986		ce
Hwu,Shiou-jyh Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$117,303		8.3%	\$127,057		ce
Freedman,David L Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$99,413		26.7%	\$125,970		ce
Ellison,Michael S Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$114,588		9.7%	\$125,705		ce
Adams,Warren P Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$107,700		16.6%	\$125,606		ce
Corzine,Keith A	Named Professor	Named Professor	Instructional Faculty	NA	\$125,000*		0.0%	\$125,000		*
Noneaker,Daniel L Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$105,268		18.4%	\$124,608		ce

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hill Jr,Hoke S	Professor	Professor	Management with Faculty Rank	NA	\$110,876		12.4%	\$124,583		bc
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Associate Dean for International Studies.										
Tong,Chenning	Professor	Professor	Instructional Faculty	NA	\$92,735		33.8%	\$124,107		ce
Fall 2012 Faculty Market Adjustment										
Overcamp,Thomas J	Professor	Professor	Instructional Faculty	NA	\$104,320		18.2%	\$123,346		ce
Fall 2012 Faculty Market Adjustment										
Summers,Joshua D.	Professor	Professor	Instructional Faculty	NA	\$85,221		44.0%	\$122,732		bce
Faculty Rank Promotion										
Fall 2012 Faculty Market Adjustment										
Hallstrom,Jason O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$104,989		16.3%	\$122,144		ce
Fall 2012 Faculty Market Adjustment										
Ochterbeck,Jay M	Professor	Professor	Instructional Faculty	NA	\$103,448		18.0%	\$122,072		ce
Fall 2012 Faculty Market Adjustment										
Saylor,John R	Professor	Professor	Instructional Faculty	NA	\$92,708		31.7%	\$122,072		ce
Fall 2012 Faculty Market Adjustment										
Wagner,John R	Professor	Professor	Instructional Faculty	NA	\$92,503		32.0%	\$122,072		ce
Fall 2012 Faculty Market Adjustment										
Arya,Dev Priya	Professor	Professor	Instructional Faculty	NA	\$91,010		33.9%	\$121,841		ce
Fall 2012 Faculty Market Adjustment										
Cox,Christopher L	Professor	Professor	Instructional Faculty	NA	\$102,000		18.4%	\$120,775		ce
Fall 2012 Faculty Market Adjustment										
Gerard,Patrick D	Professor	Professor	Instructional Faculty	NA	\$109,686		10.1%	\$120,775		ce
Fall 2012 Faculty Market Adjustment										

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Fall 2012 Salaries \$50,000 and Over

College of Engineering & Sciences

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Schiff,Scott D Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$98,200		22.9%	\$120,722		ce
Stuart,Steven J Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$90,540		32.9%	\$120,370		ce
Meyer,Bradley S Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$110,341		8.8%	\$120,105		ce
Dieter,R Karl Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$95,477		24.7%	\$119,033		ce
Meriwether Jr,John W Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$110,994		7.1%	\$118,904		ce
Woodard,Damon L Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,342		21.6%	\$117,144		bce
Murdoch,Lawrence C Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$92,511		26.6%	\$117,124		ce
Schalkoff,Robert J Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$109,891		6.3%	\$116,787		ce
Joseph,Paul F Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$93,953		24.2%	\$116,647		ce
Sanders III,John P Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Director of the National Brick Research Center.	Research Associate Professor	Research Associate Professor	Research Faculty	NA		\$102,969	13.0%		\$116,354	bc
Chumanov,George Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$87,145		33.4%	\$116,262		ce

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Lee,Cindy M	Professor	Interim Associate Dean	Management with Faculty Rank	NA	\$93,534		23.6%	\$115,641		bce
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Associate Dean for Research and Graduate Studies of the College of Engineering and Science. Fall 2012 Faculty Market Adjustment										
Perahia,Dvora	Professor	Professor	Instructional Faculty	NA	\$87,269		31.8%	\$115,020		ce
Fall 2012 Faculty Market Adjustment										
Ervin,Vincent J	Professor	Professor	Instructional Faculty	NA	\$99,000		14.7%	\$113,529		ce
Fall 2012 Faculty Market Adjustment										
Schlautman,Mark A.	Professor	Professor	Instructional Faculty	NA	\$93,193		21.1%	\$112,848		ce
Fall 2012 Faculty Market Adjustment										
Dean,Brian Christopher	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,535		18.2%	\$111,786		ce
Fall 2012 Faculty Market Adjustment										
Wang,Zijun	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,540		18.2%	\$111,786		ce
Fall 2012 Faculty Market Adjustment										
Alexov,Emil Georgiev	Professor	Professor	Instructional Faculty	NA	\$88,325		26.5%	\$111,698		bce
Faculty Rank Promotion Fall 2012 Faculty Market Adjustment										
Valentini,Antony	Professor	Professor	Instructional Faculty	NA	\$108,000		3.0%	\$111,240		c
Webb,Charles K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,381		24.4%	\$111,148		bce
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Associate Chair and Director of Undergraduate Affairs in Bioengineering. Fall 2012 Faculty Market Adjustment										
Messman,Michael D	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$105,596	5.0%		\$110,927	ac
Fall 2012 Performance Increase: This employee received an increase based on a superlative performance review, excellent leadership of the technicians, and significant increases in external testing.										

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Davis, Timothy A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,982		15.4%	\$110,797		ce
Hartmann, Dieter H Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$96,942		14.0%	\$110,497		ce
Castle, James W Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$89,983		22.8%	\$110,494		ce
Brooks, Richard R Fall 2012 Faculty Market Adjustment	Associate Professor	Assoc Prof	Instructional Faculty	NA	\$97,531		12.7%	\$109,954		ce
Hoover, Adam W Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,590		12.7%	\$109,954		ce
Ligon, Walter B Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$103,151		6.6%	\$109,954		ce
Russell, Harlan B Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$101,508		8.3%	\$109,954		ce
Yao, Hai Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Associate Chair for the CU-MUSC Bioengineering Program. Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,206		37.7%	\$109,085		bce
Brannan, James R Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$84,385		28.8%	\$108,698		ce
Calkin, Neil J Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$82,000		32.6%	\$108,698		ce
Kiessler, Peter C Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$83,100		30.8%	\$108,698		ce

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Rieck,James R Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$85,000		27.9%	\$108,698		ce
Warner,Daniel D Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$84,941		28.0%	\$108,698		ce
Simionescu,Dan T Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,519		31.2%	\$108,306		ce
Xu,Xiao-bang Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$91,409		18.3%	\$108,151		ce
Taaffe,Kevin M Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,020		15.8%	\$107,692		ce
Andrus,Ronald D. Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Department Chair of Civil Engineering. Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$89,470		20.3%	\$107,624		bce
Birchfield,Stanley T Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,457		13.2%	\$106,890		ce
Shen,Hai Ying Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$94,340		13.2%	\$106,770		ce
Walker,Terry H Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$85,158		25.4%	\$106,754		ce
Madison,Alan W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$103,385		3.0%	\$106,486		c
Wang,Kuang-Ching Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,757		14.7%	\$106,355		ce

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Mayorga, Maria Esther Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,214		32.3%	\$106,125		bce
Zhu, Lin Fall 2012 Faculty Market Adjustment	Assistant Professor	Named Assistant Professor	Instructional Faculty	NA	\$90,100		17.3%	\$105,671		ce
Gao, Zhi Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,371		28.2%	\$105,624		ce
Goddard, Wayne D Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,370		9.0%	\$105,062		ce
Martin, James J Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,371		9.0%	\$105,062		ce
McGregor, John D Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,724		8.6%	\$105,062		ce
Wang, Pingshan Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,583		14.6%	\$104,956		ce
Groff, Richard E Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,211		24.4%	\$104,729		bce
Huang, Yong Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Professor	Assistant Professor	Instructional Faculty	NA	\$80,341		30.2%	\$104,575		bce
Baum, Carl W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$101,327		3.0%	\$104,366		c

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Harcum, Sarah W Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,389		22.0%	\$104,180		ce
Nagatomi, Jiro Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,223		28.6%	\$103,148		ce
Vertegel, Alexey Alexandrovich Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,276		23.9%	\$103,148		ce
Grossman, Harold C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,338		3.0%	\$102,318		c
Burg, Timothy C Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,891		10.1%	\$102,277		ce
Rangaraju, Prasada Rao Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,000		5.3%	\$102,168		ce
Jacobs, David P	Professor	Professor	Instructional Faculty	NA	\$98,810		3.0%	\$101,774		c
Khan, Taufiqar Rahman Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$81,000		25.2%	\$101,451		bce
Matthews, Gretchen L. Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$77,500		30.9%	\$101,451		bce
Thompson, Lonny L Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,647		15.3%	\$101,075		ce
Luo, Feng Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,867		13.5%	\$100,859		bce

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
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Benson,Lisa C Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,554		19.0%	\$100,655		bce
Moss,William F	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$97,819		2.8%	\$100,603		c
Skaar,Eric C Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,425		18.6%	\$100,114		ce
Malloy,Brian A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,075		5.2%	\$100,019		ce
Pargas,Roy P Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,898		16.4%	\$100,019		ce
Smith,Melissa Crawley Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,284		18.4%	\$99,771		ce
Khan,Abdul A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,500		24.9%	\$99,304		ce
Kornev,Konstantin German Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,871		33.9%	\$98,922		ce
Li,Gang Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,883		26.1%	\$98,187		bce
Gooding,Charles H	Professor	Professor	Instructional Faculty	NA	\$94,652		3.0%	\$97,491		c
Ogle,Jennifer H Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,900		20.4%	\$97,394		ce

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Marinescu,Domnita Catalina Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$77,083		26.2%	\$97,285		bce
Kitchens,Christopher L Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,583		19.0%	\$97,063		bce
Smotherman,Mark K Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,909		18.4%	\$96,972		ce
Kim,Sung-O Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$90,300		7.3%	\$96,865		ce
Finneran,Kevin Thomas Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,063		12.3%	\$96,630		ce
Daqaq,Mohammed Farid Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,815		25.3%	\$96,262		bce
Miller,Richard S Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,356		14.1%	\$96,262		ce
Mocko,Gregory Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,656		27.2%	\$96,262		bce
Qiao,Rui Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,161		17.2%	\$96,262		ce

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Vahidi,Ardalan Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,433		18.2%	\$96,262		ce
Klotz,Leidy E Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,000		27.3%	\$95,485		bce
Testik,Firat Yener Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,000		29.0%	\$95,485		bce
Babu,Sabarish Venkat Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,860		9.8%	\$95,414		ce
Daily,Shaundra B Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$88,000		8.4%	\$95,414		ce
Drapcho,Caye Marie Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,895		14.2%	\$94,628		ce
Greenstein,Joel S Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Associate Director of Human Factors and Ergonomics Research Institute. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,880		16.9%	\$94,553		bce
Kurz,Mary Elizabeth Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,812		13.5%	\$93,985		ce
Mears,Michael L Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$77,897		20.4%	\$93,759		bce

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Ayalew,Beshahwired Faculty Rank Promotion Fall 2012 Faculty Market Adjustment Market/Equity Adjustment: This employee received an increase based on internal equity comparison.	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$75,003		24.4%	\$93,278		abce
Dean,Delphine Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,248		20.6%	\$93,144		ce
Brumaghim,Julia Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,522		33.9%	\$93,097		ce
Caine,Kelly E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$93,000*		0.0%	\$93,000		*
Luo,Jian Faculty Rank Promotion	Professor	Professor	Instructional Faculty	NA	\$82,498		12.7%	\$92,972		bc
Powell,Brian A. Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,942		23.6%	\$92,661		ce
Sarasua,Wayne A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,112		7.6%	\$92,620		ce
King,Jeremy Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,587		5.6%	\$92,503		ce
Desjardins,John D Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,088		22.9%	\$92,305		ce
Martin,Anthony Q Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,729		7.2%	\$91,900		ce
Harrell,William R Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,869		15.0%	\$91,865		ce

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Fall 2012 Salaries \$50,000 and Over

College of Engineering & Sciences

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					9 Month	12 Month		9 Month	12 Month	
Cho,Byung Rae Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,949		20.9%	\$91,832		ce
Christensen,Kenneth A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,454		30.3%	\$91,822		ce
Williams,Calvin L Fall 2012 Faculty Market Adjustment	Associate Professor	Assoc Prof/Director of CEMSE	Instructional Faculty	NA	\$86,000		6.6%	\$91,713		ce
Gallagher,Colin M Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,000		23.7%	\$91,548		ce
Joerg,Christina Sophie Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$88,000*		3.7%	\$91,225		*e
Levine,Joshua A Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$88,000*		3.7%	\$91,225		*e
Remy,Sekou Lionel Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$88,000*		3.7%	\$91,225		*e
Sorber,Jacob M Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$88,000*		3.7%	\$91,225		*e
Csernak,Stephen F	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$88,330		3.0%	\$90,979		c
Jacobi,Jane E Fall 2012 Performance Increase: This employee received an increase based on solid performance and meeting all expectations for the position.	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Research Faculty	NA		\$86,967	4.5%		\$90,920	ac
Rebholz,Leo G Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,000		22.8%	\$90,887		bce

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Sun,Xiaoqian Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,243		27.6%	\$90,887		bce
Ke,Pu-Chun Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,642		14.0%	\$90,821		ce
Sosolik,Chad E Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,083		10.6%	\$90,821		ce
Putman,Bradley J Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,000		25.6%	\$90,412		bce
Dimitrova,Elena Stanimirova Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,000		12.6%	\$90,061		bce
James,Kevin L. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,000		9.8%	\$90,061		ce
Park,Chanseok Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,000		25.1%	\$90,061		ce
Smith,John David	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$90,000*		0.0%	\$90,000		*
Hazari,Zahra Sana Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,232		19.5%	\$88,738		ce
Potvin,Geoffrey Douglas Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,232		19.5%	\$88,738		ce

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McNeill, Jason D Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,767		28.6%	\$88,421		ce
Kennedy, Marian Siobhan Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,392		15.5%	\$88,207		ce
Mefford IV, Olin T Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,389		15.5%	\$88,207		ce
Xuan, Xiangchun Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,720		16.5%	\$88,196		ce
Moysey, Stephen Michael Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,824		20.9%	\$88,074		ce
Safro, Ilya Mark	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$88,000*		0.0%	\$88,000		*
Roberts, Mark E Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,120		8.4%	\$87,945		ce
Atamturktur, Huriye Sezer Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		17.2%	\$87,897		ce
Neyens, David M Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$82,500*		6.0%	\$87,487		*ce
Rodriguez, Antonia Joy Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$82,500		6.0%	\$87,487		ce
Brittain, Sean D Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,671		11.2%	\$87,458		ce
Oberheide, Jens Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,782		5.6%	\$87,458		ce

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Carraway, Elizabeth R. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,316		10.9%	\$86,891		ce
Lee, Hyesuk K Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,000		16.1%	\$85,930		ce
Pang, Weichiang Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$73,100		17.4%	\$85,843		ce
Flower, Phillip J Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,044		12.8%	\$85,776		ce
Stephan, Elizabeth Anne Fall 2012 Faculty Market Adjustment	Senior Lecturer	Dir of General Engr	Instructional Faculty	NA	\$80,799		6.2%	\$85,774		ce
Alexis, Frank Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,200		18.6%	\$85,603		ce
Harman, Melinda K Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,500		18.1%	\$85,591		ce
Kwartowitz, David M Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,200		18.5%	\$85,591		ce
Melloy, Brian J Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,633		17.4%	\$85,272		ce
Kaye, Nigel Gregory Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		18.3%	\$85,186		ce
Smith, Rhett C Fall 2012 Faculty Market Adjustment	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$71,632		18.7%	\$85,020		ce
Stevenson, Dennis E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,247		3.0%	\$84,714		c

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Ravichandran,Nadarajah Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		17.5%	\$84,611		ce
Jenkins,Eleanor W Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,479		7.4%	\$84,277		ce
Kholodenko,Arkady L Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$70,095		20.2%	\$84,259		ce
Dominy,Brian N Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,887		29.7%	\$84,170		ce
Getman,Rachel B Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000		5.2%	\$84,158		ce
Battiato,Ilenia Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,500*		7.0%	\$83,996		*ce
Brooks,Johnell O Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000		5.0%	\$83,996		ce
Pisu,Pierluigi Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,378		8.6%	\$83,996		ce
Sarupria,Sapna Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000*		4.7%	\$83,737		*ce
Peterson,James K Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,000		4.3%	\$83,451		ce
Blenner,Mark Alan Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000*		4.1%	\$83,316		*e
Ladner,David Allen Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,875		17.5%	\$83,294		ce

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Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Esmailpoursaee, Amirreza Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		10.9%	\$83,181		ce
Huang, Yongxi Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		10.6%	\$82,968		ce
Brown, James L Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,600		18.7%	\$82,625		bce
Saltzman, Matthew J Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,846		6.1%	\$82,625		ce
Sharp, Julia Lynn Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,042		16.1%	\$82,461		ce
Bridgwood, Michael A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,516		7.7%	\$82,411		ce
McMahan, Christopher Steven	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000*		3.0%	\$82,400		*c
Prucka, Robert G Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,258		9.4%	\$82,316		ce
Mei, Ying Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		9.6%	\$82,235		*ce
Coates, John T Fall 2012 Faculty Market Adjustment	Research Associate Professor	Research Associate Professor	Research Faculty	NA		\$75,003	8.8%		\$81,633	ce
Zhao, Huijuan Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		8.6%	\$81,477		*ce

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Lee,JeoungSoo Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,500*		12.3%	\$81,396		*e
Simionescu,Agneta Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,500*		12.3%	\$81,396		*e
Luo,Jun Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,190		15.7%	\$81,224		ce
Wang,Yue Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		8.0%	\$80,973		*e
Lehmacher,Gerald A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,102		13.5%	\$80,730		ce
Peng,Fei Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		7.6%	\$80,725		ce
Shuller-Nickles,Lindsay Carmell Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000		15.2%	\$80,668		ce
Xue,Hui Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,000		21.6%	\$80,228		bce
Fralix,Brian H.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,768		3.0%	\$80,101		c
Yoon,Jeong - Rock Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,898		19.7%	\$80,063		bce
Belotti,Pietro Luigi Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,000		4.0%	\$80,059		ce

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Macauley, Matthew Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,750		4.3%	\$80,059		ce
Tewari, Sumanta Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$73,440		8.7%	\$79,864		ce
Pirattla, Kalyan Ram Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		6.2%	\$79,682		*e
Ross, Brandon E Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		6.2%	\$79,682		*e
Abu-Farha, Fadi Kamal	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500*		3.0%	\$78,795		*c
Hoefner, Steve L Fall 2012 Performance Increase: This employee received an increase based on efforts to find and acquire new business for the Clemson Engineering Technology Lab.	Research Asst Professor	Research Assoc/Asst Professor	Research Faculty	NA	\$75,627		4.0%	\$78,674		ac
Hoffacker, Joan A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,000		4.7%	\$78,493		ce
Owino, Tom O. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,949		9.1%	\$77,412		ce
He, Jian Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,822		7.0%	\$76,878		ce
Reid III, William J	Visiting Associate Professor	Visiting Associate Professor	Instructional Faculty	NA	\$74,189		3.0%	\$76,414		c
Kang, Hye Jung Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		5.8%	\$76,169		ce
Hubbard, Stephen J	Visiting Associate Professor	Visiting Associate Professor	Instructional Faculty	NA	\$73,441		3.0%	\$75,644		c

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Anker, Jeffrey Nathan Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,933		22.0%	\$75,568		ce
Park Jr, William J Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,983		9.2%	\$75,329		ce
Ancil, Annick Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000*		7.1%	\$75,000		*e
Gupte, Akshay Sunil	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Poznanovikj, Svetlana	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Ding, Feng Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$73,000*		2.2%	\$74,639		*e
Harriss, James E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$72,383	3.0%		\$74,554	c
Burr, Michael Adam	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000*		3.0%	\$74,160		*c
Whitehead, Daniel C Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000		17.6%	\$74,086		ce
Nielson, Bryant G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$71,200		3.0%	\$73,336		c
Schmoll, Martin Johannes Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,400		11.3%	\$72,781		ce
Mitkovski, Mishko	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000*		0.0%	\$72,000		*
Bourne, Jenny	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$68,276	4.5%		\$71,379	ac

Fall 2012 Performance Increase: This employee received an increase based on performance beyond expectations and additional duties that substantially exceed what was expected. She is a pillar for marketing and CUBEInC dissemination.

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Tennyson, Andrew Gregory Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,320		14.8%	\$70,382		ce
Grant, Ronald T	Public Info Dir I	CoES Public Info. Director	Community Service, Legal, Arts, and Media Staff	06		\$68,160	3.0%		\$70,204	c
Minor, John C Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$65,650		5.1%	\$68,986		ce
Martinez-Dawson, Rose M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$66,000		3.0%	\$67,980		c
Kitaygorodskiy, Aleksandr Fall 2012 Faculty Market Adjustment	Senior Lecturer	Lecturer/Spectroscopist	Instructional Faculty	NA		\$64,327	5.6%		\$67,930	ce
Duckworth, Scott M Fall 2012 Performance Increase: This employee received an increase based on additional duties due to a vacant position.	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$64,295	5.1%		\$67,547	ac
Ivey, Kimberly A Fall 2012 Performance Increase: This employee received an increase based on exceeding success criteria in most important areas such as improving the productivity and increasing the utilization of the facility, expanding the industry client base and increasing the revenue stream, among others.	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$63,508	5.3%		\$66,885	ac
Schweisinger, Todd Alan Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$61,500		8.7%	\$66,839		ce
Hester, Jerry D Fall 2012 Performance Increase: This employee received an increase based on handling lab enrollment increases.	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Instructional Faculty	NA		\$63,877	4.5%		\$66,780	ac
Lasser, Susan J S Fall 2012 Performance Increase: This employee received an increase based on high performance.	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Management with Faculty Rank	NA		\$62,978	4.5%		\$65,840	ac
Webb, Frank Fall 2012 Performance Increase: This employee received an increase based on a superlative performance review and dedication beyond the call of duty.	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$62,449	5.2%		\$65,673	ac

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Bhattacharyya,Gautam Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,854		14.0%	\$64,825		ce
Hubbard,Russell J. Fall 2012 Performance Increase: This employee received an increase based on excellent technical service for chemistry department instrumentation and providing cost savings by handling repairs himself, among other accomplishments.	Eng/Assoc Eng III	Eng/Assoc Engr III	Computer, Engineering, and Science Staff	07		\$61,558	4.5%		\$64,355	ac
Brame,Scott E Fall 2012 Faculty Market Adjustment	Research Asst Professor	Research Asst Professor	Research Faculty	NA		\$57,350	10.6%		\$63,452	ce
Myers,Dianne M Fall 2012 Performance Increase: This employee received an increase based on solid performance meeting all expectations for the position.	Grants Administrator I	Grants Administrator I	Business and Financial Operations Staff	06		\$60,533	4.5%		\$63,283	ac
Sternhagen,Melissa M Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,200		10.4%	\$63,172		ce
Cawood,Mark E. Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,000		10.7%	\$62,015		ce
Alexander,Kim E	Lecturer: Non-Teaching	Lecturer/Executive Director	Public Service Faculty	NA		\$59,104	3.0%		\$60,877	c
Mann,James D Fall 2012 Performance Increase: This employee received an increase based on a superlative performance review, excellent work with GATE lab, and dedication beyond the call of duty.	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$57,804	5.2%		\$60,788	ac
Watkins,Anolyn K Administrative/Temporary Adjustment: This employee received an adjustment for temporary duties added to support the Associate Provost for Faculty Development in the Provost's office and assist with several Dean searches that will be taking place within the year.	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$56,015	8.1%		\$60,580	bc
Moline,David C Staff Development Program	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$54,540	10.3%		\$60,176	ac

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Dubsky, Richard Steven Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$53,417		12.4%	\$60,037		ce
Reba, Marilyn Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$50,300		19.4%	\$60,037		ce
Norman, Narcrisha Shontee	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000*		0.0%	\$60,000		*
Mathis, Gary Lee Fall 2012 Performance Increase: This employee received an increase based on a superlative performance review and excellent support of graduate program and research. Market/Equity Adjustment: This employee received an increase based on internal equity comparison and consistently high performance.	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$51,611	15.7%		\$59,703	ac
Lowe, Rose M Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,044		12.5%	\$59,659		ce
Porter, Christopher H. Fall 2012 Performance Increase: This employee received an increase based on performance at high level.	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$56,778	4.5%		\$59,358	ac
Delhaye, Jean-Marc George Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$47,714*		24.1%	\$59,201		*e
White, David A Fall 2012 Performance Increase: This employee received an increase based on support of students, faculty and staff with computer and electronic expertise, web site maintenance, and problem solving technical issues for courses and labs, among other accomplishments.	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$55,992	5.3%		\$58,986	ac
Pressprich, Karen Ann Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,296		6.0%	\$58,639		ce
Kennedy, Nell Beatty Fall 2012 Performance Increase: This employee received an increase based on additional duties due to a vacant position.	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$56,000	4.5%		\$58,545	ac

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Taylor,Dennis F Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,100		4.0%	\$58,355		ce
Parker,Gary W Fall 2012 Performance Increase: This employee received an increase based on solid performance-generating resources and exemplary effort to support the new center director ensuring smooth operation of the center during the transition.	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$55,671	4.5%		\$58,201	ac
Biggers,Sherry Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$48,500		19.6%	\$58,013		ce
Breazel,Ellen Hepfer Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$46,400		25.0%	\$58,013		ce
Johnson,Terri A Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,390		6.7%	\$58,013		ce
Prevost,Shari A Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,956		5.6%	\$58,013		ce
Bass,Barbara E Administrative/Temporary Adjustment: This employee received a temporary adjustment for additional work managing the budget for research affairs for the College of Engineering and Science. Fall 2012 Performance Increase: This employee received an increase based on solid performance meeting all expectations for the position.	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$50,612	14.5%		\$57,973	abc
Pope,Amy Liann	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,210		3.0%	\$57,896		c
Jones,James H.	Lecturer	Lecturer	Instructional Faculty	NA	\$55,937		3.0%	\$57,615		c
Nicholson,Robbie A	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$55,587	3.0%		\$57,254	c
Teitloff,Timothy Charles Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$54,800		4.1%	\$57,023		ce

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Holliday,Jeff L.	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	05		\$55,097	3.0%		\$56,749	c
Metz,Daniel R	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$51,611	9.8%		\$56,654	abc
<p>Additional Duties: This employee has assumed additional duties related to an increase in student load, faculty size, research activity, student appointments, payroll matters, course syllabi, etc., and other activities such as assisting with administrative functions for Creative Inquiry classes.</p> <p>Fall 2012 Performance Increase: This employee received an increase based on the need of the department to maintain competitiveness.</p>										
Hochrine,Catherine A	Lecturer	Lecturer	Instructional Faculty	NA	\$47,523		18.4%	\$56,250		ce
Fall 2012 Faculty Market Adjustment										
Lambert,Renee S	Lecturer	Lecturer	Instructional Faculty	NA	\$52,502		6.1%	\$55,682		ce
Fall 2012 Faculty Market Adjustment										
Sterling,Patrick D	Lecturer	Lecturer	Instructional Faculty	NA	\$51,398		8.3%	\$55,682		ce
Fall 2012 Faculty Market Adjustment										
Brandon,Steven C	Lecturer	Lecturer	Instructional Faculty	NA	\$53,530		3.7%	\$55,499		ce
Fall 2012 Faculty Market Adjustment										
Cottingham,Judith Elaine	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$48,000		14.6%	\$55,000		ce
Fall 2012 Faculty Market Adjustment										
McMillen,Colin D	Lecturer: Non-Teaching	Research Associate	Instructional Faculty	NA		\$55,000*	0.0%		\$55,000	*
Brown,Jason Stratford	Lecturer	Lecturer	Instructional Faculty	NA	\$46,500		17.5%	\$54,645		ce
Fall 2012 Faculty Market Adjustment										
The,Lih-sin	Lecturer	Lecturer	Instructional Faculty	NA	\$51,075		7.0%	\$54,645		ce
Fall 2012 Faculty Market Adjustment										

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Nicholson, Truman Grady	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$51,928	5.1%		\$54,555	ac
Fall 2012 Performance Increase: This employee received an increase based on excellent performance, professional development on the CMM after it was upgraded with new soft and hardware, and training of other machinists.										
Jenkins, Linda L	Lab Technologist II	Lab Technologist II	Computer, Engineering, and Science Staff	05		\$52,890	3.0%		\$54,476	c
Clark, Martin C	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$51,510	5.7%		\$54,445	ac
Fall 2012 Performance Increase: This employee received an increase based on annual evaluation.										
Acker, Serita	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$52,000	4.5%		\$54,363	ac
Fall 2012 Performance Increase: This employee received an increase based on performance at high level.										
Cummings, Anne Handley	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$51,963	4.5%		\$54,324	ac
Fall 2012 Performance Increase: This employee received an increase based on exceeds expectations ratings on performance reviews for the last three years.										
Coulson, Alan B	Lecturer	Lecturer	Instructional Faculty	NA	\$52,650		3.0%	\$54,229		c
Viktorova, Irina V.	Visiting Assistant Professor	Visiting Assistant Professor	Instructional Faculty	NA	\$48,142		12.3%	\$54,055		ce
Fall 2012 Faculty Market Adjustment										
Novick, Beth A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$50,902		6.1%	\$54,010		ce
Fall 2012 Faculty Market Adjustment										
Poore, Bradley W	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$50,676	6.5%		\$53,950	ac
Fall 2012 Performance Increase: This employee received an increase based on excellent performance, his work space allocation and renovation projects such as the one in Barre Hall, and supervising the fabrication shop.										
McDonald, Charles Taylor	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$52,233	3.0%		\$53,799	c

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Bedenbaugh,Christina T	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$46,862	14.5%	\$53,677		abc
Administrative/Temporary Adjustment: This employee received a temporary adjustment for additional work managing the budget for research affairs for the College of Engineering and Science.										
Fall 2012 Performance Increase: This employee received an increase based on consistent quality performance in meeting expectations for this position.										
Kelley,David L	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$52,095	3.0%	\$53,657		c
Teague,Robert A	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$52,066	3.0%	\$53,627		c
Weaver,Kenneth Allen	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Instructional Faculty	NA		\$50,708	5.5%	\$53,503		ac
Fall 2012 Performance Increase: This employee received an increase based on faculty market comparison.										
Coburn Jr,William L	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$51,096	4.6%	\$53,433		ac
Fall 2012 Performance Increase: This employee received an increase based on exceeding expectations in keeping the department running from a facilities and infrastructure standpoint.										
Rankin,Samuel G	Lab Technologist II	Lab Technologist II	Computer, Engineering, and Science Staff	05		\$50,838	5.1%	\$53,410		ac
Fall 2012 Performance Increase: This employee received an increase based on excellent performance and his work on the heart valve for BioEngineering that was featured on the cover of Clemson World Spring 2012.										
King III,Larry French	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$50,000	6.1%	\$53,045		ac
Fall 2012 Performance Increase: This employee received an increase based on professional growth as the leader for CES Unix support.										
Lewis,Barbara S	Instructor	Instructor	Instructional Faculty	NA	\$52,239*		0.9%	\$52,723		*a
Fall 2012 Performance Increase: This employee received an increase based on her management and scheduling of all general chemistry labs and the recent enrollment increases.										
Walker,S Erwin	Lecturer	Lecturer	Instructional Faculty	NA	\$45,240		15.0%	\$52,032		ce
Fall 2012 Faculty Market Adjustment										
Nammouz,Minory	Lecturer	Lecturer	Instructional Faculty	NA	\$52,000*		0.0%	\$52,000		*

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
O'Connor, Sean Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$46,595		11.1%	\$51,786		ce
Yasmin, Nighat Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$41,309		24.9%	\$51,614		ce
Rumph, Terry Hughes Fall 2012 Performance Increase: This employee received an increase based on solid performance and meeting all expectations for the position.	Grants Coordinator II	Grants Coordinator II	Business and Financial Operations Staff	05		\$49,321	4.5%		\$51,562	ac
Allen, Charles B Market/Equity Adjustment: This employee received an increase based on internal equity comparison.	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$45,600	12.9%		\$51,500	ac
Hickman, Thomas D	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		3.0%	\$51,500		c
Wetzler, Modi	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		3.0%	\$51,500		c
Cole, Jamie E Fall 2012 Performance Increase: This employee received an increase based on exceptional performance review.	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$49,212	4.6%		\$51,474	ac
Gibisch, Elizabeth Bradley Fall 2012 Performance Increase: This employee received an increase based on top performance, contributions to the core missions of the university, and management of the revenue-generating Electrical & Computer Engineering Online Summer Program.	Info Resource Consult I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$47,363	7.3%		\$50,815	ac
Schvaneveldt, Stephen Jon Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$45,003		12.7%	\$50,740		ce
Creel, Jessica Pelfrey Fall 2012 Performance Increase: This employee received an increase based on performance at high level.	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$48,175	5.0%		\$50,563	ac

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Burgess,Kelly C	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$44,983	11.9%		\$50,318	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on consistent quality performance in meeting expectations for this position.</p> <p>Market/Equity Adjustment: This employee received an increase based on internal equity comparison and increased workload due to college growth.</p>										
Geiculescu,Olt E	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*
Work,Anthony Scott	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$50,000*	0.0%		\$50,000	*

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Allen, Lawrence R	Dean	Dean	Management with Faculty Rank	NA		\$253,069	2.9%		\$260,361	c
Headley, Kathy Neal	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$155,000	17.3%		\$181,777	bce
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Director/Dean of the school of Education. Fall 2012 Faculty Market Adjustment										
Limber, Susan P.	Named Professor	Named Professor	Instructional Faculty	NA		\$123,680	20.1%		\$148,507	bce
Administrative/Temporary Adjustment: This employee received an adjustment for his selection as Dan Olweus Distinguished Professor. Fall 2012 Faculty Market Adjustment										
Pruitt, Rosanne H	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$129,933	13.2%		\$147,076	ce
Fall 2012 Faculty Market Adjustment										
Small, Mark A	Professor	Professor	Instructional Faculty	NA		\$127,289	13.1%		\$144,006	bce
Additional Duties: This employee has assumed additional duties as the Associate Director of the Institute on Family and Neighborhood Life including primary responsibilities for coordinating the Ph.D. program in International Family and Community Studies, as well as assisting the Director in other departmental management duties. Fall 2012 Faculty Market Adjustment										
Havice, William L	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$132,881	5.0%		\$139,563	ce
Fall 2012 Faculty Market Adjustment										
Lindle, Jane C	Named Professor	Named Professor	Instructional Faculty	NA	\$127,116		9.1%	\$138,698		ce
Fall 2012 Faculty Market Adjustment										
Wright, Brett A	Dept Chair/Head	Dept Chair CU/Prof PRTM	Instructional Faculty	NA	\$124,656		9.1%	\$136,048		ce
Fall 2012 Faculty Market Adjustment										
Padilla, Michael James	Professor	Professor	Management with Faculty Rank	NA		\$176,510	-23.0%	\$135,941		bcde

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Reinking, David Paul Fall 2012 Faculty Market Adjustment	Named Professor	Named Professor	Instructional Faculty	NA	\$130,042		3.7%	\$134,895		ce
Gambrell, Linda B Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$124,832		5.5%	\$131,758		ce
Katsiyannis, Antonis Fall 2012 Faculty Market Adjustment	Alumni Professor	Alumni Distinguished Professor	Instructional Faculty	NA	\$117,115		11.4%	\$130,484		ce
Quinn, William H Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$99,437	29.3%		\$128,550	ce
Sherrill, Windsor Westbrook Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Director of the Institute for Advancement of Health Care. Market/Equity Adjustment: This employee received an increase based on market comparison.	Professor	Professor	Instructional Faculty	NA	\$75,609		69.0%	\$127,800		abc
McDonell, James R. Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Director of Institute of Family & Neighborhood Life. Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Management with Faculty Rank	NA		\$120,176	4.8%		\$126,004	bce
First, Patricia Flanagan Fall 2012 Faculty Market Adjustment	Named Professor	Named Professor	Instructional Faculty	NA	\$116,150		8.2%	\$125,638		ce
Holiday, Bonnie J Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA		\$117,739	6.5%		\$125,351	ce
Crandall, Lee Alden Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$114,433		6.5%	\$121,878		ce
Jones, Roy I Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Research Faculty	NA		\$107,544	8.3%		\$116,497	ce

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Flowers,Lamont Akwette	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA	\$108,633		6.4%	\$115,582		ce
	Fall 2012 Faculty Market Adjustment									
Barrett,David E	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$93,262		23.1%	\$114,798		ce
	Fall 2012 Faculty Market Adjustment									
Eggert,Julia A	Professor	Professor	Instructional Faculty	NA	\$81,080		39.7%	\$113,260		bce
	Faculty Rank Promotion									
	Fall 2012 Faculty Market Adjustment									
Norman,William C	Professor	Professor	Instructional Faculty	NA	\$84,622		33.6%	\$113,070		ce
	Fall 2012 Faculty Market Adjustment									
Backman,Kenneth F	Professor	Professor	Instructional Faculty	NA	\$74,952		47.8%	\$110,788		bce
	Faculty Rank Promotion									
	Fall 2012 Faculty Market Adjustment									
Dye,Cheryl Jo	Professor	Professor	Instructional Faculty	NA	\$89,102		23.7%	\$110,256		ce
	Fall 2012 Faculty Market Adjustment									
Reynolds,Elizabeth Parrott	Academic Program Director	NDPC Executive Director	Management	NA		\$110,000*	0.0%		\$110,000	*
Cawthon,Tony W	Professor	Professor	Instructional Faculty	NA	\$105,789		3.8%	\$109,803		bcde
	Fall 2012 Faculty Market Adjustment									
Horton,Robert M	Professor	Professor	Instructional Faculty	NA	\$82,449		33.2%	\$109,798		ce
	Fall 2012 Faculty Market Adjustment									
Rosenblith,Suzanne N	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$99,000		10.1%	\$108,964		ce
	Fall 2012 Faculty Market Adjustment									
Thompson,Martha Parrish	Research Professor	Research Professor	Research Faculty	NA		\$103,863	4.5%		\$108,583	ac
	Fall 2012 Performance Increase: This employee received an increase based on increasing the department's national visibility through her editorial roles and strong publication record and generating sponsored research.									

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Health, Education & Human Development

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					9 Month	12 Month		9 Month	12 Month	
Green Jr,Robert P Fall 2012 Faculty Market Adjustment	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$99,641		7.9%	\$107,478		ce
Knoeppel,Robert C Fall 2012 Faculty Market Adjustment	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$99,000		8.0%	\$106,941		ce
Hoskins,Barbara J Fall 2012 Performance Increase: This employee received an increase based on steady contributions to the success of the college.	Assistant Dean	Assistant Dean	Management with Faculty Rank	NA		\$99,463	5.6%		\$105,007	ac
Parker,Veronica G Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$86,370		21.4%	\$104,841		ce
Willoughby,Deborah F Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$83,640		25.3%	\$104,841		ce
Switzer,Deborah M Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$84,234		24.1%	\$104,570		bce
Backman,Sheila J Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$84,974		22.9%	\$104,398		ce
Stecker,Pamela M Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$81,534		25.7%	\$102,478		ce
Carroll,Regina F Fall 2012 Performance Increase: This employee received an increase based on consistent performance above expectations, leadership in increasing the efficiency of business activities across the college.	Administrative Mgr II	Chief Business Officer	Business and Financial Operations Staff	08		\$92,700	9.2%		\$101,210	ac
Kingree,Jeffrey B Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$78,190		28.1%	\$100,188		ce
Mayo,Rachel M Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$80,095		23.6%	\$98,963		ce

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Spitler,Hugh D Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$78,083		26.7%	\$98,963		ce
Mainella,Frances P	Visiting Lecturer	Visiting Lecturer	Instructional Faculty	NA	\$93,627		3.0%	\$96,435		c
Fleming,David S Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Extension Associates and Instructional Support Staff	NA		\$88,121	9.3%		\$96,316	ce
Bailey,Beatrice Naff Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$79,742		20.6%	\$96,204		ce
Marion,Russell A Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$81,545		16.2%	\$94,777		ce
Watt,Paula J Fall 2012 Performance Increase: This employee received an increase based on steady contributions to the success of the college and continued growth of the business side of the Sullivan Center (now a provider for BC/BS insurance).	Lecturer: Non-Teaching	Lecturer	Management with Faculty Rank	NA		\$89,658	5.6%		\$94,656	ac
Smith,Deborah A Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$73,929		27.3%	\$94,113		ce
Stegelin,Dolores A Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$76,083		23.7%	\$94,113		ce
Costello,Gerald E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,200		3.0%	\$91,876		c
Brookover IV,Robert S Fall 2012 Faculty Market Adjustment Promotion/Reclassification: This employee was promoted to Senior Lecturer and Coordinator of Undergraduate Programs and Outreach in Parks, Recreation & Tourism Management.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$82,000	11.9%		\$91,749	bce
Barcelona Jr,Robert James Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$76,320	18.0%		\$90,088	ce

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f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Health, Education & Human Development

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Wetsel, Margaret A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,800		22.0%	\$90,061		ce
Anderson, Denise Marie Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,169		17.0%	\$87,964		ce
Powell, Robert Baxter Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,600		16.4%	\$87,964		ce
Havice, Pamela A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,524		17.2%	\$87,370		ce
Johnson, Arlene E Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,980		18.7%	\$86,630		ce
Meehan, Nancy K Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,179		12.2%	\$86,630		ce
Ryan, Joseph Benedict Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,992		25.3%	\$86,467		ce
Rembert, Kellye S Fall 2012 Performance Increase: This employee received an increase based on work above expectations and additional responsibilities due to vacant position.	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$81,739	5.6%		\$86,296	ac
Milsom, Amy Sue Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,360		15.4%	\$85,782		ce
Timmons, Shirley Mae Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,300		29.4%	\$85,772		bce
Lucas, Richard A Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer/PGM Director	Instructional Faculty	NA		\$77,115	11.0%		\$85,560	ce

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Marshall,Jeff C Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,202		22.4%	\$84,735		ce
Cadorete,Deborah Jo Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA		\$75,000	12.3%		\$84,224	ce
Kemper,Karen A Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,735		17.4%	\$84,223		ce
Paige,William D Fall 2012 Faculty Market Adjustment	Professor	Professor	Instructional Faculty	NA	\$72,923		15.4%	\$84,179		ce
Ring,Gail Lee Decker	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$80,295	3.0%		\$82,703	c
Griffin,Sarah F Fall 2012 Faculty Market Adjustment	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$65,899		22.3%	\$80,588		ce
Bixler,Robert D Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,603		15.7%	\$80,536		ce
Williams,Joel Edward Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,434		29.9%	\$79,798		bce
Evatt,Michalann G	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$76,725	3.0%		\$79,026	c
Che,Stacy Megan Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$58,443		34.8%	\$78,806		bce
Cook,Michelle Patrick Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$58,500		34.7%	\$78,806		bce

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

College of Health, Education & Human Development

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					9 Month	12 Month		9 Month	12 Month	
Spearman, Melinda J Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$57,397		37.3%	\$78,806		bce
Arthur-Banning, Skye Gerald Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,879		20.5%	\$78,190		ce
Baldwin, Elizabeth Dennis Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$59,234		32.0%	\$78,190		bce
Schmalz, Dorothy L Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,879		20.5%	\$78,190		ce
Conrad, Leslie E Fall 2012 Performance Increase: This employee received an increase based on her work in moving the Outdoor Laboratory toward self-sufficiency resulting in savings to the university.	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$71,400	9.2%		\$77,955	ac
Cash, M Terry	Asst Academic Prog Dir	Asst Academic Prog Dir	Computer, Engineering, and Science Staff	NA		\$74,956	3.0%		\$77,204	c
Fullerton, Susan King	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,780		3.0%	\$77,023		c
Hallo, Jeffrey Charles Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,540		18.5%	\$76,471		ce
Satterfield, James W Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,842		12.4%	\$76,250		ce
Truong, Khoa Dang Fall 2012 Faculty Market Adjustment Market/Equity Adjustment: This employee received an increase based on internal equity comparison.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,213		23.1%	\$75,352		ace

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f Other adjustments

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Amerson,Roxanne Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,950		11.5%	\$74,658		ce
Davis,Stephanie Clark Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,430		12.4%	\$74,658		ce
Fasolino,Tracy King Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,950		11.5%	\$74,658		ce
Whitcomb,John Joseph Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,300		12.6%	\$74,658		ce
Federico,Lienne C Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,488		14.1%	\$73,552		ce
Hodge,Martha J Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,519		14.0%	\$73,552		ce
McNair,Jonda Cecole Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,027		20.5%	\$73,552		ce
Scott,David A Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$57,412		27.3%	\$73,073		bce
DeLuca,Jane Marie Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,500*		6.9%	\$71,103		*e
Duggan,Lisa Marie Fall 2012 Faculty Market Adjustment Promotion/Reclassification: This employee was promoted to Assistant Professor in the School of Nursing upon completion of her PhD.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,390		30.7%	\$71,103		bce
Hernandez,Christina Maria Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,500*		6.9%	\$71,103		*e

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e Market adjustment

f Other adjustments

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Ramshaw, Gregory Philip Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,180		24.7%	\$70,070		ce
Craig, Starlett R Fall 2012 Performance Increase: This employee received an increase based on strong performance in her field and with a program that requires high levels of attention and supervision.	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$66,434	5.1%		\$69,796	ac
Anderson, Daniel Morgan Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Management with Faculty Rank	NA		\$60,180	14.9%		\$69,175	ce
Savedra, Adam R Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA		\$61,605	12.3%		\$69,175	ce
Dunston, Pamela J Fall 2012 Faculty Market Adjustment	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,909		3.2%	\$69,049		ce
Kaminski, Rebecca A Administrative/Temporary Adjustment: This employee received a temporary adjustment for serving as the Coordinator of the off-campus Master's program and all add-on certification programs in Teacher Education. Contract Length Adjustment Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$49,561		39.0%		\$68,891	bcde
Holton, Winston E Fall 2012 Performance Increase: This employee received an increase based on being a key player in the success of the program and strong daily performance in duties.	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Research Faculty	NA		\$65,108	5.6%		\$68,737	ac
Klar, Hans William Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,160		14.3%	\$67,641		ce
Shi, Lu Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000*		3.6%	\$67,330		*e
Bates, Celeste Compton Bomely Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,500		7.4%	\$67,095		ce

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Quigley,Cassie Fay Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,750		16.2%	\$67,095		ce
Gonzales,Leslie D Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,100		17.1%	\$65,670		ce
Deaton,Cynthia Christine Minchew Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,330		14.5%	\$65,625		ce
Linder,Sandra Mammano Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,180		16.7%	\$65,561		ce
Herro,Danielle Christine Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,000*		5.1%	\$65,178		*e
Moran,Kristen Leigh Barner Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		8.5%	\$64,029		*e
Axelrod,Ysaaca D Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		8.3%	\$63,900		*e
Boyer,David Matthew Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		8.3%	\$63,900		*e
Cole,Mikel Walker Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		8.3%	\$63,900		*e
Hall,Anna Henson Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		8.3%	\$63,900		*e
King,LaGarrett J Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		8.3%	\$63,900		*e

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Leonard, Alison Elizabeth Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		8.3%	\$63,900		*e
Sinwell, Nicole Elaine Bannister Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		8.3%	\$63,900		*e
Vargas, Penelope Maria Day Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		8.3%	\$63,900		*e
Brewer, Curtis Anthony Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,700		12.3%	\$63,700		ce
Livingston, Wade G Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,963		12.9%	\$63,175		ce
Farmer, Jennie Lynn Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,000		9.9%	\$62,622		ce
Mackiewicz, Sara Moore Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,550		12.7%	\$62,622		ce
Tyminski, Andrew Michael Fall 2012 Faculty Market Adjustment	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,500		5.2%	\$62,622		ce
Millar, Heber W Fall 2012 Performance Increase: This employee received an increase based on coordination of activities with minimal errors in a large scale operation requiring significant attention to detail.	Academic Program Director	Academic Program Director	Extension Associates and Instructional Support Staff	NA		\$59,821	4.5%		\$62,539	ac
Cory, Alison Lynne Fall 2012 Faculty Market Adjustment	Lecturer	Assistant Professor	Instructional Faculty	NA	\$54,182		11.9%	\$60,638		ce
Kelley, Susan M	Lecturer	Lecturer	Extension Associates and Instructional Support Staff	NA		\$60,000*	0.0%		\$60,000	*

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Vess, Pamela Joy	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000*		0.0%	\$60,000		*
Dogbey, James Kwame	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,550		7.6%	\$59,746		ce
Fall 2012 Faculty Market Adjustment										
Wilson, Seal Nisbet	Lecturer	Lecturer	Instructional Faculty	NA	\$49,032		20.4%	\$59,051		bce
Administrative/Temporary Adjustment: This employee received a temporary adjustment for additional work on coordinating clinical/field experience faculty, partner school liaison, and revision of field experience documentation.										
Fall 2012 Faculty Market Adjustment										
Washington, Rachele D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,216		3.0%	\$58,932		c
Lanham, Janice Garrison	Lecturer	Lecturer	Instructional Faculty	NA	\$54,560		5.8%	\$57,740		ce
Fall 2012 Faculty Market Adjustment										
Falta, Deborah Alma	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,576		-1.6%	\$57,643		bce
Meyer, Kathleen M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$50,178		14.9%	\$57,643		ce
Fall 2012 Faculty Market Adjustment										
Webster, Sheri Smith	Lecturer	Lecturer	Instructional Faculty	NA	\$52,275		10.2%	\$57,623		ce
Fall 2012 Faculty Market Adjustment										
Pedrick, Suzanne M	Lecturer: Non-Teaching	Lecturer	Public Service Faculty	NA		\$55,739	3.0%		\$57,411	c
Mayo, William W	Lecturer: Non-Teaching	Lecturer	Community Service, Legal, Arts, and Media Staff	NA		\$55,705	3.0%		\$57,376	c
McGee, Philip H	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,498		6.8%	\$57,160		ce
Fall 2012 Faculty Market Adjustment										
Murton, Catherine Sikkema	Lecturer	Lecturer	Instructional Faculty	NA	\$51,918		9.2%	\$56,692		ce
Fall 2012 Faculty Market Adjustment										

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Gillespie, Jackie S Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,410		7.7%	\$56,459		ce
Pye, Angela K Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$51,816		9.0%	\$56,459		ce
Ewing, Nancy Ellen Rankin Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$50,918		8.6%	\$55,295		ce
Smith, Kelly Jordan Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$50,470		9.6%	\$55,295		ce
Botchway, Portia A Fall 2012 Faculty Market Adjustment	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,861		5.5%	\$54,713		ce
Busby, Terry Kaye Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$50,020		9.4%	\$54,713		ce
Nieves, Kristie Michelle Fall 2012 Performance Increase: This employee received an increase based on steady contributions to the success of the college and coordination of college HR activities without errors.	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$51,630	5.1%		\$54,242	ac
Visser, Ryan D Additional Duties: This employee has assumed additional duties including the duties of Director of the Center of Excellence for Instructional Technology, as well as working for the Director of the School of Education as Public Relations Coordinator. Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$45,652		17.6%	\$53,683		bce
Campbell, Carl Michael Fall 2012 Faculty Market Adjustment	Lecturer	Lecturer	Instructional Faculty	NA	\$49,181		8.6%	\$53,420		ce
Goodenow, Kristin M Fall 2012 Performance Increase: This employee received an increase based on positive attitude, spirit of service and cooperation, and outstanding leadership record for developing/delivering of educational programs.	Lecturer: Non-Teaching	Lecturer/Dir of Acad Advising	Extension Associates and Instructional Support Staff	NA		\$49,626	6.1%		\$52,647	ac

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Fall 2012 Salaries \$50,000 and Over

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hiott, Elaine H	Lecturer	Lecturer	Instructional Faculty	NA	\$48,940		7.5%	\$52,619		ce
Fall 2012 Faculty Market Adjustment										
Arneson, Lydia Rose	Program Coordinator I	Program Coordinator I	Extension Associates and Instructional Support Staff	05		\$49,774	5.5%		\$52,497	ac
Fall 2012 Performance Increase: This employee received an increase based on management of bullying prevention training, serving as liaison with trainers across the U.S., responsiveness to requests, and efficiency, among other accomplishments.										
Neal, Jerome M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$44,231		17.2%	\$51,818		ce
Fall 2012 Faculty Market Adjustment										
Wagner, Leslie Anne Marie	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		3.0%	\$51,500		c
Murphy, Harriet S	Acct/Fiscal Analyst III	Acct/Fiscal Analyst III	Business and Financial Operations Staff	06		\$47,175	7.1%		\$50,534	ac
Fall 2012 Performance Increase: This employee received an increase based on productive and supportive contributor to the college business office.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Athletics

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					9 Month	12 Month		9 Month	12 Month	
Phillips, Terry Don	Athletics Director	Athletics Director	Management	NA		\$250,390	5.1%		\$263,059	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										
Brooks, Bobby Dan	Athletics Coach	Asst H Coach/Def Tackles Coach	Community Service, Legal, Arts, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Brownell, Bradley R	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Caldwell, Robert A	Athletics Coach	Offensive Line Coach	Community Service, Legal, Arts, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Harbison, Charles Edeard	Athletics Coach	Co-Def Coord/Def Backs Coach	Community Service, Legal, Arts, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Hobby Jr, Marion E	Athletics Coach	Defensive Ends Coach	Community Service, Legal, Arts, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Morris, Chad A	Athletics Coach	Offensive Coord/Qtr Backs	Community Service, Legal, Arts, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Pearman Jr, Daniel L	Athletics Coach	Asst H Coach/TE/Spc Teams Coord	Community Service, Legal, Arts, and Media Staff	NA		\$225,000	8.9%		\$245,000	a
Performance: This employee received an increase based on the football team winning the ACC Championship. Coach Swinney has opted to reassign his compensation to the Assistant Coaches.										
Swinney, William C	Athletics Coach	Head Football Coach	Community Service, Legal, Arts, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Venables, Thomas B	Athletics Coach	Defensive Coord/Linebackers	Community Service, Legal, Arts, and Media Staff	NA		\$245,000*	0.0%		\$245,000	*
McCorvey Jr, Woodrow	Athletics Coach	Associate AD for Football	Community Service, Legal, Arts, and Media Staff	NA		\$200,000	13.0%		\$226,000	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
D'Andrea, William J	Athletics Coach	Ex Sr Asst Ath Dir IPTAY Ex Af	Management	NA		\$210,000	6.1%		\$222,789	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										
Leggett, Jackson S	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$216,300	3.0%		\$222,789	f
Contract Requirement: This employee received a performance increase per prior contractual agreement.										
Scott, Jeffrey B	Athletics Coach	Recruit Coord/Wide Rcvs Coach	Community Service, Legal, Arts, and Media Staff	NA		\$150,000	43.3%		\$215,000	a
Performance: This employee received an increase based on the football team winning the ACC Championship. Coach Swinney has opted to reassign his compensation to the Assistant Coaches.										
Batson, Michael J	Athletics Coach	Director FB Strength Coach	Service Staff	NA		\$136,000	51.5%		\$206,000	ac
Market/Equity Adjustment: This employee received a performance increase based on Division I market comparison.										
Elliott, Antonio Lamar	Athletics Coach	Runnig Backs Coach	Community Service, Legal, Arts, and Media Staff	NA		\$140,000	46.4%		\$205,000	a
Performance: This employee received an increase based on the football team winning the ACC Championship. Coach Swinney has opted to reassign his compensation to the Assistant Coaches.										
Scott, Harvey B	Athletics Coach	Dir Recruitment/Player Dev	Community Service, Legal, Arts, and Media Staff	NA		\$220,000	-13.4%		\$190,550	cf
Coleman, Itoro Umoh	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$181,500	3.0%		\$186,945	c
Hill, Catherine A	Athletics Coach	Sr Associate AD Int'l Affairs	Management	NA		\$168,045	3.0%		\$173,086	c
Winiecki, Michael S	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$147,700	11.7%		\$165,000	a
Market/Equity Adjustment: This employee received an increase based on Division 1 market comparison.										
Grant Jr, Earl	Athletics Coach	Asst Men's Basketball Coach	Community Service, Legal, Arts, and Media Staff	NA		\$137,150	16.7%		\$160,000	a
Market/Equity Adjustment: This employee received an increase based on Division 1 market comparison.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Penley Jr,Larry B	Athletics Coach	Head Coach/Golf	Community Service, Legal, Arts, and Media Staff	NA		\$150,000	3.0%		\$154,500	c
Johnson,Lawrence Allen	Athletics Coach	Dir. of Men's & Women's Track	Community Service, Legal, Arts, and Media Staff	NA		\$139,000	3.0%		\$143,170	c
Smith,Steven Tyrone	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$140,000*	0.0%		\$140,000	*
Thompson,Karleen M	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$126,500	3.0%		\$130,295	c
Pepicelli,Daniel J	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$125,000	3.0%		\$128,750	f
Contract Requirement: This employee received a performance increase per prior contractual agreement.										
Couch Jr,James R	Athletics Coach	Exec Director - Major Gifts	Management	NA		\$108,157	19.0%		\$128,706	abc
Additional Duties: This employee has assumed additional duties including coordinating the Will to Win Athletic Campaign.										
Fall 2012 Performance Increase: This employee received an increase based on outstanding performance.										
Kennedy-Dixon,Barbara Elaine	Athletics Coach	Athletics Coach	Management	NA		\$114,241	9.6%		\$125,168	ac
Fall 2012 Performance Increase: This employee received an increase based on ACC market comparison.										
McPhee-McCuin,Yolett A	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$110,500	11.9%		\$123,600	ac
Retention: This employee was being recruited by other colleges.										
Johnston,Andrew W	Athletics Coach	Asst AD for Football	Community Service, Legal, Arts, and Media Staff	NA		\$112,600	9.0%		\$122,734	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										
Davis,Jeff E	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$111,326	9.0%		\$121,345	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										

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f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Noonan, Michael R	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$117,000	3.0%		\$120,510	c
Bowman, Rebecca G	Athletics Coach	Athletics Coach	Management	NA		\$100,271	19.7%		\$120,008	ac
Fall 2012 Performance Increase: This employee received an increase based on high performance.										
Match, Timothy A	Athletics Coach	Athletics Coach	Management	NA		\$100,699	14.9%		\$115,719	bc
Additional Duties: This employee has assumed additional duties including overseeing the Ticket Office and Video Services. Also through his efforts in marketing and licensing, we have seen an increase over 18% from previous year.										
LeCroy, Bradley James	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$110,000	3.0%		\$113,300	f
Contract Requirement: This employee received a performance increase per prior contractual agreement.										
Harris, Nancy A	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$103,000	6.7%		\$109,909	ac
Contract Requirement: This employee received a performance increase per prior contractual agreement.										
Contract Requirement: This employee received an increase per prior contractual agreement.										
Radwanski, Edward Francis	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$100,000	3.0%		\$103,000	c
Bender, Donald Richard	Athletics Coach	Dirct of Basketball Operations	Community Service, Legal, Arts, and Media Staff	NA		\$89,675	11.5%		\$100,000	ac
Market/Equity Adjustment: This employee received an increase based on Division 1 market comparison.										
Ellison, Stephanie A	Athletics Coach	Assoc Athletic Dir/Compliance	Management	NA		\$89,880	9.0%		\$98,006	ac
Fall 2012 Performance Increase: This employee received an increase based on high performance and ACC market comparison.										
Furbee, Travis Taylor	Athletics Coach	Ath Coach/Dir of Annual Fund	Management	NA		\$95,100	3.0%		\$97,953	c

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Young, Kyle McLendon	Athletics Coach	Assoc AD/Coord Sports Supv	Management	NA		\$87,389	11.0%		\$97,000	ac
Fall 2012 Performance Increase: This employee received an increase based on substantial contribution in scheduling and ACC market comparison.										
Wade, Gary A	Athletics Coach	Athletics Coach	Management	NA		\$90,241	5.6%		\$95,272	ac
Fall 2012 Performance Increase: This employee received an increase based on excellent performance.										
	Athletics Coach		Community Service, Legal, Arts, and Media Staff	NA		\$95,000*	0.0%		\$95,000	*
Garrity, Jim Joseph	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$95,000*	0.0%		\$95,000	*
Poole Jr, Danny G	Athletics Coach	Athletics Coach	Healthcare Practitioners and Staff	NA		\$84,273	8.9%		\$91,801	ac
Fall 2012 Performance Increase: This employee received an increase based on ACC market comparison.										
Hoover, Jolene J	Athletics Coach	Head Coach/Volleyball	Community Service, Legal, Arts, and Media Staff	NA		\$87,357	3.0%		\$89,977	c
Grayson, Philip D	Athletics Coach	Athletics Coach	Management	NA		\$87,344	3.0%		\$89,964	c
Jackson-Ip, Mary Loreto	Athletics Coach	Assoc AD/Stu Ath Perf/Spv	Management	NA		\$70,000	25.7%		\$88,000	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance in all areas.										
Dooley, Michael S	Athletics Coach	Director of HS Relations	Community Service, Legal, Arts, and Media Staff	NA		\$75,000	13.0%		\$84,750	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										
Greenlee, Larry S	Athletics Coach	Assi Dir FB Strength Coach	Service Staff	NA		\$63,079	26.8%		\$80,000	abc
Additional Duties: This employee has assumed additional duties as Coordinator for all Athletic Strength Programs including coordinating the common skills, equipment and services provided to the sports and performing administrative activities for all programs.										
Market/Equity Adjustment: This employee received an increase based on market comparison.										
Hogan, Paul Adrian	Athletics Coach	Asst Strength Coach	Service Staff	NA		\$80,000*	0.0%		\$80,000	*

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Smith,Alphonso C	Athletics Coach	Athletics Coach	Natural Resources, Construction, and Maintenance Staff	NA		\$74,000	7.1%		\$79,220	ac
Fall 2012 Performance Increase: This employee received an increase based on excellent handling of increased duties on road.										
Hall,Timothy L	Athletics Coach	Assoc Track & Field Coach	Community Service, Legal, Arts, and Media Staff	NA		\$67,306	15.0%		\$77,402	bc
Promotion/Reclassification: This employee's position was reclassified to Associate Track & Field Coach.										
Horton,John T	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$75,000	3.0%		\$77,250	c
McCuen Jr,Charles Manley	Athletics Coach	Head Tennis Coach	Community Service, Legal, Arts, and Media Staff	NA		\$74,550	3.0%		\$76,786	c
Coffman,R Wayne	Athletics Coach	Associate Director	Extension Associates and Instructional Support Staff	NA		\$72,086	3.0%		\$74,248	c
Bagby,Richard A	Athletics Coach	Coach/Director of Video Srvs	Community Service, Legal, Arts, and Media Staff	NA		\$69,993	5.6%		\$73,894	ac
Fall 2012 Performance Increase: This employee received an increase based on new ventures and high performance										
Tenenbaum,Robert Harlan	Athletics Coach	Head Rowing Coach.	Community Service, Legal, Arts, and Media Staff	NA		\$71,000	3.0%		\$73,130	c
Honnold,Darric E	Athletics Coach	Asst Strength Coach	Service Staff	NA		\$67,000	3.0%		\$69,010	c
Mahony,Robert D	Athletics Coach	Assoc Director - Major Gifts	Business and Financial Operations Staff	NA		\$66,576	3.0%		\$68,573	c
Littlejohn,Sharon Weaver	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$63,877	6.9%		\$68,293	ac
Fall 2012 Performance Increase: This employee received an increase based on meritorious performance.										
Dunham,Aaron D	Athletics Coach	Asst. Dir of Major Gifts	Business and Financial Operations Staff	NA		\$53,000	21.9%		\$64,590	ac
Fall 2012 Performance Increase: This employee received an increase based on outstanding performance.										

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Athletics

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					9 Month	12 Month		9 Month	12 Month	
Echols Jr,Ernest V.	Athletics Coach	Athletics Coach	Service Staff	NA		\$60,764	5.6%		\$64,151	ac
Fall 2012 Performance Increase: This employee received an increase based on high performance.										
McCrary,Kate M	Athletics Coach	Athl Coach Dir of Ticket Opr	Business and Financial Operations Staff	NA		\$62,000*	3.0%		\$63,860	*c
Woody,Christopher B	Athletics Coach	AsstAD for Compliance/Coach	Business and Financial Operations Staff	NA		\$61,215	3.0%		\$63,051	c
Allison Jr,James	Athletics Coach	Direct of Aviation Operations	Production, Transportation, and Material Moving Staff	NA		\$60,000	4.7%		\$62,800	ac
Fall 2012 Performance Increase: This employee received an increase based on market comparison.										
Hasselbach,Leslie R.	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$46,690	33.9%		\$62,500	abc
Additional Duties: This employee has assumed additional duties as Head Diving Coach.										
Contract Requirement: This employee received an increase per prior contractual agreement.										
Munson III,William Donald	Athletics Coach	Sports Media Specialist	Community Service, Legal, Arts, and Media Staff	NA		\$55,000	13.0%		\$62,150	ac
Fall 2012 Performance Increase: This employee received an increase based on meritorious performance.										
Bostwick,Christopher David	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$60,000*	0.0%		\$60,000	*
Seketa,John N	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$57,591	3.0%		\$59,318	c
Porter,Elizabeth R	Athletics Coach	Associate Director	Extension Associates and Instructional Support Staff	NA		\$57,559	3.0%		\$59,285	c
Robbins,Jeffery Brian	Athletics Coach	Asst Women's Soccer Coach	Community Service, Legal, Arts, and Media Staff	NA		\$57,000	3.0%		\$58,710	c
Wilson,Jason Conrad	Athletics Coach	Athletics Coach	Business and Financial Operations Staff	NA		\$57,000	3.0%		\$58,710	c

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Fall 2012 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Bullock, Donna D	Athletics Coach	Athletics Coach	Healthcare Practitioners and Staff	NA		\$55,549	5.6%		\$58,645	ac
Fall 2012 Performance Increase: This employee received an increase based on excellent performance.										
Sparks, Lynn B	Athletics Coach	Mktg & Sales Spec Coach	Community Service, Legal, Arts, and Media Staff	NA		\$56,602	3.0%		\$58,300	c
Herbst, Maria Hanahoe	Athletics Coach	Academic Learning Spec/Coach	Extension Associates and Instructional Support Staff	NA		\$56,527	3.0%		\$58,222	c
Love, Dennis Jermaine	Athletics Coach	Director of Olympic Sports	Service Staff	NA		\$46,988	23.6%		\$58,076	bc
Additional Duties: This employee has assumed additional duties as Director of Olympic Programs.										
Bassett, Daniel J	Athletics Coach	Director of FB Programs	Community Service, Legal, Arts, and Media Staff	NA		\$51,000	13.0%		\$57,630	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										
Williams, Crawford Edward	Athletics Coach	Asst Dir Major Gifts for IPTAY	Business and Financial Operations Staff	NA		\$57,000*	0.0%		\$57,000	*
Coleman, Stephen E	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$55,250	3.0%		\$56,907	c
Queen, Kanetra L	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$55,000	3.0%		\$56,650	c
Benson, Ida S	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$52,217	5.9%		\$55,283	ac
Fall 2012 Performance Increase: This employee received an increase based on market comparison.										
Simpkins, Reggie Mendez	Athletics Coach	Associate Director	Extension Associates and Instructional Support Staff	NA		\$53,261	3.0%		\$54,858	c
Hilderbrand, Van P	Athletics Coach	Athletics Coach	Management	NA		\$51,636	5.9%		\$54,685	ac
Fall 2012 Performance Increase: This employee received an increase based on continued exceptional performance in all game day aspects.										

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f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Williams, Jason H.	Athletics Coach	Athletics Coach	Production, Transportation, and Material Moving Staff	NA		\$51,997	4.9%		\$54,556	ac
Fall 2012 Performance Increase: This employee received an increase based on market comparison.										
Moreland-Bishop, Leslie Anne	Athletics Coach	Associate Director	Extension Associates and Instructional Support Staff	NA		\$52,960	3.0%		\$54,548	c
Huffins, Christopher A	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$54,000*	0.0%		\$54,000	*
Money, Michael J	Athletics Coach	Director of Marketing	Community Service, Legal, Arts, and Media Staff	NA		\$50,000	8.0%		\$54,000	ac
Fall 2012 Performance Increase: This employee received an increase based on market comparison.										
Kanet, Priscilla L	Athletics Coach	Acad Affrs Officer/Coach	Extension Associates and Instructional Support Staff	NA		\$51,759	3.0%		\$53,311	c
Herbster, Bradley John	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$51,127	3.0%		\$52,660	c
Welp, Jodi Elyn	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$50,203	3.0%		\$51,709	c
Martin, Yashica Bakeyma	Athletics Coach	Ath Coach/Academic Advisor	Extension Associates and Instructional Support Staff	NA		\$50,000	3.0%		\$51,500	c
Mullinix, Siri L	Athletics Coach	Assist Women's Soccer Coach	Community Service, Legal, Arts, and Media Staff	NA		\$43,000	19.8%		\$51,500	cf
Retention: This employee was being recruited by another university.										
Onufrieff, Melanie M	Athletics Coach	Athletics Coach	Community Service, Legal, Arts, and Media Staff	NA		\$50,000	3.0%		\$51,500	c
Davis, Raeneeva Banks	Athletics Coach	Ath Coach/Learning Specialist	Extension Associates and Instructional Support Staff	NA		\$47,610	8.0%		\$51,428	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										

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Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Gray,Amanda E	Athletics Coach	Compliance Director	Business and Financial Operations Staff	NA		\$49,900	3.0%		\$51,397	c
Branch,Audrey Dempsey	Athletics Coach	Special Projects Coordinator	Extension Associates and Instructional Support Staff	NA		\$49,000	3.0%		\$50,470	c
Razayeski,Jerome	Athletics Coach	Athletics Coach	Healthcare Practitioners and Staff	NA		\$48,127	4.0%		\$50,070	ac
Fall 2012 Performance Increase: This employee received an increase based on high performance.										
Jones,Philip Anthony	Athletics Coach	Assoc Head Men's Soccer Coach	Community Service, Legal, Arts, and Media Staff	NA		\$34,300	45.8%		\$50,000	bc
Additional Duties: This employee has assumed additional duties as Associate Head Coach of Soccer.										

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f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Chief Financial Officer

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Dalton, Brett A	Lecturer: Non-Teaching	VP for Finance and Operations	Management with Faculty Rank	NA		\$217,933	47.4%		\$321,334	abc
Fall 2012 Performance Increase: This employee received an increase based on market comparison.										
Promotion/Reclassification: This employee was promoted to Vice President for Finance and Operations in recognition of a significant broadening of his duties.										
Boyette Jr, John Vernon	Academic Program Director	Dir Land & Captl Asst Stwrdsph	Management	NA		\$164,000	6.0%		\$173,920	bc
Administrative/Temporary Adjustment: This employee received a temporary adjustment for assuming partial duties of recently departed CU-ICAR Director.										
Samuels, Rumame L	Research Associate	Dir of Recruitment & Comp	Management	NA		\$150,000*	3.0%		\$154,500	*c
Piekutowski, Michelle T	Lecturer: Non-Teaching	Chief Human Resources Officer	Management with Faculty Rank	NA		\$140,000	3.0%		\$144,200	c
Tegen, Charles A	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Management with Faculty Rank	NA		\$114,076	15.6%		\$131,840	ac
Market/Equity Adjustment: This employee received an increase based on experience, job responsibilities, scope, education and market comparison.										
Tillett, Cathy Y	Program Director - Exec Comp	Director of Internal Auditing	Management	NA		\$121,900	5.1%		\$128,068	ac
Fall 2012 Performance Increase: This employee received an increase based on professional demeanor, integrity, and leadership that have been instrumental to the improvements in Internal Audit.										
Crump, Steven H	Assoc Academic Program Dir	Assoc Academic Program Dir	Management	NA		\$100,907	13.3%		\$114,326	bc
Additional Duties: This employee has assumed additional duties including university-wide responsibility to manage debt and capital funding, as well as directing payroll for the university.										
Owens-Meadows, Andrea Nicole	Lecturer: Non-Teaching	Sr Financial Analyst/Prog Mgr	Business and Financial Operations Staff	NA		\$82,681	30.7%		\$108,088	ac
Fall 2012 Performance Increase: This employee received an increase based on her work in analysis, metrics, and capital planning that are critical to the university's financial performance.										
Market/Equity Adjustment: This employee received an increase based on market comparison and the university-wide scope of her position.										
Dean, Cheryl B	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Management	08		\$98,013	6.0%		\$103,934	ac
Fall 2012 Performance Increase: This employee received an increase based on providing the University and the related organizations critical information for executive strategic decision making and her work in the development of a new entity CULSF and several other possible LLCs.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Chief Financial Officer

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Baumann, Virginia Marie	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Management	08		\$82,681	23.3%		\$101,970	abc
Additional Duties: This employee has assumed additional duties as Budget Director.										
Market/Equity Adjustment: This employee received an increase based on market comparison and the university-wide scope of her position.										
Nebesky, Michael J	Procurement Director	Procurement Director	Management	08		\$93,546	5.6%		\$98,761	ac
Fall 2012 Performance Increase: This employee received an increase based on cost savings generated.										
Mueller, John H	Program Manager II	Dir of Customer Service	Management	08		\$95,000*	3.0%		\$97,850	*c
Riley, Kathy Ann	Program Manager II	Information Tech Audit Mgr	Business and Financial Operations Staff	08		\$86,345	6.1%		\$91,603	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance review and critical IT skill set for assessing security, regulatory compliance, access controls, firewalls and other critical system controls.										
Cole, Lynn H	Audits Manager II	Assistant Director	Business and Financial Operations Staff	08		\$74,381	22.0%		\$90,747	abc
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance review, contribution to audit process improvements such as new methods for expenditure & revenue testing and implementation of internal quality assessment program.										
Promotion/Reclassification: This employee was promoted to Assistant Director in the Office of Internal Audit.										
Davis, John M	Research Associate	Research Associate	Business and Financial Operations Staff	NA		\$82,877	7.1%		\$88,778	ac
Fall 2012 Performance Increase: This employee received an increase based on additional assignments and duties for CU ICAR project and property management resulting from position vacancies.										
Hood, Amelia Catherine	Accounting/Fiscal Mgr I	Payroll Director	Management	07		\$82,810	3.0%		\$85,294	c
Robbins, Karen F	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Management	08		\$79,455	5.1%		\$83,475	ac
Fall 2012 Performance Increase: This employee received an increase based on her leadership in the implementation of the iRoar student project.										
Brown, Joshua H	Research Associate	Lead Recruiter	Business and Financial Operations Staff	NA		\$80,000*	3.0%		\$82,400	*c
Morris, Vivian L	Senior Consultant	Director of Onboarding	Business and Financial Operations Staff	07		\$74,513	3.0%		\$76,748	c

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Chief Financial Officer

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					9 Month	12 Month		9 Month	12 Month	
Pigeon, John Scott	Procurement Mgr II	Procurement Mgr II	Business and Financial Operations Staff	07		\$70,740	4.5%		\$73,955	ac
Fall 2012 Performance Increase: This employee received an increase based on management of both buyWays and the postal transition, cost savings on small package pricing, and vendor integration, among other accomplishments.										
Long, Cynthia C	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$68,936	5.1%		\$72,424	ac
Fall 2012 Performance Increase: This employee received an increase based on developing procedures for ensuring an accurate budget including projection methodologies compared with budget submissions, as well as budget document validation and analysis.										
Madden, Amy E	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$69,000	3.0%		\$71,070	c
Kaylor, Kristina F	Human Resource Dir I	Human Resources Dir I	Business and Financial Operations Staff	07		\$64,438	6.5%		\$68,630	ac
Fall 2012 Performance Increase: This employee received an increase based on her great attention to detail, accuracy, compliance, and credibility. She takes on new initiatives regularly and is working to improve the benefits area and programs.										
Rosenberger, Jeffrey David	Auditor IV	Auditor IV	Business and Financial Operations Staff	06		\$64,587	6.1%		\$68,520	ac
Fall 2012 Performance Increase: This employee received an increase based on identification of substantial cost savings, thorough audit approach, identification of efficiencies and process improvements.										
Howard, Mack L	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$63,784	7.1%		\$68,325	ac
Fall 2012 Performance Increase: This employee received an increase based on continued top performance in attention to details with international employment, customer service, and valuable skillsets.										
Alexander, Shirley A	Procurement Mgr I	Procurement Mgr I	Business and Financial Operations Staff	06		\$63,600	6.6%		\$67,801	ac
Fall 2012 Performance Increase: This employee received an increase based on excellent performance as lead buyer, completing numerous complex procurements, and dependability.										
Earl, Erin Darcy	Human Resource Dir I	Human Resource Dir I	Management	07		\$59,016	14.4%		\$67,486	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance, leadership and improvement of employee relations, openness to new responsibilities, and a positive attitude.										
Promotion/Reclassification: This employee received an increase based on her work with Huron consultants and new responsibilities for leadership and direction of the Employee Relations activities for the University.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Chief Financial Officer

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					9 Month	12 Month		9 Month	12 Month	
Lee, Regina T	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$64,006	5.1%		\$67,245	ac
Fall 2012 Performance Increase: This employee received an increase based on commitment to learning Banner & TouchNet, her work in the in the Cash & Treasury go-live and set-up of the GL interface, and openness to new opportunities to develop and improve processes.										
Henderson, Linda H	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$65,000	3.0%		\$66,950	c
Holliday, J Ray	Dir Of Planning & Research	Dir Of Planning & Research	Management	07		\$64,903	3.0%		\$66,850	c
Carlton, Gregory M	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$59,160	12.5%		\$66,540	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance, openness to new projects and timely completions, leadership on all IT projects and the construction project, and serving as backup to PeopleSoft security.										
Promotion/Reclassification: This employee received an increase based on his work with Huron consultants and new responsibilities for development, design, operation, implementation and maintenance of the HR IT architecture for University systems.										
Chambers, Christi H	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$64,500	3.0%		\$66,435	c
Dunne, Phyllis Rose	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Management	07		\$63,000	5.1%		\$66,188	ac
Fall 2012 Performance Increase: This employee received an increase based on successful coordination of the implementation of the Touchnet Cashiering system, updating and developing additional cashiering policies, streamlining processes, and offering cash card capabilities for research subject and student activities.										
Leeper, Beverly K	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$47,758	38.6%		\$66,188	abc
Fall 2012 Performance Increase: This employee received an increase based on coordination with HR and communication with campus constituents groups, leadership in the process and diligent anticipation and solution of potential issues.										
Market/Equity Adjustment: This employee received an increase based on higher level responsibilities and market comparison.										
Promotion/Reclassification: This employee's position was reclassified to Accounting/Fiscal Manager I in the Comptroller's Office. Additional duties include university level responsibilities for costing, rate setting and tax reporting.										
Johnson, Mark R	Senior Consultant	Senior Consultant	Business and Financial Operations Staff	07		\$65,000*	0.0%		\$65,000	*

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Chief Financial Officer

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Burgess, Jody R	Procurement Mgr I	Procurement Mgr I	Business and Financial Operations Staff	06		\$60,000*	8.2%		\$64,890	*ac
Fall 2012 Performance Increase: This employee received an increase based on performance above and beyond in getting out to work with campus, positive customer feedback, and cost savings.										
Hooker, Jason T	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$60,000*	7.1%		\$64,272	*ac
Fall 2012 Performance Increase: This employee received an increase based on becoming a key team member in his business analyst role in the department and with other cross-functional teams, willingness to learn, and problem solving during Banner implementation.										
Kay, Katherine S	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$59,360	7.1%		\$63,586	ac
Fall 2012 Performance Increase: This employee received an increase based on development of automated reports and queries to identify and track Construction in Progress to replace manual processes.										
Rowland, Sherri Patterson	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$59,360	7.1%		\$63,586	ac
Fall 2012 Performance Increase: This employee received an increase based on assuming complete responsibility for production of the university's fiscal year 2012 Comprehensive Annual Financial Report.										
Knox, Lisa Hancock	Project Manager I	Project Manager I	Business and Financial Operations Staff	07		\$60,000	5.1%		\$63,036	ac
Fall 2012 Performance Increase: This employee received an increase based on re-developing the LEAN office to a University-wide team, focusing on developing a LEAN culture instead of just LEAN projects.										
Shira, Betsey R	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$58,932	3.0%		\$60,699	c
Jones, Samantha Taylor	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$55,650	7.1%		\$59,612	ac
Fall 2012 Performance Increase: This employee received an increase based on being top talent in initiative, openness to new projects, and needing little supervision.										
Ritter, LaToya R	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$57,767	3.0%		\$59,500	c
Czarnecki, Ian K	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$55,500*	7.1%		\$59,452	*ac
Fall 2012 Performance Increase: This employee received an increase based on his work on the annual budget document including learning the new software, layout setup, analysis, validation, and distribution.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Chief Financial Officer

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					9 Month	12 Month		9 Month	12 Month	
Wiggins,Angela S	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$54,561	5.1%		\$57,321	ac
Fall 2012 Performance Increase: This employee received an increase based on managing tax challenges and changing processes within buyWays to keep payment flowing and people on campus updated on changes, among other accomplishments.										
Thomas,Erin Michael	Acctt/Fiscal Analyst III	Acctt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$55,500*	3.0%		\$57,165	*c
Hadlock,Cynthia D	Acctt/Fiscal Analyst III	Acctt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$52,793	7.1%		\$56,551	ac
Fall 2012 Performance Increase: This employee received an increase based on Identification, purchase and implementation of the AIM Fixed Assets Module.										
Litzenberger,Anna McClure	Project Coordinator	Project Coordinator	Business and Financial Operations Staff	06		\$54,074*	0.0%		\$54,074	*
Stewart,Marsha Ann	Acctt/Fiscal Analyst III	Acctt/Fiscal Analyst II	Business and Financial Operations Staff	06		\$49,849	7.1%		\$53,398	ac
Fall 2012 Performance Increase: This employee received an increase based on assuming a greater role in monitoring and prompting Federal land-grant cash draws and Federal student loan draws.										
Hapeshis,Wendy S	Acctt/Fiscal Analyst III	Acctt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$49,489	7.1%		\$53,012	ac
Fall 2012 Performance Increase: This employee received an increase based on Coordination of draw-down of state E&G and PSA appropriations and implementation of new fund for state appropriations.										
Robinson Jr,William Fred	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$51,458	3.0%		\$53,001	c
Patton,Joy Johnson	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$50,000	3.0%		\$51,500	c
Crooks,Tammy D	Procurement Mgr I	Procurement Mgr I	Business and Financial Operations Staff	06		\$49,000	5.1%		\$51,479	ac
Fall 2012 Performance Increase: This employee received an increase based on her work in purchasing and additional project assistance for CCIT.										
Pruitt,Rebecca Smith	Acctt/Fiscal Analyst III	Acctt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$47,483	7.1%		\$50,863	ac
Fall 2012 Performance Increase: This employee received an increase based on coordination with Financial Aid and the VA coordinator, working independently with accuracy, reliability, and confidence, among other accomplishments.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Chief Financial Officer

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Fall 2012 Salaries \$50,000 and Over

Clemson Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month	
Bottum, James R	Vice Provost	Vice Provost	Management	NA		\$356,033	2.8%		\$366,113	c
Pepin, James Michael	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Management with Faculty Rank	NA		\$193,001	24.6%		\$240,454	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on service as co-primary investigator on two NSF funded awards and contributions to the advancement of our CU Technical Infrastructure and roadmaps for the next generation of computing.</p> <p>Retention: This employee was being recruited by another university.</p>										
Rathbone, Carla R	Academic Program Director	Academic Program Director	Management	NA		\$172,717	4.5%		\$180,566	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on increasing the quality and level of internal operations control for our IT organization.</p>										
Taylor, Thomas Edward	Research Associate	Research Associate	Management	NA		\$143,500	4.8%		\$150,392	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on leadership in the member eligibility module project at ICAR.</p>										
Gemmill, Jill B	Lecturer: Non-Teaching	Executive Director	Management with Faculty Rank	NA		\$144,200	3.5%		\$149,269	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on collaboration with Clemson researchers across campus and nationally to continue to advance cyberinfrastructure and its role in education and research.</p>										
Wilson, Kenneth Boyd	Research Associate	Executive Director, CSO	Management	NA		\$130,062	4.0%		\$135,303	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on leadership and expertise in software architecture which is key for sustainability and advancement toward our strategic goals.</p>										
Cannon, Michael R	Lecturer: Non-Teaching	Storage Sys Arch & Mgr	Computer, Engineering, and Science Staff	NA		\$118,473	8.1%		\$128,128	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on learning and training on storage and systems infrastructure to ensure transitions from depreciated technologies to new technologies, which is a multi-year saving.</p>										
White, David Lawrence	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$120,000*	0.0%		\$120,000	*
Bohlmann, Nathan L	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$109,241	4.5%		\$114,206	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on continued promotion and support of sponsored program opportunities and his role in acquiring new awards.</p>										

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f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Clemson Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month	
Von Oehsen, James B	Research Asst Professor	Director/Computational Science	Research Faculty	NA		\$103,000	6.1%		\$109,273	abc
Fall 2012 Performance Increase: This employee received an increase based on his work as primary or co-primary investigator on several funded projects.										
Schmiedt, Daniel M	Research Associate	Research Associate	Management	NA		\$103,430	4.5%		\$108,130	ac
Fall 2012 Performance Increase: This employee received an increase based on bringing the CCIT networking organization to enhanced performance level, promoting teamwork and success through successfully mentoring staff, and partnering with PIs on a Clemson piece of a national GENI initiative.										
Fraser Jr, Donald H	Research Associate	Director of Computing Systems	Management	NA		\$103,689	3.0%		\$106,799	c
McKenzie, Kevin M	Research Associate	Chief Info & Security Officer	Management	NA		\$100,453	4.5%		\$105,018	ac
Fall 2012 Performance Increase: This employee received an increase based on the lack of information security breaches at Clemson.										
Johnson, Hugh B	Research Associate	Research Associate	Management	NA		\$96,423	3.0%		\$99,315	c
Gossett, Michael G	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$96,142	3.0%		\$99,026	c
Bradshaw, James F	Sr. Database Administrator	Sr. Database Administrative	Computer, Engineering, and Science Staff	08		\$92,591	6.1%		\$98,229	cf
Correction: This adjustment corrects a prior processing delay affecting an earlier cost of living adjustment.										
Harris, Jay E	Information Tech Mgr II	Information Tech Mgr II	Management	08		\$95,203	3.0%		\$98,059	c
Charles, Debra Mitchell	Assoc Academic Program Dir	Assoc Academic Program Dir	Management	07		\$81,506	18.4%		\$96,543	bc
Promotion/Reclassification: This employee's position was reclassified to Executive Director of Customer Relations & Learning Technologies. Additional duties include establishment of plans for technology integration into the University's curriculum, academic administration, research and public services.										
Motes, Ricky G	Sr. Database Administrator	Sr. Database Administrative	Computer, Engineering, and Science Staff	08		\$90,395	5.1%		\$94,968	ac
Fall 2012 Performance Increase: This employee received an increase based on deployment and management of the Oracle Enterprise Manager framework and successfully migrating Blackboard to the Linux infrastructure under AIM.										

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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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Dobrenen,Katherine A	Information Tech Mgr II	Information Tech Mgr II	Management	08		\$90,414	4.5%		\$94,523	ac
Fall 2012 Performance Increase: This employee received an increase based on her dedication and commitment as CCIT Budget Director, assistance provided to the Deputy CIO, and professional development of her staff.										
Powell,Janice M	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$89,569	3.0%		\$92,256	c
Becknell,Brian K	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$84,407	9.2%		\$92,155	ac
Fall 2012 Performance Increase: This employee received an increase based on consistent top performance and leadership for infrastructure support of both revenue-producing and strategic technology portfolio items.										
Rice,J Logan	Program Manager II	Program Manager II	Computer, Engineering, and Science Staff	08		\$86,803	5.1%		\$91,195	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance with more than ten HR projects, three of which are university-wide.										
Stone,Kevin P	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$85,850	6.1%		\$91,078	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance for past three years and beyond, being one of the best technical resources, and studying and training all of CSO with new cloud based architectures.										
Hammel,Scott C	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Computer, Engineering, and Science Staff	NA		\$88,304	3.0%		\$90,953	c
Martin,Randall E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$86,718	3.0%		\$89,319	c
James,Clifton B	Research Associate	Research Associate	Management	NA		\$85,648	3.0%		\$88,217	c
Cook III,William R	Information Tech Mgr II	Information Tech Mgr II	Management	08		\$77,794	13.1%		\$87,952	bc
Additional Duties: This employee has assumed additional duties including leading major infrastructure development efforts related to Identity Management for the university, among others.										
Appleford,Simon James	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$85,000	3.0%		\$87,550	c
Blalock Jr,James C	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$84,883	3.0%		\$87,429	c

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Thrower, Kimberly Jane	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$84,000	3.0%		\$86,520	c
Duffy III, Edward B	Research Associate	Computational Scientist	Computer, Engineering, and Science Staff	NA		\$79,800	8.2%		\$86,304	ac
Fall 2012 Performance Increase: This employee received an increase based on his work in high performance computing application support and substantial increase in user community.										
Pruitt, Richard L	Information Tech Mgr II	Information Tech Mgr II	Management	08		\$80,000	7.1%		\$85,696	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional team building in the Network Operations Center and excellent communications and leadership skills repeatedly demonstrated, including implementing Network Operations Center unification.										
Poole, Mark A	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$82,930	3.0%		\$85,417	c
Griffis, Nancy H	Sr Applications Analyst	Sr Applications Analyst	Management	07		\$82,920	3.0%		\$85,407	c
James, Brenda F	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$82,807	3.0%		\$85,291	c
Wright, Kathy E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$78,780	8.1%		\$85,200	ac
Fall 2012 Performance Increase: This employee received an increase based on her work on building the innovative authentication system in Banner, her role of backup in PRQA administration, and training others on Shibboleth administration.										
Buckley, David J	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$81,142	4.0%		\$84,412	ac
Fall 2012 Performance Increase: This employee received an increase based on consistently high performance with critical needs infrastructure and a moderately increased workload with additional projects. Need to retain.										
Miller, Michael J	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$81,900	3.0%		\$84,357	c
Bryant, Jean F	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$81,789	3.0%		\$84,242	c
Baker, Charles H	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$81,000	3.0%		\$83,430	c

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Clemson Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month	
Howard, Timothy Rowland	Project Manager I	Project Manager I	Computer, Engineering, and Science Staff	07		\$80,800	3.0%		\$83,224	c
Bate, Jeffrey M	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$77,127	7.9%		\$83,184	bc
Promotion/Reclassification: This employee was promoted to Manager of the Identity Management Group in CCIT several years ago but funding was unavailable for promotion at the time.										
Clark, Carl R	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$80,362	3.0%		\$82,772	c
Ferrier, Corey Lee	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$75,750	9.2%		\$82,703	ac
Fall 2012 Performance Increase: This employee received an increase based on consistent top performance on storage maintenance and upgrades, implementing a new queuing mechanism, and meeting a major build-to-competite computing infrastructure strategic goal.										
Stone, Henry W	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$77,235	6.9%		\$82,554	bc
Additional Duties: This employee has assumed additional duties including expanding service management responsibilities CCIT-wide, development of service catalog, costing models, communications and overall maintenance of IT service initiation and delivery.										
Quarles, Elaine C	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$79,562	3.0%		\$81,948	c
Molina- Jarrin, Barbara	Data Base Admin II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$79,048	3.0%		\$81,419	c
Holcombe, Paula F	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$78,757	3.0%		\$81,119	c
Grieshop, Jeremy Keith	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$78,296	3.0%		\$80,644	c
Hannah, Thomas B	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$78,066	3.0%		\$80,407	c
Kendjoria, Barrett L	Information Tech Mgr II	Information Tech Mgr II	Management	08		\$77,723*	3.0%		\$80,054	*c

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Clemson Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month	
Williams,Matthew	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$77,723	3.0%		\$80,054	c
Hoover,Samuel T	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$73,225	8.1%		\$79,192	ac
Fall 2012 Performance Increase: This employee received an increase based on leadership in responding to the mobile needs of the campus.										
Patton,Chad W	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$76,736	3.0%		\$79,038	c
Garrett,Matthew D.	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$69,589	13.3%		\$78,844	ac
Fall 2012 Performance Increase: This employee received an increase based on significant contributions to the strategic technology infrastructure, generating significant cost savings.										
McCaskill,Cecilia H	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$76,464	3.0%		\$78,757	c
Hodge,Blane D	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$71,423	10.2%		\$78,715	ac
Fall 2012 Performance Increase: This employee received an increase based on innovation in DHHS tracking of key business metrics, creating dashboards and metrics, and creation of process views and workflows.										
Nelms,Linda Briden	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$71,423	10.2%		\$78,715	ac
Fall 2012 Performance Increase: This employee received an increase based on star management over the past 18 months and leadership of the successful implementation of the 5010 project, among others.										
Gagnon,Jacquelyn J	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$71,393	10.2%		\$78,681	ac
Fall 2012 Performance Increase: This employee received an increase based on additional work as part of the transition to the MEDS replacement system, as well as serving as back-up and mentor to those taking on more day-to-day responsibilities as MEDS management.										
Johnson,William B	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$75,750	3.0%		\$78,022	c
Searing,Carol A	Information Tech Mgr I	Information Tech Mgr I	Management	07		\$71,423	9.2%		\$77,979	ac
Fall 2012 Performance Increase: This employee received an increase based on taking on additional work that crosses over into the MEDS system including management of ticket resolution, among others.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Clemson Computing & Information Technology

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Odom,Dierdre G	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$74,136	5.1%		\$77,887	ac
Fall 2012 Performance Increase: This employee received an increase based on attitude, teamwork, long shifts performing storage upgrades and enhancements, promotion of the Clemson IT brand, leadership in the field of storage, and improved/updated documentation.										
Heck,Charles C	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Computer, Engineering, and Science Staff	NA		\$75,418	3.0%		\$77,680	c
Walukewicz,Paul D	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$75,355	3.0%		\$77,615	c
Zhou,Yi	Data Base Admin II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$73,877	5.1%		\$77,615	ac
Fall 2012 Performance Increase: This employee received an increase based on handling the upgrade of the Alumni server environment as well as their application upgrades, as well as making the CCIT infrastructure SQL Server environment robust and failover capable.										
Blackburn,Steven C	Data Base Admin II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$75,272	3.0%		\$77,529	c
Montgomery,Linda S	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$75,007	3.0%		\$77,257	c
Nessler,Daphne B	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$75,007	3.0%		\$77,257	c
Billado,Larry Lee	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$70,700	9.2%		\$77,190	ac
Fall 2012 Performance Increase: This employee received an increase based on MEDS network re-architecting, documentation, cutover to new systems, significant development in leadership skills, design and support of off-site business continuance plans.										
Brown,Jamie L	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$74,920	3.0%		\$77,167	c
Jones,Christopher W	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$72,000	7.1%		\$77,126	ac
Fall 2012 Performance Increase: This employee received an increase based on leadership on designing and building the Clemson Cloud, resulting in major cost savings and supporting the strategic plan.										

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Lilli,Matthew J	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$71,307	7.1%		\$76,384	ac
Fall 2012 Performance Increase: This employee received an increase based on timely resolution of issues, teamwork, and contributions to supporting technology portfolio components of the strategic plan. Need to retain.										
Li,Yang	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$74,053	3.0%		\$76,274	c
Marshall,Mike S	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$73,721	3.0%		\$75,932	c
Henson,James C	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$73,485	3.0%		\$75,689	c
Davis,Daniel J	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$73,408	3.0%		\$75,610	c
Robinson,William E	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$70,000	7.1%		\$74,984	ac
Fall 2012 Performance Increase: This employee received an increase based on implementation of the puppet configuration management software on palmetto and his instrumental work on the VCL project.										
Barnes,Hollis S	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$72,208	3.0%		\$74,374	c
Brock,Barry P	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$72,137	3.0%		\$74,301	c
Pye,Gary B.	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$72,030	3.0%		\$74,190	c
Behrens,Christopher J	Data Base Admin II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$72,000	3.0%		\$74,160	c
Elrod,Jeffrey F	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$71,885	3.0%		\$74,041	c
Slagh,Carole Ann	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$71,709	3.0%		\$73,860	c

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Brown,Sandra	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$71,706	3.0%		\$73,856	c
Childress,Susan M	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$71,423	3.0%		\$73,565	c
Parker,Brian K.	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$71,000	3.0%		\$73,130	c
Guido,Saverio J	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$70,199	3.0%		\$72,304	c
Asbill,Sarah Lynn H	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$65,000	11.0%		\$72,141	abc
<p>Fall 2012 Performance Increase: This employee received an increase based on learning all of the software tools used and rising to the challenges and requests in her new role.</p> <p>Promotion/Reclassification: This employee was promoted to Senior Applications Analyst in Computer Systems & Operation.</p>										
Breece,Charles R	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$70,000	3.0%		\$72,100	c
Fennell,Carroll D	Information Tech Mgr I	Information Tech Mgr I	Management	07		\$68,159	5.8%		\$72,100	bc
<p>Promotion/Reclassification: This employee's position was reclassified to Information Technology Manager I in Network Services & Telecommunications. Additional duties include major network installations, coordinating vendor relationships, and cost modeling.</p>										
Elliott,James R	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$69,573	3.0%		\$71,660	c
Campbell,Marjorie S	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$67,058	6.1%		\$71,141	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on coordination and management of complex projects in CCIT including the internship program and Tiger 1.</p>										
Piazza,Sandra J	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$66,916	6.1%		\$70,991	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on perpetual top performance, critical contributions to the Banner project, and value as a member of the ULOC team.</p>										
Hudgens,Bruce F	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$68,874	3.0%		\$70,940	c

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Ludlow,Denise Anne	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$68,555	3.0%		\$70,611	c
Tucker III,Ansel O.	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$68,451	3.0%		\$70,504	c
Gravelly,Debra L	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$68,111	3.0%		\$70,154	c
Johnson,Teresa L	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	06		\$68,111	3.0%		\$70,154	c
Bish,Danny Ray	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$70,000*	0.0%		\$70,000	*
Hoyt,Johnathan H	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$66,255	5.1%		\$69,607	ac
Fall 2012 Performance Increase: This employee received an increase based on classroom instruction support for faculty in security Course, leadership/mentoring of a student group to CCDC collegiate competition, and co-publishing an article for an industry publication.										
Hare,Tracey R	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$64,480	7.4%		\$69,276	ac
Fall 2012 Performance Increase: This employee received an increase based on support of the CIO throughout a difficult transition to Internet2's Inaugural Presidential Fellow role. She has earned confidence and recognition within the I2 organization.										
Kudra,Sallie J	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$67,239	3.0%		\$69,256	c
Nieves,Eduardo	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$67,093	3.0%		\$69,105	c
Melton,Holly Faust	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$65,000	6.1%		\$68,959	ac
Fall 2012 Performance Increase: This employee received an increase based on her work on iRoar reporting, including working with users to determine requirements.										
Childs,Melissa McCollum	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$66,926	3.0%		\$68,933	c

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Capell,Cynthia P	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$65,502	5.1%		\$68,816	ac
Fall 2012 Performance Increase: This employee received an increase based on continued willingness to work nights and weekends to ensure CCIT billing processes correctly.										
Bergman,Barbara A	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$64,823	6.1%		\$68,770	ac
Fall 2012 Performance Increase: This employee received an increase based on tremendous performance on listserv migration, Google support issues, and providing valuable information in the IDM/CU Vault project, among other accomplishments.										
Moore,Gregory T	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$66,725	3.0%		\$68,726	c
Tak,Irfan	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$58,776	16.7%		\$68,590	abc
Fall 2012 Performance Increase: This employee received an increase based on commitment to success of CCIT/CU and coordination of adobe connect upgrade, among others.										
Promotion/Reclassification: This employee's position was reclassified to Senior Applications Analyst in CCIT Enterprise Services and Applications. Additional duties include increases in leadership and analysis requirements for Clemson's Adobe connect software, PHP programming for Academic Services, and GIS system support.										
McGee,Patrick H	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$63,458	7.1%		\$67,975	ac
Fall 2012 Performance Increase: This employee received an increase based on his work handling most of the hosting projects for internal CU customers.										
Sherrod,Laurie H.	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$62,102	9.4%		\$67,965	ac
Staff Development Program										
Mace,Kathryn Petersen	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$62,200	9.2%		\$67,910	ac
Fall 2012 Performance Increase: This employee received an increase based on transitioning Clight to a research only infrastructure, taking on COO responsibilities for Culr/Clight with the Curf foundation, and supervising several entry level employees, among others.										
Reeves,Susan McKenzie	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$63,928	6.1%		\$67,820	ac
Fall 2012 Performance Increase: This employee received an increase based on her work with licensed applications that teaching and research faculty and students depend upon for success, including negotiating cost savings for the university, and volunteering to participate in orientation support.										

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Fall 2012 Salaries \$50,000 and Over

Clemson Computing & Information Technology

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hall,Nancy Elaine	Program Coordinator II	Program Coordinator II	Computer, Engineering, and Science Staff	06		\$65,765	3.0%		\$67,737	c
Hall,Janet M	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$64,782	3.0%		\$66,725	c
Black,Thomas Eugene	Sr Applications Analyst	Applications Analyst II	Computer, Engineering, and Science Staff	07		\$64,690	3.0%		\$66,630	c
Watson,Emily F	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$58,372	13.3%		\$66,135	ac
Fall 2012 Performance Increase: This employee received an increase based on managing the technical infrastructure for all of the replacement projects, taking responsibility for all remote devices being deployed in DHHS projects, and star management within the MITS area.										
Broyles,David H	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$64,082	3.0%		\$66,004	c
Crawford,Leslie P	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$64,028	3.0%		\$65,948	c
Cunningham,Nestor Sheldon	Data Base Admin II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$63,877*	3.0%		\$65,793	*c
Liu,Yi	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$65,793*	0.0%		\$65,793	*
Price,Laura A	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$63,877	3.0%		\$65,793	c
Smith Jr,Donald B	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$63,493	3.0%		\$65,397	c
Evatt,Pamela L	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$62,854	4.0%		\$65,386	ac
Fall 2012 Performance Increase: This employee received an increase based on her work to complete rates model updates and reconciliations, as well as development of a new rates model for cloud services.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
George,Gerald F.	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$61,566	6.1%		\$65,314	ac
Fall 2012 Performance Increase: This employee received an increase based on technical leadership on the Provider Web Portal and acting as subject matter expert for the business function of this system.										
Brownlee,Leslie H.	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$63,351	3.0%		\$65,251	c
Shealy,Mary Denise	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$61,431	6.1%		\$65,171	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance reviewing the Banner project plan, managing QA support for Banner, and serving as team timekeeper.										
Chambers,Matthew G	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$50,000	30.3%		\$65,148	bc
Additional Duties: This employee has assumed additional duties related to the Banner implementation.										
Promotion/Reclassification: This employee was promoted to Information Technology Systems Architect in CCIT Enterprise Services and Applications.										
Weaver,Barbara E	Program Manager I	Program Manager I	Computer, Engineering, and Science Staff	07		\$56,866	13.3%		\$64,428	ac
Fall 2012 Performance Increase: This employee received an increase based on high performance in helping to bring about the Social Media Listening Center resulting in recent grant revenue.										
Long,Nathan Christopher	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$62,439	3.0%		\$64,312	c
Benson,Kimberly A	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$61,196	5.1%		\$64,292	ac
Fall 2012 Performance Increase: This employee received an increase based on support of legacy systems during Banner implementation and mentoring of backfill personnel beyond expectations.										
Haynes,Joanne J.	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$62,292	3.0%		\$64,160	c
House,Jan M	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$61,964	3.0%		\$63,822	c
Felder III,James C	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$61,879	3.0%		\$63,735	c

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Piekutowski, James J	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$57,960	9.9%		\$63,698	ac
Staff Development Program										
Waaser, H Lyall	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$61,537	3.0%		\$63,383	c
Gordon, Studie O	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$58,596	8.1%		\$63,371	ac
Fall 2012 Performance Increase: This employee received an increase based on bringing structure and creating best practices and documentation for the MEDS replacement team.										
Webb, Steven E	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$61,488	3.0%		\$63,332	c
Gainey, Gloria M	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$56,203	12.3%		\$63,099	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance on the 5010 implementation, legacy development skills necessary for transitioning to new technologies, and additional duties for the ICD-10 project.										
Barnes, Alexandra B	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$61,112	3.0%		\$62,945	c
Cannon, Claudia Anderson	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$61,000	3.0%		\$62,830	c
Fowler, Patrick Wayne	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$60,961	3.0%		\$62,789	c
Kasprick, Marlys M	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$60,749	3.0%		\$62,571	c
Sullivan, Martin W	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$56,904	9.2%		\$62,128	ac
Fall 2012 Performance Increase: This employee received an increase based on administration and upkeep of Tiger Tracks/Footprints despite recent reorganization and downsizing.										

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Powell,Matthew T	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$58,780	5.6%		\$62,057	ac
Fall 2012 Performance Increase: This employee received an increase based on his workplace attitude and teamwork.										
Henderson,Sara E	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$60,174	3.0%		\$61,979	c
Burrell,Deborah K	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$60,134	3.0%		\$61,938	c
Stowers,Dexter Fitzgerald	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$52,000	18.5%		\$61,594	bc
Promotion/Reclassification: This employee was promoted to Systems Programmer II in Computer Systems and Operation.										
James,Clayton E	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$59,681	3.0%		\$61,471	c
Leaders,Donald L	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$59,367	3.0%		\$61,148	c
Hill,Carlos A	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$59,061	3.0%		\$60,832	c
Harouff,Mark A	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$58,919	3.0%		\$60,686	c
Smith,Karen Lindsey	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$57,200	6.1%		\$60,683	ac
Fall 2012 Performance Increase: This employee received an increase based on leadership on data conversions for Banner and successful coordination with customers.										
Lee,David C	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$58,782	3.0%		\$60,545	c
Duncan,Ernest Geric	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$58,592	3.0%		\$60,349	c

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Wood,Michelle L.	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$54,948	9.2%		\$59,992	ac
Fall 2012 Performance Increase: This employee received an increase based on building a quality development/qa/production infrastructure for web applications resulting in a huge reduction of failed production releases and after hours incidents.										
Powell,Amanda L	Acct/Fiscal Analyst III	Acct/Fiscal Analyst III	Business and Financial Operations Staff	06		\$53,530	11.7%		\$59,817	bc
Additional Duties: This employee has assumed additional duties including managing the accounting services team to ensure all CCIT accounting is processed appropriately and sponsored programs post-award financial reporting.										
Ficklin II,Barry W	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$56,878	5.1%		\$59,756	ac
Fall 2012 Performance Increase: This employee received an increase based on VoIP auto-call-attendant implementations and maintenance, as well as implementation and support of several new large-scale VoIP system deployments										
Swift Jr,Joseph C	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$54,405	7.1%		\$58,278	ac
Fall 2012 Performance Increase: This employee received an increase based on implementation of several new monitoring tools for critical, strategic IT services. Through his efforts, we're more proactive, response time to problems is decreasing, and customers are happier.										
Styles,Jonathan W	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$51,317	13.3%		\$58,142	ac
Fall 2012 Performance Increase: This employee received an increase based on leadership of services to the faculty, staff, and students in the College of Engineering and Science, supporting specialized applications and productive research faculty.										
Parker,Karen Marie	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$55,092	5.1%		\$57,879	ac
Fall 2012 Performance Increase: This employee received an increase based on consistently solid performance supporting the faculty and staff of the College of Architecture, Arts, & Humanities at multiple locations in SC and internationally.										
Smith,Mylene E	Info Resource Consult I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$51,640	10.7%		\$57,189	ac
Staff Development Program										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Davidson,Susan J	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$51,419	10.8%		\$56,961	ac
Staff Development Program										
Baxter,James R	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$55,282*	3.0%		\$56,940	*c
Gray III,Herbert	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$55,000	3.0%		\$56,650	c
O'Keefe,William Kelly	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$55,000	3.0%		\$56,650	c
Wiley,Richard Brent	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	05		\$52,283	8.1%		\$56,544	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance, continued professional development, and contributions to increased uptime and customer satisfaction.										
Calhoun,Gloria J	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$51,097	10.2%		\$56,313	ac
Fall 2012 Performance Increase: This employee received an increase based on additional duties as Lead Configuration Management Technician and internal equity comparision.										
Claffin,Patrick J	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$54,623	3.0%		\$56,261	c
DiAntonio,Thomas R	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$54,600	3.0%		\$56,238	c
Xu,Yahong	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$52,500	6.1%		\$55,697	ac
Fall 2012 Performance Increase: This employee received an increase based on additional workload due to vacant position in Blackboard system administration.										
Lusk,Patti M	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$52,321	6.1%		\$55,507	ac
Fall 2012 Performance Increase: This employee received an increase based on her work on data conversion and reconciliation tools in the Banner implementation.										
Lockhart,Melissa Jo Marsh	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$53,670	3.0%		\$55,280	c

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Clemson Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month	
Cole, Scot F	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$53,157	3.0%		\$54,751	c
Craig, Gretchen Wyatt	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$52,500*	3.0%		\$54,075	*c
Snizaski, Kathy Halstead	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$52,500	3.0%		\$54,075	c
Tegen, Matthew C	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$52,500*	3.0%		\$54,075	*c
Breazeale, Julie S	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$48,001	11.7%		\$53,639	bc
<i>Additional Duties: This employee has assumed additional duties including supervisory tasks in the administrative distributed support area.</i>										
Standridge, Thomas A	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$52,060	3.0%		\$53,621	c
Upp, James Virgil	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$51,575	3.0%		\$53,122	c
Hoskin, Jonathan C	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$51,200	3.0%		\$52,736	c
Purdessy, Reba R	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$50,074	5.1%		\$52,608	ac
<i>Fall 2012 Performance Increase: This employee received an increase based on professional development, additional duties to support CBBS units that moved to Greenville at The Falls, and leadership in adopting and implementing the CCIT software initiatives that support more efficient work of employees and students.</i>										
Kelley Jr, Otto Olridge	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$50,982	3.0%		\$52,511	c
Davis, Jeffrey L	Operations Manager II	Operations Manager II	Computer, Engineering, and Science Staff	06		\$50,563	3.0%		\$52,079	c
Russell, Curtis J	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$50,500	3.0%		\$52,015	c

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Smith,Karen O	Info Resource Consult I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$50,004	3.0%		\$51,504	c
Lee,Bryan Scott	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$46,959	9.2%		\$51,269	ac
Fall 2012 Performance Increase: This employee received an increase based on professional expertise, professionalism with customers, complex problem solving, and additional supervisory duties.										
Williams,Bradley Tarif	Info Resource Consult I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$48,986	3.0%		\$50,455	c
Lay,Janice Ann	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$47,547	6.1%		\$50,442	ac
Fall 2012 Performance Increase: This employee received an increase based on consistent performance, coordination of faculty training efforts, sharing duties of the vacant Blackboard administrator position, among other accomplishments.										
Beckler,Joshua Samuel	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$44,440	13.3%		\$50,350	ac
Fall 2012 Performance Increase: This employee received an increase based on excellent performance in engineering System Center Configuration Manager and writing custom interfaces specific to the needs of Clemson University, among other accomplishments.										
Jamison,Russell E	Info Resource Consult I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$48,608	3.0%		\$50,066	c

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Clemson University Research Foundation

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Porto,Catherine A	Research Associate	Executive Director for CURF	Management	NA		\$165,000*	6.1%		\$175,049	*ac
Fall 2012 Performance Increase: This employee received an increase based on excellent performance redirecting the Clemson University Research Foundation to meet needs of the university.										
Albritton,Vincie C.	Lecturer: Non-teaching	Deputy Director	Management with Faculty Rank	NA		\$124,742	3.0%		\$128,484	c

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

e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Cooperative Extension Service

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Meadows, Steven E	Associate Dean	Associate Dean	Management	NA		\$148,670	20.5%		\$179,220	abc
Promotion/Reclassification: This employee received an increase based on the removal of his interim title and his appointment as Chief Operating Officer of the Cooperative Extension Service.										
Callahan, Brian J	Extension Director - Assistant	Extension Director - Assistant	Management	NA		\$93,500	13.5%		\$106,137	abc
Additional Duties: This employee has assumed additional duties as Extension/REC Advocacy Coordinator for the Upstate (18 counties).										
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in administration and working closely with all agents and regional lead agents to assure successful daily operations in the state.										
Smith, John P	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$93,505	5.1%		\$98,235	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in commercial horticulture and delivering programs at a very high level of science to some of the largest vegetable producers in the southeast who are located here in SC										
Guinn, Robert S	Extension Director - Assistant	Extension Director - Assistant	Extension Associates and Instructional Support Staff	NA		\$74,166	21.3%		\$89,937	abc
Additional Duties: This employee has assumed additional duties as Director of State Extension Advisory Council.										
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in food safety Also serves as the CU coordinator of the State Extension Advisory committee.										
Promotion/Reclassification: This employee was promoted to Distinguished Agent, per Extension Policy Manual in Cooperative Extension.										
Arena, Mark J	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$84,459	5.1%		\$88,732	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in commercial horticulture.										
Warner, Morris B	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$78,656	7.6%		\$84,671	bc
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the County Coordinator for Oconee County.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Cooperative Extension Service

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Burns,Matthew G	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$47,146	78.4%	\$84,132		abcf
<p>Additional Duties: This employee has assumed additional duties including statewide responsibility for development and implementation of a beef cattle program.</p> <p>Fall 2012 Performance Increase: This employee received an increase based on assuming substantially increased workload as a result of aggressive downsizing in livestock, maintaining a strong upstate beef cattle program, and transitioning to statewide leadership.</p> <p>Merit Adjustment: This employee received an increase based on completion of terminal degree, per Extension Policy Manual.</p> <p>Retention: This employee was being recruited by other universities.</p>										
Howard,Daniel M	Extension Director - Assistant	Extension Director - Assistant	Extension Associates and Instructional Support Staff	NA		\$78,294	5.1%	\$82,255		ac
<p>Fall 2012 Performance Increase: This employee received an increase based on top performance assuming substantially increased workload as a result of aggressive downsizing in general agriculture and livestock and serving as a major contact for small farm enterprises in the upstate.</p>										
Legette,Deon S	Extension Director - Assistant	Distinguished County Agent	Extension Associates and Instructional Support Staff	NA		\$70,175	6.1%	\$74,447		ac
<p>Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in Food Safety and 4-H, serving as the Regional Lead Agent, and excellent performance with the agents and staff in her region.</p>										
Lanford,Blake Madison	Extension Agent -	Extension Agent -	Extension Associates and Instructional Support Staff	NA		\$68,956	6.1%	\$73,154		ac
<p>Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in Economic Development, exemplary performance as lead agent, and starting 4-H clubs in the Horry county area.</p>										
Brant,James T	Extension Agent - Assistant	Extension Agent - Assistant	Extension Associates and Instructional Support Staff	NA		\$69,470	5.1%	\$72,983		ac
<p>Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in forestry.</p>										
McManus,Michael S	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$68,110	6.1%	\$72,257		ac
<p>Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in 4-H.</p>										
Barnes,John M	Extension Director - Assistant	Distinguished County Agent	Extension Associates and Instructional Support Staff	NA		\$70,141	3.0%	\$72,245		bc

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Rollins, Philip A	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$66,551	6.1%		\$70,603	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in horticulture, working with large and small peach operations in the upstate, and delivering a level of science that affects their bottom line.										
Campbell, Kevin S	Extension Agent -	Extension Agent -	Extension Associates and Instructional Support Staff	NA		\$53,520	30.3%		\$69,732	abc
Administrative/Temporary Adjustment: This employee received an adjustment for administrative oversight of Clemson University Bull Test Sale at Simpson Agricultural Station in Pendleton and Edisto Bull Test Sale at Edisto Research & Education Center in Blackville.										
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing, developing a new protocol for Edisto Bull Test operations, and expanding buyer base, among other accomplishments.										
Bortz, Walter M	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$61,271	13.3%		\$69,420	bc
Additional Duties: This employee has assumed additional duties including supervision of 3 info resource consultant I new hires, as well as duties associated with Vice President's office and Clemson University Restoration Institute in North Charleston.										
Sampson, Grady L.	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$65,164	5.1%		\$68,460	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in commercial horticulture and developing a strong working relationship with local citizens to establish a highly successful farmers market.										
Varn Jr, Joe E	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$63,108	5.1%		\$66,300	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in the area of agronomic and row crops.										
Richardson, Marian W	Extension Director - Assistant	Extension Director - Assistant	Extension Associates and Instructional Support Staff	NA		\$64,196	3.0%		\$66,121	c
McNulty, Amanda C	Extension Agent	Extension Agent	Extension Associates and Instructional Support Staff	NA		\$51,964	24.5%		\$64,672	abc
Additional Duties: This employee has assumed additional duties as permanent host of Making It Grow, the Clemson Extension/ETV horticulture television program.										
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in consumer horticulture and several very large speaking engagements throughout the year.										
Promotion/Reclassification: This employee was promoted to Extension Agent - Senior Associate, per Extension Policy Manual in Cooperative Extension.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Bowen Johnson, Miriam V	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$59,617	7.9%		\$64,329	bc
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the County Coordinator for Cherokee County.										
Walker, Leigh Ann	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$62,433	3.0%		\$64,305	c
Smith, William B	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$62,368	3.0%		\$64,238	c
Davis-Livingston, Sherry L	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$57,667	10.1%		\$63,468	abc
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Williamsburg Extension County Coordinator.										
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in 4-H in two counties.										
Crouch Jr, Alfred B	Extension Agent -	Extension Agent -	Extension Associates and Instructional Support Staff	NA		\$55,108	15.1%		\$63,409	abc
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Regional Lead Agent of Newberry, Saluda, Edgefield and Aiken counties.										
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in agronomic agents, working a multi-county area, and acting as the resource for both small and large farm enterprises.										
Hodges, James F.	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$60,263	5.1%		\$63,311	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in home horticulture and general agriculture.										
Thompson, Paul S	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$59,305	5.1%		\$62,306	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in consumer horticulture and serving as a panelist on "Making it Grow" upon invitation.										
Welch, Kristen D	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$57,037	9.2%		\$62,273	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in EFNEP leadership across the state.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Cooperative Extension Service

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					9 Month	12 Month		9 Month	12 Month	
Lake,Connie N	Extension Director - Assistant	Extension Director - Assistant	Extension Associates and Instructional Support Staff	NA		\$55,709	11.7%		\$62,203	abc
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in 4-H, assuming multi-county 4-H work, and positive feedback on programs. Promotion/Reclassification: This employee was promoted to Senior Extension Agent, per Extension Policy Manual in Cooperative Extension.										
Khan,Tarana	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$53,500	15.3%		\$61,687	abc
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in EFNEP leadership across the state. Promotion/Reclassification: This employee was promoted to Senior Extension Agent, per Extension Policy Manual in Cooperative Extension.										
Beer,Brian L	Extension Agent -	Extension Agent -	Extension Associates and Instructional Support Staff	NA		\$58,714	5.1%		\$61,683	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in livestock.										
Brown,Barbara A	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$59,650	3.0%		\$61,439	c
Harris,Alma L	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$52,669	12.6%		\$59,325	abc
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in administration and 4-H, as well as an excellent job of communication with the agents and staff in her region. Promotion/Reclassification: This employee was promoted to Senior Extension Agent, per Extension Policy Manual in Cooperative Extension.										
Currence,Robin L	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$56,431	5.1%		\$59,285	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in 4-H and maintains a very vibrant program.										
Williford,Gayle G	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$54,799	8.1%		\$59,264	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in 4-H and coordinates the very successful Exchange club fair for Clemson Extension.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Henderson, William G	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$58,440	-0.4%		\$58,202	bc
Forrester, Gary R	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$56,316	3.0%		\$58,005	c
Ulmer, Karissa R	Extension Agent	Senior Extension Associate	Extension Associates and Instructional Support Staff	NA		\$53,797	6.1%		\$57,072	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in 4-H for two counties and serving as Regional Lead agent.										
Tietjen, Lana J	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$54,733	3.0%		\$56,374	c
Horn, Tina Marie	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$53,570	5.1%		\$56,281	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in 4-H as well as dairy outreach.										
Wright, Kathy W	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$54,084	3.0%		\$55,706	c
Boyles, Jennifer H	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$52,379	5.1%		\$55,029	ac
Fall 2012 Performance Increase: This employee received an increase based on assuming substantially increased workload as a result of aggressive downsizing in Community and Development and presentation of a highly successful program called "Annie's Project" for women in agriculture.										
Matthews, Rhonda M	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$52,294	4.5%		\$54,670	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing within the area of Food Safety.										
Herndon, Shannon B	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$52,710	3.0%		\$54,291	c
DeWitt, David B	Extension Agent - Assistant	Extension Agent - Assistant	Extension Associates and Instructional Support Staff	NA		\$50,000*	8.2%		\$54,075	*bc
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Lee Extension County Coordinator.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Forbes,Angela P	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$48,025	9.4%		\$52,555	bc
Promotion/Reclassification: This employee was promoted to Senior Extension Agent, per Extension Policy Manual in Cooperative Extension.										
Sippel,Margie S	Extension Agent	Extension Agent	Extension Associates and Instructional Support Staff	NA		\$48,829	6.1%		\$51,802	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in 4-H.										
Dabbs,Amy Lee	Extension Agent -	Extension Agent -	Extension Associates and Instructional Support Staff	NA		\$48,975	5.1%		\$51,453	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in home horticulture and works to coordinate the activities of the largest Master Gardener program in SC.										
Marvin,Alta Mae	Extension Agent -	Extension Agent -	Extension Associates and Instructional Support Staff	NA		\$49,882	3.0%		\$51,378	c
Tanner,Shann Cory	Extension Agent -	Extension Agent -	Extension Associates and Instructional Support Staff	NA		\$41,400	23.2%		\$51,000	abc
Additional Duties: This employee has assumed additional duties including commercial horticulture and covering Anderson, Pickens and Oconee counties.										
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in commercial horticulture, as well as transitioning very well into multi-county programming.										
Sumpter,Terri B	Senior Extension Agent	Senior Extension Agent	Extension Associates and Instructional Support Staff	NA		\$47,968	5.1%		\$50,395	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in 4-H.										
DeHond,Patricia E	Extension Agent -	Extension Agent - Assistant	Extension Associates and Instructional Support Staff	NA		\$45,551	10.5%		\$50,344	abc
Fall 2012 Performance Increase: This employee received an increase based on substantially increased workload as a result of aggressive downsizing in agronomics, major coordination role in the 2012 SCACAA national meeting, and maintaining an extremely successful program.										
Promotion/Reclassification: This employee was promoted to Extension Agent - Associate, per Extension Policy Manual in Cooperative Extension.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Facilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Wells Jr,Robert J.	Associate Vice President	Associate Vice President	Management	NA		\$148,833	6.1%		\$157,896	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance despite budget cuts and successful adoption and implementation of outsourced solutions.										
Newberry IV,William R	Dir/Adjunct Faculty	Dir/Adjunct Faculty	Management with Faculty Rank	NA		\$104,050	3.0%		\$107,171	c
McEntire Jr,John T	Engineer/Assoc Eng IV	Director, Capital Projects	Management	08		\$90,154	3.0%		\$92,858	c
Barnette,Todd E	Administrative Mgr II	Director of Support Services	Management	08		\$85,331	5.1%		\$89,648	ac
Fall 2012 Performance Increase: This employee received an increase based on performance as a highly valued business officer with many collateral support functions, the merger of Housing's stores operation into Facilities, and advising on personnel issues.										
Vander Mey,Gerald A	Program Manager II	Director, Campus Planning	Management	08		\$84,515	5.1%		\$88,791	ac
Fall 2012 Performance Increase: This employee received an increase based on architectural design of the of the unprecedented 2020 capital plan, space planning, and coordination with campus leadership and stakeholders.										
Hughes,William S.	Engineer/Assoc Eng IV	Direct Maint & Minor Projects	Management	08		\$83,117	5.1%		\$87,322	ac
Fall 2012 Performance Increase: This employee received an increase based on maintenance of the physical assets at a funding level 25% below peers, professional development of staff, focus on preventative maintenance, and response to a three-fold increase in historic project workload.										
Gerus,Adrienne L	Program Manager II	Dir Landscape Services	Management	08		\$79,443	5.1%		\$83,463	ac
Fall 2012 Performance Increase: This employee received an increase based on consistent and stable work ethic, positive feedback from campus visitors on landscape, high responsiveness to customer needs, and consistent communication with the President's office on tree removals.										
Jones,Thomas W	Program Manager II	Program Manager II	Management	08		\$72,134	8.1%		\$78,013	ac
Fall 2012 Performance Increase: This employee received an increase based on cost savings in the solid waste operation, increased recycling revenue, and reductions in cost per ton of recyclables.										
Smith,Michael E	Eng/Assoc Eng III	Minor Projects Manager	Computer, Engineering, and Science Staff	07		\$70,426	7.1%		\$75,440	ac
Fall 2012 Performance Increase: This employee received an increase based on leadership, contributions to strategic goals, strong work ethic, acceptance of bigger challenges, reliability, and proactivity.										
Parker,Michael R	Eng/Assoc Eng III	Capital Project Manager	Computer, Engineering, and Science Staff	07		\$68,816	6.1%		\$73,006	ac
Fall 2012 Performance Increase: This employee received an increase based on super work ethic, quality teamwork, timely project completion within budget, and excellent client relationships.										

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Jones, Tommi Jackson	Eng/Assoc Eng III	Energy Manager	Computer, Engineering, and Science Staff	07		\$66,443	8.1%		\$71,858	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in project management, overall qualifications, completion of her MBA, and standards for project documentation.										
Zanca, Sam X	Eng/Assoc Eng III	Capital Project Manager	Computer, Engineering, and Science Staff	07		\$67,031	5.1%		\$70,422	ac
Fall 2012 Performance Increase: This employee received an increase based on timely completion of WEZ Project despite last minute revisions.										
Wiggins, Roger Alan	Eng/Assoc Eng III	Minor Projects Manager II	Computer, Engineering, and Science Staff	07		\$65,066	6.1%		\$69,028	ac
Fall 2012 Performance Increase: This employee received an increase based on leadership, strong work ethic, positive customer feedback, quality and quantity of work, reliability, and suggestions for improvement.										
Wardlaw, Daniel S	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$59,585	15.4%		\$68,736	bc
Promotion/Reclassification: This employee's position was reclassified to Information Tech Manager I in University Facilities Support Services. Additional duties include support of the new facilities enterprise management system and additional financial responsibility and budget management duties, among others.										
McCrary Jr, Robert Daniel	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	06		\$61,200	7.1%		\$65,557	ac
Fall 2012 Performance Increase: This employee received an increase based on additional duties for the monthly STI inspection program and construction inspections, performance of environmental services for off campus facilities, and performance of water sampling for the group as opposed to sub-contracting it out.										
Carson, S William	Building/Grounds Mgr	Horticulture Manager	Service Staff	06		\$62,076	5.1%		\$65,217	ac
Fall 2012 Performance Increase: This employee received an increase based on excellence as a horticulturist for the department and performance as the perennial PR asset.										
Henderson, Thomas S	Eng/Assoc Eng III	Building Code Official	Computer, Engineering, and Science Staff	07		\$59,178	3.0%		\$60,953	c
Minerva, Paul W	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$56,015	8.1%		\$60,580	ac
Fall 2012 Performance Increase: This employee received an increase based on his work on the tree maintenance and management program, squirrel control, compliance with new regulations, and his professionalism.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Facilities

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Anderson,Barret D	Eng/Assoc Eng III	Campus Landscape Architect	Computer, Engineering, and Science Staff	07		\$56,280	7.1%		\$60,287	ac
Fall 2012 Performance Increase: This employee received an increase based on his production of design and construction documents resulting in university savings, as well as his work to make the university distinctive such as Memorial Park.										
Cope Jr,James Albert	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$57,216	3.0%		\$58,932	c
Knudsen,Peter M	State Planner IV	State Planner IV	Computer, Engineering, and Science Staff	06		\$55,728	3.0%		\$57,399	c
Hurst,William Thomas	Eng/Assoc Eng II	Minor Projects Manager II	Computer, Engineering, and Science Staff	06		\$53,945	6.1%		\$57,230	ac
Fall 2012 Performance Increase: This employee received an increase based on teamwork, proactivity, suggestions for improvement, quality work, and positive customer feedback.										
Hallquist,Scott Paul	Trades Manager I	Interior Utilities Manager	Natural Resources, Construction, and Maintenance Staff	06		\$53,622	6.1%		\$56,887	ac
Fall 2012 Performance Increase: This employee received an increase based on leadership, teamwork, contributions to strategic goals, acceptance of bigger challenges, and proactivity										
Cantrell,Tony B	Program Coordinator I	Quality Control Manager	Business and Financial Operations Staff	05		\$54,352	3.0%		\$55,982	c
McDonald Jr,Ralph D	Trades Manager I	Structural Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$52,000	6.1%		\$55,167	ac
Fall 2012 Performance Increase: This employee received an increase based on leadership, strong work ethic, suggestions for improvements, reliability, and proactivity.										
Gibbs,Gregory	Eng/Assoc Eng II	Civil Survey Project Mgr	Computer, Engineering, and Science Staff	06		\$51,686	6.1%		\$54,833	ac
Fall 2012 Performance Increase: This employee received an increase based on work quality, work ethic, and positive customer feedback.										
Parham III,Herbert L	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$51,000	6.1%		\$54,106	ac
Fall 2012 Performance Increase: This employee received an increase based on leadership, strong work ethic, quality work, acceptance of bigger challenges, and suggestions for improvement.										

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Fall 2012 Salaries \$50,000 and Over

Facilities

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					9 Month	12 Month		9 Month	12 Month	
Lecroy Jr, Gerald W	Trades Manager I	East Area Manager	Natural Resources, Construction, and Maintenance Staff	06		\$51,500	3.0%		\$53,045	c
McCarley, Bret E	Eng/Assoc Eng II	Minor Projects Manager II	Computer, Engineering, and Science Staff	06		\$49,229	6.1%		\$52,226	ac
Fall 2012 Performance Increase: This employee received an increase based on contributions to strategic goals, acceptance of bigger challenges, quality work, and positive customer feedback.										
Gambrell, John R	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$42,758	21.4%		\$51,912	abc
Fall 2012 Performance Increase: This employee received an increase based on leadership, contribution to strategic goals, strong work ethic, taking on bigger challenges, and positive feedback.										
Promotion/Reclassification: This employee's position was reclassified to Engineer/Associate Engineer II in University Facilities Maintenance Services.										
Boulanger, Joshua P	Building/Grounds Mgr	Building/Ground Supv I	Service Staff	06		\$31,044	67.0%		\$51,830	bc
Promotion/Reclassification: This employee was promoted to Building/Grounds Manager in University Facilities Landscape Services.										
Bush, Odean	Trades Manager I	Central Area Manager	Natural Resources, Construction, and Maintenance Staff	06		\$50,000	3.0%		\$51,500	c
Lohmann, Allen C	Eng/Assoc Eng II	Minor Projects Manager II	Computer, Engineering, and Science Staff	06		\$49,898	3.0%		\$51,394	c
Brown, Everett C	Building/Ground Supv II	Building/Ground Supv II	Service Staff	05		\$47,620	7.1%		\$51,010	ac
Fall 2012 Performance Increase: This employee received an increase based on reliability and efforts to control costs.										
Jackson, Cecelia	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$49,513	3.0%		\$50,998	c
Addington II, Phillip Thomas	Eng/Assoc Eng II	Civil Survey Project Supv	Computer, Engineering, and Science Staff	06		\$47,919	6.1%		\$50,837	ac
Fall 2012 Performance Increase: This employee received an increase based on work quality and positive customer feedback.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Library

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Wall, Kay L	Dean	Dean	Management with Faculty Rank	NA		\$167,740	4.5%		\$175,364	ac
Fall 2012 Performance Increase: This employee received an increase based on redesign of the library space for collaborative student learning and advances in digitizing library resources.										
Shoaf, Eric Christian	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$100,000	3.0%		\$103,000	c
Julian, Dinah Gail	Librarian I	Librarian I	Librarians	NA		\$71,348	17.0%		\$83,488	bc
Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Department Chair for the University Libraries.										
Bodenheimer, Lisa	Librarian I	Librarian I	Librarians	NA		\$73,224	5.9%		\$77,534	ce
Fall 2012 Faculty Market Adjustment										
Kohl, Michael F	Librarian I	Librarian I	Librarians	NA		\$72,273	5.3%		\$76,124	ce
Fall 2012 Faculty Market Adjustment										
Schilf, Suzanne Rook	Librarian I	Associate Librarian	Librarians	NA		\$67,131	11.5%		\$74,842	ce
Fall 2012 Faculty Market Adjustment										
Vinson, Christopher Glen	Librarian I	Digital Projects Librarian	Librarians	NA		\$55,000	35.4%		\$74,475	bce
Additional Duties: This employee has assumed additional duties as the Director of Digital Initiatives and Library Info Technology.										
Fall 2012 Faculty Market Adjustment										
Taylor, Dennis S	Librarian I	Librarian I	Librarians	NA		\$66,859	9.6%		\$73,304	ce
Fall 2012 Faculty Market Adjustment										
Comfort, Janice G	Librarian I	Librarian	Librarians	NA		\$64,339	10.6%		\$71,190	ce
Fall 2012 Faculty Market Adjustment										
Draper, Pamela A	Librarian I	Librarian I	Librarians	NA		\$63,661	11.8%		\$71,190	ce
Fall 2012 Faculty Market Adjustment										
Tyler, Peggy J	Librarian I	Librarian	Librarians	NA		\$63,102	8.5%		\$68,476	ce
Fall 2012 Faculty Market Adjustment										

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Munson, Priscilla G Fall 2012 Faculty Market Adjustment	Librarian I	Librarian	Librarians	NA		\$62,771	7.8%		\$67,666	ce
Hollandsworth, Robert L Fall 2012 Faculty Market Adjustment Tenure Change	Librarian I	Librarian I	Librarians	NA		\$56,650	16.7%		\$66,110	bce
Cross, James E Fall 2012 Faculty Market Adjustment	Librarian I	Librarian I	Librarians	NA		\$61,054	7.4%		\$65,551	ce
Wesley, Kathryn M Fall 2012 Faculty Market Adjustment	Librarian I	Librarian I	Librarians	NA		\$57,139	14.7%		\$65,514	ce
Cochrane, Gordon M Fall 2012 Faculty Market Adjustment	Librarian I	Librarian I	Librarians	NA		\$57,531	11.7%		\$64,239	ce
Ryan, Christine E Fall 2012 Faculty Market Adjustment	Librarian I	Librarian I	Librarians	NA		\$57,500	11.7%		\$64,239	ce
Cooper, C. Camille Fall 2012 Faculty Market Adjustment	Librarian I	Associate Librarian	Librarians	NA		\$54,705	16.3%		\$63,615	ce
Teague, Gypsey Fall 2012 Faculty Market Adjustment	Librarian I	Librarian I	Librarians	NA		\$55,985	13.6%		\$63,615	ce
Futral, Meredith Sue Fall 2012 Faculty Market Adjustment	Librarian I	Business Reference Librarian	Librarians	NA		\$53,023	16.4%		\$61,744	ce
Dutkiewicz, Scott Mark Fall 2012 Faculty Market Adjustment	Librarian I	Associate Librarian	Librarians	NA		\$49,419	21.2%		\$59,873	ce

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<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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Rock,Edward Joseph Fall 2012 Faculty Market Adjustment Tenure Change	Librarian I	Librarian I	Librarians	NA		\$47,866	22.5%		\$58,626	bce
Wilmott,Robert D Faculty Rank Promotion Fall 2012 Faculty Market Adjustment	Librarian I	Librarian I	Librarians	NA		\$47,323	23.9%		\$58,626	bce
Colthorpe,Christopher Alan Fall 2012 Faculty Market Adjustment	Librarian I	Librarian I	Librarians	NA		\$53,928	7.6%		\$58,002	ce
Burns,Alan C Fall 2012 Faculty Market Adjustment	Librarian I	Librarian I	Librarians	NA		\$52,283	9.7%		\$57,379	ce
Alexander,Teresa L	Library Mgr II	Library Mgr II	Library Staff	06		\$53,634	3.0%		\$55,243	c
Kyle,Richard W	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$52,323	3.0%		\$53,892	c
Crane,Tammy F Fall 2012 Performance Increase: This employee received an increase based on oversight of tracking funds for key projects at Library Depot, new vehicle procurement, Open Parks Grant, oversight for policy compliance throughout department, and serving on the strategic plan implementation team.	Acctt/Fiscal Analyst III	Acctt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$48,567	8.1%		\$52,525	ac
Edwards,Kathy S Fall 2012 Faculty Market Adjustment	Librarian I	Librarian I	Librarians	NA		\$43,260	19.5%		\$51,676	ce
Grant,Anne McMahan Fall 2012 Faculty Market Adjustment	Librarian I	Librarian I	Librarians	NA		\$42,330	22.1%		\$51,676	ce
Rainey,Beverly J	Library Manager I	Library Manager I	Library Staff	05		\$49,385	3.0%		\$50,866	c

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Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Barker, James F	Agency Head	Agency Head	Management with Faculty Rank	NA		\$227,656	0.0%		\$227,656	
Hood Jr, William Charles	Lecturer: Non-Teaching	General Counsel	Community Service, Legal, Arts, and Media Staff	NA		\$200,000*	5.1%		\$210,120	*ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										
Leidinger, Angela E	Lecturer: Non-Teaching	Dir Gov Affairs/Sec to Board	Management with Faculty Rank	NA		\$186,800	5.1%		\$196,251	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										
Wiles, Leon E	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Management with Faculty Rank	NA		\$149,695	4.5%		\$156,498	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										
Swann, Erin E	Attorney VI	Senior Assoc General Counsel	Community Service, Legal, Arts, and Media Staff	09		\$123,080	3.0%		\$126,771	bc
Promotion/Reclassification: This employee's position was reclassified to Attorney VI to serve as Senior Associate General Counsel.										
Roux, Renee M.	Attorney V	Attorney V - Assoc GC	Community Service, Legal, Arts, and Media Staff	09		\$114,554	3.0%		\$117,990	c
Coleman, Katherine Y	Asst Academic Prog Dir	Asst Academic Prog Dir	Community Service, Legal, Arts, and Media Staff	NA		\$94,745	21.4%		\$115,000	abc
Additional Duties: This employee received an increase for additional duties based on market comparison.										
Fall 2012 Performance Increase: This employee received an increase based on commitment, professionalism, efforts to ensure consistent success on the legislative initiatives, and additional supervisory duties.										
Market/Equity Adjustment: This employee received an increase based on market comparison.										
Knighton Jr, Lewis J	Academic Program Director	Academic Program Director	Management	NA		\$95,000	3.0%		\$97,850	c

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<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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Bayless,Katharine E	Asst Academic Prog Dir	Director of Federal Relations	Community Service, Legal, Arts, and Media Staff	NA		\$87,250	7.8%	\$94,091		abc
<p>Additional Duties: This employee has assumed additional duties as Assistant State Relations Director including working with the Directors of Governmental Affairs and State Relations to develop Clemson University's state legislative agenda.</p> <p>Fall 2012 Performance Increase: This employee received an increase based on exceptional work, critical role in the success seen within the objectives of the Office of Governmental Affairs, and suggestions for improvements of our strategic goals and the processes these goals, among other accomplishments.</p> <p>Market/Equity Adjustment: This employee received an increase based on market comparison.</p>										
McInnis,Elizabeth Foster	Asst Academic Prog Dir	Director of Advocacy	Community Service, Legal, Arts, and Media Staff	NA		\$81,857	4.0%	\$85,155		ac
<p>Fall 2012 Performance Increase: This employee received an increase based on control and professionalism in completing projects, excellent work product, and positive constituency feedback.</p>										
McKinney,Sandra T	Executive Assistant II	Executive Assistant II	Office and Administrative Support Staff	07		\$72,314	3.0%	\$74,483		c
Harrison,Priscilla R	Senior Consultant	Senior Consultant	Business and Financial Operations Staff	07		\$70,000*	0.0%	\$70,000		*
Maclin,Judith Anne	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$43,228	18.4%	\$51,203		bc
<p>Promotion/Reclassification: This employee's position was reclassified to Administrative Coordinator II in the General Counsel's office. Additional duties were absorbed from another position that will not be refilled.</p>										

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Fall 2012 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

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					9 Month	12 Month		9 Month	12 Month	
Helms,Doris R	Provost	Provost	Management with Faculty Rank	NA		\$270,389	5.1%		\$284,071	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										
Aziz,Nadim M	Associate Provost	Assoc Provost Faculty Develp	Management with Faculty Rank	NA	\$161,863		60.4%		\$259,560	abcd
Contract Length Adjustment										
Promotion/Reclassification: This employee was promoted to Associate Provost for Faculty Development in the Office of the Provost.										
Murdoch,Janice W	Dean	Dean	Management with Faculty Rank	NA		\$219,524	3.0%		\$226,109	c
Jackson,Debra B	Professor	Vice Provost/Asst to President	Management with Faculty Rank	NA		\$197,657	4.5%		\$206,640	ac
Fall 2012 Performance Increase: This employee received an increase based on multiple complex roles coordinating the university's reaccreditation process, as well as preparation of compliance documents for the US Dept of Education, among other accomplishments.										
Nagy,Sharon	Vice Provost	Vice Provost/Intern'l Affairs	Management with Faculty Rank	NA		\$192,000*	0.0%		\$192,000	*
Halfacre,Robert G	Visiting Professor	Visiting Professor	Community Service, Legal, Arts, and Media Staff	NA		\$150,149	4.2%		\$156,509	ac
Fall 2012 Performance Increase: This employee received an increase based on contribution to the strategic plan, increased workload, and reductions in the number of grievances.										
Knepfle,Charles R	Academic Program Director	Academic Program Director	Management	NA		\$137,700	4.5%		\$143,958	ac
Fall 2012 Performance Increase: This employee received an increase based on management of office renovations, recovering from high budget deficits, and keeping the iRoar project on task.										
Barkley,Robert S	Lecturer: Non-Teaching	Director	Management with Faculty Rank	NA		\$125,283	4.0%		\$130,331	ac
Fall 2012 Performance Increase: This employee received an increase based on direction of University Admissions at a time when the number of applications and quality of freshman class were at all-time high.										
Felder,Frankie O	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$123,387	4.6%		\$129,058	ac
Fall 2012 Performance Increase: This employee received an increase based on longevity.										

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Speziale, Barbara J	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$119,626	6.1%		\$126,910	ac
Fall 2012 Performance Increase: This employee received an increase based on high productivity and below market salary.										
Nilson, Linda B	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Management with Faculty Rank	NA		\$119,426	6.1%		\$126,698	ac
Fall 2012 Performance Increase: This employee received an increase based on continued excellent performance in assisting faculty with teaching challenges.										
Wueste, Daniel E	Professor	Professor	Management with Faculty Rank	NA		\$122,368	3.0%		\$126,038	c
Gilbert, Jane C	Lecturer: Non-Teaching	Financial Off/Academic Affairs	Business and Financial Operations Staff	NA		\$115,635	7.1%		\$123,868	ac
Fall 2012 Performance Increase: This employee received an increase based on training the Administrative Manager I, overseeing the training of individuals working on CPA, as well as developing and overseeing changes in the Academic Affairs 2020 plan budgets and budgets for adjustment hires, cluster hires and colleges.										
Appling, Jeffrey R	Professor	Professor	Management with Faculty Rank	NA		\$113,087	9.2%		\$123,468	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance and internal equity.										
Smathers, Diane G	Professor	Director, Emeritus College	Management with Faculty Rank	NA		\$114,554	4.5%		\$119,760	ac
Fall 2012 Performance Increase: This employee received an increase based on national appointment as President of Phi Kappa Phi.										
Lasser, William	Alumni Professor	Alumni Professor	Management with Faculty Rank	NA	\$110,465		2.0%	\$112,702		abc
Fall 2012 Performance Increase: This employee received an increase based on expansion of the Honors program.										
Smith, Stanley B	Academic Program Director	Registrar	Management	NA		\$102,844	3.0%		\$105,929	c
Knox, David K	Lecturer	Lecturer	Management with Faculty Rank	NA		\$97,470	4.5%		\$101,900	ac
Fall 2012 Performance Increase: This employee received an increase based on additional responsibility for and improvement of the Syllabus repository and preparations for SACS university reaccreditation and site visit, among other accomplishments.										

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Burton III,O'Neil B	Lecturer	Exec Dir Coop Ed/Mich Career	Management with Faculty Rank	NA		\$97,240	3.0%		\$100,157	c
Westcott III,S Wickes	Lecturer	Lecturer	Management with Faculty Rank	NA		\$94,794	5.1%		\$99,590	ac
Fall 2012 Performance Increase: This employee received an increase based on major university leadership and support roles related to large scale software implementations, SACS reaccreditation applications and reporting systems, among many other new projects.										
Snider,Jeromy Blake	Academic Program Director	Director of Summer School	Management with Faculty Rank	NA		\$95,000*	0.0%		\$95,000	*
Richardson,M Elaine	Professor	Director-Academic Success Ctr	Management with Faculty Rank	NA		\$90,134	3.0%		\$92,837	c
Sparacino,Debra C	Assoc Academic Program Dir	Assoc Academic Program Dir	Management	NA		\$84,433	7.1%		\$90,444	ac
Fall 2012 Performance Increase: This employee received an increase based on implementation of iROAR.										
Fishman,Teresa Anne	Asst Academic Prog Dir	Dir of Cntr for Acad Integrity	Computer, Engineering, and Science Staff	NA		\$85,363	5.8%		\$90,278	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance, contributions to the bottom line, increasing memberships in ICAI, and revenue generation with speaking engagements, among other accomplishments.										
Gallicchio,Linda Maue	Asst Academic Prog Dir	Asst Academic Prog Dir	Community Service, Legal, Arts, and Media Staff	NA		\$86,923	3.0%		\$89,530	c
Salley Jr,Carleton DeWitt	Academic Program Director	Director for Online Education	Management	NA		\$88,000*	0.0%		\$88,000	*
Milam,Martha Elizabeth	Student Services Mgr II	Senior Associate Director	Management	07		\$77,656	4.5%		\$81,185	ac
Fall 2012 Performance Increase: This employee received an increase based on countless extra hours on iRoar project, keeping the group going forward, and the Director informed.										
Chrestman,Ronald E	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Computer, Engineering, and Science Staff	NA		\$75,589	4.5%		\$79,024	ac
Fall 2012 Performance Increase: This employee received an increase based on support for the Huron enrollment management project, the College of Agriculture, Forestry and Life Sciences facilities infrastructure project, and response to the US Department of Education.										

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Smith,Brenda J	Executive Assistant II	Executive Assistant II	Office and Administrative Support Staff	07		\$76,397	3.0%	\$78,688		c
Shine,Ricki Jane	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Extension Associates and Instructional Support Staff	NA		\$74,423	4.5%	\$77,805		ac
Fall 2012 Performance Increase: This employee received an increase based on revitalizing Clemson's engagement in the area of major fellowships and increased candidates for various high level scholarships, as well as her role as Associate Director of Honors.										
Ward,Robert Thomas	Senior Consultant	Staff Ombudsman	Community Service, Legal, Arts, and Media Staff	07		\$72,676	4.5%	\$75,979		ac
Fall 2012 Performance Increase: This employee received an increase based on recommendation for an increase by the Staff Senate Ombuds Committee.										
Stewart,Arlene C	Lecturer	Lecturer	Management with Faculty Rank	NA		\$71,400	5.1%	\$75,013		ac
Fall 2012 Performance Increase: This employee received an increase based on direction of a program for 730+ students to provide Section 504 access.										
Booth,Brian William	Research Asst Professor	Research Asst Professor	Research Faculty	NA	\$71,400		3.0%	\$73,542		c
Bundrick,Alfred E	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$70,000	4.5%	\$73,182		ac
Fall 2012 Performance Increase: This employee received an increase based on excellent results in boosting Co-op participation.										
Neal,Jeffrey Frank	Lecturer	Dir of Co-op Edu	Management with Faculty Rank	NA		\$59,004	24.0%	\$73,182		abc
Additional Duties: This employee has assumed additional duties related to the new organizational structure of Cooperative Extension and the Michelin Career Center.										
Fall 2012 Performance Increase: This employee received an increase based on excellent results in boosting Co-op participation.										
Becker Jr,Calvin R	Asst Academic Prog Dir	Asst Academic Prog Dir	Management	NA		\$69,685	3.0%	\$71,775		c
Cooper,John Andrew Scott	Research Associate	Research Associate	Business and Financial Operations Staff	06		\$57,120	22.3%	\$69,865		abcf
Fall 2012 Performance Increase: This employee received an increase based on extensive increases in workload related to institutional effectiveness training, as well as increases in the number and quality of the surveys conducted and assessment activities across the campus, among other accomplishments.										
Promotion/Reclassification: This employee's position was reclassified to Research Associate to be comparable to other employees performing similar duties.										
Retention: This employee was being recruited by another university.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Fleming, David Byrne	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$65,619	4.6%		\$68,635	ac
Fall 2012 Performance Increase: This employee received an increase based on search committee duties and business understaffing.										
Bennett, Robert W.	Student Services Mgr I	Student Services Mgr I	Management	06		\$65,953	4.0%		\$68,610	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional leadership of the staff at a time when the number of applications and the quality of the freshman class was at all-time high.										
Williams, James Edward	Lecturer	Lecturer	Extension Associates and Instructional Support Staff	NA		\$65,112	4.5%		\$68,071	ac
Fall 2012 Performance Increase: This employee received an increase based on extremely high quality work in his dual positions as Director of the National Scholars Program and Associate Director of the Honors College, as well as presiding over an extremely successful fund raising campaign.										
Whorton, Susan S	Lecturer	Transfer Student Coordinator	Management with Faculty Rank	NA		\$65,461	3.0%		\$67,424	c
Henry, Teresa N	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$61,796	6.1%		\$65,558	ac
Fall 2012 Performance Increase: This employee received an increase based on increased duties in managing budget and HR components for two departments, as well as the QEP Steering committee and the Compliance Certification Steering Committee.										
Wood, Christopher Preston	Administrative Mgr I	Asst Financial Off/Acad Affair	Business and Financial Operations Staff	07		\$60,519	7.1%		\$64,827	ac
Fall 2012 Performance Increase: This employee received an increase based on outstanding professional development to manage the Academic Affairs budgeting process and all associated accounts.										
Pierce, Jessica Swink	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$58,932	4.5%		\$61,609	ac
Fall 2012 Performance Increase: This employee received an increase based on support for reaccreditation reporting, the Huron employee compensation project, and ongoing improvements in compensation reporting.										
Reeves, D Keith	Project Coordinator	Project Coordinator	Business and Financial Operations Staff	06		\$69,144	-11.1%		\$61,443	abc
Bodell, Audrey R	Student Services Mgr I	Associate Director	Office and Administrative Support Staff	06		\$58,116	4.0%		\$60,458	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional leadership of the staff in University Admissions at a time when the number of applications and quality of freshman class were at all-time high.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

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					9 Month	12 Month		9 Month	12 Month	
Pearson, Rebecca Durham	Student Services Mgr I	Associate Director	Office and Administrative Support Staff	06		\$57,988	4.0%		\$60,324	ac
Fall 2012 Performance Increase: This employee received an increase based on the high volume of transfer enrollment.										
Goodman, Brenda	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$56,058	2.9%		\$57,695	cf
Allison, Berinthia Coggins	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$52,499	7.1%		\$56,236	ac
Fall 2012 Performance Increase: This employee received an increase based on an extensive amount of work in developing information for processing new faculty hires as well as processing HR documents associated with 6 searches.										
Freeman, Gloria Elizabeth	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$45,007	24.7%		\$56,109	abc
Administrative/Temporary Adjustment: This employee received a temporary adjustment for additional work on preparing and processing H1B visas for the university.										
Fall 2012 Performance Increase: This employee received an increase based on exceeding expectations, performing work beyond job responsibilities, and performing work of vacant positions, or even those of interim positions, among other accomplishments.										
Welborn, Melissa Griffin	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$53,367	4.5%		\$55,793	ac
Fall 2012 Performance Increase: This employee received an increase based on her work on faculty credentials documentation, detailed support for the reaffirmation process, and support of the Banner implementation.										
Pennebaker, Julia B	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$51,224	7.5%		\$55,055	ac
Fall 2012 Performance Increase: This employee received an increase based on implementation of iROAR.										
Dubuque, Melissa M	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$45,741	20.2%		\$55,000	abc
Additional Duties: This employee has assumed additional duties including supervising and overseeing the job responsibilities of the Financial Aid Counselors, coordinating and leading staff in compliant and responsible program management, serving as the coordinator for Footprints/Tiger Tracks, and management of Counseling Services, among others.										
Fall 2012 Performance Increase: This employee received an increase based on additional duties related to covering for the Director while he has been on iRoar team.										
Hicks, Holly Brooke	Assoc Academic Program Dir	Assoc Academic Program Dir	Business and Financial Operations Staff	NA		\$37,471	45.7%		\$54,590	bc
Additional Duties: This employee has assumed additional duties related to the new organizational structure of Cooperative Extension and the Michelin Career Center.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

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					9 Month	12 Month		9 Month	12 Month	
Galbreath, Timothy R	Student Svcs Prog Co II	Student Svcs Prog Co II	Office and Administrative Support Staff	05		\$50,641	6.9%		\$54,116	ac
Fall 2012 Performance Increase: This employee received an increase based on his importance and dedication as a member of the admission staff, compassionate approach to dealing with the public, and analytical mind.										
McDavid, Kelly E	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$51,477	5.1%		\$54,081	ac
Fall 2012 Performance Increase: This employee received an increase based on additional duties during iROAR implementation.										
McLaughlin, Joseph Wayne	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$51,687	4.5%		\$54,036	ac
Fall 2012 Performance Increase: This employee received an increase based on support for the reaffirmation process, including the application that constructed the faculty roster.										
Costello, Kathleen	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$31,364	69.1%		\$53,045	abc
Administrative/Temporary Adjustment: This employee received a temporary adjustment for additional work on graduate school admissions.										
Fall 2012 Performance Increase: This employee received an increase based on search committee chair duties, management and extra duties due to understaffing.										
Promotion/Reclassification: This employee was promoted to Student Services Manager I in Office of the Dean Of The Graduate School. Her credentials, experience and knowledge place her easily in the competitive category.										
Macdonald, Andrew Robertson	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$50,000	6.1%		\$53,045	ac
Fall 2012 Performance Increase: This employee received an increase based on search committee chair duties and Banner business analyst duties.										
Kelley-Hall, Caren	Academic Program Manager	Academic Program Manager	Business and Financial Operations Staff	NA		\$40,000	32.0%		\$52,788	abc
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance in initiating UPIC.										
Promotion/Reclassification: This employee was promoted to Academic Program Manager and Academic Leader in the Office of the Dean Of The Graduate School.										
Freeman, Perryn McBrayer	Applications Analyst II	Asst Dtr of Admission for Tech	Computer, Engineering, and Science Staff	06		\$50,000*	4.5%		\$52,273	*ac
Fall 2012 Performance Increase: This employee received an increase based on insight and input in the development of the Banner system.										

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Kleck,Janice N	Program Coordinator I	Program Coordinator I	Business and Financial Operations Staff	05		\$49,367	4.5%		\$51,611	ac
Fall 2012 Performance Increase: This employee received an increase based on increased workload related to logistics for increased student testing.										
Goudie,Susan Morris	Info Resource Consult II	Assist Regist for Technology	Computer, Engineering, and Science Staff	06		\$48,000	7.1%		\$51,418	ac
Fall 2012 Performance Increase: This employee received an increase based on implementation of iROAR.										
Dickson,Glenda L	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$48,732	5.5%		\$51,408	ac
Fall 2012 Performance Increase: This employee received an increase based on increased workload related to the increased student population.										
Irvin,Dana G	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$49,110	4.5%		\$51,342	ac
Fall 2012 Performance Increase: This employee received an increase based on numerous campus awards, including the National Scholars Program Award for Excellence and the Frank Burtner Award for Excellence in Advising, as well as maintaining high quality advising despite increases in enrolled Honors students.										
Rosemond,Jimmy Lamont	Student Services Mgr I	Coord/Minority Recruitment Int	Office and Administrative Support Staff	06		\$40,247	26.2%		\$50,777	bc
Promotion/Reclassification: This employee was promoted to Coordinator of Minority Recruitment in Undergraduate Admissions.										
Harp,Jonathan A	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$50,000*	0.0%		\$50,000	*

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f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Kelly, John W	Professor	VP for PSA	Management with Faculty Rank	NA		\$249,407	5.1%		\$262,027	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										
Askew, George R	Associate Dean	Assoc VP - PSA	Management with Faculty Rank	NA		\$183,592	18.2%		\$217,081	abc
Additional Duties: This employee has assumed additional duties as new Associate Vice-President for Public Service & Agriculture including daily management of Clemson's Experiment Station, Extension Service, Regulatory Services and Livestock and Poultry Health.										
Fall 2012 Performance Increase: This employee received an increase based on collaboration with the College of Agriculture, Forestry & Life Sciences, as well as strengthening ties between Research, Extension & Regulatory Services, the College of Engineering and Science and the university's Research Division.										
Brown, Ronald A.	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$194,000	3.0%		\$199,820	c
Ogg, Neil	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$169,004	3.0%		\$174,073	c
Rigas, Nikolaos	Senior Scientist	Senior Scientist	Computer, Engineering, and Science Staff	NA		\$151,709	10.2%		\$167,198	ac
Fall 2012 Performance Increase: This employee received an increase based on his expertise and leadership in alternative energies that has allowed Clemson University to become an internationally recognized leader in the Wind Energy sector.										
Calzadilla, Jorge M	Extension Associate	Extension Associate	Management	NA		\$155,620	7.4%		\$167,099	ac
Fall 2012 Performance Increase: This employee received an increase based on operating Clemson University's nationally recognized Youth Learning Institute without the benefit of state funding and recruiting partners for YLI that have allowed the Institute to implement new, cutting-edge youth development programs.										
Eidson, Gene W	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$160,007	3.0%		\$164,807	c
Parr, Boyd Hobson	Senior Scientist	Senior Scientist	Management	NA		\$105,545	41.5%		\$149,350	bc
Promotion/Reclassification: This employee was promoted to State Veterinarian for SC.										

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					9 Month	12 Month		9 Month	12 Month	
Dickerson,Suzanne Maria	Assoc Academic Program Dir	Assoc Academic Program Dir	Management	NA		\$130,810	12.0%		\$146,471	abc
<p>Administrative/Temporary Adjustment: This employee received a temporary adjustment for additional work on campus recruitment, liaison with Automotive & Transportation Industry Executives, and CU ENT Negotiations, among others.</p> <p>Fall 2012 Performance Increase: This employee received an increase based on increased workload due to vacant positions, leadership on all business development activities at CUICAR, and a very significant role in obtaining research partners and dollars, among other accomplishments.</p>										
Howle,David S	Dept Chair/Head	Asst Dir/Regulatory Services	Management with Faculty Rank	NA		\$127,197	5.1%		\$133,632	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on top performance with increased workload due to aggressive downsizing. He has served as interim Department Head of Plant Industry during much of this last performance period, in addition to stellar performance as Assistant Director.</p>										
Leitner,Robert Thomas	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Research Faculty	NA		\$125,609	2.7%		\$129,045	c
Krausz,Joseph P	Dept Chair/Head	Department Head	Management with Faculty Rank	NA		\$119,634	6.1%		\$126,920	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on top performance in management as confirmed by results of a recent departmental "bottoms up" review.</p>										
Mueller,John D	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$116,150	8.1%		\$125,616	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on creation of a well-run and well-respected operation at the Edisto Research & Education Center, revenue generation, and management of a collaborative work environment that has enhanced the grant capabilities of the resident faculty.</p>										
Scharko,Patricia B	Professor	Professor	Healthcare Practitioners and Staff	NA		\$118,170	3.0%		\$121,715	c
Ray,Christopher L	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$111,857	8.1%		\$120,973	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on reestablishing the university's crop improvement system, attracting new fee for services variety testing contracts, and greatly enhancing the university's visibility in the crop improvement system nationally.</p>										
Peters,Thomas T	Research Associate	Research Associate	Management	NA		\$91,513	31.1%		\$120,000	bc
<p>Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Director of STEM Education Initiatives.</p>										
Fortnum,Bruce A	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$116,000	3.0%		\$119,480	c

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Public Service & Agriculture

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Beasley,Martha M	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$104,987	4.1%		\$109,244	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on support for grant writing for Sandhill/CIECD, every CU college, and many department, as well as outreach efforts that have a positive impact on the way Clemson is perceived at local, county and state levels, among other accomplishments.</p>										
Kelley,Melissa D.	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$74,481	43.1%		\$106,571	abc
<p>Administrative/Temporary Adjustment: This employee received a temporary adjustment for additional work on development of pro forma and regular reports for complex federal grants and corporate partnership construction projects and assuring that all costs are properly allocated multiple fund sources.</p> <p>Administrative/Temporary Adjustment: This employee received an adjustment for providing external strategic planning serving on the Economic Development team and advising the VP for Economic Development as new private corporate partnerships are considered.</p> <p>Fall 2012 Performance Increase: This employee received an increase based on successful leadership of PSA & Economic Development in complex budget preparation and submission to state and federal government bodies, as well as management of PSA funding and grant funding for the Wind Turbine Drive Train Testing facility.</p> <p>Market/Equity Adjustment: This employee received an increase based on market comparison.</p> <p>Promotion/Reclassification: This employee was promoted to CFO/Assistant Academic Program Director in PSA & Economic Development Business Services.</p>										
Allen,Jeffery S	Research Associate	Research Associate	Management	NA		\$101,097	4.0%		\$105,170	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on additional duties assuming management of the Strom Thurmond Institute.</p>										
Simmons,Michael J	Senior Extension Agent	Administrative Officer	Extension Associates and Instructional Support Staff	06		\$69,441	50.5%		\$104,518	abcf
<p>Additional Duties: This employee has assumed additional duties including additional duties for new program management, reporting and accreditation.</p> <p>Administrative/Temporary Adjustment: This employee received an adjustment for serving as a Senior Extension Agent of PSA & Economic Development Business Services.</p> <p>Administrative/Temporary Adjustment: This employee received a temporary adjustment for assuming additional temporary duties for new project management.</p> <p>Fall 2012 Performance Increase: This employee received an increase based on improvements to our Federal surplus property system and savings to the university.</p> <p>Retention: This employee was being recruited by another organization.</p>										
Watt,Catherine E	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Instructional Faculty	NA		\$97,375	3.0%		\$100,296	c

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Public Service & Agriculture

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Monfort,Walter Scott	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$95,000	5.2%		\$99,954	ac
Fall 2012 Performance Increase: This employee received an increase based on expanding the Peanut Program to include on-farm demonstrations and plot work, obtaining funding for equipment and trained agents to conduct peanut maturity clinics, and positive publicity for the university.										
Roberts,Danny H	Extension Associate	Asst to VP for PSA	Computer, Engineering, and Science Staff	NA		\$96,435	3.0%		\$99,327	c
Payero,Jose Oscar	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$95,000*	3.0%		\$97,850	*c
Hunter,Terry K	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$93,627	3.0%		\$96,435	c
Mardikian,Paul Jacques	Lecturer	Lecturer	Research Faculty	NA		\$93,627	3.0%		\$96,435	c
Cushing,Timothy Luke	Lecturer	Lecturer	Healthcare Practitioners and Staff	NA		\$84,700	13.3%		\$95,965	bc
Administrative/Temporary Adjustment: This employee received a temporary adjustment for serving as the Interim Director of the Veterinary Diagnostic Center.										
Cole,Stephen E	Dept Chair/Head	Dept Chair/Head	Management with Faculty Rank	NA		\$90,000*	3.0%		\$92,700	*c
Leaphart,Adam B	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Healthcare Practitioners and Staff	NA		\$89,937	3.0%		\$92,635	c
Baker,Della A	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$87,195	6.1%		\$92,504	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in professional development of extension staff. She has assumed all responsibilities for federal reporting and serves now as the local contact for agents who are doing CUMIS.										
McMahan,Gary L	Asst Academic Prog Dir	Asst Academic Prog Dir	Computer, Engineering, and Science Staff	NA		\$89,175	3.0%		\$91,850	c

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Miller, Gilbert A	Extension Director - Assistant	Extension Director - Assistant	Extension Associates and Instructional Support Staff	NA		\$78,693	15.8%		\$91,155	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on completion of his Ph.D., his work as the Savannah Valley Watermelon and Vegetable specialist, and leadership of the grant funded on-farm sensor based irrigation program.</p> <p>Merit Adjustment: This employee received an increase based on completion of terminal degree, per Extension Policy Manual.</p>										
Martin, Michael Kent	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Healthcare Practitioners and Staff	NA		\$88,241	3.0%		\$90,888	c
Hoskins, Clyde B	Lecturer	Lecturer	Healthcare Practitioners and Staff	NA		\$85,570	6.1%		\$90,781	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on substantial contributions to the objectives of SCMPID.</p>										
Alford, Virginia S	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$85,850	3.0%		\$88,425	c
Lance, Stephen W	Extension Associate	Extension Associate	Management	NA		\$85,188	3.0%		\$87,743	c
Eichelberger, Adam C	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Healthcare Practitioners and Staff	NA		\$77,000	13.3%		\$87,241	bc
<p>Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Director of Animal Health Programs.</p>										
Ardern, Pamela B	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$76,690	13.3%		\$86,889	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on increasing participation in all programs related to 4-H despite decreased staff, meeting the National 4-H, Extension office and Youth Leadership Institute's program goals, and increasing fundraising projects within 4H, among other accomplishments.</p>										
Camper, Charlotte Teresa	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$82,820	3.0%		\$85,304	c
Kirkland, Toby R	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$77,214	7.8%		\$83,214	bc
<p>Additional Duties: This employee has assumed additional duties including management of software development projects that will be used on a national scale at numerous universities and the USDA.</p>										
Dalhouse, Deborah L	Public Info Dir II	Public Info Dir II	Community Service, Legal, Arts, and Media Staff	07		\$80,025	3.0%		\$82,425	c

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Helm, Julie D	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Healthcare Practitioners and Staff	NA		\$78,023	3.0%	\$80,363		c
Krugler, Charlotte A	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Healthcare Practitioners and Staff	NA		\$77,014	3.0%	\$79,324		c
Woodard, Kathy L	Dir Of Planning & Research	Dir Of Planning & Research	Management	07		\$75,562	4.5%	\$78,995		ac
Fall 2012 Performance Increase: This employee received an increase based on leadership of a nationally recognized community and service learning effort for Clemson University. Kathy is the sole reason that service learning stays afloat across the university.										
Veasey, Garland M	Extension Associate	Extension Associate	Management	NA		\$72,434	8.1%	\$78,337		ac
Fall 2012 Performance Increase: This employee received an increase based on keeping all of the farms functional and accredited for teaching, research and extension programs despite 5 years of staff downsizing.										
Brown, William H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$75,888	3.0%	\$78,164		c
Hull, Peter Edward	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$70,000	9.2%	\$76,426		ac
Fall 2012 Performance Increase: This employee received an increase based on raising awareness and support for PSA and Economic Development through state and national news placements.										
Bryant, Pamela Thomas	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$73,476	3.0%	\$75,680		c
Giacalone, Katie Ann	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$71,300	6.1%	\$75,642		ac
Fall 2012 Performance Increase: This employee received an increase based on consistently exceeding her program and financial goals for 4 years, top performance as an Extension Associate, and professional development of her staff into a strong team that has significantly increased the importance of Carolina Clear.										
Jacobsen, Maria	Lecturer	Lecturer	Research Faculty	NA		\$72,821	3.0%	\$75,005		c
Harden, Christel F	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Management	07		\$72,803	3.0%	\$74,987		c
Tillett Jr, Harold J	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$70,239	6.8%	\$74,987		ac
Fall 2012 Performance Increase: This employee received an increase based on top performance and improvement during the past year and additional duties that have significantly contributed to PSA computer efficiency and productivity.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Blake, James H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$68,993	7.1%		\$73,904	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in horticulture statewide and positive customer feedback.										
Fragar, Robert D	Extension Associate	Extension Associate	Management	NA		\$71,742	3.0%		\$73,894	c
Crette, Stephanie Aline	Lecturer	Lecturer	Research Faculty	NA		\$70,700	4.0%		\$73,549	ac
Fall 2012 Performance Increase: This employee received an increase based on leadership of the Lasch Lab since the director stepped down.										
Baker III, James F	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$68,785	6.1%		\$72,973	ac
Fall 2012 Performance Increase: This employee received an increase based on substantial contributions to the objectives of SCMPID.										
Littlejohn Jr, Albert C	Production Manager IV	Production Manager IV	Community Service, Legal, Arts, and Media Staff	07		\$70,446	3.0%		\$72,559	c
Gunter II, H David	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$67,972	6.5%		\$72,405	ac
Fall 2012 Performance Increase: This employee received an increase based on his work to revive the quality of the O.V.T. program, delivering Extension programming to corn, soybean and small grain producers in South Carolina, and positive customer feedback.										
Smith, Douglas Glenn	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Healthcare Practitioners and Staff	NA		\$70,000	3.0%		\$72,100	c
Munnerlyn, Helen Ferrell	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$69,813	3.0%		\$71,907	c
Jones, Charles Ray	Extension Associate	Extension Associate	Management	NA		\$62,937	13.3%		\$71,308	ac
Fall 2012 Performance Increase: This employee received an increase based on moving to the Executive Associate level within the Youth Learning Institute, providing guidance and leadership of each of the 5 site directors, and implementation of program improvements, among other accomplishments.										
Martin, Bonnie Jo	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$66,660	6.1%		\$70,719	ac
Fall 2012 Performance Increase: This employee received an increase based on substantial contributions to the objectives of SCMPID.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
Green,Stanley Wayne	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$66,304	5.1%		\$69,659	ac
Fall 2012 Performance Increase: This employee received an increase based on representation of CIECD/Sandhill, commitment to supporting Clemson programs throughout the state, and value as an ally to the College of Health, Education and Human Development in programs designed to bring together state-wide educators of all types, among other accomplishments.										
Southworth,Suzanne K	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$63,647	8.7%		\$69,162	ac
Fall 2012 Performance Increase: This employee received an increase based on substantial contributions to the objectives of SCMPID and increased productivity in the face of special work load challenges.										
Hubbard Jr,Lewis R	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$64,195	6.1%		\$68,104	ac
Fall 2012 Performance Increase: This employee received an increase based on consistent top performance as RFS Facilities engineer and significant contributions to the success of the entire department including the appropriate project management of facilities upgrades and maintaining AAALAC accreditation.										
Moore,Kathy P	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$66,099	3.0%		\$68,081	c
McAnally Jr,Robert E	Production Manager III	Production Manager III	Community Service, Legal, Arts, and Media Staff	06		\$65,442	3.0%		\$67,405	c
Stewart,Mary Caroline	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$62,938	6.1%		\$66,771	ac
Fall 2012 Performance Increase: This employee received an increase based on substantial contributions to the objectives of SCMPID.										
Linke,Gregory H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$64,685	3.0%		\$66,625	c
Edwards,Michael V	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$64,370	3.0%		\$66,301	c
Togel,Peter Horst	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$64,303	3.0%		\$66,232	c
Clemson,Gregory S.	Building/Grounds Mgr	Building/Grounds Mgr	Service Staff	06		\$57,750	12.3%		\$64,835	ac
Fall 2012 Performance Increase: This employee received an increase based on maintains the Pee Dee Research & Education Center facility in operational order, including an aging power plant and repairs from lightning damage, among other accomplishments.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Cox Jr, Silas K	GIS Manager II	GIS Manager II	Computer, Engineering, and Science Staff	07		\$62,602	3.0%		\$64,480	c
Weyman Jr, Michael D	Asst Academic Prog Dir	Asst Academic Prog Dir	Management	NA		\$51,316	23.2%		\$63,214	abc
Fall 2012 Performance Increase: This employee received an increase based on increased responsibilities due to aggressive downsizing, significant changes to Wood Infestation Report form, and timely closing of investigation case files. Promotion/Reclassification: This employee was promoted to Assistant Department Head in Pesticide Regulation.										
Schuster, Robert M	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$59,385	5.5%		\$62,652	ac
Fall 2012 Performance Increase: This employee received an increase based on increased workload due to aggressive downsizing and increased productivity.										
Galloway Jr, Tilden L	Investigator IV	Investigator IV	Service Staff	06		\$58,890	6.1%		\$62,476	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance with additional work load due to aggressive downsizing and volunteering to take on additional duties.										
Kent, Peter J.	Public Info Dir I	Public Info Dir I	Community Service, Legal, Arts, and Media Staff	06		\$57,903	5.6%		\$61,130	ac
Fall 2012 Performance Increase: This employee received an increase based on raising awareness and support for PSA and Economic Development through state and national news placements.										
Bishop, Gregory D	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$52,514	13.3%		\$59,498	bc
Additional Duties: This employee has assumed additional duties associated with USDA/Clemson Federal Excess Property Program.										
Burns, Gary L	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$57,752	2.7%		\$59,332	c
Kirven, Georganne M	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$56,806	3.0%		\$58,510	c
Culler III, Willis Calhoun	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$53,905	8.1%		\$58,298	ac
Fall 2012 Performance Increase: This employee received an increase based on significantly increased workload and success in supporting most of his salary through his on-going programs teaching FastTrac®, New and Beginning Farmer programs, and similar entrepreneurial programs around SC, among other accomplishments.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Morris,Elizabeth Pixley	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$56,206	3.0%		\$57,892	c
Gonzalez-Pereyra,Nestor Gabriel	Lecturer	Lecturer	Research Faculty	NA		\$48,257	19.6%		\$57,731	abc
<p>Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Associate Director of the Warren Lasch Conservation Center.</p> <p>Fall 2012 Performance Increase: This employee received an increase based on improvement over the past year and leadership in the conservation efforts of the Hunley since the director of the Lasch lab stepped down.</p>										
Koon,Deborah K	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$56,015	3.0%		\$57,695	c
Waggoner,Steve E	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$55,092	4.7%		\$57,695	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on consistent top performance as Dairy Farm Manager, his role in maintaining AAALAC accreditation, and his hard work to maintain an aging facility.</p>										
Trutwin,Rebecca Crain	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$55,000*	4.5%		\$57,500	*ac
<p>Fall 2012 Performance Increase: This employee received an increase based on improved efficiency in the PSA & Economic Development Business Office, performance beyond the call of duty, and a focus on innovation in office operations.</p>										
Saltzman,Ellen W	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$53,065	8.1%		\$57,389	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on additional duties such as report writing for various STI projects and assuming the role of team leader on our community tax and revenue assessments research area.</p>										
Corbett,Angela M	Academic Program Manager	Academic Program Manager	Business and Financial Operations Staff	NA		\$55,135	3.0%		\$56,789	c
Davenport,Mildred Williams	Extension Agent -	Extension Agent -	Management	NA		\$52,961	7.1%		\$56,731	abc
<p>Fall 2012 Performance Increase: This employee received an increase based on top performance in assuming substantially increased workload as a result of aggressive downsizing in horticulture statewide, serving as a major panelist on "Making it Grow", coordination of the HGIC, and serving as a regional lead agent in the upstate.</p>										

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Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
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Arena,EdiVania Feijo	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$49,995	13.3%		\$56,643	ac
Fall 2012 Performance Increase: This employee received an increase based on her leadership role within the CU Restoration Institute, professionalism and integrity in dealing with numerous outside entities and management of the remodeling of the Lasch Lab, among other accomplishments.										
Sober,Christine L	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$54,535	3.0%		\$56,171	c
Shirley Jr,John S	Building/Ground Supv II	Building/Ground Supv II	Service Staff	05		\$54,390	3.0%		\$56,021	c
Rabon,Ruth Meshelle	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	05		\$42,903	29.2%		\$55,418	abc
Promotion/Reclassification: This employee's position was reclassified to Human Resources Manager II in PSA & Economic Development Business Services due to increased duties and responsibilities. Staff Development Program										
Henderson Jr,William G	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$51,753	6.3%		\$55,005	ac
Fall 2012 Performance Increase: This employee received an increase based on tripling his level of external funding, delivering extension programing in precision agriculture to growers and industry personnel, and development and field testing of precision agriculture equipment, among other accomplishments.										
Massey,Eleanor Walker	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$51,263	6.1%		\$54,384	ac
Fall 2012 Performance Increase: This employee received an increase based on producing marketing materials to generate awareness and external funding for Economic Development and Public Service & Agriculture.										
Moore,Jerry P	Environment/Health Mgr I	Environment/Health Mgr I	Healthcare Practitioners and Staff	05		\$50,692	7.1%		\$54,300	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance with expanded responsibilities due to aggressive downsizing, including FOIA coordinator and laboratory quality assurance monitor.										
Addis,Ronald P	Public Info Dir II	Public Info Dir II	Community Service, Legal, Arts, and Media Staff	07		\$52,529	3.0%		\$54,104	c
Stancil,Bradley D	Program Manager I	Program Manager I	Management	07		\$49,345	9.2%		\$53,875	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in supervision and program administration, implementation of measures to help inspectors and the fertilizer lab reduce sample turnaround time, and conducting training sessions for Certified turfgrass sod producers.										

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Fall 2012 Salaries \$50,000 and Over

Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
White,Dawn Anticole	Program Coordinator II	Program Coordinator II	Computer, Engineering, and Science Staff	06		\$50,000*	7.6%		\$53,812	*ac
Fall 2012 Performance Increase: This employee received an increase based on initiative, creating user friendly websites for CURI, Baruch, Wind Energy, Center for Watershed Excellence, Institute of Applied Ecology, Carolina Clear and the South Carolina Water Resources Conference, among other accomplishments.										
Carey,Robert T	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$50,500	6.1%		\$53,575	ac
Fall 2012 Performance Increase: This employee received an increase based on added responsibilities for building a more comprehensive economic analysis research program for the Strom Thurmond Institute and partnering with other institutions to build community economic development programs.										
Jameson,Dalphine J	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$51,396	3.0%		\$52,937	c
Southergill,Patricia Priester	Grants Administrator I	Grants Administrator I	Business and Financial Operations Staff	06		\$39,600	30.3%		\$51,597	abc
Merit Adjustment: This employee received an increase based on completion of two management concept professional certifications in grants management.										
Promotion/Reclassification: This employee was promoted to Grant Administrator I in Grant Support Services.										
Ward,Brian K	Research Specialist III	Agricult/Animal Assoc II	Computer, Engineering, and Science Staff	06		\$32,446	58.7%		\$51,500	bc
Promotion/Reclassification: This employee was promoted to Research Specialist III in the Coastal Research & Education Center.										
Bowen,Donna Anne	Program Coordinator II	Program Coordinator II	Community Service, Legal, Arts, and Media Staff	06		\$47,818	7.1%		\$51,222	ac
Fall 2012 Performance Increase: This employee received an increase based on developing novel ways to market PSA, including a customized exhibit and/or demonstration trailer for Extension.										
Ellington,Talitha C	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$47,877	6.1%		\$50,792	ac
Fall 2012 Performance Increase: This employee received an increase based on increased workload due to vacant positions, coordination of meetings, events, Board meetings, and tours of the campus, among other accomplishments.										
Singleton,Frederick D	Program Coordinator II	Program Coordinator II	Natural Resources, Construction, and Maintenance Staff	06		\$49,247	3.0%		\$50,724	c

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Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Bambach, John J.	Investigator IV	Investigator IV	Service Staff	06		\$42,807	18.4%		\$50,704	bc
Additional Duties: This employee has assumed additional duties including in-field experience and knowledge in conducting proper pesticide-use investigations and understanding and applying the Rules and Regulations for the enforcement of the S.C. Pesticide Control Act, among others.										
Russ, Katherine Margaret	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$48,000	4.5%		\$50,182	ac
Fall 2012 Performance Increase: This employee received an increase based on excellent performance in her role of Administrative Coordinator for the VP for Economic Development, including coordinating major events and meetings for the VP, and creating a more efficient working environment in the VP's office through her organization skills and calm demeanor.										

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Fall 2012 Salaries \$50,000 and Over

Research

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Sonnenfeld,Gerald	Professor	Professor	Management with Faculty Rank	NA		\$266,435	3.0%		\$274,428	c
Arwood,Tracy Smart	Lecturer: Non-Teaching	Asst VP for Resrch Compliance	Management with Faculty Rank	NA		\$155,051	15.6%		\$179,220	abc
<p>Additional Duties: This employee has assumed additional duties including management of Research Safety staff, budget, reporting and compliance.</p> <p>Fall 2012 Performance Increase: This employee received an increase based on outstanding performance in Research Compliance and integrating Research Safety into the Research division.</p>										
Parrish,John Hilary A	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Healthcare Practitioners and Staff	NA		\$149,950	8.6%		\$162,789	abc
<p>Additional Duties: This employee has assumed additional duties including supervisory responsibilities with a recent reorganization within the Department of Research Services.</p> <p>Fall 2012 Performance Increase: This employee received an increase based on good performance in reformulating Research Services.</p>										
Queen,William G.	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Research Faculty	NA		\$148,041	4.0%		\$154,006	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on integrating teaching into Veterinary Services.</p>										
Hanus,Rebecca Alley	Assoc Academic Program Dir	Interim Dir. of Sponsored Prog	Management	NA		\$76,500	33.9%		\$102,434	bc
<p>Administrative/Temporary Adjustment: This employee received an adjustment for serving as the Interim Director of the Office of Sponsored Programs and Senior Contract Negotiator.</p> <p>Promotion/Reclassification: This employee was promoted to Interim Director and Senior Contract Negotiator in the Office of Sponsored Programs.</p>										
Hemingway,Tamara Layne	Research Associate	Export Control Officer	Business and Financial Operations Staff	NA		\$95,000	5.6%		\$100,296	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on high performance.</p>										
Richardson,Stanley T	Administrative Mgr II	Chief Business Officer	Business and Financial Operations Staff	08		\$82,930	12.9%		\$93,634	abc
<p>Fall 2012 Performance Increase: This employee received an increase based on new job responsibilities and performing in an exemplary manner.</p> <p>Promotion/Reclassification: This employee's position was reclassified to Administrative Manager II/Chief Business Officer of Research. Additional duties include approving budget amendments, working with grants, approving disbursements, developing senior level management position descriptions and making personnel recommendations for high level positions, among others.</p>										

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Fall 2012 Salaries \$50,000 and Over

Research

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Elrod,Roberta H	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Management	08		\$71,090	20.2%	\$85,468	abc	Fall 2012 Performance Increase: This employee received an increase based on streamlining procedures for Grants & Contracts Management. Promotion/Reclassification: This employee's position was reclassified to Accounting/Fiscal Manager II in Grants and Contracts Admin to reflect the position serving as the Director of Grants and Contracts Administration.
Ventura,Marlene R	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$82,930	3.0%	\$85,417	c	
Kelly,Naomi L	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$76,120	3.0%	\$78,403	c	
Betts,Sara A	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$69,135	5.1%	\$72,633	ac	Fall 2012 Performance Increase: This employee received an increase based on increasing revenue to Clemson Apparel Research to fund both her salary as well as the production floor activities.
Addis III,Jess L	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$68,628	3.0%	\$70,686	c	
Land,Melody C	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$68,160	3.0%	\$70,205	c	
Willey,Melody C	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$65,818	5.6%	\$69,487	ac	Fall 2012 Performance Increase: This employee received an increase based on her dedication and hard work over the past year.
McGowan-Hudson,Bettie M	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$73,688	-8.8%	\$67,194	abc	
Brock-Carroll,June M	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$61,377	7.1%	\$65,747	ac	Fall 2012 Performance Increase: This employee received an increase based on high performance.
Clark Jr,James L	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$59,252	10.6%	\$65,522	abc	Administrative/Temporary Adjustment: This employee received a temporary adjustment for additional work in the federally mandated Biosafety position. Fall 2012 Performance Increase: This employee received an increase based on high performance.

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Research

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Kunkle,Lynn R	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$70,714	-8.8%		\$64,466	abc
Pierce,William E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$62,363	3.0%		\$64,233	c
Boggs,Christoffer Oxford	Data Base Admin I	Data Base Admin I	Computer, Engineering, and Science Staff	06		\$56,923	5.1%		\$59,802	ac
Fall 2012 Performance Increase: This employee received an increase based on additional work during KC implementation.										
Moll,Laura A	Research Associate	IRB Administrator	Business and Financial Operations Staff	NA		\$57,389	3.0%		\$59,110	c
Clark,Robert Ray	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$45,518	28.7%		\$58,602	bc
Administrative/Temporary Adjustment: This employee received a temporary adjustment for additional work in the federally mandated Biosafety position.										
Promotion/Reclassification: This employee's position was reclassified to Environment/Health Manager III in Research Safety. Additional duties include expanded compliance oversight.										
Lantgios,Karen L	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$52,964	9.2%		\$57,852	abc
Additional Duties: This employee has assumed additional duties including additional reporting, compliance and systems requirements for grants administration.										
Fall 2012 Performance Increase: This employee received an increase based on contributing to the strategic plan by setting up and managing externally funded sponsored projects, as well as providing customer service and support to principal investigators and staff, among other accomplishments.										
Bryant,Kathryn E	Research Associate	IACUC Administrator	Business and Financial Operations Staff	NA		\$54,015	3.0%		\$55,635	c
Kilgore,Cynthia Darlene	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$52,794	3.0%		\$54,377	c
LaRoche,Kristin D	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$51,500	5.1%		\$54,106	ac
Fall 2012 Performance Increase: This employee received an increase based on excellent performance in processing grant applications.										

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Brown,Pamela Dorlynn	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$50,607	4.0%		\$52,646	ac
Fall 2012 Performance Increase: This employee received an increase based on improving grant application efficiency.										
Thrasher,Diana Spake	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$40,480	29.8%		\$52,530	abc
Fall 2012 Performance Increase: This employee received an increase based on excellent performance in processing grant applications.										
Promotion/Reclassification: This employee was promoted to Grants Administrator II in the Office of Sponsored Programs.										
Balas,Sarah Ann	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$42,839	19.6%		\$51,250	abc
Additional Duties: This employee has assumed additional duties including reporting, compliance and systems requirements for grants administration.										
Fall 2012 Performance Increase: This employee received an increase based on timeliness, accuracy, and efficiency in setting up and managing finances for externally funded sponsored projects.										
Land,Emily C	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$48,823	4.5%		\$51,041	ac
Fall 2012 Performance Increase: This employee received an increase based on additional hours during annual reporting.										
Patin,Nalinee Dial	Administrative Coord I	IRB Coordinator	Office and Administrative Support Staff	05		\$47,150	7.4%		\$50,652	ac
Fall 2012 Performance Increase: This employee received an increase based on assistance with investigations and expanded role within IRB.										

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e Market adjustment

f Other adjustments

Fall 2012 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, 2011*</i>		<i>% Chng</i>	<i>Salary as of Oct 12, 2012</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 Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$53,835	4.5%		\$56,282	ac

Fall 2012 Performance Increase: This employee received an increase based on her value as a member of the Office of the Board Of Trustees, professionalism, and positive Board feedback for her work product.

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
DiSabatino,Gail A	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Management with Faculty Rank	NA		\$177,129	4.5%		\$185,179	ac
Fall 2012 Performance Increase: This employee received an increase based on exceptional performance.										
Smith,Joy S	Associate Vice President	Associate Vice President	Management	NA		\$128,581	5.6%		\$135,749	ac
Fall 2012 Performance Increase: This employee received an increase based on consistently high performance in leadership for merging Career Services and Co-operative Education, providing significant savings for division.										
Jameson Jr,Lake H	Assoc Academic Program Dir	Assoc Academic Program Dir	Management with Faculty Rank	NA	\$130,860		3.0%	\$134,785		c
Howell,Verna G	Associate Vice President	Associate VP - Student Affairs	Management	NA		\$123,759	5.1%		\$130,020	ac
Fall 2012 Performance Increase: This employee received an increase based on exceeding expectations in increased student retention, improved NSSE scores in faculty/student engagement, and effective management of personnel and resources.										
Hallenbeck,Douglas A	Program Manager III	Associate Vice President	Management	09		\$122,170	3.0%		\$125,835	c
Robbins,Stephen A	Associate Vice President	Associate Vice President	Management	NA		\$112,413	5.1%		\$118,101	ac
Fall 2012 Performance Increase: This employee received an increase based on retooling of positions enabling enhanced service within division without additional resources and leadership in making strategic reductions in budgets.										
McDonald,Rose M	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Healthcare Practitioners and Staff	NA	\$113,856		3.0%	\$117,271		c
Smith,George N	Associate Vice President	Associate Vice President	Management	NA		\$113,579	3.0%		\$116,986	c
Clay,George W	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA	\$109,264		3.0%	\$112,541		c
Jones III,Carl H.	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Healthcare Practitioners and Staff	NA	\$105,343		3.0%	\$108,503		c
Hofmann Jr,Daniel Richard	Asst Academic Prog Dir	Dir/Parking & Trans Svcs	Management	NA		\$104,500	3.0%		\$107,635	c
Murphy,Tenley Erin	Lecturer: Non-Teaching	Staff Physician	Healthcare Practitioners and Staff	NA	\$101,130		3.0%	\$104,163		c

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Link Jr,Johnson W	Associate Vice President	Associate Vice President	Management	NA		\$90,401	14.1%		\$103,132	abc
<p>Fall 2012 Performance Increase: This employee received an increase based on market comparison and exemplary performance in decreasing crime and DUI enforcement.</p> <p>Promotion/Reclassification: This employee's position was reclassified to Associate Vice President in Law Enforcement & Safety. Additional duties include supervisory responsibility for the Emergency Preparedness, Fire & EMS areas of Public Safety.</p>										
Contreras,Raquel J	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Management with Faculty Rank	NA		\$97,439	3.0%		\$100,362	c
Frock,David Joseph	Program Manager II	Director of Campus Recreation	Management	08		\$95,000*	3.0%		\$97,850	*c
Richardson,Altheia L	Student Services Manager III	Student Services Manager III	Management	08		\$94,163	3.0%		\$96,987	c
Dickerson,Charles A	Administrative Mgr II	Administrative Mgr II	Business and Financial Operations Staff	08		\$93,359	3.0%		\$96,159	c
Rice,Robert R	Program Manager II	Program Manager II	Management	08		\$82,930	13.6%		\$94,173	abc
<p>Fall 2012 Performance Increase: This employee received an increase based on a strong contribution to the increase of quality to the Dining Maintenance area.</p> <p>Promotion/Reclassification: This employee's position was reclassified to Program Manager II in University Housing. Additional duties include the addition of responsibility for programs and services related to University Dining Services, Vending Services, and the University Housing Master Plan.</p>										
Hay,Pamela June	Lecturer: Non-Teaching	Pharmacist	Healthcare Practitioners and Staff	NA		\$86,345	8.1%		\$93,382	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on leadership for the renovation of the pharmacy, improving access and satisfaction among students and their parents, and increased volume of prescriptions filled.</p>										
Hobgood,Kathy Bush	Student Services Manager III	Director, Residential Life	Management	08		\$86,707	5.1%		\$91,094	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on leadership and significant contributions to the department and the Division of Student Affairs.</p>										
Jackson,Georgia Annette Whelchel	Nurse Practitioner IV	Nurse Practitioner IV	Healthcare Practitioners and Staff	08		\$85,000	3.0%		\$87,550	c
Guill,Russell C	Administrative Mgr I	Administrative Mgr I	Business and Financial Operations Staff	07		\$80,362	3.0%		\$82,772	c

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Aulton,Sandra D	Nurse Practitioner IV	Nurse Practitioner IV	Healthcare Practitioners and Staff	08		\$80,000*	3.0%		\$82,400	*c
Honea,Allison Brewer	Nurse Practitioner IV	Nurse Practitioner IV	Healthcare Practitioners and Staff	08		\$80,000*	3.0%		\$82,400	*c
Hays,Amanda H	Student Services Manager III	Student Services Manager III	Office and Administrative Support Staff	08		\$78,959	3.0%		\$81,327	c
LeMay,Christina D	Public Info Dir II	Public Info Dir II	Community Service, Legal, Arts, and Media Staff	07		\$72,505	7.3%		\$77,818	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on leadership of an award-winning department that produces a large volume of exceptional work, implementation of cost savings, and increasing academic relationships, course offerings, and intern positions, among other accomplishments.</p>										
Daniel,William E.	Law Enforcement Officer IV	Law Enforcement Officer IV	Management	07		\$74,294	3.0%		\$76,522	c
Chamberlain,Todd Allan	Research Associate	Director of Assessments for SA	Business and Financial Operations Staff	NA		\$75,000*	0.0%		\$75,000	*
Hitchcock,Cecil Marvin	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Healthcare Practitioners and Staff	NA		\$67,500	8.1%		\$73,001	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on adaptability and cooperation in the recent process of renovating the pharmacy, introducing the acceptance of pharmacy insurance cards, and additional workload from increased prescription volume.</p>										
Smith,Alesia A	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$66,862	9.1%		\$72,972	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on additional duties related to Title IX legislation, , as well as contributing to generation of additional resources through the conception of and implementation of a Dean's Certification fee. Staff Development Program</p>										
Atkinson Jr,George	Visiting Associate Professor	Visiting Associate Professor	Computer, Engineering, and Science Staff	NA		\$67,747	6.1%		\$71,872	ac
<p>Fall 2012 Performance Increase: This employee received an increase based on consistently high levels of professional services, performance as back-up for the director, and management of difficult crises.</p>										

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f Other adjustments

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Student Affairs

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					9 Month	12 Month		9 Month	12 Month	
Powers,Lisa S	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$59,805	18.4%		\$70,839	bc
Promotion/Reclassification: This employee's position was reclassified to Program Manager I as Senior Analyst in Student Affairs Business Office. Additional duties include more division-wide responsibility of overseeing the Strategic Planning and Analysis team and Director of Tiger 1 Office.										
Hendricks,Phillip Eric	Law Enforcement Officer III	Capt., Uniform Patrol & SPE OP	Service Staff	06		\$68,144	3.0%		\$70,188	c
Bonney,James D	Program Manager I	Assoc. Dir. of Residential Fac	Business and Financial Operations Staff	07		\$66,000*	6.1%		\$70,019	*ac
Fall 2012 Performance Increase: This employee received an increase based on significant contributions to project management leading to improved housing and dining facilities.										
Stevens,Harold Bruce	Visiting Assistant Professor	Visiting Assistant Professor	Computer, Engineering, and Science Staff	NA		\$65,890	6.1%		\$69,902	ac
Fall 2012 Performance Increase: This employee received an increase based on highly effectiveness at renewing, reorganizing, and coordinating the CAPS master's trainee program that provides valuable clinical training opportunities to Clemson Community Counseling students annually.										
Ferguson,Mark Austin	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$57,200	15.0%		\$65,793	bc
Additional Duties: This employee has assumed additional duties including supervising more people, reorganizing highly complex operational processes, integrating a new software platform, among others.										
Moss,Joy Acree	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$57,819	13.3%		\$65,508	bc
Promotion/Reclassification: This employee's position was reclassified to Accounting/Fiscal Manager I in University Housing. Additional responsibilities are the result of the merger of University Housing & University Dining.										
Culler,Deborah R	Program Coordinator II	Program Coordinator II	Community Service, Legal, Arts, and Media Staff	06		\$63,531	3.0%		\$65,436	c
Hawthorne,Reginald D	Program Coordinator II	Program Coordinator II	Management	06		\$56,749	14.6%		\$65,021	abc
Additional Duties: This employee has assumed additional duties including management of the residence halls, the warehouse and analyze/coordinate projects, among others.										
Fall 2012 Performance Increase: This employee received an increase based on management of increased workload for warehouse and storage facilities.										

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f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Campbell, Timothy E	Trades Manager I	Assoc Dir Resident Facilities	Management	06		\$60,662	6.1%		\$64,355	ac
Fall 2012 Performance Increase: This employee received an increase based on increased workload managing warehouse and storage facilities related to dining area needs and increased student occupancy.										
Creel, Laura Haley	Lecturer	Lecturer	Computer, Engineering, and Science Staff	NA		\$54,531	16.7%		\$63,636	abc
Additional Duties: This employee has assumed additional duties associated with assuming the position of coordinator of the CAPS Predoctoral Internship Training Program.										
Fall 2012 Performance Increase: This employee received an increase based on leadership and responsibility for the APA accreditation program in addition to carrying a full clinical load.										
Jammes, Sonia Marie	Administrative Mgr I	Assoc Dir of Admin & Finance	Business and Financial Operations Staff	07		\$63,500*	0.0%		\$63,500	*
Brown, Jeffrey T	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$60,147	5.1%		\$63,190	ac
Fall 2012 Performance Increase: This employee received an increase based on additional duties related to the addition of family programs in division-wide reallocation of resources and improvements in communications, Parent Council Advisory Board recruitment and meeting logistics, and the Family Weekend program overall, among other accomplishments.										
Shamburger, Kenyatta N	Student Services Mgr I	Student Services Mgr I	Management	06		\$60,078	3.0%		\$61,880	c
Leroy, Judy K	Nurse Admin/Mgr I	Nurse Manager	Healthcare Practitioners and Staff	06		\$56,000	8.2%		\$60,564	ac
Fall 2012 Performance Increase: This employee received an increase based on extraordinary commitment to the health and welfare of students and effective response to concerns forwarded through the Care Network as well as responding to direct inquiries from concerned parents, among other accomplishments.										
Newman, Judith H	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$57,999	3.0%		\$59,738	c
Addis, Karen L	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$57,946	3.0%		\$59,684	c
Nunamaker, Troy D	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$50,355	18.4%		\$59,645	bc
Promotion/Reclassification: This employee's position was reclassified to Assistant Academic Program Director in the Michelin Career Center. Additional duties include responsibility for guiding the new on-campus internship program, curricular development, and metric development, among others.										

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Student Affairs

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					9 Month	12 Month		9 Month	12 Month	
Lewis, Parvin	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$56,894	3.0%		\$58,600	c
Leylek, Kathleen A.	Program Manager I	Program Manager I	Healthcare Practitioners and Staff	07		\$52,378	11.2%		\$58,265	ac
Fall 2012 Performance Increase: This employee received an increase based on market comparison and extraordinary value as a member of the RHC administrative team.										
Price, Mary J	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$56,337	3.0%		\$58,027	c
Gaulin, Gary V	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$53,665	7.1%		\$57,485	ac
Fall 2012 Performance Increase: This employee received an increase based on growing our sustainability efforts and leading on campus in terms of sustainability.										
Dargan, Benardo Jerrold	Student Services Mgr I	Dir of Student Development	Management	06		\$55,687	3.0%		\$57,357	c
Rhodes, Bradley E	Law Enforcement Officer II	Captain, Investigations	Service Staff	05		\$52,520	8.1%		\$56,800	ac
Fall 2012 Performance Increase: This employee received an increase based on excellent performance in transitioning the Investigations Unit into a leaner and more efficient unit, higher solved cases rate, and delivery of more crime prevention programming, among other accomplishments.										
Shivar Jr, William G	Fire Safety Officer III	Fire Safety Officer III	Service Staff	05		\$51,906	8.1%		\$56,136	ac
Fall 2012 Performance Increase: This employee received an increase based on his skill set as a trainer and educator that is in demand by any EMS agency, increased workload to keep the department in compliance with DHEC regulations, and training and orientation of the new staff being added in Fire & EMS. Need to retain.										
Shivar, Mary Kathryn	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$54,070	3.0%		\$55,692	c
Moreland, Katerina Valentine	Project Manager I	Sr Asoc Dir of Parking Svcs.	Business and Financial Operations Staff	07		\$55,000*	0.0%		\$55,000	*
Crowe, Debbie L	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$49,241	11.4%		\$54,852	abc
Additional Duties: This employee has assumed additional duties including managing the Clemson House front desk operation, maintenance dispatch and coordination and analyze of the work order system.										
Fall 2012 Performance Increase: This employee received an increase based on development of staff/process management software/database resulting in a cost savings to building maintenance.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Evinger,Leasa Ann Kowalski	Student Services Mgr I	Assoc Dtr of Residential Life	Office and Administrative Support Staff	06		\$53,130	3.0%		\$54,723	c
Herman,Deborah L	Student Services Mgr II	Director, Employee Relations &	Office and Administrative Support Staff	07		\$50,599	8.1%		\$54,722	ac
Fall 2012 Performance Increase: This employee received an increase based on adding three new members to the Corporate Partner program in the past year, increasing revenue generation, and increasing the number of employers recruiting Clemson students.										
Sanders,Dale L	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Computer, Engineering, and Science Staff	NA		\$51,500	6.1%		\$54,636	ac
Fall 2012 Performance Increase: This employee received an increase based on market comparison.										
Summer,Netti Jo	Lecturer	Lecturer	Computer, Engineering, and Science Staff	NA		\$51,500	6.1%		\$54,636	ac
Fall 2012 Performance Increase: This employee received an increase based on market comparison.										
Crockett,Melanie	Registered Nurse II	Registered Nurse II	Healthcare Practitioners and Staff	06		\$49,486	8.1%		\$53,519	ac
Fall 2012 Performance Increase: This employee received an increase based on market comparison and extraordinary dedication to meet the needs of students and their worried parents.										
Gamble,Amy C.	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$51,687	3.0%		\$53,237	c
Ulysse,Tamara	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Computer, Engineering, and Science Staff	NA		\$51,500	3.0%		\$53,045	c
Franklin,Anthony B	Building/Grounds Mgr	Building/Grounds Mgr	Service Staff	06		\$51,480	3.0%		\$53,024	c
Talley,Raymond A	Trades Specialist V	Trades Specialist V	Natural Resources, Construction, and Maintenance Staff	05		\$50,629	3.0%		\$52,148	c
Cauthen,Kathy J	Program Coordinator II	Director, EMpower Clemson	Community Service, Legal, Arts, and Media Staff	06		\$48,135	8.1%		\$52,023	ac
Fall 2012 Performance Increase: This employee received an increase based on additional work with Student Care cases beyond what is in her position description and development of an Off-Campus Student Orientation for students moving into the community, among other accomplishments.										

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f Other adjustments

Fall 2012 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Sargent, David A.	Info Resource Consult II	Director of Info Tech/ Career	Computer, Engineering, and Science Staff	06		\$50,391	3.0%		\$51,902	c
Goree, Jennifer Margaret	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$47,667	8.2%		\$51,552	ac
Fall 2012 Performance Increase: This employee received an increase based on success in establishing and growing the health campus program and adoption of her framework for the LIEF community as part of the SACS QEP.										
Hayes, Cheryl L	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$45,220	13.9%		\$51,500	bc
Promotion/Reclassification: This employee's position was reclassified to Accountant/Fiscal Analyst III in Student Affairs Business Office. Additional duties include more of the day to day strategic planning for the division.										
Swaney, Perry D	Trades Specialist V	Trades Specialist V	Natural Resources, Construction, and Maintenance Staff	05		\$48,634	5.6%		\$51,349	bc
Additional Duties: This employee has assumed additional duties including providing leadership in the Zone 2 maintenance area, as well as a reorganized residential facilities structure.										
Riggins II, Richard A.	Building/Ground Supv II	Building/Ground Supv II	Service Staff	05		\$49,502	3.0%		\$50,987	c
Guffee, Kim L	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$47,077	8.1%		\$50,913	ac
Fall 2012 Performance Increase: This employee received an increase based on EHR development, template design and development, interfaces, leadership of the workflow analysis team, and project management, among other accomplishments.										
Hensen, Kathleen	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$48,690	3.0%		\$50,150	c

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Fall 2012 Salaries \$50,000 and Over

University Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Cameron Jr, Albert Neill	Lecturer: Non-Teaching	VP for Advancement	Management with Faculty Rank	NA		\$216,412	5.1%		\$227,362	ac
Fall 2012 Performance Increase: This employee received an increase based on top performance in the Will to Lead campaign and advancement activities.										
Trammell, Harrison Frederick	Academic Program Director	CUF President/CEO	Management	NA		\$212,100	3.0%		\$218,463	c
O'Rourke, Brian Joseph	Academic Program Director	Exec Dir Devlp Alum Relations	Management	NA		\$180,000	6.1%		\$190,962	ac
Fall 2012 Performance Increase: This employee received an increase based on successful completion of the recent capital campaign.										
Sams, Catherine T	Lecturer: Non-Teaching	Lecturer	Management with Faculty Rank	NA		\$161,194	4.7%		\$168,816	ac
Fall 2012 Performance Increase: This employee received an increase based on ongoing brand support including specific planning in admissions that helped reverse application yield, as well as acting as a crisis management consultant.										
King, JoVanna J	Academic Program Director	Academic Program Director	Management	NA		\$147,655	13.3%		\$167,292	ac
Fall 2012 Performance Increase: This employee received an increase based on high productivity in Gift and Estate Planning, as well as mentoring for the development team.										
Alexander, Ann M	Academic Program Director	Academic Program Director	Management	NA		\$140,000	9.2%		\$152,852	ac
Fall 2012 Performance Increase: This employee received an increase based on leadership of CFR team to succeed at fundraising goals as well as surpassing individual goals.										
Ryan, Melissa M	Academic Program Director	Academic Program Director	Management	NA		\$115,950	28.1%		\$148,526	abc
Fall 2012 Performance Increase: This employee received an increase based on exceeding goals, outstanding performance in implementing the UDT program, and building a strong foundation to support development and the colleges/units.										
Promotion/Reclassification: This employee was promoted to Senior Director of University Development.										
Martin, Jeffery S	Academic Program Director	Academic Program Director	Management	NA		\$132,911	6.1%		\$141,005	ac
Fall 2012 Performance Increase: This employee received an increase based on leadership of significant marketing efforts to improve financial performance, prevention of use of additional debt, and maintenance of the facility at high standards.										
Colbert-Busch, Elizabeth	Extension Associate	Extension Associate	Business and Financial Operations Staff	NA		\$116,655	10.2%		\$128,565	ac
Fall 2012 Performance Increase: This employee received an increase based on outstanding efforts in fundraising for CURI campus and her role in the success of Clemson University's capital campaign.										

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e Market adjustment

f Other adjustments

Fall 2012 Salaries \$50,000 and Over

University Advancement

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					9 Month	12 Month		9 Month	12 Month	
Sulhan,Michael J	Asst Academic Prog Dir	Asst Academic Prog Dir	Management	NA		\$118,000*	0.0%		\$118,000	*
Peters,Christopher Marc	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$109,936	6.6%		\$117,197	ac
Fall 2012 Performance Increase: This employee received an increase based on retention agreement and exceeding fundraising goals.										
Shaw,Karen Jeanine	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$115,000*	0.0%		\$115,000	*
Gray,Douglas S	Academic Program Director	Sr. Director of Development	Business and Financial Operations Staff	NA		\$110,000	3.0%		\$113,300	c
Brasington III,Leroy Wilson	Academic Program Director	Academic Program Director	Management	NA		\$99,067	13.3%		\$112,243	ac
Fall 2012 Performance Increase: This employee received an increase based on implementation of new revenue-generating programs and significantly increased communication and programmatic exposure.										
Porter,Robert B	Lecturer: Non-Teaching	Lecturer: Non-Teaching	Business and Financial Operations Staff	NA		\$105,953	3.0%		\$109,131	c
Adams,Leroy Shealy	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$100,000	3.0%		\$103,000	c
Dryden,David W	Director of Information Svcs	Director of Information Svcs	Management	08		\$98,454	3.0%		\$101,407	c
Owens,Margaret Richardson	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$100,000*	0.0%		\$100,000	*
Caudle,Neil Craven	Research Associate	Research Associate	Business and Financial Operations Staff	NA		\$90,000*	7.1%		\$96,408	*ac
Fall 2012 Performance Increase: This employee received an increase based on outstanding implementation of the new CU research magazine.										
Smith,Ann B	Asst Academic Prog Dir	Asst Academic Prog Dir	Management	NA		\$90,334	3.0%		\$93,044	c
Cloyd,Kelly Urso	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$90,000*	3.0%		\$92,700	*c
Dawson,Deborah K	Asst Academic Prog Dir	Assoc Academic Program Dir	Business and Financial Operations Staff	NA		\$90,000	3.0%		\$92,700	c

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Fall 2012 Salaries \$50,000 and Over

University Advancement

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					9 Month	12 Month		9 Month	12 Month	
Schiff,Susan B.	Public Info Dir II	Public Info Dir II	Management	07		\$79,420	4.6%		\$83,089	ac
Fall 2012 Performance Increase: This employee received an increase based on significant additional duties for admissions marketing planning, market research and overall integrated marketing planning.										
Kelly,Larissa R.	Information Tech Mgr I	Dir Info Tech for Advancement	Computer, Engineering, and Science Staff	07		\$78,646	5.6%		\$83,030	ac
Fall 2012 Performance Increase: This employee received an increase based on multiple mobile solutions and tracking mechanisms to improve information efficiency.										
Hammatt,David C	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Business and Financial Operations Staff	07		\$79,405	3.0%		\$81,787	c
Denny,Robin S	Public Info Dir II	Public Info Dir II	Management	07		\$77,420	3.0%		\$79,742	c
Bishop,Janice B	Administrative Mgr I	Administrative Mgr I	Business and Financial Operations Staff	07		\$76,651	3.0%		\$78,950	c
McKenzie,Jack A	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Management	07		\$73,425	3.0%		\$75,627	c
Cauley,Michele Melton	Asst Academic Prog Dir	Dir of Marketing & Comm	Business and Financial Operations Staff	NA		\$72,059*	0.0%		\$72,059	*
Page,Brandy McClain	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$65,000	10.8%		\$72,000	cf
Retention: This employee was being recruited by another company.										
Cochran,Kenneth Dale	Graphics Manager II	Graphics Manager II	Community Service, Legal, Arts, and Media Staff	06		\$68,077	3.0%		\$70,119	c
Gouch,John K	Public Info Dir II	Public Info Dir II	Community Service, Legal, Arts, and Media Staff	07		\$65,539	6.1%		\$69,530	ac
Fall 2012 Performance Increase: This employee received an increase based on consistent a top-performance, focus on university priorities & strategic communication, crisis communication, and significantly more direct responsibility for media relations activity due to the downsizing of staff.										
Godwin,Jeffrey N	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$65,668	4.5%		\$68,639	ac
Fall 2012 Performance Increase: This employee received an increase based on producing bi-monthly campaign reports, availability to work on several high-priority projects at once, and cross-training his backup.										

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Mullen,Brian M	Public Info Dir II	Public Info Dir II	Community Service, Legal, Arts, and Media Staff	07		\$68,500*	0.0%	\$68,500		*
Todd,Jacqueline K	Public Info Dir II	Public Info Dir II	Community Service, Legal, Arts, and Media Staff	07		\$68,000*	0.0%	\$68,000		*
Arp,Kimberly Dawn	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$63,717	3.0%	\$65,628		c
Garner,Melissa Haley	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Management	07		\$60,000	9.2%	\$65,508		ac
Fall 2012 Performance Increase: This employee received an increase based on building a team which provided strong research and proving that a strong research program is essential to a campaign's success.										
Haselden,Laura H	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$44,825	45.7%	\$65,297		abc
Additional Duties: This employee has assumed additional duties as Assistant Treasurer for the Clemson University Foundation.										
Administrative/Temporary Adjustment: This employee received a temporary adjustment for additional work on implementing and continued evolution of the CU-ICAR Master Plan.										
Fall 2012 Performance Increase: This employee received an increase based on leadership of the process for accomplishment of Project ONE financing and state filing.										
Usher,Carol J	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$62,721	3.0%	\$64,602		c
Hall,Penland C	Public Info Dir II	Public Info Dir II	Community Service, Legal, Arts, and Media Staff	07		\$61,496	3.0%	\$63,340		c
Grant,Liza C	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$57,216	9.2%	\$62,468		ac
Fall 2012 Performance Increase: This employee received an increase based on exceeding goals, money raised for the university, and leading the fundraising efforts for university diversity.										
Sharpe,David	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$60,176	3.0%	\$61,981		c
James,Tenneil Moody	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$59,621	3.8%	\$61,906		ac
Fall 2012 Performance Increase: This employee received an increase based on initiative in process improvement, diligence in monitoring our web and email traffic, and studying trend data and peer data in order to make better decisions for communicating with our constituents.										

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University Advancement

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Green,Christine Iovino	Public Info Dir II	Public Info Dir II	Community Service, Legal, Arts, and Media Staff	07		\$57,000*	7.1%		\$61,058	*ac
Fall 2012 Performance Increase: This employee received an increase based on developing an integrated admissions marketing plan requiring a lot of research, diplomacy, hard work, skill and maturity.										
Barker,James J.	Public Info Dir II	Public Info Dir II	Community Service, Legal, Arts, and Media Staff	07		\$53,550	13.3%		\$60,671	bc
Promotion/Reclassification: This employee's position was reclassified to Public Info Director II in Public Affairs. Additional duties include developing the University's new media plan and leading its implementation, as well as producing videos for the university and the Will to Lead campaign.										
Adams,Helen R	Administrative Mgr I	Administrative Mgr I	Management	07		\$58,841	3.0%		\$60,606	c
Hiott,William D	Program Coordinator II	Program Coordinator II	Archivists, Curators, and Museum Technicians	06		\$52,627	13.9%		\$59,951	ac
Fall 2012 Performance Increase: This employee received an increase based on record attendance in Historic Properties, substantial upgrades to facilities, and more involvement by the university with properties. Staff Development Program										
Boatwright,Randolph N	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$57,873	3.0%		\$59,609	c
Bowen,Barry C	Information Tech Mgr I	Building/Grounds Mgr	Computer, Engineering, and Science Staff	07		\$57,753	3.0%		\$59,485	c
Johnson,Wanda A	Public Info Dir I	Public Info Dir I	Community Service, Legal, Arts, and Media Staff	06		\$57,691	3.0%		\$59,421	c
Pridgen,Margaret C	Public Info Dir I	Public Info Dir I	Community Service, Legal, Arts, and Media Staff	06		\$56,221	5.1%		\$59,065	ac
Fall 2012 Performance Increase: This employee received an increase based on greater responsibility for strategic presidential communication as the university's and President Barker's profile (and speaking opportunities) grow.										
Crighton,Lindsay M	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$57,500*	0.0%		\$57,500	*
Vaughan,Terri L.	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$55,550	3.0%		\$57,216	c

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University Advancement

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Ogg,Joyce G	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$54,342	3.0%		\$55,972	c
Taylor,Mary Heaton	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$52,500	6.1%		\$55,697	ac
Fall 2012 Performance Increase: This employee received an increase based on ensuring critical data points are available to make decisions, role in audit requests, and challenging historical methodologies, among others.										
Huff,James Lee	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$53,025	4.9%		\$55,614	ac
Fall 2012 Performance Increase: This employee received an increase based on his meticulous work and excellent documentation skills.										
Sapp,Patrick Zolley	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$53,263	3.0%		\$54,860	c
Craft,Amy Csernak	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$50,724	8.1%		\$54,857	ac
Fall 2012 Performance Increase: This employee received an increase based on exceeding goals each year, money raised for the university, unmatched management and organizational skills, and professionalism.										
Wagner,Donita A	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$52,000	5.1%		\$54,631	ac
Fall 2012 Performance Increase: This employee received an increase based on exceeding goals during the final year of the campaign and key role in supporting the volunteer chair and President Barker's fundraising activities.										
Pilgrim,Lynn S	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$51,900	5.1%		\$54,526	ac
Fall 2012 Performance Increase: This employee received an increase based on exceeding goals for this year, money raised for the university, and progress in developing as an Annual Giving officer.										
Bundrick,Matthew J	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$46,410	16.3%		\$53,964	abc
Administrative/Temporary Adjustment: This employee received a temporary adjustment for additional work on the Banner implementation.										
Fall 2012 Performance Increase: This employee received an increase based on his innovative work on most of the university's Web advances.										
Spitler,Nancy M	Public Info Dir I	Public Info Dir I	Community Service, Legal, Arts, and Media Staff	06		\$52,000*	3.0%		\$53,560	*c

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Fall 2012 Salaries \$50,000 and Over

University Advancement

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Parker,Sandra T	Public Info Dir I	Public Info Dir I	Community Service, Legal, Arts, and Media Staff	06		\$51,981	3.0%		\$53,540	c
Isengard,Joshua A	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$51,005	5.0%		\$53,533	ac
Fall 2012 Performance Increase: This employee received an increase based on multitasking of projects, outstanding relationship with users, and calm attitude.										
Smith,Mandy Lee Lehman	Acctnt/Fiscal Analyst III	Acctnt/Fiscal Analyst III	Business and Financial Operations Staff	05		\$50,438	5.6%		\$53,250	ac
Fall 2012 Performance Increase: This employee received an increase based on innovative solutions, Blackbaud conference presentation, role in audit requests, and leadership on CGA licensing.										
Bright,Michelle Turner	Acctnt/Fiscal Analyst III	Acctnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$50,287	5.6%		\$53,090	ac
Fall 2012 Performance Increase: This employee received an increase based on timely completion of projects, methodical approach to ensuring staffing structures are properly in place, and input on budget cuts making difficult decisions easier.										
Scott,Arthur J	Building/Grounds Mgr	Building/Grounds Mgr	Service Staff	06		\$50,320	3.0%		\$51,829	c
Anderson,Dana Louise	Asst Academic Prog Dir	Dev Coordinator-Gift Planning	Business and Financial Operations Staff	NA		\$42,519	21.1%		\$51,500	bc
Promotion/Reclassification: This employee was promoted to Development Coordinator-Gift Planning in University Development.										
Wright,Amanda K	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$47,460	8.1%		\$51,327	ac
Fall 2012 Performance Increase: This employee received an increase based on her role of Senior Meeting Planner at The Conference Center & Inn including establishing the process and standards for the entire planning process for the complex.										
Mudge,Elizabeth McIntosh	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$45,000	11.2%		\$50,058	ac
Fall 2012 Performance Increase: This employee received an increase based on excellent performance review, money raised for the university, and successful departmental relations to record gifts-in-kind of equipment and grants to Clemson that worked for the entire campaign.										

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Fall 2012 Salaries \$50,000 and Over

Utilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2011*		% Chng	Salary as of Oct 12, 2012		Note
					9 Month	12 Month		9 Month	12 Month	
Putnam, Tony J	Engineer/Assoc Eng IV	Engineer/Assoc Eng IV	Management	08		\$92,468	3.0%		\$95,242	c
Kirby, Harry K	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$69,514	5.1%		\$73,031	ac
Fall 2012 Performance Increase: This employee received an increase based on reliability and dedication to improving our operations and solving difficult and challenging problems in a positive manner.										
Suttles, Thomas F	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$70,719	3.0%		\$72,840	c
Kauer, Brian J	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$62,418	5.1%		\$65,576	ac
Fall 2012 Performance Increase: This employee received an increase based on assuming a higher level of ownership and responsibilities on challenging major service contracts with positive results.										
Holbrooks, Matthew L	Trades Specialist V	Trades Specialist V	Natural Resources, Construction, and Maintenance Staff	05		\$54,000	5.1%		\$56,732	ac
Fall 2012 Performance Increase: This employee received an increase based on advanced skills, teamwork, and improvements to system operations and controls to reduce campus energy consumption.										
Westbury, James Stephen	Trades Specialist V	Trades Specialist V	Natural Resources, Construction, and Maintenance Staff	05		\$55,000	3.0%		\$56,650	c
Stancil, David Brian	Trades Specialist V	Waste Water Enviro Sys Supv	Natural Resources, Construction, and Maintenance Staff	05		\$51,502	5.1%		\$54,108	ac
Fall 2012 Performance Increase: This employee received an increase based on a positive attitude, striving to improve operations, while readily assuming additional responsibilities and duties including Staff Senate, and working with students and faculty on class projects.										
Whitmire Jr, Jerry A	Program Coordinator II	Utility Maintenance Supervisor	Natural Resources, Construction, and Maintenance Staff	06		\$50,862	3.0%		\$52,388	c
Leonelli, Philip	Trades Specialist V	Electrical Supervisor	Natural Resources, Construction, and Maintenance Staff	05		\$50,097	3.0%		\$51,599	c

2011 salaries have been adjusted for back-dated corrections not captured in the previous year's report.

Permanent employees received a cost of living adjustment of 3% as passed by the SC state legislature for fiscal year 2013.

* New hire or recent change to full-time, permanent position.
Previous salary listed is the salary as of hire or change to full-time, permanent.

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

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