

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Scott,Thomas R	Professor	Professor	Instructional Faculty	NA		\$265,539	-26.5%	\$195,206		bcd
Layton,Patricia A	Academic Program Director	Dir. Wood Utiliz+Design Inst.	Management with Faculty Rank	NA		\$181,278	2.0%		\$184,903	c
Tonkin III,Charles Edward	Research Associate Professor	Research Associate Professor	Research Faculty	NA		\$178,845	2.0%		\$182,422	c
Culin,Joseph D	Department Chair/Head	Interim Associate Dean	Management with Faculty Rank	NA		\$175,458	2.0%		\$178,966	c
Whitwell,Ted	Professor	Interim Associate Dean	Management with Faculty Rank	NA		\$175,398	2.0%		\$178,905	c
Cohen,Robert Seth	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$175,000	2.0%		\$178,500	c
Rhodehamel,E J	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$166,000	2.0%		\$169,319	c
Marcotte Jr,William R	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$163,520	2.0%		\$166,790	c
Strickland,James Robert	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$161,760	2.0%		\$164,995	c
Yarrow,Greg K	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$145,725	12.0%		\$163,213	bce
<i>Faculty Market Adjustment: Market adjustment to move salary toward the target market average for similar positions of the same rank and discipline.</i>										
Klaine,Stephen J	Professor	Professor	Instructional Faculty	NA	\$156,154		1.9%	\$159,075		c
Pometto III,Anthony Louis	Professor	Professor	Instructional Faculty	NA		\$153,263	2.0%		\$156,328	c
Gallicchio,Vincent S	Professor	Professor	Instructional Faculty	NA	\$150,988		2.0%	\$154,008		c
Cason,Katherine L	Professor	Professor	Instructional Faculty	NA		\$147,139	1.9%		\$149,883	c
Martin Jr,Samuel B	Professor	Professor	Instructional Faculty	NA		\$145,224	2.0%		\$148,128	c
McCarty,Lambert B	Professor	Professor	Instructional Faculty	NA		\$145,160	2.0%		\$148,063	c

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e Market adjustment

f Other adjustments

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Northcutt,Julie Kathleen	Professor	Professor	Instructional Faculty	NA		\$130,350	12.2%		\$146,253	bc
Administrative/Temporary Salary Adjustment: Serving as Food Safety and Nutrition Program Team Leader for Public Service & Agriculture.										
Duckett,Susan Kay	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$139,737		2.0%	\$142,532		c
Temesvari,Lesly	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$137,873		1.9%	\$140,530		c
Lanham,Joseph D	Alumni Professor	Alumni Professor	Instructional Faculty	NA		\$137,349	1.9%		\$139,996	c
Adler,Peter H	Professor	Professor	Instructional Faculty	NA		\$136,613	2.0%		\$139,345	c
McGregor,John U.	Professor	Professor	Instructional Faculty	NA	\$135,182		2.0%	\$137,885		c
Greene,Jeremy K	Professor	Professor	Instructional Faculty	NA		\$127,920	7.1%		\$137,002	bc
Administrative/Temporary Salary Adjustment: Serving as Assistant Director of Edisto Research & Education Center.										
Rice,Charles D	Professor	Professor	Instructional Faculty	NA	\$132,873		2.0%	\$135,530		c
Zungoli,Patricia A	Professor	Interim Chair - Ag Division	Instructional Faculty	NA		\$132,497	2.0%		\$135,146	c
Rodgers Jr,John H	Professor	Professor	Instructional Faculty	NA	\$131,990		2.0%	\$134,630		c
Jeffers,Steven Nye	Professor	Professor	Instructional Faculty	NA		\$131,268	2.0%		\$133,893	c
Han,Young J	Professor	Professor	Instructional Faculty	NA		\$130,468	2.0%		\$133,077	c
Keinath,Anthony P	Professor	Professor	Instructional Faculty	NA		\$128,483	2.0%		\$131,052	c
Dodson,Leigh G	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$127,419	2.0%		\$129,967	c
Smathers Jr,Webb M	Professor	Professor	Instructional Faculty	NA		\$126,594	2.0%		\$129,126	c
Kosinski,Robert J	Professor	Professor	Instructional Faculty	NA	\$126,555		2.0%	\$129,086		c
Hassell,Richard L	Professor	Professor	Instructional Faculty	NA		\$125,965	2.0%		\$128,483	c

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Khalilian,Ahmad	Professor	Professor	Instructional Faculty	NA	\$125,588		2.0%	\$128,100		c
Chastain,John P	Professor	Professor	Instructional Faculty	NA		\$125,585	2.0%		\$128,097	c
Ptacek,Margaret	Professor	Professor	Instructional Faculty	NA	\$125,053		2.0%	\$127,554		c
Schnabel,Guido	Professor	Professor	Instructional Faculty	NA		\$125,018	2.0%		\$127,518	c
Scott,Simon W	Professor	Professor	Instructional Faculty	NA		\$125,017	2.0%		\$127,517	c
Caterino,Michael S	Endowed Chair	Endowed Chair	Instructional Faculty	NA		\$125,000*	2.0%		\$127,500	*c
Benson,Eric P	Professor	Professor	Instructional Faculty	NA		\$124,194	2.0%		\$126,678	c
Straka,Thomas J	Professor	Professor	Instructional Faculty	NA		\$124,081	2.0%		\$126,563	c
Thomas,Ronald L	Professor	Professor	Instructional Faculty	NA		\$122,516	2.0%		\$124,966	c
Cao,Weiguo	Professor	Professor	Instructional Faculty	NA	\$122,058		2.0%	\$124,499		c
Birrenkott Jr,Glenn P	Professor	Professor	Instructional Faculty	NA		\$121,664	2.0%		\$124,097	c
Jiang,Xiuping	Professor	Professor	Instructional Faculty	NA	\$121,502		2.0%	\$123,932		c
Frugoli,Julia	Professor	Professor	Instructional Faculty	NA	\$133,647		-7.3%	\$123,927		bc
Luo,Hong	Professor	Professor	Instructional Faculty	NA	\$121,497		2.0%	\$123,927		c
Morris,James C	Professor	Professor	Instructional Faculty	NA	\$121,497		2.0%	\$123,927		c
Smith,Kerry S.	Professor	Professor	Instructional Faculty	NA	\$121,497		2.0%	\$123,927		c
Liu,Haibo	Professor	Professor	Instructional Faculty	NA		\$119,668	2.0%		\$122,061	c
Cooksey,Kay D	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$118,748		2.0%	\$121,123		c
Surver,William M	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$118,459		1.9%	\$120,728		c

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Dawson,Paul L	Professor	Professor	Instructional Faculty	NA	\$118,346		2.0%	\$120,713		c
Adelberg,Jeffrey W	Professor	Professor	Instructional Faculty	NA		\$117,568	2.0%		\$119,919	c
Vernon,Kristine Lang	Associate Professor	Associate Professor	Instructional Faculty	NA		\$105,979	12.2%		\$118,908	bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Zehnder,Geoffrey W	Professor	Professor	Instructional Faculty	NA		\$114,717	2.0%		\$117,011	c
Chen,Wen Y	Professor	Professor	Instructional Faculty	NA	\$113,992		2.0%	\$116,272		c
Reighard,Gregory L	Professor	Professor	Instructional Faculty	NA	\$113,765		2.0%	\$116,040		c
Blob,Richard W.	Professor	Professor	Instructional Faculty	NA	\$113,611		2.0%	\$115,883		c
Spira,Timothy P	Professor	Professor	Instructional Faculty	NA	\$113,459		2.0%	\$115,728		c
Andrae,John G	Associate Professor	Asst. Dir. of SC Ag Exp. Stat	Instructional Faculty	NA		\$103,950	10.6%		\$115,000	bc
Administrative/Temporary Salary Adjustment: Serving as Assistant Director of the SC Agricultural Experiment Station.										
Greene,Annel K	Professor	Professor	Instructional Faculty	NA	\$112,451		2.0%	\$114,700		c
Bain,Lisa J	Professor	Professor	Instructional Faculty	NA	\$112,119		2.0%	\$114,361		c
Baldwin,William S	Professor	Professor	Instructional Faculty	NA	\$112,119		2.0%	\$114,361		c
Bellinger,Robert G	Professor	Professor	Instructional Faculty	NA		\$111,775	2.0%		\$114,011	c
Hughes,Thomas A	Professor	Professor	Instructional Faculty	NA	\$111,714		2.0%	\$113,948		c
Wang,Gaofeng G	Professor	Professor	Instructional Faculty	NA	\$111,014		2.0%	\$113,234		c
Conner,William H	Professor	Professor	Instructional Faculty	NA	\$110,394		2.0%	\$112,601		c
Sawyer,Calvin B	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$109,602	2.0%		\$111,793	c

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Kimmel,Robert M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$109,262		2.0%	\$111,447		c
Frederick,James R	Professor	Professor	Instructional Faculty	NA		\$108,980	2.0%		\$111,160	c
Player,W Kirby	Lecturer	Lecturer	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$108,758	2.0%		\$110,933	c
Fraser,Angela M	Associate Professor	Associate Professor	Instructional Faculty	NA		\$107,575	2.0%		\$109,727	c
Faust,James Emerson	Associate Professor	Associate Professor	Instructional Faculty	NA		\$107,512	2.0%		\$109,662	c
Chen,Feng	Professor	Professor	Instructional Faculty	NA	\$106,652		2.0%	\$108,785		c
Wei,Yanzhang	Professor	Professor	Instructional Faculty	NA	\$106,117		2.0%	\$108,239		c
Jayakaran,Anand David	Associate Professor	Associate Professor	Instructional Faculty	NA		\$94,600	12.2%		\$106,141	bc
<i>Faculty Rank Promotion: Standard increase associated with faculty rank promotion.</i>										
Barron,Felix H	Professor	Professor	Instructional Faculty	NA	\$103,966		2.0%	\$106,045		c
Skewes,Peter A	Professor	Professor	Instructional Faculty	NA	\$103,890		2.0%	\$105,968		c
Hitchcock,Daniel R	Associate Professor	Associate Professor	Instructional Faculty	NA		\$103,800	2.0%		\$105,876	c
Jones,Michael A	Associate Professor	Associate Professor	Instructional Faculty	NA		\$95,385	7.1%		\$102,158	bc
<i>Administrative/Temporary Salary Adjustment: Serving as Assistant Director of Pee Dee Research &amp; Education Center.</i>										
Lamie,Ronald D	Associate Professor	Associate Professor	Instructional Faculty	NA		\$99,470	2.0%		\$101,459	c
Chong,Juang Horng	Associate Professor	Associate Professor	Instructional Faculty	NA		\$98,747	2.0%		\$100,722	c
Reay-Jones,Francis Peter Fortnum	Associate Professor	Associate Professor	Instructional Faculty	NA		\$98,383	2.0%		\$100,351	c
Whiteside,William S	Associate Professor	Associate Professor	Instructional Faculty	NA		\$97,757	2.0%		\$99,712	c

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Layfield, Kevin D	Associate Professor	Associate Professor	Instructional Faculty	NA		\$96,418	2.0%		\$98,346	c
Gasic, Ksenija	Associate Professor	Associate Professor	Instructional Faculty	NA		\$87,627	12.2%		\$98,317	bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Feltus, Frank Alexander	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,464		12.2%	\$97,012		ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Chow, Alex T.	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$94,599	2.0%		\$96,491	c
White, Sarah A	Associate Professor	Associate Professor	Instructional Faculty	NA		\$85,607	12.2%		\$96,051	bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Wells, Christina E.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,713		2.0%	\$94,567		c
Pratt, Scott Lee	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,723		7.8%	\$92,437		ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate. To address salary compression within the regular faculty ranks of the Animal & Veterinary Sciences Department.										
Willis, David Brian	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,429		2.0%	\$92,238		c
Kurtz Jr, Harry D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,341		2.0%	\$92,148		c
Darby, Duncan O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,544		2.0%	\$91,335		c
Chapman, Susan Caroline	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,290		2.0%	\$91,076		c
Melgar Jimenez, Juan Carlos	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$90,000*	0.0%		\$90,000	*
Baldwin, Robert Fritz	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,204		2.0%	\$89,968		c
Sehorn, Michael Glen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,971		2.0%	\$89,730		c
Tzeng, Tzuen-Rong Jeremy	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,511		2.0%	\$89,261		c

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Childress,Michael J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,295		2.0%	\$89,041		c
DeWalt,Saara J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,295		2.0%	\$89,041		c
McMillan,Patrick D.	Asst Academic Prog Director	Asst Academic Prog Dir	Archivists, Curators, and Museum Technicians	NA	\$86,751		2.0%	\$88,486		c
Privette III,Charles V	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,348		2.0%	\$88,075		c
English,William Rockford	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,011		2.0%	\$87,731		c
Mount,Andrew S	Research Associate Professor	Research Associate Professor	Research Faculty	NA	\$85,414		2.0%	\$87,122		c
Condrasky,Margaret D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,213		2.0%	\$86,917		c
Haley-Zitlin,Vivian J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,213		2.0%	\$86,917		c
Corbin,Victoria Lynn	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA	\$85,000		2.0%	\$86,700		c
McNealy,Tamara Lyn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,819		2.0%	\$86,515		c
Fravel,Philip M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,626		2.0%	\$86,319		c
Marshall,Michael W	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$84,580	2.0%		\$86,272	c
Park,Dara Michelle	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$84,579	2.0%		\$86,271	c
Post,Christopher J.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,935		2.0%	\$85,614		c
Lippert,Robert M	Associate Professor	Associate Professor	Instructional Faculty	NA		\$83,695	2.0%		\$85,369	c
Tonkyn,David W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,663		2.0%	\$85,336		c
Sparace,Salvatore A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,249		2.0%	\$84,914		c
Cao,Min	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,059		2.0%	\$84,720		c

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Wang,Liang Jiang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,921		2.0%	\$84,580		c
Paul,Kimberly S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,921		2.0%	\$84,579		c
Mickey,Scott A	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$82,722	2.0%		\$84,376	c
Keels,William E	Asst Academic Prog Director	Asst Academic Prog Dir	Student and Academic Affairs and Other Education Services Staff	NA		\$82,652	2.0%		\$84,305	c
Kerrigan,Julia Louise	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,605		2.0%	\$84,257		c
Lawton Rauh,Amy Louise	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,485		2.0%	\$84,135		c
Tharayil,Nishanth	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,928		12.2%	\$84,069		bc
<i>Faculty Rank Promotion: Standard increase associated with faculty rank promotion.</i>										
Agudelo,Paula	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,218		2.0%	\$83,862		c
Liang,Haiying	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,607		2.0%	\$83,239		c
Mikhailova,Elena	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,934		2.0%	\$82,553		c
Turnbull,Matthew W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,296		2.0%	\$81,902		c
Bielenberg,Douglas G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,970		2.0%	\$81,569		c
Van den Hurk,Peter	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,919		2.0%	\$81,517		c
Moore,Robert Truett	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$79,857		2.0%	\$81,454		c
Henson,John Michael	Research Associate Professor	Research Associate Professor	Research Faculty	NA	\$79,816		2.0%	\$81,412		c
Polomski,Robert F	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$79,656	2.0%		\$81,249	c

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments



## *Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Thavarajah,Dilrukshi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000*		0.0%	\$80,000		*
Hurley,Rupert A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,023		2.0%	\$79,583		c
Campbell,Barbara J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,000		2.0%	\$79,560		c
Gering,Lawrence R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,992		2.0%	\$79,552		c
Lascano,Gustavo Jose	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,500*		2.0%	\$79,050		*c
Barrett,Russell K	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		2.0%	\$78,030		c
Clark,Leigh Anne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,342		2.0%	\$77,869		c
Long,Nathan M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,900		2.0%	\$77,418		c
Sears,Michael W	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,750		2.0%	\$77,265		c
Johnson,Alan R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,472		2.0%	\$76,981		c
Ferreira,Wilder N.	Extension Associate	Extension Economist	Computer, Engineering, and Science Staff	NA		\$75,375	2.0%		\$76,883	c
Jesch,Elliot D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,375		2.0%	\$76,883		c
Ingram-Smith,Cheryl Jean	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,190		2.0%	\$76,694		c
Morris,Meredith Teilhet	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,190		2.0%	\$76,694		c
Baeza Migueles,Juan Antonio	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		2.0%	\$76,500		c
Bohan Brown,Michelle Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		2.0%	\$76,500		*c
Bolotova,Yuliya Valentinovna	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		2.0%	\$76,500		*c

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

e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Bruce, Terri Lane Foster	Academic Program Director	Academic Program Director	Research Faculty	NA	\$75,000		2.0%	\$76,500		c
Dittrich-Reed, Dylan Robert	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		2.0%	\$76,500		c
Feliciano, David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		2.0%	\$76,500		c
Ickes, Kalan L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		2.0%	\$76,500		c
Kanno, Yoichiro	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		2.0%	\$76,500		*c
Kozubowski, Lukasz	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		2.0%	\$76,500		c
Vassalos, Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		2.0%	\$76,500		c
Cox, Henry Keith	Asst Academic Prog Director	Asst Academic Prog Dir	Student and Academic Affairs and Other Education Services Staff	NA		\$73,551	2.0%		\$75,022	c
Jachowski, David Scott	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Richards, Vincent Paul	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Sekhon, Rajandeep Singh	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Song, Bo	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,611		2.0%	\$74,063		c
Davis, James R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$72,564	2.0%		\$74,015	c
Wilmoth, Tiffany A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$73,000*		0.0%	\$73,000		*
Vincent, Ellen Anita	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$71,044	2.0%		\$72,465	c
Hawkins, Dexter C	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$70,204	2.0%		\$71,608	c
Haliena, Rita M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$67,640		2.0%	\$68,992		c

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

e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Wiley,Richard D	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$67,389	2.0%		\$68,737	c
Price,David M	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$67,082	2.0%		\$68,424	c
Keown,Timothy Ray	Asst Academic Prog Director	Asst Academic Prog Dir	Student and Academic Affairs and Other Education Services Staff	NA		\$68,000*	0.0%		\$68,000	*
Coffee,Aubrey Dean	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,240		2.0%	\$64,505		c
Whitfield,Deborah G	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$63,000	2.0%		\$64,260	c
Ellis III,Norman Douglas	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$62,516	2.0%		\$63,766	c
Bolt,Brian G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,759		2.0%	\$61,974		c
Pilgrim,Judy B	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$60,612	2.0%		\$61,824	c
Johnson,Johanna E	Lecturer	Lecturer	Instructional Faculty	NA		\$60,000*	2.0%		\$61,200	*c
Snyder,Erin Miranda	Lecturer	Lecturer	Instructional Faculty	NA		\$60,000*	2.0%		\$61,200	*c
Stancil,Sara L	Lecturer	Lecturer	Instructional Faculty	NA		\$60,000*	2.0%		\$61,200	*c
Barnes,Cynthia Kresh	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$55,000	11.1%		\$61,088	abc
Promotion: Promoted to Accountant/Fiscal Analyst III (Associate Business Officer for the College of Agriculture, Forestry & Life Sciences).										
Staff Development Program: Standard increase associated with the staff development program.										
Allen Jr,Ray K	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$59,444	2.0%		\$60,633	c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Roche,Teela Jane	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$59,384	2.0%		\$60,572	c
Hutcheon,Deborah Ann	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000*		0.0%	\$60,000		*
Cummings,John R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,647		2.0%	\$59,820		c
Guerra Marcondes,Patricia Dione	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$58,628	2.0%		\$59,801	c
Batt,Gregory S	Instructor	Instructor	Instructional Faculty	NA	\$58,527		2.0%	\$59,698		c
Dodson,Joseph M	Project Coordinator	Project Coordinator	Computer, Engineering, and Science Staff	06		\$52,000	14.8%		\$59,670	bc
<i>Additional Duties: Assumed additional duties such as management and operations of the Biosystems Research Complex, in addition to the management duties of the Life Science Facility.</i>										
Patterson,Jane M	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$57,695	2.0%		\$58,848	c
Minor,V Christine M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,321		2.0%	\$58,467		c
McNutt-Scott,Tamara L.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,318		2.0%	\$58,464		c
Chandrasekaran,Srikripa	Lecturer	Lecturer	Instructional Faculty	NA	\$57,000*		0.0%	\$57,000		*
Benson,Susan Jean	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$55,702	2.0%		\$56,816	c
Moore,Michael E	Research Specialist II	Research Specialist II	Computer, Engineering, and Science Staff	05		\$55,664	2.0%		\$56,777	c
Welter,Brenda H	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$51,709	9.7%		\$56,743	ac
<i>Staff Development Program: Standard increase associated with the staff development program.</i>										

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Dunn,Heather Walker	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,291		2.0%	\$56,397		c
Owens,Marcy A Dimmick	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$55,136	2.0%		\$56,239	c
Han,Inyee Y	Research Specialist II	Research Specialist II	Computer, Engineering, and Science Staff	05		\$55,015	2.0%		\$56,115	c
Jones,Deborah S	Grants Coordinator II	Grants Coordinator II	Business and Financial Operations Staff	05		\$54,325	2.0%		\$55,412	c
Dunno,Kyle D	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$54,262	2.0%		\$55,347	c
Beecher,Paula Borne	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$50,294	9.6%		\$55,147	bc
<i>Promotion: Promoted to Student Services Manager I (Director of the College of Agriculture, Forestry &amp; Life Sciences Student Services Program).</i>										
Beecher,Lance Edward	Lecturer	Lecturer	Instructional Faculty	NA		\$52,890	2.0%		\$53,948	c
Huang,Guohui	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$52,640	2.0%		\$53,693	c
McConnell,Rita S	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$52,596	2.0%		\$53,648	c
Green,Brenda S	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$48,430	10.3%		\$53,399	ac
<i>Staff Development Program: Standard increase associated with the staff development program.</i>										
Rudolph,Krista Barrier	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$52,232	2.0%		\$53,277	c
Sanders,Amy B	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$52,099	2.0%		\$53,141	c
Whitehead,Kristi James	Lecturer	Lecturer	Instructional Faculty	NA		\$52,000*	2.0%		\$53,040	*c

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e Market adjustment

f Other adjustments

## *Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Black,Kathryn Hulse	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$47,122	12.2%		\$52,871	bc
Promotion: Promoted to Public Information Director I.										
Massey,Hunter F	Lecturer	Lecturer	Instructional Faculty	NA	\$51,758		2.0%	\$52,793		c
Hagan,Donald L	Lecturer	Lecturer	Instructional Faculty	NA	\$51,500		2.0%	\$52,530		c
Estes,Alan G	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$51,253	2.0%		\$52,278	c
Rodriguez,Shari Lynn	Lecturer	Lecturer	Instructional Faculty	NA	\$51,000		2.0%	\$52,020		c
Shirley,Anna Rebecca Baxley	Lecturer	Lecturer	Instructional Faculty	NA	\$50,900		2.0%	\$51,918		c
White,David B	Production Manager III	Production Manager III	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$50,794	2.0%		\$51,810	c
Gossett,Ronald	Lab Specialist III	Lab Specialist III	Computer, Engineering, and Science Staff	05		\$50,696	2.0%		\$51,710	c
Hardwick,Renea Chris	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$50,607		2.0%	\$51,619		c
Miller,Richelle Lorraine	Lecturer	Lecturer	Instructional Faculty	NA	\$50,500		2.0%	\$51,510		c
Gray,Sandra Lowry	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$50,070	2.0%		\$51,071	c
Abercrombie,John G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$49,894	2.0%		\$50,892	c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Goodstein, Richard E	Dean	Dean	Management with Faculty Rank	NA		\$255,126	2.0%		\$260,229	c
Barker, James F	Professor	Professor	Instructional Faculty	NA		\$245,869	2.0%		\$250,786	c
Burton, Orville Vernon	Professor	Professor	Instructional Faculty	NA	\$162,332		2.0%	\$165,529		c
Nakuma, Constancio K	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$151,676	2.0%		\$154,709	c
Hudgins, Carter Lee	Professor	Professor	Instructional Faculty	NA	\$149,058		2.0%	\$152,039		c
Allison, David J	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$144,016		1.9%	\$146,796		c
Schwennsen, Katherine Lee	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$136,380		2.0%	\$139,107		c
Lauria, Mickey	Professor	Professor	Instructional Faculty	NA	\$136,119		2.0%	\$138,841		c
Barczewski, Stephanie L	Professor	Professor	Instructional Faculty	NA	\$126,979		2.0%	\$129,519		c
Kahera, Akel I	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$126,875	2.0%		\$129,413	c
Morrissey, Lee J	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$126,500		2.0%	\$129,030		c
Green, Keith E.	Professor	Professor	Instructional Faculty	NA	\$123,726		1.8%	\$125,901		c
Grant, H Roger	Professor	Lemon Professor of History	Instructional Faculty	NA	\$123,430		2.0%	\$125,899		c
Palmer, R Barton	Named Professor	Named Professor	Instructional Faculty	NA	\$122,820		2.0%	\$125,236		c
Liska, Roger W	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$122,617		2.0%	\$125,068		c
Spencer, James Herbert	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$116,600		2.0%	\$118,932		c
Blakesley, David E	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$115,093		2.0%	\$117,395		c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Maker, William A	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$110,517		2.0%	\$112,726		c
Kuehn, Thomas J	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$108,827		2.0%	\$111,003		c
May, Todd G	Named Professor	Named Professor	Instructional Faculty	NA	\$107,914		1.9%	\$109,952		c
Katz, Steven B	Named Professor	Named Professor	Instructional Faculty	NA	\$106,767		2.0%	\$108,902		c
Vitanza, Victor Joe	Professor	Professor	Instructional Faculty	NA	\$106,279		2.0%	\$108,405		c
Hartmann, David J	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$105,954		2.0%	\$108,072		c
Shelnutt, Gregory William	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$105,476		2.0%	\$107,585		c
Padua, Mary G	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$104,500		2.0%	\$106,590		c
Battisto, Dina G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$104,181		2.0%	\$106,265		c
Chapman, Wayne K	Professor	Professor	Instructional Faculty	NA	\$103,688		2.0%	\$105,762		c
Schurch, Thomas William	Professor	Professor	Instructional Faculty	NA	\$103,681		2.0%	\$105,755		c
Marks, Steven G	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$103,258		1.9%	\$105,223		c
Bausman, Dennis C	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$103,001		1.8%	\$104,861		c
Howard, Tharon W	Professor	Professor	Instructional Faculty	NA	\$102,650		2.0%	\$104,703		c
Cross, Sydney A	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$102,477		1.9%	\$104,427		c
Carney, Elizabeth D	Professor	Professor	Instructional Faculty	NA	\$99,694		2.0%	\$101,688		c
Hogan, Robert J	Professor	Professor	Instructional Faculty	NA	\$106,428		-5.3%	\$100,818		bc
Oropesa, Salvador A	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$99,000*		0.0%	\$99,000		*

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e Market adjustment

f Other adjustments



## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Stephens,Jacqueline E	Administrative Mgr II	Administrative Mgr II	Business and Financial Operations Staff	08		\$96,799	2.0%		\$98,735	c
Detrich,David M	Professor	Professor	Instructional Faculty	NA	\$95,654		2.0%	\$97,567		c
Ashton,Susanna M	Professor	Professor	Instructional Faculty	NA	\$95,629		2.0%	\$97,542		c
Ellis,Clifford Donald	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,441		12.2%	\$96,987		bc
<i>Administrative/Temporary Salary Adjustment: Serving as Director of the Master of City &amp; Regional Planning Program (MCRP).</i>										
Moise,Edwin E	Professor	Professor	Instructional Faculty	NA	\$94,951		2.0%	\$96,850		c
Huff,Raymond T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,537		6.6%	\$96,544		bc
<i>Administrative/Temporary Salary Adjustment: Serving as Faculty Coordinator of Spaulding Paolozzi Center in Charleston.</i>										
Grosby,Steven E	Professor	Professor	Instructional Faculty	NA	\$94,599		2.0%	\$96,491		c
Morris,Keith L	Professor	Professor	Instructional Faculty	NA	\$94,243		2.0%	\$96,128		c
Paul,Catherine E	Professor	Professor	Instructional Faculty	NA	\$93,319		2.0%	\$95,185		c
Farris,John T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,349		1.8%	\$93,026		c
Blouin,Vincent Yves Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,076		2.0%	\$92,898		c
Williams,Sean D.	Professor	Professor	Instructional Faculty	NA	\$90,855		2.0%	\$92,672		c
Piper,Christine A	Professor	Professor	Instructional Faculty	NA	\$89,591		2.0%	\$91,383		c
Andrew Jr,John R	Professor	Professor	Instructional Faculty	NA	\$88,371		2.0%	\$90,138		c
Jones,Karyn O	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$88,000		2.0%	\$89,760		c
Saunders Jr,Richard L	Professor	Prof of History	Instructional Faculty	NA	\$87,931		2.0%	\$89,690		c
Zaczek,Barbara M	Professor	Professor	Instructional Faculty	NA	\$95,472		-7.3%	\$88,529		bc

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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 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Bartley, Abel A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,584		2.0%	\$88,315		c
Feeser, Andrea V	Professor	Professor	Instructional Faculty	NA	\$76,342		13.8%	\$86,857		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Harding, Daniel Nevin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,502		2.0%	\$85,171		c
Heine, Ulrike Ann-Sophie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,049		16.6%	\$84,034		bc
Administrative/Temporary Salary Adjustment: Serving as Associate Chair of the School of Architecture										
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Powers, Matthew Neal	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,214		2.0%	\$83,858		c
Perpich, Diane	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,104		12.5%	\$83,345		bc
Administrative/Temporary Salary Adjustment: Serving as Director of Interdisciplinary Studies.										
Spede, Mark J	Associate Professor	Associate Professor	Instructional Faculty	NA		\$81,596	2.0%		\$83,228	c
An, Yanming	Professor	Professor	Instructional Faculty	NA	\$81,549		2.0%	\$83,180		c
Burns, James M.	Professor	Professor	Instructional Faculty	NA	\$81,437		2.0%	\$83,066		c
Dyckman, Caitlin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,796		2.0%	\$82,412		c
Hewitt, Robert R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,649		2.0%	\$82,262		c
Laurence, Peter L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,048		3.1%	\$81,529		bc
Administrative/Temporary Salary Adjustment: Serving as Graduate Director for the School Of Architecture.										
Nassar, Hala Fouad	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,851		2.0%	\$81,448		c
McGrath, Brian M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,547		2.0%	\$81,138		c
Buyer, Paul L	Professor	Professor	Instructional Faculty	NA	\$79,256		2.0%	\$80,841		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Li-Bleuel,Linda L	Professor	Professor	Instructional Faculty	NA	\$81,756		-1.1%	\$80,841		bc
Benedict,Robert Creighton	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,871		2.0%	\$80,448		c
Mazer Jr,Joseph P	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,567		2.0%	\$80,138		c
Haynes,Cynthia Ann	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,514		2.0%	\$80,084		c
Hecker,Douglas A.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,311		2.0%	\$79,877		c
Clarke,Shima N	Professor	Professor	Instructional Faculty	NA	\$78,183		2.0%	\$79,747		c
Sperry,Stephen L	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$77,673		2.0%	\$79,226		c
Smith,Kelly C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,811		1.7%	\$79,167		c
Silance,Robert T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,918		9.6%	\$78,856		bc
Administrative/Temporary Salary Adjustment: Selected for the Creativity Professorship Award.										
Administrative/Temporary Salary Adjustment: Serving as Co-Director of Undergraduate Students for the School of Architecture.										
Lee,David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,250		21.6%	\$78,135		bc
Administrative/Temporary Salary Adjustment: Serving as the Fall 2014 Professor of Residence in Genoa, Italy.										
Brant,William A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$75,993		2.0%	\$77,513		c
Field,Jonathan Beecher	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,659		2.0%	\$77,172		c
Manganelli,Kimberly Snyder	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,232		2.0%	\$75,717		c
Mack,Pamela E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,322		1.8%	\$75,685		c
Weise,Jillian M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,950		12.2%	\$75,118		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Holmevik,Jan Rune	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,525		2.0%	\$74,996		c
Denham,Bryan E.	Named Professor	Named Professor	Instructional Faculty	NA	\$73,255		1.9%	\$74,620		c
Rivlin,Elizabeth J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,804		2.0%	\$74,260		c
Scott,David Travers	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,583		2.0%	\$74,035		c
Donar,David Stewart	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,505		2.0%	\$73,955		c
Thomas,Rhondda Robinson	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,402		12.2%	\$73,381		bc
<i>Faculty Rank Promotion: Standard increase associated with faculty rank promotion.</i>										
Cunningham,Miller G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,866		2.0%	\$73,303		c
Goss,Erin Marina	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,320		12.2%	\$73,289		bc
<i>Faculty Rank Promotion: Standard increase associated with faculty rank promotion.</i>										
Starkey,Charles	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,490		5.7%	\$72,360		bc
<i>Administrative/Temporary Salary Adjustment: Selected for the Creativity Professorship Award.</i>										
Stockton,William H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,641		2.0%	\$72,054		c
Skrodzka-Bates,Agnieszka	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,546		2.0%	\$71,957		c
Anderson,Paul Christopher	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,217		2.0%	\$71,621		c
Leifeste,Amalia T	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000		2.0%	\$71,400		c
McDonald,Todd A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,990		2.0%	\$71,390		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Sanderson Jr,James Warren	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,727		18.3%	\$70,686		bcf
Administrative/Temporary Salary Adjustment: Serving as Director of the Sports Communication Program. Retention: Increase in salary to retain employee after receiving an offer from another university.										
Grau,Christopher M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,693		2.0%	\$70,067		c
Russell,Paul C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,831		1.9%	\$69,138		c
Bushnell,Cameron Fae	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,612		2.0%	\$68,964		c
Barrios Hernandez,Carlos R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,500		2.0%	\$68,850		c
Hung,Christina Nguyen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,303		2.0%	\$68,649		c
Burgett,Joseph Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,000		2.0%	\$68,340		c
Smith,James Packer	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,000		2.0%	\$68,340		c
Morris,Eric A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,638		2.0%	\$67,971		c
Hambright-Belue,Sallie Rebecca	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,588		6.7%	\$67,860		bc
Administrative/Temporary Salary Adjustment: Serving as Co-Director of Undergraduate Students for the School of Architecture.										
Dzuris,Linda	Professor	Professor	Instructional Faculty	NA	\$58,744		14.2%	\$67,109		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Clark,Caroline Dunn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,468		2.0%	\$66,777		c
Smith,Christa A.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,084		2.0%	\$66,386		c
Brown,Nicholas Christiansen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,000*		0.0%	\$66,000		*

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f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Lucas,Jason D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,499		2.0%	\$65,789		c
Bein,Amit	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,399		2.0%	\$65,687		c
Wrangle,Anderson	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,263		2.0%	\$65,548		c
Montilla,Armando Enrique	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,250		2.0%	\$65,535		c
Penna,Anthony M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,078		2.0%	\$65,360		c
Tissera,Graciela E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,876		2.0%	\$65,124		c
Satris,Stephen A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,404		2.0%	\$64,672		c
Moore,Rachel Anne	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,372		2.0%	\$64,639		c
Silvestri,Michael S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,372		2.0%	\$64,639		c
Mai,Joseph H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,072		2.0%	\$64,333		c
Skinner,Martha L.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,958		2.0%	\$64,217		c
Grubb,C Alan	Associate Professor	Assoc Prof of History	Instructional Faculty	NA	\$62,747		2.0%	\$64,002		c
Franco Santa Cruz,David	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,000*		0.0%	\$64,000		*
Weathers,Melinda Rachelle	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,136		7.1%	\$63,335		bc
<i>Administrative/Temporary Salary Adjustment: Serving as Director of Undergraduate Studies in the Department of Communication Studies.</i>										
Hunter IV,Walter Edgar	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,000		2.0%	\$63,240		c
Moore III,Kenneth W	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$61,957	2.0%		\$63,196	c
Bertholf,Garry J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000*		0.0%	\$63,000		*
Chang,Hyejung	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000*		0.0%	\$63,000		*

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Eatman,Megan E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000*		0.0%	\$63,000		*
Lemons,Andrew M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000*		0.0%	\$63,000		*
Thomas,Lindsay Carroll	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000*		0.0%	\$63,000		*
Touya,Eric R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,710		2.0%	\$62,944		c
Green,Timothy F	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,870		6.8%	\$62,870		bc
Promotion: Promoted to Assistant Professor.										
Kishimoto,Toshiko	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,600		2.0%	\$62,832		c
Schmidt,Johannes	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,458		2.0%	\$62,687		c
Whisler,Bruce Allen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,417		2.0%	\$62,645		c
Johnson,Kendra Lynette	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,408		2.0%	\$62,636		c
Ersoy,Ufuk	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,938		2.0%	\$62,157		c
Zhang,Yanhua	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,613		2.0%	\$61,825		c
Meng,Michael L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,540		2.0%	\$61,751		c
Levin,Andrew R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,507		2.0%	\$61,717		c
Kendall,Brenden E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,302		2.0%	\$61,508		c
Wintz,Joseph A	Senior Lecturer	Senior Lecturer	Public Service Faculty	NA	\$60,221		2.0%	\$61,425		c
Albright,Dustin Graham	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$42,420		44.7%	\$61,400		b
Promotion: Promoted to Assistant Professor.										
Robert,Shannon Therese	Associate Professor	Associate Professor	Instructional Faculty	NA	\$57,642		6.3%	\$61,295		bc
Administrative/Temporary Salary Adjustment: Selected for the Creativity Professorship Award.										

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## Fall 2014 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Coombs,David Sweeney	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000		2.0%	\$61,200		c
Hankins,Gabriel Anderson	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000		2.0%	\$61,200		c
Morey,Maribel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,055		5.4%	\$61,200		ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Barattoni,Luca	Associate Professor	Associate Professor	Instructional Faculty	NA	\$54,513		12.2%	\$61,164		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Linville,Darren L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,700		2.0%	\$60,894		c
Mastroianni,Dominic B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,676		2.0%	\$60,870		c
Naimou,Angela M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,676		2.0%	\$60,870		c
Oberdan,Thomas J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$59,586		2.0%	\$60,778		c
Rojas-de-Massei,Monica M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$59,570		2.0%	\$60,761		c
Davis,Eugenia L	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$59,385	2.0%		\$60,573	c
Ash,Erin Michelle	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		2.0%	\$60,180		c
Kumanyika,Chenjerai	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		2.0%	\$60,180		c
Spinda,John Steven Wasyl	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		2.0%	\$60,180		c
Holland,Martin John	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000*		0.0%	\$60,000		*
Wilson,Lee Brady	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000*		0.0%	\$60,000		*

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f Other adjustments



## Fall 2014 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Woodward-Detrich, Denise C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,561		2.0%	\$59,732		c
Hosler, Ned M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$58,157		2.0%	\$59,320		c
Zimany, Valerie A.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,918		2.0%	\$59,076		c
Morey, Sean W	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,886		2.0%	\$59,044		c
Miller, Tiffany Dawn Creegan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		0.0%	\$59,000		*
Palacios, George	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		0.0%	\$59,000		*
Pratt, Angela N	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		0.0%	\$59,000		*
Pyle, Andrew Stephen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		0.0%	\$59,000		*
Ruhl, Stephanie Michelle	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		0.0%	\$59,000		*
Saif, Mashal	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		0.0%	\$59,000		*
Peppers, Takoma Juauan	Acctnt/Fiscal Analyst III	Acctnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$53,463	10.2%		\$58,895	bc

*Additional Duties: Assumed additional duties such as additional supervisory responsibilities; and monitoring, analysis and reconciling of additional reporting.*

Thum, Kathleen Ann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,283		2.0%	\$58,429		c
Smith, Eddie R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,010		2.0%	\$58,150		c
Lauritis, Beth Ann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,186		2.0%	\$57,310		c
Stoicea, Gabriela	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,000		2.0%	\$57,120		c
Fitzmaurice, Stephen Benjamin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$52,535		8.5%	\$57,000		bc

Promotion: Promoted to Assistant Professor.

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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 2014 Salaries \$50,000 and Over

### College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Smith, Daniel J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$55,508		2.0%	\$56,618		c
Terry, William Church	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,367		2.0%	\$56,474		c
White, Benjamin L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,105		2.0%	\$56,207		c
Durham, Justin W	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$54,364		2.0%	\$55,451		c
Anido, Raquel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,984		2.0%	\$55,064		c
Cohen, Peter A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,891		2.0%	\$54,969		c
Delmas, Candice	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,510		2.0%	\$54,580		c
Chen, Su-I	Lecturer	Lecturer	Instructional Faculty	NA	\$44,693		20.8%	\$54,000		bcd
<p>Additional Duties: Assumed additional duties such as directing the language lab.</p> <p>Contract Length: Converted from a 9-month to a 12-month position.</p>										
Peebles, Kelly Digby	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$52,925		2.0%	\$53,984		c
Plocic, Gale June	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$52,275	2.0%		\$53,321	c
St. Peter Jr, Richard Ernest	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$52,000		2.0%	\$53,040		c
Collins, Carol A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,917		2.0%	\$52,955		c
Altstatt, Hamilton S	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$51,789		2.0%	\$52,825		c
Anderson, Dana Louise	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$51,500	2.0%		\$52,530	c
Bruhns, Robert A.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,424		2.0%	\$52,452		c
Hurlburt, Timothy Ray	Lecturer	Lecturer	Instructional Faculty	NA	\$51,379		2.0%	\$52,407		c

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## *Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Seymour, Kerrie Kathleen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$51,337		2.0%	\$52,364		c
Harris, Scott K	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,017		2.0%	\$52,037		c
Pastre, David A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$49,919		2.0%	\$50,917		c
Kovach, Lindsey Rae	Student Services Mgr I	Student Services Mgr I	Student and Academic Affairs and Other Education Services Staff	06		\$43,350	17.3%		\$50,850	bc

Promotion: Promoted to Student Services Manager I (Director of the College of Architecture, Arts & Humanities Advising & Recruiting Center).

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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 2014 Salaries \$50,000 and Over

### College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Grover, Varun	Named Professor	Named Professor	Instructional Faculty	NA	\$250,817		2.0%	\$255,833		c
Roth, Aleda Marie	Named Professor	Named Professor	Instructional Faculty	NA	\$249,656		2.0%	\$254,649		c
McCormick, Robert E	Dean	Dean	Management with Faculty Rank	NA		\$250,000*	0.0%		\$250,000	*
Hazlett, Thomas Winslow	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$233,730*		2.0%	\$238,404		*c
Tollison, Robert Dewitt	Named Professor	Named Professor	Instructional Faculty	NA	\$232,440		2.0%	\$237,089		c
Pickett, Gregory M	Associate Dean	Senior Associate Dean	Management with Faculty Rank	NA		\$229,097	2.0%		\$233,678	bc
Additional Duties: Assumed additional duties for taking on the role of Senior Associate Dean.										
Widener, Sally Kathryn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$210,000		2.0%	\$214,200		c
Wilson, Paul Wayne	Professor	Professor	Instructional Faculty	NA	\$206,684		2.0%	\$210,818		c
Xie, Fei	Named Professor	Named Professor	Instructional Faculty	NA	\$201,850		1.9%	\$205,587		c
Kennedy, Frances A	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA	\$184,800		2.0%	\$188,496		c
Hollingsworth, Carl W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$181,582		2.0%	\$185,214		c
Roth, Philip L	Professor	Professor	Instructional Faculty	NA	\$176,595		2.0%	\$180,127		c
Baier, Scott L.	Professor	Professor	Instructional Faculty	NA	\$159,729		12.0%	\$178,896		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Thatcher, Jason B	Professor	Professor	Instructional Faculty	NA	\$174,560		2.0%	\$178,051		c
McCubbin, James A	Professor	Professor	Instructional Faculty	NA	\$174,439		2.0%	\$177,928		c
Sridharan, V	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$168,775		2.0%	\$172,150		c

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Raymond, Mary Anne	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$167,552		2.0%	\$170,903		c
Grove, Stephen J	Professor	Professor	Instructional Faculty	NA	\$162,071		2.0%	\$165,312		c
Hunter, Gary K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$165,000*		0.0%	\$165,000		*
Dalton, Derek W.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$160,236		2.0%	\$163,441		c
Alexander Jr, John C	Professor	Professor	Instructional Faculty	NA	\$160,087		1.9%	\$163,089		c
Sturkie, Douglas K	Associate Dean	Associate Dean	Management with Faculty Rank	NA	\$159,629		2.0%	\$162,821		c
Fredendall, Lawrence D	Professor	Professor	Instructional Faculty	NA	\$175,384		-7.3%	\$162,629		bc
Thompson, C Bradley	Professor	Professor	Research Faculty	NA		\$159,322	2.0%		\$162,508	c
McKnew, Mark A	Professor	Professor of Management	Instructional Faculty	NA	\$158,680		2.0%	\$161,854		c
Greene, Daniel Thomas	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$160,000*		0.0%	\$160,000		*
Smith, Jared Daniel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$160,000*		0.0%	\$160,000		*
Chernykh, Lyudmila A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$156,550		2.0%	\$159,681		c
McMillan, Jeffrey J	Professor	Professor	Instructional Faculty	NA	\$154,154		2.0%	\$157,237		c
Welton Jr, Ralph E	Professor	Professor	Instructional Faculty	NA	\$154,154		2.0%	\$157,237		c
Dougan, William R	Alumni Professor	Professor	Instructional Faculty	NA	\$153,763		1.9%	\$156,738		c
Bodenhorn, Howard Nelson	Professor	Professor	Instructional Faculty	NA	\$151,154		2.0%	\$154,177		c
Springer, Thomas M	Professor	Professor	Instructional Faculty	NA	\$150,730		2.0%	\$153,745		c
Sauer Jr, Raymond D	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$150,729		2.0%	\$153,743		c

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Lockhart,George Brandon	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$150,000		2.0%	\$153,000		c
Weathers III,Peter D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$135,775		12.2%	\$152,340		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Spivey,Michael F	Professor	Professor	Instructional Faculty	NA	\$148,502		2.0%	\$151,472		c
Dorsch,Michael J	Professor	Professor	Instructional Faculty	NA	\$148,327		2.0%	\$151,294		c
Carver,Brian Todd	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$150,000*		0.0%	\$150,000		*
Kohlmeyer III,James Milton	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$150,000*		0.0%	\$150,000		*
Harp,Nancy Lee	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$146,813		2.0%	\$149,749		c
Radtke,Robin R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$146,813		2.0%	\$149,749		c
Irving II,James H	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$146,450		2.0%	\$149,379		c
Scott,Kristin L Damato	Associate Professor	Associate Professor	Instructional Faculty	NA	\$132,911		12.2%	\$149,126		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Tamura,Robert F	Professor	Professor	Instructional Faculty	NA	\$145,476		2.0%	\$148,386		c
Guffey,Daryl M.	Professor	Professor	Instructional Faculty	NA	\$144,288		2.0%	\$147,174		c
Fleck,Robert Kenneth	Professor	Professor	Instructional Faculty	NA	\$143,471		2.0%	\$146,340		c
Morgan,Angela G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$142,050		2.0%	\$144,891		c
Wolf,Jack G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$142,050		2.0%	\$144,891		c
Swain,Scott Darren	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$140,000		2.0%	\$142,800		c
Tang,Tilan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$138,543		2.0%	\$141,314		c
Simon,Curtis J	Professor	Professor	Instructional Faculty	NA	\$137,938		2.0%	\$140,697		c

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Poehlman, Thomas A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$140,000*		0.0%	\$140,000		*
Siemens, Jennifer Dianne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$136,551		2.0%	\$139,282		c
Hopkins, Christopher D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$136,352		2.0%	\$139,079		c
Mullins, Ryan R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$135,775		2.0%	\$138,491		c
Purvis, Russell L.	Associate Professor	Interim Associate Dean	Management with Faculty Rank	NA	\$135,664		2.0%	\$138,377		c
Gianiodis, Peter T	Associate Professor	Assoc Professor of Management	Instructional Faculty	NA	\$135,118		2.0%	\$137,820		c
Zagenczyk Jr, Thomas Joseph	Associate Professor	Associate Professor	Instructional Faculty	NA	\$135,067		2.0%	\$137,768		c
Bennett, Delancy H S	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$114,750		20.0%	\$137,700		bc
Promotion: Promoted to Assistant Professor per contract after receiving Ph.D.										
Hanssen, Frederick Andrew	Professor	Professor	Instructional Faculty	NA	\$119,760		14.2%	\$136,814		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Lewis, Matthew S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$130,000		2.0%	\$132,600		c
Sun, Heshan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$130,000		2.0%	\$132,600		c
Thyroff, Anastasia E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$130,000		2.0%	\$132,600		c
Stewart Jr, Wayne H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$127,916		2.0%	\$130,474		c
Raymark, Patrick H	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$127,628		2.0%	\$130,181		c
Powell, Elizabeth Erin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$130,000*		0.0%	\$130,000		*
Ridge, Jason Wayne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$125,341		2.0%	\$127,848		c

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

e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Li,Siyuan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$125,000*		2.0%	\$127,500		*c
Wang,Shouqiang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$124,348		2.0%	\$126,835		c
Warren,Patrick L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$113,000		12.2%	\$126,786		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Ferrand,Yann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$124,100		2.0%	\$126,582		c
Ingram,Amy Elizabeth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$124,100		2.0%	\$126,582		c
Muth,Eric R.	Professor	Professor/Director-HumanFactor	Instructional Faculty	NA	\$122,872		2.0%	\$125,329		c
Mityakov,Sergey Vladimirovich	Associate Professor	Associate Professor	Instructional Faculty	NA	\$110,878		12.2%	\$124,406		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Tsui,Kevin Ka Kin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$119,547		2.0%	\$121,938		c
Raman,Roopa	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$119,136		2.0%	\$121,519		c
King,Bruce Michael	Professor	Professor	Instructional Faculty	NA	\$117,968		2.0%	\$120,327		c
Jahn,Judson R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$104,422		15.0%	\$120,065		bc
Additional Duties: Assumed additional duties for taking on the role of Study Abroad Director for the School of Accountancy and Finance.										
He,Yuhong	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$120,000*		0.0%	\$120,000		*
Britt Jr,Thomas W.	Professor	Professor	Instructional Faculty	NA	\$117,636		2.0%	\$119,989		c
Robbins,Tina L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$112,764		2.0%	\$115,019		c
Kowalski,Robin Marie	Professor	Professor	Instructional Faculty	NA	\$112,176		2.0%	\$114,420		c
Moore,D Dewayne	Professor	Professor	Instructional Faculty	NA	\$112,176		2.0%	\$114,420		c

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e Market adjustment

f Other adjustments



## Fall 2014 Salaries \$50,000 and Over

### College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Tyrrell, Richard A	Professor	Professor	Instructional Faculty	NA	\$112,176		2.0%	\$114,420		c
Harris Jr, John M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$111,899		2.0%	\$114,137		c
Stewart Jr, Joseph Earl	Professor	Professor	Instructional Faculty	NA	\$111,477		2.0%	\$113,707		c
Pilcher, June J.	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$111,081		1.9%	\$113,203		c
Olson, Laura R	Professor	Professor	Instructional Faculty	NA	\$115,250		-2.3%	\$112,606		bc
Administrative/Temporary Salary Adjustment: Awarded the 2-year Centennial Professorship.										
Klein, Matthew Charles	Lecturer	Lecturer	Instructional Faculty	NA		\$100,000	12.2%		\$112,200	bc
Administrative/Temporary Salary Adjustment: Serving as Interim Director of the Spiro Institute.										
Lam, Chungsang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$110,000		2.0%	\$112,200		c
Oliveira, Jaqueline	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$110,000		2.0%	\$112,200		c
Waller, Neil G	Professor	Professor	Instructional Faculty	NA	\$108,168		2.0%	\$110,331		c
Knowles, Patricia A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,135		2.0%	\$110,298		c
Moore, Jesse N	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,006		2.0%	\$110,166		c
Barkowski, Scott J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$110,000*		0.0%	\$110,000		*
Miller, Daniel Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$107,800		2.0%	\$109,956		c
Espey, Molly	Professor	Professor	Instructional Faculty	NA	\$107,772		2.0%	\$109,927		c
Switzer III, Fred S	Professor	Professor	Instructional Faculty	NA	\$107,560		2.0%	\$109,711		c
Jerzmanowski, Michal Maria	Associate Professor	Associate Professor	Instructional Faculty	NA	\$106,580		2.0%	\$108,712		c
Peake, Jeffrey Scott	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$106,361		2.0%	\$108,488		c

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

e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Ingram,Samuel T	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$106,346		2.0%	\$108,472		c
Granberg,Ellen M.	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$105,877		2.0%	\$107,994		c
Wood,Daniel H	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$105,490		2.0%	\$107,600		c
Woodard,James D	Named Professor	Named Professor	Instructional Faculty	NA	\$104,572		1.9%	\$106,523		c
Sinclair,Robert Raymond	Professor	Professor	Instructional Faculty	NA	\$104,287		2.0%	\$106,373		c
Edwards,Frances L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$102,964		2.0%	\$105,023		c
Schleifer,Lydia Lancaster Folger	Associate Professor	Associate Professor	Instructional Faculty	NA	\$102,964		2.0%	\$105,023		c
Stith Jr,Melvin T	Visiting Assistant Professor	Visiting Assistant Professor	Instructional Faculty	NA	\$100,000		2.0%	\$102,000		c
Pagano,Christopher C	Professor	Professor	Instructional Faculty	NA	\$99,891		2.0%	\$101,889		c
Miller,Janis L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,665		2.0%	\$100,638		c
Britz,Margaret Tina	Professor	Professor	Instructional Faculty	NA	\$98,412		2.0%	\$100,380		c
Mobley,F Catherine	Professor	Professor	Instructional Faculty	NA	\$98,005		2.0%	\$99,965		c
Pury,Cynthia L S	Professor	Professor	Instructional Faculty	NA	\$96,479		2.0%	\$98,409		c
Ransom II,Bruce W	Professor	Professor	Instructional Faculty	NA	\$96,080		2.0%	\$98,002		c
Zinzow,Heidi Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,919		12.2%	\$97,523		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Gomes,Roger	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,513		2.0%	\$97,423		c
Leininger,John M	Professor	Professor	Instructional Faculty	NA	\$94,543		2.0%	\$96,434		c

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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 2014 Salaries \$50,000 and Over

### College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Barnes,James D	Administrative Mgr II	Administrative Mgr II	Business and Financial Operations Staff	08		\$94,391	2.0%		\$96,279	c
Stephens,Benjamin R	Professor	Professor	Instructional Faculty	NA	\$94,137		2.0%	\$96,020		c
Taylor,Mary A	Professor	Professor	Instructional Faculty	NA	\$94,137		2.0%	\$96,020		c
Campbell,Robert L	Professor	Professor	Instructional Faculty	NA	\$93,502		2.0%	\$95,372		c
Templeton,Scott R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,129		2.0%	\$94,992		c
Coggeshall,John M	Professor	Professor	Instructional Faculty	NA	\$92,605		2.0%	\$94,457		c
Gugerty,Leo J	Professor	Professor	Instructional Faculty	NA	\$92,431		2.0%	\$94,280		c
Edge,Sandy	Senior Lecturer	Senior Lecturer	Management with Faculty Rank	NA		\$92,307	2.0%		\$94,153	c
Wentworth,William M	Professor	Professor	Instructional Faculty	NA	\$90,267		2.0%	\$92,072		c
Pak,Chong Hyon	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,956		2.0%	\$91,755		c
Vander Mey,Brenda J	Professor	Professor	Instructional Faculty	NA	\$89,330		2.0%	\$91,117		c
Hu,Xiaobo	Professor	Professor	Instructional Faculty	NA	\$83,192		2.0%	\$84,856		c
DePriest,Gail	Lecturer	Lecturer	Instructional Faculty	NA	\$81,329		1.8%	\$82,798		c
Ward-Vaughn, Virginia LS	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$81,077		2.0%	\$82,699		c
Cantalupo,Claudio	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,037		2.0%	\$81,638		c
Robinson,Kenneth L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,585		2.0%	\$78,117		c
Rosopa,Patrick J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,853		2.0%	\$77,370		c
Fine,Jeffrey Allen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,224		2.0%	\$76,728		c

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

e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Madray, J Russell	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$75,069		2.0%	\$76,570		c
Robbins, Janette L	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$75,000*	2.0%		\$76,500	*c
Woolbright, Nona L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,770		2.0%	\$76,265		c
McMillan, Kerri D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$74,738		2.0%	\$76,233		c
O'Hara, Liam Henry	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,645		2.0%	\$76,138		c
McKinney, Sandra T	Executive Assistant II	Exec. Asst & Spec Asst to Dean	Office and Administrative Support Staff	07		\$74,483	2.0%		\$75,973	c
Layton, Evguenia Passiouk	Assoc Academic Prog Director	Assoc Academic Program Dir	Student and Academic Affairs and Other Education Services Staff	NA		\$73,542	2.0%		\$75,013	c
Warber, Adam L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,534		2.0%	\$75,005		c
Weisenmiller, Eric M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,949		2.0%	\$74,408		c
Leffakis, Zachary Moran	Lecturer	Lecturer	Instructional Faculty	NA	\$72,801		2.0%	\$74,257		c
Clark, Katherine D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$72,113		2.0%	\$73,555		c
Porter, Marissa Leigh Shuffler	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,000		2.0%	\$73,440		c
Winslow, Sarah Evelyn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,046		2.0%	\$72,467		c
Luo, Ye	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,909		2.0%	\$72,327		c
Haller, William J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,696		2.0%	\$72,110		c
Vogel, Melissa A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,696		2.0%	\$72,110		c

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e Market adjustment

f Other adjustments

## *Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Gaubert,James G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$70,500		2.0%	\$71,910		c
Brainerd Jr,Edwin G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,128		2.0%	\$71,531		c
Merritt,Paul Steven	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,380		2.0%	\$69,748		c
Rose,Patrick G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$68,208		2.0%	\$69,572		c
Fine,Amanda Cooper	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$66,816		2.0%	\$68,152		c
Burroughs,Jill K	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$66,804	2.0%		\$68,140	c
Weisensee,Katherine E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,565		12.2%	\$67,954		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Jones,Carol D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$66,280		2.0%	\$67,606		c
Yoder,Sara Elizabeth	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$65,929		2.0%	\$67,248		c
Hebert,Renee J	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$65,539	2.0%		\$66,850	c
De Iulio,Edward Barry	Senior Lecturer	Senior Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$65,380	2.0%		\$66,688	c
Bilbrey Jr,Jerry Kermit	Lecturer	Lecturer	Instructional Faculty	NA	\$65,000		2.0%	\$66,300		c
Curtis,Katherine Amber	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		2.0%	\$66,300		c
Weiss,Charles Tabor	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		2.0%	\$66,300		c
Turner,Brandon P	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,611		2.0%	\$65,903		c
McElveen,Carter Willis	Lecturer	Lecturer	Instructional Faculty	NA	\$64,272		2.0%	\$65,557		c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Mendonca,Michael R	Lecturer	Lecturer	Instructional Faculty	NA	\$65,000*		0.0%	\$65,000		*
Spurlock,James William	Program Manager I	Program Manager I	Computer, Engineering, and Science Staff	07		\$65,000*	0.0%		\$65,000	*
Matic,Vladimir	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$62,715		2.0%	\$63,969		c
Hopkins III,John Edward	Lecturer	Lecturer	Instructional Faculty	NA	\$62,418		2.0%	\$63,666		c
Alley,Pamela R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,127		2.0%	\$62,350		c
Frost,Daniel H	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000		2.0%	\$61,200		c
Miller,Steven Vincent	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000		2.0%	\$61,200		c
Whitehead,Andrew L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,000*		0.0%	\$61,000		*
Toole,Ryan A	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000*		0.0%	\$60,000		*
Cole,Michael A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,500		2.0%	\$58,650		c
Ward,Marvin Monroe	Lecturer	Lecturer	Instructional Faculty	NA	\$57,200		2.0%	\$58,344		c
Patterson,Jamie Lynn	Program Coordinator II	Program Coordinator II	Student and Academic Affairs and Other Education Services Staff	06		\$56,593	2.0%		\$57,725	c
Cox,Kern T	Lecturer	Lecturer	Instructional Faculty	NA	\$55,373		2.0%	\$56,480		c
Dewild,Jennifer Ashley	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Business and Financial Operations Staff	07		\$55,000	2.0%		\$56,100	c
Walker,Erica Black	Lecturer	Lecturer	Instructional Faculty	NA	\$54,918		2.0%	\$56,016		c
Smith,Benny R	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$54,680	2.0%		\$55,774	c

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

e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Southworth,Stephanie	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,384		2.0%	\$55,472		c
Allen,Kristin Lee	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$52,000*	2.0%		\$53,040	*c
Barr,Mary Louise	Lecturer	Lecturer	Instructional Faculty	NA	\$52,000		2.0%	\$53,040		c
Edwards,Jeffrey D	Lecturer	Lecturer	Instructional Faculty	NA	\$52,000		2.0%	\$53,040		c
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	2.0%		\$53,040	c
White,William C	Lecturer	Lecturer	Instructional Faculty	NA	\$52,000		2.0%	\$53,040		c
Pearse,Suzanne	Lecturer	Lecturer	Instructional Faculty	NA	\$51,500		2.0%	\$52,530		c
Whelchel,Scott L	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$51,478	2.0%		\$52,508	c
Giebner,Michael G	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$51,000	2.0%		\$52,020	c
Tumblin II,William Ernest	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$51,000*	2.0%		\$52,020	*c
Anderson,Henry K.	Lecturer	Lecturer	Instructional Faculty	NA	\$50,522		2.0%	\$51,532		c

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Gramopadhye, Anand K	Dean	Dean	Management with Faculty Rank	NA		\$285,000	2.0%		\$290,700	c
Pursley, Michael B	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$242,469		2.0%	\$247,318		c
Laberge, Martine	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$197,646		2.0%	\$201,599		c
Bodde, David Leo	Professor	Professor	Instructional Faculty	NA	\$197,378		2.0%	\$201,326		c
Haque, Imtiaz Ul	Professor	Professor	Management with Faculty Rank	NA	\$196,847		1.8%	\$200,481		c
Johnson, Eric Gordon	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$193,550		2.0%	\$197,421		c
Filipi, Zoran	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$176,748		9.1%	\$192,902		bc
Administrative/Temporary Salary Adjustment: Providing administrative oversight for Clemson's new initiative in Connected Vehicles for 3 years.										
Ogale, Amod A	Professor	Professor	Instructional Faculty	NA	\$188,496		2.0%	\$192,240		c
Ramasubramanian, M K	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$185,350		2.0%	\$189,057		c
Geist III, Robert M	Professor	Professor	Instructional Faculty	NA	\$185,215		2.0%	\$188,920		bc
Administrative/Temporary Salary Adjustment: Temporarily fulfilling the duties of the Digital Production Arts Program Director and the Visual Computing Chair.										
Bordia, Rajendra Kumar	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$183,315		2.0%	\$186,981		c
Karanfil, Tanju	Associate Dean	Associate Dean	Management with Faculty Rank	NA	\$166,193		12.2%	\$186,468		bc
Promotion: Promoted to Associate Dean of College of Engineering & Science Research and Graduate Studies.										
Hubing, Todd H	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$182,792		2.0%	\$186,448		c
Hodges, Larry F	Professor	Professor	Instructional Faculty	NA	\$182,029		2.0%	\$185,670		c
Vyavahare, Narendra R	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$180,698		1.6%	\$183,656		c

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e Market adjustment

f Other adjustments



## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Landreth,R Philip	Academic Program Director	C.O.S./C.O.O	Management	NA		\$177,990	2.0%		\$181,550	c
Kraemer,Eileen Theresa	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$180,000*		0.0%	\$180,000		*
Gara,Michael James	Academic Program Director	Academic Program Director	Computer, Engineering, and Science Staff	NA		\$160,000	12.2%		\$179,520	bc
Administrative/Temporary Salary Adjustment: Serving as Interim Director of BioEngineering Alliance of SC.										
Daw,Murray S	Named Professor	Named Professor	Instructional Faculty	NA	\$172,497		1.9%	\$175,787		c
Hirt,Douglas E	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$171,613		2.0%	\$175,045		c
Smith,Jonathan Cole	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$174,900*		0.0%	\$174,900		*
Tritt,Terry M	Alumni Professor	Alumni Distinguished Professor	Instructional Faculty	NA	\$171,448		1.9%	\$174,777		c
Mason,Scott Jennings	Endowed Chair	Interim Department Chair	Instructional Faculty	NA	\$171,949		1.5%	\$174,591		bc
Administrative/Temporary Salary Adjustment: Serving on the CUF Stewardship Task Force as a key faculty and endowed chair, as well as regularly promoting and seeking development opportunities for the University.										
Thies,Mark C	Professor	Professor	Instructional Faculty	NA	\$171,095		2.0%	\$174,492		c
Urban,Marek W	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$170,000		2.0%	\$173,400		c
Fadel,Georges M	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$167,323		2.0%	\$170,669		c
Venhovens,Paul	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$167,268		2.0%	\$170,613		c
Collins Jr,Edward R	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$200,518	-15.2%	\$170,000		bc
Administrative/Temporary Salary Adjustment: Serving as Executive Director for Academic Initiatives.										
Sun,Ya-ping	Named Professor	Named Professor	Instructional Faculty	NA	\$166,652		1.8%	\$169,585		c
Latour Jr,Robert A	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$165,123		2.0%	\$168,425		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Leising, Mark D	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$164,280		1.8%	\$167,270		c
Martin II, James Robert	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$162,800		2.0%	\$166,056		c
Coykendall IV, James Barker	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$162,000		2.0%	\$165,239		c
Venayagamoorthy, Ganesh Kumar	Named Professor	Named Professor	Instructional Faculty	NA	\$160,475		1.9%	\$163,505		c
Creager, Stephen E	Professor	Professor	Instructional Faculty	NA	\$175,381		-7.3%	\$162,627		bc
Luzinov, Igor A.	Professor	Professor	Instructional Faculty	NA	\$150,619		7.1%	\$161,313		ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Apon, Amy W.	Professor	Professor	Instructional Faculty	NA	\$156,910		2.0%	\$160,048		c
Watkins Jr, Richard J	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$159,600*	0.0%		\$159,600	*
Grujicic, Mica	Named Professor	Named Professor	Instructional Faculty	NA	\$155,452		1.9%	\$158,411		c
Brosnan, Denis A	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$154,968		2.0%	\$158,067		c
Marcus, Richard K	Professor	Professor	Instructional Faculty	NA	\$139,967		12.2%	\$157,013		ce
Market Adjustment: Increase to bring salary in line with market and peers with similar education/experience.										
Ferrell Jr, William G	Professor	Professor	Management with Faculty Rank	NA	\$153,141		2.0%	\$156,203		c
Gowdy, John N	Professor	Professor	Instructional Faculty	NA	\$138,841		12.2%	\$155,780		bc
Administrative/Temporary Salary Adjustment: Serving as Interim Associate Dean for Undergraduate Studies in the College of Engineering & Science.										
House, Donald Henry	Professor	Professor	Instructional Faculty	NA	\$152,525		2.0%	\$155,576		c
Tessendorf, Jerry A.	Professor	Professor	Instructional Faculty	NA	\$150,123		2.0%	\$153,125		c

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Foulger, Stephen H.	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$149,234		2.0%	\$152,219		c
Dieter, R Karl	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$148,500		2.0%	\$151,470		c
Figliola, Richard S	Professor	Professor	Instructional Faculty	NA	\$147,952		2.0%	\$150,911		c
Zumbrunnen, David A	Named Professor	Named Professor	Instructional Faculty	NA	\$147,418		1.9%	\$150,266		c
Guisseppi-Elie, Anthony	Professor	Professor	Instructional Faculty	NA	\$146,352		2.0%	\$149,279		c
Devol, Timothy A	Professor	Professor	Instructional Faculty	NA	\$145,970		1.7%	\$148,489		c
Kolis, Joseph W	Professor	Professor	Instructional Faculty	NA	\$145,287		2.0%	\$148,193		c
Makram, Elham B	Named Professor	Named Professor	Instructional Faculty	NA	\$145,198		1.6%	\$147,552		c
Rao, Apparao M.	Professor	Professor	Instructional Faculty	NA	\$144,335		2.0%	\$147,222		c
Juang, Charng-hsein	Professor	Professor	Instructional Faculty	NA	\$144,158		1.9%	\$146,941		c
Noneaker, Daniel L	Professor	Professor	Instructional Faculty	NA	\$124,608		17.8%	\$146,800		bce
<p style="margin-left: 40px;">Administrative/Temporary Salary Adjustment: Serving as Interim Department Chair for the Department of Electrical and Computer Engineering.</p> <p style="margin-left: 40px;">Market Adjustment: Increase to bring salary in line with market and peers with similar education/experience.</p>										
Larsen, Miguel F	Professor	Professor	Instructional Faculty	NA	\$143,141		2.0%	\$146,004		c
Thrasher, Joseph Stuart	Professor	Professor	Instructional Faculty	NA	\$141,180		2.0%	\$144,004		c
Pennington Jr, William T	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$135,895		5.8%	\$143,800		ce
<p style="margin-left: 40px;">Market Adjustment: Increase based on three approved market data comparisons and the other achievements, honors and service to the department and University.</p>										
Rack, Henry J	Professor	Professor	Instructional Faculty	NA	\$140,446		2.0%	\$143,255		c
Srimani, Pradip K.	Professor	Professor	Instructional Faculty	NA	\$140,125		2.0%	\$142,928		c
Walker, Ian D	Professor	Professor	Instructional Faculty	NA	\$139,926		2.0%	\$142,725		c

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Biggers, Sherrill B	Professor	Professor	Instructional Faculty	NA	\$139,042		2.0%	\$141,823		c
Husson, Scott M	Professor	Professor	Instructional Faculty	NA	\$138,874		2.0%	\$141,651		c
Dong, Liang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$138,756		2.0%	\$141,531		c
Freedman, David L	Professor	Professor	Instructional Faculty	NA	\$125,970		12.2%	\$141,337		bc
Administrative/Temporary Salary Adjustment: Serving as Interim Department Chair of the Department of Environmental Engineering and Earth Sciences.										
Beasley, Donald E	Professor	Professor	Instructional Faculty	NA	\$152,198		-7.3%	\$141,129		bc
Falta Jr, Ronald W	Professor	Professor	Instructional Faculty	NA	\$138,118		2.0%	\$140,880		c
Singh, Rajendra	Named Professor	Named Professor	Instructional Faculty	NA	\$137,784		2.0%	\$140,539		c
Duchowski, Andrew T	Professor	Professor	Instructional Faculty	NA	\$137,321		2.0%	\$140,067		c
Sitaraman, Murali	Professor	Professor	Instructional Faculty	NA	\$137,293		2.0%	\$140,039		c
Bruce, David A	Professor	Professor	Instructional Faculty	NA	\$136,975		2.0%	\$139,715		c
Xiao, Hai	Named Professor	Named Professor	Instructional Faculty	NA	\$135,000		2.0%	\$137,700		c
Gao, Xuhong	Professor	Professor	Instructional Faculty	NA	\$134,700		2.0%	\$137,394		c
Lund, Robert B	Professor	Professor	Instructional Faculty	NA	\$134,700		2.0%	\$137,394		c
Wiecek, Margaret Maria	Professor	Professor	Instructional Faculty	NA	\$134,700		2.0%	\$137,394		c
Chowdhury, Mashrur A	Professor	Professor	Instructional Faculty	NA	\$134,278		1.8%	\$136,664		c
Brown, Philip J	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$133,169		1.7%	\$135,486		c
Koley, Goutam	Professor	Professor	Instructional Faculty	NA	\$135,000*		0.0%	\$135,000		*
Bridges Jr, William C	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$132,352		1.9%	\$134,899		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Burati Jr,James L	Professor	Professor	Instructional Faculty	NA	\$131,219		2.0%	\$133,843		c
Lickfield,Gary C	Professor	Professor	Instructional Faculty	NA	\$130,591		2.0%	\$133,203		c
Zhang,Guigen	Professor	Professor	Instructional Faculty	NA	\$128,986		1.9%	\$131,466		c
Lee,Cindy M	Professor	Interim Associate Dean	Management with Faculty Rank	NA	\$128,477		2.0%	\$131,046		c
Schalkoff,Robert J	Professor	Professor	Instructional Faculty	NA	\$116,787		12.0%	\$130,801		bc
Administrative/Temporary Salary Adjustment: Serving as Graduate Program Coordinator for the Department of Electrical and Computer Engineering.										
Hwu,Shiou-jyh	Professor	Professor	Instructional Faculty	NA	\$127,819		2.0%	\$130,375		c
Adams,Warren P	Professor	Professor	Instructional Faculty	NA	\$127,352		2.0%	\$129,899		c
Brooks,Richard R	Professor	Professor	Instructional Faculty	NA	\$113,654		14.2%	\$129,838		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Wang,Zijun	Professor	Professor	Instructional Faculty	NA	\$126,527		2.0%	\$129,058		c
Joseph,Paul F	Professor	Professor	Instructional Faculty	NA	\$125,409		2.0%	\$127,917		c
Tong,Chenning	Professor	Professor	Instructional Faculty	NA	\$125,348		2.0%	\$127,855		c
Corzine,Keith A	Named Professor	Named Professor	Instructional Faculty	NA	\$125,000		2.0%	\$127,500		c
Hallstrom,Jason O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$123,901		1.9%	\$126,279		c
Overcamp,Thomas J	Professor	Professor	Instructional Faculty	NA	\$123,346		2.0%	\$125,813		c
Arya,Dev Priya	Professor	Professor	Instructional Faculty	NA	\$123,303		2.0%	\$125,769		c
Saylor,John R	Professor	Professor	Instructional Faculty	NA	\$123,293		2.0%	\$125,759		c
Stuart,Steven J	Professor	Professor	Instructional Faculty	NA	\$122,777		2.0%	\$125,233		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Wagner, John R	Professor	Professor	Instructional Faculty	NA	\$122,682		2.0%	\$125,136		c
Cox, Christopher L	Professor	Professor	Instructional Faculty	NA	\$122,454		2.0%	\$124,903		bc
Administrative/Temporary Salary Adjustment: Serving as a graduate coordinator in Mathematical Sciences.										
Gerard, Patrick D	Professor	Professor	Instructional Faculty	NA	\$122,454		2.0%	\$124,903		c
Ochterbeck, Jay M	Professor	Professor	Instructional Faculty	NA	\$122,072		2.0%	\$124,513		c
Yao, Hai	Associate Professor	Associate Professor	Instructional Faculty	NA	\$113,128		9.3%	\$123,641		b
Administrative/Temporary Salary Adjustment: Serving as the Interim Director of CU-MUSC Bioengineering Program.										
Shen, Hai Ying	Associate Professor	Associate Professor	Instructional Faculty	NA	\$121,147		2.0%	\$123,570		c
Schiff, Scott D	Professor	Professor	Instructional Faculty	NA	\$120,722		2.0%	\$123,136		c
Meyer, Bradley S	Professor	Professor	Instructional Faculty	NA	\$120,105		2.0%	\$122,507		c
Zhu, Lin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$119,938		2.0%	\$122,337		c
Meriwether Jr, John W	Professor	Professor	Instructional Faculty	NA	\$118,904		2.0%	\$121,282		c
Summers, Joshua D.	Professor	Professor	Instructional Faculty	NA	\$118,296		2.0%	\$120,662		c
Sanders III, John P	Research Associate Professor	Research Associate Professor	Research Faculty	NA		\$116,354	3.7%		\$120,639	ce
Market Adjustment: Increase to bring salary in line with peers.										
Woodard, Damon L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$117,730		2.0%	\$120,085		c
Murdoch, Lawrence C	Professor	Professor	Instructional Faculty	NA	\$117,124		2.0%	\$119,466		c
Chumanov, George	Professor	Professor	Instructional Faculty	NA	\$116,727		2.0%	\$119,062		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Harcum, Sarah W	Professor	Professor	Instructional Faculty	NA	\$104,180		14.2%	\$119,016		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Simionescu, Dan T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$116,306		2.0%	\$118,632		c
Perahia, Dvora	Professor	Professor	Instructional Faculty	NA	\$116,170		2.0%	\$118,493		c
Ervin, Vincent J	Professor	Professor	Instructional Faculty	NA	\$114,483		2.0%	\$116,773		c
King, Jeremy	Professor	Professor	Instructional Faculty	NA	\$103,603		12.2%	\$116,242		bc
Administrative/Temporary Salary Adjustment: Serving as a Presidential Intern.										
Smith, Melissa Crawley	Associate Professor	Associate Professor	Instructional Faculty	NA	\$113,448		2.0%	\$115,717		c
Marinescu, Domnita Catalina	Professor	Professor	Instructional Faculty	NA	\$113,259		2.0%	\$115,524		c
Dean, Brian Christopher	Associate Professor	Associate Professor	Instructional Faculty	NA	\$112,904		2.0%	\$115,162		c
Messman, Michael D	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$112,868	2.0%		\$115,125	c
Schlautman, Mark A.	Professor	Professor	Instructional Faculty	NA	\$112,848		2.0%	\$115,105		c
Alexov, Emil Georgiev	Professor	Professor	Instructional Faculty	NA	\$112,815		2.0%	\$115,071		c
Valentini, Antony	Professor	Professor	Instructional Faculty	NA	\$111,240		2.0%	\$113,465		c
Webb, Charles K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$111,148		1.9%	\$113,211		c
Kornev, Konstantin German	Professor	Professor	Instructional Faculty	NA	\$110,793		2.0%	\$113,009		c
Davis, Timothy A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$110,797		1.9%	\$112,913		c
Hartmann, Dieter H	Professor	Professor	Instructional Faculty	NA	\$110,497		2.0%	\$112,707		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Castle,James W	Professor	Professor	Instructional Faculty	NA	\$110,494		2.0%	\$112,704		c
Taaffe,Kevin M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$110,384		2.0%	\$112,592		c
Daily,Shaundra B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,130		16.7%	\$112,200		cf
Retention: Increase in salary to retain employee after receiving an offer from another university.										
Rebholz,Leo G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,905		20.8%	\$112,200		cf
Retention: Increase in salary to retain employee after receiving an offer from another university.										
Mears,Michael L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,634		17.3%	\$112,179		cf
Retention: Increase in salary to retain employee after receiving an offer from another university.										
Hoover,Adam W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$109,954		2.0%	\$112,153		c
Ligon,Walter B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$109,954		2.0%	\$112,153		c
Russell,Harlan B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$109,954		2.0%	\$112,153		c
Brannan,James R	Professor	Professor	Instructional Faculty	NA	\$109,611		2.0%	\$111,803		c
Calkin,Neil J	Professor	Professor	Instructional Faculty	NA	\$109,611		2.0%	\$111,803		c
Kiessler,Peter C	Professor	Professor	Instructional Faculty	NA	\$109,611		2.0%	\$111,803		c
Rieck,James R	Professor	Professor	Instructional Faculty	NA	\$109,611		2.0%	\$111,803		c
Warner,Daniel D	Professor	Professor	Instructional Faculty	NA	\$109,611		2.0%	\$111,803		c
Wang,Pingshan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,626		2.0%	\$110,799		c
Andrus,Ronald D.	Professor	Professor	Instructional Faculty	NA	\$107,624		2.0%	\$109,776		c
Walker,Terry H	Professor	Professor	Instructional Faculty	NA	\$106,754		2.0%	\$108,889		c
Goddard,Wayne D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$106,071		2.0%	\$108,192		c

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e Market adjustment

f Other adjustments



## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Martin, James J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$106,071		2.0%	\$108,192		c
McGregor, John D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$106,071		2.0%	\$108,192		c
Gao, Zhi	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,624		2.0%	\$107,736		c
Dean, Delphine	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,588		2.0%	\$107,700		c
Gallagher, Colin M	Professor	Professor	Instructional Faculty	NA	\$93,580		14.2%	\$106,906		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Groff, Richard E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$104,729		2.0%	\$106,824		c
Baum, Carl W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$104,366		2.0%	\$106,453		c
Powell, Brian A.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$103,965		2.0%	\$106,044		c
Desjardins, John D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,151		12.2%	\$105,637		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Rangaraju, Prasada Rao	Associate Professor	Associate Professor	Instructional Faculty	NA	\$103,190		2.0%	\$105,254		c
Nagatomi, Jiro	Associate Professor	Associate Professor	Instructional Faculty	NA	\$103,148		2.0%	\$105,211		c
Vertegel, Alexey Alexandrovich	Associate Professor	Associate Professor	Instructional Faculty	NA	\$103,148		2.0%	\$105,210		c
Khan, Taufiqar Rahman	Professor	Professor	Instructional Faculty	NA	\$102,861		2.0%	\$104,918		c
Matthews, Gretchen L.	Professor	Professor	Instructional Faculty	NA	\$102,861		2.0%	\$104,918		c
Benson, Lisa C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$102,668		2.0%	\$104,721		c
James, Kevin L.	Professor	Professor	Instructional Faculty	NA	\$102,270		2.0%	\$104,315		c
Thompson, Lonny L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$102,086		2.0%	\$104,128		c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Greenstein,Joel S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$102,052		1.8%	\$103,893		c
Luo,Feng	Associate Professor	Associate Professor	Instructional Faculty	NA	\$101,847		2.0%	\$103,884		c
Khan,Abdul A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$101,290		2.0%	\$103,316		c
Williams,Calvin L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,749		10.0%	\$103,124		bc
<i>Administrative/Temporary Salary Adjustment: Serving as a graduate coordinator in Mathematical Sciences.</i>										
Pargas,Roy P	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,729		2.0%	\$102,744		c
Atamturktur,Huriye Sezer	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,414		2.0%	\$102,422		c
Skaar,Eric C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,114		2.0%	\$102,116		c
Malloy,Brian A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,019		2.0%	\$102,019		c
Li,Gang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,169		2.0%	\$101,152		c
Ogle,Jennifer H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,855		2.0%	\$100,832		c
Moysey,Stephen Michael	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,819		2.0%	\$100,795		c
Finneran,Kevin Thomas	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,563		2.0%	\$100,534		c
Lee,Hyesuk K	Professor	Professor	Instructional Faculty	NA	\$98,379		2.0%	\$100,347		c
Klotz,Leidy E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,350		2.0%	\$100,317		c
Daqaq,Mohammed Farid	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,187		2.0%	\$100,151		c
Xuan,Xiangchun	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,170		2.0%	\$100,133		c
Kitchens,Christopher L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,131		2.0%	\$100,094		c
Testik,Firat Yener	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,395		2.0%	\$99,343		c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Miller,Richard S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,225		2.0%	\$99,170		c
Mocko,Gregory	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,225		2.0%	\$99,170		c
Vahidi,Ardalan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,225		2.0%	\$99,170		c
Kennedy,Marian Siobhan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,028		2.0%	\$98,969		c
Mefford IV,Olin T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,207		12.2%	\$98,968		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Smotherman,Mark K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,972		2.0%	\$98,911		c
Kim,Sung-O	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$96,865		2.0%	\$98,802		c
Pang,Weichiang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,560		12.2%	\$98,242		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Babu,Sabarish Venkat	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$95,901		2.0%	\$97,819		c
Harrell,William R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,535		2.0%	\$97,446		c
Ayalew,Beshah	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,144		2.0%	\$97,047		c
Kaye,Nigel Gregory	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,642		2.0%	\$96,535		c
Drapcho,Caye Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,628		2.0%	\$96,521		c
Kurz-Edsall,Mary Elizabeth	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,211		2.0%	\$96,095		c
Eksioglu,Burak	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,000*		0.0%	\$96,000		*
Eksioglu,Sandra Duni	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,000*		0.0%	\$96,000		*
Takacs,Endre Andras	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,000		2.0%	\$95,880		c
Levine,Joshua A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$93,962		2.0%	\$95,841		c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Brooks,Johnell O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,782		2.0%	\$95,658		c
Ravichandran,Nadarajah	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,714		2.0%	\$95,588		c
Brumaghim,Julia	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,656		2.0%	\$95,529		c
Caine,Kelly E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$93,474		2.0%	\$95,343		c
Hu,Hongxin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$94,949*		0.0%	\$94,949		*
Joerg,Christina Sophie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$92,922		2.0%	\$94,780		c
Sun,Xiaoqian	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,905		2.0%	\$94,763		c
Sharp,Julia Lynn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,721		2.0%	\$94,575		c
Sarasua,Wayne A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,620		2.0%	\$94,472		c
Pisu,Pierluigi	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,396		2.0%	\$94,244		c
Christensen,Kenneth A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,373		2.0%	\$94,220		c
Sorber,Jacob M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$92,137		2.0%	\$93,980		c
Cho,Byung Rae	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,052		2.0%	\$93,893		c
Martin,Anthony Q	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,900		2.0%	\$93,738		c
Putman,Bradley J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,768		2.0%	\$93,603		c
Sosolik,Chad E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,729		2.0%	\$93,564		c
Safro,Ilya Mark	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$91,379		2.0%	\$93,207		c
Remy,Sekou Lionel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$91,316		2.0%	\$93,142		c
Dimitrova,Elena Stanimirova	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,061		2.0%	\$92,882		c

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f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Park,Chanseok	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,061		2.0%	\$92,882		c
Csernak,Stephen F	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$90,979		2.0%	\$92,799		c
Choi,Hong Seok	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$90,816		2.0%	\$92,632		c
Luo,Jun	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,126		12.2%	\$92,146		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Prucka,Robert G	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$83,962		9.6%	\$92,055		ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Myers,Oliver J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,000*		0.0%	\$92,000		*
Macauley,Matthew	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,836		12.2%	\$91,820		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Brinkman,Kyle S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,000*		2.0%	\$91,800		*c
Hoffman,Mark A	Research Assistant Professor	Research Asst Professor	Research Faculty	NA		\$90,000	2.0%		\$91,800	c
Ivanco,Andrej	Research Assistant Professor	Research Asst Professor	Research Faculty	NA		\$90,000	2.0%		\$91,800	c
Jacobsohn,Luiz Gustavo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$90,000		2.0%	\$91,800		c
Onori,Simona	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$90,000		2.0%	\$91,800		c
Smith,John David	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$90,000		2.0%	\$91,800		c
Neyens,David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$89,237		2.0%	\$91,022		c
Brittain,Sean D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,207		2.0%	\$90,991		c
Martin,Julie Patricia	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$89,182		2.0%	\$90,966		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Alexis, Frank	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$88,976		2.0%	\$90,756		c
Roberts, Mark E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$88,824		2.0%	\$90,600		c
McNeill, Jason D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,775		2.0%	\$90,551		c
Abu-Farha, Fadi Kamal	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,371		12.2%	\$90,176		ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Oberheide, Jens	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,333		2.0%	\$90,100		c
Tewari, Sumanta	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,850		2.0%	\$89,607		c
Harman, Melinda K	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,303		2.0%	\$89,049		c
He, Jian	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,184		12.2%	\$88,845		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Carraway, Elizabeth R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,891		2.0%	\$88,629		c
Kwartowitz, David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,533		2.0%	\$88,264		c
Smith, Rhett C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,295		2.0%	\$88,021		c
Khademi, Amin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,000		2.0%	\$87,720		c
Kholodenko, Arkady L	Professor	Professor	Instructional Faculty	NA	\$85,944		2.0%	\$87,663		c
Flower, Phillip J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,776		2.0%	\$87,492		c
Stephan, Elizabeth Anne	Senior Lecturer	Dir of General Engr	Instructional Faculty	NA	\$85,774		2.0%	\$87,489		c
Martinez-Duarte, Rodrigo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,676		2.0%	\$87,390		c
Tallapragada, Phanindra	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,676		2.0%	\$87,390		c
Melloy, Brian J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,477		2.0%	\$87,187		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Kung,Ethan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,000*		0.0%	\$87,000		*
Porter,Michael M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,000*		0.0%	\$87,000		*
Riggs,Sara Lu	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,000*		0.0%	\$87,000		*
Jenkins,Eleanor W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,213		2.0%	\$86,917		c
Foley,Ann Catherine	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,000		2.0%	\$86,700		c
Pilla,Srikanth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,000		2.0%	\$86,700		c
Scott,Joseph K	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,000		2.0%	\$86,700		c
Ladner,David Allen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,960		2.0%	\$86,659		c
Getman,Rachel B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,958		2.0%	\$86,657		c
Esmailpoursaee,Amirreza	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,845		2.0%	\$86,542		c
Dominy,Brian N	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,675		2.0%	\$86,369		c
Huang,Yongxi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,627		2.0%	\$86,320		c
Sarupria,Sapna	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,533		2.0%	\$86,224		c
Anker,Jeffrey Nathan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,777		12.2%	\$86,144		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Blenner,Mark Alan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,108		2.0%	\$85,790		c
Peng,Fei	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$83,954		2.0%	\$85,633		c

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## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Bedenbaugh,Christina T	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Business and Financial Operations Staff	08		\$66,300	29.0%		\$85,547	bce
<p>Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.</p> <p>Promotion: Promoted to Accounting/Fiscal Manager II.</p>										
Brown,James L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,542		2.0%	\$85,213		c
Zhao,Huijuan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$83,514		2.0%	\$85,184		c
Peterson,James K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,451		2.0%	\$85,120		c
Wang,Yue	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$83,402		2.0%	\$85,070		c
McMahan,Christopher Steven	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$83,315		2.0%	\$84,981		c
Mei,Ying	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$83,057		2.0%	\$84,718		c
Lee,JeoungSoo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$83,024		2.0%	\$84,684		c
Simionescu,Agneta	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$83,024		2.0%	\$84,684		c
Saltzman,Matthew J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,625		2.0%	\$84,278		c
Wang,Yongqiang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,000*		0.0%	\$84,000		*
Shuller-Nickles,Lindsay Carmell	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$82,281		2.0%	\$83,927		c
Ye,Tong	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$82,000		2.0%	\$83,640		c
Mercuri,Jeremy J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,500		2.0%	\$83,130		c
Piratla,Kalyan Ram	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,276		2.0%	\$82,902		c
Ross,Brandon E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,276		2.0%	\$82,902		c

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## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Xue,Hui	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,119		2.0%	\$82,741		c
Fralix,Brian H.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,990		2.0%	\$82,610		c
Lehmacher,Gerald A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,730		2.0%	\$82,345		c
Yoon,Jeong - Rock	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,063		2.0%	\$81,664		c
Schmoll,Martin Johannes	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,781		12.2%	\$81,661		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Brown,Derek A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000		2.0%	\$81,600		c
Delaney,William Frederick	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$80,000	2.0%		\$81,600	c
Li,Yingbo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000		2.0%	\$81,600		c
Chen,Qiushi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,600		2.0%	\$81,192		c
Mishra,Ashok	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,600		2.0%	\$81,192		c
Heister,Timo Johannes	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,000		2.0%	\$79,560		c
Owino, Tom O.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,412		2.0%	\$78,960		c
Cates,Ezra Lucas Holt	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,000*		0.0%	\$78,000		*
Dale,Michael Anthony Joseph	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,000*		0.0%	\$78,000		*
Reid III,William J	Visiting Associate Professor	Visiting Associate Professor	Instructional Faculty	NA	\$76,414		2.0%	\$77,942		c
Kang,Hye Jung	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,169		2.0%	\$77,692		c
Ajello,Marco	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,000*		2.0%	\$77,520		*c

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### College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 12, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Chen,Qingshan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,000		2.0%	\$77,520		c
Liu,Xin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,000		2.0%	\$77,520		c
Sanabria,Hugo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,000*		2.0%	\$77,520		*c
Myers,Dianne M	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$69,611	11.3%		\$77,457	bc
Promotion: Promoted to Program Manager I.										
Hubbard,Stephen J	Visiting Associate Professor	Visiting Associate Professor	Instructional Faculty	NA	\$75,644		2.0%	\$77,157		c
Ding,Feng	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,385		2.0%	\$76,893		c
Park Jr,William J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,329		2.0%	\$76,836		c
Harriss,James E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$75,300	2.0%		\$76,806	c
Darnault,Christophe	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		2.0%	\$76,500		c
Grant,Ronald T	Public Info Dir II	Public Information Director II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$73,012	4.8%		\$76,500	bc
Promotion: Promoted to Public Information Director II.										
Gupte,Akshay Sunil	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		2.0%	\$76,500		c
Poznanovikj,Svetlana	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		2.0%	\$76,500		c
Whitehead,Daniel C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,975		2.0%	\$76,475		c
Marler,Joan P	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,460		2.0%	\$75,949		c
Bourne,Jenny	Research Associate	Program Manager I	Computer, Engineering, and Science Staff	NA		\$74,234	2.0%		\$75,719	c

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Burr,Michael Adam	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,160		2.0%	\$75,643		c
Liu,Shitao	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,000		2.0%	\$75,480		c
Manganiello,Felice	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,000*		2.0%	\$75,480		*c
Casabianca,Leah Beck	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Martinez,Nicole Elizabeth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Zheng,Yi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Nielson,Bryant G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$73,336		2.0%	\$74,803		c
Mitkovski,Mishko	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,799		2.0%	\$74,255		c
Tennyson,Andrew Gregory	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,945		2.0%	\$72,364		c
Stevens,Kathryn Ann	Project Manager I	Project Manager I	Computer, Engineering, and Science Staff	07		\$61,594	17.3%		\$72,250	bc
Additional Duties: Assumed additional duties such as supervising and mentoring the ongoing research of an increasing number of students, managing analysis of space utilization, and working directly with the Comptroller's office regarding their records of Material Science and Engineering space.										
Ivey,Kimberly A	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$69,560	2.0%		\$70,951	c
Martinez-Dawson,Rose M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$69,489		2.0%	\$70,879		c
Minor,John C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$68,986		2.0%	\$70,366		c
Hester,Jerry D	Lecturer: Non-teaching	Lab Coordinator	Student and Academic Affairs and Other Education Services Staff	NA		\$68,783	2.0%		\$70,159	c
Kitaygorodskiy,Aleksandr	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$68,609	2.0%		\$69,981	c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Duckworth, Scott M	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$68,054	2.0%		\$69,415	c
Schweisinger, Todd Alan	Lecturer	Lecturer	Instructional Faculty	NA	\$67,507		2.0%	\$68,857		c
Clark, Martin C	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$61,088	12.2%		\$68,541	bc
Additional Duties: Assumed additional duties such as providing audio and visual technical support, exclusive technical support, and consulting to the Dean of Engineering & Science and the Dean's Office staff.										
Lasser, Susan J S	Academic Program Director	Academic Program Director	Management	NA		\$67,157	2.0%		\$68,500	c
Webb, Frank	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$66,986	2.0%		\$68,326	c
Acker, Serita	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$56,538	19.3%		\$67,472	bc
Promotion: Promoted to Academic Program Director.										
Brame, Scott E	Research Assistant Professor	Research Asst Professor	Research Faculty	NA		\$65,990	2.0%		\$67,310	c
Collins, Kelly Murdaugh	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$50,970	30.1%		\$66,300	bc
Promotion: Promoted to Accounting/Fiscal Manager I.										
Hubbard, Russell J.	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$64,999	2.0%		\$66,299	c
Katuri, Kalyan Chakravarthi	Lecturer	Lecturer	Instructional Faculty	NA	\$64,929		2.0%	\$66,228		c
Parker, Gary W	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$58,783	12.2%		\$65,954	bc
Additional Duties: Assumed additional duties such as operations administration of the National Brick Research Center.										

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
King III, Larry French	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$53,841	22.1%		\$65,740	bc
Administrative/Temporary Salary Adjustment: Temporarily assumed additional duties such as support for the Center for Workforce Development's computing systems and infrastructure. Promotion: Promoted to Systems Programmer II.										
Holliday, Jeff L.	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$56,749	14.8%		\$65,120	bc
Additional Duties: Assumed additional duties for projects such as Rapid Prototyping and Reverse Engineering Program.										
Metz, Daniel R	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$63,565	2.0%		\$64,836	c
Sternhagen, Melissa M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,172		2.0%	\$64,435		c
Poore, Bradley W	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$57,187	12.2%		\$64,163	bc
Additional Duties: Assumed additional duties for taking on the role of building security coordinator For Riggs Hall.										
Cawood, Mark E.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$62,703		2.0%	\$63,957		c
Mann, James D	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$61,700	2.0%		\$62,934	c
Moline, David C	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$61,376	2.0%		\$62,604	c
Reba, Marilyn	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,370		2.0%	\$62,597		c
White, David A	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$61,345	2.0%		\$62,572	c
Alexander, Kim E	Lecturer: Non-teaching	Lecturer/Executive Director	Public Service Faculty	NA		\$60,877	2.0%		\$62,095	c
Mathis, Gary Lee	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$60,748	2.0%		\$61,963	c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Dubsky, Richard Steven	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,703		2.0%	\$61,917		c
Duncan, Michelle Schlock	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$60,600	2.0%		\$61,812	c
Porter, Christopher H.	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$60,545	2.0%		\$61,756	c
Delhaye, Jean-Marc George	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,385		2.0%	\$61,593		c
Lowe, Rose M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,017		2.0%	\$61,217		c
Taylor, Regina M	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$49,348	24.0%		\$61,200	bc
<i>Promotion: Promoted to Accounting/Fiscal Manager I.</i>										
Biggers, Sherry	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,301		2.0%	\$60,487		c
Breazel, Ellen Hepfer	Lecturer	Lecturer	Instructional Faculty	NA	\$59,301		2.0%	\$60,487		c
Kennedy, Nell Beatty	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$59,189	2.0%		\$60,373	c
Pope, Amy Liann	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,054		2.0%	\$60,235		c
Taylor, Dennis F	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,889		1.8%	\$59,967		c
Johnson, Terri A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,657		2.0%	\$59,830		c
Prevost, Shari A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,657		2.0%	\$59,830		c
Rumph, Terry Hughes	Grants Administrator I	Grants Administrator I	Business and Financial Operations Staff	06		\$58,641	2.0%		\$59,814	c
Teitloff, Timothy Charles	Lecturer	Lecturer	Instructional Faculty	NA	\$57,656		2.0%	\$58,809		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Jones,James H.	Lecturer	Lecturer	Instructional Faculty	NA	\$57,615		2.0%	\$58,767		c
Hochrine,Catherine A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,375		2.0%	\$58,523		c
Brandon,Steven C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,609		2.0%	\$57,741		c
Cummings,Anne Handley	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$56,497	2.0%		\$57,627	c
Coulson,Alan B	Lecturer	Lecturer	Instructional Faculty	NA	\$56,398		2.0%	\$57,526		c
Stroble,Ronald Parker	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$56,383	2.0%		\$57,511	c
Kirby,Michelle Denise	Acct/Fiscal Analyst II	Acct/Fiscal Analyst II	Business and Financial Operations Staff	05		\$49,168	16.5%		\$57,280	bc
<i>Administrative/Temporary Salary Adjustment: Temporarily assumed additional fiscal responsibility.</i>										
Cottingham,Judith Elaine	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,765		2.0%	\$56,880		c
Brown,Jason Stratford	Lecturer	Lecturer	Instructional Faculty	NA	\$55,738		2.0%	\$56,853		c
The,Lih-sin	Lecturer	Lecturer	Instructional Faculty	NA	\$55,738		2.0%	\$56,853		c
Lambert,Renee S	Lecturer	Lecturer	Instructional Faculty	NA	\$55,682		2.0%	\$56,796		c
Sterling,Patrick D	Lecturer	Lecturer	Instructional Faculty	NA	\$55,682		2.0%	\$56,796		c
McMillen,Colin D	Lecturer: Non-teaching	Managing Dir, Molec Struct Ctr	Research Faculty	NA		\$55,550	2.0%		\$56,661	c
McDonald,Charles Taylor	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$55,413	2.0%		\$56,521	c
Viktorova,Irina V.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,255		2.0%	\$56,360		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Houston,Dock R	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$50,151	12.2%		\$56,269	bc
Additional Duties: Assumed additional duties such as providing technical support to the Chief Operating Officer and Chief of Staff in the area of space utilization and planning, acting as building security coordinator for Freeman Hall, and assisting the College of Engineering & Science Project Engineer with Facility renovation projects.										
Nicholson,Truman Grady	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$55,101	2.0%		\$56,203	c
McKnew,Judith Irene	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,610		2.0%	\$55,702		c
Novick,Beth A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,610		2.0%	\$55,702		c
Morrison,Sherri P.	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$54,496	2.0%		\$55,586	c
Corbett,Kristina Ann	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$50,440	9.7%		\$55,308	bc
Additional Duties: Assumed additional duties such as maintaining scholarship, endowment and gift accounts, preparing and maintaining detailed financial spreadsheets, and maintaining budgets for various funds 21,22,23,55,57,80 and 81.										
Gregory,Cassie Adams	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$54,080	2.0%		\$55,162	c
McMahan,Chad Lee	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$54,080	2.0%		\$55,162	c
McCullough,Melissa A	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$54,074*	2.0%		\$55,155	*c
Coburn Jr,William L	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$54,021	2.0%		\$55,101	c
McCall,Brittney Poore	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$46,800	17.3%		\$54,896	bc
Additional Duties: Assumed additional duties such as serving as the college liaison, managing a stream of departmental accountants, collaborating with the College of Engineering & Sciences human resources office on salary transactions, and preparing tracking reports.										

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e Market adjustment

f Other adjustments



## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Kelley,David L	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$53,657	2.0%		\$54,730	c
Teague,Robert A	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$53,627	2.0%		\$54,700	c
Nammouz,Minory	Lecturer	Lecturer	Instructional Faculty	NA	\$53,560		2.0%	\$54,631		c
Weaver,Kenneth Allen	Lecturer: Non-teaching	Undergraduate Program Coord	Instructional Faculty	NA		\$53,503	2.0%		\$54,573	c
Rankin,Samuel G	Lab Technologist II	Lab Technologist II	Computer, Engineering, and Science Staff	05		\$53,410	2.0%		\$54,478	c
Lewis,Barbara S	Instructor	Instructor	Instructional Faculty	NA	\$53,382		2.0%	\$54,450		c
Houjeiry,Tania Issa	Lecturer	Lecturer	Instructional Faculty	NA	\$53,355		2.0%	\$54,422		c
Hupp,Laura R	Environment/Hlth Mgr II	Environment/Hlth Mgr II	Healthcare Practitioners and Staff	06		\$49,190	10.1%		\$54,174	ac
Staff Development Program: Standard increase associated with the staff development program.										
Garber,Stella Faye	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$52,872	2.0%		\$53,929	bc
Additional Duties: Assumed additional duties such as coordination/support to the Dean of Engineering & Science, the Chair of the Strategic Planning Committee, and the Dean's active counsels/committees.										
Boiter,Lynn J	Acctn/Fiscal Analyst III	Acctn/Fiscal Analyst III	Business and Financial Operations Staff	06		\$47,986	12.2%		\$53,841	bc
Promotion: Promoted to Accountant/Fiscal Analyst III.										
Yasmin,Nighat	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,646		2.0%	\$53,699		c
Allen,Charles B	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$52,643	2.0%		\$53,696	c
Walker,S Erwin	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,610		2.0%	\$53,662		c

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f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Creel, Jessica Pelfrey	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$52,586	2.0%		\$53,638	c
Cole, Jamie E	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$52,503	2.0%		\$53,553	c
Smith, Teresa J	Acct/Fiscal Analyst II	Acct/Fiscal Analyst II	Business and Financial Operations Staff	05		\$48,548	10.2%		\$53,519	ac
Staff Development Program: Standard increase associated with the staff development program.										
Kreider-Mueller, Ava Rose	Lecturer	Lecturer	Instructional Faculty	NA	\$53,355*		0.0%	\$53,355		*
Wilson, Christopher Alvin	Lecturer	Lecturer	Instructional Faculty	NA	\$53,355*		0.0%	\$53,355		*
O'Connor, Sean	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,304		2.0%	\$53,350		c
Gibisch, Elizabeth Bradley	Info Resource Consult I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$52,222	2.0%		\$53,266	c
Wetzler, Modi	Lecturer	Lecturer	Instructional Faculty	NA	\$51,758		2.0%	\$52,793		c
Schvaneveldt, Stephen Jon	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,501		2.0%	\$52,531		c
Hickman, Thomas D	Lecturer	Lecturer	Instructional Faculty	NA	\$51,500		2.0%	\$52,530		c
Simmons, William Patrick	Lab Technologist II	Lab Technologist II	Computer, Engineering, and Science Staff	05		\$51,096	2.0%		\$52,118	c
Pruett, Timothy C	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$51,000*	2.0%		\$52,020	*c
Geiculescu, Olt E	Lecturer	Lecturer	Instructional Faculty	NA	\$50,500		2.0%	\$51,510		c
Work, Anthony Scott	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$50,375	2.0%		\$51,383	c
Puneet, Pooja	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		2.0%	\$51,000		c

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f Other adjustments

## *Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Kaufman,Scott B	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$37,945	33.1%		\$50,490	bce
<p>Additional Duties: Assumed additional duties in laboratories such as directing and performing design and modifications of complex electro-mechanical lab equipment, and providing technical support to the Office of the Chief Operating Officer in Machining &amp; Technical Services.</p> <p>Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.</p>										
Justice,Stanley L	Lab Specialist III	Lab Specialist III	Computer, Engineering, and Science Staff	05		\$49,311	2.0%		\$50,297	c
Rowland,Paul H	Lab Specialist III	Lab Specialist III	Computer, Engineering, and Science Staff	05		\$49,288	2.0%		\$50,274	c
Moss,Dorothy A	Academic Program Director	Academic Program Director	Student and Academic Affairs and Other Education Services Staff	NA	\$49,172		2.0%	\$50,155		c
Simpson,Jonathan A	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$49,046	2.0%		\$50,027	c

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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 2014 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, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Wright,Brett A	Dean	Interim Dean	Management with Faculty Rank	NA	\$140,129		48.5%		\$208,080	bcd
Administrative/Temporary Salary Adjustment: Serving as Interim Dean of Health & Human Development.										
Contract Length: Converted from a 9-month to a 12-month position.										
Allen,Lawrence R	Professor	Professor	Instructional Faculty	NA		\$263,115	-23.2%	\$201,960		bce
Machlis,Gary Edward	Professor	Professor	Research Faculty	NA		\$174,000	2.0%		\$177,480	c
Headley,Kathy Neal	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$181,777	-7.3%		\$168,557	bc
Limber,Susan P.	Named Professor	Named Professor	Instructional Faculty	NA		\$148,507	2.0%		\$151,477	c
Small,Mark A	Professor	Professor	Instructional Faculty	NA		\$145,446	2.0%		\$148,355	c
McDonell,James R.	Professor	Professor	Instructional Faculty	NA		\$143,937	2.0%		\$146,815	c
Havice,William L	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$139,563	2.0%		\$142,354	c
Gimbel,Ronald W	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$137,500*		0.0%	\$137,500		*
Quinn,William H	Professor	Professor	Instructional Faculty	NA		\$128,550	2.0%		\$131,121	c
Thompson,Martha Parrish	Research Professor	Research Professor	Research Faculty	NA		\$117,146	2.0%		\$119,489	c
McGuire,Francis A	Professor	Professor	Instructional Faculty	NA		\$86,800	35.6%	\$117,692		bcd
Administrative/Temporary Salary Adjustment: Serving as Interim Dept Chair of Parks Recreation & Tourism Management.										
Contract Length: Converted from a 12-month to a 9-month position.										
Eggert,Julia A	Professor	Professor	Instructional Faculty	NA	\$113,260		1.9%	\$115,425		c
Norman,William C	Professor	Professor	Instructional Faculty	NA	\$113,070		2.0%	\$115,331		c

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Crandall, Lee Alden	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$121,878		-7.3%	\$113,014		bc
Backman, Kenneth F	Professor	Professor	Instructional Faculty	NA	\$110,788		2.0%	\$113,004		c
Dye, Cheryl Jo	Professor	Professor	Instructional Faculty	NA	\$110,256		2.0%	\$112,461		c
Pruitt, Rosanne H	Professor	Professor	Instructional Faculty	NA		\$147,076	-24.1%	\$111,587		bc
Hoskins, Barbara J	Assistant Dean	Assistant Dean	Management with Faculty Rank	NA		\$105,007	2.0%		\$107,107	c
Parker, Veronica G	Professor	Professor	Instructional Faculty	NA	\$104,841		2.0%	\$106,938		c
Willoughby, Deborah F	Professor	Professor	Instructional Faculty	NA	\$104,841		2.0%	\$106,938		c
Powell, Robert Baxter	Associate Professor	Associate Professor	Instructional Faculty	NA	\$104,500		2.0%	\$106,590		c
Backman, Sheila J	Professor	Professor	Instructional Faculty	NA	\$104,398		2.0%	\$106,486		c
Carroll, Regina F	Administrative Mgr II	Chief Business Officer	Business and Financial Operations Staff	08		\$103,934	2.0%		\$106,012	c
Kingree, Jeffrey B	Professor	Professor	Instructional Faculty	NA	\$100,188		2.0%	\$102,192		c
Chancellor, Anna-Marie VanPuymbroeck	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,000		2.0%	\$102,000		c
Anderson, Denise Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,163		12.2%	\$101,162		bc
<i>Administrative/Temporary Salary Adjustment: Serving as a Presidential Faculty Fellow</i>										
Wetsel, Margaret A	Associate Professor	Assoc Prof/Interim Dept Chair	Instructional Faculty	NA	\$90,061		12.2%	\$101,048		bc
<i>Administrative/Temporary Salary Adjustment: Serving as Interim Dept Chair for the School of Nursing.</i>										
Mayo, Rachel M	Professor	Professor	Instructional Faculty	NA	\$98,963		2.0%	\$100,942		c

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Spitler,Hugh D	Professor	Professor	Instructional Faculty	NA	\$98,963		2.0%	\$100,942		c
Watt,Paula J	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$94,656	2.0%		\$96,549	c
Brookover IV,Robert S	Senior Lecturer	Senior Lecturer	Public Service Faculty	NA		\$92,896	2.0%		\$94,754	c
Chancellor,Herbert Charles	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,200		2.0%	\$92,004		c
Meehan,Nancy K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,095		2.0%	\$91,897		c
Lucas,Richard A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$87,699	2.0%		\$89,453	c
Rembert,Kellye S	Extension Associate	Extension Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$86,296	2.0%		\$88,022	c
Hallo,Jeffrey Charles	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,011		2.0%	\$87,731		c
Timmons,Shirley Mae	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,772		2.0%	\$87,487		c
Davis,Stephanie Clark	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,409		2.0%	\$87,117		c
Truong,Khoa Dang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,374		2.0%	\$87,081		c
Powell,Gwynn M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,000		2.0%	\$86,700		c
Kemper,Karen A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,223		2.0%	\$85,907		c
Griffin,Sarah F	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,006		2.0%	\$84,666		c
Williams,Joel Edward	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,790		2.0%	\$84,446		c
Bixler,Robert D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,744		2.0%	\$83,379		c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Conrad,Leslie E	Academic Program Director	Academic Prog Dir/Sen Lecturer	Management	NA		\$79,514	2.0%		\$81,104	c
Arthur-Banning,Skye Gerald	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,190		2.0%	\$79,754		c
Baldwin,Elizabeth Dennis	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,190		2.0%	\$79,754		c
Schmalz,Dorothy L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,190		2.0%	\$79,754		c
Amerson,Roxanne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,151		2.0%	\$77,674		c
Fasolino,Tracy King	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,151		2.0%	\$77,674		c
Whitcomb,John Joseph	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,151		2.0%	\$77,674		c
McKendry,Jean E	Assoc Academic Prog Director	Assoc Academic Program Dir	Business and Financial Operations Staff	NA		\$75,000*	2.0%		\$76,500	*c
Garst,Barry A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,000*		0.0%	\$76,000		*
Taylor,Wanda Leigh	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,100		2.0%	\$73,542		c
Ramshaw,Gregory Philip	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,822		2.0%	\$73,258		c
DeLuca,Jane Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,103		2.0%	\$72,525		c
Duggan,Lisa Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,103		2.0%	\$72,525		c
Steck,Mary B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,000		13.2%	\$72,422		bc
Promotion: Promoted to Assistant Professor.										
Temples,Heide S.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,000		13.2%	\$72,422		bc
Promotion: Promoted to Assistant Professor.										
Savedra,Adam R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$70,904	2.0%		\$72,322	c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Anderson, Daniel Morgan	Senior Lecturer	Senior Lecturer	Management with Faculty Rank	NA		\$70,040	2.0%		\$71,441	c
Chen, Liwei	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000		2.0%	\$71,400		c
Shi, Lu	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,350		2.0%	\$70,737		c
Larson, Lincoln R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000*		0.0%	\$70,000		*
Zhang, Lingling	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000*		0.0%	\$70,000		*
Duffy, Lauren N	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,000		2.0%	\$69,360		c
Hawkins, Brent L.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,000		2.0%	\$69,360		c
Bowers, Edmond Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,000*		0.0%	\$69,000		*
Townsend, Jasmine Nutter	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,000*		0.0%	\$68,000		*
Sianko, Natallia Sergeevna	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,000*		0.0%	\$67,000		*
Webster, Sheri Smith	Instructor	Instructor	Instructional Faculty	NA	\$64,000		2.0%	\$65,280		c
Lewis, Stephen Thomas	Lecturer	Lecturer	Instructional Faculty	NA	\$63,000*		0.0%	\$63,000		*
Zavertnik, Jean Ellen	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000		2.0%	\$61,200		c
Mayo, William W	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$59,097	2.0%		\$60,279	c
Meyer, Kathleen M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,508		2.0%	\$59,678		c
Falta, Deborah Alma	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,364		2.0%	\$59,531		c
Lanham, Janice Garrison	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,740		2.0%	\$58,895		c

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e Market adjustment

f Other adjustments



## Fall 2014 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, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Tucker, Teresa Walton	Lecturer	Lecturer	Instructional Faculty	NA	\$56,821		2.0%	\$57,957		c
Murton, Catherine Sikkema	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,692		2.0%	\$57,826		c
Gillespie, Jackie S	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,459		2.0%	\$57,588		c
Pye, Angela K	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,459		2.0%	\$57,588		c
Curry, Roberta Lynn	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$55,908	2.0%		\$57,026	c
Smith, Kelly Jordan	Lecturer	Lecturer	Instructional Faculty	NA	\$55,848		2.0%	\$56,965		c
Ewing, Nancy Ellen Rankin	Lecturer	Lecturer	Instructional Faculty	NA	\$55,295		2.0%	\$56,401		c
Botchway, Portia A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,713		2.0%	\$55,807		c
Busby, Terry Kaye	Lecturer	Lecturer	Instructional Faculty	NA	\$54,713		2.0%	\$55,807		c
Goodenow, Kristin M	Student Services Mgr I	Student Services Mgr I	Student and Academic Affairs and Other Education Services Staff	06		\$53,700	2.0%		\$54,774	c
Wagner, Leslie Anne Marie	Lecturer	Lecturer	Instructional Faculty	NA	\$52,530		2.0%	\$53,581		c
Arneson, Lydia Rose	Program Coordinator I	Program Coordinator I	Student and Academic Affairs and Other Education Services Staff	05		\$52,497	2.0%		\$53,547	c
Murphy, Harriet S	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$52,050	2.0%		\$53,091	c
Pearson, Angela M	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$48,145	9.1%		\$52,545	ce

Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.

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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 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Thrift,Jason R	Lecturer	Lecturer	Instructional Faculty	NA	\$51,500*		0.0%	\$51,500		*
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	2.0%		\$51,000	c
Welsh,Ralph Stewart	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		2.0%	\$51,000		c
Lawson,Kristen Marie Nebesky	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$49,800*	2.0%		\$50,796	*c

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
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	
Elliott, Antonio Lamar	Athletics Coach	Running Backs Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$240,000	2.1%		\$245,000	a
Performance: Performance increase per contract.										
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	

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Pearman Jr, Daniel L	Athletics Coach	Asst H Coach/TE/Spc Teams Coor	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 Coor/Def Backs Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Scott, Jeffrey B	Athletics Coach	Recruit Coord/Wide Rcvs Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Smith, Audra Sebrena	Athletics Coach	Head Coach of Women's Bktball	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	
McCorvey Jr, Woodrow	Athletics Coach	Associate AD for Football	Management	NA		\$232,780	4.0%		\$242,046	cf
<i>Other Adjustment: Athletics Compensation Plan for Coaches without contracts.</i>										
Leggett, Jackson S	Athletics Coach	Head Coach of Baseball	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$229,473	0.0%		\$229,473	

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Batson, Michael J	Athletics Coach	Dir. FB Strength&Conditioning	Service Staff	NA		\$206,000	9.7%		\$226,000	a
Performance: Performance increase per contract.										
Scott, Harvey B	Athletics Coach	Dir Recruitment/Player Dev	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$190,550	5.0%		\$200,078	a
Performance: Performance increase per contract.										
Winiecki, Michael S	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$165,000	9.1%		\$180,000	a
Performance: Performance increase per contract.										
Oliver, Daryl Lamonico	Athletics Coach	Assoc. Head Coach/Off. Coord.	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$160,000	0.0%		\$160,000	
Smith, Steven Tyrone	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$140,000	10.7%		\$155,000	a
Performance: Based on contractual agreement.										
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	
Couch Jr, James R	Athletics Coach	Assoc AD Dev/Iptay Cmpn Dir	Management	NA		\$133,854	12.1%		\$150,000	bc
Additional Duties: Assumed additional duties for taking on the role of Director of IPTAY/Major Gifts.										

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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 2014 Salaries \$50,000 and Over

### Athletics

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					9 Month	12 Month		9 Month	12 Month	
Riley, Richard Allen	Athletics Coach	Asst Men's Basketball Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$150,000*	0.0%		\$150,000	*
Neff, Graham Robert	Athletics Coach	Athletics Coach	Management	NA		\$105,000	38.1%		\$145,000	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Pepicelli, Daniel J	Athletics Coach	Assoc. Head Coach of Baseball	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$132,613	3.0%		\$136,591	a
Performance: Increase based on contractual agreement.										
Noonan, Michael R	Athletics Coach	Head Coach of Men's Soccer	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$120,510	9.9%		\$132,500	a
Performance: Increase based on contractual agreement.										
Kennedy-Dixon, Barbara Elaine	Athletics Coach	Spec Asst to Athl Dir	Business and Financial Operations Staff	NA		\$128,923	2.0%		\$131,501	c
Johnston, Andrew W	Athletics Coach	Asst AD for Football	Management	NA		\$126,416	4.0%		\$131,448	cf
Other Adjustment: Athletics Compensation Plan for Coaches without contracts.										
Elliott, Mark Anthony	Athletics Coach	Head Coach of T&F/CC	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$130,000	0.0%		\$130,000	
Davis, Jeff E	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$124,985	4.0%		\$129,960	cf
Other Adjustment: Athletics Compensation Plan for Coaches without contracts.										

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					9 Month	12 Month		9 Month	12 Month	
Match, Timothy A	Athletics Coach	Athletics Coach	Management	NA		\$119,191	2.0%		\$121,575	c
Harris, Nancy A	Athletics Coach	Head Coach Women's of Tennis	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$114,745	5.9%		\$121,515	a
Performance: Increase based on contractual agreement.										
LeCroy, Bradley James	Athletics Coach	Asst HD Coach of BB/Recr Coord	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$116,699	3.0%		\$120,200	a
Performance: Increase based on contractual agreement.										
Wilson, Marc Antony	Athletics Coach	Assistant Coach/Def. Coord.	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$110,000	0.0%		\$110,000	
Duzan, Stephen A	Athletics Coach	Assoc Ath Dir of Ath Acad Svcs	Management	NA		\$107,000	2.0%		\$109,140	c
Ellison, Stephanie A	Athletics Coach	Assoc Ath Dir of Comp Services	Management	NA		\$100,946	8.1%		\$109,140	ce
Market Adjustment: Increase to bring salary in line with market and peers with similar education/experience.										
Furbee, Travis Taylor	Athletics Coach	Ath Coach/Dir of Annual Fund	Management	NA		\$101,871	2.0%		\$103,908	c
Radwanski, Edward Francis	Athletics Coach	Head Coach of Women's Soccer	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$103,000	0.0%		\$103,000	
Young, Kyle McLendon	Athletics Coach	Assoc AD/Coord Sports Supv	Management	NA		\$99,910	2.0%		\$101,908	c

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Wade,Gary A	Athletics Coach	Asst. Ath. Dir. of Facilities	Management	NA		\$98,130	2.0%		\$100,093	c
Honnen,Natalie A Gonzalez	Athletics Administrator	Athletics Administrator	Management	NA		\$100,000*	0.0%		\$100,000	*
Dooley,Michael S	Athletics Coach	Director of Player Personnel	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$93,140	7.1%		\$99,753	ac
Performance: Increase based on contractual agreement.										
Poole Jr,Danny G	Athletics Coach	Dir. Sports Med./Hd Ath. Trnr.	Healthcare Practitioners and Staff	NA		\$94,555	2.0%		\$96,446	c
Turnipseed,Thad L	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$90,000	7.1%		\$96,390	cf
Other Adjustment: Athletics Compensation Plan for Coaches without contracts.										
Jackson-Ip,Mary Loreto	Athletics Coach	Assoc AD/Stu Ath Perf/Spv	Management	NA		\$90,640	2.0%		\$92,453	c
Hoover,Jolene J	Athletics Coach	Head Coach of Volleyball	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$91,000	0.0%		\$91,000	
Frazier Wong,Stephen Michael	Athletics Coach	Head Coach of Rowing	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$90,000*	0.0%		\$90,000	*
Galbraith,Joseph P	Athletics Coach	Asst. Ath. Dir. of Ath. Comm.	Management	NA		\$86,000	2.0%		\$87,720	c

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### Athletics

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Horton, John T	Athletics Coach	Head Coach of Women's Golf	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA	\$77,250		12.9%	\$87,250		a
Performance: Increase based on contractual agreement.										
Simon, Joseph John	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA	\$87,000*		0.0%	\$87,000		*
Gibson, Marvin Alexander	Athletics Coach	Asst. Coach for S/H&Relays	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA	\$85,000		2.0%	\$86,700		c
Love, Dennis Jermaine	Athletics Coach	Dir. of Olympic Spts Strg&Cond	Service Staff	NA	\$85,000		2.0%	\$86,700		c
Greenlee, Larry S	Athletics Coach	Asst. Dir. FB Strg. & Cond.	Service Staff	NA	\$82,400		2.0%	\$84,048		c
Hogan, Paul Adrian	Athletics Coach	Sr. Asst FB Strg & Cond. Coach	Service Staff	NA	\$82,400		2.0%	\$84,048		c
Green, Todd McKinley	Production Manager IV	FB Video Prod Mgr	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07	\$81,000*		0.0%	\$81,000		*
Coffman, R Wayne	Athletics Coach	Dir Football Academic Serv	Student and Academic Affairs and Other Education Services Staff	NA	\$76,475		3.6%	\$79,200		bc
Additional Duties: Assumed additional duties for taking on the role of Director of Football Academic Services.										

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					9 Month	12 Month		9 Month	12 Month	
Bagby, Richard A	Athletics Coach	Dir of Athletic Video Services	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$76,111	2.0%		\$77,633	c
Becker, Kathleen Marie	Athletics Coach	Dir. of Women's BB Operations	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$75,000	2.0%		\$76,500	c
Thomas, Althea Gloria Elizabet	Athletics Coach	Asst. Coach for S/H&Relays	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$75,000	2.0%		\$76,500	c
Dunham, Aaron D	Athletics Coach	Assoc Dir IPTAY Major Gifts	Business and Financial Operations Staff	NA		\$66,528	14.4%		\$76,082	ce
Market Adjustment: Increase based on approved market data. Performing at a Director of Development level II.										
Munson III, William Donald	Athletics Coach	Sports Media Specialist	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$64,015	17.3%		\$75,089	bc
Additional Duties: Promoted to Director of Broadcast Media for Athletics.										
Littlejohn, Sharon Weaver	Accounting/Fiscal Mgr I	Assistant Business Manager	Business and Financial Operations Staff	07		\$73,293	2.0%		\$74,759	c
Mahony, Robert D	Athletics Coach	Assoc Director - Major Gifts	Business and Financial Operations Staff	NA		\$71,316	2.0%		\$72,742	c
Honnold, Darric E	Athletics Coach	Asst. Strg. & Cond. Coach	Service Staff	NA		\$70,045	2.0%		\$71,446	c
Ard, Kayla Laine	Athletics Coach	Assistant Coach/Guards Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$70,000	2.0%		\$71,400	c

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Bostwick,Christopher David	Athletics Coach	Assistant Coach for Jumps	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$65,000	9.7%		\$71,300	cf
Retention: Increase in salary to retain employee after receiving an offer from another university.										
Shields,Kyle R	Athletics Coach	Mjr Gft Off/Coord Prem Suites	Business and Financial Operations Staff	NA		\$70,000*	0.0%		\$70,000	*
Echols Jr,Ernest V.	Athletics Coach	Supervisor of Athletic Grounds	Service Staff	NA		\$66,076	2.0%		\$67,398	c
McCrary,Kate M	Athletics Coach	Director of Ticket Operations	Sales and Related Staff	NA		\$65,776	2.0%		\$67,092	c
Allison Jr,James	Athletics Coach	Dir. of Aviation Operations	Production, Transportation, and Material Moving Staff	NA		\$64,684	2.0%		\$65,978	c
Carlton,Tyler Tennyson	Athletics Coach	Offensive Analyst	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$61,000	7.1%		\$65,331	cf
Other Adjustment: Athletics Compensation Plan for Coaches without contracts.										
Goodwin,James Wesley	Athletics Coach	Defensive Analyst	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$61,000	7.1%		\$65,331	cf
Other Adjustment: Athletics Compensation Plan for Coaches without contracts.										
Woody,Christopher B	Athletics Coach	Asst Ath Dir of Comp Services	Business and Financial Operations Staff	NA		\$63,997	2.0%		\$65,277	c

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Adams,Leslie Rae	Athletics Coach	Head Coach of Women's Diving	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$62,500	2.0%		\$63,750	c
Herbst,Maria Hanahoe	Athletics Coach	Director Educational Services	Student and Academic Affairs and Other Education Services Staff	NA		\$59,969	6.0%		\$63,568	bc
Additional Duties: Assumed additional duties for taking on the role of Director of Educational Services for the Student Athlete Enrichment Program.										
Porter,Elizabeth R	Athletics Coach	Assoc. Dir. of Ath. Acad. Svcs	Student and Academic Affairs and Other Education Services Staff	NA		\$61,064	2.0%		\$62,285	c
Wilson,Jason Conrad	Athletics Coach	Athletics Coach	Business and Financial Operations Staff	NA		\$61,058	2.0%		\$62,279	c
Moreland-Bishop,Leslie Anne	Athletics Coach	Director Advising Services	Student and Academic Affairs and Other Education Services Staff	NA		\$54,548	13.2%		\$61,740	bc
Additional Duties: Assumed additional duties for taking on the role of advisor for Men's Golf.										
Additional Duties: Assumed additional duties for taking on the role of Director of Advising Services for the Student Athlete Enrichment Program.										
Bassett,Daniel J	Athletics Coach	Director of FB Programs	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$59,359	4.0%		\$61,722	ac
Performance: Increase based on contractual agreement.										
Bullock,Donna D	Athletics Coach	Assistant Athletic Trainer	Healthcare Practitioners and Staff	NA		\$60,404	2.0%		\$61,612	c
Sparks,Lynn B	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$60,049	2.0%		\$61,250	c

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Williams,Crawford Edward	Athletics Coach	Athletics Coach	Business and Financial Operations Staff	NA		\$59,280	2.0%		\$60,466	c
Money,Michael J	Athletics Coach	Director of Marketing	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$59,225	2.0%		\$60,410	c
Robbins,Jeffery Brian	Athletics Coach	Assc Hd Coach Women's Soccer	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$58,710	2.0%		\$59,884	c
Coleman,Stephen E	Info Resource Consult II	Information Res. Consultant	Computer, Engineering, and Science Staff	06		\$58,614	2.0%		\$59,786	c
Gray,Amanda E	Athletics Coach	Assistant AD of Compliance	Business and Financial Operations Staff	NA		\$52,168	10.5%		\$57,630	ce
<i>Market Adjustment: Increase to bring salary in line with market and peers with similar education/experience.</i>										
Hilderbrand,Van P	Athletics Coach	Assoc. Ath. Dir of Event Mgmt.	Management	NA		\$56,326	2.0%		\$57,453	c
Byrd,Jordan Edward	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$56,050	2.0%		\$57,171	c
Williams,Jason H.	Athletics Coach	Pilot	Production, Transportation, and Material Moving Staff	NA		\$55,374	2.0%		\$56,481	c
Henderson,Ashton J	Athletics Coach	Associate Director	Student and Academic Affairs and Other Education Services Staff	NA		\$55,000*	2.0%		\$56,100	*c
Reed,Abraham Wahler	Athletics Coach	Athletics Coach	Natural Resources, Construction, and Maintenance Staff	NA		\$55,000	2.0%		\$56,100	c

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Smotherman,Adam L	Athletics Coach	Asst. Strg. & Cond. Coach	Service Staff	NA		\$55,000	2.0%		\$56,100	c
Weir,Robert	Athletics Coach	Assistant Coach for Throws	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$55,000*	2.0%		\$56,100	*c
Jones,Philip Anthony	Athletics Coach	Assoc Head Coach Men's Soccer	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$50,000	11.7%		\$55,845	ac
Performance: Increase based on contractual agreement.										
King,Caroline H	Athletics Coach	Assistant Coach of Rowing	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$55,000*	0.0%		\$55,000	*
Martin,Yashica Bakeyma	Athletics Coach	Ath Coach/Academic Advisor	Student and Academic Affairs and Other Education Services Staff	NA		\$53,045	2.0%		\$54,106	c
Davis,Raeneeva Banks	Athletics Coach	Assoc Dir of Ath Acad Services	Student and Academic Affairs and Other Education Services Staff	NA		\$52,971	2.0%		\$54,030	c
Lombardi,Matthew M	Athletics Coach	Assoc. Dir. of Ath. Acad. Svcs	Student and Academic Affairs and Other Education Services Staff	NA		\$46,350	15.5%		\$53,550	bc
Additional Duties: Assumed additional duties for taking on the role of advisor of football athletes.										
Gantt,Jonathan David	Athletics Coach	Director of New Media	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$52,000*	2.0%		\$53,040	*c

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Henderson,Bradley A	Athletics Coach	Assoc Dir of Ath Acad Services	Student and Academic Affairs and Other Education Services Staff	NA		\$52,000	2.0%		\$53,040	c
Smith,Ariana Je Taime	Athletics Coach	Assistant Coach of Volleyball	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$52,000*	2.0%		\$53,040	*c
Razayeski,Jerome	Athletics Coach	Assistant Athletic Trainer	Healthcare Practitioners and Staff	NA		\$51,572	2.0%		\$52,603	c
Mullinix,Siri L	Athletics Coach	Asst. Coach of Women's Soccer	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$51,500	2.0%		\$52,530	c
Boetsch,John T	Athletics Coach	Asst. Coach of Men's Tennis	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$42,745	22.8%		\$52,500	a
<i>Performance: Increase based on contractual agreement.</i>										
Cobey,Shawn William	Athletics Coach	Dir. T&F/Cross Country Oper.	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$50,977	2.0%		\$51,997	c
Arblaster,Daniel Leroy	Athletics Coach	Pilot	Production, Transportation, and Material Moving Staff	NA		\$50,786	2.0%		\$51,802	c
Blackman,John S	Athletics Coach	SR Assoc Dir of Athletic Comm.	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$50,334	2.0%		\$51,341	c
Johnston,Daniel T	Athletics Coach	Assistant Athletic Trainer	Healthcare Practitioners and Staff	NA		\$50,022	2.0%		\$51,022	c

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## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Plonk,Samuel R	Athletics Coach	Assoc. Dir. of Ath. Acad. Svcs	Student and Academic Affairs and Other Education Services Staff	NA		\$50,000	2.0%		\$51,000	c
Townsend,Teri F	Administrative Coord I	Administrative Coord I	Business and Financial Operations Staff	05		\$49,898	2.0%		\$50,896	c
Franzblau,Richard M	Athletics Coach	Asst. Dir. Olympic Spts&Cond.	Service Staff	NA		\$49,325	2.0%		\$50,312	c

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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 2014 Salaries \$50,000 and Over

### Chief Financial Officer

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Dalton, Brett A	Vice President	Vice President	Management	NA		\$327,761	2.0%		\$334,316	c
Piekutowski, Michelle T	Associate Vice President	Chief Human Resources Officer	Management	NA		\$162,414	9.3%		\$177,480	bc
Promotion: Promoted to Chief Human Research Officer.										
Boyette Jr, John Vernon	Academic Program Director	Dir Land/Captl Asst Stewardship	Management	NA		\$170,609	2.0%		\$174,021	c
Baumann, Virginia Marie	Associate Vice President	Budget Director	Management	08		\$143,617	10.1%		\$158,100	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Crump, Steven H	Associate Vice President	Associate Vice President	Management	NA		\$115,469	36.9%		\$158,100	bce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Promotion: Promoted to Associate Vice President and Controller.										
Owens-Meadows, Andrea Nicole	Assistant Vice President	Asst. VP Finance & Operations	Management	NA		\$110,250	43.4%		\$158,100	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Tillett, Cathy Y	Program Director - Exec Comp	Director of Internal Auditing	Management	NA		\$131,270	3.1%		\$135,354	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Tegen, Charles A	Associate Vice President	Associate Vice President	Management	NA		\$131,840	2.0%		\$134,477	c
Carlson II, George Clinton	Assoc Academic Prog Director	Dir Finance for CU Related Org	Management	NA		\$125,000	2.0%		\$127,500	c
Nebesky, Michael J	Director	Director	Management	08		\$100,736	12.2%		\$113,026	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Simmons, Michael J	Senior Extension Agent	Administrative Officer	Business and Financial Operations Staff	NA		\$104,518	2.0%		\$106,607	c

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e Market adjustment

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## Fall 2014 Salaries \$50,000 and Over

### Chief Financial Officer

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					9 Month	12 Month		9 Month	12 Month	
Knox,Lisa Hancock	Director of Project Management	Director of Project Management	Business and Financial Operations Staff	09		\$63,666	60.2%		\$102,000	bc
Promotion: Promoted to Director of Project Management for the Vice-president of Finance and Operations.										
Mueller,John H	Program Manager II	Dir of Customer Service	Management	08		\$99,318	2.0%		\$101,304	c
Kerr,James A.	Human Resources Dir II	Director of HR Partners	Management	08		\$95,000*	2.0%		\$96,900	*c
Cole,Lynn H	Audits Manager II	Assistant Director	Business and Financial Operations Staff	08		\$94,377	2.0%		\$96,265	c
Riley,Kathy Ann	Program Manager II	Information Tech Audit Mgr	Business and Financial Operations Staff	08		\$94,351	2.0%		\$96,238	c
Hood,Amelia Catherine	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Management	08		\$85,294	12.2%		\$95,699	bc
Promotion: Promoted to Accounting/Fiscal Manager II.										
Rice,J Logan	Program Manager II	HR Project Manager	Computer, Engineering, and Science Staff	08		\$92,563	2.0%		\$94,414	c
Brown,Joshua H	Research Associate	Lead Recruiter	Management	NA		\$84,048	12.2%		\$94,302	bc
Additional Duties: Assumed additional duties such as management of the recruiting team.										
Davis,John M	Research Associate	Assoc Dir/Facfts Plannig & Mgt	Business and Financial Operations Staff	NA		\$91,885	2.0%		\$93,723	c
Chambers,Matthew G	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$92,820*	0.0%		\$92,820	*
Regel,Kathryn M	Research Associate	Research Associate	Management	NA		\$90,000*	2.0%		\$91,800	*c
Robbins,Karen F	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Management	08		\$85,145	2.0%		\$86,848	c

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### Chief Financial Officer

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					9 Month	12 Month		9 Month	12 Month	
Rowland, Sherri Patterson	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$75,000	12.2%		\$84,150	bc
Additional Duties: Assumed additional duties for taking on the role of Department Head for Accounting Services such as supervision of an increased number of employees.										
Earl, Erin Darcy	Human Resources Dir II	Human Resources Dir II	Management	08		\$70,185	12.2%		\$78,747	bc
Promotion: Promoted to Human Resources Director II.										
Morris, Vivian L	Senior Consultant	Director of Onboarding	Management	07		\$76,748	2.0%		\$78,283	c
Carlton, Gregory M	Information Tech Mgr II	Director of HR Systems	Computer, Engineering, and Science Staff	08		\$76,122	2.0%		\$77,644	c
Hooker, Jason T	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$65,557	17.3%		\$76,898	bc
Promotion: Promoted Information Technology Manager II.										
Kay, Katherine S	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$75,000	2.0%		\$76,500	c
Pigeon, John Scott	Procurement Mgr II	Procurement Mgr II	Business and Financial Operations Staff	07		\$73,955	2.0%		\$75,434	c
Long, Cynthia C	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$73,873	2.0%		\$75,350	c
Alexander, Shirley A	Procurement Mgr II	Procurement Mgr II	Business and Financial Operations Staff	07		\$73,000	2.0%		\$74,460	c
Goodin, Amy Evans	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$72,491	2.0%		\$73,941	c
Czarnecki, Ian K	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$61,236	19.2%		\$73,000	bc
Promotion: Promoted to Senior Applications Analyst.										
Dunne, Phyllis Rose	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Management	07		\$71,483	2.0%		\$72,913	c

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					9 Month	12 Month		9 Month	12 Month	
Leonard, Arthur James	Audits Manager I	Audits Manager I	Business and Financial Operations Staff	07		\$62,000	17.3%		\$72,726	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Kaylor, Kristina F	Human Resource Dir I	Benefits Director	Management	07		\$71,153	1.8%		\$72,465	c
Howard, Mack L	Program Manager I	Dr of International Employment	Management	07		\$69,862	2.0%		\$71,259	c
Rosenberger, Jeffrey David	Auditor IV	Auditor IV	Business and Financial Operations Staff	06		\$68,520	2.0%		\$69,890	c
Dively, Katherine E	Senior Consultant	Senior Consultant	Business and Financial Operations Staff	07		\$60,000	15.6%		\$69,360	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Henderson, Linda H	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$67,620	2.0%		\$68,972	c
Chambers, Christi H	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$67,099	2.0%		\$68,441	c
Leeper, Beverly K	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$66,850	2.0%		\$68,187	c
Byrne III, Joseph J	Human Resources Mgr II	Sr. Manager of HR Partners	Management	06		\$44,200	50.0%		\$66,300	bc
Promotion: Promoted to Human Resources Manager II (Senior Manager of HR Partners).										
Promotion: Promoted to Senior Manager of Human Resource Partners.										
Burgess, Jody R	Procurement Mgr I	Procurement Mgr I	Business and Financial Operations Staff	06		\$64,890	2.0%		\$66,188	c
Goss, Debra S	Human Resources Mgr II	Human Resources Mgr II-CAFLS	Business and Financial Operations Staff	06		\$64,480	2.0%		\$65,770	c

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					9 Month	12 Month		9 Month	12 Month	
Holland,Shanika Shantelle	Auditor IV	Auditor IV	Business and Financial Operations Staff	06		\$50,151	29.6%		\$65,000	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Shira,Betsey R	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$60,699	2.0%		\$61,913	c
Patton,Joy Johnson	Human Resources Mgr II	Employee Relations Manager	Business and Financial Operations Staff	06		\$53,560	15.3%		\$61,733	bc
Additional Duties: Assumed additional duties such as managing the employee disciplinary action process.										
Jones,Samantha Taylor	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$60,208	2.0%		\$61,412	c
Kransteuber,Jake	Research & Planning Admn	Research & Planning Admn	Business and Financial Operations Staff	06		\$60,000*	2.0%		\$61,200	*c
Ritter,LaToya R	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$59,500	2.9%		\$61,200	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Thomas,Erin Michael	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$57,737	6.0%		\$61,200	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Watson,David J	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$55,000	11.3%		\$61,200	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Stewart,Marsha Ann	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$54,466	12.2%		\$61,111	bc
Additional Duties: Assumed additional duties such as direct preparation, or coordination of the preparation of many university-level external reports and survey responses, as well as reports to the Clemson University Board of Trustees.										

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### Chief Financial Officer

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					9 Month	12 Month		9 Month	12 Month	
Hapeshis, Wendy S	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$54,072	12.2%		\$60,668	bc
Additional Duties: Assumed additional duties such as creating, maintaining and monitoring university-level reports; total responsibility for month-end close; and conducting the CUBS Financials Annual Security Review.										
Hadlock, Cynthia D	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$58,248	2.0%		\$59,413	c
Robinson Jr, William Fred	Human Resources Mgr II	Recruiter	Business and Financial Operations Staff	06		\$53,001	12.0%		\$59,361	bc
Administrative/Temporary Salary Adjustment: Assisting with HR Special projects: LEAN projects.										
Allison, Berinthia Coggins	Human Resources Mgr II	Human Resourc Mgr II-Acad Aff	Business and Financial Operations Staff	06		\$57,361	2.0%		\$58,508	c
Wiggins, Angela S	Info Resource Consult II	Disbursements Manager	Computer, Engineering, and Science Staff	06		\$57,321	2.0%		\$58,467	c
Miller, Aubrey Kathleen	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$57,200	2.0%		\$58,344	c
Cobb, Matthew Roland	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$58,140*	0.0%		\$58,140	*
Ray, Jennifer Sarratt	Human Resources Mgr II	Human Resources Mgr II-CBBS	Business and Financial Operations Staff	06		\$56,692	2.0%		\$57,826	c
Rotondi, Tonya Alice	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$56,650	2.0%		\$57,783	c
Rabon, Ruth Meshelle	Human Resources Mgr II	Human Res Mgr II-PSA & Econ Dev	Business and Financial Operations Staff	06		\$56,526	2.0%		\$57,657	c
Marcus, Lisa Pruitt	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$48,694	17.3%		\$57,118	bc
Promotion: Promoted to Accountant/Fiscal Analyst III.										

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Litzenberger, Anna McClure	Project Coordinator	Project Coordinator	Business and Financial Operations Staff	06		\$55,696	2.0%		\$56,810	c
Shivar, Mary Kathryn	Project Coordinator	Project Coordinator	Business and Financial Operations Staff	06		\$55,692	2.0%		\$56,806	c
Benson, Ida S	Human Resources Mgr II	Human Resource Manager	Business and Financial Operations Staff	06		\$55,283	2.0%		\$56,389	c
Burton, Pamela J	Human Resources Mgr II	Human Resources Mgr II-AAH	Business and Financial Operations Staff	06		\$54,446	2.0%		\$55,535	c
Nieves, Kristie Michelle	Human Resources Mgr II	Human Resources Mgr II-HEHD	Business and Financial Operations Staff	06		\$54,242	2.0%		\$55,327	c
Daniels, Latoya Stevenson	Human Resources Mgr II	Sr. Class & Comp Analyst	Business and Financial Operations Staff	06		\$55,000*	0.0%		\$55,000	*
Bright, Michelle Turner	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$53,090	2.0%		\$54,152	c
Crooks, Tammy D	Procurement Mgr I	IT Procurement Manager	Business and Financial Operations Staff	06		\$53,023	2.0%		\$54,083	c
Baughey, Tracie Redman	Human Resources Mgr II	Human Res Mgr II-Student Aff	Business and Financial Operations Staff	06		\$53,000*	2.0%		\$54,060	*c
Cooley, Desiree	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$52,000	2.0%		\$53,040	c
Pruitt, Rebecca Smith	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$51,372	2.0%		\$52,399	c
Bass, Samantha A.	Human Resources Mgr II	Leave Administrator	Business and Financial Operations Staff	06		\$50,989	2.0%		\$52,009	c
Burgess, Kelly C	Human Resources Mgr II	Human Resources Mgr II-Eng&Sci	Business and Financial Operations Staff	06		\$50,318	2.0%		\$51,324	c

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## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Harmon, Jordan W	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$50,132	2.0%		\$51,135	c
Evans, Troy Kayne	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$50,000	2.0%		\$51,000	c
Wald, Stephanie A	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$45,890	11.1%		\$51,000	bc
<p>Additional Duties: Additional duties such as assisting with the operational, accounting and compliance activities of the Cash Management System, overseeing the system's maintenance and administrative updates, and creating and maintaining marketplace sites across the University.</p>										
Fanfone, Elizabeth Anne	Program Coordinator I	Program Coordinator I	Business and Financial Operations Staff	05		\$49,934	2.0%		\$50,933	c
Tonkin, Jennifer Daneille	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$50,932*	0.0%		\$50,932	*

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## Fall 2014 Salaries \$50,000 and Over

### Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Bottum, James R	Vice Provost	Vice Provost	Management	NA		\$373,035	1.9%		\$380,096	c
Pepin, James Michael	Research Associate	Research Associate	Management	NA		\$240,454	2.0%		\$245,263	c
Thornton, Dallas Deverieux	Research Associate	Deputy CIO	Management	NA		\$200,000*	2.0%		\$204,000	*c
Rathbone, Carla R	Academic Program Director	Deputy CIO	Management	NA		\$180,566	2.0%		\$184,177	c
Taylor, Thomas Edward	Research Associate	Research Associate	Management	NA		\$156,408	2.0%		\$159,536	c
Gemmill, Jill B	Research Associate	Executive Director	Management	NA		\$149,269	2.0%		\$152,254	c
Wilson, Kenneth Boyd	Research Associate	Executive Director, CSO	Management	NA		\$140,715	2.0%		\$143,529	c
Cannon, Michael R	Research Associate	Storage Systems Arch & Mgr	Management	NA		\$128,128	2.0%		\$130,691	c
McKenzie, Kevin M	Research Associate	Chief Info & Security Officer	Management	NA		\$105,018	22.4%		\$128,541	bc
Additional Duties: Assumed additional duties such as serving as the lead of the Office of Information Security and Privacy, as well as representing the university locally, in-state and nationally as the subject matter expert in information technology.										
Von Oehsen, James B	Research Assistant Professor	Research Asst Professor	Research Faculty	NA		\$109,273	12.2%		\$122,604	bc
Additional Duties: Assumed additional duties such as leadership responsibilities for CCIT and actively pursuing Cyberinfrastructure related funding opportunities and partnerships.										
White, David Lawrence	Research Assistant Professor	Research Asst Professor	Research Faculty	NA		\$120,000	2.0%		\$122,400	c
Schmiedt, Daniel M	Research Associate	Research Associate	Management	NA		\$108,130	2.0%		\$110,293	c
Fraser Jr, Donald H	Research Associate	Director of Computing Systems	Management	NA		\$106,799	2.0%		\$108,935	c
Martin, Randall E	Research Associate	Ex Dir of Adv Com Infra	Management	NA		\$105,799	2.0%		\$107,915	c
Motes, Ricky G	Sr. Database Administrator	Sr. Database Administrative	Computer, Engineering, and Science Staff	08		\$102,679	2.0%		\$104,732	c

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## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Harris,Jay E	Information Tech Mgr II	Information Tech Mgr II	Management	08		\$101,981	2.0%		\$104,021	c
Charles,Debra Mitchell	Assoc Academic Prog Director	Assoc Academic Program Dir	Management	NA		\$100,405	2.0%		\$102,413	c
Cook III,William R	Information Tech Mgr II	Information Tech Mgr II	Management	08		\$99,650	2.0%		\$101,643	c
Johnson,Hugh B	Research Associate	Research Associate	Management	NA		\$99,315	2.0%		\$101,301	bc
Administrative/Temporary Salary Adjustment: Serving as Interim Executive Director for Enterprise Systems and Applications.										
Gossett,Michael G	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$99,026	2.0%		\$101,007	c
Bradshaw,James F	Sr. Database Administrator	Sr. Database Administrative	Computer, Engineering, and Science Staff	08		\$98,229	2.0%		\$100,194	c
Powell,Janice M	Project Manager II	Project Manager II	Computer, Engineering, and Science Staff	08		\$95,024	2.0%		\$96,924	c
Becknell,Brian K	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$94,920	2.0%		\$96,818	c
Dobrenen,Katherine A	Information Tech Mgr II	Information Tech Mgr II	Management	08		\$94,523	2.0%		\$96,413	c
Griffis,Nancy H	Information Tech Mgr II	Information Tech Mgr II	Management	08		\$94,153	2.0%		\$96,036	c
Howard,Timothy Rowland	Project Manager I	Project Manager I	Computer, Engineering, and Science Staff	07		\$91,546	2.0%		\$93,376	c
Stone,Kevin P	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$91,078	2.0%		\$92,900	c
Hammel,Scott C	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$90,953	2.0%		\$92,772	c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Clemson Computing & Information Technology

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					9 Month	12 Month		9 Month	12 Month	
Brown, Jamie L	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$80,254	14.6%		\$92,009	bc
Additional Duties: Assumed additional duties such as increased responsibility of several Mission Critical systems and increased administrative duties.										
Duffy III, Edward B	Research Associate	Computational Scientist	Computer, Engineering, and Science Staff	NA		\$89,756	2.0%		\$91,551	c
Pruitt, Richard L	Information Tech Mgr II	Information Tech Mgr II	Management	08		\$89,124	2.0%		\$90,906	c
Wright, Kathy E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$88,608	2.0%		\$90,380	c
James, Clifton B	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$88,217	2.0%		\$89,981	c
Blalock Jr, James C	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$87,429	2.0%		\$89,178	c
Thrower, Kimberly Jane	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$86,520	2.0%		\$88,250	c
Bate, Jeffrey M	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$86,511	2.0%		\$88,241	c
Buckley, David J	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$86,100	2.0%		\$87,822	c
Ferrier, Corey Lee	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$86,011	2.0%		\$87,731	c
Poole, Mark A	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$85,417	2.0%		\$87,125	c
James, Brenda F	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$85,291	2.0%		\$86,997	c
Holcombe, Paula F	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$83,553	2.0%		\$85,224	c

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Clark, Carl R	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$82,772	2.0%		\$84,427	c
Stone, Henry W	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$82,554	2.0%		\$84,205	c
Kendjoria, Barrett L	Information Tech Mgr II	Information Tech Mgr II	Management	08		\$82,456	2.0%		\$84,105	c
Heck, Charles C	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$82,000	2.0%		\$83,640	c
Quarles, Elaine C	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$81,948	2.0%		\$83,587	c
Nessler, Daphne B	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$81,257	2.0%		\$82,882	c
Grieshop, Jeremy Keith	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$80,644	2.0%		\$82,257	c
Hannah, Thomas B	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$80,407	2.0%		\$82,015	c
McCaskill, Cecilia H	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$80,332	2.0%		\$81,939	c
Williams, Matthew	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$80,054	2.0%		\$81,655	c
Hoyt, Johnathan H	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$80,000	2.0%		\$81,600	c
Odom, Dierdre G	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$79,834	2.0%		\$81,431	c
Campbell, Marjorie S	Project Manager II	Project Manager II	Computer, Engineering, and Science Staff	08		\$79,678	2.0%		\$81,272	c

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f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hoover,Samuel T	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$79,192	2.0%		\$80,776	c
Patton,Chad W	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$79,038	2.0%		\$80,619	c
Garrett,Matthew D.	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$78,844	2.0%		\$80,421	c
Hodge,Blane D	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$78,715	2.0%		\$80,289	c
Nelms,Linda Briden	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$78,715	2.0%		\$80,289	c
Ansley,Jacquelyn J	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$78,681	2.0%		\$80,255	c
Johnson,William B	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$78,022	2.0%		\$79,582	c
Robinson,William E	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$77,983	2.0%		\$79,543	c
Walukewicz,Paul D	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$77,615	2.0%		\$79,167	c
Zhou,Yi	Data Base Admin II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$77,615	2.0%		\$79,167	c
Blackburn,Steven C	Data Base Admin II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$77,529	2.0%		\$79,079	c
Montgomery,Linda S	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$77,257	2.0%		\$78,802	c
Rader,John Minnis	Data Base Admin II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$77,250	2.0%		\$78,795	c

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Billado,Larry Lee	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$77,190	2.0%		\$78,734	c
Jones,Christopher W	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$77,126	2.0%		\$78,669	c
Parker,Brian K.	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$76,787	2.0%		\$78,323	c
Lilli,Matthew J	Information Tech Mgr II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$76,384	2.0%		\$77,912	c
Long,Nathan Christopher	Information Tech Mgr I	Information Tech Mgr I	Management	07		\$76,300	2.0%		\$77,826	c
Li,Yang	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$76,274	2.0%		\$77,799	c
Marshall,Mike S	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$75,932	2.0%		\$77,451	c
Fennell,Carroll D	Information Tech Mgr I	Information Tech Mgr I	Management	07		\$75,705	2.0%		\$77,219	c
Henson,James C	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$75,689	2.0%		\$77,203	c
Davis,Daniel J	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$75,610	2.0%		\$77,122	c
Barnes,Hollis S	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$75,118	2.0%		\$76,620	c
Mace,Kathryn Petersen	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$67,910	12.2%		\$76,195	bc
<i>Additional Duties: Assumed additional duties such as communication and relationship management with vendors, as well as resource management for the program.</i>										
Brock,Barry P	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$74,301	2.0%		\$75,787	c

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					9 Month	12 Month		9 Month	12 Month	
Behrens, Christopher J	Data Base Admin II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$74,160	2.0%		\$75,643	c
Elrod, Jeffrey F	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$74,041	2.0%		\$75,522	c
Slagh, Carole Ann	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$73,860	2.0%		\$75,337	c
Brown, Sandra	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$73,856	2.0%		\$75,333	c
Guido, Saverio J	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$72,304	2.0%		\$73,750	c
Asbill, Sarah Lynn H	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$72,141	2.0%		\$73,584	c
Breece, Charles R	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$72,100	2.0%		\$73,542	c
Black, Thomas Eugene	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$66,630	10.2%		\$73,440	bc
<i>Administrative/Temporary Salary Adjustment: Serving as Interim Leader over the Strategic Development Team.</i>										
Konger, Christopher A	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$72,000*	2.0%		\$73,440	*c
Elliott, James R	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$71,660	2.0%		\$73,093	c
Stowers, Dexter Fitzgerald	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$61,594	18.3%		\$72,878	bc
<i>Promotion: Promoted to Information Technology Systems Architect.</i>										
Melton, Holly Faust	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$71,028	2.0%		\$72,449	c

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Piazza,Sandra J	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$70,991	2.0%		\$72,411	c
Hudgens,Bruce F	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$70,940	2.0%		\$72,359	c
Weaver,Barbara E	Program Manager I	Program Manager I	Computer, Engineering, and Science Staff	07		\$64,428	12.2%		\$72,287	bc
<i>Additional Duties: Assumed additional duties such as developing programs, projects, budgets, and resolving complaints.</i>										
Watson,Emily F	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$72,135	0.0%		\$72,135	
Ludlow,Denise Anne	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$70,611	2.0%		\$72,023	c
Tucker III,Ansel O.	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$70,504	2.0%		\$71,914	c
Gravelly,Debra L	Human Resources Mgr II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$70,154	2.0%		\$71,557	c
Johnson,Teresa L	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	06		\$70,154	2.0%		\$71,557	c
Bish,Danny Ray	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$70,000	2.0%		\$71,400	c
Kudra,Sallie J	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$69,256	2.0%		\$70,641	c
Atkins,Dustin Cruz	Senior Consultant	Senior Consultant	Computer, Engineering, and Science Staff	07		\$70,473*	0.0%		\$70,473	*
Childs,Melissa McCollum	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$68,933	2.0%		\$70,312	c

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Capell,Cynthia P	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$68,816	2.0%		\$70,192	c
Bergman,Barbara A	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$68,770	2.0%		\$70,145	c
Moore,Gregory T	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$68,726	2.0%		\$70,101	c
Tak,Irfan	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$68,590	2.0%		\$69,962	c
McGee,Patrick H	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$67,975	2.0%		\$69,335	c
Sherrod,Laurie H.	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$67,965	2.0%		\$69,324	c
Reeves,Susan McKenzie	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$67,820	2.0%		\$69,176	c
Haynes,Joanne J.	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$67,368	2.0%		\$68,715	c
Hall,Janet M	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$66,725	2.0%		\$68,060	c
Broyles,David H	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$66,004	2.0%		\$67,324	c
Crawford,Leslie P	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$65,948	2.0%		\$67,267	c
Cunningham,Nestor Sheldon	Data Base Admin II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$65,793	2.0%		\$67,109	c
James,Clayton E	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$65,793	2.0%		\$67,109	c

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Liu, Yi	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$65,793	2.0%		\$67,109	c
Price, Laura A	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$65,793	2.0%		\$67,109	c
Fowler, Patrick Wayne	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$65,789	2.0%		\$67,105	c
Evatt, Pamela L	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$65,386	2.0%		\$66,694	c
Duncan, Ernest Geric	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$65,349	2.0%		\$66,656	c
Webb, Steven E	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$65,332	2.0%		\$66,639	c
Brownlee, Leslie H.	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$65,251	2.0%		\$66,556	c
Boyer, Mary Denise	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$65,171	2.0%		\$66,474	c
Benson, Kimberly A	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$64,292	2.0%		\$65,578	c
House, Jan M	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$63,822	2.0%		\$65,098	c
Felder III, James C	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$63,735	2.0%		\$65,010	c
Johnson, Sudie O'Nethea	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$63,371	2.0%		\$64,638	c
Smith, Karen Lindsey	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$63,110	2.0%		\$64,372	c

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## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Gainey,Gloria M	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$63,099	2.0%		\$64,361	c
Barnes,Alexandra B	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$62,945	2.0%		\$64,204	c
Kasprick,Marlys M	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$62,571	2.0%		\$63,822	c
Wood,Michelle L.	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$62,392	2.0%		\$63,640	c
Powell,Amanda L	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$62,210	2.0%		\$63,454	c
Sullivan,Martin W	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$62,128	2.0%		\$63,371	c
Powell,Matthew T	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$62,057	2.0%		\$63,298	c
Henderson,Sara E	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$61,979	2.0%		\$63,219	c
Burrell,Deborah K	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$61,938	2.0%		\$63,177	c
Leaders,Donald L	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$61,148	2.0%		\$62,371	c
Hill,Carlos A	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$60,832	2.0%		\$62,049	c
Harouff,Mark A	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$60,686	2.0%		\$61,900	c
Swift Jr,Joseph C	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$60,609	2.0%		\$61,821	c

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Lee,David C	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$60,545	2.0%		\$61,756	c
Fullerton,Steven Mitchell	Sr Information Res Consultant	Sr Information Res Consultant	Management	07		\$60,000	2.0%		\$61,200	c
Ficklin II,Barry W	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$59,756	2.0%		\$60,951	c
Styles,Jonathan W	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$58,142	2.0%		\$59,305	c
Dickson,Timothy E	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$58,000	2.0%		\$59,160	c
Parker,Karen Marie	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$57,879	2.0%		\$59,037	c
Snizaski,Kathy Halstead	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$57,860	2.0%		\$59,017	c
Smith,Mylene E	Info Resource Consult I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$57,189	2.0%		\$58,333	c
Davidson,Susan J	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$56,961	2.0%		\$58,100	c
Baxter,James R	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$56,940	2.0%		\$58,079	c
Gray III,Herbert	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$56,650	2.0%		\$57,783	c
Calhoun,Gloria J	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$56,313	2.0%		\$57,439	c
Claffin,Patrick J	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$56,261	2.0%		\$57,386	c

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

e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
DiAntonio, Thomas R	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$56,238	2.0%		\$57,363	c
Lusk, Patti M	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$55,507	2.0%		\$56,617	c
Upp, James Virgil	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$55,247	2.0%		\$56,352	c
Purdessy, Reba R	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$55,000	2.0%		\$56,100	c
Cole, Scot F	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$54,751	2.0%		\$55,846	c
Masters, Benjamin Jeremy	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$54,590	2.0%		\$55,682	c
Beckler, Joshua Samuel	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$54,378	2.0%		\$55,466	c
Craig, Gretchen Wyatt	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$54,075	2.0%		\$55,157	c
Tegen, Matthew C	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$54,075	2.0%		\$55,157	c
Watson, Leighann B	Operations Mgr I	Operations Mgr I	Computer, Engineering, and Science Staff	05		\$54,000	2.0%		\$55,080	c
Breazeale, Julie S	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$53,639	2.0%		\$54,712	c
Standridge, Thomas A	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$53,621	2.0%		\$54,693	c
Newell, Judith S	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$54,282*	0.0%		\$54,282	*

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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 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hoskin,Jonathan C	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$52,736	2.0%		\$53,791	c
Shehu,Meleqkasim	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$40,221	33.3%		\$53,630	abc
<p>Additional Duties: Assumed additional duties related to an increase in level from Tier I to Tier II as defined within the department.</p> <p>Staff Development Program: Standard increase associated with the staff development program.</p>										
Kelley Jr,Otto Olridge	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$52,511	2.0%		\$53,561	c
Stokes,Tanner W	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$52,500	2.0%		\$53,550	c
Russell,Curtis J	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$52,015	2.0%		\$53,055	c
Trudel,Grant P	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$52,000*	2.0%		\$53,040	*c
Smith,Karen O	Info Resource Consult I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$51,504	2.0%		\$52,534	c
Lee,Bryan Scott	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$51,269	2.0%		\$52,294	c
Williams,Bradley Tarif	Info Resource Consult I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$50,455	2.0%		\$51,464	c
Lay,Janice Ann	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$50,442	2.0%		\$51,451	c
Spangenberg,James Thomas	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$50,000	2.0%		\$51,000	c
Rector,Fredrick Matthew	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$49,892	2.0%		\$50,890	c

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## *Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Houston,Trudy Y	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$49,630	2.0%		\$50,623	c
Buckley,Faye R	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$45,611	10.8%		\$50,523	ac
Staff Development Program: Standard increase associated with the staff development program.										
Clayton,Jonathan L	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$49,440	2.0%		\$50,429	c

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## *Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</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	2.0%		\$178,550	c
Albritton,Vincie C.	Research Associate	Research Associate	Management	NA		\$128,484	2.0%		\$131,054	c
Gesswein,August C	Research Associate	Dir Lic Technology Transfer	Business and Financial Operations Staff	NA		\$127,500*	0.0%		\$127,500	*

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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 2014 Salaries \$50,000 and Over

### Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Callahan,Brian J	Extension Director-Assistant	Extension Director - Assistant	Management	NA		\$120,000	2.0%		\$122,400	c
Smith,John P	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$106,241	2.0%		\$108,366	c
Blake,James H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$90,316	7.1%		\$96,729	bc
Additional Duties: Assumed additional duties as Master Naturalist State Coordinator such as coordinating overall statewide Master Naturalist program, managing volunteers, and growing and expanding the program.										
Burns,Matthew G	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$81,729	12.2%		\$91,700	bc
Administrative/Temporary Salary Adjustment: Serving as Extension Livestock & Forages Program Leader and as Program Supervisor for all Livestock & Forage Extension Agents.										
Arena,Mark J	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$88,732	2.4%		\$90,901	bc
Additional Duties: Assumed additional duties such as State Pecan Specialist, liaison to State Christmas Tree Growers Association, and providing arboricultural expertise in SC Botanical Garden.										
Administrative/Temporary Salary Adjustment: Serving as County Coordinator in Anderson County.										
Warner,Morris B	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$86,364	2.0%		\$88,090	c
Howard,Daniel M	Extension Director-Assistant	Extension Director - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$84,723	2.0%		\$86,417	c
Lanford,Blake Madison	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$74,617	12.2%		\$83,721	bc
Additional Duties: Assumed additional duties such as liaison for Clemson Extension Services and additional administrative duties for Extension Field Operations.										

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Legette, Deon S	Extension Director-Assistant	Distinguished County Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$75,936	7.1%		\$81,329	bc
Additional Duties: Assumed additional duties for taking on the role of Public Service & Agriculture advocate in the Midlands Region of SC such as interacting with and seeking support of key stakeholders, legislators and producers.										
Brant, James T	Extension Agent-Assistant	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$74,442	6.3%		\$79,097	bc
Administrative/Temporary Salary Adjustment: Serving as Extension Forestry & Natural Resources Program Team Leader, including programmatic supervision for all Forestry & Natural Resources extension agents.										
McManus, Michael S	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$73,702	5.5%		\$77,726	bc
Administrative/Temporary Salary Adjustment: Serving as Assistant Program Team Leader for 4-H Youth Development and as Regional Lead Agent.										
McNulty, Amanda C	Extension Agent	Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$73,911	2.0%		\$75,388	c
Barnes, John M	Extension Director-Assistant	Distinguished County Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$72,245	2.0%		\$73,690	c
Rollins, Philip A	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$72,015	2.0%		\$73,455	c
Bortz, Walter M	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$70,204	2.0%		\$71,608	c
Jarman Jr, Charles C	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$70,000*	2.0%		\$71,400	*c
Tsuruda, Jennifer Mariko	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$70,000*	2.0%		\$71,400	*c

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## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Sampson,Grady L.	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$68,460	2.0%		\$69,829	c
Khan,Tarana	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$67,855	2.0%		\$69,212	c
Beer,Brian L	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$65,260	5.8%		\$69,065	bc
<i>Administrative/Temporary Salary Adjustment: Serving as Assistant Program Team Leader for the Extension Livestock team.</i>										
Davis,Timothy S	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$67,108	2.0%		\$68,450	c
Varn Jr,Joe E	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$66,963	2.0%		\$68,301	c
Thompson,Paul S	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$63,552	7.1%		\$68,064	bc
<i>Administrative/Temporary Salary Adjustment: Serving as County Coordinator for York County.</i>										
Smith,William B	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$66,165	2.0%		\$67,488	c
Richardson,Marian W	Extension Director-Assistant	Extension Director - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$66,121	2.0%		\$67,443	c
Crouch Jr,Alfred B	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$64,677	2.0%		\$65,970	c

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## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Walker, Leigh Ann	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$64,305	2.0%		\$65,591	c
Lake, Connie N	Extension Director- Assistant	Extension Director - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$63,447	2.0%		\$64,716	c
Hodges, James F.	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$63,311	2.0%		\$64,577	c
Welch, Kristen D	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$62,273	2.0%		\$63,518	c
Ulmer, Karissa R	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$61,733	2.0%		\$62,968	c
Brown, Barbara A	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$61,439	2.0%		\$62,668	c
Davis-Livingston, Sherry L	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$60,583	2.0%		\$61,794	c
Harris, Alma L	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$60,512	2.0%		\$61,721	c
Currence, Robin L	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$60,470	2.0%		\$61,679	c

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## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Williford, Gayle G	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$60,449	2.0%		\$61,658	c
Scaroni, Amy E	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$60,000*	2.0%		\$61,200	*c
Henderson, William G	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$59,366	2.0%		\$60,553	c
Davenport, Mildred Williams	Extension Agent	Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$57,298	5.6%		\$60,513	bc
<i>Promotion: Promoted to Extension Agent Senior Associate.</i>										
Bowen, Miriam Virginia	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$61,405	-2.9%		\$59,652	bc
Forrester, Gary R	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$58,005	2.0%		\$59,165	c
Horn, Tina Marie	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$56,844	2.0%		\$57,981	c
Tietjen, Lana J	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$56,374	2.0%		\$57,501	c
Matthews, Rhonda M	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$55,763	2.0%		\$56,878	c

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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 2014 Salaries \$50,000 and Over

### Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Tanner,Shann Cory	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$52,530	6.9%		\$56,131	bc
Administrative/Temporary Salary Adjustment: Serving as Assistant Program Team Leader for Horticulture.										
Boyles,Jennifer H	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$55,029	2.0%		\$56,130	c
Baker,Kimberly Anne	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$54,359	2.0%		\$55,446	c
Herndon,Shannon B	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$54,291	2.0%		\$55,377	c
DeWitt,David B	Extension Agent-Assistant	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$54,075	2.0%		\$55,156	c
Forbes,Angela P	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$53,606	2.0%		\$54,678	c
Croft,Jonathan Kenneth	Extension Agent-Assistant	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$50,878	7.0%		\$54,446	bc
Administrative/Temporary Salary Adjustment: Serving as Assistant Program Leader for Agronomy.										
Fellers,Jeffrey L	Extension Agent	Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$50,465	7.0%		\$53,973	bc
Administrative/Temporary Salary Adjustment: Serving as Assistant Program Team Leader for the Extension Forestry team.										

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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 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Phinney,Derrick M	Extension Agent-Assistant	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$52,500	2.0%	\$53,550		c
Dabbs,Amy Lee	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$52,482	2.0%	\$53,532		c
Van Vlakte II,Richard Lee	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$52,330	2.0%	\$53,377		c
Crissy,Harry Jacob	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$49,657	7.1%	\$53,200		bc
<i>Administrative/Temporary Salary Adjustment: Serving as Assistant Program Team Leader for Community Development.</i>										
Sutter,Janine H.	Extension Agent	Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$51,422	2.0%	\$52,450		c
Marvin,Alta Mae	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$51,378	2.0%	\$52,405		c
DeHond,Patricia E	Extension Agent-Associate	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$51,351	2.0%	\$52,378		c
Heaton,William C	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$44,540	17.3%	\$52,245		cf
<i>Retention: Increase in salary to retain employee after receiving an offer from another university.</i>										
Williamson,Joseph W.	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$50,990	2.0%	\$52,010		c

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

e Market adjustment

f Other adjustments

## *Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Sumpter, Terri B	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$50,395	2.0%		\$51,403	c
Sell, Graham Scott	Extension Agent-Assistant	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$50,000	2.0%		\$51,000	c
Truesdale, Faith Lawrimore	Extension Agent-Assistant	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$50,000*	2.0%		\$51,000	*c
Walker, Marlyne R	Extension Agent	Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$49,699	2.0%		\$50,693	c

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

e Market adjustment

f Other adjustments



## Fall 2014 Salaries \$50,000 and Over

### Economic Development

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Ballato, John M	Vice President	Vice President - Econ Dev	Management with Faculty Rank	NA	\$179,080		42.4%	\$255,000		bc
Promotion: Promoted to Vice President Economic Development.										
Cartwright, Frederick Merrill	Asst Academic Prog Director	Executive Director CUICAR	Management	NA		\$220,000	2.0%	\$224,400		c
Rigas, Nikolaos	Senior Scientist	Executive Director	Management	NA		\$172,214	22.4%	\$210,790		ce
Market Adjustment: Increase based on competitive market data.										
Taiber, Joachim	Research Professor	Research Professor	Research Faculty	NA		\$206,000	2.0%	\$210,120		c
Dickerson, Suzanne Maria	Assoc Academic Prog Director	Assoc Academic Program Dir	Management	NA		\$145,715	2.0%	\$148,629		c
Tuten III, James Maner	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$129,854*	2.0%	\$132,451		*c
Peters, Thomas T	Research Associate	Research Associate	Management	NA		\$120,000	2.0%	\$122,399		c
Fox, John C	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$110,000*	2.0%	\$112,200		*c
Allen, Jeffery S	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$106,222	2.0%	\$108,346		c
Roberts, Danny H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$99,824	2.0%	\$101,820		c
Crette, Stephanie Aline	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$86,696	2.0%	\$88,430		c
Woodard, Kathy L	Dir Of Planning & Research	Dir Of Planning & Research	Management	07		\$80,575	2.0%	\$82,187		c
Russ, Katherine Margaret	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$62,326	2.0%	\$63,573		c

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Gonzalez-Pereyra,Nestor Gabriel	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$60,708	2.0%		\$61,922	c
Saltzman,Ellen W	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$58,537	2.0%		\$59,708	c
Arena,EdiVania Feijo	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$56,643	2.0%		\$57,776	c
Bulger,Amy Elizabeth	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$48,300	17.3%		\$56,656	bc
Promotion: Promoted to Public Information Director II.										
Carey,Robert T	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$54,647	2.0%		\$55,740	c
Ellington,Talitha C	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$53,509	2.0%		\$54,579	c
Scafuri,Michael P	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$51,195	2.0%		\$52,219	c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Eugene T Moore School of Education

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Petersen,George James	Dean	Dean	Management with Faculty Rank	NA		\$225,000*	0.0%	\$225,000		*
Lindle,Jane C	Named Professor	Named Professor	Instructional Faculty	NA	\$138,698		2.0%	\$141,472		c
Reinking,David Paul	Named Professor	Named Professor	Instructional Faculty	NA	\$134,895		2.0%	\$137,593		c
Gambrell,Linda B	Professor	Professor	Instructional Faculty	NA	\$134,393		2.0%	\$137,081		c
Katsiyannis,Antonis	Alumni Professor	Alumni Distinguished Professor	Instructional Faculty	NA	\$130,484		1.9%	\$132,994		c
First,Patricia Flanagan	Named Professor	Named Professor	Instructional Faculty	NA	\$125,638		2.0%	\$128,151		c
Flowers,Lamont Akwetee	Academic Program Director	Academic Program Director	Research Faculty	NA	\$116,738		2.0%	\$119,073		c
Jones,Roy I	Associate Professor	Associate Professor	Research Faculty	NA		\$128,147	-7.3%		\$118,827	bc
Cawthon,Tony W	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$114,803		1.9%	\$116,999		c
Barrett,David E	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$114,798		1.9%	\$116,994		c
Reynolds,Elizabeth Parrott	Academic Program Director	NDPC Executive Director	Management	NA		\$111,650	2.0%		\$113,883	c
Knoeppel,Robert C	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$109,080		2.0%	\$111,261		c
Rosenblith,Suzanne N	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$108,964		2.0%	\$111,143		c
Green Jr,Robert P	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$107,478		1.9%	\$109,528		c
Switzer,Deborah M	Professor	Professor	Instructional Faculty	NA	\$104,570		2.0%	\$106,661		c
Stecker,Pamela M	Professor	Professor	Instructional Faculty	NA	\$102,478		2.0%	\$104,528		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Eugene T Moore School of Education

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Ryan, Joseph Benedict	Professor	Professor	Instructional Faculty	NA	\$88,876		13.3%	\$100,654		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Havice, Pamela A	Professor	Professor	Instructional Faculty	NA	\$97,854		2.0%	\$99,811		c
Fleming, David S	Associate Professor	Associate Professor	Management with Faculty Rank	NA		\$97,279	2.0%		\$99,225	c
Marion, Russell A	Professor	Professor	Instructional Faculty	NA	\$96,673		2.0%	\$98,606		c
Bailey, Beatrice Naff	Professor	Professor	Instructional Faculty	NA	\$96,204		2.0%	\$98,128		c
Milsom, Amy Sue	Professor	Professor	Instructional Faculty	NA	\$96,076		2.0%	\$97,998		c
Smith, Deborah A	Professor	Professor	Instructional Faculty	NA	\$94,113		2.0%	\$95,995		c
Stegelin, Dolores A	Professor	Professor	Instructional Faculty	NA	\$94,113		2.0%	\$95,995		c
Marshall, Jeff C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,277		2.0%	\$89,023		c
Addis II, Howard B	Assoc Academic Prog Director	Assoc Academic Program Dir	Computer, Engineering, and Science Staff	NA		\$85,000	2.0%		\$86,700	c
Cadorete, Deborah Jo	Lecturer	Lecturer	Instructional Faculty	NA		\$84,224	2.0%		\$85,908	c
Che, Stacy Megan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,170		2.0%	\$82,793		c
Cook, Michelle Patrick	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,170		2.0%	\$82,793		c
Spearman, Melinda J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,170		2.0%	\$82,793		c
Evatt, Michalann G	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$80,607	2.0%		\$82,219	c
Fullerton, Susan King	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,023		2.0%	\$78,563		c
Satterfield, James W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,250		2.0%	\$77,775		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Eugene T Moore School of Education

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Deaton,Cynthia Christine Minchew	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,594		12.2%	\$75,841		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Federico,Lienne C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,552		2.0%	\$75,023		c
Hodge,Martha J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,552		2.0%	\$75,023		c
McNair,Jonda Cecole	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,552		2.0%	\$75,023		c
Scott,David A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,073		2.0%	\$74,534		c
Craig,Starlett R	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$71,192	2.0%		\$72,616	c
Klar,Hans William	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,670		2.0%	\$71,063		c
Bates,Celeste Compton Bomely	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,108		2.0%	\$70,490		c
Quigley,Cassie Fay	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,108		2.0%	\$70,490		c
Dunston,Pamela J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$69,049		2.0%	\$70,430		c
Kaminski,Rebecca A	Lecturer	Lecturer	Instructional Faculty	NA		\$68,891	2.0%		\$70,268	c
Tyminski,Andrew Michael	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,622		12.2%	\$70,261		bc
Faculty Rank Promotion: Standard increase associated with faculty rank promotion.										
Gonzales,Leslie D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,640		2.0%	\$68,993		c
Linder,Sandra Mammano	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,528		2.0%	\$68,879		c
Qian,Meihua	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,500		10.2%	\$68,850		cf
Degree/Certificate/License: Increase based on attainment of PhD directly related to current duties.										

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Eugene T Moore School of Education

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 12, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Jamil,Faiza Marghoob	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,000		2.0%	\$68,340		c
Holton,Winston E	Program Manager I	Program Manager I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$72,927	-7.1%		\$67,744	bc
Sims,Cynthia M	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		2.0%	\$66,810		c
Herro,Danielle Christine	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,178		2.0%	\$66,482		c
Malloy,Jacquelynn A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		2.0%	\$66,300		c
Sackett,Corrine R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		2.0%	\$66,300		c
Wilder,Phillip Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		2.0%	\$66,300		c
Moran,Kristen Leigh Barner	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,029		2.0%	\$65,310		c
Boyer,David Matthew	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,900		2.0%	\$65,178		c
Cole,Mikel Walker	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,900		2.0%	\$65,178		c
Hall,Anna Henson	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,900		2.0%	\$65,178		c
King,LaGarrett J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,900		2.0%	\$65,178		c
Leonard,Alison Elizabeth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,900		2.0%	\$65,178		c
Sinwell,Nicole Alaine Bannister	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,900		2.0%	\$65,178		c
Vargas,Penelope Maria Day	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,900		2.0%	\$65,178		c

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f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Eugene T Moore School of Education

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Millar,Heber W	Academic Program Director	Academic Program Director	Student and Academic Affairs and Other Education Services Staff	NA		\$63,790	2.0%		\$65,066	c
Ennis,Robin Parks	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,500		2.0%	\$64,770		c
Boettcher,Michelle Lea	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,000*		0.0%	\$64,000		*
Farmer,Jennie Lynn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,622		2.0%	\$63,874		c
Mackiewicz,Sara Moore	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,622		2.0%	\$63,874		c
Wilson,Seal Nisbet	Lecturer	Lecturer	Instructional Faculty	NA	\$60,232		2.0%	\$61,436		c
Buskey,Frederick C	Lecturer	Lecturer	Instructional Faculty	NA	\$58,500		2.0%	\$59,670		c
McGee,Philip H	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,160		2.0%	\$58,303		c
Rogers,Angela Marie	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA	\$55,000		2.0%	\$56,100		c
Stutey,Diane Marie	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		12.2%	\$56,100		cf
Degree/Certificate/License: Increase based on attainment of PhD directly related to current duties.										
Visser,Ryan D	Lecturer	Lecturer	Instructional Faculty	NA	\$53,683		2.0%	\$54,757		c
Campbell,Carl Michael	Lecturer	Lecturer	Instructional Faculty	NA	\$53,420		2.0%	\$54,488		c
Neal,Jerome M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,854		2.0%	\$53,911		c
Hiott,Elaine H	Lecturer	Lecturer	Instructional Faculty	NA	\$52,619		2.0%	\$53,671		c
Roper,Cindy G	Research & Planning Admn	Research & Planning Admn	Computer, Engineering, and Science Staff	06		\$50,452	2.0%		\$51,461	c

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Facilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Wells Jr,Robert J.	Associate Vice President	Associate Vice President	Management	NA		\$160,264	2.0%		\$163,469	c
McEntire Jr,John T	Director of Project Management	Director of Project Management	Management	09		\$92,858	22.4%		\$113,659	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Newberry IV,William R	Director/Adjunct Faculty	Dir/Adjunct Faculty	Management with Faculty Rank	NA		\$107,171	2.0%		\$109,314	c
Jones,Tommi Jackson	Project Manager II	Lead Senior Project Manager	Natural Resources, Construction, and Maintenance Staff	08		\$74,373	34.6%		\$100,136	bce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Promotion: Promoted to Lead Senior Project Manager.										
Barnette,Todd E	Administrative Mgr II	Business Manager	Management	08		\$92,337	2.0%		\$94,184	c
Parker,Michael R	Project Manager II	Senior Project Manager	Natural Resources, Construction, and Maintenance Staff	08		\$73,006	28.5%		\$93,827	bce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Promotion: Promoted to Senior Project Manager.										
Vander Mey,Gerald A	Program Manager II	Director, Campus Planning	Management	08		\$91,455	2.0%		\$93,284	c
Muth,William Richards	Project Manager II	Senior Project Manager	Natural Resources, Construction, and Maintenance Staff	08		\$68,000	28.5%		\$87,394	bce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Promotion: Promoted to Senior Project Manager.										
Jones,Thomas W	Program Manager II	Director	Management	08		\$79,573	2.0%		\$81,164	c
Fallow,Thomas H	Program Manager II	Program Manager II	Management	08		\$80,000*	0.0%		\$80,000	*

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e Market adjustment

f Other adjustments



## Fall 2014 Salaries \$50,000 and Over

### Facilities

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					9 Month	12 Month		9 Month	12 Month	
Smith,Michael E	Eng/Assoc Eng III	Minor Projects Manager	Computer, Engineering, and Science Staff	07		\$75,439	2.0%		\$76,948	c
Zanca,Sam X	Eng/Assoc Eng III	Capital Project Manager	Computer, Engineering, and Science Staff	07		\$71,478	2.0%		\$72,908	c
Wardlaw,Daniel S	Information Tech Mgr I	Information Tech Manager	Computer, Engineering, and Science Staff	07		\$70,798	2.0%		\$72,214	c
Wiggins,Roger Alan	Eng/Assoc Eng III	Minor Projects Manager II	Computer, Engineering, and Science Staff	07		\$69,027	2.0%		\$70,408	c
McDonough,Kevin Michael	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$68,000*	2.0%		\$69,360	*c
Woolbright,Boyce Lanier	Eng/Assoc Eng III	Eng/Assoc Eng III	Management	07		\$66,000	3.5%		\$68,342	bc
Promotion: Promoted to Engineer/Associate Engineer III.										
Hurst,William Thomas	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$57,230	17.3%		\$67,109	bc
Promotion: Promoted to Engineer/Associate Engineer III.										
McCrary Jr,Robert Daniel	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	06		\$65,557	2.0%		\$66,868	c
Carson,S William	Building/Grounds Mgr	Horticulture Manager	Service Staff	06		\$65,217	2.0%		\$66,521	c
Byers Jr,Daniel Lee	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$65,000	2.0%		\$66,300	c
Minerva,Paul W	Trades Manager I	Arbor and Mechanic Shop Mgr	Natural Resources, Construction, and Maintenance Staff	06		\$62,397	2.0%		\$63,645	c
Anderson,Barret D	Eng/Assoc Eng III	Campus Landscape Architect	Computer, Engineering, and Science Staff	07		\$61,493	2.0%		\$62,723	c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Henderson, Thomas S	Eng/Assoc Eng III	Building Code Official	Computer, Engineering, and Science Staff	07		\$60,953	2.0%		\$62,172	c
Cope Jr, James Albert	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$58,932	2.0%		\$60,111	c
Cantrell, Tony B	Program Coordinator I	Customer Service Manager	Office and Administrative Support Staff	05		\$57,102	2.0%		\$58,244	c
Hallquist, Scott Paul	Trades Manager I	Interior Utilities Manager	Natural Resources, Construction, and Maintenance Staff	06		\$56,887	2.0%		\$58,025	c
Parham III, Herbert L	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$56,270	2.0%		\$57,395	c
Addington II, Phillip Thomas	Eng/Assoc Eng II	Civil Survey Project Supv	Computer, Engineering, and Science Staff	06		\$55,934	2.0%		\$57,053	c
McDonald Jr, Ralph D	Trades Manager I	Structural Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$55,167	2.0%		\$56,270	c
Martin, William K	Supply Mgr II	Materials Procurement Manager	Business and Financial Operations Staff	05		\$55,024	2.0%		\$56,125	c
Gibbs, Gregory	Eng/Assoc Eng II	Civil Survey Project Mgr	Computer, Engineering, and Science Staff	06		\$54,833	2.0%		\$55,930	c
Lecroy Jr, Gerald W	Trades Manager I	East Area Manager	Natural Resources, Construction, and Maintenance Staff	06		\$54,636	2.0%		\$55,729	c
Gambrell, John R	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$53,989	2.0%		\$55,069	c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Facilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Armstrong,Lara Lee	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$46,445	17.3%		\$54,480	bce
<p>Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.</p> <p>Promotion: Promoted to Environmental Health Manager III.</p>										
Whitmire,Mackenzie S	Trades Manager I	Central Area Manager	Natural Resources, Construction, and Maintenance Staff	06		\$47,455	13.9%		\$54,060	bce
<p>Market Adjustment: Increase to bring salary in line with market and peers with similar education/experience.</p> <p>Promotion: Promoted to Central Area Manager.</p>										
Boulanger,Joshua P	Building/Grounds Mgr	Turf and Irrigation Manager	Service Staff	06		\$51,830	2.0%		\$52,867	c
Lohmann,Allen C	Eng/Assoc Eng II	Minor Projects Manager II	Computer, Engineering, and Science Staff	06		\$51,394	2.0%		\$52,422	c
Brown,Everett C	Building/Ground Supv II	Custodial Manager	Service Staff	05		\$51,010	2.0%		\$52,030	c
Jackson,Cecelia	Administrative Coord II	Training Coordinator	Business and Financial Operations Staff	06		\$50,998	2.0%		\$52,018	c
Bodiford,Kimberly P	Accnt/Fiscal Analyst III	Accounts Payable Manager	Business and Financial Operations Staff	06		\$50,949	2.0%		\$51,968	c
Grant,Billy W	Building/Ground Supv II	Building/Ground Supv II	Service Staff	05		\$47,293	7.1%		\$50,650	bc
<p>Promotion: Promoted to Building/Ground Supervisor II.</p>										
Newton,Sherry R	Info Resource Consult I	Vault Manager II	Computer, Engineering, and Science Staff	05		\$49,644	2.0%		\$50,637	c
Nash,Dennis L	Building/Ground Supv II	Planner/Scheduler	Natural Resources, Construction, and Maintenance Staff	05		\$49,614	2.0%		\$50,606	c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Library

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Wall,Kay L	Dean	Dean	Management with Faculty Rank	NA		\$177,293	2.0%		\$180,839	c
Shoaf,Eric Christian	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$109,953	2.0%		\$112,152	c
Julian,Dinah Gail	Librarian I	Librarian I	Librarians	NA		\$79,367	2.0%		\$80,954	c
Tyler,Peggy J	Librarian I	Librarian I	Management with Faculty Rank	NA		\$78,476	2.4%		\$80,323	bce
Market Adjustment: Increase based on approved market data for the Librarian, User Experience/Assessment.										
Schilf,Suzanne Rook	Librarian I	Librarian I	Librarians	NA		\$78,023	2.0%		\$79,583	c
Vinson,Christopher Glen	Librarian I	Digital Projects Librarian	Librarians	NA		\$77,640	2.0%		\$79,193	c
Bodenheimer,Lisa	Librarian I	Librarian I	Librarians	NA		\$77,534	2.0%		\$79,085	c
Burk,Brenda L.	Librarian I	Librarian I	Librarians	NA		\$75,000*	2.0%		\$76,500	*c
Taylor,Dennis S	Librarian I	Librarian I	Librarians	NA		\$73,304	2.0%		\$74,770	c
Comfort,Janice G	Librarian I	Librarian	Librarians	NA		\$71,190	2.0%		\$72,614	c
Hollandsworth,Robert L	Librarian I	Librarian I	Librarians	NA		\$68,259	2.0%		\$69,624	c
Wesley,Kathryn M	Librarian I	Librarian I	Librarians	NA		\$67,643	2.0%		\$68,996	c
Ryan,Christine E	Librarian I	Librarian I	Librarians	NA		\$66,327	2.0%		\$67,654	c
Cooper,C. Camille	Librarian I	Associate Librarian	Librarians	NA		\$65,683	2.0%		\$66,997	c
Cross,James E	Librarian I	Librarian I	Librarians	NA		\$65,551	2.0%		\$66,862	c
Cochrane,Gordon M	Librarian I	Librarian I	Librarians	NA		\$64,239	2.0%		\$65,524	c
Wesolek,Andrew J	Librarian I	Librarian I	Librarians	NA		\$64,000	2.0%		\$65,280	c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Library

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 12, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Teague,Gypsey	Librarian I	Associate Librarian	Librarians	NA		\$63,615	2.0%	\$64,887		c
Futral,Meredith Sue	Librarian I	Business Reference Librarian	Librarians	NA		\$61,744	2.0%	\$62,979		c
Hendricks,Sean Q	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$60,000	2.0%	\$61,200		c
Dutkiewicz,Scott Mark	Librarian I	Associate Librarian	Librarians	NA		\$59,873	2.0%	\$61,070		c
Rock,Edward Joseph	Librarian I	Librarian I	Librarians	NA		\$58,626	2.0%	\$59,799		c
Wilmott,Robert D	Librarian I	Librarian I	Librarians	NA		\$58,626	2.0%	\$59,799		c
Colthorpe,Christopher Alan	Librarian I	Librarian I	Librarians	NA		\$58,002	2.0%	\$59,162		c
Sheffield,Kathryn Megan	Librarian I	Librarian I	Librarians	NA		\$58,000	2.0%	\$59,160		c
Burns,Alan C	Librarian I	Librarian I	Librarians	NA		\$57,379	2.0%	\$58,527		c
Edwards,Kathy S	Librarian I	Librarian I	Librarians	NA		\$56,844	2.0%	\$57,981		c
Grant,Anne McMahan	Librarian I	Librarian I	Librarians	NA		\$56,844	2.0%	\$57,981		c
Kyle,Richard W	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$56,587	2.0%	\$57,719		c
Alexander,Teresa L	Library Mgr II	Library Mgr II	Library Staff	06		\$55,243	2.0%	\$56,348		c
Crane,Tammy F	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$54,101	2.0%	\$55,183		c
Rainey,Beverly J	Library Manager I	Library Manager I	Library Staff	05		\$50,866	2.0%	\$51,883		c
Hiott,Susan G	Curator II	Curator II	Archivists, Curators, and Museum Technicians	05		\$49,080	2.0%	\$50,062		c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### President

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Clements, James P	President	President	Management with Faculty Rank	NA		\$286,200*	0.0%		\$286,200	*
Leidinger, Angela E	Lecturer: Non-teaching	Dir Gov Affairs/Sec to Board	Management with Faculty Rank	NA		\$200,176	20.0%		\$240,211	ce
Market Adjustment: Market adjustment based on dual role of Director of Government Affairs and Secretary to the Board.										
Hood Jr, William Charles	Lecturer: Non-teaching	General Counsel	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$213,272	2.0%		\$217,537	c
Wiles, Leon E	Lecturer: Non-teaching	Chief Diversity Officer	Management with Faculty Rank	NA		\$158,063	2.0%		\$161,224	c
Swann, Erin E	Attorney VI	Senior Assoc General Counsel	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	10		\$129,306	2.0%		\$131,892	c
Coleman, Katherine Y	Asst Academic Prog Director	Assc Dir of Governmtal Affairs	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$122,475	2.0%		\$124,925	c
Roux, Renee M.	Attorney V	Attorney V - Assoc GC	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	09		\$120,350	2.0%		\$122,757	c
Cothran, Mark S.	Asst Academic Prog Director	Assoc. Dir. of Gov Relations	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$115,000*	2.0%		\$117,300	*c
Knighton Jr, Lewis J	Academic Program Director	Director, Access & Equity	Management	NA		\$99,171	2.0%		\$101,154	c

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f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Bell,Elizabeth McInnis	Asst Academic Prog Director	Director of Advocacy	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$86,007	2.0%		\$87,727	c
Crocker,Anne E	Attorney IV	Attorney IV	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	08		\$85,000	2.0%		\$86,700	c
Harrison,Priscilla R	Senior Consultant	Senior Consultant	Business and Financial Operations Staff	07		\$70,000	2.0%		\$71,400	c
Hare,Tracey R	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$69,276	2.0%		\$70,662	c
Josey,Amy McKinney	Program Coordinator II	Paralegal	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$54,074	2.0%		\$55,155	c
Doss,Leslie Evans	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$51,975	2.0%		\$53,015	c
Griffin,Stephanie Lorraine	Administrative Coord II	Public Info Coordinator	Office and Administrative Support Staff	05		\$51,382	2.0%		\$52,410	c
Newton,Elizabeth Hall	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$49,287	2.0%		\$50,273	bc

Administrative/Temporary Salary Adjustment: Assumed the financial duties in the President's Office, President's Home, and Board of Visitors.

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f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Jones,Robert H	Senior Vice President	Exec VP Acad Affairs/Provost	Management with Faculty Rank	NA		\$315,000*	0.0%		\$315,000	*
Aziz,Nadim M	Associate Provost	Assoc Provost for Faculty Dev.	Management with Faculty Rank	NA		\$285,516	2.0%		\$291,226	c
Murdoch,Janice W	Dean	Dean	Management with Faculty Rank	NA		\$228,596	2.0%		\$233,168	c
Jackson,Debra B	Professor	Vice Provost/Asst to President	Management with Faculty Rank	NA		\$208,913	2.0%		\$213,091	c
Nagy,Sharon	Vice Provost	Vice Provost/Intern'l Affairs	Management with Faculty Rank	NA		\$194,400	2.0%		\$198,288	c
Halfacre,Robert G	Visiting Professor	Visiting Professor	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$160,109	2.0%		\$163,311	c
Kneple,Charles R	Academic Program Director	Academic Program Director	Management	NA		\$143,958	2.0%		\$146,837	c
Felder,Frankie O	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$130,349	12.2%		\$146,252	bc
Administrative/Temporary Salary Adjustment: Assisting the Associate Provost/Interim Dean of the Graduate School with administrative duties and managing the administrative team of the Graduate School.										
Barkley,Robert S	Academic Program Director	Director	Management	NA		\$130,331	2.0%		\$132,938	c
Nilson,Linda B	Lecturer: Non-teaching	Fnd Dir,Teaching Effectiveness	Management with Faculty Rank	NA		\$128,092	2.0%		\$130,654	c
Speziale,Barbara J	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$126,910	2.0%		\$129,448	c
Wueste,Daniel E	Professor	Professor	Management with Faculty Rank	NA		\$126,038	2.0%		\$128,558	c

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

e Market adjustment

f Other adjustments



## Fall 2014 Salaries \$50,000 and Over

### Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Appling, Jeffrey R	Professor	Professor	Management with Faculty Rank	NA		\$123,468	2.0%		\$125,937	c
Smathers, Diane G	Professor	Director, Emeritus College	Management with Faculty Rank	NA		\$119,760	2.0%		\$122,155	c
Burton III, O'Neil B	Lecturer	Exec Dir Coop Ed/Mich Career	Management with Faculty Rank	NA		\$100,157	17.3%		\$117,485	cf
Retention: Increase in salary to retain employee after receiving an offer from another University.										
Knox, David K	Lecturer	Lecturer	Management with Faculty Rank	NA		\$102,919	12.2%		\$115,475	bc
Administrative/Temporary Salary Adjustment: Serving as Director of the Clemson Thinks2 program (CT2).										
Lasser, William	Alumni Professor	Alumni Professor	Management with Faculty Rank	NA	\$112,702		2.0%	\$114,956		c
Sparacino, Debra C	Assoc Academic Prog Director	Assoc Academic Program Dir	Management	NA		\$92,253	12.2%		\$103,507	bc
Administrative/Temporary Salary Adjustment: Serving as Interim Registrar. (Data frozen Oct 1, 2014 before full promotion to Registrar.)										
Westcott III, S Wickes	Lecturer	Lecturer	Management with Faculty Rank	NA		\$100,586	2.0%		\$102,598	c
Snider, Jeremy Blake	Academic Program Director	Director of Summer School	Management with Faculty Rank	NA		\$95,950	2.0%		\$97,869	c
Fishman, Teresa Anne	Asst Academic Prog Director	Dir of Cntr for Acad Integrity	Computer, Engineering, and Science Staff	NA		\$95,834	2.0%		\$97,751	c
Rousseliere, Didier Jean-Laurent	Academic Program Director	Academic Program Director	Management	NA		\$97,500*	0.0%		\$97,500	*
Salley Jr, Carleton DeWitt	Academic Program Director	Director for Online Education	Management	NA		\$88,880	2.0%		\$90,658	c

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## Fall 2014 Salaries \$50,000 and Over

### Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Raychaudhuri,Uttiyo	Asst Academic Prog Director	Director of Study Abroad	Management	NA		\$85,000	2.0%		\$86,700	c
Whorton,Susan S	Academic Program Director	Dir. of Academic Success Ct	Management	NA		\$70,121	21.2%		\$85,000	bc
Promotion: Promoted to Director of the Academic Success Center.										
Ring,Gail Lee Decker	Senior Lecturer	Senior Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$82,703	2.0%		\$84,357	c
Milam,Martha Elizabeth	Student Services Mgr II	Senior Associate Director	Management	07		\$81,997	2.0%		\$83,637	c
Shine,Ricki Jane	Lecturer: Non-teaching	Dir of Major Fellowships	Student and Academic Affairs and Other Education Services Staff	NA		\$80,022	2.0%		\$81,622	c
Chrestman,Ronald E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$79,973	2.0%		\$81,572	c
Smith,Brenda J	Executive Assistant II	Executive Assistant II	Office and Administrative Support Staff	07		\$78,688	2.0%		\$80,262	c
Wood,Christopher Preston	Administrative Mgr I	Asst Financial Off/Acad Affair	Business and Financial Operations Staff	07		\$67,420	17.3%		\$79,083	bc
Administrative/Temporary Salary Adjustment: Temporarily serving as Chief Financial Officer for Academic Affairs.										
Ward,Robert Thomas	Senior Consultant	Staff Ombudsman	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$76,739	2.0%		\$78,274	c
Stewart,Arlene C	Lecturer	Lecturer	Management with Faculty Rank	NA		\$75,013	2.0%		\$76,513	c
Neal,Jeffrey Frank	Lecturer	Dir of Co-op Edu	Management with Faculty Rank	NA		\$74,280	2.0%		\$75,766	c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Booth,Brian William	Research Assistant Professor	Research Asst Professor	Research Faculty	NA	\$74,277		2.0%	\$75,763		c
Bundrick,Alfred E	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$73,182	2.0%		\$74,646	c
Becker Jr,Calvin R	Asst Academic Prog Director	Asst Academic Prog Dir	Management	NA		\$72,397	2.0%		\$73,845	c
Cooper,John Andrew Scott	Research Associate	Research Associate	Business and Financial Operations Staff	06		\$70,703	2.0%		\$72,117	c
Williams,James Edward	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$70,011	2.0%		\$71,411	c
Fleming,David Byrne	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$69,321	2.0%		\$70,707	c
Bennett,Robert W.	Student Services Mgr I	Student Services Mgr I	Management	06		\$69,296	2.0%		\$70,682	c
Holliday,Jeffrey S.	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$68,000*	2.0%		\$69,360	*c
Henry,Teresa N	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$66,348	2.0%		\$67,674	c
Pierce,Jessica Swink	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$62,225	2.0%		\$63,470	c
Pearson,Rebecca Durham	Student Services Mgr I	Associate Director	Management	06		\$62,134	2.0%		\$63,377	c
Reeves,D Keith	Project Coordinator	Project Coordinator	Business and Financial Operations Staff	06		\$62,057	2.0%		\$63,298	c
Bodell,Audrey R	Student Services Mgr I	Associate Director	Management	06		\$60,458	2.0%		\$61,667	c

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## Fall 2014 Salaries \$50,000 and Over

### Provost & VP of Academic Affairs

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					9 Month	12 Month		9 Month	12 Month	
Lockhart,Melissa Jo Marsh	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$55,280	9.2%		\$60,386	ac
Staff Development Program: Standard increase associated with the staff development program.										
Dickson,Glenda L	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$57,115	2.0%		\$58,257	c
Freeman,Gloria Elizabeth	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$56,978	2.0%		\$58,117	c
Welborn,Melissa Griffin	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$56,490	2.0%		\$57,620	c
Pennebaker,Julia B	Student Services Mgr I	Student Services Mgr I	Management	06		\$56,156	2.0%		\$57,279	c
Dubuque,Melissa M	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$55,825	2.0%		\$56,942	c
Xu,Yahong	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$55,697	2.0%		\$56,811	c
Galbreath,Timothy R	Student Svcs Prog Co II	Student Svcs Prog Co II	Office and Administrative Support Staff	05		\$55,577	2.0%		\$56,689	c
McLaughlin,Joseph Wayne	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$54,684	2.0%		\$55,778	c
McDavid,Kelly E	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$54,351	2.0%		\$55,438	c
Costello,Kathleen	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$53,963	2.0%		\$55,042	c
Freeman,Perryn McBrayer	Applications Analyst II	Asst Dtr of Admission for Tech	Computer, Engineering, and Science Staff	06		\$53,057	2.0%		\$54,118	c
Kelley-Hall,Caren	Academic Program Manager	Academic Program Manager	Business and Financial Operations Staff	NA		\$52,788	2.0%		\$53,844	c

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f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Goudie,Susan Morris	Info Resource Consult II	Assist Regist for Technology	Computer, Engineering, and Science Staff	06		\$52,446	2.0%		\$53,495	c
Kleck,Janice N	Program Coordinator I	Program Coordinator I	Office and Administrative Support Staff	05		\$52,127	2.0%		\$53,170	c
Hix,Miranda Ward	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$52,000*	2.0%		\$53,040	*c
Harp,Jonathan A	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$51,500	2.0%		\$52,530	c
Rosemond,Jimmy Lamont	Student Services Mgr I	Coord/Minority Recruitment Int	Office and Administrative Support Staff	06		\$51,285	2.0%		\$52,311	c
Bunch,Jill Elaine	Public Info Coordinator	Public Info Coordinator	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	05		\$50,754	2.0%		\$51,769	c
Blondeau,Reagan H.	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	05		\$50,308	2.0%		\$51,314	c
Duckworth,Kenna Adrienne	Program Coordinator II	Program Coordinator II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$39,273	29.9%		\$51,000	bc
Promotion: Promoted to Program Coordinator II.										
Williams,Jennifer Albertson	Info Resource Consult II	Asst. Dir of Fin Aid-Sys&Tech	Computer, Engineering, and Science Staff	06		\$50,000	2.0%		\$51,000	c
Murphy,Christine Clara	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$49,167	2.0%		\$50,150	c

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## *Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Reynolds, Alison Albea	Assoc Academic Prog Director	Assoc Academic Program Dir	Business and Financial Operations Staff	NA		\$42,600	17.4%		\$50,000	bc

Promotion: Promoted to Associate Director of Cooperative Education.

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## Fall 2014 Salaries \$50,000 and Over

### Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Askew, George R	Vice President	VP PSA / Interim Dean of CAFLS	Management with Faculty Rank	NA		\$223,593	25.5%		\$280,500	bc
Administrative/Temporary Salary Adjustment: Serving as Interim Dean of the College of Agriculture, Forestry & Life Sciences. Promotion: Promoted to Vice-president for Public Service.										
Kresovich, Stephen	Professor	Dir/ InstTranlational Genetics	Research Faculty	NA	\$225,000		2.0%	\$229,500		c
Brown, Ronald A.	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$204,816	2.0%		\$208,912	c
Meadows, Steven E	Associate Dean	Director of PSA Program Integr	Management	NA		\$179,220	2.0%		\$182,804	c
Dobbins, Thomas R	Extension Director	Extension Director	Management with Faculty Rank	NA		\$145,725	16.9%		\$170,340	bc
Promotion: Promoted to Director of Clemson University Cooperative Extension Service.										
Eidson, Gene W	Academic Program Director	Academic Program Director	Research Faculty	NA		\$166,455	2.0%		\$169,784	c
Parr, Boyd Hobson	Senior Scientist	Senior Scientist	Management	NA		\$149,350	2.0%		\$152,337	c
Mueller, John D	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$130,000	12.2%		\$145,860	bc
Administrative/Temporary Salary Adjustment: Serving as Extension Agronomic Program Team Leader.										
Smith, Matthew Clay	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$139,700*	2.0%		\$142,494	*c
Ray, Christopher L	Academic Program Director	Academic Program Director	Public Service Faculty	NA		\$127,050	6.6%		\$135,482	bc
Promotion: Promoted to Associate Director of the South Carolina Agricultural Experiment Station.										
Hill, Joseph E	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$135,000*	0.0%		\$135,000	*

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## Fall 2014 Salaries \$50,000 and Over

### Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Krausz, Joseph P	Department Chair/Head	Dept Chair/Head	Management with Faculty Rank	NA		\$126,920	2.0%		\$129,458	c
Scharko, Patricia B	Professor	Professor	Healthcare Practitioners and Staff	NA		\$121,715	2.0%		\$124,149	c
Van Bloem, Skip Judson	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$121,000	2.0%		\$123,420	c
Lance, Stephen W	Director	Director	Management	NA		\$96,517	17.3%		\$113,214	bc
Promotion: Promoted to Director of the Youth Learning Institute.										
Kelley, Melissa D.	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$108,702	2.0%		\$110,876	c
Cole, Stephen E	Department Chair/Head	Director	Management with Faculty Rank	NA		\$106,605	2.0%		\$108,737	c
Maja, Joe Mari Jaluag	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$105,000*	2.0%		\$107,100	*c
Kirk, Kendall R	Extension Associate	Precision Ag Engineer	Computer, Engineering, and Science Staff	NA	\$77,980		36.0%		\$106,080	bc
Promotion: Promoted to Precision Agricultural Engineer.										
Saski, Christopher A	Research Assistant Professor	Research Asst Professor	Research Faculty	NA		\$100,280	2.0%		\$102,285	c
Alford, Virginia S	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$88,425	14.9%		\$101,600	bc
Promotion: Promoted to Associate Executive Director of Operations of the Youth Learning Institute.										
Payero, Jose Oscar	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$98,828	2.0%		\$100,805	c
Hunter, Terry K	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$96,435	2.0%		\$98,364	c

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## Fall 2014 Salaries \$50,000 and Over

### Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
Eichelberger,Adam C	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$95,965	2.0%		\$97,884	c
Tallury,Shyamalrau Prabhakar	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$95,000	2.0%		\$96,900	c
Van-Olphen,Alberto Luis	Scientist	Scientist - Microbiologist	Computer, Engineering, and Science Staff	NA		\$95,000*	2.0%		\$96,900	*c
Baker,Della A	Extension Associate	Extension Associate	Business and Financial Operations Staff	NA		\$94,354	2.0%		\$96,241	c
Kirkland,Toby R	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$83,214	14.9%		\$95,612	bc
Promotion: Promoted to Chief of Staff of the Youth Learning Institute.										
Martin,Michael Kent	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$93,615	2.0%		\$95,487	c
Weyman Jr,Michael D	Academic Program Director	Academic Program Director	Management	NA		\$71,620	32.4%		\$94,860	bc
Promotion: Promoted to Academic Program Director.										
Miller,Gilbert A	Extension Director-Assistant	Extension Director - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$92,067	2.0%		\$93,908	c
Hoskins,Clyde B	Lecturer	Lecturer	Healthcare Practitioners and Staff	NA		\$90,781	2.0%		\$92,597	c
Giacalone,Katie Ann	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$76,701	20.6%		\$92,514	bc

Additional Duties: Assumed additional duties as the Associate Director of the Carolina Clear Program such as proposals, research and demonstration in Watershed Management, identifying potential funding sources and partners to conduct watershed management demonstrations and water resource research in SC, and Building greater capacity for communities to confidently apply watershed management strategies.

Administrative/Temporary Salary Adjustment: Serving as Assistant Program Team Leader for Water Resources.

Administrative/Temporary Salary Adjustment: Serving as the Director of the Center for Watershed Excellence.

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## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Ardern,Pamela B	Extension Associate	Extension Associate	Management	NA		\$86,889	2.0%	\$88,626		c
Brown,William H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$85,980	2.0%	\$87,700		c
Fallen,Benjamin D	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$85,000	2.0%	\$86,700		c
Dalhouse,Deborah L	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$83,249	2.0%	\$84,914		c
Veasey,Garland M	Extension Associate	Extension Associate	Management	NA		\$83,000	2.0%	\$84,660		c
Jones,Charles Ray	Extension Associate	Extension Associate	Management	NA		\$81,575	2.0%	\$83,207		c
Helm,Julie D	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$81,167	2.0%	\$82,790		c
Krugler,Charlotte A	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$80,117	2.0%	\$81,719		c
Deering,Kathy M	Scientist	Veterinary Pathologist	Healthcare Practitioners and Staff	NA		\$80,000*	2.0%	\$81,600		*c
Southworth,Suzanne K	Scientist	Veterinarian Specialist	Healthcare Practitioners and Staff	NA		\$77,000	2.0%	\$78,540		c
Tillett Jr,Harold J	Sr Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$75,737	2.0%	\$77,252		c
Bryant,Pamela Thomas	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$75,680	2.0%	\$77,194		c
Harden,Christel F	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Management	07		\$74,987	2.0%	\$76,487		c
Fragar,Robert D	Extension Associate	Extension Associate	Management	NA		\$73,894	2.0%	\$75,372		c

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## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Gunter II,H David	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$73,129	2.0%		\$74,592	c
Baker III,James F	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$72,973	2.0%		\$74,432	c
Smith,Douglas Glenn	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$72,100	2.0%		\$73,542	c
Munnerlyn,Helen Ferrell	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$71,907	2.0%		\$73,345	c
Green,Stanley Wayne	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$71,052	2.0%		\$72,473	c
Martin,Bonnie Jo	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$70,719	2.0%		\$72,133	c
Linke,Gregory H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$69,290	2.0%		\$70,676	c
Hubbard Jr,Lewis R	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$68,104	2.0%		\$69,466	c
Moore,Kathy P	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$68,081	2.0%		\$69,443	c
Stewart,Mary Caroline	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$67,772	2.0%		\$69,127	c
Edwards,Michael V	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$67,627	2.0%		\$68,980	c
Togel,Peter Horst	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$67,060	2.0%		\$68,401	c

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
Culler III, Willis Calhoun	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$60,630	9.7%		\$66,481	bc
Additional Duties: Promoted to Director of the Technology Transfer Regional Entrepreneurial Development Center.										
Cox Jr, Silas K	GIS Manager II	GIS Manager II	Computer, Engineering, and Science Staff	07		\$64,480	2.0%		\$65,770	c
Neafsey II, Michael Francis	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$64,000*	2.0%		\$65,280	*c
Galloway Jr, Tilden L	Investigator IV	Investigator IV	Natural Resources, Construction, and Maintenance Staff	06		\$62,476	2.0%		\$63,726	c
Trutwin, Rebecca Crain	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$57,500	10.2%		\$63,342	bc
Additional Duties: Assumed additional duties such as broader supervisory responsibility of two FTE Accountant/Fiscal Analyst I positions and the accompanying accounting oversight.										
Kent, Peter J.	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$61,741	2.0%		\$62,976	c
Bishop, Gregory D	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$60,688	2.0%		\$61,902	c
Mongold III, George	Extension Associate	Extension Associate	Management	NA		\$60,000	2.0%		\$61,200	c
Burns, Gary L	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$59,332	1.8%		\$60,417	c
White, Dawn Anticole	Program Coordinator II	Program Coordinator II	Computer, Engineering, and Science Staff	06		\$54,361	10.2%		\$59,884	bc
Additional Duties: Assumed additional duties such as support for the Institute of Computational Ecology, the Center for Watershed Excellence, and the Restoration Ecology Program.										

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
Morris,Elizabeth Pixley	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$57,892	2.0%		\$59,050	c
Koon,Deborah K	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$57,695	2.0%		\$58,848	c
Waggoner,Steve E	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$57,695	2.0%		\$58,848	c
Jameson,Dalphine J	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$57,172	2.0%		\$58,315	c
Corbett,Angela M	Academic Program Manager	Academic Program Manager	Business and Financial Operations Staff	NA		\$56,789	2.0%		\$57,925	c
Sober,Christine L	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$56,171	2.0%		\$57,294	c
Adams,Sarah Kristen	Program Manager I	Program Manager I	Natural Resources, Construction, and Maintenance Staff	07		\$55,000*	2.0%		\$56,100	*c
Moore,Jerry P	Environment/Health Mgr I	Environment/Health Mgr I	Healthcare Practitioners and Staff	05		\$54,300	2.0%		\$55,386	c
Baxley,Carrie Griffin	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$55,000*	0.0%		\$55,000	*
Stancil,Bradley D	Program Coordinator II	Program Coordinator II	Computer, Engineering, and Science Staff	06		\$53,875	2.0%		\$54,953	c
Okey,Ryan Asher	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	06		\$45,855	17.3%		\$53,788	bc

Administrative/Temporary Salary Adjustment: Temporarily serving as Western District Supervisor for the Department of Pesticide Regulation.

Promotion: Promoted to Environment/Health Manager III (Western District Supervisor).

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c Cost of living adjustment.

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Ward,Brian K	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$52,545	2.0%		\$53,596	c
Mayfield,Charlene P	Graphics Manager II	Graphics Manager II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$47,744	12.2%		\$53,568	bc
Additional Duties: Assumed additional duties as a result of departmental downsizing such as planning, designing, budgeting, bidding and producing print materials.										
Fischer,Matthew James	Building/Ground Supv II	Building/Ground Supv II	Service Staff	05		\$51,925	2.0%		\$52,964	c
Hopkins,Jeffrey Alden	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$49,440	7.1%		\$52,950	cf
Retention: Increase in salary to retain employee after receiving an offer from another university.										
Bowen,Donna Anne	Program Coordinator II	Program Coordinator II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$51,734	2.0%		\$52,769	c
Drake Jr,Timothy M	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$51,347	2.0%		\$52,374	c
Hanvey Jr,William H	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$50,116	2.0%		\$51,118	c
Berry,Michael G	Program Coordinator II	Program Coordinator II	Natural Resources, Construction, and Maintenance Staff	06		\$50,000	2.0%		\$51,000	c
Hernandez,Cecil	Investigator IV	Investigator IV	Natural Resources, Construction, and Maintenance Staff	06		\$49,872	2.0%		\$50,869	c

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f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
Smith Jr,Patrick B	Field Specialist Supv	Field Specialist Supv	Natural Resources, Construction, and Maintenance Staff	05		\$49,858	2.0%		\$50,855	c
Bodiford,John E	Building/Ground Supv II	Building/Ground Supv II	Service Staff	05		\$45,231	12.2%		\$50,749	bc
Promotion: Promoted to Building/Ground Supervisor II.										
Johnson,Gilbert S	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$49,750*	2.0%		\$50,745	*c
Savereno,Anthony J	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$49,663	2.0%		\$50,656	c
Atkins,Michael Anthony	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$49,572	2.0%		\$50,563	c
Arblaster,Jennifer B	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$49,300	2.0%		\$50,286	c
Davis,Diane Parrott	Microbiologist II	Microbiologist II	Computer, Engineering, and Science Staff	06		\$49,085	2.0%		\$50,067	c
Lognion,Tammy Lark	Environment/Health Mgr I	Environment/Health Mgr I	Healthcare Practitioners and Staff	05		\$45,844	9.1%		\$50,035	bc

Additional Duties: Assumed additional duties such as facilitating the expansion and effectiveness of the SC School Integrated Pest Management Program.

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Research

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Dooley,R Larry	Associate Dean	Interim VP for Research	Management with Faculty Rank	NA		\$265,571	2.0%		\$270,882	c
Watt,Charles K	Professor	Interim Dean	Management with Faculty Rank	NA		\$259,629	2.0%		\$264,821	c
Sherrill,Windsor Westbrook	Professor	Assoc VP for Health Research	Management with Faculty Rank	NA	\$127,800		63.3%		\$208,688	bcde
<p>Administrative/Temporary Salary Adjustment: Serving as Associate Vice-president for Health Research and Chief Science Officer for the CHS-Clemson collaboration for an initial three-year period.</p> <p>Contract Length: Converted from a 9-month to a 12-month position.</p> <p>Market Adjustment: Increase based on competitive market data.</p>										
Lester,Dennis Lee	Research Professor	Research Professor	Research Faculty	NA		\$195,000*	0.0%		\$195,000	*
Arwood,Tracy Smart	Lecturer: Non-teaching	Asst VP for Resrch Compliance	Management with Faculty Rank	NA		\$182,804	2.0%		\$186,460	c
Parrish,John Hilary A	Lecturer: Non-teaching	Univ & Attending Veterinarian	Healthcare Practitioners and Staff	NA		\$162,789	10.2%		\$179,328	bc
<p>Additional Duties: Assumed additional duties for taking on the role of University Veterinarian in addition to current position.</p>										
Lischwe,Sheila T.	Research Associate	Director of Sponsored Programs	Management	NA		\$151,500	2.0%		\$154,530	c
Grieger,James Richard	Asst Academic Prog Director	Asst Academic Prog Dir	Management	NA		\$137,000	2.0%		\$139,740	c
Floyd,Joanna Lynn	Research Associate	Research Associate	Business and Financial Operations Staff	NA		\$114,947	2.0%		\$117,246	c
Hemingway,Tamara Layne	Research Associate	Export Control Officer	Business and Financial Operations Staff	NA		\$100,296	2.0%		\$102,302	c
Richardson,Stanley T	Administrative Mgr II	Chief Business Officer	Business and Financial Operations Staff	08		\$95,485	2.0%		\$97,395	c

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## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Jacobi,Jane E	Research Associate	Research Associate	Business and Financial Operations Staff	NA		\$90,920	2.0%		\$92,738	c
Saraf,Laxmikant Vyankatesh	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$90,900	2.0%		\$92,718	c
Hanus,Rebecca Alley	Assoc Academic Prog Director	Assoc Academic Program Dir	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$102,434	-9.8%		\$92,426	bc
Elrod,Roberta H	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Management	08		\$87,177	2.0%		\$88,921	c
Willey,Melody C	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$79,910	2.0%		\$81,508	c
Kelly,Naomi L	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$78,403	2.0%		\$79,971	c
Kunkle,Lynn R	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$74,136	2.0%		\$75,618	c
Bass,Barbara E	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$71,500	2.0%		\$72,930	c
Jaeschke,Sarah McElwee	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$70,000*	2.0%		\$71,400	*c
Povod,Konstantin Valentinovich	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	2.0%		\$68,538	c
Boggs,Christoffer Oxford	Data Base Admin I	Data Base Admin I	Computer, Engineering, and Science Staff	06		\$66,147	2.0%		\$67,470	c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Brock-Carroll, June M	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$65,747	2.0%		\$67,062	c
Pierce, William E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$64,233	2.0%		\$65,518	c
Braine-Sperry, Jeannette	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$63,075	2.0%		\$64,337	c
Thrasher, Diana Spake	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$53,889	17.3%		\$63,211	bc
Additional Duties: Assumed additional duties for taking on the role of College of Architecture, Arts and Humanities Support Center Manager in the Office of Sponsored Programs.										
Moll, Laura A	Research Associate	IRB Administrator	Business and Financial Operations Staff	NA		\$59,110	2.0%		\$60,292	c
Lantgios, Karen L	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$58,575	2.0%		\$59,747	c
Brown, Pamela Dorlynn	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$57,911	2.0%		\$59,069	c
Clark, Robert Ray	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$57,498	2.0%		\$58,648	c
Pittman, Christina Tornambe	Research Associate	Research Associate	Business and Financial Operations Staff	NA		\$57,000	2.0%		\$58,140	c
Trotter, Melanie H	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$55,278	2.0%		\$56,384	c
Walker, Hagan Elizabeth	Grants Administrator I	Grants Administrator I	Business and Financial Operations Staff	06		\$45,000	22.4%		\$55,080	bc
Promotion: Promoted to Grants Administrator I.										

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f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Research

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					9 Month	12 Month		9 Month	12 Month	
Hooks,JonPaul Rayburn	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$26,531	107.3%	\$55,000		bce
<p>Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.</p> <p>Promotion: Promoted to Environmental Health Manager II.</p> <p>Promotion: Promoted to Environmental Health Manager III.</p>										
Duncan,Candis S	Environment/Hlth Mgr II	Environment/Hlth Mgr II	Healthcare Practitioners and Staff	06		\$53,000	2.0%	\$54,060		c
Oxendine,Alisha Lee	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$52,259	2.0%	\$53,304		c
Balas,Sarah Ann	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$51,763	2.0%	\$52,798		c
Smith-Sielicki,Shannon Hope	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$51,500	2.0%	\$52,530		c
Holliday,Heather Martin	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$51,245	2.0%	\$52,270		c
Price,Stephen R	Environment/Hlth Mgr II	Environment/Hlth Mgr II	Healthcare Practitioners and Staff	06		\$50,744	2.0%	\$51,759		c
Patin,Nalinee Dial	Administrative Coord I	IRB Coordinator	Business and Financial Operations Staff	05		\$50,652	2.0%	\$51,665		c
Harris,Daniel P	Data Base Admin I	IT Administrator	Computer, Engineering, and Science Staff	06		\$50,161	2.0%	\$51,164		c
Gibson,Kathryn Lanell	Accnt/Fiscal Analyst III	Assoc Bus Officer	Business and Financial Operations Staff	06		\$46,918	7.1%	\$50,250		bc

Administrative/Temporary Salary Adjustment: Missing/Incomplete data requested of HR.

Administrative/Temporary Salary Adjustment: Temporarily assumed additional duties during the shutdown of Clemson Apparel Research such as assisting in direct fiscal, human resource and other functions of department.

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e Market adjustment

f Other adjustments

## *Fall 2014 Salaries \$50,000 and Over*

### Research

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## *Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</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		\$57,408	2.0%	\$58,556		c

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
DiSabatino,Gail A	VP Student Affairs	VP Student Affairs	Management	NA		\$187,494	2.0%		\$191,244	c
Jameson Jr,Lake H	Assoc Academic Prog Director	Assoc Academic Program Dir	Management	NA	\$145,568		2.0%	\$148,479		c
Finning-Kwoka,Shannon Mary	Associate Vice President	Dean of Stu & Assoc VP for SA	Management	NA		\$145,000*	2.0%		\$147,900	*c
Hallenbeck,Douglas A	Associate Vice President	Associate Vice President	Management	NA		\$133,448	2.0%		\$136,117	c
Murphy,Tenley Erin	Asst Academic Prog Director	Asst Academic Prog Dir	Healthcare Practitioners and Staff	NA	\$121,093		2.0%	\$123,515		c
Robbins,Stephen A	Associate Vice President	Associate Vice President	Management	NA		\$119,282	2.0%		\$121,668	c
Fuller,Sally Sanders	Asst Academic Prog Director	Physician	Healthcare Practitioners and Staff	NA	\$118,657		2.0%	\$121,030		c
Liebman,Maria Oliveira	Asst Academic Prog Director	Physician	Healthcare Practitioners and Staff	NA	\$118,657*		2.0%	\$121,030		*c
Tonks,Shari Mae	Asst Academic Prog Director	Asst Academic Prog Dir	Healthcare Practitioners and Staff	NA	\$118,657*		2.0%	\$121,030		*c
Smith,George N	Associate Vice President	Associate Vice President	Management	NA		\$118,156	2.0%		\$120,519	c
Clay,George W	Academic Program Director	Academic Program Director	Management	NA	\$113,666		2.0%	\$115,939		c
Hofmann Jr,Daniel Richard	Asst Academic Prog Director	Dir/Parking & Trans Svcs	Management	NA		\$109,788	2.0%		\$111,984	c
Link Jr,Johnson W	Associate Vice President	Associate Vice President	Management	NA		\$105,195	2.0%		\$107,299	c
Contreras,Raquel J	Lecturer	Lecturer	Management with Faculty Rank	NA		\$104,377	2.0%		\$106,465	c
Frock,David Joseph	Program Manager II	Director of Campus Recreation	Management	08		\$100,296	2.0%		\$102,302	c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Richardson,Altheia L	Asst Academic Prog Director	Asst Academic Prog Dir	Management	NA		\$96,987	2.0%		\$98,927	c
Hay,Pamela June	Lecturer: Non-teaching	Pharmacist	Healthcare Practitioners and Staff	NA		\$96,184	2.0%		\$98,108	c
Dickerson,Charles A	Administrative Mgr II	Administrative Mgr II	Business and Financial Operations Staff	08		\$96,159	2.0%		\$98,082	c
Rice,Robert R	Program Manager II	Program Manager II	Management	08		\$95,115	2.0%		\$97,017	c
Hobgood,Kathy Bush	Student Services Manager III	Director, Residential Life	Management	08		\$93,371	2.0%		\$95,238	c
Jackson,Georgia Annette Whelchel	Nurse Practitioner IV	Nurse Practitioner IV	Healthcare Practitioners and Staff	08		\$87,550	2.0%		\$89,301	c
Guill,Russell C	Administrative Mgr I	Administrative Mgr I	Management	07		\$83,600	2.0%		\$85,272	c
Aulton,Sandra D	Nurse Practitioner IV	Nurse Practitioner IV	Healthcare Practitioners and Staff	08		\$82,400	2.0%		\$84,048	c
Honea,Allison Brewer	Nurse Practitioner IV	Nurse Practitioner IV	Healthcare Practitioners and Staff	08		\$82,400	2.0%		\$84,048	c
Hays,Amanda H	Student Services Manager III	Student Services Manager III	Office and Administrative Support Staff	08		\$81,327	2.0%		\$82,954	c
LeMay,Christina D	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$79,764	2.0%		\$81,359	c
Daniel,William E.	Law Enforcement Officer IV	Law Enforcement Officer IV	Management	07		\$78,818	2.0%		\$80,394	c
Chamberlain,Todd Allan	Research Associate	Director of Assessments for SA	Business and Financial Operations Staff	NA		\$75,000	2.0%		\$76,500	c

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f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Student Affairs

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					9 Month	12 Month		9 Month	12 Month	
Smith,Alesia A	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$72,972	4.1%		\$75,990	bc
Additional Duties: Assumed additional duties such as responsibility for Care Network cases, 24-hour crisis response to hospitals and/or incident scenes, and direct support and care for students and families.										
Hendricks,Phillip Eric	Law Enforcement Officer IV	Major	Service Staff	07		\$73,697	2.0%		\$75,171	c
McWhorter,Ronda Sims	Clinical Pharmacist	Clinical Pharmacist	Healthcare Practitioners and Staff	08		\$75,000*	0.0%		\$75,000	*
Atkinson Jr,George	Visiting Associate Professor	Visiting Associate Professor	Computer, Engineering, and Science Staff	NA		\$73,222	2.0%		\$74,686	c
Nunamaker,Troy D	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$60,242	23.6%		\$74,460	cf
Retention: Increase in salary to retain employee after receiving an offer from another university.										
Brown,Jeffrey T	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$64,264	14.3%		\$73,440	bc
Additional Duties: Assumed additional duties such as supervising a new FTE and assuming CARE cases from the Dean of Students Office.										
Bonney,James D	Program Manager I	Assoc. Dir. of Residential Fac	Management	07		\$71,419	2.0%		\$72,847	c
Stevens,Harold Bruce	Visiting Assistant Professor	Visiting Assistant Professor	Computer, Engineering, and Science Staff	NA		\$71,251	2.0%		\$72,676	c
Moss,Joy Acree	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$66,818	2.0%		\$68,154	c
Hawthorne,Reginald D	Program Coordinator II	Program Coordinator II	Management	06		\$65,996	2.0%		\$67,316	c
Culler,Deborah R	Program Coordinator II	Program Coordinator II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$65,436	2.0%		\$66,745	c

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e Market adjustment

f Other adjustments



## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Addis,Karen L	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$65,139	2.0%		\$66,442	c
Creel,Laura Haley	Lecturer	Lecturer	Computer, Engineering, and Science Staff	NA		\$64,985	2.0%		\$66,285	c
Campbell,Timothy E	Trades Manager I	Assoc Dir Resident Facilities	Management	06		\$64,355	2.0%		\$65,642	c
Crockett,Melanie	Nurse Admin/Mgr I	Nurse Admin/Mgr I	Healthcare Practitioners and Staff	06		\$61,313	2.0%		\$62,539	c
Newman,Judith H	Student Services Mgr II	Student Services Mgr II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$60,336	2.0%		\$61,543	c
Leylek,Kathleen A.	Program Manager I	Program Manager I	Healthcare Practitioners and Staff	07		\$60,013	2.0%		\$61,213	c
Goree,Jennifer Margaret	Student Services Mgr II	Student Services Mgr II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$53,099	15.3%		\$61,200	bc
<i>Promotion: Promoted to Student Manager II.</i>										
Fiocchi,Christopher	Student Services Mgr I	Assoc. Dir. of Operations	Office and Administrative Support Staff	06		\$53,500*	12.3%		\$60,070	*bc
<i>Administrative/Temporary Salary Adjustment: Temporarily assumed additional duties such as oversight of the Club Sports Program, with additional direct reports and department budgeting in support of this initiative.</i>										
Poole,Kimberly M	Student Services Mgr II	Assistant Dean of Students	Office and Administrative Support Staff	07		\$50,223	19.5%		\$60,000	bc
<i>Promotion: Promoted to Student Services Manager II.</i>										

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Student Affairs

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					9 Month	12 Month		9 Month	12 Month	
Lewis, Parvin	Student Services Mgr I	Student Services Mgr I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$58,600	2.0%		\$59,772	c
Hayes, Cheryl L	Administrative Mgr I	Assoc Dir of Admin & Finance	Business and Financial Operations Staff	07		\$58,500	2.0%		\$59,670	c
Gaulin, Gary V	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$58,060	2.0%		\$59,221	c
Price, Mary J	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$58,027	2.0%		\$59,188	c
Stewart-Tillman, Kendra Danika	Student Services Mgr II	Dir. of Diversity & Inclusion	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07	\$48,500		22.0%		\$59,160	bc
Administrative/Temporary Salary Adjustment: Temporarily assumed the role of Director of Diversity and Inclusion in the Gantt Center for Student Life.										
Promotion: Promoted to Director of Diversity & Inclusion in the Gantt Center for Student Life.										
Rhodes, Bradley E	Investigator IV	Investigator IV	Service Staff	06		\$57,936	2.0%		\$59,095	c
Shivar Jr, William G	Fire Safety Officer III	Fire Safety Officer III	Service Staff	05		\$57,399	2.0%		\$58,547	c
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	2.0%		\$58,504	c
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	2.0%		\$58,140	c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Evinger, Leasa Ann Kowalski	Student Services Mgr I	Assoc Dtr of Residential Life	Office and Administrative Support Staff	06		\$56,912	2.0%		\$58,050	c
Moreland, Katerina Valentine	Project Manager I	Sr Asoc Dir of Parking Svcs.	Management	07		\$56,100	2.0%		\$57,222	c
Crowe, Debbie L	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$55,675	2.0%		\$56,789	c
Hensen, Kathleen	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$54,733	2.0%		\$55,828	c
Herman, Deborah L	Student Services Mgr II	Director, Employee Relations &	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$54,722	2.0%		\$55,816	c
Gainor, Birmagidra Marie	Chief Psychologist	Counselor - Alcohol & Drug	Computer, Engineering, and Science Staff	07		\$54,636	2.0%		\$55,729	c
Lenhoff, Janelle	Chief Psychologist	Clinical Psychologist	Computer, Engineering, and Science Staff	07		\$52,000*	7.2%		\$55,729	*cf
Degree/Certificate/License: Increase based on completing licensing process.										
Bagwell, Stephanie Brooke	Registered Nurse II	Registered Nurse I	Healthcare Practitioners and Staff	06		\$48,538	12.4%		\$54,570	bc
Promotion: Promoted to Registered Nurse II.										
Cauthen, Kathy J	Human Services Coord II	CARE Case Manager	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$53,324	2.0%		\$54,390	c
Gamble, Amy C.	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$53,237	2.0%		\$54,302	c

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f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Student Affairs

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					9 Month	12 Month		9 Month	12 Month	
Talley,Raymond A	Trades Specialist V	Trades Specialist V	Natural Resources, Construction, and Maintenance Staff	05		\$52,669	2.0%		\$53,722	c
Ruth,Christopher E	Chief Psychologist	Chief Psychologist	Computer, Engineering, and Science Staff	07		\$52,000	2.0%		\$53,040	c
Hollifield,Teresa Cain	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$53,000*	0.0%		\$53,000	*
Guffee,Kim L	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$51,931	2.0%		\$52,970	c
Sargent,David A.	Info Resource Consult II	Director of Info Tech/ Career	Computer, Engineering, and Science Staff	06		\$51,902	2.0%		\$52,940	c
Swaney,Perry D	Trades Specialist V	Trades Specialist V	Natural Resources, Construction, and Maintenance Staff	05		\$51,862	2.0%		\$52,899	c
Riggins II,Richard A.	Building/Ground Supv II	Building/Ground Supv II	Service Staff	05		\$50,987	2.0%		\$52,007	c
Crooks,W Lane	Trades Specialist V	Trades Specialist V	Natural Resources, Construction, and Maintenance Staff	05		\$50,302	2.0%		\$51,308	c
Harvey,Anthony J	Administrative Mgr I	Administrative Mgr I	Business and Financial Operations Staff	07		\$50,000	2.0%		\$51,000	c
Austin,Daniel B	Graphics Manager II	Graphics Manager II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$49,781	2.0%		\$50,777	c
Foss,Tracy Center	Program Coordinator I	Program Coordinator I	Business and Financial Operations Staff	05		\$49,660	2.0%		\$50,653	c

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f Other adjustments

## *Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Fisher,Lynn Dale	EP Coordinator II	Emergency Preparedness Coord	Service Staff	06		\$49,506	2.0%		\$50,496	c
Smith,Stanley T	Info Resource Consult I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$49,394	2.0%		\$50,382	c

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## Fall 2014 Salaries \$50,000 and Over

### University Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Cameron Jr,Albert Neill	Academic Program Director	Vice President for Advancement	Management	NA		\$231,909	9.9%		\$254,892	ce
Market Adjustment: Increase based on competitive market data.										
Trammell,Harrison Frederick	Academic Program Director	CUF President/CEO	Management	NA		\$236,289	2.0%		\$241,015	c
O'Rourke,Brian Joseph	Academic Program Director	Exec Dir Devlp Alum Relations	Management	NA		\$190,962	2.0%		\$194,781	c
Sams,Catherine Thrift	Associate Vice President	Associate Vice President	Management	NA		\$168,816	4.7%		\$176,824	ce
Market Adjustment: Increase based on competitive market data.										
King,JoVanna J	Academic Program Director	Academic Program Director	Management	NA		\$172,311	2.0%		\$175,757	c
Alexander,Ann M	Academic Program Director	Academic Program Director	Management	NA		\$157,438	2.0%		\$160,587	c
Martin,Jeffery S	Academic Program Director	Academic Program Director	Management	NA		\$141,005	12.2%		\$158,207	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Ryan,Melissa M	Academic Program Director	Academic Program Director	Management	NA		\$152,982	2.0%		\$156,042	c
Colbert-Busch,Elizabeth	Extension Associate	Extension Associate	Business and Financial Operations Staff	NA		\$132,422	17.3%		\$155,331	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Sulhan,Michael J	Asst Academic Prog Director	Asst Academic Prog Dir	Management	NA		\$122,720	13.2%		\$138,900	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Cloyd,Kelly Urso	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$92,700	32.0%		\$122,400	bce
Additional Duties: Assumed additional duties such as more fundraising responsibilities.										
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										

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## Fall 2014 Salaries \$50,000 and Over

### University Advancement

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					9 Month	12 Month		9 Month	12 Month	
Peters, Christopher Marc	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$117,197	2.0%		\$119,541	c
Brasington III, Leroy Wilson	Academic Program Director	Academic Program Director	Management	NA		\$116,733	2.0%		\$119,068	c
Dant, Donna Incropera	Asst Academic Prog Director	Senior Director of Development	Business and Financial Operations Staff	NA		\$110,000	6.8%		\$117,500	bc
	Additional Duties: Assumed additional duties such as responsibilities for fundraising teams in the College of Art, Architecture, & Humanities; the College of Health and Human Development; and the School of Education.									
Gray, Douglas S	Academic Program Director	Sr. Director of Development	Business and Financial Operations Staff	NA		\$113,300	2.0%		\$115,566	c
Porter, Robert B	Lecturer: Non-teaching	Dir of Development, AAH	Business and Financial Operations Staff	NA		\$109,131	2.0%		\$111,314	c
Dryden, David W	Director	Director	Management	NA		\$102,928	3.5%		\$106,561	bc
	Promotion: Promoted to new state title of Director.									
Adams, Leroy Shealy	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$103,000	2.0%		\$105,060	c
Owens, Margaret Richardson	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$100,000	2.0%		\$102,000	c
Murphy Stein, Devon Anne	Asst Academic Prog Director	Dir of Foundation Relations	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	2.0%		\$98,336	c
Smith, Ann B	Asst Academic Prog Director	Asst Academic Prog Dir	Management	NA		\$95,835	2.0%		\$97,752	c

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## Fall 2014 Salaries \$50,000 and Over

### University Advancement

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					9 Month	12 Month		9 Month	12 Month	
Kelly, Larissa R.	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$84,691	12.2%		\$95,023	bc
Promotion: Promoted to Assistant Academic Program Director.										
Haskins, James Hugh	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$90,000*	0.0%		\$90,000	*
Haselden, Laura H	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	09		\$87,000	2.0%		\$88,740	c
Schiff, Susan B.	Director of Information Svcs	Director of Information Svcs	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	08		\$86,275	2.0%		\$88,001	c
Cauley, Michele Melton	Asst Academic Prog Director	Director of Alumni Marketing	Business and Financial Operations Staff	NA		\$85,336	2.0%		\$87,043	c
McKenzie, Jack A	Program Manager II	Program Manager II	Management	07		\$82,570	2.0%		\$84,221	c
Bishop, Janice B	Administrative Mgr I	Administrative Mgr I	Business and Financial Operations Staff	07		\$82,108	2.0%		\$83,750	c
Page, Brandy McClain	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$82,000	2.0%		\$83,640	c
Barr, Elizabeth Anne Quick	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$80,000*	2.0%		\$81,600	*c
Denny, Robin S	Public Info Dir II	Public Info Dir II	Management	07		\$79,742	2.0%		\$81,337	c
Gouch, John K	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$70,225	12.2%		\$78,793	bc
Administrative/Temporary Salary Adjustment: Temporarily filling the duties of a Public Information Director I while a permanent replacement is recruited.										

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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 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Britton,John S	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$75,000	2.0%		\$76,500	c
Cochran,Kenneth Dale	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$70,119	2.0%		\$71,521	c
Duggan,Conor Stark	Alumni/Develop Mgr II	Director of Gift Management	Business and Financial Operations Staff	07		\$70,000	2.0%		\$71,400	c
Mullen,Brian M	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$69,528	2.0%		\$70,919	c
Godwin,Jeffrey N	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$69,154	2.0%		\$70,537	c
Todd,Jacqueline K	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$69,020	2.0%		\$70,400	c
Eldridge,Jessica Hoover	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$61,646*	12.5%		\$69,360	*ce
Market Adjustment: Increase based on performance at the level of a Director of Development II and to bring employee to the level of peers.										
Barker,James J.	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$61,581	12.2%		\$69,094	bc
Additional Duties: Assumed additional duties such as creating content for Clemson TV.										
Garner,Melissa Haley	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Management	07		\$67,473	2.0%		\$68,822	c

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e Market adjustment

f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
McAnally Jr,Robert E	Production Manager III	Production Manager III	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$67,405	2.0%		\$68,753	c
Winkelman,Lauren Anne	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$68,340*	0.0%		\$68,340	*
Arp,Kimberly Dawn	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$65,628	2.0%		\$66,941	c
Adams,Helen R	Administrative Mgr I	Program Manager I	Management	07		\$65,527	2.0%		\$66,838	c
Boyce Williams,Kesha Latanya	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$65,000*	2.0%		\$66,300	*c
Burka,Joquita N	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$65,000	2.0%		\$66,300	c
Crighton,Lindsay M	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$57,500	15.3%		\$66,300	ce
<i>Market Adjustment: Increase based on performing at the level of a Director of Development II and to bring employee to the level of peers.</i>										
Laderman,Michael S	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$65,000*	2.0%		\$66,300	*c
Usher,Carol J	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$64,602	2.0%		\$65,894	c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### University Advancement

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					9 Month	12 Month		9 Month	12 Month	
Rodgers,Michael E.	Production Manager IV	Production Manager IV	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$57,861	12.6%		\$65,157	bce
Promotion: Promoted to Director of Clemson Broadcast Productions.										
Promotion: Promoted to Production Manager IV for assuming duties of Director of Clemson Broadcast Productions.										
Schuster,Robert M	Production Manager III	Production Manager III	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$62,652	2.0%		\$63,905	c
James,Tenneil Moody	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$62,525	2.0%		\$63,776	c
Grant,Liza C	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$62,468	2.0%		\$63,717	c
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	2.0%		\$63,240	c
Sharpe,David	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$61,981	2.0%		\$63,221	c
Green,Christine Iovino	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$61,974	2.0%		\$63,213	c
Boatwright,Randolph N	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$60,801	2.0%		\$62,017	c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### University Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Johnson,Wanda A	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$60,015	2.0%		\$61,215	c
Hiott,William D	Program Coordinator II	Program Coordinator II	Archivists, Curators, and Museum Technicians	06		\$59,951	2.0%		\$61,150	c
Pridgen,Margaret C	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$59,951	2.0%		\$61,150	c
Bowen,Barry C	Information Tech Mgr I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$59,485	2.0%		\$60,675	c
Bundrick,Matthew J	Sr Information Res Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$55,043	10.1%		\$60,625	bc
Additional Duties: Permanently assumed additional duties for which the he was previously receiving a temporary salary adjustment.										
Isengard,Joshua A	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$56,210	7.1%		\$60,201	bc
Additional Duties: Assumed additional duties such as providing technical support and management to Advancement's Information Technology customers.										
Vaughan,Terri L.	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$57,216	2.0%		\$58,360	c
Ogg,Joyce G	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$57,091	2.0%		\$58,233	c
Wright,Amanda K	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$51,327	12.2%		\$57,589	bc
Promotion: Promoted to Program Coordinator II.										
Wagner,Donita A	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$56,270	2.0%		\$57,395	c

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e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### University Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Taylor, Mary Heaton	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$56,254	2.0%		\$57,379	c
Pilgrim, Lynn S	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$56,162	2.0%		\$57,285	c
Huff, James Lee	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$56,031	2.0%		\$57,152	c
Kierstead, Gerry Lynn	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$55,500	2.0%		\$56,610	c
Mudge, Elizabeth McIntosh	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$50,058	12.1%		\$56,100	bc
<i>Additional Duties: Assumed additional duties such as greater fundraising responsibilities and management of communication material for the Corporate and Foundation Relations team.</i>										
Sapp, Patrick Zolley	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$54,860	2.0%		\$55,957	c
Craft, Amy Csernak	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$54,857	2.0%		\$55,954	c
Messervy, Thomas William	Graphics Manager II	Graphics Manager II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$54,074*	2.0%		\$55,155	*c
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	2.0%		\$54,631	c
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	2.0%		\$54,611	c

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f Other adjustments

## Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Bundrick,Meghan Kelly	Info Resource Consult II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$52,000	2.0%		\$53,040	c
Gibson,Kimberly Dawn	Asst Academic Prog Director	Dev Coordinator-Gift Planning	Business and Financial Operations Staff	NA		\$51,500	2.0%		\$52,530	c
Grogan,Bethany Boller	Asst Academic Prog Director	Development Coordinator - UDT	Business and Financial Operations Staff	NA		\$35,000	48.6%		\$52,020	bc
Promotion: Promoted to Development Coordinator of the University Development Team.										
Prado,Christine U	Graphics Manager II	Graphics Manager II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$50,421	2.0%		\$51,429	c
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		\$50,312	2.0%		\$51,318	c
Arrant,Heather Elizabeth	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$45,157	12.9%		\$51,000	bc
Promotion: Promoted to Accountant/Fiscal Analyst III (Assistant Director).										
Holbrooks,Jessica Leigh	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$50,000	2.0%		\$51,000	c
Towery,Debbie A.	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$49,716	2.0%		\$50,710	c
Purvis,April Souria Williams	Program Coordinator II	Assoc Dir of Prospect Research	Business and Financial Operations Staff	06		\$50,000*	0.0%		\$50,000	*

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

## Fall 2014 Salaries \$50,000 and Over

### Utilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2013*		% Chng	Salary as of Oct 1, 2014		Note
					9 Month	12 Month		9 Month	12 Month	
Putnam, Tony J	Engineer/Assoc Eng IV	Director Utility Services	Management	08		\$95,242	2.0%		\$97,147	c
Banks, Timothy S	Engineer/Assoc Eng IV	Engineer/Assoc Eng IV	Computer, Engineering, and Science Staff	08		\$90,000*	0.0%		\$90,000	*
Suttles, Thomas F	Eng/Assoc Eng III	Energy Manager	Computer, Engineering, and Science Staff	07		\$73,933	2.0%		\$75,412	c
Kirby, Harry K	Eng/Assoc Eng III	Sr Utility Engri-Reg Complianc	Computer, Engineering, and Science Staff	07		\$73,031	2.0%		\$74,492	c
Westbury, James Stephen	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$59,483	17.3%		\$69,773	ce
Market Adjustment: Increase based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
McCarley, Bret E	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$77,740	-11.3%		\$68,952	bc
Kauer, Brian J	Eng/Assoc Eng III	Sr Utility Engri-Ops & Mainten	Computer, Engineering, and Science Staff	07		\$67,543	2.0%		\$68,894	bc
Administrative/Temporary Salary Adjustment: Temporarily assumed additional duties such as management and direct involvement in the extensive project workload currently in progress.										
Quarles, Benjamin Parks	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$62,500*	2.0%		\$63,750	*c
Holbrooks, Matthew L	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$60,760	2.0%		\$61,975	c
Garrison, James M	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$42,745	43.9%		\$61,500	b
Promotion: Promoted to Trades Manager I.										

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

e Market adjustment

f Other adjustments

## *Fall 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Smith, Mark S	Trades Specialist V	Utility Mechanic Maintenance	Natural Resources, Construction, and Maintenance Staff	05		\$49,066	17.0%		\$57,407	bc

Administrative/Temporary Salary Adjustment: Temporarily assumed additional duties while a direct management/supervisory replacement for the Waste Water Treatment Plant Operations is recruited.

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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 2014 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, 2013*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2014</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

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