

Fall 2013 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---------------------------|---------------------------|------------------------------|------------------------------|----------|----------------------------|------------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Scott,Thomas R | Dean | Dean | Management with Faculty Rank | NA | | \$262,650 | 1.1% | | \$265,539 | a |
| Layton,Patricia A | Academic Program Director | Dir. Sch of Ag For & Env Sci | Management with Faculty Rank | NA | | \$179,483 | 1.0% | | \$181,278 | a |
| Tonkin III,Charles Edward | Research Asst Professor | Research Asst Professor | Research Faculty | NA | | \$177,074 | 1.0% | | \$178,845 | a |
| Culin,Joseph D | Dept Chair/Head | Dept Chair/Head | Management with Faculty Rank | NA | | \$172,018 | 2.0% | | \$175,458 | a |
| Whitwell,Ted | Professor | Professor | Management with Faculty Rank | NA | | \$171,959 | 2.0% | | \$175,398 | a |
| Cohen,Robert Seth | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | | \$175,000* | 0.0% | | \$175,000 | * |
| Rhodehamel,E J | Dept Chair/Head | Department Chair | Instructional Faculty | NA | | \$166,000* | 0.0% | | \$166,000 | * |
| Marcotte Jr,William R | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | | \$160,000 | 2.2% | | \$163,520 | a |
| Strickland,James Robert | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | | \$160,000* | 1.1% | | \$161,760 | *a |
| Klaine,Stephen J | Professor | Professor | Instructional Faculty | NA | \$153,150 | | 2.0% | \$156,154 | | a |
| Pometto III,Anthony Louis | Professor | Professor | Instructional Faculty | NA | | \$162,455 | -5.7% | | \$153,263 | ab |
| Gallicchio,Vincent S | Professor | Professor | Instructional Faculty | NA | \$150,611 | | 0.3% | \$150,988 | | a |
| Cason,Katherine L | Professor | Professor | Instructional Faculty | NA | | \$145,780 | 0.9% | | \$147,139 | a |
| Dobbins,Thomas R | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | | \$145,000 | 0.5% | | \$145,725 | a |
| Yarrow,Greg K | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | | \$145,000 | 0.5% | | \$145,725 | a |
| Martin Jr,Samuel B | Professor | Professor | Instructional Faculty | NA | | \$144,501 | 0.5% | | \$145,224 | a |
| McCarty,Lambert B | Professor | Professor | Instructional Faculty | NA | | \$131,308 | 10.5% | | \$145,160 | af |

Retention: This employee was being recruited by another company.

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e Market adjustment

f Other adjustments

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| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Duckett,Susan Kay | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$138,837 | | 0.6% | \$139,737 | | a |
| Temesvari,Lesly | Alumni Professor | Alumni Professor | Instructional Faculty | NA | \$135,588 | | 1.7% | \$137,873 | | a |
| Lanham,Joseph D | Alumni Professor | Alumni Professor | Instructional Faculty | NA | | \$136,691 | 0.5% | | \$137,349 | a |
| Adler,Peter H | Professor | Professor | Instructional Faculty | NA | | \$135,933 | 0.5% | | \$136,613 | a |
| McGregor,John U. | Professor | Professor | Instructional Faculty | NA | \$115,383 | | 17.2% | \$135,182 | | abf |
| Retention: This employee was being recruited by another university. | | | | | | | | | | |
| Rice,Charles D | Professor | Professor | Instructional Faculty | NA | \$130,588 | | 1.7% | \$132,873 | | a |
| Zungoli,Patricia A | Professor | Professor | Instructional Faculty | NA | | \$131,838 | 0.5% | | \$132,497 | a |
| Rodgers Jr,John H | Professor | Professor | Instructional Faculty | NA | \$131,333 | | 0.5% | \$131,990 | | a |
| Jeffers,Steven Nye | Professor | Professor | Instructional Faculty | NA | | \$130,615 | 0.5% | | \$131,268 | a |
| Han,Young J | Professor | Professor | Instructional Faculty | NA | | \$129,819 | 0.5% | | \$130,468 | a |
| Northcutt,Julie Kathleen | Professor | Professor | Instructional Faculty | NA | | \$129,059 | 1.0% | | \$130,350 | a |
| Keinath,Anthony P | Professor | Professor | Instructional Faculty | NA | | \$127,844 | 0.5% | | \$128,483 | a |
| Greene,Jeremy K | Professor | Professor | Instructional Faculty | NA | | \$127,284 | 0.5% | | \$127,920 | a |
| Dodson,Leigh G | Asst Academic Prog Dir | Asst Academic Prog Dir | Business and Financial Operations Staff | NA | | \$118,518 | 7.5% | | \$127,419 | a |
| Staff Development Program: This employee received a standard increase associated with the staff development program. | | | | | | | | | | |
| Smathers Jr,Webb M | Professor | Professor | Instructional Faculty | NA | | \$125,964 | 0.5% | | \$126,594 | a |
| Kosinski,Robert J | Professor | Professor | Instructional Faculty | NA | \$125,613 | | 0.7% | \$126,555 | | a |
| Hassell,Richard L | Professor | Professor | Instructional Faculty | NA | | \$125,338 | 0.5% | | \$125,965 | a |
| Khalilian,Ahmad | Professor | Professor | Instructional Faculty | NA | \$124,963 | | 0.5% | \$125,588 | | a |

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|-----------------------|--------------------|----------------------|--------------------------|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Chastain,John P | Professor | Professor | Instructional Faculty | NA | | \$124,960 | 0.5% | | \$125,585 | a |
| Hughes,David Wheeler | Professor | Professor | Instructional Faculty | NA | | \$137,631 | -8.8% | \$125,531 | | b |
| Ptacek,Margaret | Professor | Professor | Instructional Faculty | NA | \$124,369 | | 0.5% | \$125,053 | | a |
| Schnabel,Guido | Professor | Professor | Instructional Faculty | NA | | \$124,396 | 0.5% | | \$125,018 | a |
| Scott,Simon W | Professor | Professor | Instructional Faculty | NA | | \$124,395 | 0.5% | | \$125,017 | a |
| Benson,Eric P | Professor | Professor | Instructional Faculty | NA | | \$123,576 | 0.5% | | \$124,194 | a |
| Straka,Thomas J | Professor | Professor | Instructional Faculty | NA | | \$123,464 | 0.5% | | \$124,081 | a |
| Thomas,Ronald L | Professor | Professor | Instructional Faculty | NA | | \$121,906 | 0.5% | | \$122,516 | a |
| Cao,Weiguo | Professor | Professor | Instructional Faculty | NA | \$120,254 | | 1.5% | \$122,058 | | a |
| Birrenkott Jr,Glenn P | Professor | Professor | Instructional Faculty | NA | | \$120,464 | 1.0% | | \$121,664 | a |
| Jiang,Xiuping | Professor | Professor | Instructional Faculty | NA | \$119,824 | | 1.4% | \$121,502 | | a |
| Frugoli,Julia | Professor | Professor | Instructional Faculty | NA | \$118,245 | | 2.8% | \$121,497 | | a |
| Luo,Hong | Professor | Professor | Instructional Faculty | NA | \$118,245 | | 2.8% | \$121,497 | | a |
| Morris,James C | Professor | Professor | Instructional Faculty | NA | \$118,245 | | 2.8% | \$121,497 | | a |
| Smith,Kerry S. | Professor | Professor | Instructional Faculty | NA | \$118,245 | | 2.8% | \$121,497 | | a |
| Liu,Haibo | Professor | Professor | Instructional Faculty | NA | | \$119,370 | 0.2% | | \$119,668 | a |
| Cooksey,Kay D | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$117,572 | | 1.0% | \$118,748 | | a |
| Surver,William M | Alumni Professor | Alumni Professor | Instructional Faculty | NA | \$118,176 | | 0.2% | \$118,459 | | a |
| Dawson,Paul L | Professor | Professor | Instructional Faculty | NA | \$116,712 | | 1.4% | \$118,346 | | a |
| Adelberg,Jeffrey W | Professor | Professor | Instructional Faculty | NA | | \$116,983 | 0.5% | | \$117,568 | a |

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| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Zehnder, Geoffrey W | Professor | Professor | Instructional Faculty | NA | | \$114,146 | 0.5% | | \$114,717 | a |
| Chen, Wen Y | Professor | Professor | Instructional Faculty | NA | \$113,425 | | 0.5% | \$113,992 | | a |
| Reighard, Gregory L | Professor | Professor | Instructional Faculty | NA | \$109,389 | | 4.0% | \$113,765 | | a |
| Blob, Richard W. | Professor | Professor | Instructional Faculty | NA | \$111,932 | | 1.5% | \$113,611 | | a |
| Spira, Timothy P | Professor | Professor | Instructional Faculty | NA | \$113,176 | | 0.3% | \$113,459 | | a |
| Greene, Annel K | Professor | Professor | Instructional Faculty | NA | \$111,626 | | 0.7% | \$112,451 | | a |
| Bain, Lisa J | Professor | Professor | Instructional Faculty | NA | \$110,191 | | 1.7% | \$112,119 | | a |
| Baldwin, William S | Professor | Professor | Instructional Faculty | NA | \$110,191 | | 1.7% | \$112,119 | | a |
| Bellinger, Robert G | Professor | Professor | Instructional Faculty | NA | | \$111,219 | 0.5% | | \$111,775 | a |
| Hughes, Thomas A | Professor | Professor | Instructional Faculty | NA | \$111,435 | | 0.3% | \$111,714 | | a |
| Wang, Gaofeng G | Professor | Professor | Instructional Faculty | NA | \$100,922 | | 10.0% | \$111,014 | | a |
| <p style="margin-left: 40px;">Fall 2013 Performance Increase: This employee received a performance increase based on outstanding mentoring of graduate students, research funding and impact, committee work, and election to the Expert Panel of National Natural Science Foundation of China (NSFC).</p> | | | | | | | | | | |
| Conner, William H | Professor | Professor | Instructional Faculty | NA | \$109,845 | | 0.5% | \$110,394 | | a |
| Sawyer, Calvin B | Assistant Professor | Assistant Professor | Instructional Faculty | NA | | \$108,517 | 1.0% | | \$109,602 | a |
| Kimmel, Robert M. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$108,180 | | 1.0% | \$109,262 | | a |
| Frederick, James R | Professor | Professor | Instructional Faculty | NA | | \$108,438 | 0.5% | | \$108,980 | a |
| Player, W Kirby | Lecturer | Lecturer | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$107,681 | 1.0% | | \$108,758 | a |
| Fraser, Angela M | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$106,090 | 1.4% | | \$107,575 | a |

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| Brown-Faust, James E. | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$106,977 | 0.5% | | \$107,512 | a |
| Chen, Feng | Professor | Professor | Instructional Faculty | NA | \$105,596 | | 1.0% | \$106,652 | | a |
| Wei, Yanzhang | Professor | Professor | Instructional Faculty | NA | \$105,589 | | 0.5% | \$106,117 | | a |
| Vernon, Kristine Lang | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$78,092 | | 35.7% | | \$105,979 | abd |
| <i>Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Director of the Equine Farm.</i> | | | | | | | | | | |
| <i>Contract Length: This employee was converted from a 9-month to a 12-month position.</i> | | | | | | | | | | |
| Barron, Felix H | Professor | Professor | Instructional Faculty | NA | \$103,707 | | 0.2% | \$103,966 | | a |
| Andrae, John G | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$103,433 | 0.5% | | \$103,950 | a |
| Skewes, Peter A | Professor | Professor | Instructional Faculty | NA | \$116,037 | | -10.5% | \$103,890 | | ab |
| Hitchcock, Daniel R | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$94,364 | 10.0% | | \$103,800 | b |
| <i>Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion.</i> | | | | | | | | | | |
| Lamie, Ronald D | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$98,975 | 0.5% | | \$99,470 | a |
| Chong, Juang Horng | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$89,770 | 10.0% | | \$98,747 | b |
| <i>Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion.</i> | | | | | | | | | | |
| Reay-Jones, Francis Peter Fortnum | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$97,894 | 0.5% | | \$98,383 | a |
| Whiteside, William S | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$96,789 | 1.0% | | \$97,757 | a |
| Cushing, Tamara Lee | Assistant Professor | Assistant Professor | Instructional Faculty | NA | | \$96,079 | 0.5% | | \$96,559 | a |
| Layfield, Kevin D | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$96,178 | 0.2% | | \$96,418 | a |
| Jones, Michael A | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$94,910 | 0.5% | | \$95,385 | a |
| Jayakaran, Anand David | Assistant Professor | Assistant Professor | Instructional Faculty | NA | | \$94,364 | 0.3% | | \$94,600 | a |
| Chow, Alex T. | Assistant Professor | Assistant Professor | Instructional Faculty | NA | | \$94,363 | 0.3% | | \$94,599 | a |

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| Wells,Christina E. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$91,118 | | 1.8% | \$92,713 | | a |
| Hall,Michelle A | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$90,106 | 1.7% | | \$91,606 | a |
| Willis,David Brian | Associate Professor | Associate Professor | Instructional Faculty | NA | \$89,979 | | 0.5% | \$90,429 | | a |
| Kurtz Jr,Harry D. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$82,128 | | 10.0% | \$90,341 | | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Darby,Duncan O | Associate Professor | Associate Professor | Instructional Faculty | NA | \$88,657 | | 1.0% | \$89,544 | | a |
| Chapman,Susan Caroline | Associate Professor | Associate Professor | Instructional Faculty | NA | \$87,970 | | 1.5% | \$89,290 | | a |
| Baldwin,Robert Fritz | Associate Professor | Associate Professor | Instructional Faculty | NA | \$84,812 | | 4.0% | \$88,204 | | a |
| Sehorn,Michael Glen | Associate Professor | Associate Professor | Instructional Faculty | NA | \$79,974 | | 10.0% | \$87,971 | | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Gasic,Ksenija | Assistant Professor | Assistant Professor | Instructional Faculty | NA | | \$86,759 | 1.0% | | \$87,627 | a |
| Tzeng,Tzuen-Rong Jeremy | Associate Professor | Associate Professor | Instructional Faculty | NA | \$86,645 | | 1.0% | \$87,511 | | a |
| Childress,Michael J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$86,645 | | 0.8% | \$87,295 | | a |
| DeWalt,Saara J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$86,645 | | 0.8% | \$87,295 | | a |
| McMillan,Patrick D. | Asst Academic Prog Dir | Asst Academic Prog Dir | Public Service Faculty | NA | \$83,414 | | 4.0% | \$86,751 | | a |
| Feltus,Frank Alexander | Associate Professor | Associate Professor | Instructional Faculty | NA | \$78,604 | | 10.0% | \$86,464 | | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Privette III,Charles V | Associate Professor | Associate Professor | Instructional Faculty | NA | \$85,918 | | 0.5% | \$86,348 | | a |
| English,William Rockford | Associate Professor | Associate Professor | Instructional Faculty | NA | \$85,583 | | 0.5% | \$86,011 | | a |
| Pratt,Scott Lee | Associate Professor | Associate Professor | Instructional Faculty | NA | \$84,823 | | 1.1% | \$85,723 | | a |
| White,Sarah A | Assistant Professor | Assistant Professor | Instructional Faculty | NA | | \$85,181 | 0.5% | | \$85,607 | a |

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| Mount, Andrew S | Research Associate Professor | Research Associate Professor | Research Faculty | NA | \$83,945 | | 1.7% | \$85,414 | | a |
| Condrasky, Margaret D. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$84,369 | | 1.0% | \$85,213 | | a |
| Haley-Zitlin, Vivian J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$84,369 | | 1.0% | \$85,213 | | a |
| Corbin, Victoria Lynn | Academic Program Director | Academic Program Director | Management | NA | \$85,000* | | 0.0% | \$85,000 | | * |
| McNealy, Tamara Lyn | Associate Professor | Associate Professor | Instructional Faculty | NA | \$77,108 | | 10.0% | \$84,819 | | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Fravel, Philip M | Associate Professor | Associate Professor | Instructional Faculty | NA | \$84,205 | | 0.5% | \$84,626 | | a |
| Marshall, Michael W | Assistant Professor | Assistant Professor | Instructional Faculty | NA | | \$84,159 | 0.5% | | \$84,580 | a |
| Park, Dara Michelle | Assistant Professor | Assistant Professor | Instructional Faculty | NA | | \$84,158 | 0.5% | | \$84,579 | a |
| Post, Christopher J. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$83,517 | | 0.5% | \$83,935 | | a |
| Lippert, Robert M | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$83,486 | 0.3% | | \$83,695 | a |
| Tonkyn, David W | Associate Professor | Associate Professor | Instructional Faculty | NA | \$82,835 | | 1.0% | \$83,663 | | a |
| Sparace, Salvatore A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$82,835 | | 0.5% | \$83,249 | | a |
| Cao, Min | Associate Professor | Associate Professor | Instructional Faculty | NA | \$75,508 | | 10.0% | \$83,059 | | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Wang, Liang Jiang | Associate Professor | Associate Professor | Instructional Faculty | NA | \$75,383 | | 10.0% | \$82,921 | | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Paul, Kimberly S | Associate Professor | Associate Professor | Instructional Faculty | NA | \$75,383 | | 10.0% | \$82,921 | | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Mickey, Scott A | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$82,310 | 0.5% | | \$82,722 | a |

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| Keels, William E | Asst Academic Prog Dir | Asst Academic Prog Dir | Student and Academic Affairs and Other Education Services Staff | NA | | \$82,241 | 0.5% | | \$82,652 | a |
| Kerrigan, Julia Louise | Associate Professor | Associate Professor | Instructional Faculty | NA | \$75,095 | | 10.0% | \$82,605 | | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Lawton Rauh, Amy Louise | Associate Professor | Associate Professor | Instructional Faculty | NA | \$82,485 | | 0.0% | \$82,485 | | |
| Agudelo, Paula | Associate Professor | Associate Professor | Instructional Faculty | NA | \$79,056 | | 4.0% | \$82,218 | | a |
| Liang, Haiying | Associate Professor | Associate Professor | Instructional Faculty | NA | \$81,607 | | 0.0% | \$81,607 | | |
| Mikhailova, Elena | Associate Professor | Associate Professor | Instructional Faculty | NA | \$80,531 | | 0.5% | \$80,934 | | a |
| Turnbull, Matthew W | Associate Professor | Associate Professor | Instructional Faculty | NA | \$80,096 | | 0.2% | \$80,296 | | a |
| Bielenberg, Douglas G | Associate Professor | Associate Professor | Instructional Faculty | NA | \$79,572 | | 0.5% | \$79,970 | | a |
| Van den Hurk, Peter | Associate Professor | Associate Professor | Instructional Faculty | NA | \$79,521 | | 0.5% | \$79,919 | | a |
| Moore, Robert Truett | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$79,066 | | 1.0% | \$79,857 | | a |
| Henson, John Michael | Research Associate Professor | Research Associate Professor | Research Faculty | NA | \$79,222 | | 0.7% | \$79,816 | | a |
| Polomski, Robert F | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$78,867 | 1.0% | | \$79,656 | a |
| Hurley, Rupert A | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$77,250 | | 1.0% | \$78,023 | | a |
| Campbell, Barbara J | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,000 | | 4.0% | \$78,000 | | a |
| Gering, Lawrence R | Associate Professor | Associate Professor | Instructional Faculty | NA | \$77,604 | | 0.5% | \$77,992 | | a |
| Kirk, Kendall R | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$77,208 | | 1.0% | \$77,980 | | a |
| Barrett, Russell K | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,000 | | 2.0% | \$76,500 | | a |

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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 2013 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------------|---------------------------|---|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Clark, Leigh Anne | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$76,342 | | 0.0% | \$76,342 | | |
| Long, Nathan M | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,000 | | 1.2% | \$75,900 | | a |
| Sears, Michael W | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,000 | | 1.0% | \$75,750 | | a |
| Johnson, Alan R. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$75,097 | | 0.5% | \$75,472 | | a |
| Ferreira, Wilder N. | Extension Associate | Extension Economist | Computer, Engineering, and Science Staff | NA | | \$75,000 | 0.5% | | \$75,375 | a |
| Jesch, Elliot D | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,000* | | 0.5% | \$75,375 | | *a |
| Ingram-Smith, Cheryl Jean | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,190 | | 0.0% | \$75,190 | | |
| Morris, Meredith Teilhet | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,190 | | 0.0% | \$75,190 | | |
| Baeza Migueles, Juan Antonio | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,000* | | 0.0% | \$75,000 | | * |
| Bruce, Terri Lane Foster | Academic Program Director | Academic Program Director | Research Faculty | NA | \$75,000* | | 0.0% | \$75,000 | | * |
| Dittrich-Reed, Dylan Robert | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,000* | | 0.0% | \$75,000 | | * |
| Feliciano, David M | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,000* | | 0.0% | \$75,000 | | * |
| Ickes, Kalan L | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$49,440 | | 51.7% | \$75,000 | | b |
| Promotion: This employee was promoted to Assistant Professor in Biological Sciences. | | | | | | | | | | |
| Kozubowski, Lukasz | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,000* | | 0.0% | \$75,000 | | * |
| Vassalos, Michael | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,000* | | 0.0% | \$75,000 | | * |
| Tharayil, Nishanth | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$72,046 | | 4.0% | \$74,928 | | a |
| Cox, Henry Keith | Asst Academic Prog Dir | Asst Academic Prog Dir | Student and Academic Affairs and Other Education Services Staff | NA | | \$73,185 | 0.5% | | \$73,551 | a |

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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 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--------------------------|--------------------------|--------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Song,Bo | Associate Professor | Associate Professor | Instructional Faculty | NA | \$72,430 | | 0.2% | \$72,611 | | a |
| Davis,James R | Lecturer | Lecturer | Instructional Faculty | NA | | \$72,383 | 0.3% | | \$72,564 | a |
| Vincent,Ellen Anita | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$68,312 | 4.0% | | \$71,044 | a |
| Hawkins,Dexter C | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$69,541 | 1.0% | | \$70,204 | a |
| Haliena,Rita M | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$66,640 | | 1.5% | \$67,640 | | a |
| Willey,Richard D | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$66,722 | 1.0% | | \$67,389 | a |
| Price,David M | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$65,767 | 2.0% | | \$67,082 | a |
| Coffee,Aubrey Dean | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$62,614 | | 1.0% | \$63,240 | | a |
| Whitfield,Deborah G | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$62,556 | 0.7% | | \$63,000 | a |
| Sanderson,Stephen E | Asst Academic Prog Dir | Asst Academic Prog Dir | Instructional Faculty | NA | | \$60,572 | 4.0% | | \$62,995 | a |
| Ellis III,Norman Douglas | Chemist III | Chemist III | Computer, Engineering, and Science Staff | 07 | | \$62,205 | 0.5% | | \$62,516 | a |
| Bolt,Brian G | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$60,009 | | 1.2% | \$60,759 | | a |
| Pilgrim,Judy B | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$60,012 | 1.0% | | \$60,612 | a |
| Snyder,Erin Miranda | Lecturer | Lecturer | Instructional Faculty | NA | | | | | \$60,000 | |
| Allen Jr,Ray K | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$58,278 | 2.0% | | \$59,444 | a |
| Roche,Teela Jane | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$58,220 | 2.0% | | \$59,384 | a |

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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 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|------------------------------------|-------------------------|-------------------------|---|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Cummings,John R | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$57,780 | | 1.5% | \$58,647 | | a |
| Guerra Marcondes,Patricia Dione | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$58,048 | 1.0% | | \$58,628 | a |
| Batt,Gregory S | Instructor | Instructor | Instructional Faculty | NA | \$57,948 | | 1.0% | \$58,527 | | a |
| Patterson,Jane M | Administrative Coord I | Administrative Coord I | Office and Administrative Support Staff | 05 | | \$57,695 | 0.0% | | \$57,695 | |
| Minor,V Christine M | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$63,874 | | -10.3% | \$57,321 | | ab |
| McNutt-Scott,Tamara L. | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$56,471 | | 1.5% | \$57,318 | | a |
| Benson,Susan Jean | Public Info Dir I | Public Info Dir I | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$55,150 | 1.0% | | \$55,702 | a |
| Moore,Michael E | Research Specialist II | Research Specialist II | Computer, Engineering, and Science Staff | 05 | | \$53,523 | 4.0% | | \$55,664 | a |
| Lawrence,Shannon Gordon | Lecturer | Lecturer | Instructional Faculty | NA | \$55,000* | | 1.0% | \$55,550 | | *a |
| Dunn,Heather Walker | Lecturer | Lecturer | Instructional Faculty | NA | \$54,791 | | 0.9% | \$55,291 | | a |
| Owens,Marcy A Dimmick | Research Specialist III | Research Specialist III | Computer, Engineering, and Science Staff | 06 | | \$54,636 | 0.9% | | \$55,136 | a |
| Han,Inyee Y | Research Specialist II | Research Specialist II | Computer, Engineering, and Science Staff | 05 | | \$54,470 | 1.0% | | \$55,015 | a |
| Barnes,Cynthia Kresh | Accnt/Fiscal Analyst II | Accnt/Fiscal Analyst II | Business and Financial Operations Staff | 05 | | \$54,390 | 1.1% | | \$55,000 | a |
| Jones,Deborah S | Grants Coordinator II | Grants Coordinator II | Business and Financial Operations Staff | 05 | | \$53,825 | 0.9% | | \$54,325 | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|-------------------------|-------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Dunno, Kyle D | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$53,725 | 1.0% | | \$54,262 | a |
| Beecher, Lance Edward | Chemist I | Chemist I | Computer, Engineering, and Science Staff | 05 | | \$50,856 | 4.0% | | \$52,890 | a |
| Huang, Guohui | Research Specialist III | Research Specialist III | Computer, Engineering, and Science Staff | 06 | | \$52,378 | 0.5% | | \$52,640 | a |
| McConnell, Rita S | Accnt/Fiscal Analyst II | Accnt/Fiscal Analyst II | Business and Financial Operations Staff | 05 | | \$50,573 | 4.0% | | \$52,596 | a |
| Rudolph, Krista Barrier | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$51,460 | | 1.5% | \$52,232 | | a |
| Sanders, Amy B | Student Services Mgr I | Student Services Mgr I | Office and Administrative Support Staff | 06 | | \$46,289 | 12.6% | | \$52,099 | ab |
| <i>Promotion: This employee's position was reclassified to Student Services Manager I in the School of Agriculture, Forestry, and Environmental Sciences based on supervisory duties.</i> | | | | | | | | | | |
| Bernard, Roxanne S. | Student Services Mgr I | Student Services Mgr I | Office and Administrative Support Staff | 06 | | \$51,583 | 1.0% | | \$52,083 | a |
| Dodson, Joseph M | Project Coordinator | Project Coordinator | Computer, Engineering, and Science Staff | 06 | | \$39,822 | 30.6% | | \$52,000 | ab |
| <i>Promotion: This employee was promoted to Project Coordinator in Office of the CAFLS Associate Dean for Research.</i> | | | | | | | | | | |
| Massey, Hunter F | Lecturer | Lecturer | Instructional Faculty | NA | \$51,500 | | 0.5% | \$51,758 | | a |
| Welter, Brenda H | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$51,580 | 0.3% | | \$51,709 | a |
| Hagan, Donald L | Lecturer | Lecturer | Instructional Faculty | NA | \$50,000 | | 3.0% | \$51,500 | | a |
| Estes, Alan G | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$45,746 | 12.0% | | \$51,253 | ab |
| <i>Additional Duties: This employee has assumed additional duties including field day coordination, annual research report, meetings/presentations, daily inquiries on agronomic/horticultural problems, supervision of maintenance on scientific equipment.</i> | | | | | | | | | | |
| Rodriguez, Shari Lynn | Lecturer | Lecturer | Instructional Faculty | NA | \$50,000 | | 2.0% | \$51,000 | | a |

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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 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|-----------------------------|-------------------------|-------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Shirley,Anna Rebecca Baxley | Lecturer | Lecturer | Instructional Faculty | NA | \$50,000 | | 1.8% | \$50,900 | | a |
| White,David B | Production Manager III | Production Manager III | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$50,291 | 1.0% | | \$50,794 | a |
| Gossett,Ronald | Lab Specialist III | Lab Specialist III | Computer, Engineering, and Science Staff | 05 | | \$50,394 | 0.6% | | \$50,696 | a |
| Hardwick,Renea Chris | Lecturer | Lecturer | Instructional Faculty | NA | \$50,106 | | 1.0% | \$50,607 | | a |
| Miller,Richelle Lorraine | Lecturer | Lecturer | Instructional Faculty | NA | \$50,000 | | 1.0% | \$50,500 | | a |
| Beecher,Paula Borne | Student Svcs Prog Co II | Student Svcs Prog Co II | Office and Administrative Support Staff | 05 | | \$48,360 | 4.0% | | \$50,294 | a |
| Gray,Sandra Lowry | Research Specialist III | Research Specialist III | Computer, Engineering, and Science Staff | 06 | | \$49,570 | 1.0% | | \$50,070 | a |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------|----------------------------|------------------------------|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Goodstein, Richard E | Dean | Dean | Management with Faculty Rank | NA | | \$252,350 | 1.1% | | \$255,126 | a |
| Burton, Orville Vernon | Professor | Professor | Instructional Faculty | NA | \$159,024 | | 2.1% | \$162,332 | | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for his appointment as a Creativity Professor. | | | | | | | | | | |
| Nakuma, Constancio K | Associate Dean | Associate Dean | Management with Faculty Rank | NA | | \$148,702 | 2.0% | | \$151,676 | a |
| Hudgins, Carter Lee | Associate Professor | Associate Professor | Instructional Faculty | NA | \$147,290 | | 1.2% | \$149,058 | | a |
| Allison, David J | Alumni Professor | Professor | Instructional Faculty | NA | \$142,640 | | 1.0% | \$144,016 | | a |
| Schwennsen, Katherine Lee | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$156,482 | | -12.8% | \$136,380 | | ab |
| Lauria, Mickey | Professor | Professor | Instructional Faculty | NA | \$134,240 | | 1.4% | \$136,119 | | a |
| Barczewski, Stephanie L | Professor | Professor | Instructional Faculty | NA | \$126,284 | | 0.6% | \$126,979 | | a |
| Kahera, Akel I | Associate Dean | Associate Dean | Management with Faculty Rank | NA | | \$125,000 | 1.5% | | \$126,875 | a |
| Morrissey, Lee J | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$105,608 | | 19.8% | \$126,500 | | b |
| Promotion: This employee was promoted to Chair of the Department of English. | | | | | | | | | | |
| Green, Keith E. | Professor | Professor | Instructional Faculty | NA | \$125,149 | | -1.1% | \$123,726 | | ab |
| Grant, H Roger | Professor | Lemon Professor of History | Instructional Faculty | NA | \$121,606 | | 1.5% | \$123,430 | | a |
| Palmer, R Barton | Named Professor | Named Professor | Instructional Faculty | NA | \$120,451 | | 2.0% | \$122,820 | | a |
| Liska, Roger W | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$120,213 | | 2.0% | \$122,617 | | a |
| Spencer, James Herbert | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$116,600* | | 0.0% | \$116,600 | | * |
| Blakesley, David E | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$113,953 | | 1.0% | \$115,093 | | a |
| Maker, William A | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$109,423 | | 1.0% | \$110,517 | | a |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---------------------------|-----------------------|-----------------------|---|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Kuehn, Thomas J | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$107,219 | | 1.5% | \$108,827 | | a |
| May, Todd G | Named Professor | Named Professor | Instructional Faculty | NA | \$107,914 | | 0.0% | \$107,914 | | |
| Hogan, Robert J | Professor | Professor | Instructional Faculty | NA | \$105,449 | | 0.9% | \$106,428 | | a |
| Vitanza, Victor Joe | Professor | Professor | Instructional Faculty | NA | \$105,227 | | 1.0% | \$106,279 | | a |
| Hartmann, David J | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$103,876 | | 2.0% | \$105,954 | | a |
| Shelnutt, Gregory William | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$103,408 | | 2.0% | \$105,476 | | a |
| Padua, Mary Grace | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$104,500* | | 0.0% | \$104,500 | | * |
| Battisto, Dina G. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$103,150 | | 1.0% | \$104,181 | | a |
| Chapman, Wayne K | Professor | Professor | Instructional Faculty | NA | \$102,661 | | 1.0% | \$103,688 | | a |
| Schurch, Thomas William | Professor | Professor | Instructional Faculty | NA | \$103,681 | | 0.0% | \$103,681 | | |
| Marks, Steven G | Alumni Professor | Alumni Professor | Instructional Faculty | NA | \$102,285 | | 1.0% | \$103,258 | | a |
| Bausman, Dennis C | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$101,898 | | 1.1% | \$103,001 | | a |
| Howard, Tharon W | Professor | Professor | Instructional Faculty | NA | \$101,634 | | 1.0% | \$102,650 | | a |
| Cross, Sydney A | Alumni Professor | Alumni Professor | Instructional Faculty | NA | \$102,477 | | 0.0% | \$102,477 | | |
| Carney, Elizabeth D | Professor | Professor | Instructional Faculty | NA | \$98,221 | | 1.5% | \$99,694 | | a |
| Stephens, Jacqueline E | Administrative Mgr II | Administrative Mgr II | Business and Financial Operations Staff | 08 | | \$95,368 | 1.5% | | \$96,799 | a |
| Detrich, David M | Professor | Professor | Instructional Faculty | NA | \$94,688 | | 1.0% | \$95,654 | | a |
| Ashton, Susanna M | Professor | Professor | Instructional Faculty | NA | \$92,395 | | 3.5% | \$95,629 | | a |
| Zaczek, Barbara M | Professor | Professor | Instructional Faculty | NA | \$84,265 | | 13.3% | \$95,472 | | ab |

Administrative/Temporary Salary Adjustment: This employee received a supplement for assuming the interim department chair duties a search for a new Languages department chair.

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------|---------------------|-----------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Moise,Edwin E | Professor | Professor | Instructional Faculty | NA | \$94,479 | | 0.5% | \$94,951 | | a |
| Grosby,Steven E | Professor | Professor | Instructional Faculty | NA | \$94,599 | | 0.0% | \$94,599 | | |
| Jacobi,Martin J | Professor | Professor | Instructional Faculty | NA | \$94,448 | | 0.0% | \$94,448 | | |
| Morris,Keith L | Professor | Professor | Instructional Faculty | NA | \$92,395 | | 2.0% | \$94,243 | | a |
| Craig,Lynn G | Professor | Professor | Instructional Faculty | NA | \$92,426 | | 1.0% | \$93,350 | | a |
| Paul,Catherine E | Professor | Professor | Instructional Faculty | NA | \$92,395 | | 1.0% | \$93,319 | | a |
| Hillgoss,Susan J | Professor | Professor | Instructional Faculty | NA | \$92,395 | | 0.0% | \$92,395 | | |
| Szmurlo,Karyna M | Professor | Professor | Instructional Faculty | NA | \$90,446 | | 1.8% | \$92,029 | | a |
| Farris,John T | Associate Professor | Associate Professor | Instructional Faculty | NA | \$91,349 | | 0.0% | \$91,349 | | |
| Blouin,Vincent Yves Marie | Associate Professor | Associate Professor | Instructional Faculty | NA | \$81,976 | | 11.1% | \$91,076 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Williams,Sean D. | Professor | Professor | Instructional Faculty | NA | \$99,941 | | -9.1% | \$90,855 | | b |
| Huff,Raymond T | Associate Professor | Associate Professor | Instructional Faculty | NA | \$89,640 | | 1.0% | \$90,537 | | a |
| Piper,Christine A | Professor | Professor | Instructional Faculty | NA | \$88,924 | | 0.8% | \$89,591 | | a |
| LeMahieu,Michael L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$77,605 | | 14.4% | \$88,781 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Taylor-Shockley,Megan Newbury | Professor | Professor | Instructional Faculty | NA | \$86,995 | | 2.0% | \$88,735 | | a |
| Andrew Jr,John R | Professor | Professor | Instructional Faculty | NA | \$87,931 | | 0.5% | \$88,371 | | a |
| Jones,Karyn O | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$78,479 | | 12.1% | \$88,000 | | b |
| Promotion: This employee was promoted to Chair of the Communication Studies Department. | | | | | | | | | | |
| Saunders Jr,Richard L | Professor | Prof of History | Instructional Faculty | NA | \$87,931 | | 0.0% | \$87,931 | | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------|---------------------|-----------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Bartley, Abel A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$86,153 | | 0.5% | \$86,584 | | a |
| Ellis, Clifford Donald | Associate Professor | Associate Professor | Instructional Faculty | NA | \$92,316 | | -6.4% | \$86,441 | | ab |
| Adams, Clementina Esther | Professor | Professor | Instructional Faculty | NA | \$83,375 | | 1.7% | \$84,834 | | a |
| Harding, Daniel Nevin | Associate Professor | Associate Professor | Instructional Faculty | NA | \$85,175 | | -2.0% | \$83,502 | | ab |
| <i>Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the 2013 Professor in Residence in Genoa, Italy.</i> | | | | | | | | | | |
| Powers, Matthew Neal | Associate Professor | Associate Professor | Instructional Faculty | NA | \$79,052 | | 4.0% | \$82,214 | | a |
| Li-Bleuel, Linda L | Professor | Professor | Instructional Faculty | NA | \$79,256 | | 3.2% | \$81,756 | | b |
| <i>Administrative/Temporary Salary Adjustment: This employee received a supplement for a Creativity Professorship in Performing Arts.</i> | | | | | | | | | | |
| Spede, Mark J | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$80,788 | 1.0% | | \$81,596 | a |
| An, Yanming | Professor | Professor | Instructional Faculty | NA | \$86,157 | | -5.3% | \$81,549 | | ab |
| Love, Gordon J. | Professor | Professor | Instructional Faculty | NA | \$86,157 | | -5.3% | \$81,549 | | ab |
| Burns, James M. | Professor | Professor | Instructional Faculty | NA | \$73,507 | | 10.8% | \$81,437 | | ab |
| <i>Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion.</i> | | | | | | | | | | |
| Dyckman, Caitlin | Associate Professor | Associate Professor | Instructional Faculty | NA | \$79,212 | | 2.0% | \$80,796 | | a |
| Hewitt, Robert R | Associate Professor | Associate Professor | Instructional Faculty | NA | \$80,649 | | 0.0% | \$80,649 | | |
| Nassar, Hala Fouad | Associate Professor | Associate Professor | Instructional Faculty | NA | \$79,851 | | 0.0% | \$79,851 | | |
| McGrath, Brian M | Associate Professor | Associate Professor | Instructional Faculty | NA | \$70,552 | | 12.7% | \$79,547 | | ab |
| <i>Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion.</i> | | | | | | | | | | |
| Buyer, Paul L | Professor | Professor | Instructional Faculty | NA | \$79,256 | | 0.0% | \$79,256 | | |
| Laurence, Peter L | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$78,315 | | 0.9% | \$79,048 | | a |
| Benedict, Robert Creighton | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$77,744 | | 1.4% | \$78,871 | | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------|---------------------|-----------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Mazer Jr, Joseph P | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$77,789 | | 1.0% | \$78,567 | | a |
| Haynes, Cynthia Ann | Associate Professor | Associate Professor | Instructional Faculty | NA | \$77,737 | | 1.0% | \$78,514 | | a |
| Rash, Dan R | Professor | Professor | Instructional Faculty | NA | \$78,497 | | 0.0% | \$78,497 | | |
| Hecker, Douglas A. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$77,536 | | 1.0% | \$78,311 | | a |
| Clarke, Shima N | Professor | Professor | Instructional Faculty | NA | \$68,815 | | 13.6% | \$78,183 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Smith, Kelly C | Associate Professor | Associate Professor | Instructional Faculty | NA | \$77,811 | | 0.0% | \$77,811 | | |
| Sperry, Stephen L | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$77,673 | | 0.0% | \$77,673 | | |
| Feeser, Andrea V | Associate Professor | Associate Professor | Instructional Faculty | NA | \$72,714 | | 5.0% | \$76,342 | | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for a Creativity Professorship. | | | | | | | | | | |
| Brant, William A | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$75,241 | | 1.0% | \$75,993 | | a |
| Field, Jonathan Beecher | Associate Professor | Associate Professor | Instructional Faculty | NA | \$74,910 | | 1.0% | \$75,659 | | a |
| Mack, Pamela E | Associate Professor | Associate Professor | Instructional Faculty | NA | \$73,647 | | 0.9% | \$74,322 | | a |
| Manganelli, Kimberly Snyder | Associate Professor | Associate Professor | Instructional Faculty | NA | \$73,497 | | 1.0% | \$74,232 | | a |
| Perpich, Diane | Associate Professor | Associate Professor | Instructional Faculty | NA | \$69,710 | | 6.3% | \$74,104 | | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Director of Women Studies for the College of Architecture, Arts and Humanities. | | | | | | | | | | |
| Holmevik, Jan Rune | Associate Professor | Associate Professor | Instructional Faculty | NA | \$72,083 | | 2.0% | \$73,525 | | a |
| Denham, Bryan E. | Named Professor | Named Professor | Instructional Faculty | NA | \$72,579 | | 0.9% | \$73,255 | | a |
| Rivlin, Elizabeth J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$72,083 | | 1.0% | \$72,804 | | a |
| Scott, David Travers | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$71,864 | | 1.0% | \$72,583 | | a |
| Heine, Ulrike Ann-Sophie | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$71,360 | | 1.0% | \$72,049 | | a |

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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 2013 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|---------------------|---------------------|-----------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Silance,Robert T | Associate Professor | Associate Professor | Instructional Faculty | NA | \$71,206 | | 1.0% | \$71,918 | | a |
| Cunningham,Miller G | Associate Professor | Associate Professor | Instructional Faculty | NA | \$71,866 | | 0.0% | \$71,866 | | |
| Stockton,William H | Associate Professor | Associate Professor | Instructional Faculty | NA | \$69,256 | | 2.0% | \$70,641 | | a |
| Skrodzka-Bates,Agnieszka | Associate Professor | Associate Professor | Instructional Faculty | NA | \$63,497 | | 11.1% | \$70,546 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Anderson,Paul Christopher | Associate Professor | Associate Professor | Instructional Faculty | NA | \$69,522 | | 1.0% | \$70,217 | | a |
| Leifeste,Amalia T | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$55,000 | | 27.3% | \$70,000 | | b |
| Promotion: This employee received an increase based on relevant experience and internal equity upon promotion to Assistant Professor. | | | | | | | | | | |
| McDonald,Todd A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$69,297 | | 1.0% | \$69,990 | | a |
| Grau,Christopher M | Associate Professor | Associate Professor | Instructional Faculty | NA | \$68,693 | | 0.0% | \$68,693 | | |
| Starkey,Charles | Associate Professor | Associate Professor | Instructional Faculty | NA | \$68,490 | | 0.0% | \$68,490 | | |
| Russell,Paul C | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$65,331 | | 3.8% | \$67,831 | | b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for a Creativity Professorship. | | | | | | | | | | |
| Bushnell,Cameron Fae | Associate Professor | Associate Professor | Instructional Faculty | NA | \$60,557 | | 11.7% | \$67,612 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Barrios Hernandez,Carlos R | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$67,500* | | 0.0% | \$67,500 | | * |
| Hung,Christina Nguyen | Associate Professor | Associate Professor | Instructional Faculty | NA | \$63,073 | | 6.7% | \$67,303 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Burgett,Joseph Michael | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$67,000* | | 0.0% | \$67,000 | | * |
| Smith,James Packer | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$67,000* | | 0.0% | \$67,000 | | * |
| Weise,Jillian M | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$65,000 | | 3.0% | \$66,950 | | a |

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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 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|---------------------|----------------------|--------------------------|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Morris, Eric A | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$65,331 | | 2.0% | \$66,638 | | a |
| Thomas, Rhondda Robinson | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$63,497 | | 3.0% | \$65,402 | | a |
| Goss, Erin Marina | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$64,673 | | 1.0% | \$65,320 | | a |
| Smith, Christa A. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$64,122 | | 1.5% | \$65,084 | | a |
| Williams Jr, E Leslie | Associate Professor | Associate Professor | Instructional Faculty | NA | \$60,404 | | 6.8% | \$64,534 | | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Assistant to the Languages Department Chair. | | | | | | | | | | |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Director of the Language & International Trade program. | | | | | | | | | | |
| Lucas, Jason D | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$63,924 | | 0.9% | \$64,499 | | a |
| Bein, Amit | Associate Professor | Associate Professor | Instructional Faculty | NA | \$63,447 | | 1.5% | \$64,399 | | a |
| Wrangle, Anderson | Associate Professor | Associate Professor | Instructional Faculty | NA | \$56,174 | | 14.4% | \$64,263 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Lee, David M | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$63,614 | | 1.0% | \$64,250 | | a |
| Montilla, Armando Enrique | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$63,614 | | 1.0% | \$64,250 | | a |
| Penna, Anthony M | Associate Professor | Associate Professor | Instructional Faculty | NA | \$63,444 | | 1.0% | \$64,078 | | a |
| Tissera, Graciela E | Associate Professor | Associate Professor | Instructional Faculty | NA | \$61,303 | | 4.2% | \$63,876 | | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Co-director of the Language & International Trade program. | | | | | | | | | | |
| Hambright-Belue, Sallie Rebecca | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$62,958 | | 1.0% | \$63,588 | | a |
| Satris, Stephen A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$63,404 | | 0.0% | \$63,404 | | |
| Moore, Rachel Anne | Associate Professor | Associate Professor | Instructional Faculty | NA | \$62,435 | | 1.5% | \$63,372 | | a |
| Silvestri, Michael S | Associate Professor | Associate Professor | Instructional Faculty | NA | \$62,435 | | 1.5% | \$63,372 | | a |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|----------------------------|---------------------|-----------------------|--------------------------|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Mai, Joseph H | Associate Professor | Associate Professor | Instructional Faculty | NA | \$61,987 | | 1.8% | \$63,072 | | a |
| McCubbin, Marion Elizabeth | Lecturer | Lecturer | Instructional Faculty | NA | \$60,596 | | 4.0% | \$63,020 | | a |
| Skinner, Martha L. | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$62,958 | | 0.0% | \$62,958 | | |
| Grubb, C Alan | Associate Professor | Assoc Prof of History | Instructional Faculty | NA | \$62,435 | | 0.5% | \$62,747 | | a |
| Hunter IV, Walter Edgar | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$62,000* | | 0.0% | \$62,000 | | * |
| Moore III, Kenneth W | Lecturer | Lecturer | Instructional Faculty | NA | | \$61,957 | 0.0% | | \$61,957 | |
| Kishimoto, Toshiko | Associate Professor | Associate Professor | Instructional Faculty | NA | \$60,540 | | 1.8% | \$61,600 | | a |
| Schmidt, Johannes | Associate Professor | Associate Professor | Instructional Faculty | NA | \$60,401 | | 1.7% | \$61,458 | | a |
| Whisler, Bruce Allen | Associate Professor | Associate Professor | Instructional Faculty | NA | \$60,213 | | 2.0% | \$61,417 | | a |
| Johnson, Kendra Lynette | Associate Professor | Associate Professor | Instructional Faculty | NA | \$60,800 | | 1.0% | \$61,408 | | a |
| Ersoy, Ufuk | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$60,335 | | 1.0% | \$60,938 | | a |
| Zhang, Yanhua | Associate Professor | Associate Professor | Instructional Faculty | NA | \$59,570 | | 1.8% | \$60,613 | | a |
| Meng, Michael L | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$59,645 | | 1.5% | \$60,540 | | a |
| Levin, Andrew R | Associate Professor | Associate Professor | Instructional Faculty | NA | \$60,507 | | 0.0% | \$60,507 | | |
| Kendall, Brenden E | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$60,302 | | 0.0% | \$60,302 | | |
| Wintz, Joseph A | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$60,021 | | 0.3% | \$60,221 | | a |
| Coombs, David Sweeney | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$60,000 | | 0.0% | \$60,000 | | |
| Hankins, Gabriel Anderson | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$51,000 | | 17.6% | \$60,000 | | b |

Promotion: This employee was promoted to Assistant Professor in English upon completion of his PhD. Salary was determined by letter of contract.

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|---------------------|----------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Ault, Nicholas W | Lecturer | Lecturer | Instructional Faculty | NA | \$48,000 | | 24.8% | \$59,893 | | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the 2013 Professor in Residence in Genoa, Italy. | | | | | | | | | | |
| Sanderson Jr, James Warren | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$59,136 | | 1.0% | \$59,727 | | a |
| Linville, Darren L | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$59,700 | | 0.0% | \$59,700 | | |
| Mastroianni, Dominic B | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$58,794 | | 1.5% | \$59,676 | | a |
| Naimou, Angela M | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$58,794 | | 1.5% | \$59,676 | | a |
| Oberdan, Thomas J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$58,996 | | 1.0% | \$59,586 | | a |
| Rojas-de-Massei, Monica M. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$59,570 | | 0.0% | \$59,570 | | |
| Davis, Eugenia L | Public Info Dir I | Public Info Dir I | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$58,221 | 2.0% | | \$59,385 | a |
| Weathers, Melinda Rachele | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$59,136 | | 0.0% | \$59,136 | | |
| Ash, Erin Michelle | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$59,000* | | 0.0% | \$59,000 | | * |
| Kumanyika, Chenjerai | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$59,000* | | 0.0% | \$59,000 | | * |
| Spinda, John Steven Wasyl | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$59,000* | | 0.0% | \$59,000 | | * |
| Green, Timothy F | Lecturer | Lecturer | Instructional Faculty | NA | \$58,000 | | 1.5% | \$58,870 | | a |
| Dzuris, Linda | Associate Professor | Associate Professor | Instructional Faculty | NA | \$58,744 | | 0.0% | \$58,744 | | |
| Woodward-Detrich, Denise C | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$57,838 | | 1.3% | \$58,561 | | a |
| Hosler, Ned M | Associate Professor | Associate Professor | Instructional Faculty | NA | \$58,157 | | 0.0% | \$58,157 | | |

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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 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|------------------------|--------------------------|--------------------------|---|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Morey,Maribel | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$58,055* | | 0.0% | \$58,055 | | * |
| Zimany,Valerie A. | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$57,146 | | 1.4% | \$57,918 | | a |
| Morey,Sean W | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$57,030 | | 1.5% | \$57,886 | | a |
| Robert,Shannon Therese | Associate Professor | Associate Professor | Instructional Faculty | NA | \$56,512 | | 2.0% | \$57,642 | | a |
| Thum,Kathleen Ann | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$56,570 | | 1.3% | \$57,283 | | a |
| Smith,Eddie R | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$56,445 | | 1.0% | \$57,010 | | a |
| Lauritis,Beth Ann | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$55,624 | | 1.0% | \$56,186 | | a |
| Stoicea,Gabriela | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$56,000* | | 0.0% | \$56,000 | | * |
| Smith,Daniel J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$55,508 | | 0.0% | \$55,508 | | |
| Terry,William Church | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$54,819 | | 1.0% | \$55,367 | | a |
| White,Benjamin L | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$53,771 | | 2.5% | \$55,105 | | a |
| Barattoni,Luca | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$53,575 | | 1.8% | \$54,513 | | a |
| Durham,Justin W | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$53,298 | | 2.0% | \$54,364 | | a |
| Anido,Raquel | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$53,055 | | 1.8% | \$53,984 | | a |
| Cohen,Peter A | Lecturer | Lecturer | Instructional Faculty | NA | \$53,891 | | 0.0% | \$53,891 | | |
| Delmas,Candice | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$52,174 | | 2.6% | \$53,510 | | a |
| Peppers,Takoma Juauan | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$52,600 | 1.6% | | \$53,463 | a |
| Peebles,Kelly Digby | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$52,015 | | 1.7% | \$52,925 | | a |
| DeWaard,Lisa Kristine | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$51,885 | | 1.8% | \$52,793 | | a |

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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 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|-------------------------------|------------------------------|------------------------------|---|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Fitzmaurice, Stephen Benjamin | Visiting Assistant Professor | Visiting Assistant Professor | Instructional Faculty | NA | \$52,015 | | 1.0% | \$52,535 | | a |
| Plocic, Gale June | Administrative Coord I | Administrative Coord I | Office and Administrative Support Staff | 05 | | \$51,000 | 2.5% | | \$52,275 | a |
| St. Peter Jr, Richard Ernest | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$52,000* | | 0.0% | \$52,000 | | * |
| Collins, Carol A | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$51,917 | | 0.0% | \$51,917 | | |
| Altstatt, Hamilton S | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$51,789 | | 0.0% | \$51,789 | | |
| Bruhns, Robert A. | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$50,915 | | 1.0% | \$51,424 | | a |
| Hurlburt, Timothy Ray | Lecturer | Lecturer | Instructional Faculty | NA | \$51,379 | | 0.0% | \$51,379 | | |
| Seymour, Kerrie Kathleen | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$51,337 | | 0.0% | \$51,337 | | |
| Harris, Scott K | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$50,512 | | 1.0% | \$51,017 | | a |
| Pearson, David D | Visiting Assistant Professor | Visiting Assistant Professor | Instructional Faculty | NA | \$50,470 | | 1.1% | \$51,000 | | b |

Additional Duties: This employee has assumed additional duties including identifying, promoting, and sometimes participating in the design competitions for students in Landscape Architecture.

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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 2013 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|---------------------------|---------------------------|------------------------------|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Watt, Charles K | Professor | Interim Dean | Management with Faculty Rank | NA | | \$256,804 | 1.1% | | \$259,629 | a |
| Grover, Varun | Named Professor | Named Professor | Instructional Faculty | NA | \$247,110 | | 1.5% | \$250,817 | | a |
| Tollison, Robert Dewitt | Named Professor | Named Professor | Instructional Faculty | NA | \$232,440 | | 0.0% | \$232,440 | | |
| Pickett, Gregory M | Associate Dean | Associate Dean | Management with Faculty Rank | NA | | \$208,270 | 10.0% | | \$229,097 | b |
| <i>Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Director of the MBA program. The program has seen significant growth under his direction.</i> | | | | | | | | | | |
| Mroz, Thomas Alvin | Professor | Professor | Instructional Faculty | NA | \$223,524 | | 1.2% | \$226,318 | | a |
| Widener, Sally Kathryn | Associate Professor | Associate Professor | Instructional Faculty | NA | \$210,000* | | 0.0% | \$210,000 | | * |
| Wilson, Paul Wayne | Professor | Professor | Instructional Faculty | NA | \$203,129 | | 1.8% | \$206,684 | | a |
| Xie, Fei | Named Professor | Named Professor | Instructional Faculty | NA | \$200,000 | | 0.9% | \$201,850 | | a |
| Kennedy, Frances A | Academic Program Director | Academic Program Director | Management with Faculty Rank | NA | \$158,564 | | 16.5% | \$184,800 | | b |
| <i>Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Director of the School of Accountancy and Finance.</i> | | | | | | | | | | |
| <i>Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion.</i> | | | | | | | | | | |
| <i>Promotion: This employee was promoted to Director of the School of Accountancy and Finance.</i> | | | | | | | | | | |
| Hollingsworth, Carl W | Associate Professor | Associate Professor | Instructional Faculty | NA | \$161,048 | | 12.8% | \$181,582 | | ab |
| <i>Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion.</i> | | | | | | | | | | |
| Roth, Philip L | Professor | Professor | Instructional Faculty | NA | \$173,132 | | 2.0% | \$176,595 | | a |
| Fredendall, Lawrence D | Professor | Professor | Instructional Faculty | NA | \$156,314 | | 12.2% | \$175,384 | | ab |
| <i>Administrative/Temporary Salary Adjustment: This employee received a supplement for his appointment as a Provost Fellow.</i> | | | | | | | | | | |
| Thatcher, Jason B | Professor | Professor | Instructional Faculty | NA | \$138,910 | | 25.7% | \$174,560 | | ab |
| <i>Administrative/Temporary Salary Adjustment: This employee received a supplement for developing and serving as the Director of the Social Analytics Institute.</i> | | | | | | | | | | |
| <i>Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion.</i> | | | | | | | | | | |

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|---------------------|-------------------------|------------------------------|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| McCubbin, James A | Professor | Professor | Instructional Faculty | NA | \$173,639 | | 0.5% | \$174,439 | | a |
| Sridharan, V | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$165,466 | | 2.0% | \$168,775 | | a |
| Raymond, Mary Anne | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$164,267 | | 2.0% | \$167,552 | | a |
| Grove, Stephen J | Professor | Professor | Instructional Faculty | NA | \$160,466 | | 1.0% | \$162,071 | | a |
| Dalton, Derek W. | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$154,073 | | 4.0% | \$160,236 | | a |
| Alexander Jr, John C | Professor | Professor | Instructional Faculty | NA | \$148,502 | | 7.8% | \$160,087 | | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for his appointment as a Breazeale Professor of Financial Planning. | | | | | | | | | | |
| Baier, Scott L. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$140,595 | | 13.6% | \$159,729 | | af |
| Retention: This employee was being recruited by another university. | | | | | | | | | | |
| Sturkie, Douglas K | Associate Dean | Associate Dean | Management with Faculty Rank | NA | \$156,499 | | 2.0% | \$159,629 | | a |
| Thompson, C Bradley | Professor | Professor | Research Faculty | NA | | \$156,983 | 1.5% | | \$159,322 | a |
| McKnew, Mark A | Professor | Professor of Management | Instructional Faculty | NA | \$156,644 | | 1.3% | \$158,680 | | a |
| Chernykh, Lyudmila A | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$155,000 | | 1.0% | \$156,550 | | a |
| McMillan, Jeffrey J | Professor | Professor | Instructional Faculty | NA | \$151,503 | | 1.7% | \$154,154 | | a |
| Welton Jr, Ralph E | Professor | Professor | Instructional Faculty | NA | \$151,503 | | 1.7% | \$154,154 | | a |
| Dougan, William R | Alumni Professor | Professor | Instructional Faculty | NA | \$152,656 | | 0.7% | \$153,763 | | a |
| Winters, Alan J | Professor | Professor | Instructional Faculty | NA | \$148,617 | | 2.0% | \$151,589 | | a |
| Bodenhorn, Howard Nelson | Professor | Professor | Instructional Faculty | NA | \$149,288 | | 1.2% | \$151,154 | | a |
| Springer, Thomas M | Professor | Professor | Instructional Faculty | NA | \$148,502 | | 1.5% | \$150,730 | | a |
| Sauer Jr, Raymond D | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$150,729 | | 0.0% | \$150,729 | | |

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|-------------------------|---------------------|----------------------|--------------------------|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Lockhart,George Brandon | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$150,000* | | 0.0% | \$150,000 | | * |
| Spivey,Michael F | Professor | Professor | Instructional Faculty | NA | \$148,502 | | 0.0% | \$148,502 | | |
| Dorsch,Michael J | Professor | Professor | Instructional Faculty | NA | \$146,265 | | 1.4% | \$148,327 | | a |
| Harp,Nancy Lee | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$145,000 | | 1.3% | \$146,813 | | a |
| Radtke,Robin R | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$145,000 | | 1.3% | \$146,813 | | a |
| Irving II,James H | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$145,000 | | 1.0% | \$146,450 | | a |
| Tamura,Robert F | Professor | Professor | Instructional Faculty | NA | \$144,393 | | 0.8% | \$145,476 | | a |
| Cantrell,R Stephen | Professor | Professor | Instructional Faculty | NA | \$145,167 | | 0.0% | \$145,167 | | |
| Guffey,Daryl M. | Professor | Professor | Instructional Faculty | NA | \$144,288 | | 0.0% | \$144,288 | | |
| Fleck,Robert Kenneth | Professor | Professor | Instructional Faculty | NA | \$140,314 | | 2.2% | \$143,471 | | a |
| Morgan,Angela G. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$139,951 | | 1.5% | \$142,050 | | a |
| Wolf,Jack G. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$139,951 | | 1.5% | \$142,050 | | a |
| Swain,Scott Darren | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$140,000* | | 0.0% | \$140,000 | | * |
| Duke,Charles R | Professor | Professor | Instructional Faculty | NA | \$139,165 | | 0.0% | \$139,165 | | |
| Simon,Curtis J | Professor | Professor | Instructional Faculty | NA | \$136,235 | | 1.3% | \$137,938 | | a |
| Siemens,Jennifer Dianne | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$133,900 | | 2.0% | \$136,551 | | a |
| Hopkins,Christopher D. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$133,600 | | 2.1% | \$136,352 | | a |
| Mullins,Ryan R | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$133,900 | | 1.4% | \$135,775 | | a |
| Weathers III,Peter D | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$133,900 | | 1.4% | \$135,775 | | a |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------|-------------------------------|-----------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Purvis,Russell L. | Associate Professor | Interim Associate Dean | Instructional Faculty | NA | \$123,331 | | 10.0% | \$135,664 | | b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as Interim Associate Dean in the College of Business and Behavioral Sciences. | | | | | | | | | | |
| Gianiodis,Peter T | Associate Professor | Assoc Professor of Management | Instructional Faculty | NA | \$121,618 | | 11.1% | \$135,118 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Zagenczyk Jr,Thomas Joseph | Associate Professor | Associate Professor | Instructional Faculty | NA | \$132,419 | | 2.0% | \$135,067 | | a |
| Scott,Kristin L Damato | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$130,305 | | 2.0% | \$132,911 | | a |
| Lewis,Matthew S | Associate Professor | Associate Professor | Instructional Faculty | NA | \$130,000* | | 0.0% | \$130,000 | | * |
| Sun,Heshan | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$130,000* | | 0.0% | \$130,000 | | * |
| Thyroff,Anastasia E | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$130,000* | | 0.0% | \$130,000 | | * |
| Ozkan,Gulru Fatma | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$129,064 | | 0.0% | \$129,064 | | |
| Stewart Jr,Wayne H | Associate Professor | Associate Professor | Instructional Faculty | NA | \$125,408 | | 2.0% | \$127,916 | | a |
| Raymark,Patrick H | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$125,125 | | 2.0% | \$127,628 | | a |
| Ridge,Jason Wayne | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$125,341 | | 0.0% | \$125,341 | | |
| Roth,Aleda Marie | Named Professor | Named Professor | Instructional Faculty | NA | \$242,385 | | -48.5% | \$124,828 | | a |
| Wang,Shouqiang | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$124,348 | | 0.0% | \$124,348 | | |
| Ferrand,Yann | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$124,100 | | 0.0% | \$124,100 | | |
| Ingram,Amy Elizabeth | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$124,100 | | 0.0% | \$124,100 | | |
| Muth,Eric R. | Professor | Natural Resources Tech II | Instructional Faculty | NA | \$121,033 | | 1.5% | \$122,872 | | ab |
| Performance Increase: This employee received a performance increase for his success as Director of the Human Factors Institute and continuous increases in grant money to the institute. | | | | | | | | | | |
| Hanssen,Frederick Andrew | Associate Professor | Associate Professor | Instructional Faculty | NA | \$117,125 | | 2.2% | \$119,760 | | a |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------|---------------------|-----------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Raman, Roopa | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$119,136 | | 0.0% | \$119,136 | | |
| King, Bruce Michael | Professor | Professor | Instructional Faculty | NA | \$117,333 | | 0.5% | \$117,968 | | a |
| Britt Jr, Thomas W. | Professor | Professor | Instructional Faculty | NA | \$115,797 | | 1.6% | \$117,636 | | a |
| Olson, Laura R | Professor | Professor | Instructional Faculty | NA | \$103,767 | | 11.1% | \$115,250 | | ab |
| Administrative/Temporary Salary Adjustment: This employee received a two-year award as the Centennial Professor. | | | | | | | | | | |
| Bennett, Delancy H S | Lecturer | Lecturer | Instructional Faculty | NA | \$135,000* | | -15.0% | \$114,750 | | *b |
| Warren, Patrick L | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$110,513 | | 2.3% | \$113,000 | | a |
| Mowrey, Megan E. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$112,837 | | 0.0% | \$112,837 | | |
| Robbins, Tina L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$111,647 | | 1.0% | \$112,764 | | a |
| Kowalski, Robin Marie | Professor | Professor | Instructional Faculty | NA | \$110,337 | | 1.7% | \$112,176 | | a |
| Moore, D Dewayne | Professor | Professor | Instructional Faculty | NA | \$110,337 | | 1.7% | \$112,176 | | a |
| Tyrrell, Richard A | Professor | Professor | Instructional Faculty | NA | \$110,337 | | 1.7% | \$112,176 | | a |
| Harris Jr, John M | Associate Professor | Associate Professor | Instructional Faculty | NA | \$111,899 | | 0.0% | \$111,899 | | |
| Stewart Jr, Joseph Earl | Professor | Professor | Instructional Faculty | NA | \$111,477 | | 0.0% | \$111,477 | | |
| Pilcher, June J. | Alumni Professor | Alumni Professor | Instructional Faculty | NA | \$110,446 | | 0.6% | \$111,081 | | a |
| Mityakov, Sergey Vladimirovich | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$109,509 | | 1.3% | \$110,878 | | a |
| Lam, Chungsang | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$110,000* | | 0.0% | \$110,000 | | * |
| Oliveira, Jaqueline | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$110,000* | | 0.0% | \$110,000 | | * |
| Waller, Neil G | Professor | Professor | Instructional Faculty | NA | \$108,168 | | 0.0% | \$108,168 | | |
| Knowles, Patricia A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$108,135 | | 0.0% | \$108,135 | | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------|---------------------|-----------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Moore,Jesse N | Associate Professor | Associate Professor | Instructional Faculty | NA | \$106,937 | | 1.0% | \$108,006 | | a |
| Miller,Daniel Patrick | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$106,997 | | 0.8% | \$107,800 | | a |
| Espey,Molly | Professor | Professor | Instructional Faculty | NA | \$106,441 | | 1.3% | \$107,772 | | a |
| Switzer III,Fred S | Professor | Professor | Instructional Faculty | NA | \$106,925 | | 0.6% | \$107,560 | | a |
| Jerzmanowski,Michal Maria | Associate Professor | Associate Professor | Instructional Faculty | NA | \$106,580 | | 0.0% | \$106,580 | | |
| Peake,Jeffrey Scott | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$106,361 | | 0.0% | \$106,361 | | |
| Ingram,Samuel T | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$106,346 | | 0.0% | \$106,346 | | |
| Granberg,Ellen M. | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$88,930 | | 19.1% | \$105,877 | | ab |
| <p>Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Department Chair in Sociology and Anthropology.</p> <p>Promotion: This employee was promoted to Department Chair in Sociology and Anthropology.</p> | | | | | | | | | | |
| Wood,Daniel H | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$105,490 | | 0.0% | \$105,490 | | |
| Woodard,James D | Named Professor | Named Professor | Instructional Faculty | NA | \$103,563 | | 1.0% | \$104,572 | | a |
| Jahn,Judson R | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$74,555 | | 40.1% | \$104,422 | | ab |
| <p>Additional Duties: This employee has assumed additional duties including teaching graduate level courses and expanding and strengthen the opportunities for students to attain an international study experience.</p> <p>Administrative/Temporary Salary Adjustment: This employee received a supplement for acting as the Study Abroad Coordinator of the School of Accountancy & Finance.</p> <p>Merit: This employee received an increase based on receipt of a LLM in Taxation.</p> | | | | | | | | | | |
| Sinclair,Robert Raymond | Professor | Professor | Instructional Faculty | NA | \$91,471 | | 14.0% | \$104,287 | | ab |
| <p>Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion.</p> | | | | | | | | | | |
| Edwards,Frances L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$102,964 | | 0.0% | \$102,964 | | |
| Schleifer,Lydia Lancaster Folger | Associate Professor | Associate Professor | Instructional Faculty | NA | \$102,964 | | 0.0% | \$102,964 | | |
| Cvrcek,Tomas | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$102,476 | | 0.0% | \$102,476 | | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|-----------------------|------------------------------|------------------------------|---|----------|----------------------------|------------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Klein,Matthew Charles | Lecturer | Lecturer | Instructional Faculty | NA | | \$100,000* | 0.0% | | \$100,000 | * |
| Stith Jr,Melvin T | Visiting Assistant Professor | Visiting Assistant Professor | Instructional Faculty | NA | \$100,000 | | 0.0% | \$100,000 | | |
| Pagano,Christopher C | Professor | Professor | Instructional Faculty | NA | \$98,052 | | 1.9% | \$99,891 | | a |
| Miller,Janis L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$98,665 | | 0.0% | \$98,665 | | |
| Britz,Margaret Tina | Professor | Professor | Instructional Faculty | NA | \$97,245 | | 1.2% | \$98,412 | | a |
| Mobley,F Catherine | Professor | Professor | Instructional Faculty | NA | \$96,319 | | 1.8% | \$98,005 | | a |
| Pury,Cynthia L S | Professor | Professor | Instructional Faculty | NA | \$94,640 | | 1.9% | \$96,479 | | a |
| Ransom II,Bruce W | Professor | Professor | Instructional Faculty | NA | \$96,080 | | 0.0% | \$96,080 | | |
| Gomes,Roger | Associate Professor | Associate Professor | Instructional Faculty | NA | \$95,513 | | 0.0% | \$95,513 | | |
| Leininger,John M | Professor | Professor | Instructional Faculty | NA | \$94,543 | | 0.0% | \$94,543 | | |
| Barnes,James D | Administrative Mgr II | Administrative Mgr II | Business and Financial Operations Staff | 08 | | \$90,761 | 4.0% | | \$94,391 | a |
| Stephens,Benjamin R | Professor | Professor | Instructional Faculty | NA | \$93,502 | | 0.7% | \$94,137 | | a |
| Taylor,Mary A | Professor | Professor | Instructional Faculty | NA | \$93,502 | | 0.7% | \$94,137 | | a |
| Alley,Thomas R | Professor | Professor | Instructional Faculty | NA | \$93,502 | | 0.0% | \$93,502 | | |
| Campbell,Robert L | Professor | Professor | Instructional Faculty | NA | \$93,502 | | 0.0% | \$93,502 | | |
| Templeton,Scott R. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$91,979 | | 1.3% | \$93,129 | | a |
| Coggeshall,John M | Professor | Professor | Instructional Faculty | NA | \$91,688 | | 1.0% | \$92,605 | | a |
| Gugerty,Leo J | Professor | Professor | Instructional Faculty | NA | \$91,796 | | 0.7% | \$92,431 | | a |
| Edge,Sandy | Lecturer | Lecturer | Management with Faculty Rank | NA | | \$91,393 | 1.0% | | \$92,307 | a |

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Fall 2013 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

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|--|----------------------------|----------------------------|---|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Wentworth, William M | Professor | Professor | Instructional Faculty | NA | \$89,373 | | 1.0% | \$90,267 | | a |
| Pak, Chong Hyon | Associate Professor | Associate Professor | Instructional Faculty | NA | \$88,117 | | 2.1% | \$89,956 | | a |
| Vander Mey, Brenda J | Professor | Professor | Instructional Faculty | NA | \$88,446 | | 1.0% | \$89,330 | | a |
| Zinzow, Heidi Marie | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$85,080 | | 2.2% | \$86,919 | | a |
| Hu, Xiaobo | Professor | Professor | Instructional Faculty | NA | \$82,368 | | 1.0% | \$83,192 | | a |
| DePriest, Gail | Lecturer | Lecturer | Instructional Faculty | NA | \$80,602 | | 0.9% | \$81,329 | | a |
| Ward-Vaughn, Virginia LS | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$81,077 | | 0.0% | \$81,077 | | |
| Cantalupo, Claudio | Associate Professor | Associate Professor | Instructional Faculty | NA | \$80,037 | | 0.0% | \$80,037 | | |
| Robinson, Kenneth L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$75,453 | | 1.5% | \$76,585 | | a |
| Rosopa, Patrick J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$68,380 | | 10.9% | \$75,853 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Fine, Jeffrey Allen | Associate Professor | Associate Professor | Instructional Faculty | NA | \$73,800 | | 1.9% | \$75,224 | | a |
| Taydas, Zeynep | Associate Professor | Associate Professor | Instructional Faculty | NA | \$73,800 | | 1.9% | \$75,224 | | a |
| Madray, J Russell | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$73,453 | | 2.2% | \$75,069 | | a |
| Woolbright, Nona L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$74,770 | | 0.0% | \$74,770 | | |
| McMillan, Kerri D | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$71,863 | | 4.0% | \$74,738 | | a |
| O'Hara, Liam Henry | Associate Professor | Associate Professor | Instructional Faculty | NA | \$74,645 | | 0.0% | \$74,645 | | |
| Layton, Evguenia Passiouk | Assoc Academic Program Dir | Assoc Academic Program Dir | Student and Academic Affairs and Other Education Services Staff | NA | | \$72,100 | 2.0% | | \$73,542 | a |
| Warber, Adam L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$72,806 | | 1.0% | \$73,534 | | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|---------------------|----------------------|---|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Weisenmiller, Eric M. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$72,949 | | 0.0% | \$72,949 | | |
| Leffakis, Zachary Moran | Lecturer | Lecturer | Instructional Faculty | NA | \$72,100 | | 1.0% | \$72,801 | | a |
| Clark, Katherine D | Lecturer | Lecturer | Instructional Faculty | NA | \$70,699 | | 2.0% | \$72,113 | | a |
| Porter, Marissa Leigh Shuffler | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$72,000* | | 0.0% | \$72,000 | | * |
| Winslow, Sarah Evelyn | Associate Professor | Associate Professor | Instructional Faculty | NA | \$69,996 | | 1.5% | \$71,046 | | a |
| Luo, Ye | Associate Professor | Associate Professor | Instructional Faculty | NA | \$63,354 | | 11.9% | \$70,909 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Haller, William J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$69,996 | | 1.0% | \$70,696 | | a |
| Vogel, Melissa A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$69,996 | | 1.0% | \$70,696 | | a |
| Gaubert, James G | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$69,802 | | 1.0% | \$70,500 | | a |
| Brainerd Jr, Edwin G | Associate Professor | Associate Professor | Instructional Faculty | NA | \$70,128 | | 0.0% | \$70,128 | | |
| Merritt, Paul Steven | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$68,380 | | 0.0% | \$68,380 | | |
| Rose, Patrick G | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$68,208 | | 0.0% | \$68,208 | | |
| Fine, Amanda Cooper | Lecturer | Lecturer | Instructional Faculty | NA | \$64,246 | | 4.0% | \$66,816 | | a |
| Burroughs, Jill K | Program Manager I | Program Manager I | Business and Financial Operations Staff | 07 | | \$66,077 | 1.1% | | \$66,804 | a |
| Jones, Carol D | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$64,980 | | 2.0% | \$66,280 | | a |
| Yoder, Sara Elizabeth | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$64,955 | | 1.5% | \$65,929 | | a |
| Hebert, Renee J | Lecturer | Lecturer | Student and Academic Affairs and Other Education Services Staff | NA | | \$64,890 | 1.0% | | \$65,539 | a |

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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 2013 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|-------------------------|-------------------------|-------------------------|---|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| De Iulio,Edward Barry | Lecturer | Lecturer | Student and Academic Affairs and Other Education Services Staff | NA | | \$64,733 | 1.0% | | \$65,380 | a |
| Bilbrey Jr,Jerry Kermit | Lecturer | Lecturer | Instructional Faculty | NA | \$65,000* | | 0.0% | \$65,000 | | * |
| Curtis,Katherine Amber | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$65,000* | | 0.0% | \$65,000 | | * |
| Weiss,Charles Tabor | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$65,000* | | 0.0% | \$65,000 | | * |
| Young,Lance S | Lecturer | Lecturer | Student and Academic Affairs and Other Education Services Staff | NA | | \$64,733 | 0.0% | | \$64,733 | |
| Turner,Brandon P | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$62,961 | | 2.6% | \$64,611 | | a |
| McElveen,Carter Willis | Lecturer | Lecturer | Instructional Faculty | NA | \$61,800 | | 4.0% | \$64,272 | | a |
| Braine-Sperry,Jeannette | Administrative Coord II | Administrative Coord II | Office and Administrative Support Staff | 06 | | \$60,649 | 4.0% | | \$63,075 | a |
| Matic,Vladimir | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$61,485 | | 2.0% | \$62,715 | | a |
| Hopkins III,John Edward | Lecturer | Lecturer | Instructional Faculty | NA | \$61,800 | | 1.0% | \$62,418 | | a |
| Alley,Pamela R | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$60,327 | | 1.3% | \$61,127 | | a |
| Weisensee,Katherine E | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$59,817 | | 1.3% | \$60,565 | | a |
| Frost,Daniel H | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$60,000* | | 0.0% | \$60,000 | | * |
| Miller,Steven Vincent | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$60,000* | | 0.0% | \$60,000 | | * |
| Tsui,Kevin Ka Kin | Associate Professor | Associate Professor | Instructional Faculty | NA | \$119,547 | | -50.0% | \$59,774 | | |
| Cole,Michael A | Lecturer | Lecturer | Instructional Faculty | NA | \$56,650 | | 1.5% | \$57,500 | | a |
| Ward,Marvin Monroe | Lecturer | Lecturer | Instructional Faculty | NA | \$56,650 | | 1.0% | \$57,200 | | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|------------------------|------------------------|------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Patterson, Jamie Lynn | Program Coordinator II | Program Coordinator II | Student and Academic Affairs and Other Education Services Staff | 06 | | \$55,620 | 1.7% | | \$56,593 | a |
| Burns, Deanna Hope | Student Services Mgr I | Student Services Mgr I | Office and Administrative Support Staff | 06 | | \$54,886 | 1.7% | | \$55,819 | a |
| Cox, Kern T | Lecturer | Lecturer | Instructional Faculty | NA | \$53,500 | | 3.5% | \$55,373 | | a |
| Evans, Jennifer Ashley | Alumni/Develop Mgr II | Alumni/Develop Mgr II | Business and Financial Operations Staff | 07 | | \$55,000* | 0.0% | | \$55,000 | * |
| Walker, Erica Black | Lecturer | Lecturer | Instructional Faculty | NA | \$53,500 | | 2.7% | \$54,918 | | a |
| Smith, Benny R | Program Coordinator II | Program Coordinator II | Business and Financial Operations Staff | 06 | | \$54,085 | 1.1% | | \$54,680 | a |
| Southworth, Stephanie | Lecturer | Lecturer | Instructional Faculty | NA | \$54,384 | | 0.0% | \$54,384 | | |
| Barr, Mary Louise | Lecturer | Lecturer | Instructional Faculty | NA | \$52,000* | | 0.0% | \$52,000 | | * |
| Edwards, Jeffrey D | Lecturer | Lecturer | Instructional Faculty | NA | \$52,000 | | 0.0% | \$52,000 | | |
| Fuhst, Darlene Marie | Public Info Dir I | Public Info Dir I | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$52,000* | 0.0% | | \$52,000 | * |
| White, William C | Lecturer | Lecturer | Instructional Faculty | NA | \$52,000 | | 0.0% | \$52,000 | | |
| Pearse, Suzanne | Lecturer | Lecturer | Instructional Faculty | NA | \$50,000 | | 3.0% | \$51,500 | | a |
| Whelchel, Scott L | Program Coordinator II | Program Coordinator II | Business and Financial Operations Staff | 06 | | \$50,868 | 1.2% | | \$51,478 | a |
| Giebner, Michael Green | Lecturer | Lecturer | Student and Academic Affairs and Other Education Services Staff | NA | | \$51,000* | 0.0% | | \$51,000 | * |
| Anderson, Henry K. | Lecturer | Lecturer | Instructional Faculty | NA | \$50,000 | | 1.0% | \$50,522 | | a |

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|-------------|--------------------|----------------------|--------------------------|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |

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

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|-----------------|---------------------------|------------------------------|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Gramopadhye, Anand K | Dean | Dean | Management with Faculty Rank | NA | \$193,431 | | 47.3% | | \$285,000 | b |
| Promotion: This employee was promoted to Dean of the College of Engineering and Science. | | | | | | | | | | |
| Pursley, Michael B | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$242,469 | | 0.0% | \$242,469 | | |
| Collins Jr, Edward R | Associate Dean | Associate Dean | Management with Faculty Rank | NA | | \$198,533 | 1.0% | | \$200,518 | a |
| Laberge, Martine | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$195,689 | | 1.0% | \$197,646 | | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Interim Dean of Engineering & Science. | | | | | | | | | | |
| Bodde, David Leo | Professor | Professor | Instructional Faculty | NA | \$195,424 | | 1.0% | \$197,378 | | a |
| Haque, Imtiaz Ul | Professor | Professor | Management with Faculty Rank | NA | \$195,048 | | 0.9% | \$196,847 | | a |
| Burg, Karen J.L. | Endowed Chair | Endowed Chair | Management with Faculty Rank | NA | \$193,807 | | 1.5% | \$196,714 | | a |
| Johnson, Eric Gordon | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$189,850 | | 1.9% | \$193,550 | | a |
| Dawson, Darren M | Dept Chair/Head | Dept Chair/Name Professor | Instructional Faculty | NA | \$190,311 | | 1.0% | \$192,214 | | a |
| Ogale, Amod A | Professor | Professor | Instructional Faculty | NA | \$185,199 | | 1.8% | \$188,496 | | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for his appointment as a Dow Chemical Professor. | | | | | | | | | | |
| Ramasubramanian, M K | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$183,515 | | 1.0% | \$185,350 | | a |
| Geist III, Robert M | Professor | Professor | Instructional Faculty | NA | \$168,377 | | 10.0% | \$185,215 | | b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Interim Department Chair of the School of Computing. | | | | | | | | | | |
| Bordia, Rajendra Kumar | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$181,500* | | 1.0% | \$183,315 | | *a |
| Gilbert, Juan E | Professor | Endowed Chair | Instructional Faculty | NA | \$165,037 | | 11.0% | \$183,154 | | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for his appointment as a Presidential Endowed Chair. | | | | | | | | | | |
| Hubing, Todd H | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$179,092 | | 2.1% | \$182,792 | | a |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------------|--------------------------------|------------------------------|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Hodges,Larry F | Academic Program Director | Academic Program Director | Management with Faculty Rank | NA | \$181,847 | | 0.1% | \$182,029 | | a |
| Vyavahare,Narendra R | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$180,698 | | 0.0% | \$180,698 | | |
| Ballato,John M | Professor | Professor | Instructional Faculty | NA | \$179,080 | | 0.0% | \$179,080 | | |
| Landreth,R Philip | Academic Program Director | C.O.S./C.O.O | Management | NA | | \$152,363 | 16.8% | | \$177,990 | ab |
| Additional Duties: This employee has assumed additional duties as Chief of Staff for the College of Engineering and Science. | | | | | | | | | | |
| Filipi,Zoran | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$173,555 | | 1.8% | \$176,748 | | a |
| Creager,Stephen E | Professor | Professor | Instructional Faculty | NA | \$174,335 | | 0.6% | \$175,381 | | a |
| Daw,Murray S | Named Professor | Named Professor | Instructional Faculty | NA | \$170,868 | | 1.0% | \$172,497 | | a |
| Mason,Scott Jennings | Endowed Chair | Interim Department Chair | Instructional Faculty | NA | \$156,317 | | 10.0% | \$171,949 | | b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Interim Department Chair of Industrial Engineering. | | | | | | | | | | |
| Hirt,Douglas E | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$169,914 | | 1.0% | \$171,613 | | a |
| Tritt,Terry M | Alumni Professor | Alumni Distinguished Professor | Instructional Faculty | NA | \$169,800 | | 1.0% | \$171,448 | | a |
| Thies,Mark C | Professor | Professor | Instructional Faculty | NA | \$168,309 | | 1.7% | \$171,095 | | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for his appointment as a Dow Chemical Professor. | | | | | | | | | | |
| Urban,Marek W | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$170,000* | | 0.0% | \$170,000 | | * |
| Gulari,Esin | Professor | Special Asst to the Provost | Instructional Faculty | NA | | \$205,000 | -18.2% | \$167,731 | | d |
| Fadel,Georges M | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$166,491 | | 0.5% | \$167,323 | | a |
| Venhovens,Paul | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$164,391 | | 1.8% | \$167,268 | | a |
| Sun,Ya-ping | Named Professor | Named Professor | Instructional Faculty | NA | \$163,776 | | 1.8% | \$166,652 | | a |
| Karanfil,Tanju | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$164,548 | | 1.0% | \$166,193 | | a |

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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 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|---------------------------|---------------------------|--|----------|----------------------------|------------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Latour Jr,Robert A | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$165,123 | | 0.0% | \$165,123 | | |
| Leising,Mark D | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$143,116 | | 14.8% | \$164,280 | | ab |
| Additional Duties: This employee has assumed additional duties as Chair of the Physics and Astronomy Department. | | | | | | | | | | |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as Department Chair of Physics And Astronomy. | | | | | | | | | | |
| Martin II,James Robert | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$162,800* | | 0.0% | \$162,800 | | * |
| Coykendall IV,James Barker | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$162,000* | | 0.0% | \$162,000 | | * |
| Venayagamoorthy,Ganesh Kumar | Named Professor | Named Professor | Instructional Faculty | NA | \$154,650 | | 3.8% | \$160,475 | | a |
| Gara,Michael James | Academic Program Director | Academic Program Director | Computer, Engineering, and Science Staff | NA | | \$160,000* | 0.0% | | \$160,000 | * |
| Apon,Amy W. | Professor | Professor | Instructional Faculty | NA | \$155,788 | | 0.7% | \$156,910 | | a |
| Erich,Donald L | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$155,761 | 0.0% | | \$155,761 | |
| Grujicic,Mica | Named Professor | Named Professor | Instructional Faculty | NA | \$153,987 | | 1.0% | \$155,452 | | a |
| Brosnan,Denis A | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$154,968 | | 0.0% | \$154,968 | | |
| Ferrell Jr,William G | Professor | Professor/Int Assoc Dean | Management with Faculty Rank | NA | \$152,774 | | 0.2% | \$153,141 | | a |
| House,Donald Henry | Professor | Professor | Instructional Faculty | NA | \$150,123 | | 1.6% | \$152,525 | | a |
| Beasley,Donald E | Professor | Interim Department Chair | Instructional Faculty | NA | \$150,691 | | 1.0% | \$152,198 | | a |
| Luzinov,Igor A. | Professor | Professor | Instructional Faculty | NA | \$144,826 | | 4.0% | \$150,619 | | a |
| Tessendorf,Jerry A. | Professor | Professor | Instructional Faculty | NA | \$150,123 | | 0.0% | \$150,123 | | |
| Swaja,Richard | Professor | Professor | Research Faculty | NA | \$149,695 | | 0.0% | \$149,695 | | |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|--------------------|----------------------|--------------------------|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Foulger, Stephen H. | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$149,234 | | 0.0% | \$149,234 | | |
| Dieter, R Karl | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$119,033 | | 24.8% | \$148,500 | | b |
| Promotion: This employee was promoted to Chair of the Chemistry Department. | | | | | | | | | | |
| Figliola, Richard S | Professor | Professor | Instructional Faculty | NA | \$146,487 | | 1.0% | \$147,952 | | a |
| Zumbrunnen, David A | Named Professor | Named Professor | Instructional Faculty | NA | \$147,418 | | 0.0% | \$147,418 | | |
| Guisseppi-Elie, Anthony | Professor | Professor | Instructional Faculty | NA | \$144,903 | | 1.0% | \$146,352 | | a |
| Devol, Timothy A | Professor | Professor | Instructional Faculty | NA | \$145,970 | | 0.0% | \$145,970 | | |
| Kolis, Joseph W | Professor | Professor | Instructional Faculty | NA | \$142,438 | | 2.0% | \$145,287 | | a |
| Makram, Elham B | Named Professor | Named Professor | Instructional Faculty | NA | \$145,198 | | 0.0% | \$145,198 | | |
| Rao, Apparao M. | Professor | Professor | Instructional Faculty | NA | \$140,131 | | 3.0% | \$144,335 | | a |
| Juang, Charng-hsein | Professor | Professor | Instructional Faculty | NA | \$142,780 | | 1.0% | \$144,158 | | a |
| Larsen, Miguel F | Professor | Professor | Instructional Faculty | NA | \$141,724 | | 1.0% | \$143,141 | | a |
| Thrasher, Joseph Stuart | Professor | Professor | Instructional Faculty | NA | \$139,094 | | 1.5% | \$141,180 | | a |
| Rack, Henry J | Professor | Professor | Instructional Faculty | NA | \$140,446 | | 0.0% | \$140,446 | | |
| Srimani, Pradip K. | Professor | Professor | Instructional Faculty | NA | \$138,793 | | 1.0% | \$140,125 | | a |
| Marcus, Richard K | Professor | Professor | Instructional Faculty | NA | \$136,420 | | 2.6% | \$139,967 | | a |
| Walker, Ian D | Professor | Professor | Instructional Faculty | NA | \$144,926 | | -3.5% | \$139,926 | | b |
| Biggers, Sherrill B | Professor | Professor | Instructional Faculty | NA | \$138,349 | | 0.5% | \$139,042 | | a |
| Husson, Scott M | Professor | Professor | Instructional Faculty | NA | \$137,092 | | 1.3% | \$138,874 | | a |
| Gowdy, John N | Professor | Professor | Instructional Faculty | NA | \$138,841 | | 0.0% | \$138,841 | | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------|------------------------|------------------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Dong,Liang | Associate Professor | Associate Professor | Instructional Faculty | NA | \$135,056 | | 2.7% | \$138,756 | | a |
| Falta Jr,Ronald W | Professor | Professor | Instructional Faculty | NA | \$138,118 | | 0.0% | \$138,118 | | |
| Singh,Rajendra | Named Professor | Named Professor | Instructional Faculty | NA | \$137,784 | | 0.0% | \$137,784 | | |
| Duchowski,Andrew T | Professor | Professor | Instructional Faculty | NA | \$135,961 | | 1.0% | \$137,321 | | a |
| Sitaraman,Murali | Professor | Professor | Instructional Faculty | NA | \$135,961 | | 1.0% | \$137,293 | | a |
| Bruce,David A | Professor | Professor | Instructional Faculty | NA | \$135,619 | | 1.0% | \$136,975 | | a |
| Pennington Jr,William T | Alumni Professor | Alumni Professor | Instructional Faculty | NA | \$134,599 | | 1.0% | \$135,895 | | a |
| Xiao,Hai | Named Professor | Named Professor | Instructional Faculty | NA | \$135,000* | | 0.0% | \$135,000 | | * |
| Gao,Xuhong | Professor | Professor | Instructional Faculty | NA | \$132,853 | | 1.4% | \$134,700 | | a |
| Lund,Robert B | Professor | Professor | Instructional Faculty | NA | \$132,853 | | 1.4% | \$134,700 | | a |
| Wiecek,Margaret Maria | Professor | Professor | Instructional Faculty | NA | \$132,853 | | 1.4% | \$134,700 | | a |
| Chowdhury,Mashrur A | Professor | Professor | Instructional Faculty | NA | \$133,097 | | 0.9% | \$134,278 | | a |
| Brown,Philip J | Endowed Chair | Endowed Chair | Instructional Faculty | NA | \$133,169 | | 0.0% | \$133,169 | | |
| Bridges Jr,William C | Alumni Professor | Alumni Professor | Instructional Faculty | NA | \$130,606 | | 1.3% | \$132,352 | | a |
| Burati Jr,James L | Professor | Professor | Instructional Faculty | NA | \$131,219 | | 0.0% | \$131,219 | | |
| Lickfield,Gary C | Professor | Professor | Instructional Faculty | NA | \$130,591 | | 0.0% | \$130,591 | | |
| Zhang,Guigen | Professor | Professor | Instructional Faculty | NA | \$128,986 | | 0.0% | \$128,986 | | |
| Lee,Cindy M | Professor | Interim Associate Dean | Management with Faculty Rank | NA | \$115,641 | | 11.1% | \$128,477 | | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Interim Department Chair of Engineering and Sciences Education. | | | | | | | | | | |
| Hwu,Shiou-jyh | Professor | Professor | Instructional Faculty | NA | \$127,057 | | 0.6% | \$127,819 | | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|---------------------|----------------------|------------------------------|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Adams,Warren P | Professor | Professor | Instructional Faculty | NA | \$125,606 | | 1.4% | \$127,352 | | a |
| Wang,Zijun | Professor | Professor | Instructional Faculty | NA | \$111,786 | | 13.2% | \$126,527 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Freedman,David L | Professor | Professor | Instructional Faculty | NA | \$125,970 | | 0.0% | \$125,970 | | |
| Ellison,Michael S | Professor | Professor | Instructional Faculty | NA | \$125,705 | | 0.0% | \$125,705 | | |
| Joseph,Paul F | Professor | Professor | Instructional Faculty | NA | \$124,785 | | 0.5% | \$125,409 | | a |
| Tong,Chenning | Professor | Professor | Instructional Faculty | NA | \$124,107 | | 1.0% | \$125,348 | | a |
| Corzine,Keith A | Named Professor | Named Professor | Instructional Faculty | NA | \$125,000 | | 0.0% | \$125,000 | | |
| Noneaker,Daniel L | Professor | Professor | Instructional Faculty | NA | \$124,608 | | 0.0% | \$124,608 | | |
| Hill Jr,Hoke S | Professor | Professor | Management with Faculty Rank | NA | \$124,583 | | 0.0% | \$124,583 | | |
| Hallstrom,Jason O | Associate Professor | Associate Professor | Instructional Faculty | NA | \$122,144 | | 1.4% | \$123,901 | | a |
| Overcamp,Thomas J | Professor | Professor | Instructional Faculty | NA | \$123,346 | | 0.0% | \$123,346 | | |
| Arya,Dev Priya | Professor | Professor | Instructional Faculty | NA | \$121,841 | | 1.2% | \$123,303 | | a |
| Saylor,John R | Professor | Professor | Instructional Faculty | NA | \$122,072 | | 1.0% | \$123,293 | | a |
| Stuart,Steven J | Professor | Professor | Instructional Faculty | NA | \$120,370 | | 2.0% | \$122,777 | | a |
| Wagner,John R | Professor | Professor | Instructional Faculty | NA | \$122,072 | | 0.5% | \$122,682 | | a |
| Cox,Christopher L | Professor | Professor | Instructional Faculty | NA | \$120,775 | | 1.4% | \$122,454 | | a |
| Gerard,Patrick D | Professor | Professor | Instructional Faculty | NA | \$120,775 | | 1.4% | \$122,454 | | a |
| Ochterbeck,Jay M | Professor | Professor | Instructional Faculty | NA | \$122,072 | | 0.0% | \$122,072 | | |

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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 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|------------------------------|------------------------------|-----------------------|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Shen,Hai Ying | Associate Professor | Associate Professor | Instructional Faculty | NA | \$106,770 | | 13.5% | \$121,147 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Schiff,Scott D | Professor | Professor | Instructional Faculty | NA | \$120,722 | | 0.0% | \$120,722 | | |
| Meyer,Bradley S | Professor | Professor | Instructional Faculty | NA | \$120,105 | | 0.0% | \$120,105 | | |
| Zhu,Lin | Associate Professor | Associate Professor | Instructional Faculty | NA | \$105,671 | | 13.5% | \$119,938 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Meriwether Jr,John W | Professor | Professor | Instructional Faculty | NA | \$118,904 | | 0.0% | \$118,904 | | |
| Summers,Joshua D. | Professor | Professor | Instructional Faculty | NA | \$122,732 | | -3.6% | \$118,296 | | ab |
| Woodard,Damon L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$117,144 | | 0.5% | \$117,730 | | a |
| Murdoch,Lawrence C | Professor | Professor | Instructional Faculty | NA | \$117,124 | | 0.0% | \$117,124 | | |
| Schalkoff,Robert J | Professor | Professor | Instructional Faculty | NA | \$116,787 | | 0.0% | \$116,787 | | |
| Chumanov,George | Professor | Professor | Instructional Faculty | NA | \$116,262 | | 0.4% | \$116,727 | | a |
| Sanders III,John P | Research Associate Professor | Research Associate Professor | Research Faculty | NA | | \$116,354 | 0.0% | | \$116,354 | |
| Simionescu,Dan T | Associate Professor | Associate Professor | Instructional Faculty | NA | \$108,306 | | 7.4% | \$116,306 | | b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for additional work on clinical research programs and operations at the Clemson University Biomedical Engineering Innovation Campus program at Patewood. | | | | | | | | | | |
| Perahia,Dvora | Professor | Professor | Instructional Faculty | NA | \$115,020 | | 1.0% | \$116,170 | | a |
| Ervin,Vincent J | Professor | Professor | Instructional Faculty | NA | \$113,529 | | 0.8% | \$114,483 | | a |
| Brooks,Richard R | Associate Professor | Assoc Prof | Instructional Faculty | NA | \$109,954 | | 3.4% | \$113,654 | | a |
| Smith,Melissa Crawley | Associate Professor | Associate Professor | Instructional Faculty | NA | \$99,771 | | 13.7% | \$113,448 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------|---------------------|--|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Marinescu,Domnita Catalina | Professor | Professor | Instructional Faculty | NA | \$113,259 | | 0.0% | \$113,259 | | |
| Yao,Hai | Associate Professor | Associate Professor | Instructional Faculty | NA | \$109,085 | | 3.7% | \$113,128 | | a |
| Dean,Brian Christopher | Associate Professor | Associate Professor | Instructional Faculty | NA | \$111,786 | | 1.0% | \$112,904 | | a |
| Messman,Michael D | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$110,927 | 1.7% | | \$112,868 | a |
| Schlautman,Mark A. | Professor | Professor | Instructional Faculty | NA | \$112,848 | | 0.0% | \$112,848 | | |
| Alexov,Emil Georgiev | Professor | Professor | Instructional Faculty | NA | \$111,698 | | 1.0% | \$112,815 | | a |
| Valentini,Antony | Professor | Professor | Instructional Faculty | NA | \$111,240 | | 0.0% | \$111,240 | | |
| Webb,Charles K | Associate Professor | Associate Professor | Instructional Faculty | NA | \$111,148 | | 0.0% | \$111,148 | | |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for assuming duties normally assigned to the Department Chair while the Chair was Acting Dean such as faculty nominations for professional awards, curriculum and degree proposals and changes, among many others. | | | | | | | | | | |
| Davis,Timothy A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$110,797 | | 0.0% | \$110,797 | | |
| Kornev,Konstantin German | Professor | Professor | Instructional Faculty | NA | \$98,922 | | 12.0% | \$110,793 | | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Hartmann,Dieter H | Professor | Professor | Instructional Faculty | NA | \$110,497 | | 0.0% | \$110,497 | | |
| Castle,James W | Professor | Professor | Instructional Faculty | NA | \$110,494 | | 0.0% | \$110,494 | | |
| Taaffe,Kevin M | Associate Professor | Associate Professor | Instructional Faculty | NA | \$107,692 | | 2.5% | \$110,384 | | a |
| Hoover,Adam W | Associate Professor | Associate Professor | Instructional Faculty | NA | \$109,954 | | 0.0% | \$109,954 | | |
| Ligon,Walter B | Associate Professor | Associate Professor | Instructional Faculty | NA | \$109,954 | | 0.0% | \$109,954 | | |
| Russell,Harlan B | Associate Professor | Associate Professor | Instructional Faculty | NA | \$109,954 | | 0.0% | \$109,954 | | |
| Brannan,James R | Professor | Professor | Instructional Faculty | NA | \$108,698 | | 0.8% | \$109,611 | | a |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|---------------------|----------------------|--------------------------|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Calkin,Neil J | Professor | Professor | Instructional Faculty | NA | \$108,698 | | 0.8% | \$109,611 | | a |
| Kiessler,Peter C | Professor | Professor | Instructional Faculty | NA | \$108,698 | | 0.8% | \$109,611 | | a |
| Rieck,James R | Professor | Professor | Instructional Faculty | NA | \$108,698 | | 0.8% | \$109,611 | | a |
| Warner,Daniel D | Professor | Professor | Instructional Faculty | NA | \$108,698 | | 0.8% | \$109,611 | | a |
| Wang,Pingshan | Associate Professor | Associate Professor | Instructional Faculty | NA | \$104,956 | | 3.5% | \$108,626 | | a |
| Xu,Xiao-bang | Professor | Professor | Instructional Faculty | NA | \$108,151 | | 0.0% | \$108,151 | | |
| Andrus,Ronald D. | Professor | Professor | Instructional Faculty | NA | \$107,624 | | 0.0% | \$107,624 | | |
| Walker,Terry H | Professor | Professor | Instructional Faculty | NA | \$106,754 | | 0.0% | \$106,754 | | |
| Goddard,Wayne D | Associate Professor | Associate Professor | Instructional Faculty | NA | \$105,062 | | 1.0% | \$106,071 | | a |
| Martin,James J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$105,062 | | 1.0% | \$106,071 | | a |
| McGregor,John D | Associate Professor | Associate Professor | Instructional Faculty | NA | \$105,062 | | 1.0% | \$106,071 | | a |
| Gao,Zhi | Associate Professor | Associate Professor | Instructional Faculty | NA | \$105,624 | | 0.0% | \$105,624 | | |
| Dean,Delphine | Associate Professor | Associate Professor | Instructional Faculty | NA | \$93,144 | | 13.4% | \$105,588 | | ab |
| <i>Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion.</i> | | | | | | | | | | |
| Groff,Richard E | Associate Professor | Associate Professor | Instructional Faculty | NA | \$104,729 | | 0.0% | \$104,729 | | |
| Baum,Carl W | Associate Professor | Associate Professor | Instructional Faculty | NA | \$104,366 | | 0.0% | \$104,366 | | |
| Harcum,Sarah W | Associate Professor | Associate Professor | Instructional Faculty | NA | \$104,180 | | 0.0% | \$104,180 | | |
| Powell,Brian A. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$92,661 | | 12.2% | \$103,965 | | ab |
| <i>Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion.</i> | | | | | | | | | | |
| King,Jeremy | Professor | Professor | Instructional Faculty | NA | \$92,503 | | 12.0% | \$103,603 | | b |
| <i>Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion.</i> | | | | | | | | | | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------|---------------------|-----------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Rangaraju,Prasada Rao | Associate Professor | Associate Professor | Instructional Faculty | NA | \$102,168 | | 1.0% | \$103,190 | | a |
| Nagatomi,Jiro | Associate Professor | Associate Professor | Instructional Faculty | NA | \$103,148 | | 0.0% | \$103,148 | | |
| Vertegel,Alexey Alexandrovich | Associate Professor | Associate Professor | Instructional Faculty | NA | \$103,148 | | 0.0% | \$103,148 | | |
| Khan,Taufiqar Rahman | Professor | Professor | Instructional Faculty | NA | \$101,451 | | 1.4% | \$102,861 | | a |
| Matthews,Gretchen L. | Professor | Professor | Instructional Faculty | NA | \$101,451 | | 1.4% | \$102,861 | | a |
| Benson,Lisa C | Associate Professor | Associate Professor | Instructional Faculty | NA | \$100,655 | | 2.0% | \$102,668 | | a |
| Burg,Timothy C | Associate Professor | Associate Professor | Instructional Faculty | NA | \$102,277 | | 0.0% | \$102,277 | | |
| James,Kevin L. | Professor | Professor | Instructional Faculty | NA | \$90,061 | | 13.6% | \$102,270 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Thompson,Lonny L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$101,075 | | 1.0% | \$102,086 | | a |
| Greenstein,Joel S | Associate Professor | Associate Professor | Instructional Faculty | NA | \$101,832 | | 0.2% | \$102,052 | | a |
| Luo,Feng | Associate Professor | Associate Professor | Instructional Faculty | NA | \$100,859 | | 1.0% | \$101,847 | | a |
| Khan,Abdul A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$99,304 | | 2.0% | \$101,290 | | a |
| Pargas,Roy P | Associate Professor | Associate Professor | Instructional Faculty | NA | \$100,019 | | 0.7% | \$100,729 | | a |
| Moss,William F | Alumni Professor | Alumni Professor | Instructional Faculty | NA | \$100,603 | | 0.0% | \$100,603 | | |
| Atamturktur,Huriye Sezer | Associate Professor | Associate Professor | Instructional Faculty | NA | \$87,897 | | 14.2% | \$100,414 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Skaar,Eric C | Associate Professor | Associate Professor | Instructional Faculty | NA | \$100,114 | | 0.0% | \$100,114 | | |
| Malloy,Brian A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$100,019 | | 0.0% | \$100,019 | | |
| Li,Gang | Associate Professor | Associate Professor | Instructional Faculty | NA | \$98,187 | | 1.0% | \$99,169 | | a |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|---------------------|----------------------|--------------------------|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Ogle, Jennifer H | Associate Professor | Associate Professor | Instructional Faculty | NA | \$97,394 | | 1.5% | \$98,855 | | a |
| Moysey, Stephen Michael | Associate Professor | Associate Professor | Instructional Faculty | NA | \$88,074 | | 12.2% | \$98,819 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Finneran, Kevin Thomas | Associate Professor | Associate Professor | Instructional Faculty | NA | \$96,630 | | 2.0% | \$98,563 | | a |
| Lee, Hyesuk K | Professor | Professor | Instructional Faculty | NA | \$85,930 | | 14.5% | \$98,379 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Klotz, Leidy E | Associate Professor | Associate Professor | Instructional Faculty | NA | \$95,485 | | 3.0% | \$98,350 | | a |
| Hazari, Zahra Sana | Associate Professor | Associate Professor | Instructional Faculty | NA | \$88,738 | | 10.8% | \$98,344 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Daqaq, Mohammed Farid | Associate Professor | Associate Professor | Instructional Faculty | NA | \$96,262 | | 2.0% | \$98,187 | | a |
| Xuan, Xiangchun | Associate Professor | Associate Professor | Instructional Faculty | NA | \$88,196 | | 11.3% | \$98,170 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Kitchens, Christopher L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$97,063 | | 1.1% | \$98,131 | | a |
| Testik, Firat Yener | Associate Professor | Associate Professor | Instructional Faculty | NA | \$95,485 | | 2.0% | \$97,395 | | a |
| Miller, Richard S | Associate Professor | Associate Professor | Instructional Faculty | NA | \$96,262 | | 1.0% | \$97,225 | | a |
| Mocko, Gregory | Associate Professor | Associate Professor | Instructional Faculty | NA | \$96,262 | | 1.0% | \$97,225 | | a |
| Qiao, Rui | Associate Professor | Associate Professor | Instructional Faculty | NA | \$96,262 | | 1.0% | \$97,225 | | a |
| Vahidi, Ardalan | Associate Professor | Associate Professor | Instructional Faculty | NA | \$96,262 | | 1.0% | \$97,225 | | a |
| Kennedy, Marian Siobhan | Associate Professor | Associate Professor | Instructional Faculty | NA | \$88,207 | | 10.0% | \$97,028 | | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Smotherman, Mark K | Associate Professor | Associate Professor | Instructional Faculty | NA | \$96,972 | | 0.0% | \$96,972 | | |
| Kim, Sung-O | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$96,865 | | 0.0% | \$96,865 | | |

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f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

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|--|---------------------|---------------------|-----------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Daily,Shaundra B | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$95,414 | | 0.8% | \$96,130 | | a |
| Babu,Sabarish Venkat | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$95,414 | | 0.5% | \$95,901 | | a |
| Mears,Michael L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$93,759 | | 2.0% | \$95,634 | | a |
| Harrell,William R | Associate Professor | Associate Professor | Instructional Faculty | NA | \$91,865 | | 4.0% | \$95,535 | | a |
| Ayalew,Beshah | Associate Professor | Associate Professor | Instructional Faculty | NA | \$93,278 | | 2.0% | \$95,144 | | a |
| Kaye,Nigel Gregory | Associate Professor | Associate Professor | Instructional Faculty | NA | \$85,186 | | 11.1% | \$94,642 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Drapcho,Caye Marie | Associate Professor | Associate Professor | Instructional Faculty | NA | \$94,628 | | 0.0% | \$94,628 | | |
| Kurz,Mary Elizabeth | Associate Professor | Associate Professor | Instructional Faculty | NA | \$93,985 | | 0.2% | \$94,211 | | a |
| Desjardins,John D | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$92,305 | | 2.0% | \$94,151 | | a |
| Takacs,Endre Andras | Associate Professor | Associate Professor | Instructional Faculty | NA | \$94,000* | | 0.0% | \$94,000 | | * |
| Levine,Joshua A | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$91,225 | | 3.0% | \$93,962 | | a |
| Brooks,Johnell O | Associate Professor | Associate Professor | Instructional Faculty | NA | \$83,996 | | 11.7% | \$93,782 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Williams,Calvin L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$91,713 | | 2.2% | \$93,749 | | a |
| Ravichandran,Nadarajah | Associate Professor | Associate Professor | Instructional Faculty | NA | \$84,611 | | 10.8% | \$93,714 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Brumaghim,Julia | Associate Professor | Associate Professor | Instructional Faculty | NA | \$93,097 | | 0.6% | \$93,656 | | a |
| Gallagher,Colin M | Associate Professor | Associate Professor | Instructional Faculty | NA | \$91,548 | | 2.2% | \$93,580 | | a |
| Caine,Kelly E | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$93,000 | | 0.5% | \$93,474 | | a |
| Joerg,Christina Sophie | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$91,225 | | 1.9% | \$92,922 | | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------|---------------------|-----------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Rebholz,Leo G | Associate Professor | Associate Professor | Instructional Faculty | NA | \$90,887 | | 2.2% | \$92,905 | | a |
| Sun,Xiaoqian | Associate Professor | Associate Professor | Instructional Faculty | NA | \$90,887 | | 2.2% | \$92,905 | | a |
| Sharp,Julia Lynn | Associate Professor | Associate Professor | Instructional Faculty | NA | \$82,461 | | 12.4% | \$92,721 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Sarasua,Wayne A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$92,620 | | 0.0% | \$92,620 | | |
| Pisu,Pierluigi | Associate Professor | Associate Professor | Instructional Faculty | NA | \$83,996 | | 10.0% | \$92,396 | | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Christensen,Kenneth A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$91,822 | | 0.6% | \$92,373 | | a |
| Sorber,Jacob M | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$91,225 | | 1.0% | \$92,137 | | a |
| Cho,Byung Rae | Associate Professor | Associate Professor | Instructional Faculty | NA | \$91,832 | | 0.2% | \$92,052 | | a |
| Martin,Anthony Q | Associate Professor | Associate Professor | Instructional Faculty | NA | \$91,900 | | 0.0% | \$91,900 | | |
| Putman,Bradley J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$90,412 | | 1.5% | \$91,768 | | a |
| Sosolik,Chad E | Associate Professor | Associate Professor | Instructional Faculty | NA | \$90,821 | | 1.0% | \$91,729 | | a |
| Safro,Ilya Mark | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$88,000 | | 3.8% | \$91,379 | | a |
| Remy,Sekou Lionel | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$91,225 | | 0.1% | \$91,316 | | a |
| Gardner,Christina M | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$88,000* | | 3.6% | \$91,124 | | *a |
| McMullen,Kyla A | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$88,000* | | 3.6% | \$91,124 | | *a |
| Dimitrova,Elena Stanimirova | Associate Professor | Associate Professor | Instructional Faculty | NA | \$90,061 | | 1.1% | \$91,061 | | a |
| Park,Chanseok | Associate Professor | Associate Professor | Instructional Faculty | NA | \$90,061 | | 1.1% | \$91,061 | | a |
| Csernak,Stephen F | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$90,979 | | 0.0% | \$90,979 | | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|-------------------------|-------------------------|-----------------------|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Choi,Hong Seok | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$90,816* | | 0.0% | \$90,816 | | * |
| Hoffman,Mark A | Research Asst Professor | Research Asst Professor | Research Faculty | NA | | \$90,000* | 0.0% | | \$90,000 | * |
| Ivanco,Andrej | Research Asst Professor | Research Asst Professor | Research Faculty | NA | | \$90,000* | 0.0% | | \$90,000 | * |
| Jacobsohn,Luiz Gustavo | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$90,000* | | 0.0% | \$90,000 | | * |
| Onori,Simona | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$90,000* | | 0.0% | \$90,000 | | * |
| Smith,John David | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$90,000 | | 0.0% | \$90,000 | | |
| Potvin,Geoffrey Douglas | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$88,738 | | 1.0% | \$89,625 | | a |
| Neyens,David M | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$87,487 | | 2.0% | \$89,237 | | a |
| Rodriguez,Antonia Joy | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$87,487 | | 2.0% | \$89,237 | | a |
| Brittain,Sean D | Associate Professor | Associate Professor | Instructional Faculty | NA | \$87,458 | | 2.0% | \$89,207 | | a |
| Martin,Julie Patricia | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$88,738 | | 0.5% | \$89,182 | | a |
| Alexis,Frank | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$85,603 | | 3.9% | \$88,976 | | a |
| Roberts,Mark E | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$87,945 | | 1.0% | \$88,824 | | a |
| McNeill,Jason D | Associate Professor | Associate Professor | Instructional Faculty | NA | \$88,421 | | 0.4% | \$88,775 | | a |
| Oberheide,Jens | Associate Professor | Associate Professor | Instructional Faculty | NA | \$87,458 | | 1.0% | \$88,333 | | a |
| Mefford IV,Olin T | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$88,207 | | 0.0% | \$88,207 | | |
| Tewari,Sumanta | Associate Professor | Associate Professor | Instructional Faculty | NA | \$79,864 | | 10.0% | \$87,850 | | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Pang,Weichiang | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$85,843 | | 2.0% | \$87,560 | | a |
| Harman,Melinda K | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$85,591 | | 2.0% | \$87,303 | | a |

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|-------------------------|---------------------|----------------------|--------------------------|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Carraway,Elizabeth R. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$86,891 | | 0.0% | \$86,891 | | |
| Kwartowitz,David M | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$85,591 | | 1.1% | \$86,533 | | a |
| Smith,Rhett C | Associate Professor | Associate Professor | Instructional Faculty | NA | \$85,020 | | 1.5% | \$86,295 | | a |
| Battiato,Ilenia | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$83,996 | | 2.5% | \$86,096 | | a |
| Khademi,Amin | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$86,000* | | 0.0% | \$86,000 | | * |
| Kholodenko,Arkady L | Professor | Professor | Instructional Faculty | NA | \$84,259 | | 2.0% | \$85,944 | | a |
| Flower,Phillip J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$85,776 | | 0.0% | \$85,776 | | |
| Stephan,Elizabeth Anne | Senior Lecturer | Dir of General Engr | Instructional Faculty | NA | \$85,774 | | 0.0% | \$85,774 | | |
| Martinez-Duarte,Rodrigo | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$85,676* | | 0.0% | \$85,676 | | * |
| Tallapragada,Phanindra | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$85,676* | | 0.0% | \$85,676 | | * |
| Melloy,Brian J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$85,272 | | 0.2% | \$85,477 | | a |
| Jenkins,Eleanor W | Associate Professor | Associate Professor | Instructional Faculty | NA | \$84,277 | | 1.1% | \$85,213 | | a |
| Foley,Ann Catherine | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$85,000* | | 0.0% | \$85,000 | | * |
| Pilla,Srikanth | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$85,000* | | 0.0% | \$85,000 | | * |
| Scott,Joseph K | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$85,000* | | 0.0% | \$85,000 | | * |
| Ladner,David Allen | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$83,294 | | 2.0% | \$84,960 | | a |
| Getman,Rachel B | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$84,158 | | 1.0% | \$84,958 | | a |
| Esmailpoursaee,Amirreza | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$83,181 | | 2.0% | \$84,845 | | a |
| Dominy,Brian N | Associate Professor | Associate Professor | Instructional Faculty | NA | \$84,170 | | 0.6% | \$84,675 | | a |
| Huang,Yongxi | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$82,968 | | 2.0% | \$84,627 | | a |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---------------------------------|------------------------------|---------------------|-----------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Sarupria,Sapna | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$83,737 | | 1.0% | \$84,533 | | a |
| Blenner,Mark Alan | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$83,316 | | 1.0% | \$84,108 | | a |
| Prucka,Robert G | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$82,316 | | 2.0% | \$83,962 | | a |
| Peng,Fei | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$80,725 | | 4.0% | \$83,954 | | a |
| Brown,James L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$82,625 | | 1.1% | \$83,542 | | a |
| Zhao,Huijuan | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$81,477 | | 2.5% | \$83,514 | | a |
| Peterson,James K | Associate Professor | Associate Professor | Instructional Faculty | NA | \$83,451 | | 0.0% | \$83,451 | | |
| Wang,Yue | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$80,973 | | 3.0% | \$83,402 | | a |
| McMahan,Christopher Steven | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$82,400 | | 1.1% | \$83,315 | | a |
| Mei,Ying | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$82,235 | | 1.0% | \$83,057 | | a |
| Lee,JeoungSoo | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$81,396 | | 2.0% | \$83,024 | | a |
| Simionescu,Agneta | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$81,396 | | 2.0% | \$83,024 | | a |
| Saltzman,Matthew J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$82,625 | | 0.0% | \$82,625 | | |
| Shuller-Nickles,Lindsay Carmell | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$80,668 | | 2.0% | \$82,281 | | a |
| Luo,Jun | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$81,224 | | 1.1% | \$82,126 | | a |
| Ye,Tong | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$82,000* | | 0.0% | \$82,000 | | * |
| Macauley,Matthew | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$80,059 | | 2.2% | \$81,836 | | a |
| Coates,John T | Research Associate Professor | Associate Professor | Research Faculty | NA | | \$81,633 | 0.0% | | \$81,633 | |
| Mercuri,Jeremy J | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$81,500* | | 0.0% | \$81,500 | | * |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---------------------------|------------------------------|------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Piratla,Kalyan Ram | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$79,682 | | 2.0% | \$81,276 | | a |
| Ross,Brandon E | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$79,682 | | 2.0% | \$81,276 | | a |
| Xue,Hui | Associate Professor | Associate Professor | Instructional Faculty | NA | \$80,228 | | 1.1% | \$81,119 | | a |
| Fralix,Brian H. | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$80,101 | | 1.1% | \$80,990 | | a |
| Lehmacher,Gerald A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$80,730 | | 0.0% | \$80,730 | | |
| Abu-Farha,Fadi Kamal | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$78,795 | | 2.0% | \$80,371 | | a |
| Yoon,Jeong - Rock | Associate Professor | Associate Professor | Instructional Faculty | NA | \$80,063 | | 0.0% | \$80,063 | | |
| Brown,Derek A | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$80,000* | | 0.0% | \$80,000 | | * |
| Delaney,William Frederick | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$80,000* | 0.0% | | \$80,000 | * |
| Li,Yingbo | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$80,000* | | 0.0% | \$80,000 | | * |
| Chen,Qiushi | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$79,600* | | 0.0% | \$79,600 | | * |
| Mishra,Ashok | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$79,600* | | 0.0% | \$79,600 | | * |
| He,Jian | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$76,878 | | 3.0% | \$79,184 | | a |
| Heister,Timo Johannes | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$78,000* | | 0.0% | \$78,000 | | * |
| Owino,Tom O. | Associate Professor | Associate Professor | Instructional Faculty | NA | \$77,412 | | 0.0% | \$77,412 | | |
| Anctil,Annick | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,000 | | 2.7% | \$77,040 | | a |
| Anker,Jeffrey Nathan | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,568 | | 1.6% | \$76,777 | | a |
| Reid III,William J | Visiting Associate Professor | Visiting Associate Professor | Instructional Faculty | NA | \$76,414 | | 0.0% | \$76,414 | | |
| Kang,Hye Jung | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$76,169 | | 0.0% | \$76,169 | | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|----------------------|------------------------------|------------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Chen,Qingshan | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$76,000* | | 0.0% | \$76,000 | | * |
| Liu,Xin | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$76,000* | | 0.0% | \$76,000 | | * |
| Nasrabadi,Ebrahim | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$76,000* | | 0.0% | \$76,000 | | * |
| Hubbard,Stephen J | Visiting Associate Professor | Visiting Associate Professor | Instructional Faculty | NA | \$75,644 | | 0.0% | \$75,644 | | |
| Ding,Feng | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$74,639 | | 1.0% | \$75,385 | | a |
| Park Jr,William J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$75,329 | | 0.0% | \$75,329 | | |
| Harriss,James E | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$74,554 | 1.0% | | \$75,300 | a |
| Darnault,Christophe | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$75,000* | | 0.0% | \$75,000 | | * |
| 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 | | |
| Whitehead,Daniel C | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$74,086 | | 1.2% | \$74,975 | | a |
| Marler,Joan P | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$73,000* | | 2.0% | \$74,460 | | *a |
| Bourne,Jenny | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$71,379 | 4.0% | | \$74,234 | a |
| Burr,Michael Adam | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$74,160 | | 0.0% | \$74,160 | | |
| Liu,Shitao | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$74,000* | | 0.0% | \$74,000 | | * |
| Nielson,Bryant G | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$73,336 | | 0.0% | \$73,336 | | |
| Grant,Ronald T | Public Info Dir I | CoES Public Info. Director | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$70,204 | 4.0% | | \$73,012 | a |
| Mitkovski,Mishko | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$72,000 | | 1.1% | \$72,799 | | a |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------------|---------------------------|---|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Schmoll,Martin Johannes | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$72,781 | | 0.0% | \$72,781 | | |
| Tennyson,Andrew Gregory | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$70,382 | | 0.8% | \$70,945 | | a |
| Myers,Dianne M | Grants Administrator I | Grants Administrator I | Business and Financial Operations Staff | 06 | | \$63,283 | 10.0% | | \$69,611 | b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for additional administrative duties and responsibilities associated with the reorganization of the Office of Sponsored Programs into college-based Support centers. Each manager will now have additional staff supervisory responsibilities for an additional FTE, as well as oversight for award acceptance and sub-award issuance. | | | | | | | | | | |
| Ivey,Kimberly A | Chemist III | Chemist III | Computer, Engineering, and Science Staff | 07 | | \$66,885 | 4.0% | | \$69,560 | a |
| Martinez-Dawson,Rose M | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$67,980 | | 2.2% | \$69,489 | | a |
| Minor,John C | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$68,986 | | 0.0% | \$68,986 | | |
| Hester,Jerry D | Lecturer: Non-Teaching | Lecturer: Non-Teaching | Student and Academic Affairs and Other Education Services Staff | NA | | \$66,780 | 3.0% | | \$68,783 | a |
| Kitaygorodskiy,Aleksandr | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | | \$67,930 | 1.0% | | \$68,609 | a |
| Duckworth,Scott M | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$67,547 | 0.8% | | \$68,054 | a |
| Schweisinger,Todd Alan | Lecturer | Lecturer | Instructional Faculty | NA | \$66,839 | | 1.0% | \$67,507 | | a |
| Lasser,Susan J S | Academic Program Director | Academic Program Director | Management | NA | | \$65,840 | 2.0% | | \$67,157 | a |
| Webb,Frank | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$65,673 | 2.0% | | \$66,986 | a |
| Bedenbaugh,Christina T | Accounting/Fiscal Mgr I | Chief Business Officer | Business and Financial Operations Staff | 07 | | \$53,677 | 23.5% | | \$66,300 | ab |
| Promotion: This employee was promoted to Accounting/Fiscal Manager I (Chief Business Officer) in the Office of Administration & Research Support | | | | | | | | | | |
| Brame,Scott E | Research Asst Professor | Research Asst Professor | Research Faculty | NA | | \$63,452 | 4.0% | | \$65,990 | a |

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Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|------------------------|-----------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Hubbard,Russell J. | Eng/Assoc Eng III | Eng/Assoc Eng III | Computer, Engineering, and Science Staff | 07 | | \$64,355 | 1.0% | | \$64,999 | a |
| Katuri,Kalyan Chakravarthi | Lecturer | Lecturer | Instructional Faculty | NA | \$64,929* | | 0.0% | \$64,929 | | * |
| Bhattacharyya,Gautam | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$64,825 | | 0.0% | \$64,825 | | |
| Metz,Daniel R | Lab Technologist III | Lab Technologist III | Computer, Engineering, and Science Staff | 06 | | \$56,654 | 12.2% | | \$63,565 | ab |
| Additional Duties: This employee has assumed additional duties including routine services, electrical duties, and construction projects. | | | | | | | | | | |
| Administrative/Temporary Salary Adjustment: This employee has assumed additional duties including routine service checks, electrical projects, and construction projects. | | | | | | | | | | |
| Sternhagen,Melissa M | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$63,172 | | 0.0% | \$63,172 | | |
| Cawood,Mark E. | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$62,015 | | 1.1% | \$62,703 | | a |
| Mann,James D | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$60,788 | 1.5% | | \$61,700 | a |
| Stevens,Kathryn Ann | Lab Technologist III | Lab Technologist III | Computer, Engineering, and Science Staff | 06 | | \$59,225* | 4.0% | | \$61,594 | *a |
| Moline,David C | Lab Technologist III | Lab Technologist III | Computer, Engineering, and Science Staff | 06 | | \$60,176 | 2.0% | | \$61,376 | a |
| Reba,Marilyn | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$60,037 | | 2.2% | \$61,370 | | a |
| White,David A | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$58,986 | 4.0% | | \$61,345 | a |
| Clark,Martin C | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$54,445 | 12.2% | | \$61,088 | ab |
| Additional Duties: This employee has assumed additional duties including technology support for the new Workforce Development department. | | | | | | | | | | |
| Alexander,Kim E | Lecturer: Non-Teaching | Lecturer/Executive Director | Public Service Faculty | NA | | \$60,877 | 0.0% | | \$60,877 | |
| Mathis,Gary Lee | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$59,703 | 1.8% | | \$60,748 | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|-------------------------|-------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Dubsky, Richard Steven | Lecturer | Lecturer | Instructional Faculty | NA | \$60,037 | | 1.1% | \$60,703 | | a |
| Duncan, Michelle Schlock | Accounting/Fiscal Mgr I | Accounting/Fiscal Mgr I | Business and Financial Operations Staff | 07 | | \$43,773 | 38.4% | | \$60,600 | ab |
| <p>Additional Duties: This employee has assumed additional duties including financial management and contractual compliance functions.</p> <p>Promotion: This employee was promoted to Accounting/Fiscal Manager I in the Office of the Dean of Engineering & Science.</p> | | | | | | | | | | |
| Porter, Christopher H. | Student Services Mgr I | Student Services Mgr I | Office and Administrative Support Staff | 06 | | \$59,358 | 2.0% | | \$60,545 | a |
| Delhaye, Jean-Marc George | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$59,201 | | 2.0% | \$60,385 | | a |
| Lowe, Rose M | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$59,659 | | 0.6% | \$60,017 | | a |
| Biggers, Sherry | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$58,013 | | 2.2% | \$59,301 | | a |
| Breazel, Ellen Hepfer | Lecturer | Lecturer | Instructional Faculty | NA | \$58,013 | | 2.2% | \$59,301 | | a |
| Pressprich, Karen Ann | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$58,639 | | 1.0% | \$59,225 | | a |
| Kennedy, Nell Beatty | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$58,545 | 1.1% | | \$59,189 | a |
| Pope, Amy Liann | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$57,896 | | 2.0% | \$59,054 | | a |
| Taylor, Dennis F | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$58,355 | | 0.9% | \$58,889 | | a |
| Parker, Gary W | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$58,201 | 1.0% | | \$58,783 | a |
| Johnson, Terri A | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$58,013 | | 1.1% | \$58,657 | | a |
| Prevost, Shari A | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$58,013 | | 1.1% | \$58,657 | | a |
| Teitloff, Timothy Charles | Lecturer | Lecturer | Instructional Faculty | NA | \$57,023 | | 1.1% | \$57,656 | | a |
| Jones, James H. | Lecturer | Lecturer | Instructional Faculty | NA | \$57,615 | | 0.0% | \$57,615 | | |

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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 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|------------------------|------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Hochrine,Catherine A | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$56,250 | | 2.0% | \$57,375 | | a |
| Poore,Bradley W | Eng/Assoc Eng II | Eng/Assoc Eng II | Computer, Engineering, and Science Staff | 06 | | \$53,950 | 6.0% | | \$57,187 | b |
| Additional Duties: This employee has assumed additional duties including planning and administration of complex engineering and construction projects. | | | | | | | | | | |
| Holliday,Jeff L. | Lab Technologist III | Lab Technologist III | Computer, Engineering, and Science Staff | 06 | | \$56,749 | 0.0% | | \$56,749 | |
| Brandon,Steven C | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$55,499 | | 2.0% | \$56,609 | | a |
| Acker,Serita | Student Services Mgr I | Student Services Mgr I | Office and Administrative Support Staff | 06 | | \$54,363 | 4.0% | | \$56,538 | a |
| Cummings,Anne Handley | Chemist III | Chemist III | Computer, Engineering, and Science Staff | 07 | | \$54,324 | 4.0% | | \$56,497 | a |
| Coulson,Alan B | Lecturer | Lecturer | Instructional Faculty | NA | \$54,229 | | 4.0% | \$56,398 | | a |
| Stroble,Ronald Parker | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$55,825* | 1.0% | | \$56,383 | *a |
| Cottingham,Judith Elaine | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$55,000 | | 1.4% | \$55,765 | | a |
| Brown,Jason Stratford | Lecturer | Lecturer | Instructional Faculty | NA | \$54,645 | | 2.0% | \$55,738 | | a |
| The,Lih-sin | Lecturer | Lecturer | Instructional Faculty | NA | \$54,645 | | 2.0% | \$55,738 | | a |
| Lambert,Renee S | Lecturer | Lecturer | Instructional Faculty | NA | \$55,682 | | 0.0% | \$55,682 | | |
| Sterling,Patrick D | Lecturer | Lecturer | Instructional Faculty | NA | \$55,682 | | 0.0% | \$55,682 | | |
| McMillen,Colin D | Lecturer: Non-Teaching | Lecturer: Non-Teaching | Research Faculty | NA | | \$55,000 | 1.0% | | \$55,550 | a |
| McDonald,Charles Taylor | Eng/Assoc Eng II | Eng/Assoc Eng II | Computer, Engineering, and Science Staff | 06 | | \$53,799 | 3.0% | | \$55,413 | a |
| Viktorova,Irina V. | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$54,055 | | 2.2% | \$55,255 | | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|------------------------|------------------------|---|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Nicholson, Truman Grady | Eng/Assoc Eng II | Eng/Assoc Eng II | Computer, Engineering, and Science Staff | 06 | | \$54,555 | 1.0% | | \$55,101 | a |
| McKnew, Judith Irene | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$54,010* | | 1.1% | \$54,610 | | *a |
| Novick, Beth A | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$54,010 | | 1.1% | \$54,610 | | a |
| Morrison, Sherri P. | Administrative Coord I | Administrative Coord I | Office and Administrative Support Staff | 05 | | \$47,636 | 14.4% | | \$54,496 | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for increased administrative duties in Bioengineering while the Chair was Acting Dean. | | | | | | | | | | |
| Gregory, Cassie Adams | Lab Technologist III | Lab Technologist III | Computer, Engineering, and Science Staff | 06 | | \$49,475 | 9.3% | | \$54,080 | ae |
| Market Adjustment: This employee received an increase based on departmental inequity of his/her salary in comparison to employees within the same title and level. | | | | | | | | | | |
| McMahan, Chad Lee | Lab Technologist III | Lab Technologist III | Computer, Engineering, and Science Staff | 06 | | \$52,000* | 4.0% | | \$54,080 | *a |
| Coburn Jr, William L | Lab Technologist III | Lab Technologist III | Computer, Engineering, and Science Staff | 06 | | \$53,433 | 1.1% | | \$54,021 | a |
| King III, Larry French | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$53,045 | 1.5% | | \$53,841 | a |
| Kelley, David L | Lab Technologist III | Lab Technologist III | Computer, Engineering, and Science Staff | 06 | | \$53,657 | 0.0% | | \$53,657 | |
| Teague, Robert A | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$53,627 | 0.0% | | \$53,627 | |
| Nammouz, Minory | Lecturer | Lecturer | Instructional Faculty | NA | \$52,000 | | 3.0% | \$53,560 | | a |
| Weaver, Kenneth Allen | Lecturer: Non-Teaching | Lecturer: Non-Teaching | Student and Academic Affairs and Other Education Services Staff | NA | | \$53,503 | 0.0% | | \$53,503 | |
| Rankin, Samuel G | Lab Technologist II | Lab Technologist II | Computer, Engineering, and Science Staff | 05 | | \$53,410 | 0.0% | | \$53,410 | |
| Lewis, Barbara S | Instructor | Instructor | Instructional Faculty | NA | \$52,723 | | 1.2% | \$53,382 | | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|-------------------------|-------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Houjeiry, Tania Issa | Lecturer | Lecturer | Instructional Faculty | NA | \$53,355* | | 0.0% | \$53,355 | | * |
| McCartney, Stephanie Anne | Lecturer | Lecturer | Instructional Faculty | NA | \$53,355* | | 0.0% | \$53,355 | | * |
| Garber, Stella Faye | Administrative Coord I | Administrative Coord I | Office and Administrative Support Staff | 05 | | \$48,629 | 8.7% | | \$52,872 | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for increased administrative duties in the Office of the Dean of Engineering & Science while the Bioengineering Chair was Acting Dean. | | | | | | | | | | |
| Yasmin, Nighat | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$51,614 | | 2.0% | \$52,646 | | a |
| Allen, Charles B | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$51,500 | 2.2% | | \$52,643 | a |
| Walker, S Erwin | Lecturer | Lecturer | Instructional Faculty | NA | \$52,032 | | 1.1% | \$52,610 | | a |
| Rumph, Terry Hughes | Grants Administrator I | Grants Administrator I | Business and Financial Operations Staff | 06 | | \$51,562 | 2.0% | | \$52,593 | a |
| Creel, Jessica Pelfrey | Student Services Mgr I | Student Services Mgr I | Office and Administrative Support Staff | 06 | | \$50,563 | 4.0% | | \$52,586 | a |
| Cole, Jamie E | Lab Technologist III | Lab Technologist III | Computer, Engineering, and Science Staff | 06 | | \$51,474 | 2.0% | | \$52,503 | a |
| O'Connor, Sean | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$51,786 | | 1.0% | \$52,304 | | a |
| Gibisch, Elizabeth Bradley | Info Resource Consult I | Info Resource Consult I | Computer, Engineering, and Science Staff | 05 | | \$50,815 | 2.8% | | \$52,222 | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for additional work on student payroll during co-worker absence. | | | | | | | | | | |
| Fall 2013 Performance Increase: This employee received a performance increase based on outstanding performance and initiative in solicitation of on-line courses. | | | | | | | | | | |
| Wetzler, Modi | Lecturer | Lecturer | Instructional Faculty | NA | \$51,500 | | 0.5% | \$51,758 | | a |
| Schvaneveldt, Stephen Jon | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$50,740 | | 1.5% | \$51,501 | | a |
| Hickman, Thomas D | Lecturer | Lecturer | Instructional Faculty | NA | \$51,500 | | 0.0% | \$51,500 | | |

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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 2013 Salaries \$50,000 and Over

College of Engineering & Sciences

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|--------------------------|--------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Simmons, William Patrick | Lab Technologist II | Lab Technologist II | Computer, Engineering, and Science Staff | 05 | | \$49,131 | 4.0% | | \$51,096 | a |
| Collins, Kelly Murdaugh | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$45,795 | 11.3% | | \$50,970 | ab |
| Additional Duties: This employee has assumed additional duties including accounting records for certain expenditure types at the budget center level for the College of Engineering and Sciences and preparation and maintenance of budgets and the verification and documentation of state financial transactions and related analytics. | | | | | | | | | | |
| Geiculescu, Olt E | Lecturer | Lecturer | Instructional Faculty | NA | \$50,000 | | 1.0% | \$50,500 | | a |
| Corbett, Kristina Ann | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$42,279 | 19.3% | | \$50,440 | ab |
| Additional Duties: This employee has assumed additional duties including support of the new business unit and workforce development. | | | | | | | | | | |
| Work, Anthony Scott | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$50,000 | 0.8% | | \$50,375 | a |
| Houston, Dock R | Lab Technologist III | Lab Technologist III | Computer, Engineering, and Science Staff | 06 | | \$43,610 | 15.0% | | \$50,151 | b |
| Promotion: This employee's position was reclassified to Lab Technologist III in Machining & Technical Services based on increased duties as Fabrication Shop Manager. | | | | | | | | | | |
| Puneet, Pooja | Lecturer | Lecturer | Instructional Faculty | NA | \$50,000* | | 0.0% | \$50,000 | | * |

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Health, Education & Human Development

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------------|--------------------------------|------------------------------|----------|----------------------------|------------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Allen, Lawrence R | Dean | Dean | Management with Faculty Rank | NA | | \$260,361 | 1.1% | | \$263,115 | a |
| Headley, Kathy Neal | Associate Dean | Associate Dean | Management with Faculty Rank | NA | | \$181,777 | 0.0% | | \$181,777 | |
| Machlis, Gary Edward | Professor | Professor | Research Faculty | NA | | \$174,000* | 0.0% | | \$174,000 | * |
| Limber, Susan P. | Named Professor | Named Professor | Instructional Faculty | NA | | \$148,507 | 0.0% | | \$148,507 | |
| Pruitt, Rosanne H | Academic Program Director | Academic Program Director | Management with Faculty Rank | NA | | \$147,076 | 0.0% | | \$147,076 | |
| Small, Mark A | Professor | Professor | Instructional Faculty | NA | | \$144,006 | 1.0% | | \$145,446 | a |
| McDonell, James R. | Professor | Professor | Instructional Faculty | NA | | \$126,004 | 14.2% | | \$143,937 | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Wright, Brett A | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$136,048 | | 3.0% | \$140,129 | | a |
| Havice, William L | Associate Dean | Associate Dean | Management with Faculty Rank | NA | | \$139,563 | 0.0% | | \$139,563 | |
| Lindle, Jane C | Named Professor | Named Professor | Instructional Faculty | NA | \$138,698 | | 0.0% | \$138,698 | | |
| Padilla, Michael James | Professor | Professor | Instructional Faculty | NA | \$135,941 | | 0.0% | \$135,941 | | |
| Reinking, David Paul | Named Professor | Named Professor | Instructional Faculty | NA | \$134,895 | | 0.0% | \$134,895 | | |
| Gambrell, Linda B | Professor | Professor | Instructional Faculty | NA | \$131,758 | | 2.0% | \$134,393 | | a |
| Katsiyannis, Antonis | Alumni Professor | Alumni Distinguished Professor | Instructional Faculty | NA | \$130,484 | | 0.0% | \$130,484 | | |
| Quinn, William H | Professor | Professor | Instructional Faculty | NA | | \$128,550 | 0.0% | | \$128,550 | |
| Jones, Roy I | Associate Professor | Associate Professor | Research Faculty | NA | | \$116,497 | 10.0% | | \$128,147 | b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as a Provost Fellow in Academic Affairs. | | | | | | | | | | |

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

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Health, Education & Human Development

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------------|---------------------------|------------------------------|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Sherrill,Windsor Westbrook | Professor | Professor | Instructional Faculty | NA | \$127,800 | | 0.0% | \$127,800 | | |
| First,Patricia Flanagan | Named Professor | Named Professor | Instructional Faculty | NA | \$125,638 | | 0.0% | \$125,638 | | |
| Holaday,Bonnie J | Professor | Professor | Instructional Faculty | NA | | \$125,351 | 0.0% | | \$125,351 | |
| Crandall,Lee Alden | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$121,878 | | 0.0% | \$121,878 | | |
| Thompson,Martha Parrish | Research Professor | Research Professor | Research Faculty | NA | | \$108,583 | 7.9% | | \$117,146 | abe |
| Market Adjustment: This employee received a market adjustment to move their salary toward the target market average for similar positions of the same rank and discipline. | | | | | | | | | | |
| Flowers,Lamont Akwetee | Academic Program Director | Academic Program Director | Research Faculty | NA | \$115,582 | | 1.0% | \$116,738 | | a |
| Cawthon,Tony W | Alumni Professor | Alumni Professor | Instructional Faculty | NA | \$109,803 | | 4.6% | \$114,803 | | b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for his appointment to an Alumni Professorship. | | | | | | | | | | |
| Barrett,David E | Alumni Professor | Alumni Professor | Instructional Faculty | NA | \$114,798 | | 0.0% | \$114,798 | | |
| Eggert,Julia A | Professor | Professor | Instructional Faculty | NA | \$113,260 | | 0.0% | \$113,260 | | |
| Norman,William C | Professor | Professor | Instructional Faculty | NA | \$113,070 | | 0.0% | \$113,070 | | |
| Reynolds,Elizabeth Parrott | Academic Program Director | NDPC Executive Director | Management | NA | | \$110,000 | 1.5% | | \$111,650 | a |
| Backman,Kenneth F | Professor | Professor | Instructional Faculty | NA | \$110,788 | | 0.0% | \$110,788 | | |
| Dye,Cheryl Jo | Professor | Professor | Instructional Faculty | NA | \$110,256 | | 0.0% | \$110,256 | | |
| Horton,Robert M | Professor | Professor | Instructional Faculty | NA | \$109,798 | | 0.0% | \$109,798 | | |
| Knoepfel,Robert C | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$106,941 | | 2.0% | \$109,080 | | a |
| Rosenblith,Suzanne N | Dept Chair/Head | Dept Chair/Head | Instructional Faculty | NA | \$108,964 | | 0.0% | \$108,964 | | |
| Green Jr,Robert P | Alumni Professor | Alumni Professor | Instructional Faculty | NA | \$107,478 | | 0.0% | \$107,478 | | |
| Hoskins,Barbara J | Assistant Dean | Assistant Dean | Management with Faculty Rank | NA | | \$105,007 | 0.0% | | \$105,007 | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Health, Education & Human Development

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|-----------------------|------------------------|---|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Parker, Veronica G | Professor | Professor | Instructional Faculty | NA | \$104,841 | | 0.0% | \$104,841 | | |
| Willoughby, Deborah F | Professor | Professor | Instructional Faculty | NA | \$104,841 | | 0.0% | \$104,841 | | |
| Switzer, Deborah M | Professor | Professor | Instructional Faculty | NA | \$104,570 | | 0.0% | \$104,570 | | |
| Powell, Robert Baxter | Associate Professor | Associate Professor | Instructional Faculty | NA | \$87,964 | | 18.8% | \$104,500 | | bf |
| <i>Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Director of the Institute for Parks.</i> | | | | | | | | | | |
| <i>Retention: This employee was being recruited by another university.</i> | | | | | | | | | | |
| Backman, Sheila J | Professor | Professor | Instructional Faculty | NA | \$104,398 | | 0.0% | \$104,398 | | |
| Carroll, Regina F | Administrative Mgr II | Chief Business Officer | Business and Financial Operations Staff | 08 | | \$101,210 | 2.7% | | \$103,934 | a |
| Barcelona Jr, Robert James | Associate Professor | Associate Professor | Instructional Faculty | NA | | \$90,088 | 12.5% | | \$101,327 | ab |
| <i>Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion.</i> | | | | | | | | | | |
| Kingree, Jeffrey B | Professor | Professor | Instructional Faculty | NA | \$100,188 | | 0.0% | \$100,188 | | |
| Chancellor, Anna-Marie VanPuybroeck | Associate Professor | Associate Professor | Instructional Faculty | NA | \$100,000* | | 0.0% | \$100,000 | | * |
| Mayo, Rachel M | Professor | Professor | Instructional Faculty | NA | \$98,963 | | 0.0% | \$98,963 | | |
| Spitler, Hugh D | Professor | Professor | Instructional Faculty | NA | \$98,963 | | 0.0% | \$98,963 | | |
| Havice, Pamela A | Professor | Professor | Instructional Faculty | NA | \$87,370 | | 12.0% | \$97,854 | | b |
| <i>Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion.</i> | | | | | | | | | | |
| Fleming, David S | Associate Professor | Associate Professor | Management with Faculty Rank | NA | | \$96,316 | 1.0% | | \$97,279 | a |
| Marion, Russell A | Professor | Professor | Instructional Faculty | NA | \$94,777 | | 2.0% | \$96,673 | | a |
| Bailey, Beatrice Naff | Professor | Professor | Instructional Faculty | NA | \$96,204 | | 0.0% | \$96,204 | | |

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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 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|---------------------------|---------------------------|---|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Milsom, Amy Sue | Professor | Professor | Instructional Faculty | NA | \$85,782 | | 12.0% | \$96,076 | | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Watt, Paula J | Lecturer: Non-Teaching | Lecturer | Management with Faculty Rank | NA | | \$94,656 | 0.0% | | \$94,656 | |
| Smith, Deborah A | Professor | Professor | Instructional Faculty | NA | \$94,113 | | 0.0% | \$94,113 | | |
| Stegelin, Dolores A | Professor | Professor | Instructional Faculty | NA | \$94,113 | | 0.0% | \$94,113 | | |
| Brookover IV, Robert S | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | | \$91,749 | 1.3% | | \$92,896 | a |
| Chancellor, Herbert Charles | Associate Professor | Associate Professor | Instructional Faculty | NA | \$90,200* | | 0.0% | \$90,200 | | * |
| Anderson, Denise Marie | Associate Professor | Associate Professor | Instructional Faculty | NA | \$87,964 | | 2.5% | \$90,163 | | a |
| Meehan, Nancy K | Associate Professor | Associate Professor | Instructional Faculty | NA | \$86,630 | | 4.0% | \$90,095 | | a |
| Wetsel, Margaret A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$90,061 | | 0.0% | \$90,061 | | |
| Ryan, Joseph Benedict | Associate Professor | Associate Professor | Instructional Faculty | NA | \$86,467 | | 2.8% | \$88,876 | | a |
| Lucas, Richard A | Lecturer | Lecturer | Instructional Faculty | NA | | \$85,560 | 2.5% | | \$87,699 | a |
| Marshall, Jeff C | Associate Professor | Associate Professor | Instructional Faculty | NA | \$84,735 | | 3.0% | \$87,277 | | a |
| McGuire, Francis A | Academic Program Director | Academic Program Director | Student and Academic Affairs and Other Education Services Staff | NA | | \$86,800* | 0.0% | | \$86,800 | * |
| Rembert, Kellye S | Extension Associate | Extension Associate | Student and Academic Affairs and Other Education Services Staff | NA | | \$86,296 | 0.0% | | \$86,296 | |
| Hallo, Jeffrey Charles | Associate Professor | Associate Professor | Instructional Faculty | NA | \$76,471 | | 12.5% | \$86,011 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Timmons, Shirley Mae | Associate Professor | Associate Professor | Instructional Faculty | NA | \$85,772 | | 0.0% | \$85,772 | | |

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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 2013 Salaries \$50,000 and Over

College of Health, Education & Human Development

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|----------------------------|----------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Davis,Stephanie Clark | Associate Professor | Associate Professor | Instructional Faculty | NA | \$74,658 | | 14.4% | \$85,409 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Truong,Khoa Dang | Associate Professor | Associate Professor | Instructional Faculty | NA | \$75,352 | | 13.3% | \$85,374 | | ab |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Addis II,Howard B | Assoc Academic Program Dir | Assoc Academic Program Dir | Computer, Engineering, and Science Staff | NA | | \$85,000* | 0.0% | | \$85,000 | * |
| Powell,Gwynn M | Associate Professor | Associate Professor | Instructional Faculty | NA | \$85,000* | | 0.0% | \$85,000 | | * |
| Cadorette,Deborah Jo | Lecturer | Lecturer | Instructional Faculty | NA | | \$84,224 | 0.0% | | \$84,224 | |
| Kemper,Karen A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$84,223 | | 0.0% | \$84,223 | | |
| Griffin,Sarah F | Associate Professor | Associate Professor | Instructional Faculty | NA | \$80,588 | | 3.0% | \$83,006 | | a |
| Williams,Joel Edward | Associate Professor | Associate Professor | Instructional Faculty | NA | \$79,798 | | 3.7% | \$82,790 | | a |
| Ring,Gail Lee Decker | Assistant Professor | Assistant Professor | Instructional Faculty | NA | | \$82,703 | 0.0% | | \$82,703 | |
| Bixler,Robert D | Associate Professor | Associate Professor | Instructional Faculty | NA | \$80,536 | | 1.5% | \$81,744 | | a |
| Che,Stacy Megan | Associate Professor | Associate Professor | Instructional Faculty | NA | \$78,806 | | 3.0% | \$81,170 | | a |
| Cook,Michelle Patrick | Associate Professor | Associate Professor | Instructional Faculty | NA | \$78,806 | | 3.0% | \$81,170 | | a |
| Spearman,Melinda J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$78,806 | | 3.0% | \$81,170 | | a |
| Evatt,Michalann G | Academic Program Director | Academic Program Director | Business and Financial Operations Staff | NA | | \$79,026 | 2.0% | | \$80,607 | a |
| Conrad,Leslie E | Academic Program Director | Academic Program Director | Management with Faculty Rank | NA | | \$77,955 | 2.0% | | \$79,514 | a |
| Arthur-Banning,Skylar Gerald | Associate Professor | Associate Professor | Instructional Faculty | NA | \$78,190 | | 0.0% | \$78,190 | | |
| Baldwin,Elizabeth Dennis | Associate Professor | Associate Professor | Instructional Faculty | NA | \$78,190 | | 0.0% | \$78,190 | | |

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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 2013 Salaries \$50,000 and Over

College of Health, Education & Human Development

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|---------------------------|---------------------------|---|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Schmalz,Dorothy L | Associate Professor | Associate Professor | Instructional Faculty | NA | \$78,190 | | 0.0% | \$78,190 | | |
| Fullerton,Susan King | Associate Professor | Associate Professor | Instructional Faculty | NA | \$77,023 | | 0.0% | \$77,023 | | |
| Satterfield,James W | Associate Professor | Associate Professor | Instructional Faculty | NA | \$76,250 | | 0.0% | \$76,250 | | |
| Amerson,Roxanne | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$74,658 | | 2.0% | \$76,151 | | a |
| Fasolino,Tracy King | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$74,658 | | 2.0% | \$76,151 | | a |
| Whitcomb,John Joseph | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$74,658 | | 2.0% | \$76,151 | | a |
| Federico,Lienne C | Associate Professor | Associate Professor | Instructional Faculty | NA | \$73,552 | | 0.0% | \$73,552 | | |
| Hodge,Martha J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$73,552 | | 0.0% | \$73,552 | | |
| McNair,Jonda Cecole | Associate Professor | Associate Professor | Instructional Faculty | NA | \$73,552 | | 0.0% | \$73,552 | | |
| Scott,David A | Associate Professor | Associate Professor | Instructional Faculty | NA | \$73,073 | | 0.0% | \$73,073 | | |
| Holton,Winston E | Program Manager I | Program Manager I | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$68,737 | 6.1% | | \$72,927 | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Acting Assistant Director of the Call Me Mister Program. | | | | | | | | | | |
| Taylor,Wanda Leigh | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$72,100* | | 0.0% | \$72,100 | | * |
| Ramshaw,Gregory Philip | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$70,070 | | 2.5% | \$71,822 | | a |
| Craig,Starlett R | Academic Program Director | Academic Program Director | Management with Faculty Rank | NA | | \$69,796 | 2.0% | | \$71,192 | a |
| DeLuca,Jane Marie | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$71,103 | | 0.0% | \$71,103 | | |
| Duggan,Lisa Marie | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$71,103 | | 0.0% | \$71,103 | | |
| Hernandez,Christina Maria | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$71,103 | | 0.0% | \$71,103 | | |

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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 2013 Salaries \$50,000 and Over

College of Health, Education & Human Development

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|----------------------------------|---------------------|---------------------|------------------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Savedra,Adam R | Lecturer | Lecturer | Instructional Faculty | NA | | \$69,175 | 2.5% | | \$70,904 | a |
| Anderson,Daniel Morgan | Lecturer | Lecturer | Management with Faculty Rank | NA | | \$69,175 | 1.3% | | \$70,040 | a |
| Chen,Liwei | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$70,000* | | 0.0% | \$70,000 | | * |
| Liechty,Toni | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$70,000* | | 0.0% | \$70,000 | | * |
| Klar,Hans William | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$67,641 | | 3.0% | \$69,670 | | a |
| Shi,Lu | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$67,330 | | 3.0% | \$69,350 | | a |
| Bates,Celeste Compton Bomely | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$67,095 | | 3.0% | \$69,108 | | a |
| Quigley,Cassie Fay | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$67,095 | | 3.0% | \$69,108 | | a |
| Dunston,Pamela J | Associate Professor | Associate Professor | Instructional Faculty | NA | \$69,049 | | 0.0% | \$69,049 | | |
| Kaminski,Rebecca A | Lecturer | Lecturer | Instructional Faculty | NA | | \$68,891 | 0.0% | | \$68,891 | |
| Duffy,Lauren N | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$68,000* | | 0.0% | \$68,000 | | * |
| Hawkins,Brent L. | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$68,000* | | 0.0% | \$68,000 | | * |
| Gonzales,Leslie D | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$65,670 | | 3.0% | \$67,640 | | a |
| Deaton,Cynthia Christine Minchew | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$65,625 | | 3.0% | \$67,594 | | a |
| Linder,Sandra Mammano | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$65,561 | | 3.0% | \$67,528 | | a |
| Jamil,Faiza Marghoob | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$67,000* | | 0.0% | \$67,000 | | * |
| Cridland-Hughes,Susan Anne | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$65,500* | | 0.0% | \$65,500 | | * |
| Herro,Danielle Christine | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$65,178 | | 0.0% | \$65,178 | | |

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c Cost of living adjustment.

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|---------------------------|---------------------------|---|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Malloy, Jacquelynn A | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$65,000* | | 0.0% | \$65,000 | | * |
| Sackett, Corrine R | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$65,000* | | 0.0% | \$65,000 | | * |
| Wilder, Phillip Michael | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$65,000* | | 0.0% | \$65,000 | | * |
| Moran, Kristen Leigh Barner | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$64,029 | | 0.0% | \$64,029 | | |
| Steck, Mary B | Instructor | Clinical Instructor | Instructional Faculty | NA | \$64,000* | | 0.0% | \$64,000 | | * |
| Temples, Heide S. | Instructor | Instructor | Instructional Faculty | NA | \$49,440 | | 29.4% | \$64,000 | | a |
| Merit: This employee received a performance increase for her experience as a lecturer and successful completion of her comprehensive exams to become a PhD candidate. | | | | | | | | | | |
| Webster, Sheri Smith | Instructor | Instructor | Instructional Faculty | NA | \$57,623 | | 11.1% | \$64,000 | | a |
| Merit: This employee received a performance increase for her experience as a lecturer and successful completion of her comprehensive exams to become a PhD candidate. | | | | | | | | | | |
| Axelrod, Ysaaca D | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$63,900 | | 0.0% | \$63,900 | | |
| Boyer, David Matthew | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$63,900 | | 0.0% | \$63,900 | | |
| Cole, Mikel Walker | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$63,900 | | 0.0% | \$63,900 | | |
| Hall, Anna Henson | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$63,900 | | 0.0% | \$63,900 | | |
| King, LaGarrett J | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$63,900 | | 0.0% | \$63,900 | | |
| Leonard, Alison Elizabeth | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$63,900 | | 0.0% | \$63,900 | | |
| Sinwell, Nicole Elaine Bannister | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$63,900 | | 0.0% | \$63,900 | | |
| Vargas, Penelope Maria Day | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$63,900 | | 0.0% | \$63,900 | | |
| Millar, Heber W | Academic Program Director | Academic Program Director | Student and Academic Affairs and Other Education Services Staff | NA | | \$62,539 | 2.0% | | \$63,790 | a |

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Health, Education & Human Development

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|------------------------|------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Ennis,Robin Parks | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$63,500* | | 0.0% | \$63,500 | | * |
| Farmer,Jennie Lynn | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$62,622 | | 0.0% | \$62,622 | | |
| Mackiewicz,Sara Moore | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$62,622 | | 0.0% | \$62,622 | | |
| Tyminski,Andrew Michael | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$62,622 | | 0.0% | \$62,622 | | |
| Qian,Meihua | Lecturer | Lecturer | Instructional Faculty | NA | \$62,500* | | 0.0% | \$62,500 | | * |
| Cory,Alison Lynne | Lecturer | Lecturer | Instructional Faculty | NA | \$60,638 | | 0.0% | \$60,638 | | |
| Wilson,Seal Nisbet | Lecturer | Lecturer | Instructional Faculty | NA | \$59,051 | | 2.0% | \$60,232 | | a |
| Vess,Pamela Joy | Lecturer | Lecturer | Instructional Faculty | NA | \$60,000 | | 0.0% | \$60,000 | | |
| Zavertnik,Jean Ellen | Lecturer | Lecturer | Instructional Faculty | NA | \$60,000* | | 0.0% | \$60,000 | | * |
| Dogbey,James Kwame | Assistant Professor | Assistant Professor | Instructional Faculty | NA | \$59,746 | | 0.0% | \$59,746 | | |
| Mayo,William W | Lecturer: Non-Teaching | Lecturer: Non-Teaching | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$57,376 | 3.0% | | \$59,097 | a |
| Meyer,Kathleen M | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$57,643 | | 1.5% | \$58,508 | | a |
| Buskey,Frederick C | Lecturer | Lecturer | Instructional Faculty | NA | \$58,500* | | 0.0% | \$58,500 | | * |
| Falta,Deborah Alma | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$57,643 | | 1.3% | \$58,364 | | a |
| Lanham,Janice Garrison | Lecturer | Lecturer | Instructional Faculty | NA | \$57,740 | | 0.0% | \$57,740 | | |
| McGee,Philip H | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$57,160 | | 0.0% | \$57,160 | | |
| Tucker,Teresa Walton | Lecturer | Lecturer | Instructional Faculty | NA | \$48,204 | | 17.9% | \$56,821 | | ae |
| Market Adjustment: This employee received a performance increase based on responsibilities for course scheduling, room assignments, and contributions to academic assessments. | | | | | | | | | | |
| Murton,Catherine Sikkema | Lecturer | Lecturer | Instructional Faculty | NA | \$56,692 | | 0.0% | \$56,692 | | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

College of Health, Education & Human Development

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|--------------------------|--------------------------|---|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Gillespie, Jackie S | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$56,459 | | 0.0% | \$56,459 | | |
| Pye, Angela K | Lecturer | Lecturer | Instructional Faculty | NA | \$56,459 | | 0.0% | \$56,459 | | |
| Curry, Roberta Lynn | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$46,350 | 20.6% | | \$55,908 | ab |
| <p>Additional Duties: This employee has assumed additional duties including supervisory duties and leadership in the transition as the School of Education separates from the College of Health, Education, and Human Development.</p> <p>Administrative/Temporary Salary Adjustment: This employee received a supplement for additional administrative duties and responsibilities associated with the reorganization of the office of sponsored programs into college based support centers.</p> | | | | | | | | | | |
| Smith, Kelly Jordan | Lecturer | Lecturer | Instructional Faculty | NA | \$55,295 | | 1.0% | \$55,848 | | a |
| Ewing, Nancy Ellen Rankin | Lecturer | Lecturer | Instructional Faculty | NA | \$55,295 | | 0.0% | \$55,295 | | |
| Rogers, Angela Marie | Lecturer | Lecturer | Student and Academic Affairs and Other Education Services Staff | NA | \$55,000* | | 0.0% | \$55,000 | | * |
| Botchway, Portia A | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$54,713 | | 0.0% | \$54,713 | | |
| Busby, Terry Kaye | Lecturer | Lecturer | Instructional Faculty | NA | \$54,713 | | 0.0% | \$54,713 | | |
| Goodenow, Kristin M | Student Services Mgr I | Student Services Mgr I | Student and Academic Affairs and Other Education Services Staff | 06 | | \$52,647 | 2.0% | | \$53,700 | a |
| Visser, Ryan D | Lecturer | Lecturer | Instructional Faculty | NA | \$53,683 | | 0.0% | \$53,683 | | |
| Campbell, Carl Michael | Lecturer | Lecturer | Instructional Faculty | NA | \$53,420 | | 0.0% | \$53,420 | | |
| Neal, Jerome M | Senior Lecturer | Senior Lecturer | Instructional Faculty | NA | \$51,818 | | 2.0% | \$52,854 | | a |
| Hiott, Elaine H | Lecturer | Lecturer | Instructional Faculty | NA | \$52,619 | | 0.0% | \$52,619 | | |
| Wagner, Leslie Anne Marie | Lecturer | Lecturer | Instructional Faculty | NA | \$51,500 | | 2.0% | \$52,530 | | a |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|----------------------|--------------------------|--------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Arneson, Lydia Rose | Program Coordinator I | Program Coordinator I | Student and Academic Affairs and Other Education Services Staff | 05 | | \$52,497 | 0.0% | | \$52,497 | |
| Murphy, Harriet S | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$50,534 | 3.0% | | \$52,050 | a |
| Montjoy, Lindsey R | Lecturer | Lecturer | Instructional Faculty | NA | \$51,500* | | 0.0% | \$51,500 | | * |
| Stecker, Pamela M | Professor | Professor | Instructional Faculty | NA | \$102,478 | | -50.0% | \$51,239 | | |
| Roper, Cindy G | Research & Planning Admn | Research & Planning Admn | Computer, Engineering, and Science Staff | 06 | | \$49,463 | 2.0% | | \$50,452 | a |
| Kieve, Melanie Coile | Public Info Dir I | Public Info Dir I | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$50,000* | 0.0% | | \$50,000 | * |
| Stutey, Diane Marie | Lecturer | Lecturer | Instructional Faculty | NA | \$50,000* | | 0.0% | \$50,000 | | * |
| Welsh, Ralph Stewart | Lecturer | Lecturer | Instructional Faculty | NA | \$50,000* | | 0.0% | \$50,000 | | * |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|-----------------------|---------------------------|---------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Radakovich Jr, Daniel | Academic Program Director | Athletics Director | Management | NA | | \$300,000* | 0.0% | \$300,000 | | * |
| Babb, Davis Caldwell | Athletics Coach | CEO/IPTAY | Management | NA | | \$250,000* | 0.0% | \$250,000 | | * |
| Brooks, Bobby Dan | Athletics Coach | Asst H Coach/Def Tackles Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$245,000 | 0.0% | \$245,000 | | |
| Brownell, Bradley R | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$245,000 | 0.0% | \$245,000 | | |
| Caldwell, Robert A | Athletics Coach | Offensive Line Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$245,000 | 0.0% | \$245,000 | | |
| Hobby Jr, Marion E | Athletics Coach | Defensive Ends Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$245,000 | 0.0% | \$245,000 | | |
| Morris, Chad A | Athletics Coach | Offensive Coord/Qtr Backs | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$245,000 | 0.0% | \$245,000 | | |
| Pearman Jr, Daniel L | Athletics Coach | Asst H Coach/TE/Spc Teams Coord | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$245,000 | 0.0% | \$245,000 | | |
| Reed Jr, Michael J | Athletics Coach | Co-Def Coord/Def Backs Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$245,000* | 0.0% | \$245,000 | | * |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Athletics

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|-----------------|-------------------------------|--|----------|----------------------------|------------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Scott, Jeffrey B | Athletics Coach | Recruit Coord/Wide Rcvs Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$215,000 | 14.0% | | \$245,000 | e |
| Market Adjustment: This employee received a market adjustment competitive with similar positions at Division I schools. | | | | | | | | | | |
| Smith, Audra Sebrena | Athletics Coach | Head WBB Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$245,000* | 0.0% | | \$245,000 | * |
| Swinney, William C | Athletics Coach | Head Football Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$245,000 | 0.0% | | \$245,000 | |
| Venables, Thomas B | Athletics Coach | Defensive Coord/Linebackers | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$245,000 | 0.0% | | \$245,000 | |
| Elliott, Antonio Lamar | Athletics Coach | Runnig Backs Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$205,000 | 17.1% | | \$240,000 | e |
| Market Adjustment: This employee received a market adjustment competitive with similar positions at Division I schools. | | | | | | | | | | |
| McCorvey Jr, Woodrow | Athletics Coach | Associate AD for Football | Management | NA | | \$226,000 | 3.0% | | \$232,780 | a |
| Leggett, Jackson S | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$222,789 | 3.0% | | \$229,473 | a |
| Contractual Agreement: This employee received a performance increase per prior contractual agreement. | | | | | | | | | | |
| Batson, Michael J | Athletics Coach | Director FB Strength Coach | Service Staff | NA | | \$206,000 | 0.0% | | \$206,000 | |

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Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|-----------------------|--------------------|-----------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Scott,Harvey B | Athletics Coach | Dir Recruitment/Player Dev | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$190,550 | 0.0% | | \$190,550 | |
| Winiecki,Michael S | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$165,000 | 0.0% | | \$165,000 | |
| Grant Jr,Earl | Athletics Coach | Asst Men's Basketball Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$160,000 | 0.0% | | \$160,000 | |
| Oliver,Daryl Lamonico | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$160,000* | 0.0% | | \$160,000 | * |
| Penley Jr,Larry B | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$154,500 | 0.0% | | \$154,500 | |
| Smith,Steven Tyrone | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$140,000 | 0.0% | | \$140,000 | |
| Couch Jr,James R | Athletics Coach | Assoc AD Dev/Iptay Cmpn Dir | Management | NA | | \$128,706 | 4.0% | | \$133,854 | a |
| Pepicelli,Daniel J | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$128,750 | 3.0% | | \$132,613 | a |

Contractual Agreement: This employee received a performance increase per prior contractual agreement.

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Fall 2013 Salaries \$50,000 and Over

Athletics

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|---|-----------------|-------------------------------|--|----------|----------------------------|------------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Elliott, Mark Anthony | Athletics Coach | Dir. of Men's & Women's Track | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$130,000* | 0.0% | | \$130,000 | * |
| Kennedy-Dixon, Barbara Elaine | Athletics Coach | Athletics Coach | Management | NA | | \$125,168 | 3.0% | | \$128,923 | a |
| Johnston, Andrew W | Athletics Coach | Asst AD for Football | Management | NA | | \$122,734 | 3.0% | | \$126,416 | a |
| Davis, Jeff E | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$121,345 | 3.0% | | \$124,985 | a |
| Noonan, Michael R | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$120,510 | 0.0% | | \$120,510 | |
| Match, Timothy A | Athletics Coach | Athletics Coach | Management | NA | | \$115,719 | 3.0% | | \$119,191 | a |
| LeCroy, Bradley James | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$113,300 | 3.0% | | \$116,699 | a |
| Contractual Agreement: This employee received a performance increase per prior contractual agreement. | | | | | | | | | | |
| Harris, Nancy A | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$109,909 | 4.4% | | \$114,745 | a |
| Contractual Agreement: This employee received a performance increase per prior contractual agreement. | | | | | | | | | | |
| Wilson, Marc Antony | Athletics Coach | Assistant WBB Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$110,000* | 0.0% | | \$110,000 | * |

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Athletics

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|--|-----------------|--------------------------------|--|----------|----------------------------|------------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Duzan, Stephen A | Athletics Coach | Athletics Coach | Management | NA | | \$107,000* | 0.0% | | \$107,000 | * |
| Neff, Graham Robert | Athletics Coach | Athletics Coach | Management | NA | | \$90,000* | 16.7% | | \$105,000 | *b |
| Additional Duties: This employee has assumed additional duties for oversight of facilities and capitol projects including acting as athletics liaison to CU facilities services and campus planning, responsibility for procuring design contracts, construction bids documents and project contractor management. | | | | | | | | | | |
| Bender, Donald Richard | Athletics Coach | Dirct of Basketball Operations | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$100,000 | 3.0% | | \$103,000 | a |
| Radwanski, Edward Francis | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$103,000 | 0.0% | | \$103,000 | |
| Furbee, Travis Taylor | Athletics Coach | Ath Coach/Dir of Annual Fund | Management | NA | | \$97,953 | 4.0% | | \$101,871 | a |
| Ellison, Stephanie A | Athletics Coach | Assoc Athletic Dir/Compliance | Management | NA | | \$98,006 | 3.0% | | \$100,946 | a |
| Young, Kyle McLendon | Athletics Coach | Assoc AD/Coord Sports Supv | Management | NA | | \$97,000 | 3.0% | | \$99,910 | a |
| Wade, Gary A | Athletics Coach | Athletics Coach | Management | NA | | \$95,272 | 3.0% | | \$98,130 | a |
| Poole Jr, Danny G | Athletics Coach | Athletics Coach | Healthcare Practitioners and Staff | NA | | \$91,801 | 3.0% | | \$94,555 | a |
| Dooley, Michael S | Athletics Coach | Director of Player Personnel | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$84,750 | 9.9% | | \$93,140 | b |
| Additional Duties: This employee has assumed additional duties including team travel, oversight of the HS relations position, coordination of the bowl game logistics, and player personnel issues. | | | | | | | | | | |

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Athletics

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|---|-----------------|----------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Hoover,Jolene J | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$89,977 | 1.1% | | \$91,000 | a |
| Contractual Agreement: This employee received a performance increase per prior contractual agreement. | | | | | | | | | | |
| Jackson-Ip,Mary Loreto | Athletics Coach | Assoc AD/Stu Ath Perf/Spv | Management | NA | | \$88,000 | 3.0% | | \$90,640 | a |
| Turnipseed,Thad L | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$90,000* | 0.0% | | \$90,000 | * |
| Galbraith,Joseph P | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$86,000* | 0.0% | | \$86,000 | * |
| Gibson,Marvin Alexander | Athletics Coach | Asst Track Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$85,000* | 0.0% | | \$85,000 | * |
| Love,Dennis Jermaine | Athletics Coach | Director of Olympic Sports | Service Staff | NA | | \$58,076 | 46.4% | | \$85,000 | f |
| Retention: This employee was being recruited by another university. | | | | | | | | | | |
| Greenlee,Larry S | Athletics Coach | Assi Dir FB Strength Coach | Service Staff | NA | | \$80,000 | 3.0% | | \$82,400 | a |
| Hogan,Paul Adrian | Athletics Coach | Asst Strength Coach | Service Staff | NA | | \$80,000 | 3.0% | | \$82,400 | a |
| Horton,John T | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$77,250 | 0.0% | | \$77,250 | |
| Coffman,R Wayne | Athletics Coach | Associate Director | Student and Academic Affairs and Other Education Services Staff | NA | | \$74,248 | 3.0% | | \$76,475 | a |

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|--|-------------------------|------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Bagby, Richard A | Athletics Coach | Coach/Director of Video Srvs | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$73,894 | 3.0% | | \$76,111 | a |
| Becker, Kathleen Marie | Athletics Coach | Dir of WBB Operations | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$75,000* | 0.0% | | \$75,000 | * |
| Thomas, Althea Gloria Elizabet | Athletics Coach | Assoc Track & Field Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$75,000* | 0.0% | | \$75,000 | * |
| Littlejohn, Sharon Weaver | Accounting/Fiscal Mgr I | Accounting/Fiscal Mgr I | Business and Financial Operations Staff | 07 | | \$68,293 | 7.3% | | \$73,293 | b |
| <p style="margin-left: 40px;">Additional Duties: This employee has assumed additional duties including preparing multiple financial reports based on new format methods to different constituents of athletics and as a result of the reorganization of athletics fundraising.</p> | | | | | | | | | | |
| Tenenbaum, Robert Harlan | Athletics Coach | Head Rowing Coach. | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$73,130 | 0.0% | | \$73,130 | |
| Mahony, Robert D | Athletics Coach | Assoc Director - Major Gifts | Business and Financial Operations Staff | NA | | \$68,573 | 4.0% | | \$71,316 | a |
| Honnold, Darric E | Athletics Coach | Asst Strength Coach | Service Staff | NA | | \$69,010 | 1.5% | | \$70,045 | a |
| Ard, Kayla Laine | Athletics Coach | Asst WBB Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$70,000* | 0.0% | | \$70,000 | * |
| Dunham, Aaron D | Athletics Coach | Assoc Dir IPTAY Major Gifts | Business and Financial Operations Staff | NA | | \$64,590 | 3.0% | | \$66,528 | a |
| Echols Jr, Ernest V. | Athletics Coach | Athletics Coach | Service Staff | NA | | \$64,151 | 3.0% | | \$66,076 | a |

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|--|-----------------|-------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| McCrary, Kate M | Athletics Coach | Athl Coach Dir of Ticket Opr | Sales and Related Staff | NA | | \$63,860 | 3.0% | | \$65,776 | a |
| Bostwick, Christopher David | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$60,000 | 8.3% | | \$65,000 | e |
| Market Adjustment: This employee received an increase based on high performance and market equity with other Division 1 schools. | | | | | | | | | | |
| Allison Jr, James | Athletics Coach | Direct of Aviation Operations | Production, Transportation, and Material Moving Staff | NA | | \$62,800 | 3.0% | | \$64,684 | a |
| Munson III, William Donald | Athletics Coach | Sports Media Specialist | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$62,150 | 3.0% | | \$64,015 | a |
| Woody, Christopher B | Athletics Coach | AsstAD for Compliance/Coach | Business and Financial Operations Staff | NA | | \$63,051 | 1.5% | | \$63,997 | a |
| Hasselbach, Leslie R. | Athletics Coach | Head Women's Diving Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$62,500 | 0.0% | | \$62,500 | |
| Porter, Elizabeth R | Athletics Coach | Associate Director | Student and Academic Affairs and Other Education Services Staff | NA | | \$59,285 | 3.0% | | \$61,064 | a |
| Wilson, Jason Conrad | Athletics Coach | Athletics Coach | Business and Financial Operations Staff | NA | | \$58,710 | 4.0% | | \$61,058 | a |
| Carlton, Tyler Tennyson | Athletics Coach | Off Anly/Res Dev | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$61,000* | 0.0% | | \$61,000 | * |
| Goodwin, James Wesley | Athletics Coach | Player Developer | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$61,000* | 0.0% | | \$61,000 | * |

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|--|--------------------------|---------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Bullock, Donna D | Athletics Coach | Athletics Coach | Healthcare Practitioners and Staff | NA | | \$58,645 | 3.0% | | \$60,404 | a |
| Sparks, Lynn B | Athletics Coach | Mktg & Sales Spec Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$58,300 | 3.0% | | \$60,049 | a |
| Herbst, Maria Hanahoe | Athletics Coach | Athletics Coach | Student and Academic Affairs and Other Education Services Staff | NA | | \$58,222 | 3.0% | | \$59,969 | a |
| Bassett, Daniel J | Athletics Coach | Director of FB Programs | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$57,630 | 3.0% | | \$59,359 | a |
| Williams, Crawford Edward | Athletics Coach | Athletics Coach | Business and Financial Operations Staff | NA | | \$57,000 | 4.0% | | \$59,280 | a |
| Money, Michael J | Athletics Coach | Director of Marketing | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$54,000 | 9.7% | | \$59,225 | ab |
| Additional Duties: This employee has assumed additional duties including handling game day video boards, Rock the John, and Military Appreciation Day. | | | | | | | | | | |
| Robbins, Jeffery Brian | Athletics Coach | Asst Women's Soccer Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$58,710 | 0.0% | | \$58,710 | |
| Coleman, Stephen E | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$56,907 | 3.0% | | \$58,614 | a |
| Hilderbrand, Van P | Athletics Coach | Athletics Coach | Management | NA | | \$54,685 | 3.0% | | \$56,326 | a |

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|---|-----------------|-------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Byrd, Jordan Edward | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$36,050 | 55.5% | | \$56,050 | a |
| Performance Increase: This employee received an increase for his work in coordinating the Tiger Golf Gathering (CU Foundation Event). | | | | | | | | | | |
| Williams, Jason H. | Athletics Coach | Athletics Coach | Production, Transportation, and Material Moving Staff | NA | | \$54,556 | 1.5% | | \$55,374 | a |
| Reed, Abraham Wahler | Athletics Coach | Athletics Coach | Natural Resources, Construction, and Maintenance Staff | NA | | \$40,801 | 34.8% | | \$55,000 | b |
| Additional Duties: This employee has assumed additional duties as equipment manager for football. | | | | | | | | | | |
| Smotherman, Adam L | Athletics Coach | Asst Strength Coach | Service Staff | NA | | \$55,000* | 0.0% | | \$55,000 | * |
| Moreland-Bishop, Leslie Anne | Athletics Coach | Associate Director | Student and Academic Affairs and Other Education Services Staff | NA | | \$54,548 | 0.0% | | \$54,548 | |
| Martin, Yashica Bakeyma | Athletics Coach | Ath Coach/Academic Advisor | Student and Academic Affairs and Other Education Services Staff | NA | | \$51,500 | 3.0% | | \$53,045 | a |
| Davis, Raeneeva Banks | Athletics Coach | Ath Coach/Learning Specialist | Student and Academic Affairs and Other Education Services Staff | NA | | \$51,428 | 3.0% | | \$52,971 | a |
| Gray, Amanda E | Athletics Coach | Compliance Director | Business and Financial Operations Staff | NA | | \$51,397 | 1.5% | | \$52,168 | a |
| Henderson, Bradley A | Athletics Coach | Learning Specialist | Student and Academic Affairs and Other Education Services Staff | NA | | \$52,000* | 0.0% | | \$52,000 | * |

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|---|-----------------|-----------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Welp,Jodi Elyn | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$51,709 | 0.6% | | \$52,000 | a |
| Contractual Agreement: This employee received a performance increase per prior contractual agreement. | | | | | | | | | | |
| Razayeski,Jerome | Athletics Coach | Athletics Coach | Healthcare Practitioners and Staff | NA | | \$50,070 | 3.0% | | \$51,572 | a |
| Mullinix,Siri L | Athletics Coach | Assist Women's Soccer Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$51,500 | 0.0% | | \$51,500 | |
| Onufrieff,Melanie M | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$51,500 | 0.0% | | \$51,500 | |
| Cobey,Shawn William | Athletics Coach | Interim Head Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$49,972 | 2.0% | | \$50,977 | ab |
| Additional Duties: This employee has assumed additional duties of the former director of Track and Field. | | | | | | | | | | |
| Arblaster,Daniel Leroy | Athletics Coach | Athletics Coach | Production, Transportation, and Material Moving Staff | NA | | \$49,307 | 3.0% | | \$50,786 | a |
| Blackman,John S | Athletics Coach | Athletics Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$48,868 | 3.0% | | \$50,334 | a |
| Johnston,Daniel T | Athletics Coach | Athletics Coach | Healthcare Practitioners and Staff | NA | | \$48,565 | 3.0% | | \$50,022 | a |

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* 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

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|-----------------------|--------------------|-------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Jones, Philip Anthony | Athletics Coach | Assoc Head Men's Soccer Coach | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$50,000 | 0.0% | | \$50,000 | |
| Plonk, Samuel R | Athletics Coach | Athletics Coach | Student and Academic Affairs and Other Education Services Staff | NA | | \$41,200 | 21.4% | | \$50,000 | b |

Promotion: This employee was promoted to Tutor/Mentor Coordinator in the Student Athlete Enrichment Program.

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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 2013 Salaries \$50,000 and Over

Chief Financial Officer

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | 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 | | \$321,334 | 2.0% | | \$327,761 | a |
| Boyette Jr, John Vernon | Academic Program Director | Dir Land/Captl Asst Stewrdship | Management | NA | | \$173,920 | -1.9% | | \$170,609 | ab |
| Piekutowski, Michelle T | Associate Vice President | Chief Human Resources Officer | Management | NA | | \$144,200 | 12.6% | | \$162,414 | e |
| Market Adjustment: This employee received a market adjustment to move their salary toward the target market average for similar positions of the same level. | | | | | | | | | | |
| Baumann, Virginia Marie | Associate Vice President | Budget Director | Management | 08 | | \$101,970 | 40.8% | | \$143,617 | ae |
| Market Adjustment: This employee received a market adjustment to move their salary toward the target market average for similar positions of the same level. | | | | | | | | | | |
| Tegen, Charles A | Associate Vice President | Comptroller | Management | NA | | \$131,840 | 0.0% | | \$131,840 | |
| Tillett, Cathy Y | Program Director - Exec Comp | Director of Internal Auditing | Management | NA | | \$128,068 | 2.5% | | \$131,270 | a |
| Carlson II, George Clinton | Assoc Academic Program Dir | Dir Finance for CU Related Org | Management | NA | | \$125,000* | 0.0% | | \$125,000 | * |
| Crump, Steven H | Assoc Academic Program Dir | Assoc Comptroller | Management | NA | | \$114,326 | 1.0% | | \$115,469 | a |
| Hahn, Renee D | Research Associate | Dir of Org Dev & Perf Mgmt. | Management | NA | | \$115,000* | 0.0% | | \$115,000 | * |
| Owens-Meadows, Andrea Nicole | Assistant Vice President | Asst. VP Finance & Operations | Management | NA | | \$108,088 | 2.0% | | \$110,250 | a |
| Simmons, Michael J | Senior Extension Agent | Administrative Officer | Business and Financial Operations Staff | NA | | \$104,518 | 0.0% | | \$104,518 | |
| Additional Duties: This employee has assumed additional duties including new project management. | | | | | | | | | | |
| Nebesky, Michael J | Procurement Director | Procurement Director | Management | 08 | | \$98,761 | 2.0% | | \$100,736 | a |
| Mueller, John H | Program Manager II | Dir of Customer Service | Management | 08 | | \$97,850 | 1.5% | | \$99,318 | a |
| Cole, Lynn H | Audits Manager II | Assistant Director | Business and Financial Operations Staff | 08 | | \$90,747 | 4.0% | | \$94,377 | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Chief Financial Officer

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|--------------------------|--------------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Riley, Kathy Ann | Program Manager II | Information Tech Audit Mgr | Business and Financial Operations Staff | 08 | | \$91,603 | 3.0% | | \$94,351 | a |
| Rice, J Logan | Program Manager II | HR Project Manager | Business and Financial Operations Staff | 08 | | \$91,195 | 1.5% | | \$92,563 | a |
| Davis, John M | Research Associate | Assoc Dir/Facfts Plannig & Mgt | Business and Financial Operations Staff | NA | | \$88,778 | 3.5% | | \$91,885 | a |
| Hood, Amelia Catherine | Accounting/Fiscal Mgr I | Payroll Director | Management | 07 | | \$85,294 | 0.0% | | \$85,294 | |
| Robbins, Karen F | Accounting/Fiscal Mgr II | Accounting/Fiscal Mgr II | Management | 08 | | \$83,475 | 2.0% | | \$85,145 | a |
| Brown, Joshua H | Research Associate | Lead Recruiter | Business and Financial Operations Staff | NA | | \$82,400 | 2.0% | | \$84,048 | a |
| Morris, Vivian L | Senior Consultant | Director of Onboarding | Business and Financial Operations Staff | 07 | | \$76,748 | 0.0% | | \$76,748 | |
| Carlton, Gregory M | Information Tech Mgr II | Director of HR Systems | Computer, Engineering, and Science Staff | 08 | | \$66,540 | 14.4% | | \$76,122 | ab |
| Promotion: This employee was promoted to Information Technology Manager II in Human Resources to lead all human resource information technology activities. | | | | | | | | | | |
| Kay, Katherine S | Accounting/Fiscal Mgr I | Accounting/Fiscal Mgr I | Business and Financial Operations Staff | 07 | | \$63,586 | 18.0% | | \$75,000 | b |
| Promotion: This employee's position was reclassified to Accounting/Fiscal Manager I in Accounting Services and includes responsibility for establishing, budgeting, funding, accounting for, reporting on and monitoring hundreds of university capital and construction projects. | | | | | | | | | | |
| Rowland, Sherri Patterson | Accounting/Fiscal Mgr I | Accounting/Fiscal Mgr I | Business and Financial Operations Staff | 07 | | \$63,586 | 18.0% | | \$75,000 | b |
| Promotion: This employee's position was reclassified to Accounting/Fiscal Manager I in Accounting Services based on primary responsibility for preparation of the universities comprehensive annual financial report and other required reports. | | | | | | | | | | |
| Pigeon, John Scott | Procurement Mgr II | Procurement Mgr II | Business and Financial Operations Staff | 07 | | \$73,955 | 0.0% | | \$73,955 | |
| Long, Cynthia C | Accounting/Fiscal Mgr I | Accounting/Fiscal Mgr I | Business and Financial Operations Staff | 07 | | \$72,424 | 2.0% | | \$73,873 | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Chief Financial Officer

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|--------------------------|--------------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Alexander, Shirley A | Procurement Mgr II | Procurement Mgr II | Business and Financial Operations Staff | 06 | | \$67,801 | 7.7% | | \$73,000 | b |
| Promotion: This employee was promoted to Procurement Manager II in Procurement Services. | | | | | | | | | | |
| Goodin, Amy Evans | Accounting/Fiscal Mgr I | Accounting/Fiscal Mgr I | Business and Financial Operations Staff | 07 | | \$71,070 | 2.0% | | \$72,491 | a |
| Dunne, Phyllis Rose | Accounting/Fiscal Mgr I | Accounting/Fiscal Mgr I | Management | 07 | | \$66,188 | 8.0% | | \$71,483 | b |
| Additional Duties: This employee has assumed additional duties including supervision of staff in the collection and accounting of university cash, management of banking relationships, and petty cash activities. | | | | | | | | | | |
| Kaylor, Kristina F | Human Resource Dir I | Benefits Director | Management | 07 | | \$68,630 | 3.7% | | \$71,153 | a |
| Earl, Erin Darcy | Human Resource Dir I | Director of Employee Relations | Business and Financial Operations Staff | 07 | | \$67,486 | 4.0% | | \$70,185 | a |
| Howard, Mack L | Program Manager I | Dr of International Employment | Business and Financial Operations Staff | 07 | | \$68,325 | 2.2% | | \$69,862 | a |
| Rosenberger, Jeffrey David | Auditor IV | Auditor IV | Business and Financial Operations Staff | 06 | | \$68,520 | 0.0% | | \$68,520 | |
| Lee, Regina T | Acct/Fiscal Analyst III | Acct/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$67,245 | 1.0% | | \$67,917 | a |
| Henderson, Linda H | Accounting/Fiscal Mgr I | Accounting/Fiscal Mgr I | Business and Financial Operations Staff | 07 | | \$66,950 | 1.0% | | \$67,620 | a |
| Chambers, Christi H | Accounting/Fiscal Mgr I | Accounting/Fiscal Mgr I | Business and Financial Operations Staff | 07 | | \$66,435 | 1.0% | | \$67,099 | a |
| Leeper, Beverly K | Accounting/Fiscal Mgr I | Accounting/Fiscal Mgr I | Business and Financial Operations Staff | 07 | | \$66,188 | 1.0% | | \$66,850 | a |
| Hooker, Jason T | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$64,272 | 2.0% | | \$65,557 | a |
| Burgess, Jody R | Procurement Mgr I | Procurement Mgr I | Business and Financial Operations Staff | 06 | | \$64,890 | 0.0% | | \$64,890 | |

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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 2013 Salaries \$50,000 and Over

Chief Financial Officer

| <i>Name</i> | <i>State Title</i> | <i>Clemson Title</i> | <i>Factbook Category</i> | <i>Pay Band</i> | <i>Salary as of Oct 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|--------------------------|-------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Goss,Debra S | Human Resources Mgr II | Human Resources Mgr II-CAFLS | Business and Financial Operations Staff | 06 | | \$64,480 | 0.0% | | \$64,480 | |
| Knox,Lisa Hancock | Project Manager I | Opernl Excellence Project Mgr | Business and Financial Operations Staff | 07 | | \$63,036 | 1.0% | | \$63,666 | a |
| Leonard,Arthur James | Audits Manager I | Audits Manager I | Business and Financial Operations Staff | 07 | | \$62,000* | 0.0% | | \$62,000 | * |
| Czarnecki,Ian K | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$59,452 | 3.0% | | \$61,236 | a |
| Shira,Betsey R | Administrative Coord II | Administrative Coord II | Office and Administrative Support Staff | 06 | | \$60,699 | 0.0% | | \$60,699 | |
| Jones,Samantha Taylor | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$59,612 | 1.0% | | \$60,208 | a |
| Dively,Katherine E | Senior Consultant | Senior Consultant | Business and Financial Operations Staff | 07 | | \$47,586 | 26.1% | | \$60,000 | b |
| Promotion: This employee's position was reclassified to Senior Consultant in the Office of the Vice-president for Finance and Operations based on taking a proactive role in the improvement of board preparation processes, auxiliary business planning, and coordination of capital project data. | | | | | | | | | | |
| Ritter,LaToya R | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$59,500 | 0.0% | | \$59,500 | |
| Hadlock,Cynthia D | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$56,551 | 3.0% | | \$58,248 | a |
| Thomas,Erin Michael | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$57,165 | 1.0% | | \$57,737 | a |
| Allison,Berinthia Coggins | Human Resources Mgr II | Human Resourc Mgr II-Acad Aff | Business and Financial Operations Staff | 06 | | \$56,236 | 2.0% | | \$57,361 | a |
| Wiggins,Angela S | Info Resource Consult II | Disbursements Manager | Computer, Engineering, and Science Staff | 06 | | \$57,321 | 0.0% | | \$57,321 | |
| Miller,Aubrey Kathleen | Program Coordinator II | Program Coordinator II | Business and Financial Operations Staff | 06 | | \$55,000* | 4.0% | | \$57,200 | *a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Chief Financial Officer

| <i>Name</i> | <i>State Title</i> | <i>Clemson Title</i> | <i>Factbook Category</i> | <i>Pay Band</i> | <i>Salary as of Oct 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|--------------------------|--------------------------------|---|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Ray,Jennifer Sarratt | Human Resources Mgr II | Human Resources Mgr II-CBBS | Business and Financial Operations Staff | 06 | | \$54,590 | 3.9% | | \$56,692 | a |
| Rotondi,Tonya Alice | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 05 | | \$48,266 | 17.4% | | \$56,650 | ab |
| Promotion: This employee's position was reclassified to Accountant/Fiscal Analyst III in the Payroll Office | | | | | | | | | | |
| Rabon,Ruth Meshelle | Human Resources Mgr II | Human Res Mgr II-PSA &Econ Dev | Business and Financial Operations Staff | 06 | | \$55,418 | 2.0% | | \$56,526 | a |
| Litzenberger,Anna McClure | Project Coordinator | Project Coordinator | Business and Financial Operations Staff | 06 | | \$54,074 | 3.0% | | \$55,696 | a |
| Shivar,Mary Kathryn | Project Coordinator | Project Coordinator | Business and Financial Operations Staff | 06 | | \$55,692 | 0.0% | | \$55,692 | |
| Benson,Ida S | Human Resources Mgr II | Human Res Mgr II-Athletics | Business and Financial Operations Staff | 06 | | \$55,283 | 0.0% | | \$55,283 | |
| Watson,David J | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$55,000* | 0.0% | | \$55,000 | * |
| Stewart,Marsha Ann | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$53,398 | 2.0% | | \$54,466 | a |
| Burton,Pamela J | Human Resources Mgr II | Human Resources Mgr II-AAH | Business and Financial Operations Staff | 06 | | \$54,446 | 0.0% | | \$54,446 | |
| Nieves,Kristie Michelle | Human Resources Mgr II | Human Resources Mgr II-HEHD | Business and Financial Operations Staff | 06 | | \$54,242 | 0.0% | | \$54,242 | |
| Hapeshis,Wendy S | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$53,012 | 2.0% | | \$54,072 | a |
| Patton,Joy Johnson | Human Resources Mgr II | Employee Relations Manager | Business and Financial Operations Staff | 06 | | \$51,500 | 4.0% | | \$53,560 | a |
| Bright,Michelle Turner | Human Resources Mgr II | Human Resources Mgr II | Business and Financial Operations Staff | 06 | | \$53,090 | 0.0% | | \$53,090 | |

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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 2013 Salaries \$50,000 and Over

Chief Financial Officer

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|--------------------------|---------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Crooks, Tammy D | Procurement Mgr I | IT Procurement Manager | Business and Financial Operations Staff | 06 | | \$51,479 | 3.0% | | \$53,023 | a |
| Robinson Jr, William Fred | Human Resources Mgr II | Recruiter | Business and Financial Operations Staff | 06 | | \$53,001 | 0.0% | | \$53,001 | |
| Cooley, Desiree | Acct/Fiscal Analyst III | Acct/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$40,039 | 29.9% | | \$52,000 | b |
| Promotion: This employee's position was reclassified to Accountant/Fiscal Analyst III in Accounting Services based on completion of a BA in Accounting and increased complexity of accounting and financial reporting duties. | | | | | | | | | | |
| Pruitt, Rebecca Smith | Acct/Fiscal Analyst III | Acct/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$50,863 | 1.0% | | \$51,372 | a |
| Bass, Samantha A. | Human Resources Mgr II | Leave Administrator | Business and Financial Operations Staff | 06 | | \$45,526 | 12.0% | | \$50,989 | e |
| Market Adjustment: This employee received a market adjustment to move their salary toward the target market average for similar positions of the same level. | | | | | | | | | | |
| Burgess, Kelly C | Human Resources Mgr II | Human Resources Mgr II- Eng&Sci | Business and Financial Operations Staff | 06 | | \$50,318 | 0.0% | | \$50,318 | |
| Holland, Shanika Shantelle | Auditor IV | Auditor IV | Business and Financial Operations Staff | 06 | | \$45,592 | 10.0% | | \$50,151 | b |
| Additional Duties: This employee has assumed additional duties including development and implementation of internal audits continuous monitoring programs. | | | | | | | | | | |
| Harmon, Jordan W | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$48,204 | 4.0% | | \$50,132 | a |
| Evans, Troy Kayne | Acct/Fiscal Analyst III | Acct/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$50,000* | 0.0% | | \$50,000 | * |
| Toelle, Maria Herold | Auditor IV | Auditor IV | Business and Financial Operations Staff | 06 | | \$50,000* | 0.0% | | \$50,000 | * |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Clemson Computing & Information Technology

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|----------------------------|-------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Bottum,James R | Vice Provost | Vice Provost | Management | NA | | \$366,113 | 1.9% | | \$373,035 | a |
| Pepin,James Michael | Research Associate | Research Associate | Management | NA | | \$240,454 | 0.0% | | \$240,454 | |
| Rathbone,Carla R | Academic Program Director | Deputy CIO | Management | NA | | \$180,566 | 0.0% | | \$180,566 | |
| Taylor,Thomas Edward | Research Associate | Research Associate | Management | NA | | \$150,392 | 4.0% | | \$156,408 | a |
| Gemmill,Jill B | Research Associate | Executive Director | Management | NA | | \$149,269 | 0.0% | | \$149,269 | |
| Wilson,Kenneth Boyd | Research Associate | Executive Director, CSO | Management | NA | | \$135,303 | 4.0% | | \$140,715 | a |
| Cannon,Michael R | Research Associate | Storage Systems Arch & Mgr | Management | NA | | \$128,128 | 0.0% | | \$128,128 | |
| White,David Lawrence | Research Asst Professor | Research Asst Professor | Research Faculty | NA | | \$120,000 | 0.0% | | \$120,000 | |
| Von Oehsen,James B | Research Asst Professor | Research Asst Professor | Research Faculty | NA | | \$109,273 | 0.0% | | \$109,273 | |
| Schmiedt,Daniel M | Research Associate | Research Associate | Management | NA | | \$108,130 | 0.0% | | \$108,130 | |
| Fraser Jr,Donald H | Research Associate | Director of Computing Systems | Management | NA | | \$106,799 | 0.0% | | \$106,799 | |
| Martin,Randall E | Research Associate | Ex Dir of Adv Com Infra | Computer, Engineering, and Science Staff | NA | | \$89,319 | 18.5% | | \$105,799 | ab |
| Additional Duties: This employee has assumed additional duties involving high performance and high throughput computing systems. | | | | | | | | | | |
| McKenzie,Kevin M | Research Associate | Chief Info & Security Officer | Management | NA | | \$105,018 | 0.0% | | \$105,018 | |
| Motes,Ricky G | Sr. Database Administrator | Sr. Database Administrative | Computer, Engineering, and Science Staff | 08 | | \$94,968 | 8.1% | | \$102,679 | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Director of the Database Administration Group of Computer Systems and Operation. | | | | | | | | | | |
| Harris,Jay E | Information Tech Mgr II | Information Tech Mgr II | Management | 08 | | \$98,059 | 4.0% | | \$101,981 | a |
| Charles,Debra Mitchell | Assoc Academic Program Dir | Assoc Academic Program Dir | Management | NA | | \$96,543 | 4.0% | | \$100,405 | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Clemson Computing & Information Technology

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|-----------------------------|-----------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Cook III, William R | Information Tech Mgr II | Information Tech Mgr II | Management | 08 | | \$87,952 | 13.3% | | \$99,650 | ab |
| Additional Duties: This employee has assumed additional duties as Executive Director of Software Development and Integration reporting directly to the Deputy CIO. | | | | | | | | | | |
| Johnson, Hugh B | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$99,315 | 0.0% | | \$99,315 | |
| Gossett, Michael G | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$99,026 | 0.0% | | \$99,026 | |
| Bradshaw, James F | Sr. Database Administrator | Sr. Database Administrative | Computer, Engineering, and Science Staff | 08 | | \$98,229 | 0.0% | | \$98,229 | |
| Powell, Janice M | Project Manager II | Project Manager II | Computer, Engineering, and Science Staff | 08 | | \$92,256 | 3.0% | | \$95,024 | a |
| Becknell, Brian K | Information Tech Mgr II | Information Tech Mgr II | Computer, Engineering, and Science Staff | 08 | | \$92,155 | 3.0% | | \$94,920 | a |
| Dobrenen, Katherine A | Information Tech Mgr II | Information Tech Mgr II | Management | 08 | | \$94,523 | 0.0% | | \$94,523 | |
| Griffis, Nancy H | Information Tech Mgr II | Information Tech Mgr II | Management | 08 | | \$85,407 | 10.2% | | \$94,153 | ab |
| Promotion: This employee's position was reclassified to Information Tech Manager II to reflect responsibility for the strategic direction of the department. | | | | | | | | | | |
| Howard, Timothy Rowland | Project Manager I | Project Manager I | Computer, Engineering, and Science Staff | 07 | | \$83,224 | 10.0% | | \$91,546 | b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for project management oversight for the Watt Family Innovation Center and Greenville One/CBBS New Building accounts. | | | | | | | | | | |
| Stone, Kevin P | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$91,078 | 0.0% | | \$91,078 | |
| Hammel, Scott C | Info Tech Systems Architect | Info Tech Systems Architect | Computer, Engineering, and Science Staff | 08 | | \$90,953 | 0.0% | | \$90,953 | |
| Duffy III, Edward B | Research Associate | Computational Scientist | Computer, Engineering, and Science Staff | NA | | \$86,304 | 4.0% | | \$89,756 | a |
| Pruitt, Richard L | Information Tech Mgr II | Information Tech Mgr II | Management | 08 | | \$85,696 | 4.0% | | \$89,124 | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Clemson Computing & Information Technology

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|-----------------------|-----------------------------|-----------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Wright,Kathy E | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$85,200 | 4.0% | | \$88,608 | a |
| James,Clifton B | Research Associate | Research Associate | Management | NA | | \$88,217 | 0.0% | | \$88,217 | |
| Appleford,Simon James | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$87,550 | 0.0% | | \$87,550 | |
| Blalock Jr,James C | Information Tech Mgr II | Information Tech Mgr II | Computer, Engineering, and Science Staff | 08 | | \$87,429 | 0.0% | | \$87,429 | |
| Thrower,Kimberly Jane | Information Tech Mgr II | Information Tech Mgr II | Computer, Engineering, and Science Staff | 08 | | \$86,520 | 0.0% | | \$86,520 | |
| Bate,Jeffrey M | Information Tech Mgr II | Information Tech Mgr II | Computer, Engineering, and Science Staff | 08 | | \$83,184 | 4.0% | | \$86,511 | a |
| Buckley,David J | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$84,412 | 2.0% | | \$86,100 | a |
| Ferrier,Corey Lee | Info Tech Systems Architect | Info Tech Systems Architect | Computer, Engineering, and Science Staff | 08 | | \$82,703 | 4.0% | | \$86,011 | a |
| Poole,Mark A | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$85,417 | 0.0% | | \$85,417 | |
| James,Brenda F | Information Tech Mgr I | Information Tech Mgr I | Computer, Engineering, and Science Staff | 07 | | \$85,291 | 0.0% | | \$85,291 | |
| Bryant,Jean F | Information Tech Mgr I | Information Tech Mgr I | Computer, Engineering, and Science Staff | 07 | | \$84,242 | 0.0% | | \$84,242 | |
| Holcombe,Paula F | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$81,119 | 3.0% | | \$83,553 | a |
| Baker,Charles H | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$83,430 | 0.0% | | \$83,430 | |
| Clark,Carl R | Information Tech Mgr I | Information Tech Mgr I | Computer, Engineering, and Science Staff | 07 | | \$82,772 | 0.0% | | \$82,772 | |

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Clemson Computing & Information Technology

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|-------------------------------|-------------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Stone, Henry W | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$82,554 | 0.0% | | \$82,554 | |
| Kendjoria, Barrett L | Information Tech Mgr II | Information Tech Mgr II | Management | 08 | | \$80,054 | 3.0% | | \$82,456 | a |
| Heck, Charles C | Sr Information Res Consultant | Sr Information Res Consultant | Computer, Engineering, and Science Staff | 07 | | \$77,680 | 5.6% | | \$82,000 | b |
| Additional Duties: This employee has assumed additional duties including supervising a group of employees responsible for programming and designing AV systems and overall project management. | | | | | | | | | | |
| Quarles, Elaine C | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$81,948 | 0.0% | | \$81,948 | |
| Nessler, Daphne B | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$77,257 | 5.2% | | \$81,257 | a |
| Staff Development Program: This employee received a standard increase associated with the staff development program. | | | | | | | | | | |
| Grieshop, Jeremy Keith | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$80,644 | 0.0% | | \$80,644 | |
| Hannah, Thomas B | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$80,407 | 0.0% | | \$80,407 | |
| McCaskill, Cecilia H | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$78,757 | 2.0% | | \$80,332 | a |
| Brown, Jamie L | Information Tech Mgr II | Information Tech Mgr II | Computer, Engineering, and Science Staff | 08 | | \$77,167 | 4.0% | | \$80,254 | a |
| Williams, Matthew | Info Tech Systems Architect | Info Tech Systems Architect | Computer, Engineering, and Science Staff | 08 | | \$80,054 | 0.0% | | \$80,054 | |
| Hoyt, Johnathan H | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$69,607 | 14.9% | | \$80,000 | f |
| Retention: This employee was being recruited by another company. | | | | | | | | | | |
| Odom, Dierdre G | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$77,887 | 2.5% | | \$79,834 | a |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|-----------------------------|-----------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Campbell, Marjorie S | Project Manager II | Project Manager II | Computer, Engineering, and Science Staff | 08 | | \$71,141 | 12.0% | \$79,678 | | b |
| Promotion: This employee's position was reclassified to Project Manager II in CCIT Planning & Resource Management and includes responsibility for supporting the research, scholarship, teaching and public service efforts of the faculty. | | | | | | | | | | |
| Hoover, Samuel T | Info Tech Systems Architect | Info Tech Systems Architect | Computer, Engineering, and Science Staff | 08 | | \$79,192 | 0.0% | \$79,192 | | |
| Patton, Chad W | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$79,038 | 0.0% | \$79,038 | | |
| Garrett, Matthew D. | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$78,844 | 0.0% | \$78,844 | | |
| Hodge, Blane D | Information Tech Mgr I | Information Tech Mgr I | Computer, Engineering, and Science Staff | 07 | | \$78,715 | 0.0% | \$78,715 | | |
| Nelms, Linda Briden | Information Tech Mgr I | Information Tech Mgr I | Computer, Engineering, and Science Staff | 07 | | \$78,715 | 0.0% | \$78,715 | | |
| Gagnon, Jacquelyn J | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$78,681 | 0.0% | \$78,681 | | |
| Johnson, William B | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$78,022 | 0.0% | \$78,022 | | |
| Robinson, William E | Info Tech Systems Architect | Info Tech Systems Architect | Computer, Engineering, and Science Staff | 08 | | \$74,984 | 4.0% | \$77,983 | | a |
| Searing, Carol A | Information Tech Mgr I | Information Tech Mgr I | Management | 07 | | \$77,979 | 0.0% | \$77,979 | | |
| Walukewicz, Paul D | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$77,615 | 0.0% | \$77,615 | | |
| Zhou, Yi | Data Base Admin II | Data Base Admin II | Computer, Engineering, and Science Staff | 07 | | \$77,615 | 0.0% | \$77,615 | | |
| Blackburn, Steven C | Data Base Admin II | Data Base Admin II | Computer, Engineering, and Science Staff | 07 | | \$77,529 | 0.0% | \$77,529 | | |

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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 2013 Salaries \$50,000 and Over

Clemson Computing & Information Technology

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|-------------------------|-------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Montgomery,Linda S | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$77,257 | 0.0% | | \$77,257 | |
| Rader,John Minnis | Data Base Admin II | Data Base Admin II | Computer, Engineering, and Science Staff | 07 | | \$77,250* | 0.0% | | \$77,250 | * |
| Billado,Larry Lee | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$77,190 | 0.0% | | \$77,190 | |
| Jones,Christopher W | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$77,126 | 0.0% | | \$77,126 | |
| Parker,Brian K. | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$73,130 | 5.0% | | \$76,787 | a |
| Fall 2013 Performance Increase: This employee received a performance increase based on his work developing a next-generation cloud computing environment and innovations to production networking. | | | | | | | | | | |
| Lilli,Matthew J | Information Tech Mgr II | Information Tech Mgr II | Computer, Engineering, and Science Staff | 08 | | \$76,384 | 0.0% | | \$76,384 | |
| Long,Nathan Christopher | Information Tech Mgr I | Information Tech Mgr I | Management | 07 | | \$64,312 | 18.6% | | \$76,300 | ab |
| Fall 2013 Performance Increase: This employee received a performance increase based on cultural and process improvements in the Support Center. | | | | | | | | | | |
| Promotion: This employee received an increase based on relevant performance and experience upon transfer to a new position. | | | | | | | | | | |
| Li,Yang | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$76,274 | 0.0% | | \$76,274 | |
| Marshall,Mike S | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$75,932 | 0.0% | | \$75,932 | |
| Fennell,Carroll D | Information Tech Mgr I | Information Tech Mgr I | Management | 07 | | \$72,100 | 5.0% | | \$75,705 | a |
| Fall 2013 Performance Increase: This employee received a performance increase based on creating a positive work environment for the engineers and successful project implementation, among others. | | | | | | | | | | |
| Henson,James C | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$75,689 | 0.0% | | \$75,689 | |
| Davis,Daniel J | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$75,610 | 0.0% | | \$75,610 | |

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Clemson Computing & Information Technology

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|-------------------------------|-------------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Barnes,Hollis S | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$74,374 | 1.0% | | \$75,118 | a |
| Brock,Barry P | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$74,301 | 0.0% | | \$74,301 | |
| Behrens,Christopher J | Data Base Admin II | Data Base Admin II | Computer, Engineering, and Science Staff | 07 | | \$74,160 | 0.0% | | \$74,160 | |
| Elrod,Jeffrey F | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$74,041 | 0.0% | | \$74,041 | |
| Slagh,Carole Ann | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$73,860 | 0.0% | | \$73,860 | |
| Brown,Sandra | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$73,856 | 0.0% | | \$73,856 | |
| Guido,Saverio J | Information Tech Mgr I | Information Tech Mgr I | Computer, Engineering, and Science Staff | 07 | | \$72,304 | 0.0% | | \$72,304 | |
| Asbill,Sarah Lynn H | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$72,141 | 0.0% | | \$72,141 | |
| Watson,Emily F | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$66,135 | 9.1% | | \$72,135 | a |
| Fall 2013 Performance Increase: This employee received a performance increase based on contributions toward the Member Management project. | | | | | | | | | | |
| Breece,Charles R | Sr Information Res Consultant | Sr Information Res Consultant | Computer, Engineering, and Science Staff | 07 | | \$72,100 | 0.0% | | \$72,100 | |
| Elliott,James R | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$71,660 | 0.0% | | \$71,660 | |
| Melton,Holly Faust | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$68,959 | 3.0% | | \$71,028 | a |
| Piazza,Sandra J | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$70,991 | 0.0% | | \$70,991 | |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|-------------------------|-------------------------|-------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Hudgens,Bruce F | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$70,940 | 0.0% | | \$70,940 | |
| Ludlow,Denise Anne | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$70,611 | 0.0% | | \$70,611 | |
| Tucker III,Ansel O. | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$70,504 | 0.0% | | \$70,504 | |
| Gravely,Debra L | Human Resources Mgr II | Human Resources Mgr II | Business and Financial Operations Staff | 06 | | \$70,154 | 0.0% | | \$70,154 | |
| Johnson,Teresa L | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 06 | | \$70,154 | 0.0% | | \$70,154 | |
| Bish,Danny Ray | Information Tech Mgr I | Information Tech Mgr I | Computer, Engineering, and Science Staff | 07 | | \$70,000 | 0.0% | | \$70,000 | |
| Hare,Tracey R | Administrative Coord II | Administrative Coord II | Office and Administrative Support Staff | 06 | | \$69,276 | 0.0% | | \$69,276 | |
| Kudra,Sallie J | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$69,256 | 0.0% | | \$69,256 | |
| Childs,Melissa McCollum | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$68,933 | 0.0% | | \$68,933 | |
| Capell,Cynthia P | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$68,816 | 0.0% | | \$68,816 | |
| Bergman,Barbara A | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$68,770 | 0.0% | | \$68,770 | |
| Moore,Gregory T | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$68,726 | 0.0% | | \$68,726 | |
| Tak,Irfan | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$68,590 | 0.0% | | \$68,590 | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Clemson Computing & Information Technology

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|-------------------------------|-------------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| McGee,Patrick H | Sr Information Res Consultant | Sr Information Res Consultant | Computer, Engineering, and Science Staff | 07 | | \$67,975 | 0.0% | | \$67,975 | |
| Sherrrod,Laurie H. | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$67,965 | 0.0% | | \$67,965 | |
| Mace,Kathryn Petersen | Sr Information Res Consultant | Sr Information Res Consultant | Computer, Engineering, and Science Staff | 07 | | \$67,910 | 0.0% | | \$67,910 | |
| Reeves,Susan McKenzie | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$67,820 | 0.0% | | \$67,820 | |
| Hall,Nancy Elaine | Program Coordinator II | Program Coordinator II | Computer, Engineering, and Science Staff | 06 | | \$67,737 | 0.0% | | \$67,737 | |
| Haynes,Joanne J. | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$64,160 | 5.0% | | \$67,368 | b |
| Promotion: This employee's position was reclassified to Senior Applications Analyst in Medicaid IT Services based on her role as team lead for the Production Support and Maintenance team. | | | | | | | | | | |
| Hall,Janet M | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$66,725 | 0.0% | | \$66,725 | |
| Black,Thomas Eugene | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$66,630 | 0.0% | | \$66,630 | |
| Broyles,David H | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$66,004 | 0.0% | | \$66,004 | |
| Crawford,Leslie P | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$65,948 | 0.0% | | \$65,948 | |
| Cunningham,Nestor Sheldon | Data Base Admin II | Data Base Admin II | Computer, Engineering, and Science Staff | 07 | | \$65,793 | 0.0% | | \$65,793 | |
| James,Clayton E | Sr Information Res Consultant | Sr Information Res Consultant | Computer, Engineering, and Science Staff | 07 | | \$61,471 | 7.0% | | \$65,793 | b |
| Promotion: This employee's position was reclassified to Senior Information Res Consultant in Enterprise Systems and Application based on his role as IT System Architect for the CUBS HR Upgrade. | | | | | | | | | | |
| Liu,Yi | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$65,793 | 0.0% | | \$65,793 | |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|---------------------------|---------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Price,Laura A | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$65,793 | 0.0% | | \$65,793 | |
| Fowler,Patrick Wayne | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$62,789 | 4.8% | | \$65,789 | a |
| Fall 2013 Performance Increase: This employee received a performance increase based on contributions to the ongoing maintenance and enhancement of the MMIS system. | | | | | | | | | | |
| Evatt,Pamela L | Acctnt/Fiscal Analyst III | Acctnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$65,386 | 0.0% | | \$65,386 | |
| Duncan,Ernest Geric | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$60,349 | 8.3% | | \$65,349 | a |
| Fall 2013 Performance Increase: This employee received a performance increase based on his contributions as subject matter expertise on Medicaid eligibility to the Member Management project. | | | | | | | | | | |
| Webb,Steven E | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$63,332 | 3.2% | | \$65,332 | a |
| Brownlee,Leslie H. | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$65,251 | 0.0% | | \$65,251 | |
| Boyer,Mary Denise | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$65,171 | 0.0% | | \$65,171 | |
| Chambers,Matthew G | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$65,148 | 0.0% | | \$65,148 | |
| Weaver,Barbara E | Program Manager I | Program Manager I | Computer, Engineering, and Science Staff | 07 | | \$64,428 | 0.0% | | \$64,428 | |
| Benson,Kimberly A | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$64,292 | 0.0% | | \$64,292 | |
| House,Jan M | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$63,822 | 0.0% | | \$63,822 | |
| Felder III,James C | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$63,735 | 0.0% | | \$63,735 | |
| Waaser,H Lyall | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$63,383 | 0.0% | | \$63,383 | |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---------------------------|-------------------------------|-------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Johnson,Sudie O'Nethea | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$63,371 | 0.0% | | \$63,371 | |
| Smith,Karen Lindsey | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$60,683 | 4.0% | | \$63,110 | a |
| Gainey,Gloria M | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$63,099 | 0.0% | | \$63,099 | |
| Barnes,Alexandra B | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$62,945 | 0.0% | | \$62,945 | |
| Cannon,Claudia Anderson | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$62,830 | 0.0% | | \$62,830 | |
| Kasprick,Marlys M | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$62,571 | 0.0% | | \$62,571 | |
| Wood,Michelle L. | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$59,992 | 4.0% | | \$62,392 | a |
| Powell,Amanda L | Acctnt/Fiscal Analyst III | Acctnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$59,817 | 4.0% | | \$62,210 | a |
| Sullivan,Martin W | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$62,128 | 0.0% | | \$62,128 | |
| Powell,Matthew T | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$62,057 | 0.0% | | \$62,057 | |
| Henderson,Sara E | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$61,979 | 0.0% | | \$61,979 | |
| Burrell,Deborah K | Sr Information Res Consultant | Sr Information Res Consultant | Computer, Engineering, and Science Staff | 07 | | \$61,938 | 0.0% | | \$61,938 | |
| Stowers,Dexter Fitzgerald | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$61,594 | 0.0% | | \$61,594 | |

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* 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

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|-------------------------------|-------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Leaders,Donald L | Information Tech Mgr I | Information Tech Mgr I | Computer, Engineering, and Science Staff | 07 | | \$61,148 | 0.0% | | \$61,148 | |
| Hill,Carlos A | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$60,832 | 0.0% | | \$60,832 | |
| Harouff,Mark A | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$60,686 | 0.0% | | \$60,686 | |
| Swift Jr,Joseph C | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$58,278 | 4.0% | | \$60,609 | a |
| Lee,David C | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$60,545 | 0.0% | | \$60,545 | |
| Fullerton,Steven Mitchell | Sr Information Res Consultant | Sr Information Res Consultant | Management | 07 | | \$60,000* | 0.0% | | \$60,000 | * |
| Ficklin II,Barry W | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$59,756 | 0.0% | | \$59,756 | |
| Styles,Jonathan W | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$58,142 | 0.0% | | \$58,142 | |
| Dickson,Timothy E | Systems Programmer II | Systems Programmer II | Computer, Engineering, and Science Staff | 07 | | \$58,000* | 0.0% | | \$58,000 | * |
| Parker,Karen Marie | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$57,879 | 0.0% | | \$57,879 | |
| Snizaski,Kathy Halstead | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$54,075 | 7.0% | | \$57,860 | b |
| Additional Duties: This employee has assumed additional duties including increased complexity in coordination of organizational effectiveness programs for Clemson Computing & Information Technology. | | | | | | | | | | |
| Smith,Mylene E | Info Resource Consult I | Info Resource Consult I | Computer, Engineering, and Science Staff | 05 | | \$57,189 | 0.0% | | \$57,189 | |
| Davidson,Susan J | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$56,961 | 0.0% | | \$56,961 | |

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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 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|--------------------------|--------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Baxter, James R | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$56,940 | 0.0% | | \$56,940 | |
| Gray III, Herbert | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$56,650 | 0.0% | | \$56,650 | |
| Calhoun, Gloria J | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$56,313 | 0.0% | | \$56,313 | |
| Clafin, Patrick J | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$56,261 | 0.0% | | \$56,261 | |
| DiAntonio, Thomas R | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$56,238 | 0.0% | | \$56,238 | |
| Xu, Yahong | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$55,697 | 0.0% | | \$55,697 | |
| Lusk, Patti M | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$55,507 | 0.0% | | \$55,507 | |
| Lockhart, Melissa Jo Marsh | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$55,280 | 0.0% | | \$55,280 | |
| Upp, James Virgil | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$53,122 | 4.0% | | \$55,247 | a |
| Cole, Scot F | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$54,751 | 0.0% | | \$54,751 | |
| Masters, Benjamin Jeremy | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$54,590* | 0.0% | | \$54,590 | * |
| Beckler, Joshua Samuel | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$50,350 | 8.0% | | \$54,378 | a |
| Fall 2013 Performance Increase: This employee received a performance increase based on System Center upgrades and efficient distribution, as well as innovative solutions using systems center to automate processes and perform more efficient operations for support personnel | | | | | | | | | | |
| Craig, Gretchen Wyatt | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$54,075 | 0.0% | | \$54,075 | |

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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 2013 Salaries \$50,000 and Over

Clemson Computing & Information Technology

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|-------------------------------|-------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Tegen,Matthew C | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$54,075 | 0.0% | | \$54,075 | |
| Watson,Leighann B | Operations Mgr I | Operations Mgr I | Computer, Engineering, and Science Staff | 04 | | \$45,929 | 17.6% | | \$54,000 | b |
| Promotion: This employee's position was reclassified to Operations Manager I in Computer Systems and Operation based on supervisory responsibilities. | | | | | | | | | | |
| Breazeale,Julie S | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$53,639 | 0.0% | | \$53,639 | |
| Standridge,Thomas A | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$53,621 | 0.0% | | \$53,621 | |
| Hoskin,Jonathan C | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$52,736 | 0.0% | | \$52,736 | |
| Purdessy,Reba R | Sr Information Res Consultant | Sr Information Res Consultant | Computer, Engineering, and Science Staff | 06 | | \$52,608 | 0.0% | | \$52,608 | |
| Kelley Jr,Otto Olridge | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$52,511 | 0.0% | | \$52,511 | |
| Stokes,Tanner W | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$52,500* | 0.0% | | \$52,500 | * |
| Russell,Curtis J | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$52,015 | 0.0% | | \$52,015 | |
| Smith,Karen O | Info Resource Consult I | Info Resource Consult I | Computer, Engineering, and Science Staff | 05 | | \$51,504 | 0.0% | | \$51,504 | |
| Lee,Bryan Scott | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$51,269 | 0.0% | | \$51,269 | |
| Williams,Bradley Tarif | Info Resource Consult I | Info Resource Consult I | Computer, Engineering, and Science Staff | 05 | | \$50,455 | 0.0% | | \$50,455 | |
| Lay,Janice Ann | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$50,442 | 0.0% | | \$50,442 | |

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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 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|-------------------------|-------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Jamison,Russell E | Info Resource Consult I | Info Resource Consult I | Computer, Engineering, and Science Staff | 05 | | \$50,066 | 0.0% | | \$50,066 | |
| Spangenberg,James Thomas | Systems Programmer I | Systems Programmer I | Computer, Engineering, and Science Staff | 06 | | \$40,116 | 24.6% | | \$50,000 | b |
| Promotion: This employee was promoted to Systems Programmer I in CCIT Software Development. | | | | | | | | | | |

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* 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

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</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 | | \$175,049 | 0.0% | | \$175,049 | |
| Albritton,Vincie C. | Research Associate | Research Associate | Management | NA | | \$128,484 | 0.0% | | \$128,484 | |
| Additional Duties: This employee has assumed additional duties and a performance increase for duties as Director of Technology and Deputy Director of the Clemson University Research Foundation. | | | | | | | | | | |
| Performance Increase: This employee has assumed additional duties and a performance increase for duties as Director of Technology and Deputy Director of the Clemson University Research Foundation. | | | | | | | | | | |

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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 2013 Salaries \$50,000 and Over

Cooperative Extension Service

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|--------------------------------|--------------------------------|---|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Callahan,Brian J | Extension Director - Assistant | Extension Director - Assistant | Management | NA | | \$106,137 | 13.1% | | \$120,000 | e |
| Market Adjustment: This employee received a market adjustment to move their salary toward the target market average for similar positions of the same level. | | | | | | | | | | |
| Smith,John P | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$98,235 | 8.1% | | \$106,241 | ab |
| Additional Duties: This employee has assumed additional duties including statewide leadership of Home Horticulture Team. | | | | | | | | | | |
| Blake,James H | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$73,904 | 22.2% | | \$90,316 | ab |
| Additional Duties: This employee has assumed additional duties as state master gardener leader including creating, updating and presenting master gardener, supervision of master gardener volunteer program and training county extension agents to teach master gardener classes. | | | | | | | | | | |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the County Coordinator in the Pickens County Extension Office. | | | | | | | | | | |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for taking over duties associated with leading the Master Wildlife Program, including developing curriculum, teaching Extension Agents to teach public, organizing and leading statewide meetings. | | | | | | | | | | |
| Arena,Mark J | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$88,732 | 0.0% | | \$88,732 | |
| Warner,Morris B | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$84,671 | 2.0% | | \$86,364 | a |
| Howard,Daniel M | Extension Director - Assistant | Extension Director - Assistant | Student and Academic Affairs and Other Education Services Staff | NA | | \$82,255 | 3.0% | | \$84,723 | a |
| Burns,Matthew G | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$84,132 | -2.9% | | \$81,729 | ab |
| Legette,Deon S | Extension Director - Assistant | Distinguished County Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$74,447 | 2.0% | | \$75,936 | a |
| Lanford,Blake Madison | Extension Agent - | Extension Agent - | Student and Academic Affairs and Other Education Services Staff | NA | | \$73,154 | 2.0% | | \$74,617 | a |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|--------------------------------|-----------------------------|---|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Brant,James T | Extension Agent - Assistant | Extension Agent - Assistant | Student and Academic Affairs and Other Education Services Staff | NA | | \$72,983 | 2.0% | | \$74,442 | a |
| McNulty,Amanda C | Extension Agent | Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$64,672 | 14.3% | | \$73,911 | b |
| <i>Administrative/Temporary Salary Adjustment: This employee received a supplement for working to increase the Making It Grow ETV endowment fund.</i> | | | | | | | | | | |
| McManus,Michael S | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$72,257 | 2.0% | | \$73,702 | a |
| Barnes,John M | Extension Director - Assistant | Distinguished County Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$72,245 | 0.0% | | \$72,245 | |
| Rollins,Philip A | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$70,603 | 2.0% | | \$72,015 | a |
| Bortz,Walter M | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$69,420 | 1.1% | | \$70,204 | a |
| Campbell,Kevin S | Extension Agent - | Extension Agent - | Student and Academic Affairs and Other Education Services Staff | NA | | \$69,732 | 0.0% | | \$69,732 | |
| Sampson,Grady L. | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$68,460 | 0.0% | | \$68,460 | |
| Khan,Tarana | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$61,687 | 10.0% | | \$67,855 | a |
| <i>Merit: This employee received an increase based on receipt of a PhD from Clemson University.</i> | | | | | | | | | | |

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f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Cooperative Extension Service

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|--------------------------------|--------------------------------|---|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Davis, Timothy S | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$70,462 | -4.8% | | \$67,108 | b |
| Varn Jr, Joe E | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$66,300 | 1.0% | | \$66,963 | a |
| Smith, William B | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$64,238 | 3.0% | | \$66,165 | a |
| Richardson, Marian W | Extension Director - Assistant | Extension Director - Assistant | Student and Academic Affairs and Other Education Services Staff | NA | | \$66,121 | 0.0% | | \$66,121 | |
| Beer, Brian L | Extension Agent - | Extension Agent - | Student and Academic Affairs and Other Education Services Staff | NA | | \$61,683 | 5.8% | | \$65,260 | a |
| Merit: This employee received an increase based on receipt of a Master's in Agricultural Education. | | | | | | | | | | |
| Crouch Jr, Alfred B | Extension Agent - | Extension Agent - | Student and Academic Affairs and Other Education Services Staff | NA | | \$63,409 | 2.0% | | \$64,677 | a |
| Walker, Leigh Ann | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$64,305 | 0.0% | | \$64,305 | |
| Thompson, Paul S | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$62,306 | 2.0% | | \$63,552 | a |
| Lake, Connie N | Extension Director - Assistant | Extension Director - Assistant | Student and Academic Affairs and Other Education Services Staff | NA | | \$62,203 | 2.0% | | \$63,447 | a |
| Hodges, James F. | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$63,311 | 0.0% | | \$63,311 | |

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f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|------------------------|------------------------|---|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Welch,Kristen D | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$62,273 | 0.0% | | \$62,273 | |
| Ulmer,Karissa R | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$57,072 | 8.2% | | \$61,733 | ab |
| Promotion: This employee was promoted to Senior Extension Agent in the Allendale Extension Office. | | | | | | | | | | |
| Brown,Barbara A | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$61,439 | 0.0% | | \$61,439 | |
| Bowen Johnson,Miriam V | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$64,329 | -4.5% | | \$61,405 | b |
| Davis-Livingston,Sherry L | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$63,468 | -4.5% | | \$60,583 | b |
| Harris,Alma L | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$59,325 | 2.0% | | \$60,512 | a |
| Currence,Robin L | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$59,285 | 2.0% | | \$60,470 | a |
| Williford,Gayle G | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$59,264 | 2.0% | | \$60,449 | a |
| Henderson,William G | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$58,202 | 2.0% | | \$59,366 | a |
| Forrester,Gary R | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$58,005 | 0.0% | | \$58,005 | |

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f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|-----------------------------|-----------------------------|---|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Davenport,Mildred Williams | Extension Agent - | Extension Agent - | Management | NA | | \$56,731 | 1.0% | | \$57,298 | a |
| Horn,Tina Marie | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$56,281 | 1.0% | | \$56,844 | a |
| Tietjen,Lana J | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$56,374 | 0.0% | | \$56,374 | |
| Matthews,Rhonda M | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$54,670 | 2.0% | | \$55,763 | a |
| Boyles,Jennifer H | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$55,029 | 0.0% | | \$55,029 | |
| Sippel,Margie S | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$51,802 | 6.1% | | \$54,953 | b |
| Promotion: This employee was promoted to Extension Agent - Senior (York County Coordinator) in the York Extension Office. | | | | | | | | | | |
| Baker,Kimberly Anne | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$46,342 | 17.3% | | \$54,359 | ab |
| Promotion: This employee was promoted to Extension Associate in the Greenville Extension Office. | | | | | | | | | | |
| Herndon,Shannon B | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$54,291 | 0.0% | | \$54,291 | |
| DeWitt,David B | Extension Agent - Assistant | Extension Agent - Assistant | Student and Academic Affairs and Other Education Services Staff | NA | | \$54,075 | 0.0% | | \$54,075 | |
| Forbes,Angela P | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$52,555 | 2.0% | | \$53,606 | a |

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* 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

Fall 2013 Salaries \$50,000 and Over

Cooperative Extension Service

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|-----------------------------|-----------------------------|---|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Tanner,Shann Cory | Extension Agent - | Extension Agent - | Student and Academic Affairs and Other Education Services Staff | NA | | \$51,000 | 3.0% | | \$52,530 | a |
| Phinney,Derrick M | Extension Agent - Assistant | Extension Agent - Assistant | Student and Academic Affairs and Other Education Services Staff | NA | | \$50,000* | 5.0% | | \$52,500 | *b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Dorchester County Coordinator. | | | | | | | | | | |
| Dabbs,Amy Lee | Extension Agent - | Extension Agent - | Student and Academic Affairs and Other Education Services Staff | NA | | \$51,453 | 2.0% | | \$52,482 | a |
| Van Vlakte II,Richard Lee | Extension Agent - | Extension Agent - | Student and Academic Affairs and Other Education Services Staff | NA | | \$48,806 | 7.2% | | \$52,330 | a |
| Merit: This employee received an increase based on receipt of a MS degree in Agricultural Education. | | | | | | | | | | |
| Sutter,Janine H. | Extension Agent | Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$48,614 | 5.8% | | \$51,422 | ab |
| Promotion: This employee was promoted to Extension Agent - Senior Associate in the Pickens County Extension Office. | | | | | | | | | | |
| Marvin,Alta Mae | Extension Agent - | Extension Agent - | Student and Academic Affairs and Other Education Services Staff | NA | | \$51,378 | 0.0% | | \$51,378 | |
| DeHond,Patricia E | Extension Agent - | Extension Agent - Assistant | Student and Academic Affairs and Other Education Services Staff | NA | | \$50,344 | 2.0% | | \$51,351 | a |
| Williamson,Joseph W. | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$49,990 | 2.0% | | \$50,990 | a |
| Croft,Jonathan Kenneth | Extension Agent - Assistant | Extension Agent - | Student and Academic Affairs and Other Education Services Staff | NA | | \$47,610 | 6.9% | | \$50,878 | ab |
| Promotion: This employee received an increase based on relevant experience upon transfer to a new position. | | | | | | | | | | |

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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 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|-----------------------------|-----------------------------|---|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Fellers, Jeffrey L | Extension Agent | Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$43,235 | 16.7% | | \$50,465 | ab |
| <p>Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the County Coordinator for Cherokee County.</p> <p>Merit: This employee received an increase based on receipt of a Master's in Geographical Information Science.</p> <p>Promotion: This employee was promoted to Extension Agent in the Union County Extension Office.</p> | | | | | | | | | | |
| Sumpter, Terri B | Senior Extension Agent | Senior Extension Agent | Student and Academic Affairs and Other Education Services Staff | NA | | \$50,395 | 0.0% | | \$50,395 | |
| Sell, Graham Scott | Extension Agent - Assistant | Extension Agent - Assistant | Student and Academic Affairs and Other Education Services Staff | NA | | \$50,000* | 0.0% | | \$50,000 | * |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Economic Development

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|----------------------------|----------------------------|--|----------|----------------------------|------------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Kelly, John W | Professor | VP for PSA | Management with Faculty Rank | NA | | \$262,027 | 1.7% | | \$266,612 | a |
| Cartwright, Frederick Merrill | Asst Academic Prog Dir | Executive Director CUICAR | Management | NA | | \$220,000* | 0.0% | | \$220,000 | * |
| Taiber, Joachim | Research Professor | Research Professor | Research Faculty | NA | | \$206,000 | 0.0% | | \$206,000 | |
| Rigas, Nikolaos | Senior Scientist | Associate Director | Management | NA | | \$167,198 | 3.0% | | \$172,214 | a |
| Dickerson, Suzanne Maria | Assoc Academic Program Dir | Assoc Academic Program Dir | Management | NA | | \$146,471 | -0.5% | | \$145,715 | ab |
| Leitner, Robert Thomas | Lecturer: Non-Teaching | Lecturer: Non-Teaching | Research Faculty | NA | | \$129,045 | 0.0% | | \$129,045 | |
| Peters, Thomas T | Research Associate | Research Associate | Management | NA | | \$120,000 | 0.0% | | \$120,000 | |
| Allen, Jeffery S | Research Associate | Research Associate | Management | NA | | \$105,170 | 1.0% | | \$106,222 | a |
| Roberts, Danny H | Extension Associate | Asst to VP for PSA | Computer, Engineering, and Science Staff | NA | | \$99,327 | 0.5% | | \$99,824 | a |
| Crette, Stephanie Aline | Lecturer | Lecturer | Research Faculty | NA | | \$84,581 | 2.5% | | \$86,696 | a |
| Woodard, Kathy L | Dir Of Planning & Research | Dir Of Planning & Research | Management | 07 | | \$78,995 | 2.0% | | \$80,575 | a |
| Russ, Katherine Margaret | Administrative Coord II | Administrative Coord II | Office and Administrative Support Staff | 06 | | \$50,182 | 24.2% | | \$62,326 | ab |
| <p>Additional Duties: This employee has assumed additional duties including implementing components of the Economic Development communications strategy and designing a records management system.</p> <p>Fall 2013 Performance Increase: This employee received a performance increase based on her work on the Economic Development website and additional duties formerly supported out of other administrative offices.</p> | | | | | | | | | | |
| Gonzalez-Pereyra, Nestor Gabriel | Lecturer | Lecturer | Research Faculty | NA | | \$57,731 | 5.2% | | \$60,708 | a |
| <p>Fall 2013 Performance Increase: This employee received a performance increase based on successful completion of the Tank Overhaul Project and contributions to a successful transition year for the Warren Lasch Conservation Center.</p> | | | | | | | | | | |
| Saltzman, Ellen W | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$57,389 | 2.0% | | \$58,537 | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Economic Development

| <i>Name</i> | <i>State Title</i> | <i>Clemson Title</i> | <i>Factbook Category</i> | <i>Pay Band</i> | <i>Salary as of Oct 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|-------------------------|-------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Arena,EdiVania Feijo | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$56,643 | 0.0% | | \$56,643 | |
| Carey,Robert T | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$53,575 | 2.0% | | \$54,647 | a |
| Ellington,Talitha C | Administrative Coord II | Administrative Coord II | Office and Administrative Support Staff | 06 | | \$50,792 | 5.3% | | \$53,509 | ab |
| Promotion: This employee's position was reclassified to Administrative Coordinator II in the Clemson University International Center for Automotive Research based on advanced executive assistance to the CU-ICAR Leadership Team. | | | | | | | | | | |
| Scafuri,Michael P | Scientist | Scientist | Computer, Engineering, and Science Staff | NA | | \$49,704 | 3.0% | | \$51,195 | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|-------------------------|--------------------------|----------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Wells Jr,Robert J. | Associate Vice President | Associate Vice President | Management | NA | | \$157,896 | 1.5% | | \$160,264 | a |
| Newberry IV,William R | Dir/Adjunct Faculty | Dir/Adjunct Faculty | Management with Faculty Rank | NA | | \$107,171 | 0.0% | | \$107,171 | |
| McEntire Jr,John T | Engineer/Assoc Eng IV | Director, Capital Projects | Management | 08 | | \$92,858 | 0.0% | | \$92,858 | |
| Barnette,Todd E | Administrative Mgr II | Business Manager | Management | 08 | | \$89,648 | 3.0% | | \$92,337 | a |
| Vander Mey,Gerald A | Program Manager II | Director, Campus Planning | Management | 08 | | \$88,791 | 3.0% | | \$91,455 | a |
| Gerus,Adrienne L | Program Manager II | Dir Landscape Services | Management | 08 | | \$83,463 | 2.0% | | \$85,132 | a |
| Jones,Thomas W | Program Manager II | Director | Management | 08 | | \$78,013 | 2.0% | | \$79,573 | a |
| Smith,Michael E | Eng/Assoc Eng III | Minor Projects Manager | Computer, Engineering, and Science Staff | 07 | | \$75,439 | 0.0% | | \$75,439 | |
| Jones,Tommi Jackson | Eng/Assoc Eng III | Energy Manager | Computer, Engineering, and Science Staff | 07 | | \$71,858 | 3.5% | | \$74,373 | a |
| Parker,Michael R | Eng/Assoc Eng III | Eng/Assoc Eng III | Computer, Engineering, and Science Staff | 07 | | \$73,006 | 0.0% | | \$73,006 | |
| Zanca,Sam X | Eng/Assoc Eng III | Capital Project Manager | Computer, Engineering, and Science Staff | 07 | | \$70,422 | 1.5% | | \$71,478 | a |
| Wardlaw,Daniel S | Information Tech Mgr I | Information Tech Manager | Computer, Engineering, and Science Staff | 07 | | \$68,736 | 3.0% | | \$70,798 | a |
| Wiggins,Roger Alan | Eng/Assoc Eng III | Minor Projects Manager II | Computer, Engineering, and Science Staff | 07 | | \$69,027 | 0.0% | | \$69,027 | |
| Muth,William Richards | Eng/Assoc Eng III | Eng/Assoc Eng III | Computer, Engineering, and Science Staff | 07 | | \$68,000* | 0.0% | | \$68,000 | * |
| Woolbright,Boyce Lanier | Eng/Assoc Eng II | Eng/Assoc Eng II | Management | 06 | | \$60,000* | 10.0% | | \$66,000 | *b |

Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Interim Director of Maintenance.

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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 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|-----------------------------|--------------------------|-----------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| McCrary Jr,Robert Daniel | Environment/Hlth Mgr III | Environment/Hlth Mgr III | Healthcare Practitioners and Staff | 06 | | \$65,557 | 0.0% | | \$65,557 | |
| Carson,S William | Building/Grounds Mgr | Horticulture Manager | Service Staff | 06 | | \$65,217 | 0.0% | | \$65,217 | |
| Byers Jr,Daniel Lee | Eng/Assoc Eng III | Eng/Assoc Eng III | Computer, Engineering, and Science Staff | 07 | | \$65,000* | 0.0% | | \$65,000 | * |
| Minerva,Paul W | Trades Manager I | Arbor and Mechanic Shop Mgr | Natural Resources, Construction, and Maintenance Staff | 06 | | \$60,580 | 3.0% | | \$62,397 | a |
| Anderson,Barret D | Eng/Assoc Eng III | Campus Landscape Architect | Computer, Engineering, and Science Staff | 07 | | \$60,287 | 2.0% | | \$61,493 | a |
| Henderson,Thomas S | Eng/Assoc Eng III | Building Code Official | Computer, Engineering, and Science Staff | 07 | | \$60,953 | 0.0% | | \$60,953 | |
| Cope Jr,James Albert | Eng/Assoc Eng III | Eng/Assoc Eng III | Computer, Engineering, and Science Staff | 07 | | \$58,932 | 0.0% | | \$58,932 | |
| Hurst,William Thomas | Eng/Assoc Eng II | Eng/Assoc Eng II | Computer, Engineering, and Science Staff | 06 | | \$57,230 | 0.0% | | \$57,230 | |
| Cantrell,Tony B | Program Coordinator I | Customer Service Manager | Business and Financial Operations Staff | 05 | | \$55,982 | 2.0% | | \$57,102 | a |
| Hallquist,Scott Paul | Trades Manager I | Interior Utilities Manager | Natural Resources, Construction, and Maintenance Staff | 06 | | \$56,887 | 0.0% | | \$56,887 | |
| Parham III,Herbert L | Trades Manager I | Trades Manager I | Natural Resources, Construction, and Maintenance Staff | 06 | | \$54,106 | 4.0% | | \$56,270 | a |
| Addington II,Phillip Thomas | Eng/Assoc Eng II | Civil Survey Project Supv | Computer, Engineering, and Science Staff | 06 | | \$50,837 | 10.0% | | \$55,934 | a |

Staff Development Program: This employee received a standard increase associated with the staff development program.

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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 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|--------------------------|--------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| McDonald Jr,Ralph D | Trades Manager I | Structural Manager I | Natural Resources, Construction, and Maintenance Staff | 06 | | \$55,167 | 0.0% | | \$55,167 | |
| Martin,William K | Supply Mgr II | Materials Procurement Manager | Business and Financial Operations Staff | 05 | | \$47,847 | 15.0% | | \$55,024 | b |
| Additional Duties: This employee has assumed additional duties including consolidation of materials inventory from University Housing. | | | | | | | | | | |
| Gibbs,Gregory | Eng/Assoc Eng II | Civil Survey Project Mgr | Computer, Engineering, and Science Staff | 06 | | \$54,833 | 0.0% | | \$54,833 | |
| Lecroy Jr,Gerald W | Trades Manager I | East Area Manager | Natural Resources, Construction, and Maintenance Staff | 06 | | \$53,045 | 3.0% | | \$54,636 | a |
| Gambrell,John R | Eng/Assoc Eng II | Eng/Assoc Eng II | Computer, Engineering, and Science Staff | 06 | | \$51,912 | 4.0% | | \$53,989 | a |
| Boulanger,Joshua P | Building/Grounds Mgr | Turf and Irrigation Manager | Service Staff | 06 | | \$51,830 | 0.0% | | \$51,830 | |
| Lohmann,Allen C | Eng/Assoc Eng II | Minor Projects Manager II | Computer, Engineering, and Science Staff | 06 | | \$51,394 | 0.0% | | \$51,394 | |
| Brown,Everett C | Building/Ground Supv II | Custodial Manager | Service Staff | 05 | | \$51,010 | 0.0% | | \$51,010 | |
| Jackson,Cecelia | Administrative Coord II | Training Coordinator | Office and Administrative Support Staff | 06 | | \$50,998 | 0.0% | | \$50,998 | |
| Bodiford,Kimberly P | Accnt/Fiscal Analyst III | Accounts Payable Manager | Business and Financial Operations Staff | 06 | | \$49,465 | 3.0% | | \$50,949 | a |
| Gilstrap,Michael S | Trades Specialist V | Structural Area Contract Coord | Natural Resources, Construction, and Maintenance Staff | 05 | | \$48,983 | 3.5% | | \$50,697 | ad |

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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 2013 Salaries \$50,000 and Over

Library

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|----------------|----------------------------|------------------------------|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Wall, Kay L | Dean | Dean | Management with Faculty Rank | NA | \$175,364 | | 1.1% | \$177,293 | | a |
| Shoaf, Eric Christian | Associate Dean | Associate Dean | Management with Faculty Rank | NA | \$103,000 | | 6.8% | \$109,953 | | a |
| Fall 2013 Performance Increase: This employee received a performance increase based on top performance in his facilitation of organizational changes and his work with facilities and assessment. | | | | | | | | | | |
| Julian, Dinah Gail | Librarian I | Librarian I | Librarians | NA | \$83,488 | | -4.9% | \$79,367 | | ab |
| Fall 2013 Performance Increase: This employee received a performance increase based on excellent performance managing aspects of library restructuring and implementing consultant recommendations. | | | | | | | | | | |
| Tyler, Peggy J | Librarian I | Librarian | Librarians | NA | \$68,476 | | 14.6% | \$78,476 | | b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as Interim Library Chair. | | | | | | | | | | |
| Schilf, Suzanne Rook | Librarian I | Associate Librarian | Librarians | NA | \$74,842 | | 4.3% | \$78,023 | | a |
| Fall 2013 Performance Increase: This employee received a performance increase based on top performance and taking on leadership responsibilities during the year. | | | | | | | | | | |
| Vinson, Christopher Glen | Librarian I | Digital Projects Librarian | Librarians | NA | \$74,475 | | 4.2% | \$77,640 | | a |
| Fall 2013 Performance Increase: This employee received a performance increase based on top performance in his contributions to restructuring of the organization and bold innovations to library information technology. | | | | | | | | | | |
| Bodenheimer, Lisa | Librarian I | Librarian I | Librarians | NA | \$77,534 | | 0.0% | \$77,534 | | |
| Draper, Pamela A | Librarian I | Librarian I | Librarians | NA | \$71,190 | | 3.3% | \$73,504 | | a |
| Taylor, Dennis S | Librarian I | Librarian I | Librarians | NA | \$73,304 | | 0.0% | \$73,304 | | |
| Comfort, Janice G | Librarian I | Librarian | Librarians | NA | \$71,190 | | 0.0% | \$71,190 | | |
| Hollandsworth, Robert L | Librarian I | Librarian I | Librarians | NA | \$66,110 | | 3.3% | \$68,259 | | a |
| Wesley, Kathryn M | Librarian I | Librarian I | Librarians | NA | \$65,514 | | 3.2% | \$67,643 | | a |
| Ryan, Christine E | Librarian I | Librarian I | Librarians | NA | \$64,239 | | 3.3% | \$66,327 | | a |
| Cooper, C. Camille | Librarian I | Associate Librarian | Librarians | NA | \$63,615 | | 3.3% | \$65,683 | | a |
| Cross, James E | Librarian I | Librarian I | Librarians | NA | \$65,551 | | 0.0% | \$65,551 | | |
| Cochrane, Gordon M | Librarian I | Librarian I | Librarians | NA | \$64,239 | | 0.0% | \$64,239 | | |

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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 2013 Salaries \$50,000 and Over

Library

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|-------------------------------|-------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Wesolek, Andrew J | Librarian I | Librarian I | Librarians | NA | | \$64,000* | 0.0% | | \$64,000 | * |
| Teague, Gypsey | Librarian I | Associate Librarian | Librarians | NA | | \$63,615 | 0.0% | | \$63,615 | |
| Futral, Meredith Sue | Librarian I | Business Reference Librarian | Librarians | NA | | \$61,744 | 0.0% | | \$61,744 | |
| Hendricks, Sean Q | Sr Information Res Consultant | Sr Information Res Consultant | Computer, Engineering, and Science Staff | 07 | | \$60,000* | 0.0% | | \$60,000 | * |
| Dutkiewicz, Scott Mark | Librarian I | Associate Librarian | Librarians | NA | | \$59,873 | 0.0% | | \$59,873 | |
| Rock, Edward Joseph | Librarian I | Librarian I | Librarians | NA | | \$58,626 | 0.0% | | \$58,626 | |
| Wilmott, Robert D | Librarian I | Librarian I | Librarians | NA | | \$58,626 | 0.0% | | \$58,626 | |
| Colthorpe, Christopher Alan | Librarian I | Librarian I | Librarians | NA | | \$58,002 | 0.0% | | \$58,002 | |
| Sheffield, Kathryn Megan | Librarian I | Librarian I | Librarians | NA | | \$58,000* | 0.0% | | \$58,000 | * |
| Burns, Alan C | Librarian I | Librarian I | Librarians | NA | | \$57,379 | 0.0% | | \$57,379 | |
| Edwards, Kathy S | Librarian I | Librarian I | Librarians | NA | | \$51,676 | 10.0% | | \$56,844 | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Grant, Anne McMahan | Librarian I | Librarian I | Librarians | NA | | \$51,676 | 10.0% | | \$56,844 | b |
| Faculty Rank Promotion: This employee received a standard increase associated with faculty rank promotion. | | | | | | | | | | |
| Kyle, Richard W | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$53,892 | 5.0% | | \$56,587 | a |
| Fall 2013 Performance Increase: This employee received a performance increase based on top performance managing library computer needs and effective use of resources. | | | | | | | | | | |
| Alexander, Teresa L | Library Mgr II | Library Mgr II | Library Staff | 06 | | \$55,243 | 0.0% | | \$55,243 | |
| Crane, Tammy F | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$52,525 | 3.0% | | \$54,101 | a |
| Rainey, Beverly J | Library Manager I | Library Manager I | Library Staff | 05 | | \$50,866 | 0.0% | | \$50,866 | |

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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 2013 Salaries \$50,000 and Over

President

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|------------------------|-------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Barker, James F | Agency Head | Agency Head | Management with Faculty Rank | NA | | \$227,656 | 8.0% | | \$245,869 | e |
| Market Adjustment: This employee received a market adjustment to move their salary toward the state's target market average for agency heads. | | | | | | | | | | |
| Hood Jr, William Charles | Lecturer: Non-Teaching | General Counsel | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$210,120 | 1.5% | | \$213,272 | a |
| Leidinger, Angela E | Lecturer: Non-Teaching | Dir Gov Affairs/Sec to Board | Management with Faculty Rank | NA | | \$196,251 | 2.0% | | \$200,176 | a |
| Wiles, Leon E | Lecturer: Non-Teaching | Lecturer: Non-Teaching | Management with Faculty Rank | NA | | \$156,498 | 1.0% | | \$158,063 | a |
| Carmichael, Marvin G | Lecturer: Non-Teaching | Lecturer: Non-Teaching | Management with Faculty Rank | NA | | | | | \$129,831 | |
| Swann, Erin E | Attorney VI | Senior Assoc General Counsel | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 09 | | \$126,771 | 2.0% | | \$129,306 | a |
| Coleman, Katherine Y | Asst Academic Prog Dir | Director of State Relations | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$115,000 | 6.5% | | \$122,475 | ae |
| Market Adjustment: This employee received a market adjustment to move their salary toward the target market average for similar positions of the same level. | | | | | | | | | | |
| Roux, Renee M. | Attorney V | Attorney V - Assoc GC | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 09 | | \$117,990 | 2.0% | | \$120,350 | a |
| Bayless, Katharine E | Asst Academic Prog Dir | Director of Federal Relations | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$94,091 | 6.5% | | \$100,207 | ae |
| Market Adjustment: This employee received a market adjustment to move their salary toward the target market average for similar positions of the same level. | | | | | | | | | | |

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|---------------------------|---------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Knighton Jr,Lewis J | Academic Program Director | Director, Access & Equity | Management | NA | | \$97,850 | 1.4% | | \$99,171 | a |
| McInnis,Elizabeth Foster | Asst Academic Prog Dir | Director of Advocacy | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$85,155 | 1.0% | | \$86,007 | a |
| Crocker,Anne E | Attorney IV | Attorney IV | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 08 | | \$85,000* | 0.0% | | \$85,000 | * |
| McKinney,Sandra T | Executive Assistant II | Executive Assistant II | Office and Administrative Support Staff | 07 | | \$74,483 | 0.0% | | \$74,483 | |
| Harrison,Priscilla R | Senior Consultant | Senior Consultant | Business and Financial Operations Staff | 07 | | \$70,000 | 0.0% | | \$70,000 | |
| Josey,Amy McKinney | Program Coordinator II | Paralegal | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$54,074* | 0.0% | | \$54,074 | * |
| Doss,Leslie Evans | Administrative Coord II | Administrative Coord II | Office and Administrative Support Staff | 06 | | \$49,500* | 5.0% | | \$51,975 | *a |
| Fall 2013 Performance Increase: This employee received a performance increase based on her contributions to various recruitment and retention activities to support underrepresented faculty and students. | | | | | | | | | | |
| Anderson,Dana Louise | Administrative Coord I | Administrative Coord I | Office and Administrative Support Staff | 05 | | \$51,500 | 0.0% | | \$51,500 | |
| Griffin,Stephanie Lorraine | Administrative Coord II | Public Info Coordinator | Office and Administrative Support Staff | 05 | | \$46,711 | 10.0% | | \$51,382 | ab |
| Promotion: This employee's position was reclassified to Administrative Coordinator II in Governmental Affairs based on specialized administrative support, projects, and event planning. | | | | | | | | | | |

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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 2013 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------------|--------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Aziz, Nadim M | Associate Provost | Interim Provost/VP Acad Affair | Management with Faculty Rank | NA | | \$259,560 | 10.0% | | \$285,516 | b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Interim Provost and Vice President of Academic Affairs. | | | | | | | | | | |
| Murdoch, Janice W | Dean | Dean | Management with Faculty Rank | NA | | \$226,109 | 1.1% | | \$228,596 | a |
| Jackson, Debra B | Professor | Vice Provost/Asst to President | Management with Faculty Rank | NA | | \$206,640 | 1.1% | | \$208,913 | a |
| Nagy, Sharon | Vice Provost | Vice Provost/Intern'l Affairs | Management with Faculty Rank | NA | | \$192,000 | 1.3% | | \$194,400 | a |
| Halfacre, Robert G | Visiting Professor | Visiting Professor | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$156,509 | 2.3% | | \$160,109 | a |
| Knepfle, Charles R | Academic Program Director | Academic Program Director | Management | NA | | \$143,958 | 0.0% | | \$143,958 | |
| Felder, Frankie O | Associate Dean | Associate Dean | Management with Faculty Rank | NA | | \$129,058 | 1.0% | | \$130,349 | a |
| Barkley, Robert S | Academic Program Director | Director | Management | NA | | \$130,331 | 0.0% | | \$130,331 | |
| Nilson, Linda B | Lecturer: Non-Teaching | Lecturer: Non-Teaching | Management with Faculty Rank | NA | | \$126,698 | 1.1% | | \$128,092 | a |
| Speziale, Barbara J | Associate Dean | Associate Dean | Management with Faculty Rank | NA | | \$126,910 | 0.0% | | \$126,910 | |
| Gilbert, Jane C | Lecturer: Non-Teaching | Financial Off/Academic Affairs | Business and Financial Operations Staff | NA | | \$123,868 | 2.0% | | \$126,345 | a |
| Wueste, Daniel E | Professor | Professor | Management with Faculty Rank | NA | | \$126,038 | 0.0% | | \$126,038 | |
| Appling, Jeffrey R | Professor | Professor | Management with Faculty Rank | NA | | \$123,468 | 0.0% | | \$123,468 | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|----------------------------|--------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Smathers,Diane G | Professor | Director, Emeritus College | Management with Faculty Rank | NA | | \$119,760 | 0.0% | | \$119,760 | |
| Lasser,William | Alumni Professor | Alumni Professor | Management with Faculty Rank | NA | \$112,702 | | 0.0% | \$112,702 | | |
| Smith,Stanley B | Academic Program Director | Registrar | Management | NA | | \$105,929 | 0.0% | | \$105,929 | |
| Knox,David K | Lecturer | Lecturer | Management with Faculty Rank | NA | | \$101,900 | 1.0% | | \$102,919 | a |
| Westcott III,S Wickes | Lecturer | Lecturer | Management with Faculty Rank | NA | | \$99,590 | 1.0% | | \$100,586 | a |
| Burton III,O'Neil B | Lecturer | Exec Dir Coop Ed/Mich Career | Management with Faculty Rank | NA | | \$100,157 | 0.0% | | \$100,157 | |
| Snider,Jeromy Blake | Academic Program Director | Director of Summer School | Management with Faculty Rank | NA | | \$95,000 | 1.0% | | \$95,950 | a |
| Fishman,Teresa Anne | Asst Academic Prog Dir | Dir of Cntr for Acad Integrity | Computer, Engineering, and Science Staff | NA | | \$90,278 | 6.2% | | \$95,834 | a |
| <i>Staff Development Program: This employee received a standard increase associated with the staff development program.</i> | | | | | | | | | | |
| Richardson,M Elaine | Professor | Director-Academic Success Ctr | Management with Faculty Rank | NA | | \$92,837 | 0.0% | | \$92,837 | |
| Sparacino,Debra C | Assoc Academic Program Dir | Assoc Academic Program Dir | Management | NA | | \$90,444 | 2.0% | | \$92,253 | a |
| Gallicchio,Linda Maue | Asst Academic Prog Dir | Asst Academic Prog Dir | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$89,530 | 0.0% | | \$89,530 | |
| Salley Jr,Carleton DeWitt | Academic Program Director | Director for Online Education | Management | NA | | \$88,000 | 1.0% | | \$88,880 | a |
| Raychaudhuri,Uttiyo | Asst Academic Prog Dir | Director of Study Abroad | Management | NA | | \$85,000* | 0.0% | | \$85,000 | * |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--------------------------|---------------------------|--------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Milam,Martha Elizabeth | Student Services Mgr II | Senior Associate Director | Management | 07 | | \$81,185 | 1.0% | | \$81,997 | a |
| Shine,Ricki Jane | Lecturer: Non-Teaching | Lecturer: Non-Teaching | Student and Academic Affairs and Other Education Services Staff | NA | | \$77,805 | 2.8% | | \$80,022 | a |
| Chrestman,Ronald E | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$79,024 | 1.2% | | \$79,973 | a |
| Smith,Brenda J | Executive Assistant II | Executive Assistant II | Office and Administrative Support Staff | 07 | | \$78,688 | 0.0% | | \$78,688 | |
| Kabasele,Mutombo Andy | Asst Academic Prog Dir | Dir. of International Services | Management | NA | | \$80,000* | -3.8% | | \$77,000 | *f |
| Ward,Robert Thomas | Senior Consultant | Staff Ombudsman | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$75,979 | 1.0% | | \$76,739 | a |
| Stewart,Arlene C | Lecturer | Lecturer | Management with Faculty Rank | NA | | \$75,013 | 0.0% | | \$75,013 | |
| Neal,Jeffrey Frank | Lecturer | Dir of Co-op Edu | Management with Faculty Rank | NA | | \$73,182 | 1.5% | | \$74,280 | a |
| Booth,Brian William | Research Asst Professor | Research Asst Professor | Research Faculty | NA | \$73,542 | | 1.0% | \$74,277 | | a |
| Bundrick,Alfred E | Academic Program Director | Academic Program Director | Business and Financial Operations Staff | NA | | \$73,182 | 0.0% | | \$73,182 | |
| Becker Jr,Calvin R | Asst Academic Prog Dir | Asst Academic Prog Dir | Management | NA | | \$71,775 | 0.9% | | \$72,397 | a |
| Cooper,John Andrew Scott | Research Associate | Research Associate | Business and Financial Operations Staff | 06 | | \$69,865 | 1.2% | | \$70,703 | a |
| Whorton,Susan S | Lecturer | Transfer Student Coordinator | Management with Faculty Rank | NA | | \$67,424 | 4.0% | | \$70,121 | a |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|-------------------------|--------------------------------|---|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Williams,James Edward | Lecturer | Lecturer | Student and Academic Affairs and Other Education Services Staff | NA | | \$68,071 | 2.8% | | \$70,011 | a |
| Fleming,David Byrne | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$68,635 | 1.0% | | \$69,321 | a |
| Bennett,Robert W. | Student Services Mgr I | Student Services Mgr I | Management | 06 | | \$68,610 | 1.0% | | \$69,296 | a |
| Wood,Christopher Preston | Administrative Mgr I | Asst Financial Off/Acad Affair | Business and Financial Operations Staff | 07 | | \$64,827 | 4.0% | | \$67,420 | a |
| Henry,Teresa N | Administrative Coord I | Administrative Coord I | Office and Administrative Support Staff | 05 | | \$65,558 | 1.2% | | \$66,348 | a |
| Pierce,Jessica Swink | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$61,609 | 1.0% | | \$62,225 | a |
| Pearson,Rebecca Durham | Student Services Mgr I | Associate Director | Management | 06 | | \$60,324 | 3.0% | | \$62,134 | a |
| Reeves,D Keith | Project Coordinator | Project Coordinator | Business and Financial Operations Staff | 06 | | \$61,443 | 1.0% | | \$62,057 | a |
| Bodell,Audrey R | Student Services Mgr I | Associate Director | Management | 06 | | \$60,458 | 0.0% | | \$60,458 | |
| Goodman,Brenda | Administrative Coord I | Administrative Coord I | Office and Administrative Support Staff | 05 | | \$57,695 | 0.0% | | \$57,695 | |
| Dickson,Glenda L | Administrative Coord II | Administrative Coord II | Office and Administrative Support Staff | 06 | | \$51,408 | 11.1% | | \$57,115 | ab |
| <i>Promotion: This employee's position was reclassified to Administrative Coordinator II in the University Ombudsman's Office.</i> | | | | | | | | | | |
| Freeman,Gloria Elizabeth | Administrative Coord I | Administrative Coord I | Office and Administrative Support Staff | 05 | | \$56,109 | 1.5% | | \$56,978 | a |
| Welborn,Melissa Griffin | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$55,793 | 1.2% | | \$56,490 | a |
| Pennebaker,Julia B | Student Services Mgr I | Student Services Mgr I | Management | 06 | | \$55,055 | 2.0% | | \$56,156 | a |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|----------------------------|----------------------------|--------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Dubuque,Melissa M | Student Services Mgr I | Student Services Mgr I | Office and Administrative Support Staff | 06 | | \$55,000 | 1.5% | \$55,825 | | a |
| Galbreath,Timothy R | Student Svcs Prog Co II | Student Svcs Prog Co II | Office and Administrative Support Staff | 05 | | \$54,116 | 2.7% | \$55,577 | | a |
| McLaughlin,Joseph Wayne | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$54,036 | 1.2% | \$54,684 | | a |
| Hicks,Holly Brooke | Assoc Academic Program Dir | Assoc Academic Program Dir | Business and Financial Operations Staff | NA | | \$54,590 | 0.0% | \$54,590 | | |
| McDavid,Kelly E | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$54,081 | 0.5% | \$54,351 | | a |
| Costello,Kathleen | Student Services Mgr I | Student Services Mgr I | Office and Administrative Support Staff | 06 | | \$53,045 | 1.7% | \$53,963 | | a |
| Macdonald,Andrew Robertson | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$53,045 | 1.0% | \$53,576 | | a |
| Freeman,Perryn McBrayer | Applications Analyst II | Asst Dtr of Admission for Tech | Computer, Engineering, and Science Staff | 06 | | \$52,273 | 1.5% | \$53,057 | | a |
| Kelley-Hall,Caren | Academic Program Manager | Academic Program Manager | Business and Financial Operations Staff | NA | | \$52,788 | 0.0% | \$52,788 | | |
| Irvin,Dana G | Student Services Mgr I | Student Services Mgr I | Office and Administrative Support Staff | 06 | | \$51,342 | 2.2% | \$52,462 | | a |
| Goudie,Susan Morris | Info Resource Consult II | Assist Regist for Technology | Computer, Engineering, and Science Staff | 06 | | \$51,418 | 2.0% | \$52,446 | | a |
| Kleck,Janice N | Program Coordinator I | Program Coordinator I | Office and Administrative Support Staff | 05 | | \$51,611 | 1.0% | \$52,127 | | a |
| Harp,Jonathan A | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$50,000 | 3.0% | \$51,500 | | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|--------------------------|--------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Rosemond, Jimmy Lamont | Student Services Mgr I | Coord/Minority Recruitment Int | Office and Administrative Support Staff | 06 | | \$50,777 | 1.0% | | \$51,285 | a |
| Garrison, Adrienne Y | Student Svcs Prog Co II | Student Svcs Prog Co II | Office and Administrative Support Staff | 05 | | \$49,834 | 2.0% | | \$50,831 | a |
| Bunch, Jill Elaine | Public Info Coordinator | Public Info Coordinator | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 05 | | \$49,896 | 1.7% | | \$50,754 | a |
| Blondeau, Reagan H. | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 05 | | \$49,322 | 2.0% | | \$50,308 | a |
| Williams, Jennifer Albertson | Info Resource Consult II | Asst. Dir of Fin Aid-Sys&Tech | Computer, Engineering, and Science Staff | 06 | | \$34,940 | 43.1% | | \$50,000 | b |
| Promotion: This employee was promoted to Info Resource Consult II (Assistant Director of Financial Aid-Systems & Technology) in Student Financial Aid | | | | | | | | | | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Public Service & Agriculture

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|---------------------------|--------------------------------|--|----------|----------------------------|------------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Kresovich, Stephen | Professor | Dir/ InstTranlational Genetics | Research Faculty | NA | \$225,000* | | 0.0% | \$225,000 | | * |
| Askew, George R | Associate Dean | Assoc VP - PSA | Management with Faculty Rank | NA | | \$217,081 | 3.0% | | \$223,593 | a |
| Brown, Ronald A. | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$199,820 | 2.5% | | \$204,816 | a |
| Performance Increase: This employee received a performance increase for his performance as Executive Director of the Association of Southern Region Extension Directors. | | | | | | | | | | |
| Meadows, Steven E | Associate Dean | Director of PSA Program Integr | Management | NA | | \$179,220 | 0.0% | | \$179,220 | |
| Calzadilla, Jorge M | Extension Associate | Extension Associate | Management | NA | | \$167,099 | 2.7% | | \$171,669 | a |
| Eidson, Gene W | Academic Program Director | Academic Program Director | Research Faculty | NA | | \$164,807 | 1.0% | | \$166,455 | a |
| Parr, Boyd Hobson | Senior Scientist | Senior Scientist | Management | NA | | \$149,350 | 0.0% | | \$149,350 | |
| Howle, David S | Dept Chair/Head | Asst Dir/Regulatory Services | Management with Faculty Rank | NA | | \$133,632 | 0.0% | | \$133,632 | |
| Mueller, John D | Academic Program Director | Academic Program Director | Management with Faculty Rank | NA | | \$125,616 | 3.5% | | \$130,000 | e |
| Market Adjustment: This employee received a market adjustment to move their salary toward the target market average for similar positions of the same level. | | | | | | | | | | |
| Ray, Christopher L | Extension Associate | Extension Associate | Management with Faculty Rank | NA | | \$120,973 | 5.0% | | \$127,050 | e |
| Market Adjustment: This employee received a market adjustment to move their salary toward the target market average for similar positions of the same level. | | | | | | | | | | |
| Krausz, Joseph P | Dept Chair/Head | Dept Chair/Head | Management with Faculty Rank | NA | | \$126,920 | 0.0% | | \$126,920 | |
| Scharko, Patricia B | Professor | Professor | Healthcare Practitioners and Staff | NA | | \$121,715 | 0.0% | | \$121,715 | |
| Van Bloem, Skip Judson | Academic Program Director | Academic Program Director | Management with Faculty Rank | NA | | \$121,000* | 0.0% | | \$121,000 | * |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Public Service & Agriculture

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|-------------------------|-------------------------|--|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Monfort,Walter Scott | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$99,954 | 11.1% | | \$111,048 | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Agronomic Program team leader for extension service. | | | | | | | | | | |
| Kelley,Melissa D. | Asst Academic Prog Dir | Asst Academic Prog Dir | Business and Financial Operations Staff | NA | | \$106,571 | 2.0% | | \$108,702 | ab |
| Additional Duties: This employee has assumed additional duties including developing pro forma regular reports for complex federal grants and corporate partnership construction projects and assurances that all costs are properly allocated. | | | | | | | | | | |
| Cole,Stephen E | Dept Chair/Head | Interim Director | Management with Faculty Rank | NA | | \$92,700 | 15.0% | | \$106,605 | b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Interim Director of Regulatory Services. | | | | | | | | | | |
| Cushing,Timothy Luke | Lecturer | Lecturer | Healthcare Practitioners and Staff | NA | | \$95,965 | 10.0% | | \$105,562 | b |
| Additional Duties: This employee has assumed additional duties as Director of the Veterinary Diagnostic Center including supervision and other administrative responsibilities. | | | | | | | | | | |
| Saski,Christopher A | Research Asst Professor | Research Asst Professor | Research Faculty | NA | | \$80,000 | 25.4% | | \$100,280 | bf |
| Additional Duties: This employee has assumed additional duties including serving as technical and operational liaison between a newly established Translational Genomics sequencing and genotyping core facility and the Clemson Center for Information Technology regarding consulting and training support. | | | | | | | | | | |
| Retention: This employee was being recruited by another company. | | | | | | | | | | |
| Payero,Jose Oscar | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$97,850 | 1.0% | | \$98,828 | a |
| Lance,Stephen W | Extension Associate | Extension Associate | Management | NA | | \$87,743 | 10.0% | | \$96,517 | b |
| Additional Duties: This employee has assumed additional duties including leading entire units under the purview of the Youth Learning Institute. | | | | | | | | | | |
| Hunter,Terry K | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$96,435 | 0.0% | | \$96,435 | |
| Eichelberger,Adam C | Scientist | scientist | Healthcare Practitioners and Staff | NA | | \$87,241 | 10.0% | | \$95,965 | b |
| Additional Duties: This employee has assumed additional duties as Director of Animal Health Programs including supervision and other administrative responsibilities. | | | | | | | | | | |
| Tallury,Shyamalrau Prabhakar | Scientist | Scientist | Computer, Engineering, and Science Staff | NA | | \$95,000* | 0.0% | | \$95,000 | * |

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|--------------------------------|--------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Baker,Della A | Extension Associate | Extension Associate | Business and Financial Operations Staff | NA | | \$92,504 | 2.0% | | \$94,354 | a |
| Martin,Michael Kent | Scientist | Scientist | Healthcare Practitioners and Staff | NA | | \$90,888 | 3.0% | | \$93,615 | a |
| Miller,Gilbert A | Extension Director - Assistant | Extension Director - Assistant | Student and Academic Affairs and Other Education Services Staff | NA | | \$91,155 | 1.0% | | \$92,067 | a |
| Hoskins,Clyde B | Lecturer | Lecturer | Healthcare Practitioners and Staff | NA | | \$90,781 | 0.0% | | \$90,781 | |
| Alford,Virginia S | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$88,425 | 0.0% | | \$88,425 | |
| Ardern,Pamela B | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$86,889 | 0.0% | | \$86,889 | |
| Brown,William H | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$78,164 | 10.0% | | \$85,980 | b |
| <i>Additional Duties: This employee has assumed additional duties including Non-profit leadership in minor and certificate programs in partnership with parks, recreation and tourism management.</i> | | | | | | | | | | |
| Fallen,Benjamin D | Scientist | Scientist | Computer, Engineering, and Science Staff | NA | | \$85,000* | 0.0% | | \$85,000 | * |
| Dalhouse,Deborah L | Public Info Dir II | Public Info Dir II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$82,425 | 1.0% | | \$83,249 | a |
| Kirkland,Toby R | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$83,214 | 0.0% | | \$83,214 | |
| Veasey,Garland M | Extension Associate | Extension Associate | Management | NA | | \$78,337 | 6.0% | | \$83,000 | e |
| <i>Market Adjustment: This employee received a market adjustment due to personnel and facilities responsibilities which are significantly greater than market average.</i> | | | | | | | | | | |
| Jones,Charles Ray | Extension Associate | Extension Associate | Management | NA | | \$71,308 | 14.4% | | \$81,575 | ab |
| <i>Additional Duties: This employee has assumed additional duties including responsibilities for YLI's programs for at-risk youth.</i> | | | | | | | | | | |

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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 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|--------------------------|--------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Helm,Julie D | Scientist | Scientist | Healthcare Practitioners and Staff | NA | | \$80,363 | 1.0% | | \$81,167 | a |
| Krugler,Charlotte A | Scientist | Scientist | Healthcare Practitioners and Staff | NA | | \$79,324 | 1.0% | | \$80,117 | a |
| Southworth,Suzanne K | Scientist | Veterinarian Specialist | Healthcare Practitioners and Staff | NA | | \$69,162 | 11.3% | | \$77,000 | b |
| Promotion: This employee was promoted to Assistant Director if the SC Meat & Poultry Inspection Department | | | | | | | | | | |
| Giacalone,Katie Ann | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$75,642 | 1.4% | | \$76,701 | a |
| Hull,Peter Edward | Extension Associate | Extension Associate | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$76,426 | 0.0% | | \$76,426 | |
| Tillett Jr,Harold J | Sr Applications Analyst | Sr Applications Analyst | Computer, Engineering, and Science Staff | 07 | | \$74,987 | 1.0% | | \$75,737 | a |
| Bryant,Pamela Thomas | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$75,680 | 0.0% | | \$75,680 | |
| Harden,Christel F | Environment/Hlth Mgr III | Environment/Hlth Mgr III | Management | 07 | | \$74,987 | 0.0% | | \$74,987 | |
| Frager,Robert D | Extension Associate | Extension Associate | Management | NA | | \$73,894 | 0.0% | | \$73,894 | |
| Gunter II,H David | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$72,405 | 1.0% | | \$73,129 | a |
| Baker III,James F | Veterinarian Specialist | Veterinarian Specialist | Healthcare Practitioners and Staff | 08 | | \$72,973 | 0.0% | | \$72,973 | |
| Littlejohn Jr,Albert C | Production Manager IV | Production Manager IV | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$72,559 | 0.0% | | \$72,559 | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Public Service & Agriculture

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|-------------------------------|-------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Smith,Douglas Glenn | Scientist | Scientist | Healthcare Practitioners and Staff | NA | | \$72,100 | 0.0% | | \$72,100 | |
| Munnerlyn,Helen Ferrell | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$71,907 | 0.0% | | \$71,907 | |
| Weyman Jr,Michael D | Asst Academic Prog Dir | Asst Academic Prog Dir | Management | NA | | \$63,214 | 13.3% | | \$71,620 | ab |
| Additional Duties: This employee has assumed additional duties including representing the Regulatory Services Division in administrative hearing proceedings (civil cases). | | | | | | | | | | |
| Green,Stanley Wayne | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$69,659 | 2.0% | | \$71,052 | a |
| Martin,Bonnie Jo | Veterinarian Specialist | Veterinarian Specialist | Healthcare Practitioners and Staff | 08 | | \$70,719 | 0.0% | | \$70,719 | |
| Linke,Gregory H | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$66,625 | 4.0% | | \$69,290 | a |
| Staton,Margaret E | Scientist | Research Scientist | Computer, Engineering, and Science Staff | NA | | \$68,830* | 0.0% | | \$68,830 | * |
| Hubbard Jr,Lewis R | Eng/Assoc Eng III | Eng/Assoc Eng III | Computer, Engineering, and Science Staff | 07 | | \$68,104 | 0.0% | | \$68,104 | |
| Moore,Kathy P | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$68,081 | 0.0% | | \$68,081 | |
| Stewart,Mary Caroline | Veterinarian Specialist | Veterinarian Specialist | Healthcare Practitioners and Staff | 08 | | \$66,771 | 1.5% | | \$67,772 | a |
| Edwards,Michael V | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$66,301 | 2.0% | | \$67,627 | a |
| Clemson,Gregory S. | Building/Grounds Mgr | Building/Grounds Mgr | Service Staff | 06 | | \$64,835 | 4.0% | | \$67,428 | a |
| Togel,Peter Horst | Sr Information Res Consultant | Sr Information Res Consultant | Computer, Engineering, and Science Staff | 07 | | \$66,232 | 1.3% | | \$67,060 | a |
| Cox Jr,Silas K | GIS Manager II | GIS Manager II | Computer, Engineering, and Science Staff | 07 | | \$64,480 | 0.0% | | \$64,480 | |

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Public Service & Agriculture

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|--------------------------|--------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Galloway Jr, Tilden L | Investigator IV | Investigator IV | Natural Resources, Construction, and Maintenance Staff | 06 | | \$62,476 | 0.0% | | \$62,476 | |
| Kent, Peter J. | Public Info Dir I | Public Info Dir I | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$61,130 | 1.0% | | \$61,741 | a |
| Bishop, Gregory D | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$59,498 | 2.0% | | \$60,688 | a |
| Culler III, Willis Calhoun | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$58,298 | 4.0% | | \$60,630 | a |
| Mongold III, George | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$38,026 | 57.8% | | \$60,000 | b |
| Additional Duties: This employee has assumed additional duties including oversight of new site directors and operations of Camp Bob Cooper and Camp Sewee. | | | | | | | | | | |
| Burns, Gary L | Agricult/Animal Assoc II | Agricult/Animal Assoc II | Natural Resources, Construction, and Maintenance Staff | 05 | | \$59,332 | 0.0% | | \$59,332 | |
| Southergill, Patricia Priest | Grants Administrator I | Grants Administrator I | Business and Financial Operations Staff | 06 | | \$51,597 | 13.0% | | \$58,289 | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for additional administrative duties and responsibilities associated with the reorganization of the office of sponsored programs into college based support centers. | | | | | | | | | | |
| Morris, Elizabeth Pixley | Extension Associate | Extension Associate | Computer, Engineering, and Science Staff | NA | | \$57,892 | 0.0% | | \$57,892 | |
| Koon, Deborah K | Administrative Coord I | Administrative Coord I | Office and Administrative Support Staff | 05 | | \$57,695 | 0.0% | | \$57,695 | |
| Waggoner, Steve E | Agricult/Animal Assoc II | Agricult/Animal Assoc II | Natural Resources, Construction, and Maintenance Staff | 05 | | \$57,695 | 0.0% | | \$57,695 | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Public Service & Agriculture

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|--------------------------|--------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Trutwin,Rebecca Crain | Accounting/Fiscal Mgr I | Accounting/Fiscal Mgr I | Business and Financial Operations Staff | 07 | | \$57,500 | 0.0% | | \$57,500 | |
| Jameson,Dalphine J | Administrative Coord I | Administrative Coord I | Office and Administrative Support Staff | 05 | | \$52,937 | 8.0% | | \$57,172 | a |
| Fall 2013 Performance Increase: This employee received a performance increase based on exceptional performance while balancing additional workload and duties such as acting as the subject matter expert for the new NIFA reporting system. | | | | | | | | | | |
| Corbett,Angela M | Academic Program Manager | Academic Program Manager | Business and Financial Operations Staff | NA | | \$56,789 | 0.0% | | \$56,789 | |
| Sober,Christine L | Chemist III | Chemist III | Computer, Engineering, and Science Staff | 07 | | \$56,171 | 0.0% | | \$56,171 | |
| White,Dawn Anticole | Program Coordinator II | Program Coordinator II | Computer, Engineering, and Science Staff | 06 | | \$53,812 | 1.0% | | \$54,361 | a |
| Moore,Jerry P | Environment/Health Mgr I | Environment/Health Mgr I | Healthcare Practitioners and Staff | 05 | | \$54,300 | 0.0% | | \$54,300 | |
| Stancil,Bradley D | Program Coordinator II | Program Coordinator II | Computer, Engineering, and Science Staff | 06 | | \$53,875 | 0.0% | | \$53,875 | |
| Bambach,John J. | Investigator IV | Investigator IV | Natural Resources, Construction, and Maintenance Staff | 06 | | \$50,704 | 4.0% | | \$52,732 | a |
| Ward,Brian K | Research Specialist III | Research Specialist III | Computer, Engineering, and Science Staff | 06 | | \$51,500 | 2.0% | | \$52,545 | a |
| Fischer,Matthew James | Building/Ground Supv II | Building/Ground Supv II | Service Staff | 05 | | \$39,263 | 32.2% | | \$51,925 | bf |
| Additional Duties: This employee has assumed additional duties including management of feed and forage crop production and repair and maintenance of equipment. | | | | | | | | | | |
| Retention: This employee was being recruited by another university. | | | | | | | | | | |
| Bowen,Donna Anne | Program Coordinator II | Program Coordinator II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$51,222 | 1.0% | | \$51,734 | a |

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e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|----------------------|--------------------------|--------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Drake Jr, Timothy M | Environment/Hlth Mgr III | Environment/Hlth Mgr III | Healthcare Practitioners and Staff | 07 | | \$49,852 | 3.0% | | \$51,347 | a |
| Hanvey Jr, William H | Agricult/Animal Assoc II | Agricult/Animal Assoc II | Natural Resources, Construction, and Maintenance Staff | 05 | | \$49,071 | 2.1% | | \$50,116 | a |
| Berry, Michael G | Program Coordinator II | Program Coordinator II | Natural Resources, Construction, and Maintenance Staff | 06 | | \$44,092 | 13.4% | | \$50,000 | b |

Promotion: This employee received an increase based on relevant experience and initiative upon transfer to a new position.

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

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Research

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|----------------------------|--------------------------------|--|----------|----------------------------|------------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Dooley,R Larry | Associate Dean | Associate Dean | Management with Faculty Rank | NA | | \$255,704 | 3.9% | | \$265,571 | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Interim Vice President for Research. | | | | | | | | | | |
| Arwood,Tracy Smart | Lecturer: Non-Teaching | Asst VP for Resrch Compliance | Management with Faculty Rank | NA | | \$179,220 | 2.0% | | \$182,804 | a |
| Parrish,John Hilary A | Lecturer: Non-Teaching | Lecturer: Non-Teaching | Healthcare Practitioners and Staff | NA | | \$162,789 | 0.0% | | \$162,789 | |
| Lischwe,Sheila T. | Research Associate | Director of Sponsored Programs | Management | NA | | \$150,000* | 1.0% | | \$151,500 | *a |
| Grieger,James Richard | Asst Academic Prog Dir | Asst Academic Prog Dir | Management | NA | | \$135,000* | 1.5% | | \$137,000 | *a |
| Floyd,Joanna Lynn | Research Associate | Research Associate | Business and Financial Operations Staff | NA | | \$104,498* | 10.0% | | \$114,947 | *b |
| Additional Duties: This employee has assumed additional duties including development and management of a program for university interface with the private sector for the purpose of sponsored research contracts and other research-related agreements as necessary. | | | | | | | | | | |
| Hanus,Rebecca Alley | Assoc Academic Program Dir | Assoc Academic Program Dir | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$102,434 | 0.0% | | \$102,434 | |
| Hemingway,Tamara Layne | Research Associate | Export Control Officer | Business and Financial Operations Staff | NA | | \$100,296 | 0.0% | | \$100,296 | |
| Richardson,Stanley T | Administrative Mgr II | Chief Business Officer | Business and Financial Operations Staff | 08 | | \$93,634 | 2.0% | | \$95,485 | a |
| Jacobi,Jane E | Research Associate | Research Associate | Business and Financial Operations Staff | NA | | \$90,920 | 0.0% | | \$90,920 | |
| Saraf,Laxmikant Vyankatesh | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$90,000* | 1.0% | | \$90,900 | *a |
| Elrod,Roberta H | Accounting/Fiscal Mgr II | Accounting/Fiscal Mgr II | Management | 08 | | \$85,468 | 2.0% | | \$87,177 | a |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Research

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|--------------------------|--------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Willey, Melody C | Program Manager I | Program Manager I | Business and Financial Operations Staff | 07 | | \$69,487 | 15.0% | \$79,910 | | b |
| Promotion: This employee's position was reclassified to Program Manager I in Research Services based on CMAR certification and project management developing and managing numerous external contracts for research services. | | | | | | | | | | |
| Kelly, Naomi L | Environment/Hlth Mgr III | Environment/Hlth Mgr III | Healthcare Practitioners and Staff | 07 | | \$78,403 | 0.0% | \$78,403 | | |
| Kunkle, Lynn R | Grants Administrator II | Grants Administrator II | Business and Financial Operations Staff | 07 | | \$64,466 | 15.0% | \$74,136 | | b |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for acting as the Research Concierge of Sponsored Programs. | | | | | | | | | | |
| Betts, Sara A | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$72,633 | 1.0% | \$73,359 | | a |
| Bass, Barbara E | Accounting/Fiscal Mgr I | Accounting/Fiscal Mgr I | Business and Financial Operations Staff | 07 | | \$57,973 | 23.3% | \$71,500 | | b |
| Additional Duties: This employee has assumed additional duties including preparation of financial reports for decision-making by the Vice President of Research, for use in faculty evaluations, and for the Board of Trustees. | | | | | | | | | | |
| Promotion: This employee's position was reclassified to Accounting/Fiscal Manager I in Office of the Dean of Engineering & Science. | | | | | | | | | | |
| Addis III, Jess L | Environment/Hlth Mgr III | Environment/Hlth Mgr III | Healthcare Practitioners and Staff | 07 | | \$70,686 | 0.0% | \$70,686 | | |
| McGowan-Hudson, Bettie M | Grants Administrator II | Grants Administrator II | Business and Financial Operations Staff | 07 | | \$67,194 | 0.0% | \$67,194 | | |
| Boggs, Christoffer Oxford | Data Base Admin I | Data Base Admin I | Computer, Engineering, and Science Staff | 06 | | \$59,802 | 10.6% | \$66,147 | | ab |
| Additional Duties: This employee has assumed additional duties including contributions to the planned implementation of the Kualii software system. | | | | | | | | | | |
| Brock-Carroll, June M | Environment/Hlth Mgr III | Environment/Hlth Mgr III | Healthcare Practitioners and Staff | 07 | | \$65,747 | 0.0% | \$65,747 | | |
| Pierce, William E | Research Associate | Research Associate | Computer, Engineering, and Science Staff | NA | | \$64,233 | 0.0% | \$64,233 | | |

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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 2013 Salaries \$50,000 and Over

Research

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|--------------------------|--------------------------|---|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Clark Jr, James L | Environment/Hlth Mgr III | Environment/Hlth Mgr III | Healthcare Practitioners and Staff | 07 | | \$65,522 | -2.9% | | \$63,647 | ab |
| Moll, Laura A | Research Associate | IRB Administrator | Business and Financial Operations Staff | NA | | \$59,110 | 0.0% | | \$59,110 | |
| Lantgios, Karen L | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$57,852 | 1.2% | | \$58,575 | a |
| Brown, Pamela Dorlynn | Grants Administrator II | Grants Administrator II | Business and Financial Operations Staff | 07 | | \$52,646 | 10.0% | | \$57,911 | e |
| Market Adjustment: This employee received an increase based on campus-wide inequity of his/her salary in comparison to employees within the same title and level. | | | | | | | | | | |
| Clark, Robert Ray | Environment/Hlth Mgr III | Environment/Hlth Mgr III | Healthcare Practitioners and Staff | 07 | | \$58,602 | -1.9% | | \$57,498 | ab |
| Tornambe, Christina Marie | Research Associate | Research Associate | Business and Financial Operations Staff | NA | | \$57,000* | 0.0% | | \$57,000 | * |
| Trotter, Melanie H | Administrative Coord I | Administrative Coord I | Office and Administrative Support Staff | 05 | | \$49,017 | 12.8% | | \$55,278 | ab |
| Additional Duties: This employee has assumed additional duties including additional administrative support functions for the Office of Sponsored Programs, increasingly complex contract administration functions, and communications with other departments. | | | | | | | | | | |
| Thrasher, Diana Spake | Grants Administrator II | Grants Administrator II | Business and Financial Operations Staff | 07 | | \$52,530 | 2.6% | | \$53,889 | a |
| Duncan, Candis S | Environment/Hlth Mgr II | Environment/Hlth Mgr II | Healthcare Practitioners and Staff | 06 | | \$53,000* | 0.0% | | \$53,000 | * |
| Oxendine, Alisha Lee | Administrative Coord II | Administrative Coord II | Office and Administrative Support Staff | 06 | | \$44,334 | 17.9% | | \$52,259 | ab |
| Promotion: This employee received a supplement for additional administrative coordination work in the Office of the Vice President for Research. | | | | | | | | | | |
| Balas, Sarah Ann | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$51,250 | 1.0% | | \$51,763 | a |
| Smith-Sielicki, Shannon Hope | Program Coordinator II | Program Coordinator II | Business and Financial Operations Staff | 06 | | \$50,000* | 3.0% | | \$51,500 | *a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|-------------------------|-------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Holliday,Heather Martin | Program Coordinator II | Program Coordinator II | Business and Financial Operations Staff | 06 | | \$40,996 | 25.0% | | \$51,245 | b |
| Promotion: This employee has assumed additional duties including monitoring the farms and assisting the remaining veterinarian with insuring health and welfare of over 1000 farm animals. | | | | | | | | | | |
| Price,Stephen R | Environment/Hlth Mgr II | Environment/Hlth Mgr II | Healthcare Practitioners and Staff | 06 | | \$49,744 | 2.0% | | \$50,744 | a |
| Patin,Nalinee Dial | Administrative Coord I | IRB Coordinator | Office and Administrative Support Staff | 05 | | \$50,652 | 0.0% | | \$50,652 | |
| Harris,Daniel P | Data Base Admin I | IT Administrator | Computer, Engineering, and Science Staff | 06 | | \$49,177 | 2.0% | | \$50,161 | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 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 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</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 | | \$56,282 | 2.0% | | \$57,408 | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Student Affairs

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|----------------------------|--------------------------------|------------------------------------|----------|----------------------------|-----------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| DiSabatino,Gail A | VP Student Affairs | VP Student Affairs | Management | NA | | \$185,179 | 1.3% | | \$187,494 | a |
| Jameson Jr,Lake H | Assoc Academic Program Dir | Assoc Academic Program Dir | Management with Faculty Rank | NA | \$134,785 | | 8.0% | \$145,568 | | e |
| Market Adjustment: This employee received a performance increase based on his years of experience in student health care, upward pressure on MD salaries, and expected shortage in primary care providers. | | | | | | | | | | |
| Hallenbeck,Douglas A | Associate Vice President | Associate Vice President | Management | NA | | \$125,835 | 6.0% | | \$133,448 | ab |
| Promotion: This employee's position was reclassified to Associate Vice President in University Housing based on additional responsibilities for Campus Dining, Vending, and new construction. | | | | | | | | | | |
| Howell,Verna G | Associate Vice President | Associate VP - Student Affairs | Management | NA | | \$130,020 | 0.0% | | \$130,020 | |
| Murphy,Tenley Erin | Asst Academic Prog Dir | Asst Academic Prog Dir | Healthcare Practitioners and Staff | NA | \$104,163 | | 16.3% | \$121,093 | | e |
| Market Adjustment: This employee received a increase based on upward pressure on MD salaries and retention efforts vs. multiple offers. | | | | | | | | | | |
| Market Adjustment: This employee received an increase based on inequity of his/her salary in comparison to new employees within the same title and level. | | | | | | | | | | |
| Robbins,Stephen A | Associate Vice President | Associate Vice President | Management | NA | | \$118,101 | 1.0% | | \$119,282 | a |
| Beacham,Frank Brown | Asst Academic Prog Dir | Asst Academic Prog Dir | Healthcare Practitioners and Staff | NA | \$108,503* | | 9.4% | \$118,658 | | *f |
| Retention: This employee was being recruited by a primary care practice. | | | | | | | | | | |
| Fuller,Sally Sanders | Asst Academic Prog Dir | Physician | Healthcare Practitioners and Staff | NA | \$118,657* | | 0.0% | \$118,657 | | * |
| Smith,George N | Associate Vice President | Associate Vice President | Management | NA | | \$116,986 | 1.0% | | \$118,156 | a |
| Clay,George W | Academic Program Director | Academic Program Director | Management with Faculty Rank | NA | \$112,541 | | 1.0% | \$113,666 | | a |
| Hofmann Jr,Daniel Richard | Asst Academic Prog Dir | Dir/Parking & Trans Svcs | Management | NA | | \$107,635 | 2.0% | | \$109,788 | a |
| Link Jr,Johnson W | Associate Vice President | Associate Vice President | Management | NA | | \$103,132 | 2.0% | | \$105,195 | a |
| Contreras,Raquel J | Lecturer: Non-Teaching | Lecturer: Non-Teaching | Management with Faculty Rank | NA | | \$100,362 | 4.0% | | \$104,377 | a |

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Student Affairs

| <i>Name</i> | <i>State Title</i> | <i>Clemson Title</i> | <i>Factbook Category</i> | <i>Pay Band</i> | <i>Salary as of Oct 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|----------------------------------|------------------------------|--------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Frock,David Joseph | Program Manager II | Director of Campus Recreation | Management | 08 | | \$97,850 | 2.5% | \$100,296 | | a |
| Richardson,Altheia L | Asst Academic Prog Dir | Asst Academic Prog Dir | Management | NA | | \$96,987 | 0.0% | \$96,987 | | |
| Hay,Pamela June | Lecturer: Non-Teaching | Pharmacist | Healthcare Practitioners and Staff | NA | | \$93,382 | 3.0% | \$96,184 | | a |
| Dickerson,Charles A | Administrative Mgr II | Administrative Mgr II | Business and Financial Operations Staff | 08 | | \$96,159 | 0.0% | \$96,159 | | |
| Rice,Robert R | Program Manager II | Program Manager II | Management | 08 | | \$94,173 | 1.0% | \$95,115 | | a |
| Hobgood,Kathy Bush | Student Services Manager III | Director, Residential Life | Management | 08 | | \$91,094 | 2.5% | \$93,371 | | a |
| Jackson,Georgia Annette Whelchel | Nurse Practitioner IV | Nurse Practitioner IV | Healthcare Practitioners and Staff | 08 | | \$87,550 | 0.0% | \$87,550 | | |
| Guill,Russell C | Administrative Mgr I | Administrative Mgr I | Management | 07 | | \$82,772 | 1.0% | \$83,600 | | a |
| Aulton,Sandra D | Nurse Practitioner IV | Nurse Practitioner IV | Healthcare Practitioners and Staff | 08 | | \$82,400 | 0.0% | \$82,400 | | |
| Honea,Allison Brewer | Nurse Practitioner IV | Nurse Practitioner IV | Healthcare Practitioners and Staff | 08 | | \$82,400 | 0.0% | \$82,400 | | |
| Hays,Amanda H | Student Services Manager III | Student Services Manager III | Office and Administrative Support Staff | 08 | | \$81,327 | 0.0% | \$81,327 | | |
| LeMay,Christina D | Public Info Dir II | Public Info Dir II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$77,818 | 2.5% | \$79,764 | | a |
| Daniel,William E. | Law Enforcement Officer IV | Law Enforcement Officer IV | Management | 07 | | \$76,522 | 3.0% | \$78,818 | | a |
| Chamberlain,Todd Allan | Research Associate | Director of Assessments for SA | Business and Financial Operations Staff | NA | | \$75,000 | 0.0% | \$75,000 | | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Student Affairs

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|------------------------------|--------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Hendricks, Phillip Eric | Law Enforcement Officer IV | Law Enforcement Officer IV | Service Staff | 06 | | \$70,188 | 5.0% | | \$73,697 | b |
| Promotion: This employee's position was reclassified to Law Enforcement Officer IV in Law Enforcement & Safety based on the scope and complexity as 2nd in command. | | | | | | | | | | |
| Atkinson Jr, George | Visiting Associate Professor | Visiting Associate Professor | Computer, Engineering, and Science Staff | NA | | \$71,872 | 1.9% | | \$73,222 | a |
| Collie, Allison Suhrer | Clinical Pharmacist | Clinical Pharmacist | Healthcare Practitioners and Staff | 08 | | \$73,000* | 0.0% | | \$73,000 | * |
| Smith, Alesia A | Student Services Mgr II | Student Services Mgr II | Office and Administrative Support Staff | 07 | | \$72,972 | 0.0% | | \$72,972 | |
| Powers, Lisa S | Program Manager I | Program Manager I | Business and Financial Operations Staff | 07 | | \$70,839 | 2.0% | | \$72,256 | a |
| Bonney, James D | Program Manager I | Assoc. Dir. of Residential Fac | Business and Financial Operations Staff | 07 | | \$70,019 | 2.0% | | \$71,419 | a |
| Stevens, Harold Bruce | Visiting Assistant Professor | Visiting Assistant Professor | Computer, Engineering, and Science Staff | NA | | \$69,902 | 1.9% | | \$71,251 | a |
| Ferguson, Mark Austin | Student Services Mgr II | Student Services Mgr II | Office and Administrative Support Staff | 07 | | \$65,793 | 6.4% | | \$70,000 | b |
| Additional Duties: This employee has assumed additional duties including day to day management of campus recreation including all operational, facilities and programming. | | | | | | | | | | |
| Moss, Joy Acree | Accounting/Fiscal Mgr I | Accounting/Fiscal Mgr I | Business and Financial Operations Staff | 07 | | \$65,508 | 2.0% | | \$66,818 | a |
| Hawthorne, Reginald D | Program Coordinator II | Program Coordinator II | Management | 06 | | \$65,021 | 1.5% | | \$65,996 | a |
| Culler, Deborah R | Program Coordinator II | Program Coordinator II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$65,436 | 0.0% | | \$65,436 | |
| Addis, Karen L | Administrative Coord II | Administrative Coord II | Office and Administrative Support Staff | 06 | | \$59,684 | 9.1% | | \$65,139 | ab |
| Additional Duties: This employee has assumed additional duties including managing development events, coordinating various division-wide programs, and staffing the Student Affairs Executive Board. | | | | | | | | | | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Student Affairs

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|-------------------------|-------------------------------|--|----------|----------------------------|----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Creel,Laura Haley | Lecturer | Lecturer | Computer, Engineering, and Science Staff | NA | | \$63,636 | 2.1% | | \$64,985 | a |
| Campbell,Timothy E | Trades Manager I | Assoc Dir Resident Facilities | Management | 06 | | \$64,355 | 0.0% | | \$64,355 | |
| Brown,Jeffrey T | Student Services Mgr II | Student Services Mgr II | Office and Administrative Support Staff | 07 | | \$63,190 | 1.7% | | \$64,264 | a |
| Crockett,Melanie | Nurse Admin/Mgr I | Nurse Admin/Mgr I | Healthcare Practitioners and Staff | 06 | | \$53,519 | 14.6% | | \$61,313 | ab |
| <p>Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Acting Director of Nursing in the Student Health Center.</p> <p>Promotion: This employee received an increase based on relevant performance and experience upon transfer to a new position.</p> | | | | | | | | | | |
| Newman,Judith H | Student Services Mgr II | Student Services Mgr II | Office and Administrative Support Staff | 07 | | \$59,738 | 1.0% | | \$60,336 | a |
| Nunamaker,Troy D | Asst Academic Prog Dir | Asst Academic Prog Dir | Business and Financial Operations Staff | NA | | \$59,645 | 1.0% | | \$60,242 | a |
| Leylek,Kathleen A. | Program Manager I | Program Manager I | Healthcare Practitioners and Staff | 07 | | \$58,265 | 3.0% | | \$60,013 | a |
| Lewis,Parvin | Student Services Mgr I | Student Services Mgr I | Office and Administrative Support Staff | 06 | | \$58,600 | 0.0% | | \$58,600 | |
| Hayes,Cheryl L | Administrative Mgr I | Administrative Mgr I | Business and Financial Operations Staff | 07 | | \$51,500 | 13.6% | | \$58,500 | b |
| <p>Promotion: This employee was promoted to Administrative Manager I (Associate Director for Administration and Finance) in Parking Services.</p> | | | | | | | | | | |
| Gaulin,Gary V | Eng/Assoc Eng II | Eng/Assoc Eng II | Computer, Engineering, and Science Staff | 06 | | \$57,485 | 1.0% | | \$58,060 | a |
| Price,Mary J | Student Services Mgr I | Student Services Mgr I | Office and Administrative Support Staff | 06 | | \$58,027 | 0.0% | | \$58,027 | |
| Rhodes,Bradley E | Investigator IV | Investigator IV | Service Staff | 06 | | \$56,800 | 2.0% | | \$57,936 | a |
| Shivar Jr,William G | Fire Safety Officer III | Fire Safety Officer III | Service Staff | 05 | | \$56,136 | 2.2% | | \$57,399 | a |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Student Affairs

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|-------------------------|--------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Dargan,Benardo Jerrold | Student Services Mgr I | Dir of Student Development | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$57,357 | 0.0% | | \$57,357 | |
| Wiser Jr,Gary G | Student Services Mgr II | Student Services Mgr II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$57,000* | 0.0% | | \$57,000 | * |
| Evinger,Leasa Ann Kowalski | Student Services Mgr I | Assoc Dtr of Residential Life | Office and Administrative Support Staff | 06 | | \$54,723 | 4.0% | | \$56,912 | a |
| Moreland,Katerina Valentine | Project Manager I | Sr Asoc Dir of Parking Svcs. | Business and Financial Operations Staff | 07 | | \$55,000 | 2.0% | | \$56,100 | a |
| Sanders,Dale L | Chief Psychologist | Chief Psychologist | Computer, Engineering, and Science Staff | 07 | | \$54,636 | 2.5% | | \$55,986 | a |
| Crowe,Debbie L | Administrative Coord II | Administrative Coord II | Office and Administrative Support Staff | 06 | | \$54,852 | 1.5% | | \$55,675 | a |
| Hensen,Kathleen | Administrative Coord II | Administrative Coord II | Office and Administrative Support Staff | 06 | | \$50,150 | 9.1% | | \$54,733 | ab |
| Promotion: This employee's position was reclassified to Administrative Coordinator II in the Office of the Vice-president for Student Affairs based on increased communication and administrative responsibilities. | | | | | | | | | | |
| Herman,Deborah L | Student Services Mgr II | Director, Employee Relations & | Office and Administrative Support Staff | 07 | | \$54,722 | 0.0% | | \$54,722 | |
| Gainor,Birmagidra Marie | Chief Psychologist | Counselor - Alcohol & Drug | Computer, Engineering, and Science Staff | 07 | | \$54,636* | 0.0% | | \$54,636 | * |
| Bonadio,Wesley N | Student Services Mgr I | Assoc Dir of Prog-Campus Rec | Office and Administrative Support Staff | 06 | | \$53,500* | 0.0% | | \$53,500 | * |
| Cauthen,Kathy J | Human Services Coord II | CARE Case Manager | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$52,023 | 2.5% | | \$53,324 | a |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Student Affairs

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--------------------------|--------------------------|-------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Gamble, Amy C. | Student Services Mgr I | Student Services Mgr I | Office and Administrative Support Staff | 06 | | \$53,237 | 0.0% | | \$53,237 | |
| Goree, Jennifer Margaret | Student Services Mgr I | Student Services Mgr I | Office and Administrative Support Staff | 06 | | \$51,552 | 3.0% | | \$53,099 | a |
| Talley, Raymond A | Trades Specialist V | Trades Specialist V | Natural Resources, Construction, and Maintenance Staff | 05 | | \$52,148 | 1.0% | | \$52,669 | ad |
| Bullett, Erin S | Chief Psychologist | Coord of Anxiety Disorders | Computer, Engineering, and Science Staff | 07 | | \$52,000* | 0.0% | | \$52,000 | * |
| Ruth, Christopher E | Chief Psychologist | CAPS - Counselor - TLP | Computer, Engineering, and Science Staff | 06 | | \$52,000* | 0.0% | | \$52,000 | * |
| Guffee, Kim L | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$50,913 | 2.0% | | \$51,931 | a |
| Sargent, David A. | Info Resource Consult II | Director of Info Tech/ Career | Computer, Engineering, and Science Staff | 06 | | \$51,902 | 0.0% | | \$51,902 | |
| Swaney, Perry D | Trades Specialist V | Trades Specialist V | Natural Resources, Construction, and Maintenance Staff | 05 | | \$51,349 | 1.0% | | \$51,862 | ad |
| Riggins II, Richard A. | Building/Ground Supv II | Building/Ground Supv II | Service Staff | 05 | | \$50,987 | 0.0% | | \$50,987 | |
| Crooks, W Lane | Trades Specialist V | Trades Specialist V | Natural Resources, Construction, and Maintenance Staff | 05 | | \$49,804 | 1.0% | | \$50,302 | ad |
| Poole, Kimberly M | Human Services Coord II | Human Services Coord II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$48,760 | 3.0% | | \$50,223 | a |
| Harvey, Anthony J | Administrative Mgr I | Administrative Mgr I | Business and Financial Operations Staff | 07 | | \$30,336 | 64.8% | | \$50,000 | b |

Promotion: This employee was promoted to Administrative Manager I in University Housing.

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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 2013 Salaries \$50,000 and Over

Student Affairs

| <i>Name</i> | <i>State Title</i> | <i>Clemson Title</i> | <i>Factbook Category</i> | <i>Pay Band</i> | <i>Salary as of Oct 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|-------------|--------------------|----------------------|--------------------------|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

University Advancement

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|---------------------------|--------------------------------|---|----------|----------------------------|------------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Cameron Jr,Albert Neill | Academic Program Director | Vice President for Advancement | Management | NA | | \$227,362 | 2.0% | | \$231,909 | a |
| Trammell,Harrison Frederick | Academic Program Director | CUF President/CEO | Management | NA | | \$218,463 | 4.0% | | \$227,201 | e |
| Market Adjustment: This employee received an increase based on market equity as approved by the Clemson University Foundation Board of Directors. | | | | | | | | | | |
| O'Rourke,Brian Joseph | Academic Program Director | Exec Dir Devlp Alum Relations | Management | NA | | \$190,962 | 0.0% | | \$190,962 | |
| King,JoVanna J | Academic Program Director | Academic Program Director | Management | NA | | \$167,292 | 3.0% | | \$172,311 | a |
| Sams,Catherine T | Associate Vice President | Associate Vice President | Management | NA | | \$168,816 | 0.0% | | \$168,816 | |
| Alexander,Ann M | Academic Program Director | Academic Program Director | Management | NA | | \$152,852 | 3.0% | | \$157,438 | a |
| Ryan,Melissa M | Academic Program Director | Academic Program Director | Management | NA | | \$148,526 | 3.0% | | \$152,982 | a |
| Martin,Jeffery S | Academic Program Director | Academic Program Director | Management | NA | | \$141,005 | 0.0% | | \$141,005 | |
| Colbert-Busch,Elizabeth | Extension Associate | Extension Associate | Business and Financial Operations Staff | NA | | \$128,565 | 3.0% | | \$132,422 | a |
| Sulhan,Michael J | Asst Academic Prog Dir | Asst Academic Prog Dir | Management | NA | | \$118,000 | 4.0% | | \$122,720 | a |
| Peters,Christopher Marc | Academic Program Director | Academic Program Director | Business and Financial Operations Staff | NA | | \$117,197 | 0.0% | | \$117,197 | |
| Brasington III,Leroy Wilson | Academic Program Director | Academic Program Director | Management | NA | | \$112,243 | 4.0% | | \$116,733 | a |
| Nortz,Laurie F | Asst Academic Prog Dir | Asst Academic Prog Dir | Business and Financial Operations Staff | NA | | \$116,000* | 0.0% | | \$116,000 | * |
| 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 | | \$113,300 | 0.0% | | \$113,300 | |

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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 2013 Salaries \$50,000 and Over

University Advancement

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|------------------------------|--------------------------------|--|----------|----------------------------|------------|--------|--------------------------|-----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Dant, Donna Incropera | Asst Academic Prog Dir | Senior Director of Development | Business and Financial Operations Staff | NA | | \$110,000* | 0.0% | | \$110,000 | * |
| Porter, Robert B | Lecturer: Non-Teaching | Lecturer: Non-Teaching | Business and Financial Operations Staff | NA | | \$109,131 | 0.0% | | \$109,131 | |
| Adams, Leroy Shealy | Asst Academic Prog Dir | Asst Academic Prog Dir | Business and Financial Operations Staff | NA | | \$103,000 | 0.0% | | \$103,000 | |
| Dryden, David W | Director of Information Svcs | Director of Information Svcs | Management | 08 | | \$101,407 | 1.5% | | \$102,928 | a |
| 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 | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | NA | | \$96,408 | 0.0% | | \$96,408 | |
| Smith, Ann B | Asst Academic Prog Dir | Asst Academic Prog Dir | Management | NA | | \$93,044 | 3.0% | | \$95,835 | a |
| Cloyd, Kelly Urso | Asst Academic Prog Dir | Asst Academic Prog Dir | Business and Financial Operations Staff | NA | | \$92,700 | 0.0% | | \$92,700 | |
| Dawson, Deborah K | Asst Academic Prog Dir | Assoc Academic Program Dir | Business and Financial Operations Staff | NA | | \$92,700 | 0.0% | | \$92,700 | |
| Haselden, Laura H | Asst Academic Prog Dir | Asst Academic Prog Dir | Business and Financial Operations Staff | 09 | | \$65,297 | 33.2% | | \$87,000 | b |
| Promotion: This employee's position was reclassified to Assistant Academic Program Director in Advancement: Finance & Administration based on responsibilities for CU real estate and duties in multiple foundations. | | | | | | | | | | |
| Schiff, Susan B. | Director of Information Svcs | Director of Information Svcs | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 08 | | \$83,089 | 3.8% | | \$86,275 | ab |
| Additional Duties: This employee has assumed additional duties including supporting the work of Clemson Development division in the principal and planned giving areas. | | | | | | | | | | |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

University Advancement

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|---|------------------------|-------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Cauley,Michele Melton | Asst Academic Prog Dir | Director of Alumni Marketing | Business and Financial Operations Staff | NA | | \$72,059 | 18.4% | | \$85,336 | ab |
| Additional Duties: This employee has assumed additional duties as Capital Campaign Manager and Marketing & Communications Director for the Development Enterprise. | | | | | | | | | | |
| Kelly,Larissa R. | Information Tech Mgr I | Dir Info Tech for Advancement | Computer, Engineering, and Science Staff | 07 | | \$83,030 | 2.0% | | \$84,691 | a |
| McKenzie,Jack A | Program Manager II | Program Manager II | Management | 07 | | \$75,627 | 9.2% | | \$82,570 | ae |
| Market Adjustment: This employee received a market adjustment to move their salary toward the target market average for similar positions of the same years of experience. | | | | | | | | | | |
| Bishop,Janice B | Administrative Mgr I | Administrative Mgr I | Business and Financial Operations Staff | 07 | | \$78,950 | 4.0% | | \$82,108 | a |
| Page,Brandy McClain | Asst Academic Prog Dir | Asst Academic Prog Dir | Business and Financial Operations Staff | NA | | \$72,000 | 13.9% | | \$82,000 | b |
| Additional Duties: This employee has assumed additional duties including an increase in her dollars raised annually as well as a higher level of capacity for donors, and team fundraising goals. | | | | | | | | | | |
| Denny,Robin S | Public Info Dir II | Public Info Dir II | Management | 07 | | \$79,742 | 0.0% | | \$79,742 | |
| Britton,John S | Asst Academic Prog Dir | Asst Academic Prog Dir | Business and Financial Operations Staff | NA | | \$75,000* | 0.0% | | \$75,000 | * |
| Gouch,John K | Public Info Dir II | Public Info Dir II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$69,530 | 1.0% | | \$70,225 | a |
| Cochran,Kenneth Dale | Graphics Manager II | Graphics Manager II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$70,119 | 0.0% | | \$70,119 | |
| Duggan,Conor Stark | Alumni/Develop Mgr II | Director of Gift Management | Business and Financial Operations Staff | 07 | | \$70,000* | 0.0% | | \$70,000 | * |
| Mullen,Brian M | Public Info Dir II | Public Info Dir II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$68,500 | 1.5% | | \$69,528 | a |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

University Advancement

| Name | State Title | Clemson Title | Factbook Category | Pay Band | Salary as of Oct 12, 2012* | | % Chng | Salary as of Oct 1, 2013 | | Note |
|--|-------------------------------|-------------------------------|--|----------|----------------------------|-----------|--------|--------------------------|----------|------|
| | | | | | 9 Month | 12 Month | | 9 Month | 12 Month | |
| Godwin, Jeffrey N | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$68,639 | 0.8% | | \$69,154 | a |
| Todd, Jacqueline K | Public Info Dir II | Public Info Dir II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$68,000 | 1.5% | | \$69,020 | a |
| Garner, Melissa Haley | Alumni/Develop Mgr II | Alumni/Develop Mgr II | Management | 07 | | \$65,508 | 3.0% | | \$67,473 | a |
| McAnally Jr, Robert E | Production Manager III | Production Manager III | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$67,405 | 0.0% | | \$67,405 | |
| Arp, Kimberly Dawn | Asst Academic Prog Dir | Asst Academic Prog Dir | Business and Financial Operations Staff | NA | | \$65,628 | 0.0% | | \$65,628 | |
| Adams, Helen R | Administrative Mgr I | Program Manager I | Management | 07 | | \$60,606 | 8.1% | | \$65,527 | ae |
| Market Adjustment: This employee received a market adjustment to move their salary toward the target market average for similar positions of the same title and level. | | | | | | | | | | |
| Burka, Joquita N | Public Info Dir II | Public Info Dir II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$49,014* | 32.6% | | \$65,000 | *b |
| Promotion: This employee was promoted to Public Information Director II in the Office of Creative Services. | | | | | | | | | | |
| Usher, Carol J | Sr Information Res Consultant | Sr Information Res Consultant | Computer, Engineering, and Science Staff | 07 | | \$64,602 | 0.0% | | \$64,602 | |
| Hall, Penland C | Public Info Dir II | Public Info Dir II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$63,340 | 0.0% | | \$63,340 | |
| Schuster, Robert M | Production Manager III | Production Manager III | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$62,652 | 0.0% | | \$62,652 | |

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

University Advancement

| <i>Name</i> | <i>State Title</i> | <i>Clemson Title</i> | <i>Factbook Category</i> | <i>Pay Band</i> | <i>Salary as of Oct 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|------------------------|--------------------------|--------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| James,Tenneil Moody | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$61,906 | 1.0% | | \$62,525 | a |
| Grant,Liza C | Asst Academic Prog Dir | Asst Academic Prog Dir | Business and Financial Operations Staff | NA | | \$62,468 | 0.0% | | \$62,468 | |
| Morgan,Dana Carroll | Public Info Dir II | Public Info Dir II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$62,000* | 0.0% | | \$62,000 | * |
| Sharpe,David | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$61,981 | 0.0% | | \$61,981 | |
| Green,Christine Iovino | Public Info Dir II | Public Info Dir II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$61,058 | 1.5% | | \$61,974 | a |
| Barker,James J. | Public Info Dir II | Public Info Dir II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 07 | | \$60,671 | 1.5% | | \$61,581 | a |
| Boatwright,Randolph N | Alumni/Develop Mgr I | Alumni/Develop Mgr I | Business and Financial Operations Staff | 06 | | \$59,609 | 2.0% | | \$60,801 | a |
| Johnson,Wanda A | Public Info Dir I | Public Info Dir I | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$59,421 | 1.0% | | \$60,015 | a |
| Hiott,William D | Program Coordinator II | Program Coordinator II | Archivists, Curators, and Museum Technicians | 06 | | \$59,951 | 0.0% | | \$59,951 | |
| Pridgen,Margaret C | Public Info Dir I | Public Info Dir I | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$59,065 | 1.5% | | \$59,951 | a |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

University Advancement

| <i>Name</i> | <i>State Title</i> | <i>Clemson Title</i> | <i>Factbook Category</i> | <i>Pay Band</i> | <i>Salary as of Oct 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|---|--------------------------|--------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Bowen,Barry C | Information Tech Mgr I | Information Tech Mgr I | Computer, Engineering, and Science Staff | 07 | | \$59,485 | 0.0% | | \$59,485 | |
| Rodgers,Michael E. | Production Manager II | Production Manager II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 05 | | \$44,509 | 30.0% | | \$57,861 | ab |
| Administrative/Temporary Salary Adjustment: This employee received a supplement for serving as the Interim Director of CU Broadcast Productions. | | | | | | | | | | |
| 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 | | \$57,216 | 0.0% | | \$57,216 | |
| Ogg,Joyce G | Administrative Coord II | Administrative Coord II | Office and Administrative Support Staff | 06 | | \$55,972 | 2.0% | | \$57,091 | a |
| Wagner,Donita A | Alumni/Develop Mgr I | Alumni/Develop Mgr I | Business and Financial Operations Staff | 06 | | \$54,631 | 3.0% | | \$56,270 | a |
| Taylor,Mary Heaton | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$55,697 | 1.0% | | \$56,254 | a |
| Isengard,Joshua A | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$53,533 | 5.0% | | \$56,210 | b |
| Additional Duties: This employee has assumed additional duties related to training for advancement software and information extraction for reporting. | | | | | | | | | | |
| Pilgrim,Lynn S | Alumni/Develop Mgr I | Alumni/Develop Mgr I | Business and Financial Operations Staff | 06 | | \$54,526 | 3.0% | | \$56,162 | a |
| Huff,James Lee | Applications Analyst II | Applications Analyst II | Computer, Engineering, and Science Staff | 06 | | \$55,614 | 0.7% | | \$56,031 | a |
| Kierstead,Gerry Lynn | Administrative Coord II | Administrative Coord II | Office and Administrative Support Staff | 06 | | \$55,500* | 0.0% | | \$55,500 | * |
| Bundrick,Matthew J | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$53,964 | 2.0% | | \$55,043 | a |

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e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

University Advancement

| <i>Name</i> | <i>State Title</i> | <i>Clemson Title</i> | <i>Factbook Category</i> | <i>Pay Band</i> | <i>Salary as of Oct 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|---------------------------|-------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Sapp,Patrick Zolley | Asst Academic Prog Dir | Asst Academic Prog Dir | Business and Financial Operations Staff | NA | | \$54,860 | 0.0% | | \$54,860 | |
| Craft,Amy Csernak | Alumni/Develop Mgr I | Alumni/Develop Mgr I | Business and Financial Operations Staff | 06 | | \$54,857 | 0.0% | | \$54,857 | |
| Spitler,Nancy M | Public Info Dir I | Public Info Dir I | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$53,560 | 0.0% | | \$53,560 | |
| Parker,Sandra T | Public Info Dir I | Public Info Dir I | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$53,540 | 0.0% | | \$53,540 | |
| Smith,Mandy Lee Lehman | Acctnt/Fiscal Analyst III | Acctnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$53,250 | 0.0% | | \$53,250 | |
| Bundrick,Meghan Kelly | Info Resource Consult II | Info Resource Consult II | Computer, Engineering, and Science Staff | 06 | | \$52,000* | 0.0% | | \$52,000 | * |
| Scott,Arthur J | Building/Grounds Mgr | Building/Grounds Mgr | Service Staff | 06 | | \$51,829 | 0.0% | | \$51,829 | |
| Gibson,Kimberly Dawn | Asst Academic Prog Dir | Dev Coordinator-Gift Planning | Business and Financial Operations Staff | NA | | \$36,756 | 40.1% | | \$51,500 | b |
| Promotion: This employee was promoted to Assistant Academic Program Director (Development Coordinator-Gift Planning) in Development. | | | | | | | | | | |
| Wright,Amanda K | Administrative Coord I | Administrative Coord I | Office and Administrative Support Staff | 05 | | \$51,327 | 0.0% | | \$51,327 | |
| Prado,Christine U | Graphics Manager II | Graphics Manager II | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$46,421 | 8.6% | | \$50,421 | a |
| Staff Development Program: This employee received a standard increase associated with the staff development program. | | | | | | | | | | |

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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 2013 Salaries \$50,000 and Over

University Advancement

| <i>Name</i> | <i>State Title</i> | <i>Clemson Title</i> | <i>Factbook Category</i> | <i>Pay Band</i> | <i>Salary as of Oct 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--------------------------|--------------------------|--------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Smith,Scott R. | Broadcst/Eng Mnt Tech IV | Broadcst/Eng Mnt Tech IV | Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff | 06 | | \$49,325 | 2.0% | | \$50,312 | a |
| Mudge,Elizabeth McIntosh | Asst Academic Prog Dir | Asst Academic Prog Dir | Business and Financial Operations Staff | NA | | \$50,058 | 0.0% | | \$50,058 | |
| Holbrooks,Jessica Leigh | Accnt/Fiscal Analyst III | Accnt/Fiscal Analyst III | Business and Financial Operations Staff | 06 | | \$37,506 | 33.3% | | \$50,000 | be |

Market Adjustment: This employee received a performance increase based on college-wide inequity of his/her salary in comparison to employees within the same title and level.

Promotion: This employee was promoted to Accountant/Fiscal Analyst III in Advancement: Finance & Administration. Her level of responsibility is much greater than others in AD25 classification.

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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 2013 Salaries \$50,000 and Over

Utilities

| <i>Name</i> | <i>State Title</i> | <i>Clemson Title</i> | <i>Factbook Category</i> | <i>Pay Band</i> | <i>Salary as of Oct 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|--|-----------------------|--------------------------------|--|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |
| Putnam, Tony J | Engineer/Assoc Eng IV | Director Utility Services | Management | 08 | | \$95,242 | 0.0% | \$95,242 | | |
| McCarley, Bret E | Eng/Assoc Eng III | Eng/Assoc Eng III | Computer, Engineering, and Science Staff | 07 | | \$52,226 | 48.1% | \$77,350 | | ab |
| <p>Administrative/Temporary Salary Adjustment: This employee received a supplement for additional work as the direct supervisory point of contact in coordinating after hours campus utility calls and response during the week and oversight of shop call back coverage on the weekend.</p> <p>Promotion: This employee's position was reclassified to Engineer/Associate Engineer III in Campus Utilities based on campus utility infrastructure responsibilities.</p> | | | | | | | | | | |
| Suttles, Thomas F | Eng/Assoc Eng III | Energy Manager | Computer, Engineering, and Science Staff | 07 | | \$72,840 | 1.5% | \$73,933 | | a |
| Kirby, Harry K | Eng/Assoc Eng III | Sr Utility Engri-Reg Complan | Computer, Engineering, and Science Staff | 07 | | \$73,031 | 0.0% | \$73,031 | | |
| Kauer, Brian J | Eng/Assoc Eng III | Sr Utility Engri-Ops & Mainten | Computer, Engineering, and Science Staff | 07 | | \$65,576 | 3.0% | \$67,543 | | a |
| Holbrooks, Matthew L | Trades Manager I | Trades Manager I | Natural Resources, Construction, and Maintenance Staff | 06 | | \$56,732 | 7.1% | \$60,760 | | abd |
| <p>Promotion: This employee's position was reclassified to Trades Manager I in Campus Utilities and includes management and supervisory responsibilities for operational personnel.</p> | | | | | | | | | | |
| Westbury, James Stephen | Trades Manager I | Trades Manager I | Natural Resources, Construction, and Maintenance Staff | 06 | | \$56,650 | 5.0% | \$59,483 | | b |
| <p>Promotion: This employee's position was reclassified to Trades Manager I in Campus Utilities based on complexity of managerial responsibilities.</p> | | | | | | | | | | |
| Stancil, David Brian | Trades Manager I | Trades Manager I | Natural Resources, Construction, and Maintenance Staff | 06 | | \$54,108 | 5.0% | \$56,813 | | b |
| <p>Promotion: This employee's position was reclassified to Trades Manager I in Campus Utilities and includes management and supervisory responsibilities for operational personnel.</p> | | | | | | | | | | |

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

e Market adjustment

f Other adjustments

Fall 2013 Salaries \$50,000 and Over

Utilities

| <i>Name</i> | <i>State Title</i> | <i>Clemson Title</i> | <i>Factbook Category</i> | <i>Pay Band</i> | <i>Salary as of Oct 12, 2012*</i> | | <i>% Chng</i> | <i>Salary as of Oct 1, 2013</i> | | <i>Note</i> |
|-------------|--------------------|----------------------|--------------------------|-----------------|-----------------------------------|-----------------|---------------|---------------------------------|-----------------|-------------|
| | | | | | <i>9 Month</i> | <i>12 Month</i> | | <i>9 Month</i> | <i>12 Month</i> | |

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