

Fall 2015 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, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Tonkin III, Charles Edward	Research Associate Professor	Research Associate Professor	Research Faculty	NA		\$182,422	10.0%		\$200,664	b
Received a supplement for serving as Dept Chair of Graphic Communications.										
Scott, Thomas R	Professor	Professor	Instructional Faculty	NA	\$195,206		0.0%	\$195,206		
Culin, Joseph D	Dept Chair/Head	Interim Associate Dean	Management with Faculty Rank	NA		\$178,966	5.0%		\$187,914	b
Assumed additional duties associated with supervision to several groups of task specific staff employees										
Layton, Patricia A	Academic Program Director	Director	Management with Faculty Rank	NA		\$184,903	0.0%		\$184,903	
Whitwell, Ted	Professor	Interim Associate Dean	Management with Faculty Rank	NA		\$178,905	0.0%		\$178,905	
Cohen, Robert Seth	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$178,500	0.0%		\$178,500	
Rhodehamel, E J	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$169,319	4.5%		\$177,015	b
Received a supplement for serving as Associate Director of Packaging Design and Graphic.										
Marcotte Jr, William R	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$166,790	0.0%		\$166,790	
Strickland, James Robert	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$164,995	0.0%		\$164,995	
Yarrow, Greg K	Dept Chair/Head	Dept Chair/Head	Management with Faculty Rank	NA		\$163,213	0.0%		\$163,213	
Klaine, Stephen J	Professor	Professor	Instructional Faculty	NA	\$159,075		0.0%	\$159,075		
Pometto III, Anthony Louis	Professor	Professor	Instructional Faculty	NA		\$156,328	0.0%		\$156,328	
Gallicchio, Vincent S	Professor	Professor	Instructional Faculty	NA	\$154,008		0.0%	\$154,008		
Cason, Katherine L	Professor	Professor	Instructional Faculty	NA		\$149,883	0.0%		\$149,883	
Martin Jr, Samuel B	Professor	Professor	Instructional Faculty	NA		\$148,128	0.0%		\$148,128	

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e Market adjustment

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McCarty,Lambert B	Professor	Professor	Instructional Faculty	NA		\$148,063	0.0%		\$148,063	
Northcutt,Julie Kathleen	Professor	Professor	Instructional Faculty	NA		\$146,253	0.0%		\$146,253	
Duckett,Susan Kay	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$142,532		0.0%	\$142,532		
McMillan,Patrick D.	Extension Professor	Extension Professor	Public Service Faculty	NA	\$88,486		58.8%		\$140,536	bdf
<i>Promoted to Academic Program Director. Additional duties associated with serving as the Director of Clemson University Natural Resource Outreach program. Received a retention increase due to being recruited by another organization.</i>										
Temesvari,Lesly	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$140,530		0.0%	\$140,530		
Lanham,Joseph D	Alumni Professor	Alumni Professor	Instructional Faculty	NA		\$139,996	0.0%		\$139,996	
Adler,Peter H	Professor	Professor	Instructional Faculty	NA		\$139,345	0.0%		\$139,345	
McGregor,John U.	Professor	Professor	Instructional Faculty	NA	\$137,885		0.0%	\$137,885		
Greene,Jeremy K	Professor	Professor	Instructional Faculty	NA		\$137,002	0.0%		\$137,002	
Rice,Charles D	Professor	Professor	Instructional Faculty	NA	\$135,530		0.0%	\$135,530		
Zungoli,Patricia A	Professor	Interim Chair - Ag Division	Instructional Faculty	NA		\$135,146	0.0%		\$135,146	
Rodgers Jr,John H	Professor	Professor	Instructional Faculty	NA	\$134,630		0.0%	\$134,630		
Jeffers,Steven Nye	Professor	Professor	Instructional Faculty	NA		\$133,893	0.0%		\$133,893	
Han,Young J	Professor	Professor	Instructional Faculty	NA		\$133,077	0.0%		\$133,077	
Dodson,Leigh G	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$129,967	0.0%		\$129,967	
Kosinski,Robert J	Professor	Professor	Instructional Faculty	NA	\$129,086		0.0%	\$129,086		

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Frugoli, Julia	Alumni Professor	Alumni Distinguished Professor	Instructional Faculty	NA	\$123,927		4.0%	\$128,927		b
Received a supplement for Alumni Distinguished Professorship.										
Hassell, Richard L	Professor	Professor	Instructional Faculty	NA		\$128,483	0.0%		\$128,483	
Khalilian, Ahmad	Professor	Professor	Instructional Faculty	NA	\$128,100		0.0%	\$128,100		
Chastain, John P	Professor	Professor	Instructional Faculty	NA		\$128,097	0.0%		\$128,097	
Ptacek, Margaret	Professor	Professor	Instructional Faculty	NA	\$127,554		0.0%	\$127,554		
Schnabel, Guido	Professor	Professor	Instructional Faculty	NA		\$127,518	0.0%		\$127,518	
Scott, Simon W	Professor	Professor	Instructional Faculty	NA		\$127,517	0.0%		\$127,517	
Caterino, Michael S	Endowed Chair	Endowed Chair	Instructional Faculty	NA		\$127,500	0.0%		\$127,500	
Reighard, Gregory L	Professor	Professor	Instructional Faculty	NA	\$116,040		9.4%	\$126,999		b
Assumed new roles such as working with area Horticulture Agents, Peach Farmers, and research provided to agents and producers.										
Benson, Eric P	Professor	Professor	Instructional Faculty	NA		\$126,678	0.0%		\$126,678	
Straka, Thomas J	Professor	Professor	Instructional Faculty	NA		\$126,563	0.0%		\$126,563	
Keinath, Anthony P	Professor	Professor	Instructional Faculty	NA		\$131,052	-4.8%		\$124,813	b
Supplement Removed										
Cao, Weiguo	Professor	Professor	Instructional Faculty	NA	\$124,499		0.0%	\$124,499		
Birrenkott Jr, Glenn P	Professor	Professor	Instructional Faculty	NA		\$124,097	0.0%		\$124,097	
Jiang, Xiuping	Professor	Professor	Instructional Faculty	NA	\$123,932		0.0%	\$123,932		
Luo, Hong	Professor	Professor	Instructional Faculty	NA	\$123,927		0.0%	\$123,927		
Morris, James C	Professor	Professor	Instructional Faculty	NA	\$123,927		0.0%	\$123,927		

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Smith,Kerry S.	Professor	Professor	Instructional Faculty	NA	\$123,927		0.0%	\$123,927		
Sawyer,Calvin B	Associate Professor	Associate Professor	Instructional Faculty	NA		\$111,793	10.0%		\$122,974	b
	Standard increase associated with faculty rank promotion.									
Liu,Haibo	Professor	Professor	Instructional Faculty	NA		\$122,061	0.0%		\$122,061	
Cooksey,Kay D	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$121,123		0.0%	\$121,123		
Blob,Richard W.	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$115,883		4.3%	\$120,883		b
	Received a supplement for Alumni Distinguished Professorship.									
Surver,William M	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$120,728		0.0%	\$120,728		
Dawson,Paul L	Professor	Professor	Instructional Faculty	NA	\$120,713		0.0%	\$120,713		
Adelberg,Jeffrey W	Professor	Professor	Instructional Faculty	NA		\$119,919	0.0%		\$119,919	
Vernon,Kristine Lang	Associate Professor	Associate Professor	Instructional Faculty	NA		\$118,908	0.0%		\$118,908	
Zehnder,Geoffrey W	Professor	Professor	Instructional Faculty	NA		\$117,011	0.0%		\$117,011	
Chen,Wen Y	Professor	Professor	Instructional Faculty	NA	\$116,272		0.0%	\$116,272		
Andrae,John G	Associate Professor	Asst. Dir. of SC Ag Exp. Stat	Instructional Faculty	NA		\$115,000	0.0%		\$115,000	
Jones,Jeryl C	Professor	Professor	Instructional Faculty	NA	\$115,000*		0.0%	\$115,000		*
Greene,Annel K	Professor	Professor	Instructional Faculty	NA	\$114,700		0.0%	\$114,700		
Bain,Lisa J	Professor	Professor	Instructional Faculty	NA	\$114,361		0.0%	\$114,361		
Baldwin,William S	Professor	Professor	Instructional Faculty	NA	\$114,361		0.0%	\$114,361		
Bellinger,Robert G	Professor	Professor	Instructional Faculty	NA		\$114,011	0.0%		\$114,011	

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Hughes, Thomas A	Professor	Professor	Instructional Faculty	NA	\$113,948		0.0%	\$113,948		
Wang, Gaofeng G	Professor	Professor	Instructional Faculty	NA	\$113,234		0.0%	\$113,234		
Conner, William H	Professor	Professor	Research Faculty	NA	\$112,601		0.0%	\$112,601		
Whiteside, William S	Professor	Professor	Instructional Faculty	NA		\$99,712	12.0%		\$111,677	b
Standard increase associated with faculty rank promotion.										
Kimmel, Robert M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$111,447		0.0%	\$111,447		
Frederick, James R	Professor	Professor	Instructional Faculty	NA		\$111,160	0.0%		\$111,160	
Player, W Kirby	Lecturer	Lecturer	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$110,933	0.0%		\$110,933	
Fraser, Angela M	Associate Professor	Associate Professor	Instructional Faculty	NA		\$109,727	0.0%		\$109,727	
Faust, James Emerson	Associate Professor	Associate Professor	Instructional Faculty	NA		\$109,662	0.0%		\$109,662	
Chen, Feng	Professor	Professor	Instructional Faculty	NA	\$108,785		0.0%	\$108,785		
Wei, Yanzhang	Professor	Professor	Instructional Faculty	NA	\$108,239		0.0%	\$108,239		
Chow, Alex T.	Associate Professor	Associate Professor	Research Faculty	NA		\$96,491	10.8%		\$106,940	b
Standard increase associated with faculty rank promotion.										
Barron, Felix H	Professor	Professor	Instructional Faculty	NA	\$106,045		0.0%	\$106,045		
Skewes, Peter A	Professor	Professor	Instructional Faculty	NA	\$105,968		0.0%	\$105,968		
Hitchcock, Daniel R	Associate Professor	Associate Professor	Instructional Faculty	NA		\$105,876	0.0%		\$105,876	
Jones, Michael A	Associate Professor	Associate Professor	Instructional Faculty	NA		\$102,158	0.0%		\$102,158	

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Lamie,Ronald D	Associate Professor	Associate Professor	Instructional Faculty	NA		\$101,459	0.0%		\$101,459	
Chong,Juang Horng	Associate Professor	Associate Professor	Instructional Faculty	NA		\$100,722	0.0%		\$100,722	
Reay-Jones,Francis Peter Fortnum	Associate Professor	Associate Professor	Instructional Faculty	NA		\$100,351	0.0%		\$100,351	
Layfield,Kevin D	Associate Professor	Associate Professor	Instructional Faculty	NA		\$98,346	0.0%		\$98,346	
Gasic,Ksenija	Associate Professor	Associate Professor	Instructional Faculty	NA		\$98,317	0.0%		\$98,317	
Feltus,Frank Alexander	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,012		0.0%	\$97,012		
White,Sarah A	Associate Professor	Associate Professor	Instructional Faculty	NA		\$96,051	0.0%		\$96,051	
Post,Christopher J.	Professor	Professor	Instructional Faculty	NA	\$85,614		12.0%	\$95,888		b
Standard increase associated with faculty rank promotion.										
Park,Dara Michelle	Associate Professor	Associate Professor	Instructional Faculty	NA		\$86,271	10.0%		\$94,898	b
Standard increase associated with faculty rank promotion.										
Wells,Christina E.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,567		0.0%	\$94,567		
Pratt,Scott Lee	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,437		0.0%	\$92,437		
Agudelo,Paula	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,862		10.0%	\$92,248		b
Assumed additional duties associated with the Plant & Environmental Sciences program coordination, and serving in various advisory roles.										
Willis,David Brian	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,238		0.0%	\$92,238		
Kurtz Jr,Harry D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,148		0.0%	\$92,148		
Darby,Duncan O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,335		0.0%	\$91,335		
Chapman,Susan Caroline	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,076		0.0%	\$91,076		
Anco,Daniel J	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$90,000*	0.0%		\$90,000	*

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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	\$89,968		0.0%	\$89,968		
Sehorn, Michael Glen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,730		0.0%	\$89,730		
Tzeng, Tzuen-Rong Jeremy	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,261		0.0%	\$89,261		
Childress, Michael J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,041		0.0%	\$89,041		
DeWalt, Saara J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,041		0.0%	\$89,041		
Privette III, Charles V	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,075		0.0%	\$88,075		
Kutty, Sruthi Narayanan	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$88,000*	0.0%		\$88,000	*
Campbell, Barbara J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,560		10.0%	\$87,516		b
<i>Standard increase associated with faculty rank promotion.</i>										
Mount, Andrew S	Research Associate Professor	Research Associate Professor	Research Faculty	NA	\$87,122		0.0%	\$87,122		
Condrasky, Margaret D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,917		0.0%	\$86,917		
Haley-Zitlin, Vivian J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,917		0.0%	\$86,917		
Corbin, Victoria Lynn	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA	\$86,700		0.0%	\$86,700		
McNealy, Tamara Lyn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,515		0.0%	\$86,515		
Fravel, Philip M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,319		0.0%	\$86,319		
DiBenedetto, Catherine A	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$86,000*	0.0%		\$86,000	*

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Clark, Leigh Anne	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,869		10.0%	\$85,656		b
Standard increase associated with faculty rank promotion.										
Tonkyn, David W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,336		0.0%	\$85,336		
Byrd, Alex P	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$85,000*	0.0%		\$85,000	*
Koc, Ali Bulent	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,000*		0.0%	\$85,000		*
Sears, Michael W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,265		10.0%	\$84,992		b
Standard increase associated with faculty rank promotion.										
Sparace, Salvatore A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,914		0.0%	\$84,914		
Cao, Min	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,720		0.0%	\$84,720		
Wang, Liang Jiang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,580		0.0%	\$84,580		
Paul, Kimberly S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,579		0.0%	\$84,579		
Kerrigan, Julia Louise	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,257		0.0%	\$84,257		
Lawton Rauh, Amy Louise	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,135		0.0%	\$84,135		
Tharayil, Nishanth	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,069		0.0%	\$84,069		
Liang, Haiying	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,239		0.0%	\$83,239		
Mikhailova, Elena	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,553		0.0%	\$82,553		
Turnbull, Matthew W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,902		0.0%	\$81,902		
Bielenberg, Douglas G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,569		0.0%	\$81,569		
Van den Hurk, Peter	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,517		0.0%	\$81,517		
Moore, Robert Truett	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$81,454		0.0%	\$81,454		

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Henson, John Michael	Research Associate Professor	Research Associate Professor	Research Faculty	NA	\$81,412		0.0%	\$81,412		
Polomski, Robert F	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$81,249	0.0%		\$81,249	
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	\$79,583		0.0%	\$79,583		
Gering, Lawrence R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,552		0.0%	\$79,552		
Lascano, Gustavo Jose	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,050		0.0%	\$79,050		
Barrett, Russell K	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,030		0.0%	\$78,030		
Davis, James R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$77,716	0.0%		\$77,716	
Long, Nathan M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,418		0.0%	\$77,418		
Johnson, Alan R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,981		0.0%	\$76,981		
Jesch, Elliot D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,883		0.0%	\$76,883		
Ingram-Smith, Cheryl Jean	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,694		0.0%	\$76,694		
Morris, Meredith Teilhet	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,694		0.0%	\$76,694		
Baeza Migueles, Juan Antonio	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		0.0%	\$76,500		
Bohan Brown, Michelle Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		0.0%	\$76,500		
Bolotova, Yuliya Valentinovna	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		0.0%	\$76,500		
Bruce, Terri Lane Foster	Academic Program Director	Academic Program Director	Research Faculty	NA	\$76,500		0.0%	\$76,500		

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2015 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, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Dittrich-Reed,Dylan Robert	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		0.0%	\$76,500		
Feliciano,David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		0.0%	\$76,500		
Ickes,Kalan L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		0.0%	\$76,500		
Kanno,Yoichiro	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		0.0%	\$76,500		
Kozubowski,Lukasz	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		0.0%	\$76,500		
Vassalos,Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		0.0%	\$76,500		
Batt,Gregory S	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,698		26.4%	\$75,434		be
Standard increase associated with faculty rank promotion. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Dou,Zhicheng	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Hagan,Donald L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$52,530		42.8%	\$75,000		b
Promoted to Assistant Professor										
Hiesl,Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
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		
Rodriguez,Shari Lynn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$52,020		44.2%	\$75,000		b
Promoted to Assistant Professor										
Sekhon,Rajandeep Singh	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		0.0%	\$75,000		
Zhang,Lisha	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Song,Bo	Associate Professor	Associate Professor	Research Faculty	NA	\$74,063		0.0%	\$74,063		
Wilmoth,Tiffany A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$73,000		0.0%	\$73,000		

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Vincent, Ellen Anita	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$72,465	0.0%		\$72,465	
Hawkins, Dexter C	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$71,608	0.0%		\$71,608	
Willey, Richard D	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$68,737	0.0%		\$68,737	
Price, David M	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$68,424	0.0%		\$68,424	
Coffee, Aubrey Dean	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$64,505		0.0%	\$64,505		
Whitfield, Deborah G	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$64,260	0.0%		\$64,260	
Ellis III, Norman Douglas	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$63,766	0.0%		\$63,766	
Dodson, Joseph M	Project Coordinator	Project Coordinator	Computer, Engineering, and Science Staff	06		\$59,670	6.7%		\$63,670	a
<i>Standard increase associated with the Staff Development Program</i>										
Pilgrim, Judy B	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$61,824	0.0%		\$61,824	
Cothran, Sara Lane	Lecturer	Lecturer	Instructional Faculty	NA		\$61,200	0.0%		\$61,200	
Johnson, Johanna E	Lecturer	Lecturer	Instructional Faculty	NA		\$61,200	0.0%		\$61,200	
Snyder, Erin Miranda	Lecturer	Lecturer	Instructional Faculty	NA		\$61,200	0.0%		\$61,200	
Barnes, Cynthia Kresh	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$61,088	0.0%		\$61,088	
Allen Jr, Ray K	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$60,633	0.0%		\$60,633	

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Roche,Teela Jane	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$60,572	0.0%		\$60,572	
Hutcheon,Deborah Ann	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000		0.0%	\$60,000		
Cummings,John R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,820		0.0%	\$59,820		
Guerra Marcondes,Patricia Dione	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$59,801	0.0%		\$59,801	
Dunn,Heather Walker	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,217		0.0%	\$59,217		
Patterson,Jane M	Administrative Coordinator I	Administrative Coord I	Office and Administrative Support Staff	05		\$58,848	0.0%		\$58,848	
Minor,V Christine M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,467		0.0%	\$58,467		
McNutt-Scott,Tamara L.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,464		0.0%	\$58,464		
Chandrasekaran,Srikripa	Lecturer	Lecturer	Instructional Faculty	NA	\$57,000		0.0%	\$57,000		
Moore,Michael E	Research Specialist II	Research Specialist II	Computer, Engineering, and Science Staff	05		\$56,777	0.0%		\$56,777	
Welter,Brenda H	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$56,743	0.0%		\$56,743	
Dimmick,Marcy Anne	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$56,239	0.0%		\$56,239	
Han,Inyee Y	Research Specialist II	Research Specialist II	Computer, Engineering, and Science Staff	05		\$56,115	0.0%		\$56,115	
Rudolph,Krista Barrier	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,277		5.0%	\$55,941		b
	Standard increase associated with faculty rank promotion.									
Jones,Deborah S	Grants Coordinator II	Grants Coordinator II	Business and Financial Operations Staff	05		\$55,412	0.0%		\$55,412	

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Beecher, Paula Borne	Student Services Manager I	Student Services Mgr I	Office and Administrative Support Staff	06		\$55,147	0.0%	\$55,147		
Shirley, Anna Rebecca Baxley	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,918		5.0%	\$54,514		b
	Standard increase associated with faculty rank promotion.									
Beecher, Lance Edward	Lecturer	Lecturer	Instructional Faculty	NA	\$53,948		0.0%	\$53,948		
Huang, Guohui	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$53,693	0.0%	\$53,693		
McConnell, Rita S	Accountant/Fiscal Analyst II	Acctnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$53,648	0.0%	\$53,648		
Green, Brenda S	Accountant/Fiscal Analyst II	Acctnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$53,399	0.0%	\$53,399		
Sanders, Amy B	Student Services Manager I	Student Services Mgr I	Office and Administrative Support Staff	06		\$53,141	0.0%	\$53,141		
Whitehead, Kristi James	Lecturer	Lecturer	Instructional Faculty	NA	\$53,040		0.0%	\$53,040		
Black, Kathryn Hulse	Public Information Director I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$52,871	0.0%	\$52,871		
Massey, Hunter F	Lecturer	Lecturer	Instructional Faculty	NA	\$52,793		0.0%	\$52,793		
Fouk, Virginia G	Student Services Manager I	Student Services Manager I	Office and Administrative Support Staff	06		\$52,000*	0.0%	\$52,000		*
White, David B	Production Manager III	Production Manager III	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$51,810	0.0%	\$51,810		

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Gossett,Ronald	Laboratory Specialist III	Lab Specialist III	Computer, Engineering, and Science Staff	05		\$51,710	0.0%		\$51,710	
Hardwick,Renea Chris	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,619		0.0%	\$51,619		
Miller,Richelle Lorraine	Lecturer	Lecturer	Instructional Faculty	NA	\$51,510		0.0%	\$51,510		
Gray,Sandra Lowry	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$51,071	0.0%		\$51,071	
Abercrombie,John G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$50,892	0.0%		\$50,892	
Gambrell,Nathaniel John	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$50,000*	0.0%		\$50,000	*

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Goodstein, Richard E	Dean	Dean	Management with Faculty Rank	NA		\$260,229	0.0%		\$260,229	
Barker, James F	Professor	Professor	Instructional Faculty	NA		\$250,786	0.0%		\$250,786	
Nakuma, Constancio K	Associate Dean	Senior Associate Dean	Management with Faculty Rank	NA		\$154,709	13.0%		\$174,820	b
Promoted to Sr Associate Dean.										
Burton, Orville Vernon	Professor	Professor	Instructional Faculty	NA	\$165,529		-1.5%	\$163,029		b
Supplement Removed										
Schwennsen, Katherine Lee	Academic Program Director	Director of Architecture	Management with Faculty Rank	NA	\$139,107		15.0%	\$159,974		b
Promoted to Director of School of Architecture. Received a supplement for appointment as the Director of School of Architecture.										
Hudgins, Carter Lee	Professor	Professor	Instructional Faculty	NA	\$152,039		0.0%	\$152,039		
Allison, David J	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$146,796		0.0%	\$146,796		
Joseph, Anjali	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$140,000*		0.0%	\$140,000		*
Lauria, Mickey	Professor	Professor	Instructional Faculty	NA	\$138,841		0.0%	\$138,841		
Green, Keith E.	Professor	Professor	Instructional Faculty	NA	\$125,901		7.9%	\$135,901		b
Received a supplement for Homer Carter Mickel and Leola Mickel Endowed Chair in Architecture.										
Barczewski, Stephanie L	Professor	Professor	Instructional Faculty	NA	\$129,519		0.0%	\$129,519		
Morrissey, Lee J	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$129,030		0.0%	\$129,030		
Grant, H Roger	Named Professor	Named Professor	Instructional Faculty	NA	\$125,899		0.0%	\$125,899		
Palmer, R Barton	Named Professor	Named Professor	Instructional Faculty	NA	\$125,236		0.0%	\$125,236		
Liska, Roger W	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$125,068		0.0%	\$125,068		

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Spencer, James Herbert	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$118,932		0.0%	\$118,932		
Blakesley, David E	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$117,395		0.0%	\$117,395		
Maker, William A	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$112,726		0.0%	\$112,726		
Kuehn, Thomas J	Professor	Professor	Instructional Faculty	NA	\$111,003		0.0%	\$111,003		
May, Todd G	Named Professor	Named Professor	Instructional Faculty	NA	\$109,952		0.0%	\$109,952		
Katz, Steven B	Named Professor	Named Professor	Instructional Faculty	NA	\$108,902		0.0%	\$108,902		
Ellis, Clifford Donald	Professor	Professor	Instructional Faculty	NA	\$96,987		12.0%	\$108,625		b
Standard increase associated with faculty rank promotion.										
Vitanza, Victor Joe	Professor	Professor	Instructional Faculty	NA	\$108,405		0.0%	\$108,405		
Hartmann, David J	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$108,072		0.0%	\$108,072		
Shelnutt, Gregory William	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$107,585		0.0%	\$107,585		
Padua, Mary G	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$106,590		0.0%	\$106,590		
Battisto, Dina G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$106,265		0.0%	\$106,265		
Chapman, Wayne K	Professor	Professor	Instructional Faculty	NA	\$105,762		0.0%	\$105,762		
Schurch, Thomas William	Professor	Professor	Instructional Faculty	NA	\$105,755		0.0%	\$105,755		
Marks, Steven G	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$105,223		0.0%	\$105,223		
Bausman, Dennis C	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$104,861		0.0%	\$104,861		
Howard, Tharon W	Professor	Professor	Instructional Faculty	NA	\$104,703		0.0%	\$104,703		
Williams, Sean D.	Professor	Professor	Instructional Faculty	NA	\$92,672		10.0%	\$101,939		b
Received a supplement for serving as Provost Fellow.										

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Carney,Elizabeth D	Professor	Professor	Instructional Faculty	NA	\$101,688		0.0%	\$101,688		
Burns,James M.	Dept Chair/Head	Dept Chair	Instructional Faculty	NA	\$83,066		19.2%	\$99,000		b
Promoted to Department Chair for History. Received a supplement for serving as Department Chair.										
Oropesa,Salvador A	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$99,000		0.0%	\$99,000		
Stephens,Jacqueline E	Administrative Manager II	Administrative Mgr II	Business and Financial Operations Staff	08		\$98,735	0.0%		\$98,735	
Detrich,David M	Professor	Professor	Instructional Faculty	NA	\$97,567		0.0%	\$97,567		
Ashton,Susanna M	Professor	Professor	Instructional Faculty	NA	\$97,542		0.0%	\$97,542		
Moise,Edwin E	Professor	Professor	Instructional Faculty	NA	\$96,850		0.0%	\$96,850		
Huff,Raymond T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,544		0.0%	\$96,545		
Grosby,Steven E	Professor	Professor	Instructional Faculty	NA	\$96,491		0.0%	\$96,491		
Morris,Keith L	Professor	Professor	Instructional Faculty	NA	\$96,128		0.0%	\$96,128		
Spede,Mark J	Professor	Professor	Instructional Faculty	NA		\$83,228	12.0%		\$93,215	b
Standard increase associated with faculty rank promotion.										
Farris,John T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,026		0.0%	\$93,026		
Blouin,Vincent Yves Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,898		0.0%	\$92,898		
Piper,Christine A	Professor	Professor	Instructional Faculty	NA	\$91,383		0.0%	\$91,383		
Harding,Daniel Nevin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,171		7.0%	\$91,171		b
Received a supplement for Robert Mills Professorship.										
LeMahieu,Michael L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,554		0.0%	\$90,554		

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f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

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					9 Month	12 Month		9 Month	12 Month	
Taylor-Shockley, Megan Newbury	Professor	Professor	Instructional Faculty	NA	\$90,510		0.0%	\$90,510		
Andrew Jr, John R	Professor	Professor	Instructional Faculty	NA	\$90,138		0.0%	\$90,138		
Edwards, Byron Malet	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$90,000*		0.0%	\$90,000		*
Laurence, Peter L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,529		10.0%	\$89,682		b
Standard increase associated with faculty rank promotion.										
Powers, Matthew Neal	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,858		6.0%	\$88,858		b
Received a supplement for Professor of Residence in Genoa Italy. Received a supplement for serving as Department Associate Chair in Landscape Architecture.										
Bartley, Abel A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,315		0.0%	\$88,315		
Mazer Jr, Joseph P	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,138		10.0%	\$88,152		b
Standard increase associated with faculty rank promotion.										
Smith, Kelly C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,167		8.7%	\$86,084		b
Received a supplement for serving as Director of Ethos for the Rutland Institute of Ethics.										
Brown, Timothy Burl	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,000*		0.0%	\$86,000		*
Feeser, Andrea V	Professor	Professor	Instructional Faculty	NA	\$86,857		-2.9%	\$84,357		b
Supplement Removed										
Heine, Ulrike Ann-Sophie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,034		0.0%	\$84,034		
Perpich, Diane	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,345		0.0%	\$83,345		
An, Yanming	Professor	Professor	Instructional Faculty	NA	\$83,180		0.0%	\$83,180		
Love, Gordon J.	Professor	Professor	Instructional Faculty	NA	\$83,180		0.0%	\$83,180		
Holmevik, Jan Rune	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,996		10.0%	\$82,496		b
Received a supplement for Co-Director Creativity -Next Generation Computing.										

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Dyckman,Caitlin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,412		0.0%	\$82,412		
Hewitt,Robert R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,262		0.0%	\$82,262		
Jones,Karyn O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,760		-9.1%	\$81,600		b
	Supplement Removed									
Denham,Bryan E.	Named Professor	Named Professor	Instructional Faculty	NA	\$74,620		9.3%	\$81,582		b
	Received a supplement for acting as Interim Dept Chair for Communication Studies									
Nassar,Hala Fouad	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,448		0.0%	\$81,448		
McGrath,Brian M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,138		0.0%	\$81,138		
Buyer,Paul L	Professor	Professor	Instructional Faculty	NA	\$80,841		0.0%	\$80,841		
Li-Bleuel,Linda L	Professor	Professor	Instructional Faculty	NA	\$80,841		0.0%	\$80,841		
Benedict,Robert Creighton	Professor Of Practice	Professor Of Practice	Instructional Faculty	NA	\$80,448		0.0%	\$80,448		
Haynes,Cynthia Ann	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,084		0.0%	\$80,084		
Hecker,Douglas A.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,877		0.0%	\$79,877		
Clarke,Shima N	Professor	Professor	Instructional Faculty	NA	\$79,747		0.0%	\$79,747		
Sperry,Stephen L	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$79,226		0.0%	\$79,226		
Field,Jonathan Beecher	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,172		0.0%	\$77,172		
Silance,Robert T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,856		-3.8%	\$75,856		b
	Supplement Removed									
Manganelli,Kimberly Snyder	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,717		0.0%	\$75,717		
Mack,Pamela E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,685		0.0%	\$75,685		

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Weise,Jillian M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,118		0.0%	\$75,118		
Rivlin,Elizabeth J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,260		0.0%	\$74,260		
Scott,David Travers	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,035		0.0%	\$74,035		
Donar,David Stewart	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,955		0.0%	\$73,955		
Albright,Dustin Graham	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,400		19.5%	\$73,400		b
Received a supplement for the additional responsibilities of advising students for Solar Decathlon.										
Thomas,Rhondda Robinson	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,381		0.0%	\$73,381		
Cunningham,Miller G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,303		0.0%	\$73,303		
Goss,Erin Marina	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,289		0.0%	\$73,289		
Skrodzka,Agnieszka	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,957		1.9%	\$73,289		e
Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Starkey,Charles	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,360		0.0%	\$72,360		
Stockton,William H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,054		0.0%	\$72,054		
Anderson,Paul Christopher	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,621		0.0%	\$71,621		
Leifeste,Amalia T	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,400		0.0%	\$71,400		
McDonald,Todd A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,390		0.0%	\$71,390		
Grau,Christopher M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,067		0.0%	\$70,067		
Bushnell,Cameron Fae	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,964		0.0%	\$68,964		
Barrios Hernandez,Carlos R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,850		0.0%	\$68,850		

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

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					9 Month	12 Month		9 Month	12 Month	
Hung,Christina Nguyen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,649		0.0%	\$68,649		
Burgett,Joseph Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,340		0.0%	\$68,340		
Smith,James Packer	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,340		0.0%	\$68,340		
Morris,Eric A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,971		0.0%	\$67,971		
Meng,Michael L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,751		10.0%	\$67,926		b
Standard increase associated with faculty rank promotion.										
Dzuris,Linda	Professor	Professor	Instructional Faculty	NA	\$67,109		0.0%	\$67,109		
Clark,Caroline Dunn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,777		0.0%	\$66,777		
Russell,Paul C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,138		-3.6%	\$66,638		b
Supplement Removed										
Smith,Christa A.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,386		0.0%	\$66,386		
Moore III,Kenneth W	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$66,356	0.0%		\$66,356	
Robert,Shannon Therese	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,295		8.2%	\$66,295		b
Received a supplement for acting as Director of CAAH STEAM Initiative										
Brown,Nicholas Christiansen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,000		0.0%	\$66,000		
Lucas,Jason D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,789		0.0%	\$65,789		
Bein,Amit	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,687		0.0%	\$65,687		
Wrangle,Anderson	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,548		0.0%	\$65,548		
Lee,David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,135		-16.1%	\$65,535		b
Supplement Removed										

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Montilla Navarro, Armando Enrique	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,535		0.0%	\$65,535		
Penna, Anthony M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,360		0.0%	\$65,360		
Tissera, Graciela E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,124		0.0%	\$65,124		
Hambright-Belue, Sallie Rebecca	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,860		-4.4%	\$64,860		b
<i>Supplement Removed</i>										
Satris, Stephen A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,672		0.0%	\$64,672		
Ersoy, Ufuk	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,157		4.0%	\$64,657		b
<i>Received supplement for Creativity Professorship appointment.</i>										
Moore, Rachel Anne	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,639		0.0%	\$64,639		
Silvestri, Michael S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,639		0.0%	\$64,639		
Mai, Joseph H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,333		0.0%	\$64,333		
Grubb, C Alan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,002		0.0%	\$64,002		
Franco Santa Cruz, David	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,000		0.0%	\$64,000		
Hunter IV, Walter Edgar	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,240		0.0%	\$63,240		
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		
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		

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Touya, Eric R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,944		0.0%	\$62,944		
Green, Timothy F	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,870		0.0%	\$62,870		
Schmidt, Johannes	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,687		0.0%	\$62,687		
Kumanyika, Chenjerai	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,180		4.2%	\$62,680		b
Received supplement for Creativity Professorship appointment.										
Whisler, Bruce Allen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,645		0.0%	\$62,645		
Johnson, Kendra Lynette	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,636		0.0%	\$62,636		
Choma, Joseph	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,000*		0.0%	\$62,000		*
Zhang, Yanhua	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,825		0.0%	\$61,825		
Levin, Andrew R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,717		0.0%	\$61,717		
Zimany, Valerie A.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,076		4.2%	\$61,576		b
Received supplement for Creativity Professorship appointment.										
Wintz, Joseph A	Senior Lecturer	Senior Lecturer	Public Service Faculty	NA	\$61,425		0.0%	\$61,425		
Coombs, David Sweeney	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,200		0.0%	\$61,200		
Hankins, Gabriel Anderson	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,200		0.0%	\$61,200		
Morey, Maribel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,200		0.0%	\$61,200		
Barattoni, Luca	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,164		0.0%	\$61,164		
Linville, Darren L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,894		0.0%	\$60,894		
Mastroianni, Dominic B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,870		0.0%	\$60,870		
Naimou, Angela M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,870		0.0%	\$60,870		

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Fall 2015 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Oberdan, Thomas J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,778		0.0%	\$60,778		
Rojas-de-Massei, Monica M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,761		0.0%	\$60,761		
Davis, Eugenia L	Public Information Director I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$60,573	0.0%		\$60,573	
Gorman, Austin C	Lecturer	Dir. of Writing Ctr/Lecturer	Instructional Faculty	NA	\$60,500*		0.0%	\$60,500		*
Weathers, Melinda Rachelle	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,335		-4.8%	\$60,319		b
	Supplement Removed									
Ash, Erin Michelle	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,180		0.0%	\$60,180		
Spinda, John Steven Wasyl	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,180		0.0%	\$60,180		
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		
Woodward-Detrich, Denise C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,732		0.0%	\$59,732		
Hosler, Ned M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$59,320		0.0%	\$59,320		
Morey, Sean W	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,044		0.0%	\$59,044		
Anderson, Todd Dennis	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		0.0%	\$59,000		*
De Tholozany, Pauline	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		0.0%	\$59,000		*
Jemison, Elizabeth L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		0.0%	\$59,000		*

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Fall 2015 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

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					9 Month	12 Month		9 Month	12 Month	
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		
Takeuchi, Jae Allegra Dibello	Assistant Professor	Assistant Professor Japanese	Instructional Faculty	NA	\$59,000*		0.0%	\$59,000		*
Peppers, Takoma Juauan	Accountant/Fiscal Analyst III	Acctnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$58,895	0.0%		\$58,895	
Thum, Kathleen Ann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,429		0.0%	\$58,429		
Smith, Eddie R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,150		0.0%	\$58,150		
Altstatt, Hamilton S	Professor Of Practice	Professor Of Practice	Instructional Faculty	NA	\$58,108		0.0%	\$58,108		
Cohen, Peter A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,969		5.0%	\$57,717		b
	Standard increase associated with faculty rank promotion.									
Seymour, Kerrie Kathleen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$52,364		10.0%	\$57,600		b
	Standard increase associated with faculty rank promotion.									
Lauritis, Beth Ann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,310		0.0%	\$57,310		
Stoicea, Gabriela	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,120		0.0%	\$57,120		
Fitzmaurice, Stephen Benjamin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,000		0.0%	\$57,000		

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					9 Month	12 Month		9 Month	12 Month	
Smith, Daniel J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,618		0.0%	\$56,618		
Terry, William Church	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,474		0.0%	\$56,474		
White, Benjamin L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$56,207		0.0%	\$56,207		
Durham, Justin W	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,451		0.0%	\$55,451		
Anido, Raquel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,064		0.0%	\$55,064		
Hurlburt, Timothy Ray	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,407		5.0%	\$55,027		b
Standard increase associated with faculty rank promotion.										
Bernarducci, Anthony	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000*		0.0%	\$55,000		*
Chen, Su-l	Lecturer	Lecturer	Instructional Faculty	NA		\$54,000	0.0%		\$54,000	
Peebles, Kelly Digby	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,984		0.0%	\$53,984		
Pastre, David A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$50,917		5.0%	\$53,463		b
Standard increase associated with faculty rank promotion.										
Plocic, Gale June	Administrative Coordinator I	Administrative Coord I	Office and Administrative Support Staff	05		\$53,321	0.0%		\$53,321	
St. Peter Jr, Richard Ernest	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,040		0.0%	\$53,040		
Collins, Carol A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,955		0.0%	\$52,955		
Anderson, Dana Louise	Administrative Coordinator I	Administrative Coord I	Office and Administrative Support Staff	05		\$52,530	0.0%		\$52,530	
Bruhns, Robert A.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,452		0.0%	\$52,452		
Jeffries, James Bradford	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,172		0.0%	\$52,172		
Harris, Scott K	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,037		0.0%	\$52,037		

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Kovach,Lindsey Rae	Student Services Manager I	Student Services Mgr I	Student and Academic Affairs and Other Education Services Staff	06		\$50,850	0.0%		\$50,850	

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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 2015 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Grover, Varun	Named Professor	Named Professor	Instructional Faculty	NA	\$255,833		0.0%	\$255,833		
Roth, Aleda Marie	Named Professor	Named Professor	Instructional Faculty	NA	\$254,649		0.0%	\$254,649		
McCormick, Robert E	Dean	Dean	Management with Faculty Rank	NA		\$250,000	0.0%		\$250,000	
Widener, Sally Kathryn	Professor	Professor	Instructional Faculty	NA	\$214,200		12.0%	\$239,904		b
Standard increase associated with faculty rank promotion.										
Hazlett, Thomas Winslow	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$238,404		0.0%	\$238,404		
Tollison, Robert Dewitt	Named Professor	Named Professor	Instructional Faculty	NA	\$237,089		0.0%	\$237,089		
Pickett, Gregory M	Associate Dean	Senior Associate Dean	Management with Faculty Rank	NA		\$233,678	0.0%		\$233,678	
Wilson, Paul Wayne	Professor	Professor	Instructional Faculty	NA	\$210,818		0.0%	\$210,818		
Navis, Chad C	Named Professor	Named Professor	Instructional Faculty	NA	\$209,000*		0.0%	\$209,000		*
Roth, Philip L	Professor	Professor	Instructional Faculty	NA	\$180,127		3.5%	\$186,444		b
Received a supplement for Trevillian Distinguished Professorship.										
Raymond, Mary Anne	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$170,903		9.1%	\$186,416		b
Received a supplement for serving as the Director of the Thomas F Chapman Leadership Scholars Program and the Integrated Leadership Education and Development Certification Program (ILEAD!).										
Hollingsworth, Carl W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$185,214		0.0%	\$185,214		
Baier, Scott L.	Professor	Professor	Instructional Faculty	NA	\$178,896		0.0%	\$178,896		
Thatcher, Jason B	Professor	Professor	Instructional Faculty	NA	\$178,051		0.0%	\$178,051		
McCubbin, James A	Professor	Professor	Instructional Faculty	NA	\$177,928		0.0%	\$177,928		
McMillan, Jeffrey J	Professor	Professor	Instructional Faculty	NA	\$157,237		10.0%	\$172,961		b
Received a supplement for serving as Interim Director of the School of Accountancy										

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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 2015 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Sridharan,V	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$172,150		0.0%	\$172,150		
Frendendall,Lawrence D	Professor	Professor	Instructional Faculty	NA	\$162,629		3.9%	\$168,946		b
	Received a supplement for Trevillian Distinguished Professorship.									
Grove,Stephen J	Professor	Professor	Instructional Faculty	NA	\$165,312		0.0%	\$165,312		
Hunter,Gary K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$165,000		0.0%	\$165,000		
Sturkie,Douglas K	Associate Dean	Associate Dean	Management with Faculty Rank	NA	\$162,821		1.0%	\$164,450		b
	Assumed additional duties related to position as associate dean									
Dalton,Derek W.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$163,441		0.0%	\$163,441		
Dwyer Jr,Gerald P	Professor	Professor	Instructional Faculty	NA	\$163,200*		0.0%	\$163,200		*
Alexander Jr,John C	Named Professor	Named Professor	Instructional Faculty	NA	\$163,089		0.0%	\$163,089		
Thompson,C Bradley	Professor	Professor	Research Faculty	NA		\$162,508	0.0%		\$162,508	
McKnew,Mark A	Professor	Professor of Management	Instructional Faculty	NA	\$161,854		0.0%	\$161,854		
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	\$159,681		0.0%	\$159,681		
Morgan,Angela G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$144,891		10.0%	\$159,380		b
	Received a supplement for serving as Interim Department Chair of Finance.									
Garrett,Jace B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$158,000*		0.0%	\$158,000		*
Welton Jr,Ralph E	Professor	Professor	Instructional Faculty	NA	\$157,237		0.0%	\$157,237		

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

e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Dougan, William R	Alumni Professor	Alumni Distinguished Professor	Instructional Faculty	NA	\$156,738		0.0%	\$156,738		
Sauer Jr, Raymond D	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$153,743		1.2%	\$155,603		f
	Pay rate correction									
Vinson, Jeremy Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$155,000*		0.0%	\$155,000		*
Bodenhorn, Howard Nelson	Professor	Professor	Instructional Faculty	NA	\$154,177		0.0%	\$154,177		
Springer, Thomas M	Professor	Professor	Instructional Faculty	NA	\$153,745		0.0%	\$153,745		
Lockhart, George Brandon	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$153,000		0.0%	\$153,000		
Weathers III, Peter D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$152,340		0.0%	\$152,340		
Dorsch, Michael J	Professor	Professor	Instructional Faculty	NA	\$151,294		0.0%	\$151,294		
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		
Mullins, Ryan R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$138,491		8.3%	\$150,000		f
	Received a retention increase due to being recruited by another organization.									
Harp, Nancy Lee	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$149,749		0.0%	\$149,749		
Radtke, Robin R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$149,749		0.0%	\$149,749		
Irving II, James H	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$149,379		0.0%	\$149,379		
Scott, Kristin L Damato	Associate Professor	Associate Professor	Instructional Faculty	NA	\$149,126		0.0%	\$149,126		
Tamura, Robert F	Professor	Professor	Instructional Faculty	NA	\$148,386		0.0%	\$148,386		
Guffey, Daryl M.	Professor	Professor	Instructional Faculty	NA	\$147,174		0.0%	\$147,174		

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Fleck,Robert Kenneth	Professor	Professor	Instructional Faculty	NA	\$146,340		0.0%	\$146,340		
Stewart Jr,Wayne H	Professor	Professor	Instructional Faculty	NA	\$130,474		12.0%	\$146,131		b
	Standard increase associated with faculty rank promotion									
Sun,Heshan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$132,600		10.0%	\$145,860		b
	Standard increase associated with faculty rank promotion									
Wolf,Jack G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$144,891		0.0%	\$144,891		
Swain,Scott Darren	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$142,800		0.0%	\$142,800		
Tang,Tilan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$141,314		0.0%	\$141,314		
Simon,Curtis J	Professor	Professor	Instructional Faculty	NA	\$140,697		0.0%	\$140,697		
Poehlman,Thomas A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$140,000		0.0%	\$140,000		
Quiroga Gomez,Bernardo Francisco	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$140,000*		0.0%	\$140,000		*
Siemens,Jennifer Dianne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$139,282		0.0%	\$139,282		
Hopkins,Christopher D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$139,079		0.0%	\$139,079		
Muth,Eric R.	Professor	Interim Assoc Dean of Research	Management with Faculty Rank	NA	\$125,329		10.0%	\$137,862		b
	Received a supplement for serving as Interim Assoc Dean for Research.									
Gianiodis,Peter T	Associate Professor	Assoc Professor of Management	Instructional Faculty	NA	\$137,820		0.0%	\$137,820		
Zagenczyk Jr,Thomas Joseph	Associate Professor	Associate Professor	Instructional Faculty	NA	\$137,768		0.0%	\$137,768		
Bennett,Delancy H S	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$137,700		0.0%	\$137,700		

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Hanssen,Frederick Andrew	Professor	Professor	Instructional Faculty	NA	\$136,814		0.0%	\$136,814		
Lewis,Matthew S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$132,600		0.0%	\$132,600		
Thyroff,Anastasia E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$132,600		0.0%	\$132,600		
Raymark,Patrick H	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$130,181		0.0%	\$130,181		
Powell,Elizabeth Erin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$130,000		0.0%	\$130,000		
Klein,Matthew Charles	Lecturer	Lecturer	Instructional Faculty	NA		\$112,200	13.6%		\$127,500	b
Assumed additional duties associated with serving as the Director of Spiro Institute.										
Li,Siyuan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$127,500		0.0%	\$127,500		
Wang,Shouqiang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$126,835		0.0%	\$126,835		
Warren,Patrick L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$126,786		0.0%	\$126,786		
Ferrand,Yann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$126,582		0.0%	\$126,582		
Ingram,Amy Elizabeth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$126,582		0.0%	\$126,582		
Britt Jr,Thomas W.	Professor	Professor	Instructional Faculty	NA	\$119,989		5.3%	\$126,306		b
Received a supplement for Trevillian Distinguished Professorship.										
Purvis,Russell L.	Associate Professor	Associate Professor	Management with Faculty Rank	NA	\$125,798		0.0%	\$125,798		
Mityakov,Sergey Vladimirovich	Associate Professor	Associate Professor	Instructional Faculty	NA	\$124,406		0.0%	\$124,406		
Raman,Roopa	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$121,519		0.0%	\$121,519		
Kowalski,Robin Marie	Professor	Professor	Instructional Faculty	NA	\$114,420		5.5%	\$120,737		b
Received a supplement for Trevillian Distinguished Professorship.										

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
King, Bruce Michael	Professor	Professor	Instructional Faculty	NA	\$120,327		0.0%	\$120,327		
Jahn, Judson R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$120,065		0.0%	\$120,065		
Smalls, Tonya Dionne Wonnum	Clinical Assistant Professor	Clinical Assistant Professor	Instructional Faculty	NA	\$120,000*		0.0%	\$120,000		*
Mobley, F Catherine	Professor	Professor	Instructional Faculty	NA	\$99,965		19.6%	\$119,577		be
Received supplements for serving as Interim Department Chair and for Trevillian Distinguished Professorship. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Makowsky, Michael D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$119,000*		0.0%	\$119,000		*
De Los Santos, Babur	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$116,000*		0.0%	\$116,000		*
Robbins, Tina L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$115,019		0.0%	\$115,019		
Moore, D Dewayne	Professor	Professor	Instructional Faculty	NA	\$114,420		0.0%	\$114,420		
Tyrrell, Richard A	Professor	Professor	Instructional Faculty	NA	\$114,420		0.0%	\$114,420		
Stewart Jr, Joseph Earl	Professor	Professor	Instructional Faculty	NA	\$113,707		0.0%	\$113,707		
Pilcher, June J.	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$113,203		0.0%	\$113,203		
Olson, Laura R	Professor	Professor	Instructional Faculty	NA	\$112,606		0.0%	\$112,606		
Lam, Chungsang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$112,200		0.0%	\$112,200		
Oliveira, Jaqueline	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$112,200		0.0%	\$112,200		
Blair, Peter Quartermaine	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$112,000*		0.0%	\$112,000		*
Waller, Neil G	Professor	Professor	Instructional Faculty	NA	\$110,331		0.0%	\$110,331		
Knowles, Patricia A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$110,298		0.0%	\$110,298		

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Moore,Jesse N	Associate Professor	Associate Professor	Instructional Faculty	NA	\$110,166		0.0%	\$110,166		
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	\$109,956		0.0%	\$109,956		
Espey,Molly	Professor	Professor	Instructional Faculty	NA	\$109,927		0.0%	\$109,927		
Switzer III,Fred S	Professor	Professor	Instructional Faculty	NA	\$109,711		0.0%	\$109,711		
Jerzmanowski,Michal Maria	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,712		0.0%	\$108,712		
Peake,Jeffrey Scott	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$108,488		0.0%	\$108,488		
Ingram,Samuel T	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$108,472		0.0%	\$108,472		
Wood,Daniel H	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$107,600		0.0%	\$107,600		
Woodard,James D	Named Professor	Named Professor	Instructional Faculty	NA	\$106,523		0.0%	\$106,523		
Sinclair,Robert Raymond	Professor	Professor	Instructional Faculty	NA	\$106,373		0.0%	\$106,373		
Edwards,Frances L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,023		0.0%	\$105,023		
Schleifer,Lydia Lancaster Folger	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,023		0.0%	\$105,023		
Pagano,Christopher C	Professor	Professor	Instructional Faculty	NA	\$101,889		0.0%	\$101,889		
Coggeshall,John M	Professor	Professor	Instructional Faculty	NA	\$94,457		6.7%	\$100,774		b
Received a supplement for Trevillian Distinguished Professorship.										
Miller,Janis L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,638		0.0%	\$100,638		
Britz,Margaret Tina	Professor	Professor	Instructional Faculty	NA	\$100,380		0.0%	\$100,380		

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Edge,Sandy	Senior Lecturer	Senior Lecturer	Management with Faculty Rank	NA		\$98,861	0.0%		\$98,861	
Pury,Cynthia L S	Professor	Professor	Instructional Faculty	NA	\$98,409		0.0%	\$98,409		
Ransom II,Bruce W	Professor	Professor	Instructional Faculty	NA	\$98,002		0.0%	\$98,002		
Zinzow,Heidi Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,523		0.0%	\$97,523		
Gomes,Roger	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,423		0.0%	\$97,423		
Leininger,John M	Professor	Professor	Instructional Faculty	NA	\$96,434		0.0%	\$96,434		
Barnes,James D	Administrative Manager II	Administrative Mgr II	Business and Financial Operations Staff	08		\$96,279	0.0%		\$96,279	
Stephens,Benjamin R	Professor	Professor	Instructional Faculty	NA	\$96,020		0.0%	\$96,020		
Taylor,Mary A	Professor	Professor	Instructional Faculty	NA	\$96,020		0.0%	\$96,020		
Alley,Thomas R	Professor	Professor	Instructional Faculty	NA	\$95,372		0.0%	\$95,372		
Campbell,Robert L	Professor	Professor	Instructional Faculty	NA	\$95,372		0.0%	\$95,372		
Kisska-Schulze,Kathryn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$95,000*		0.0%	\$95,000		*
Templeton,Scott R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,992		0.0%	\$94,992		
Gugerty,Leo J	Professor	Professor	Instructional Faculty	NA	\$94,280		0.0%	\$94,280		
Wentworth,William M	Professor	Professor	Instructional Faculty	NA	\$92,072		0.0%	\$92,072		
Pak,Chong Hyon	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,755		0.0%	\$91,755		
Vander Mey,Brenda J	Professor	Professor	Instructional Faculty	NA	\$91,117		0.0%	\$91,117		
Hu,Xiaobo	Professor	Professor	Instructional Faculty	NA	\$84,856		0.0%	\$84,856		

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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 2015 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
DePriest,Gail	Lecturer	Lecturer	Instructional Faculty	NA	\$82,798		0.0%	\$82,798		
Ward-Vaughn, Virginia LS	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$82,699		0.0%	\$82,699		
Cantalupo, Claudio	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$81,638		0.0%	\$81,638		
Hannon, John Michael	Lecturer	Lecturer	Instructional Faculty	NA		\$80,000*	0.0%		\$80,000	*
Winslow, Sarah Evelyn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,467		10.0%	\$79,714		b
Received a supplement for serving as Interim Director of the National Scholars Program										
Robinson, Kenneth L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,117		0.0%	\$78,117		
Rosopa, Patrick J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,370		0.0%	\$77,370		
Clark, Katherine D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$77,233		0.0%	\$77,233		
Fine, Jeffrey Allen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,728		0.0%	\$76,728		
Taydas, Zeynep	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,728		0.0%	\$76,728		
Madray, J Russell	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$76,570		0.0%	\$76,570		
Robbins, Janette L	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$76,500	0.0%		\$76,500	
Woolbright, Nona L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,265		0.0%	\$76,265		
McMillan, Kerri D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$76,233		0.0%	\$76,233		
O'Hara, Liam Henry	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,138		0.0%	\$76,138		
McKinney, Sandra T	Executive Assistant II	Exec. Asst & Spec Asst to Dean	Office and Administrative Support Staff	07		\$75,973	0.0%		\$75,973	

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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 2015 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Pearse,Suzanne	Lecturer	Lecturer	Instructional Faculty	NA	\$52,530		42.9%	\$75,089		be
Assumed additional duties and responsibilities for Professional Accountancy(MPAcc). Received a supplement for serving as Asst. Director of MPACC Program. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Layton,Evguenia Passiouk	Assoc Academic Program Dir	Assoc Academic Program Dir	Student and Academic Affairs and Other Education Services Staff	NA		\$75,013	0.0%		\$75,013	
Warber,Adam L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,005		0.0%	\$75,005		
Weisenmiller,Eric M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,408		0.0%	\$74,408		
Leffakis,Zachary Moran	Lecturer	Lecturer	Instructional Faculty	NA	\$74,257		0.0%	\$74,257		
Porter,Marissa Leigh Shuffler	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$73,440		0.0%	\$73,440		
Luo,Ye	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,327		0.0%	\$72,327		
Haller,William J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,110		0.0%	\$72,110		
Vogel,Melissa A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,110		0.0%	\$72,110		
Gaubert,James G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$71,910		0.0%	\$71,910		
Fine,Amanda Cooper	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$71,560		0.0%	\$71,560		
Brainerd Jr,Edwin G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,531		0.0%	\$71,531		
Hebert,Renee J	Student Services Manager II	Student Services Mgr II	Office and Administrative Support Staff	07		\$66,850	5.0%		\$70,200	b
Promoted to Student Services Manager II										
De Iulio,Edward Barry	Senior Lecturer	Senior Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$70,022	0.0%		\$70,022	

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Parnell,Ashley Williams	Lecturer	Lecturer	Instructional Faculty	NA	\$70,000*		0.0%	\$70,000		*
Rose,Patrick G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$69,572		0.0%	\$69,572		
Burroughs,Jill K	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$68,140	0.0%		\$68,140	
Weisensee,Katherine E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,954		0.0%	\$67,954		
Jones,Carol D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$67,606		0.0%	\$67,606		
Yoder,Sara Elizabeth	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$67,248		0.0%	\$67,248		
Bilbrey Jr.,Jerry Kermit	Lecturer	Lecturer	Instructional Faculty	NA	\$66,300		0.0%	\$66,300		
Curtis,Katherine Amber	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,300		0.0%	\$66,300		
Weiss,Charles Tabor	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,300		0.0%	\$66,300		
Turner,Brandon P	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,903		0.0%	\$65,903		
McElveen,Carter Willis	Lecturer	Lecturer	Instructional Faculty	NA	\$65,557		0.0%	\$65,557		
Mendonca,Michael R	Lecturer	Lecturer	Instructional Faculty	NA	\$65,000		0.0%	\$65,000		
Toussaint,Kenneth Scott	Lecturer	Lecturer	Instructional Faculty	NA	\$65,000*		0.0%	\$65,000		*
Matic,Vladimir	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,969		0.0%	\$63,969		
Hopkins III,John Edward	Lecturer	Lecturer	Instructional Faculty	NA	\$63,666		0.0%	\$63,666		
Alley,Pamela R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$62,350		0.0%	\$62,350		
Cole,Michael A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,583		0.0%	\$61,583		
Frost,Daniel H	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,200		0.0%	\$61,200		
Miller,Steven Vincent	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,200		0.0%	\$61,200		

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

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Business & Behavioral Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Whitlock,Laura A	Lecturer	Lecturer	Instructional Faculty	NA	\$61,200*		0.0%	\$61,200		*
Whitehead,Andrew L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,000		0.0%	\$61,000		
Wu,Yi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,000*		0.0%	\$61,000		*
Lundgren,Lydia Louise	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000*		0.0%	\$60,000		*
Toole,Ryan A	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000		0.0%	\$60,000		
Southworth,Stephanie	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,246		0.0%	\$58,246		
Patterson,Jamie Lynn	Program Coordinator II	Program Coordinator II	Student and Academic Affairs and Other Education Services Staff	06		\$57,725	0.0%		\$57,725	
Cox,Kern T	Lecturer	Lecturer	Instructional Faculty	NA	\$56,480		0.0%	\$56,480		
Walker,Erica Black	Lecturer	Lecturer	Instructional Faculty	NA	\$56,016		0.0%	\$56,016		
Smith,Benny R	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$55,774	0.0%		\$55,774	
Maiberger,Philip A	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000*		0.0%	\$55,000		*
Philo,Annieka C	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000*		0.0%	\$55,000		*
Allen,Kristin Lee	Student Services Manager I	Student Services Mgr I	Office and Administrative Support Staff	06		\$53,040	0.0%		\$53,040	
Barr,Mary Louise	Lecturer	Lecturer	Instructional Faculty	NA	\$53,040		0.0%	\$53,040		
Fuhst,Darlene Marie	Public Information Director I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$53,040	0.0%		\$53,040	
White,William C	Lecturer	Lecturer	Instructional Faculty	NA	\$53,040		0.0%	\$53,040		

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Whelchel,Scott L	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$52,508	0.0%		\$52,508	
Tumblin II,William Ernest	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$52,020	0.0%		\$52,020	
Anderson,Henry K.	Lecturer	Lecturer	Instructional Faculty	NA	\$51,532		0.0%	\$51,532		
Holland,Jennifer Leanne Crenshaw	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$48,922		5.0%	\$51,368		b
<i>Standard increase associated with faculty rank promotion</i>										
McCubbin,Donna L	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA	\$35,700		42.9%		\$51,000	bd
<i>Assumed broader responsibilities in a new department.</i>										
Jorgensen,Jo Anne	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$48,505		5.0%	\$50,930		b
<i>Standard increase associated with faculty rank promotion</i>										
Johnston,Elizabeth Stephenson	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$50,000*	0.0%		\$50,000	*
Sanborn,Sarah Mae	Lecturer	Lecturer	Instructional Faculty	NA	\$46,000		8.7%	\$50,000		f
<i>Additional skills increase for the completion of PhD as per offer provision.</i>										

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

e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Gramopadhye, Anand K	Dean	Dean	Management with Faculty Rank	NA		\$290,700	0.0%		\$290,700	
Pursley, Michael B	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$247,318		0.0%	\$247,318		
Laberge, Martine	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$201,599		0.0%	\$201,599		
Bodde, David Leo	Professor	Professor	Instructional Faculty	NA	\$201,326		0.0%	\$201,326		
Ballato, John M	Endowed Chair	Endowed Chair	Instructional Faculty	NA		\$255,000	-21.6%	\$200,000		d
Conversion 12mo/9mo										
Filipi, Zoran	Dept Chair/Head	Endowed Chair	Instructional Faculty	NA	\$192,902		2.8%	\$198,311		b
Received a supplement for serving as the Department Chair of the Automotive Engineering Department.										
Johnson, Eric Gordon	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$197,421		0.0%	\$197,421		
Ogale, Amod A	Professor	Professor	Instructional Faculty	NA	\$192,240		0.0%	\$192,240		
Ramasubramanian, M K	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$189,057		0.0%	\$189,057		
Bordia, Rajendra Kumar	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$186,981		0.0%	\$186,981		
Karanfil, Tanju	Associate Dean	Associate Dean	Management with Faculty Rank	NA	\$186,468		0.0%	\$186,468		
Hodges, Larry F	Professor	Professor	Instructional Faculty	NA	\$185,670		0.0%	\$185,670		
Vyavahare, Narendra R	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$183,656		0.0%	\$183,656		
Martin II, James Robert	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$166,056		10.0%	\$182,662		b
Assumed additional responsibilities contributing to the development of conceptual framework and University proposal for CU-AIG partnership.										
Landreth, R Philip	Academic Program Director	C.O.S./C.O.O	Management	NA		\$181,550	0.0%		\$181,550	
Kraemer, Eileen Theresa	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$180,000		0.0%	\$180,000		

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Gara, Michael James	Academic Program Director	Academic Program Director	Computer, Engineering, and Science Staff	NA		\$179,520	0.0%		\$179,520	
Geist III, Robert M	Professor	Professor	Instructional Faculty	NA	\$188,920		-6.4%	\$176,745		b
	Supplement Removed									
Daw, Murray S	Named Professor	Named Professor	Instructional Faculty	NA	\$175,787		0.0%	\$175,787		
Hirt, Douglas E	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$175,045		0.0%	\$175,045		
Smith, Jonathan Cole	Dept 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	\$174,777		0.0%	\$174,777		
Mason, Scott Jennings	Endowed Chair	Interim Department Chair	Instructional Faculty	NA	\$174,591		0.0%	\$174,591		
Thies, Mark C	Professor	Professor	Instructional Faculty	NA	\$174,492		0.0%	\$174,492		
Collins Jr, Edward R	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA	\$170,000		2.0%	\$173,400		b
	Assumed additional responsibility for MOU Coordination									
Urban, Marek W	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$173,400		0.0%	\$173,400		
Fadel, Georges M	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$170,669		0.0%	\$170,669		
Venhovens, Paul	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$170,613		0.0%	\$170,613		
Sun, Ya-ping	Named Professor	Named Professor	Instructional Faculty	NA	\$169,585		0.0%	\$169,585		
Rao, Apparao M.	Professor	Professor	Instructional Faculty	NA	\$147,222		15.0%	\$169,305		f
	Received a retention increase due to being recruited by another organization.									
Latour Jr, Robert A	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$168,425		0.0%	\$168,425		
Leising, Mark D	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$167,270		0.0%	\$167,270		

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Venayagamoorthy, Ganesh Kumar	Named Professor	Named Professor	Instructional Faculty	NA	\$163,505		0.0%	\$163,505		
Creager, Stephen E	Professor	Professor	Instructional Faculty	NA	\$162,627		0.0%	\$162,627		
Noneaker, Daniel L	Dept Chair/Head	Dept Chair	Instructional Faculty	NA	\$146,800		10.0%	\$161,480		b
	Promoted to Department Chair									
Luzinov, Igor A.	Professor	Professor	Instructional Faculty	NA	\$161,313		0.0%	\$161,313		
Landis, Amy Elaine	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$161,000*		0.0%	\$161,000		*
Apon, Amy W.	Professor	Professor	Instructional Faculty	NA	\$160,048		0.0%	\$160,048		
Grujicic, Mica	Named Professor	Named Professor	Instructional Faculty	NA	\$158,411		0.0%	\$158,411		
Owens-Meadows, Andrea Nicole	Director	Director of Financial Strategy	Management	NA		\$158,100	0.0%		\$158,100	
Brosnan, Denis A	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$158,067		0.0%	\$158,067		
Marcus, Richard K	Professor	Professor	Instructional Faculty	NA	\$157,013		0.0%	\$157,013		
Juang, Charng-hsein	Professor	Professor	Instructional Faculty	NA	\$146,941		6.8%	\$156,941		b
	Received a supplement for the Glenn Professor of Engineering.									
Ferrell Jr, William G	Professor	Professor	Management with Faculty Rank	NA	\$156,203		0.0%	\$156,203		
Figliola, Richard S	Professor	Professor	Instructional Faculty	NA	\$150,911		3.3%	\$155,911		b
	Received a supplement for Centennial Professorship.									
House, Donald Henry	Professor	Professor	Instructional Faculty	NA	\$155,576		0.0%	\$155,576		
Freedman, David L	Dept Chair/Head	Dept Chair	Instructional Faculty	NA	\$141,337		9.2%	\$154,371		b
	Promoted to Department Chair.									

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Cox, Christopher L	Professor	Interim Department Chair	Instructional Faculty	NA	\$124,903		23.3%	\$154,000		be
Received a supplement for acting as Interim Chair of the Department of Mathematical Sciences. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Tessendorf, Jerry A.	Professor	Professor	Instructional Faculty	NA	\$153,125		0.0%	\$153,125		
Foulger, Stephen H.	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$152,219		0.0%	\$152,219		
Dieter, R Karl	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$151,470		0.0%	\$151,470		
Coykendall IV, James Barker	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$165,239		-9.1%	\$150,218		b
Supplement Removed										
High, Karen Ann	Associate Dean	Associate Dean	Management with Faculty Rank	NA	\$150,000*		0.0%	\$150,000		*
Wang, Kuang-Ching	Associate Professor	Associate Professor	Instructional Faculty	NA	\$112,767*		32.2%	\$149,134		*b
Assumed additional duties associated with the Center for Next Generation Computing and CCIT. Received a supplement for responsibilities in the Network CTO.										
Devol, Timothy A	Professor	Professor	Instructional Faculty	NA	\$148,489		0.0%	\$148,489		
Kolis, Joseph W	Professor	Professor	Instructional Faculty	NA	\$148,193		0.0%	\$148,193		
Singh, Rajendra	Named Professor	Named Professor	Instructional Faculty	NA	\$140,539		5.0%	\$147,566		b
Assumed additional duties associated focused on the local DC grid.										
Makram, Elham B	Named Professor	Named Professor	Instructional Faculty	NA	\$147,552		0.0%	\$147,552		
Larsen, Miguel F	Professor	Professor	Instructional Faculty	NA	\$146,004		0.0%	\$146,004		
Lee, Cindy M	Professor	Professor	Management with Faculty Rank	NA	\$131,046		10.0%	\$144,151		be
Received a supplement for serving as new Chair of Engineering Science and Education. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										

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

e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Zhang,Guigen	Professor	Professor	Instructional Faculty	NA	\$131,466		9.6%	\$144,113		b
Received a supplement for serving as Associate Chair for Program Development and Outreach in Bioengineering										
Thrasher,Joseph Stuart	Professor	Professor	Instructional Faculty	NA	\$144,004		0.0%	\$144,004		
Pennington Jr,William T	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$143,800		0.0%	\$143,800		
Watkins Jr,Richard J	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$159,600	-10.0%	\$143,643		bd
Received a supplement for serving as Director of General Engineering. Conversion 12mo/9mo										
Srimani,Pradip K.	Professor	Professor	Instructional Faculty	NA	\$142,928		0.0%	\$142,928		
Walker,Ian D	Professor	Professor	Instructional Faculty	NA	\$142,725		0.0%	\$142,725		
Biggers,Sherrill B	Professor	Professor	Instructional Faculty	NA	\$141,823		0.0%	\$141,823		
Husson,Scott M	Professor	Professor	Instructional Faculty	NA	\$141,651		0.0%	\$141,651		
Dong,Liang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$141,531		0.0%	\$141,531		
Beasley,Donald E	Professor	Professor	Instructional Faculty	NA	\$141,129		0.0%	\$141,129		
Falta Jr,Ronald W	Professor	Professor	Instructional Faculty	NA	\$140,880		0.0%	\$140,880		
Yao,Hai	Professor	Professor	Instructional Faculty	NA	\$125,744		11.9%	\$140,745		b
Standard increase associated with faculty rank promotion										
Duchowski,Andrew T	Professor	Professor	Instructional Faculty	NA	\$140,067		0.0%	\$140,067		
Sitaraman,Murali	Professor	Professor	Instructional Faculty	NA	\$140,039		0.0%	\$140,039		
Bruce,David A	Professor	Professor	Instructional Faculty	NA	\$139,715		0.0%	\$139,715		
Xiao,Hai	Named Professor	Named Professor	Instructional Faculty	NA	\$137,700		0.0%	\$137,700		
Cousins,Thomas Edford	Professor	Professor	Instructional Faculty	NA	\$137,500*		0.0%	\$137,500		*

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Gao,Xuhong	Professor	Professor	Instructional Faculty	NA	\$137,394		0.0%	\$137,394		
Lund,Robert B	Professor	Professor	Instructional Faculty	NA	\$137,394		0.0%	\$137,394		
Wiecek,Margaret Maria	Professor	Professor	Instructional Faculty	NA	\$137,394		0.0%	\$137,394		
Chowdhury,Mashrur A	Professor	Professor	Instructional Faculty	NA	\$136,664		0.0%	\$136,664		
Koley,Goutam	Professor	Professor	Instructional Faculty	NA	\$135,000		0.0%	\$135,000		
Bridges Jr,William C	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$134,899		0.0%	\$134,899		
Burati Jr,James L	Professor	Professor	Instructional Faculty	NA	\$133,843		0.0%	\$133,843		
Lickfield,Gary C	Professor	Professor	Instructional Faculty	NA	\$133,203		0.0%	\$133,203		
Schalkoff,Robert J	Professor	Professor	Instructional Faculty	NA	\$130,801		0.0%	\$130,801		
Hwu,Shiou-jyh	Professor	Professor	Instructional Faculty	NA	\$130,375		0.0%	\$130,375		
Zordan,Victor B	Professor	Professor	Instructional Faculty	NA	\$130,000*		0.0%	\$130,000		*
Adams,Warren P	Professor	Professor	Instructional Faculty	NA	\$129,899		0.0%	\$129,899		
Brooks,Richard R	Professor	Professor	Instructional Faculty	NA	\$129,838		0.0%	\$129,838		
Wang,Zijun	Professor	Professor	Instructional Faculty	NA	\$129,058		0.0%	\$129,058		
Joseph,Paul F	Professor	Professor	Instructional Faculty	NA	\$127,917		0.0%	\$127,917		
Tong,Chenning	Professor	Professor	Instructional Faculty	NA	\$127,855		0.0%	\$127,855		
Corzine,Keith A	Named Professor	Named Professor	Instructional Faculty	NA	\$127,500		0.0%	\$127,500		
Overcamp,Thomas J	Professor	Professor	Instructional Faculty	NA	\$125,813		0.0%	\$125,813		
Arya,Dev Priya	Professor	Professor	Instructional Faculty	NA	\$125,769		0.0%	\$125,769		

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Saylor, John R	Professor	Professor	Instructional Faculty	NA	\$125,759		0.0%	\$125,759		
Rebholz, Leo G	Professor	Professor	Instructional Faculty	NA	\$112,200		12.0%	\$125,664		b
Standard increase associated with faculty rank promotion										
Mears, Michael L	Professor	Professor	Instructional Faculty	NA	\$112,179		12.0%	\$125,640		b
Standard increase associated with faculty rank promotion										
Hoover, Adam W	Professor	Professor	Instructional Faculty	NA	\$112,153		12.0%	\$125,611		b
Standard increase associated with faculty rank promotion										
Stuart, Steven J	Professor	Professor	Instructional Faculty	NA	\$125,233		0.0%	\$125,233		
Wagner, John R	Professor	Professor	Instructional Faculty	NA	\$125,136		0.0%	\$125,136		
Gerard, Patrick D	Professor	Professor	Instructional Faculty	NA	\$124,903		0.0%	\$124,903		
Ochterbeck, Jay M	Professor	Professor	Instructional Faculty	NA	\$124,513		0.0%	\$124,513		
Kornev, Konstantin German	Professor	Professor	Instructional Faculty	NA	\$113,009		10.0%	\$124,310		e
Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Shen, Hai Ying	Associate Professor	Associate Professor	Instructional Faculty	NA	\$123,570		0.0%	\$123,570		
Meyer, Bradley S	Professor	Professor	Instructional Faculty	NA	\$122,507		0.0%	\$122,507		
Zhu, Lin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$122,337		0.0%	\$122,337		
Meriwether Jr, John W	Professor	Professor	Instructional Faculty	NA	\$121,282		0.0%	\$121,282		
Moysey, Stephen Michael	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,795		19.8%	\$120,798		b
Assumed additional duties in key leadership roles within Center for Geospatial Technologies. Received a supplement for serving as co-director for Center for Geospatial Technologies.										
Gao, Zhi	Professor	Professor	Instructional Faculty	NA	\$107,736		12.0%	\$120,664		b
Standard increase associated with faculty rank promotion										

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Summers,Joshua D.	Professor	Professor	Instructional Faculty	NA	\$120,662		0.0%	\$120,662		
Sanders III,John P	Research Associate Professor	Research Associate Professor	Research Faculty	NA		\$120,639	0.0%		\$120,639	
Sorber, Jacob M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$93,980		27.7%	\$120,000		bf
Received a supplement for Professorship. Received a retention increase due to being recruited by another organization.										
Murdoch, Lawrence C	Professor	Professor	Instructional Faculty	NA	\$119,466		0.0%	\$119,466		
Chumanov, George	Professor	Professor	Instructional Faculty	NA	\$119,062		0.0%	\$119,062		
Harcum, Sarah W	Professor	Professor	Instructional Faculty	NA	\$119,016		0.0%	\$119,016		
Simionescu, Dan T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$118,632		0.0%	\$118,632		
Perahia, Dvora	Professor	Professor	Instructional Faculty	NA	\$118,493		0.0%	\$118,493		
Brown, Philip J	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$135,486		-12.8%	\$118,163		b
Supplement Removed										
Rangaraju, Prasada Rao	Professor	Professor	Instructional Faculty	NA	\$105,254		12.0%	\$117,884		b
Standard increase associated with faculty rank promotion										
Ervin, Vincent J	Professor	Professor	Instructional Faculty	NA	\$116,773		0.0%	\$116,773		
King, Jeremy	Professor	Professor	Instructional Faculty	NA	\$116,242		0.0%	\$116,242		
Smith, Melissa Crawley	Associate Professor	Associate Professor	Instructional Faculty	NA	\$115,717		0.0%	\$115,717		
Khan, Abdul A	Professor	Professor	Instructional Faculty	NA	\$103,316		12.0%	\$115,714		b
Standard increase associated with faculty rank promotion										
Marinescu, Domnita Catalina	Professor	Professor	Instructional Faculty	NA	\$115,524		0.0%	\$115,524		

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Engineering & Sciences

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					9 Month	12 Month		9 Month	12 Month	
Khan,Taufiqar Rahman	Professor	Professor	Instructional Faculty	NA	\$104,918		10.0%	\$115,410		b
Received a supplement for serving as the new Director of International Initiatives and Global Engagement.										
Dean,Brian Christopher	Associate Professor	Associate Professor	Instructional Faculty	NA	\$115,162		0.0%	\$115,162		
Schlautman,Mark A.	Professor	Professor	Instructional Faculty	NA	\$115,105		0.0%	\$115,105		
Alexov,Emil Georgiev	Professor	Professor	Instructional Faculty	NA	\$115,071		0.0%	\$115,071		
Garcia Perez,Carlos Diego	Professor	Professor	Instructional Faculty	NA	\$115,000*		0.0%	\$115,000		*
Valentini,Antony	Professor	Professor	Instructional Faculty	NA	\$113,465		0.0%	\$113,465		
Webb,Charles K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$113,211		0.0%	\$113,211		
Davis,Timothy A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$112,913		0.0%	\$112,913		
Hartmann,Dieter H	Professor	Professor	Instructional Faculty	NA	\$112,707		0.0%	\$112,707		
Castle,James W	Professor	Professor	Instructional Faculty	NA	\$112,704		0.0%	\$112,704		
Atamturktur,Huriye Sezer	Associate Professor	Associate Professor	Instructional Faculty	NA	\$102,422		10.0%	\$112,664		b
Received a supplement for Distinguished Professorship.										
James,Kevin L.	Professor	Professor	Instructional Faculty	NA	\$104,315		8.0%	\$112,660		b
Received a supplement for serving as Grad Coordinator.										
Taaffe,Kevin M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$112,592		0.0%	\$112,592		
Ligon,Walter B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$112,153		0.0%	\$112,153		
Russell,Harlan B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$112,153		0.0%	\$112,153		
Brannan,James R	Professor	Professor	Instructional Faculty	NA	\$111,803		0.0%	\$111,803		
Calkin,Neil J	Professor	Professor	Instructional Faculty	NA	\$111,803		0.0%	\$111,803		

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f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Engineering & Sciences

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Kiessler, Peter C	Professor	Professor	Instructional Faculty	NA	\$111,803		0.0%	\$111,803		
Rieck, James R	Professor	Professor	Instructional Faculty	NA	\$111,803		0.0%	\$111,803		
Wang, Pingshan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$110,799		0.0%	\$110,799		
Klotz, Leidy E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,317		10.0%	\$110,349		b
Received a supplement for S.E Liles, Jr. Distinguished Professorship.										
Ge, Rong	Associate Professor	Associate Professor	Instructional Faculty	NA	\$110,000*		0.0%	\$110,000		*
Andrus, Ronald D.	Professor	Professor	Instructional Faculty	NA	\$109,776		0.0%	\$109,776		
Walker, Terry H	Professor	Professor	Instructional Faculty	NA	\$108,889		0.0%	\$108,889		
Goddard, Wayne D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,192		0.0%	\$108,192		
Martin, James J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,192		0.0%	\$108,192		
McGregor, John D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,192		0.0%	\$108,192		
Dean, Delphine	Associate Professor	Associate Professor	Instructional Faculty	NA	\$107,700		0.0%	\$107,700		
Brumaghim, Julia	Professor	Professor	Instructional Faculty	NA	\$95,529		12.0%	\$106,992		b
Standard increase associated with faculty rank promotion										
Gallagher, Colin M	Professor	Professor	Instructional Faculty	NA	\$106,906		0.0%	\$106,906		
Groff, Richard E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$106,824		0.0%	\$106,824		
Ayalew, Beshah	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,047		10.0%	\$106,752		f
Received a retention increase due to being recruited by another organization.										
Baum, Carl W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$106,453		0.0%	\$106,453		
Powell, Brian A.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$106,044		0.0%	\$106,044		

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College of Engineering & Sciences

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Desjardins, John D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,637		0.0%	\$105,637		
Nagatomi, Jiro	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,211		0.0%	\$105,211		
Vertegel, Alexey Alexandrovich	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,211		0.0%	\$105,211		
Cho, Byung Rae	Professor	Professor	Instructional Faculty	NA	\$93,893		12.0%	\$105,160		b
Standard increase associated with faculty rank promotion										
Matthews, Gretchen L.	Professor	Professor	Instructional Faculty	NA	\$104,918		0.0%	\$104,918		
Sosolik, Chad E	Professor	Professor	Instructional Faculty	NA	\$93,564		12.0%	\$104,791		b
Standard increase associated with faculty rank promotion										
Benson, Lisa C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$104,721		0.0%	\$104,721		
Thompson, Lonny L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$104,128		0.0%	\$104,128		
Kuksenok, Olga	Associate Professor	Associate Professor	Instructional Faculty	NA	\$104,000*		0.0%	\$104,000		*
Greenstein, Joel S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$103,893		0.0%	\$103,893		
Luo, Feng	Associate Professor	Associate Professor	Instructional Faculty	NA	\$103,884		0.0%	\$103,884		
Pargas, Roy P	Associate Professor	Associate Professor	Instructional Faculty	NA	\$102,744		0.0%	\$102,744		
Malloy, Brian A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$102,019		0.0%	\$102,019		
Brittain, Sean D	Professor	Professor	Instructional Faculty	NA	\$90,991		12.0%	\$101,910		b
Standard increase associated with faculty rank promotion										
Prucka, Robert G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,055		10.0%	\$101,260		b
Standard increase associated with faculty rank promotion										
Li, Gang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$101,152		0.0%	\$101,152		

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Fall 2015 Salaries \$50,000 and Over

College of Engineering & Sciences

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					9 Month	12 Month		9 Month	12 Month	
Ogle, Jennifer H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,832		0.0%	\$100,832		
Finneran, Kevin Thomas	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,534		0.0%	\$100,534		
Lee, Hyesuk K	Professor	Professor	Instructional Faculty	NA	\$100,347		0.0%	\$100,347		
Daqaq, Mohammed Farid	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,151		0.0%	\$50,076		
Xuan, Xiangchun	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,133		0.0%	\$100,133		
Kitchens, Christopher L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,094		0.0%	\$100,094		
Fraday, Kristin Kelly	Academic Program Director	Academic Program Director	Computer, Engineering, and Science Staff	NA		\$100,010*	0.0%		\$100,010	*
Sharp, Julia Lynn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,575		5.7%	\$100,000		f
Received a retention increase due to being recruited by another organization.										
Miller, Richard S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,170		0.0%	\$99,170		
Mocko, Gregory	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,170		0.0%	\$99,170		
Vahidi, Ardalan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,170		0.0%	\$99,170		
Kennedy, Marian Siobhan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,969		0.0%	\$98,969		
Mefford IV, Olin T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,968		0.0%	\$98,968		
Smotherman, Mark K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,911		0.0%	\$98,911		
Pang, Weichiang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,242		0.0%	\$98,242		
Babu, Sabarish Venkat	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$97,819		0.0%	\$97,819		
Stephan, Elizabeth Anne	Senior Lecturer	Dir of General Engr	Instructional Faculty	NA	\$87,489		11.7%	\$97,725		b
Received a supplement for the additional responsibility of advising students.										

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

e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Harrell, William R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,446		0.0%	\$97,446		
Kaye, Nigel Gregory	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,535		0.0%	\$96,535		
Drapcho, Caye Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,521		0.0%	\$96,521		
Kurz-Edsall, Mary Elizabeth	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,095		0.0%	\$96,095		
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	\$95,880		0.0%	\$95,880		
Levine, Joshua A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$95,841		0.0%	\$95,841		
Brooks, Johnell O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,658		0.0%	\$95,658		
Williams, Calvin L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$103,124		-7.3%	\$95,624		b
	Supplement Removed									
Ravichandran, Nadarajah	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,588		0.0%	\$95,588		
Caine, Kelly E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$95,343		0.0%	\$95,343		
Knijnenburg, Bart	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$95,000*		0.0%	\$95,000		*
Plaue, Christopher M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$95,000*	0.0%		\$95,000	*
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	\$94,780		0.0%	\$94,780		
Sun, Xiaoqian	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,763		0.0%	\$94,763		
Sarasua, Wayne A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,472		0.0%	\$94,472		

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Engineering & Sciences

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Pisu,Pierluigi	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,244		0.0%	\$94,244		
Martin,Anthony Q	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,738		0.0%	\$93,738		
Putman,Bradley J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,603		0.0%	\$93,603		
Safro,Ilya Mark	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$93,207		0.0%	\$93,207		
Remy,Sekou Lionel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$93,142		0.0%	\$93,142		
Dimitrova,Elena Stanimirova	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,882		0.0%	\$92,882		
Csernak,Stephen F	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$92,799		0.0%	\$92,799		
Choi,Hong Seok	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$92,632		0.0%	\$92,632		
Luo,Jun	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,146		0.0%	\$92,146		
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	\$91,820		0.0%	\$91,820		
Brinkman,Kyle S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,800		0.0%	\$91,800		
Hoffman,Mark A	Research Asst Professor	Research Asst Professor	Research Faculty	NA		\$91,800	0.0%		\$91,800	
Ivanco,Andrej	Research Asst Professor	Research Asst Professor	Research Faculty	NA		\$91,800	0.0%		\$91,800	
Jacobsohn,Luiz Gustavo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$91,800		0.0%	\$91,800		
Onori,Simona	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$91,800		0.0%	\$91,800		
Smith,John David	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$91,800		0.0%	\$91,800		
Neyens,David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$91,022		0.0%	\$91,022		
Martin,Julie Patricia	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$90,966		0.0%	\$90,966		

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Engineering & Sciences

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					9 Month	12 Month		9 Month	12 Month	
Fralix,Brian H.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,610		10.0%	\$90,871		b
Standard increase associated with faculty rank promotion										
Roberts,Mark E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$90,600		0.0%	\$90,600		
McNeill,Jason D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,551		0.0%	\$90,551		
Brown,James L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,213		5.9%	\$90,213		f
Received a retention increase due to being recruited by another organization.										
Abu-Farha,Fadi Kamal	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$90,176		0.0%	\$90,176		
Oberheide,Jens	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,100		0.0%	\$90,100		
Sather-Wagstaff,Sean Michael	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,000*		0.0%	\$90,000		*
Tewari,Sumanta	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,607		0.0%	\$89,607		
Harman,Melinda K	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$89,049		0.0%	\$89,049		
Davis,Eric Mikel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$89,000*		0.0%	\$89,000		*
He,Jian	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,845		0.0%	\$88,845		
Carraway,Elizabeth R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,629		0.0%	\$88,629		
Kwartowitz,David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$88,264		0.0%	\$88,264		
Smith,Rhett C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,021		0.0%	\$88,021		
Khademi,Amin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,720		0.0%	\$87,720		
Kholodenko,Arkady L	Professor	Professor	Instructional Faculty	NA	\$87,663		0.0%	\$87,663		
Flower,Phillip J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,492		0.0%	\$87,492		

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f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Martinez-Duarte,Rodrigo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,390		0.0%	\$87,390		
Tallapragada,Phanindra	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,390		0.0%	\$87,390		
Melloy,Brian J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,971		10.4%	\$87,187		d
	Change to full time									
Chalil Madathil,Kapil	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,000*		0.0%	\$87,000		*
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		
Zhao,Xin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,000*		0.0%	\$87,000		*
Jenkins,Eleanor W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,917		0.0%	\$86,917		
Foley,Ann Catherine	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,700		0.0%	\$86,700		
Pilla,Srikanth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,700		0.0%	\$86,700		
Scott,Joseph K	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,700		0.0%	\$86,700		
Ladner,David Allen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,659		0.0%	\$86,659		
Getman,Rachel B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,657		0.0%	\$86,657		
Esmailpoursaee,Amirreza	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,542		0.0%	\$86,542		
Dominy,Brian N	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,369		0.0%	\$86,369		
Huang,Yongxi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,320		0.0%	\$86,320		
Sarupria,Sapna	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,224		0.0%	\$86,224		

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Fall 2015 Salaries \$50,000 and Over

College of Engineering & Sciences

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Anker, Jeffrey Nathan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,144		0.0%	\$86,144		
Pataky, Garrett J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,000*		0.0%	\$86,000		*
Blenner, Mark Alan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,790		0.0%	\$85,790		
Peng, Fei	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,633		0.0%	\$85,633		
Bedenbaugh, Christina T	Accounting/Fiscal Manager II	Accounting/Fiscal Mgr II	Business and Financial Operations Staff	08		\$85,547	0.0%		\$85,547	
Collins, Kelly Murdaugh	Accounting/Fiscal Manager II	Accounting/Fiscal Mgr II	Business and Financial Operations Staff	08		\$66,300	29.0%		\$85,527	b
	Promoted to Accounting/Fiscal Manager II.									
Zhao, Huijuan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,184		0.0%	\$85,184		
Peterson, James K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,120		0.0%	\$85,120		
Wang, Yue	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,070		0.0%	\$85,070		
McMahan, Christopher Steven	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,981		0.0%	\$84,981		
Mei, Ying	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,718		0.0%	\$84,718		
Lee, JeoungSoo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,684		0.0%	\$84,684		
Simionescu, Agneta	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,684		0.0%	\$84,684		
Saltzman, Matthew J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,278		0.0%	\$84,278		
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	\$83,927		0.0%	\$83,927		
Ye, Tong	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$83,640		0.0%	\$83,640		

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College of Engineering & Sciences

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Mercuri,Jeremy J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$83,130		0.0%	\$83,130		
Piratla,Kalyan Ram	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$82,902		0.0%	\$82,902		
Ross,Brandon E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$82,902		0.0%	\$82,902		
Xue,Hui	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,741		0.0%	\$82,741		
Lehmacher,Gerald A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,345		0.0%	\$82,345		
Yoon,Jeong - Rock	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,664		0.0%	\$81,664		
Schmoll,Martin Johannes	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,661		0.0%	\$81,661		
Brown,Derek A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,600		0.0%	\$81,600		
Delaney,William Frederick	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$81,600	0.0%		\$81,600	
Li,Yingbo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,600		0.0%	\$81,600		
Chen,Qiushi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,192		0.0%	\$81,192		
Mishra,Ashok	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,192		0.0%	\$81,192		
Russell,Brook Thayer	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,000*		0.0%	\$81,000		*
Alper,Joshua	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000*		0.0%	\$80,000		*
Podila,Ramakrishna	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000*		0.0%	\$80,000		*
Heister,Timo Johannes	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,560		0.0%	\$79,560		
Owino,Tom O.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,960		0.0%	\$78,960		
Cates,Ezra Lucas Holt	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,000		0.0%	\$78,000		

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College of Engineering & Sciences

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Dale,Michael Anthony Joseph	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,000		0.0%	\$78,000		
Kang,Hye Jung	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,692		0.0%	\$77,692		
Ajello,Marco	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,520		0.0%	\$77,520		
Chen,Qingshan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,520		0.0%	\$77,520		
Liu,Xin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,520		0.0%	\$77,520		
Sanabria,Hugo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,520		0.0%	\$77,520		
Myers,Dianne M	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$77,457	0.0%		\$77,457	
Ding,Feng	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,893		0.0%	\$76,893		
Park Jr,William J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,836		0.0%	\$76,836		
Harriss,James E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$76,806	0.0%		\$76,806	
Darnault,Christophe	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		0.0%	\$76,500		
Grant,Ronald T	Public Information Director II	Public Information Director II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$76,500	0.0%		\$76,500	
Gupte,Akshay Sunil	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		0.0%	\$76,500		
Poznanovikj,Svetlana	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		0.0%	\$76,500		
Zheng,Yi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		2.0%	\$76,500		b
Assumed additional duties related to the department's move out of CAFLS and significantly increased teaching load										
Whitehead,Daniel C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,475		0.0%	\$76,475		

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					9 Month	12 Month		9 Month	12 Month	
Ouyang, Yuyuan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,000*		0.0%	\$76,000		*
Marler, Joan P	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,949		0.0%	\$75,949		
Booth, Brian William	Research Asst Professor	Research Asst Professor	Research Faculty	NA	\$75,763		0.0%	\$75,763		
Bourne, Jenny	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$75,719	0.0%		\$75,719	
Burr, Michael Adam	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,643		0.0%	\$75,643		
Liu, Shitao	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,480		0.0%	\$75,480		
Manganiello, Felice	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,480		0.0%	\$75,480		
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		
Nielson, Bryant G	Professor Of Practice	Professor Of Practice	Instructional Faculty	NA	\$74,803		0.0%	\$74,803		
Lee, David Robert	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$70,992*	5.0%		\$74,542	*b
Promoted to Program Manager I.										
Minor, John C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$70,366		5.7%	\$74,366		b
Received a supplement for additional advising responsibilities.										
Mitkovski, Mishko	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,255		0.0%	\$74,255		
Acker, Serita	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$67,472	10.0%		\$74,219	b
Received a supplement for serving as Exec Director of PEER and WISE										
Tennyson, Andrew Gregory	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,364		0.0%	\$72,364		

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Schweisinger, Todd Alan	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$68,857		5.0%	\$72,300		b
Standard increase associated with faculty rank promotion.										
Stevens, Kathryn Ann	Project Manager I	Project Manager I	Computer, Engineering, and Science Staff	07		\$72,250	0.0%		\$72,250	
Ivey, Kimberly A	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$70,951	0.0%		\$70,951	
Martinez-Dawson, Rose	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$70,879		0.0%	\$70,879		
Hester, Jerry D	Lecturer: Non-teaching	Lab Coordinator	Student and Academic Affairs and Other Education Services Staff	NA		\$70,159	0.0%		\$70,159	
Barnes, Jeremy L	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$70,000*	0.0%		\$70,000	*
Piekutowski, James Joseph	Program Manager I	Program Manager I	Computer, Engineering, and Science Staff	07		\$70,000*	0.0%		\$70,000	*
Kitaygorodskiy, Aleksandr	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$69,981	0.0%		\$69,981	
King III, Larry French	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$65,740	5.0%		\$69,027	b
Assumed the additional responsibilities of supporting the Center for Workforce Development's computing systems infrastructure. Received a supplement for additional project which requires virtual IT support.										
Brandon, Steven C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,741		18.9%	\$68,670		be
Received a supplement for additional advising responsibilities. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Clark, Martin C	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$68,541	0.0%		\$68,541	
Webb, Frank	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$68,326	0.0%		\$68,326	

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

e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Hartley, Rebecca Short	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$61,812*	10.0%		\$67,993	*b
Promoted to Research Associate										
Brame, Scott E	Research Asst Professor	Research Asst Professor	Research Faculty	NA		\$67,310	0.0%		\$67,310	
McCafferty, Alexander Douglas	Program Manager I	Program Manager I	Computer, Engineering, and Science Staff	07		\$67,108*	0.0%		\$67,108	*
Hubbard, Russell J.	Engineer/Associate Engineer III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$66,299	0.0%		\$66,299	
Katuri, Kalyan Chakravarthi	Lecturer	Lecturer	Instructional Faculty	NA	\$66,228		0.0%	\$66,228		
Parker, Gary W	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$65,954	0.0%		\$65,954	
Holliday, Jeff L.	Laboratory Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$65,120	0.0%		\$65,120	
Metz, Daniel R	Laboratory Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$64,836	0.0%		\$64,836	
Sternhagen, Melissa M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$64,435		0.0%	\$64,435		
Poore, Bradley W	Engineer/Associate Engineer II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$64,163	0.0%		\$64,163	
Childers, Ashley K	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000*		6.7%	\$64,000		*b
Received a salary supplement for serving as an advisor for 50+ students.										
Cawood, Mark E.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,957		0.0%	\$63,957		
Breazel, Ellen Hepfer	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,487		5.0%	\$63,511		b
Standard increase associated with faculty rank promotion										

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Cook, Charles T	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$63,250*	0.0%	\$63,250		*
Yasmin, Nighat	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,699		17.4%	\$63,069		be
Received a supplement for additional advising responsibilities. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Mann, James D	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$62,934	0.0%	\$62,934		
Moline, David C	Laboratory Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$62,604	0.0%	\$62,604		
Reba, Marilyn	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$62,597		0.0%	\$62,597		
White, David A	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$62,572	0.0%	\$62,572		
Alexander, Kim E	Director	Director	Public Service Faculty	NA		\$62,095	0.0%	\$62,095		
Mathis, Gary Lee	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$61,963	0.0%	\$61,963		
Duncan, Michelle Schlock	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$61,812	0.0%	\$61,812		
Porter, Christopher H.	Student Services Manager I	Student Services Mgr I	Office and Administrative Support Staff	06		\$61,756	0.0%	\$61,756		
Teitloff, Timothy Charles	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,809		5.0%	\$61,749		b
Standard increase associated with faculty rank promotion										
Maier, Jonathan R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$47,750		29.1%	\$61,658		be
Standard increase associated with faculty rank promotion. Received a supplement for advising responsibilities. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Delhaye, Jean-Marc Georges	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,593*		0.0%	\$61,593		*

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

e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Lowe,Rose M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,217		0.0%	\$61,217		
Taylor,Regina M	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$61,200	0.0%		\$61,200	
Pope,Amy Liann	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,235		0.0%	\$60,235		
Feaster,Yvon H.	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000*		0.0%	\$60,000		*
Taylor,Dennis F	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,967		0.0%	\$59,967		
Johnson,Terri A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,830		0.0%	\$59,830		
Prevost,Shari A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,830		0.0%	\$59,830		
Rumph,Terry Hughes	Grants Administrator I	Grants Administrator I	Business and Financial Operations Staff	06		\$59,814	0.0%		\$59,814	
Brown,Jason Stratford	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,853		5.0%	\$59,695		b
Standard increase associated with faculty rank promotion										
The,Lih-sin	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,853		5.0%	\$59,695		b
Standard increase associated with faculty rank promotion										
Jones,James H.	Lecturer	Lecturer	Instructional Faculty	NA	\$58,767		0.0%	\$58,767		
Hochrine,Catherine A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,523		0.0%	\$58,523		
Pelfrey,Jessica Rose	Student Services Manager I	Student Services Mgr I	Office and Administrative Support Staff	06		\$53,638	7.5%		\$57,638	a
Standard increase associated with the Staff Development Program										
Cummings,Anne Handley	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$57,627	0.0%		\$57,627	
Coulson,Alan B	Lecturer	Lecturer	Instructional Faculty	NA	\$57,526		0.0%	\$57,526		

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Gregory,Cassie Adams	Laboratory Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$55,162	4.2%		\$57,500	b
Assumed duties for serving as Regenerative Medicine Lab Coordinator at CUBEInC, and providing support for regenerative medicine institute (Pateweed, Clemson, MUSC).										
Cottingham,Judith Elaine	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,880		0.0%	\$56,880		
Lambert,Renee S	Lecturer	Lecturer	Instructional Faculty	NA	\$56,796		0.0%	\$56,796		
McMillen,Colin D	Glass Shop Manager	Research Laboratory Manager	Computer, Engineering, and Science Staff	06		\$56,661	0.0%		\$56,661	
McDonald,Charles Taylor	Engineer/Associate Engineer II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$56,521	0.0%		\$56,521	
Viktorova,Irina V.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,360		0.0%	\$56,360		
Walker,S Erwin	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,662		5.0%	\$56,345		b
Standard increase associated with faculty rank promotion.										
Houston,Dock R	Laboratory Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$56,269	0.0%		\$56,269	
Nicholson,Truman Grady	Engineer/Associate Engineer II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$56,203	0.0%		\$56,203	
McKnew,Judith Irene	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,702		0.0%	\$55,702		
Novick,Beth A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,702		0.0%	\$55,702		
Corbett,Kristina Ann	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$55,308	0.0%		\$55,308	
McMahan,Chad Lee	Laboratory Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$55,162	0.0%		\$55,162	
McCullough,Melissa A	Engineer/Associate Engineer II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$55,155	0.0%		\$55,155	

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Coburn Jr,William L	Laboratory Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$55,101	0.0%		\$55,101	
Magagnotti,Mariah Soibhan	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000*		0.0%	\$55,000		*
McCall,Brittney Poore	Accountant/Fiscal Analyst III	Acctn/Fiscal Analyst III	Business and Financial Operations Staff	06		\$54,896	0.0%		\$54,896	
Kelley,David L	Laboratory Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$54,730	0.0%		\$54,730	
Teague,Robert A	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$54,700	0.0%		\$54,700	
Nammouz,Minory	Lecturer	Lecturer	Instructional Faculty	NA	\$54,631		0.0%	\$54,631		
Rankin,Samuel G	Laboratory Technologist II	Lab Technologist II	Computer, Engineering, and Science Staff	05		\$54,478	0.0%		\$54,478	
Lewis,Barbara S	Instructor	Instructor	Instructional Faculty	NA	\$54,450		0.0%	\$54,450		
Houjeiry,Tania Issa	Lecturer	Lecturer	Instructional Faculty	NA	\$54,422		0.0%	\$54,422		
Hupp,Laura R	Environmental Health Manager II	Environment/Hlth Mgr II	Healthcare Practitioners and Staff	06		\$54,174	0.0%		\$54,174	
Garber,Stella Faye	Administrative Coordinator I	Asst. Dir Fac Dev/Str. PI	Office and Administrative Support Staff	05		\$53,929	0.0%		\$53,929	
Boiter,Lynn J	Accountant/Fiscal Analyst III	Acctn/Fiscal Analyst III	Business and Financial Operations Staff	06		\$53,841	0.0%		\$53,841	
Allen,Charles B	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$53,696	0.0%		\$53,696	
Cole,Jamie E	Laboratory Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$53,553	0.0%		\$53,553	

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Smith, Teresa J	Accountant/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$53,519	0.0%		\$53,519	
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	\$53,350		0.0%	\$53,350		
Wetzler, Modi	Lecturer	Lecturer	Instructional Faculty	NA	\$52,793		0.0%	\$52,793		
Schvaneveldt, Stephen Jon	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,531		0.0%	\$52,531		
Hickman, Thomas D	Lecturer	Lecturer	Instructional Faculty	NA	\$52,530		0.0%	\$52,530		
Sawdey, Kenna Lorene	Administrative Coordinator I	Administrative Coord I	Office and Administrative Support Staff	05		\$47,671	10.0%		\$52,438	b
<i>Assumed additional duties managing events and budgetary responsibilities.</i>										
Townsend, Teri F	Administrative Coordinator I	Administrative Coord I	Business and Financial Operations Staff	05		\$50,896	3.0%		\$52,423	b
<i>Assumed additional complexity in duties associated with transfer to Bioengineering</i>										
Simmons, William Patrick	Laboratory Technologist II	Lab Technologist II	Computer, Engineering, and Science Staff	05		\$52,118	0.0%		\$52,118	
Pruett, Timothy C	Laboratory Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$52,020	0.0%		\$52,020	
Grigg, Sarah J	Lecturer	Lecturer	Instructional Faculty	NA	\$47,277		10.0%	\$52,005		e
<i>Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.</i>										
Geiculescu, Olt E	Lecturer	Lecturer	Instructional Faculty	NA	\$51,510		0.0%	\$51,510		
Work, Anthony Scott	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$51,383	0.0%		\$51,383	

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

e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Puneet,Pooja	Lecturer	Lecturer	Instructional Faculty	NA	\$51,000		0.0%	\$51,000		
Kaufman,Scott B	Laboratory Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$50,490	0.0%		\$50,490	
Justice,Stanley L	Laboratory Specialist III	Lab Specialist III	Computer, Engineering, and Science Staff	05		\$50,297	0.0%		\$50,297	
Rowland,Paul H	Laboratory Specialist III	Lab Specialist III	Computer, Engineering, and Science Staff	05		\$50,274	0.0%		\$50,274	
Kirby,Michelle Denise	Accountant/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$57,280	-12.4%		\$50,151	b
<i>Supplement Removed</i>										
Simpson,Jonathan A	Laboratory Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$50,027	0.0%		\$50,027	
Ennis,Elliot	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*
Wallace,William John	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*

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

e Market adjustment

f Other adjustments

Fall 2015 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, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Wright,Brett A	Dean	Interim Dean	Management with Faculty Rank	NA		\$208,080	0.0%		\$208,080	
Allen,Lawrence R	Professor	Professor	Instructional Faculty	NA	\$201,960		0.0%	\$201,960		
Headley,Kathy Neal	Associate Dean	Senior Associate Dean	Management with Faculty Rank	NA		\$168,557	10.0%		\$185,413	b
Received a supplement for promotion to Sr. Associate Dean.										
Machlis,Gary Edward	Professor	Professor	Research Faculty	NA		\$177,480	0.0%		\$177,480	
Limber,Susan P.	Named Professor	Named Professor	Instructional Faculty	NA		\$151,477	0.0%		\$151,477	
Small,Mark A	Professor	Professor	Instructional Faculty	NA		\$148,355	0.0%		\$148,355	
McDonell,James R.	Professor	Professor	Instructional Faculty	NA		\$146,815	0.0%		\$146,815	
Gimbel,Ronald W	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$137,500		0.0%	\$137,500		
Quinn,William H	Professor	Professor	Instructional Faculty	NA		\$131,121	0.0%		\$131,121	
Thompson,Martha Parrish	Research Professor	Research Professor	Research Faculty	NA		\$119,489	0.0%		\$119,489	
McGuire,Francis A	Professor	Professor	Instructional Faculty	NA	\$117,692		0.0%	\$117,692		
Eggert,Julia A	Professor	Professor	Instructional Faculty	NA	\$115,425		0.0%	\$115,425		
Norman,William C	Professor	Professor	Instructional Faculty	NA	\$115,331		0.0%	\$115,331		
Chancellor,Anna-Marie VanPuybroeck	Professor	Professor	Instructional Faculty	NA	\$102,000		12.0%	\$114,240		b
Standard increase associated with faculty rank promotion.										
Anderson,Denise Marie	Professor	Professor	Instructional Faculty	NA	\$101,162		12.0%	\$113,302		b
Standard increase associated with faculty rank promotion.										
Crandall,Lee Alden	Professor	Professor	Instructional Faculty	NA	\$113,014		0.0%	\$113,014		

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Backman, Kenneth F	Professor	Professor	Instructional Faculty	NA	\$113,004		0.0%	\$113,004		
Dye, Cheryl Jo	Professor	Professor	Instructional Faculty	NA	\$112,461		0.0%	\$112,461		
Parker, Veronica G	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$106,938		4.7%	\$111,938		b
	Received a supplement for Alumni Professorship.									
Pruitt, Rosanne H	Professor	Professor	Instructional Faculty	NA	\$111,587		0.0%	\$111,587		
Powell, Robert Baxter	Associate Professor	Associate Professor	Instructional Faculty	NA	\$106,590		0.0%	\$106,590		
Backman, Sheila J	Professor	Professor	Instructional Faculty	NA	\$106,486		0.0%	\$106,486		
Carroll, Regina F	Administrative Manager II	Chief Business Officer	Business and Financial Operations Staff	08		\$106,012	0.0%		\$106,012	
Spitler, Hugh D	Professor	Professor	Instructional Faculty	NA	\$100,942		5.0%	\$105,989		b
	Received a supplement for completing Dept Assessment reports in WEAVE.									
Kingree, Jeffrey B	Professor	Professor	Instructional Faculty	NA	\$102,192		0.0%	\$102,192		
Wetsel, Margaret A	Associate Professor	Assoc Prof/Interim Dept Chair	Instructional Faculty	NA	\$101,048		0.0%	\$101,048		
Mayo, Rachel M	Professor	Professor	Instructional Faculty	NA	\$100,942		0.0%	\$100,942		
Watt, Paula J	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$96,549	0.0%		\$96,549	
Lucas, Richard A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$93,926	0.0%		\$93,926	
Chancellor, Herbert Charles	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,004		0.0%	\$92,004		
Meehan, Nancy K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,897		0.0%	\$91,897		

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

College of Health, Education & Human Development

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					9 Month	12 Month		9 Month	12 Month	
Rembert,Kellye S	Extension Associate	Extension Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$88,022	0.0%		\$88,022	
Hallo,Jeffrey Charles	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,731		0.0%	\$87,731		
Timmons,Shirley Mae	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,487		0.0%	\$87,487		
Brookover IV,Robert S	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$94,754	-8.0%	\$87,219		bd
Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate. Conversion 12mo/9mo.										
Davis,Stephanie Clark	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,117		0.0%	\$87,117		
Truong,Khoa Dang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,081		0.0%	\$87,081		
Powell,Gwynn M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,700		0.0%	\$86,700		
Kemper,Karen A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,907		0.0%	\$85,907		
Anderson,Daniel Morgan	Senior Lecturer	Senior Lecturer	Management with Faculty Rank	NA		\$75,013	14.0%		\$85,515	b
Standard increase associated with faculty rank promotion. Assumed the Internship/Practicum coordinator duties										
Amerson,Roxanne	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$77,674		10.0%	\$85,441		b
Standard increase associated with faculty rank promotion.										
Whitcomb,John Joseph	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,674		10.0%	\$85,441		b
Standard increase associated with faculty rank promotion.										
Conrad,Leslie E	Academic Program Director	Academic Prog Dir/Sen Lecturer	Management with Faculty Rank	NA		\$85,159	0.0%		\$85,159	
Griffin,Sarah F	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,666		0.0%	\$84,666		
Williams,Joel Edward	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,446		0.0%	\$84,446		
Bixler,Robert D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,379		0.0%	\$83,379		

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Ramshaw, Gregory Philip	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,258		10.0%	\$80,584		b
Standard increase associated with faculty rank promotion.										
Arthur-Banning, Skye Gerald	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,754		0.0%	\$79,754		
Baldwin, Elizabeth Dennis	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,754		0.0%	\$79,754		
Schmalz, Dorothy L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,754		0.0%	\$79,754		
Fasolino, Tracy King	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,674		0.0%	\$77,674		
McKendry, Jean E	Assoc Academic Program Dir	Assoc Academic Program Dir	Business and Financial Operations Staff	NA		\$76,500	0.0%		\$76,500	
Garst, Barry A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,000		0.0%	\$76,000		
Savedra, Adam R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$75,938	0.0%		\$75,938	
DeLuca, Jane Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,525		0.0%	\$72,525		
Miller, Lisa B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,525		0.0%	\$72,525		
Davis, Nicole Joy	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,422*		0.0%	\$72,422		*
Steck, Mary B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,422		0.0%	\$72,422		
Temples, Heide S.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,422		0.0%	\$72,422		
Chen, Liwei	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,400		0.0%	\$71,400		
Shi, Lu	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,737		0.0%	\$70,737		
Linke, Gregory H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$70,676	0.0%		\$70,676	
Dickes, Lori Ann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000*		0.0%	\$70,000		*

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
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	\$69,360		0.0%	\$69,360		
Hawkins, Brent L.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,360		0.0%	\$69,360		
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	\$65,280		0.0%	\$65,280		
Fernandez, Mariela	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000*		0.0%	\$65,000		*
Lewis, Stephen Thomas	Lecturer	Lecturer	Instructional Faculty	NA	\$63,000		0.0%	\$63,000		
Lanham, Janice Garrison	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,840		0.0%	\$61,840		
Zavertnik, Jean Ellen	Lecturer	Lecturer	Instructional Faculty	NA	\$61,200		0.0%	\$61,200		
Tucker, Teresa Walton	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,957		5.0%	\$60,855		b
<i>Standard increase associated with faculty rank promotion.</i>										
Murton, Catherine Sikkema	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,717		0.0%	\$60,717		
Pye, Angela K	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,467		0.0%	\$60,467		
Mayo, William W	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$60,279	0.0%		\$60,279	
Fisher, R Elizabeth	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000*		0.0%	\$60,000		*

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Smith,Kelly Jordan	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,965		5.0%	\$59,813		b
Standard increase associated with faculty rank promotion.										
Meyer,Kathleen M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,678		0.0%	\$59,678		
Falta,Deborah Alma	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,531		0.0%	\$59,531		
Ewing,Nancy Ellen Rankin	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,401		5.0%	\$59,221		b
Standard increase associated with faculty rank promotion.										
Busby,Terry Kaye	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,807		5.0%	\$58,597		b
Standard increase associated with faculty rank promotion.										
Gillespie,Jackie S	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,588		0.0%	\$57,588		
Curry,Roberta Lynn	Accountant/Fiscal Analyst III	Acnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$57,026	0.0%		\$57,026	
Botchway,Portia A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,807		0.0%	\$55,807		
Goodenow,Kristin M	Student Services Manager I	Student Services Mgr I	Student and Academic Affairs and Other Education Services Staff	06		\$54,774	0.0%		\$54,774	
Wagner,Leslie Anne Marie	Lecturer	Lecturer	Instructional Faculty	NA	\$53,581		0.0%	\$53,581		
Welsh,Ralph Stewart	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,000		5.0%	\$53,550		b
Standard increase associated with faculty rank promotion.										
Arneson,Lydia Rose	Program Coordinator I	Program Coordinator I	Student and Academic Affairs and Other Education Services Staff	05		\$53,547	0.0%		\$53,547	
Murphy,Harriet S	Accountant/Fiscal Analyst III	HEHD Assoc Business Officer	Business and Financial Operations Staff	06		\$53,091	0.0%		\$53,091	
Montjoy,Lindsey R	Lecturer	Lecturer	Instructional Faculty	NA	\$52,530		0.0%	\$52,530		

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Campbell,Lena Burgess	Lecturer	Lecturer	Instructional Faculty	NA	\$52,100*		0.0%	\$52,100		*
Thrift,Jason R	Lecturer	Lecturer	Instructional Faculty	NA	\$51,500		0.0%	\$51,500		
Kieve,Melanie Coile	Public Information Director I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$51,000	0.0%		\$51,000	
Lawson,Kristen Marie Nebesky	Program Coordinator II	Program Coordinator II	Student and Academic Affairs and Other Education Services Staff	06		\$50,796	0.0%		\$50,796	
Brown Jr,Joel Rodney	Information Resource Consultant II <i>Promoted to Info Resource Consultant II</i>	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$45,912	10.0%		\$50,503	b

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		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	
Batson, Michael J	Athletics Coach	Dir. FB Strength & Conditioning	Service Staff	NA		\$226,000	8.4%		\$245,000	a
Performance increase established in contract amendment.										
Brooks, Bobby Dan	Athletics Coach	Assoc 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	Co-OC/Running Backs Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Hobby Jr, Marion E	Athletics Coach	Co-DC/Defensive End Coach	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		\$242,046	1.2%		\$245,000	a
Performance increase established in new contract.										

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Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</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	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	Co-OC 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	
Streeter, Brandon M.	Athletics Coach	Recr. Coord./Qtr. Backs	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	

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Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Lee II, Monte Wesley	Athletics Coach	Head Baseball Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$225,000*	0.0%	\$225,000		*
Scott, Harvey B	Athletics Coach	Dir. Player Dev & Recruit Tech	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$200,078	4.0%	\$208,080		a
Performance increase established in new contract.										
Winiecki, Michael S	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$180,000	0.7%	\$181,250		a
Performance increase established in contract amendment.										
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		
Riley, Richard Allen	Athletics Coach	Asst Men's Basketball Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$150,000	6.7%	\$160,000		a
Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Turnipseed, Thad L	Athletics Coach	Dir of Recruit./Ext Affairs	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$96,390	66.0%	\$160,000		ab
Non-contractual performance increase. The employee was given a new contract with the responsibilities of Assistant Athletic Director of Football Recruiting and External Affairs										

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f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Athletics

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					9 Month	12 Month		9 Month	12 Month	
Smith, Steven Tyrone	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$155,000	0.8%		\$156,250	a
Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Couch Jr, James R	Athletics Coach	Assoc AD Dev/Iptay Cmpn Dir	Management	NA		\$150,000	0.0%		\$150,000	
Dooley, Michael S	Athletics Coach	H.S. Relations & Logistics	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$99,753	50.4%		\$150,000	ab
Non-contractual performance increase. The employee was given a new contract with additional duties related to the management of NCAA reporting.										
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	11.5%		\$145,000	a
Performance increase established in new contract.										
Neff, Graham Robert	Athletics Coach	Athletics Coach	Management	NA		\$145,000	0.0%		\$145,000	
LeCroy, Bradley James	Athletics Coach	Asst HD Coach of BB/Recr Coord	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$120,200	14.8%		\$138,000	a
Non-contractual performance increase										
See, Andrew Christopher	Athletics Coach	Assistant Coach of Baseball	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$138,000*	0.0%		\$138,000	*

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Athletics

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					9 Month	12 Month		9 Month	12 Month	
Davis,Jeff E	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$129,960	4.5%		\$135,802	a
Non-contractual performance increase										
Noonan,Michael R	Athletics Coach	Head Coach of Men's Soccer	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$132,500	2.3%		\$135,500	a
The employee received a performance increase per contract										
Harris,Nancy A	Athletics Coach	Head Coach Women's of Tennis	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$121,515	4.4%		\$126,862	a
Pay and performance increase per contract										
Match,Timothy A	Athletics Coach	Athletics Coach	Management	NA		\$121,575	0.0%		\$121,575	
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	11.7%		\$115,000	a
Performance increase established in new contract.										
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		\$109,140	0.0%		\$109,140	
Ellison,Stephanie A	Athletics Coach	Assoc Ath Dir of Comp Services	Management	NA		\$109,140	0.0%		\$109,140	

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Athletics

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					9 Month	12 Month		9 Month	12 Month	
Furbee, Travis Taylor	Athletics Coach	Ath Coach/Dir of Annual Fund	Management	NA		\$103,908	0.0%		\$103,908	
Young, Kyle McLendon	Athletics Coach	Assoc AD/Coord Sports Supv	Management	NA		\$101,908	0.0%		\$101,908	
Wade, Gary A	Athletics Coach	Asst. Ath. Dir. of Facilities	Management	NA		\$100,093	0.0%		\$100,093	
Honnen, Natalie A Gonzalez	Athletics Administrator	Athletics Administrator	Management	NA		\$100,000	0.0%		\$100,000	
Gibson, Marvin Alexander	Athletics Coach	Asst. Coach for S/H&Relays	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$86,700	11.9%		\$97,000	a
Performance increase established in contract amendment.										
Poole Jr, Danny G	Athletics Coach	Dir. Sports Med./Hd Ath. Trnr.	Healthcare Practitioners and Staff	NA		\$96,446	0.0%		\$96,446	
Jackson-Ip, Mary Loreto	Athletics Coach	Assoc AD/Stu Ath Perf/Spv	Management	NA		\$92,453	0.0%		\$92,453	
Horton, John T	Athletics Coach	Head Coach of Women's Golf	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$87,250	5.7%		\$92,250	a
Pay increase per contract										
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	
Greenlee, Larry S	Athletics Coach	Asst. Dir. FB Strg. & Cond.	Service Staff	NA		\$84,048	7.1%		\$90,000	a
Non-contractual performance increase										

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Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hernesman,Hugh Thomas	Athletics Coach	Head Coach of Volleyball	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$90,000*	0.0%	\$90,000		*
Hogan,Paul Adrian	Athletics Coach	Sr. Asst FB Strg & Cond. Coach	Service Staff	NA		\$84,048	7.1%	\$90,000		a
<i>Non-contractual performance increase</i>										
Richards,Margaret M	Assistant Coach	Assistant Coach/Guards Coach	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		\$87,720	0.0%	\$87,720		
Simon,Joseph John	Athletics Coach	Asst AD/Facility Mgmt	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$87,000	0.0%	\$87,000		
Thomas,Althea Gloria Elizabet	Athletics Coach	Asst. Coach for S/H&Relays	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$76,500	12.4%	\$86,000		a
<i>Performance increase established in contract amendment.</i>										
Green,Todd McKinley	Production Manager IV	FB Video Prod Mgr	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$81,000	3.7%	\$84,000		a
<i>Non-contractual performance increase</i>										

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Fall 2015 Salaries \$50,000 and Over

Athletics

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					9 Month	12 Month		9 Month	12 Month	
Bagby, Richard A	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$77,633	6.9%		\$83,000	b
Assumed additional responsibilities that have expanded from Coach's videos to broadcast videos.										
Bostwick, Christopher David	Athletics Coach	Assistant Coach for Jumps	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$71,300	12.2%		\$80,000	a
Performance increase established in contract amendment.										
Bassett, Daniel J	Athletics Coach	Director of FB Programs	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$61,722	26.4%		\$78,000	ab
Non-contractual performance increase. The employee was given a new contract with additional duties in the role of Program Operations Director										
Kennedy-Dixon, Barbara Elaine	Athletics Administrator	Spec Asst To AD	Management	NA		\$131,501	-41.4%		\$77,000	b
Moved to position as Asst. Director of Athletic Academic Services										
Becker, Kathleen Marie	Athletics Coach	Dir. of Women's BB Operations	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$76,500	0.0%		\$76,500	
Dunham, Aaron D	Athletics Coach	Assoc Dir IPTAY Major Gifts	Business and Financial Operations Staff	NA		\$76,082	0.0%		\$76,082	
Allison Jr, James McWilliam	Athletics Coach	Aviation Department Manager	Production, Transportation, and Material Moving Staff	NA		\$65,978	15.0%		\$75,850	b
Assumed new position of Aviation Department Manager and also received a certification required for the new CJ-3 aircraft										

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Fall 2015 Salaries \$50,000 and Over

Athletics

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					9 Month	12 Month		9 Month	12 Month	
Munson III, William Donald	Athletics Coach	Sports Media Specialist	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$75,089	0.0%		\$75,089	
George, Eric	Accounting/Fiscal Manager II	Accounting/Fiscal Mgr II	Business and Financial Operations Staff	08		\$75,000*	0.0%		\$75,000	*
McKay, Lucas James	Athletics Coach	Dirct of Basketball Operations	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$40,364	85.8%		\$75,000	ab
Non-contractual performance increase. Promoted to Athletics Coach										
Littlejohn, Sharon Weaver	Accounting/Fiscal Manager I	Assistant Business Manager	Business and Financial Operations Staff	07		\$74,759	0.0%		\$74,759	
Moreland-Bishop, Leslie Anne	Athletics Coach	Dir Ath Acad Adv/Acad Coord	Student and Academic Affairs and Other Education Services Staff	NA		\$61,740	19.9%		\$74,000	be
Assumed additional responsibilities as Assistant Athletic Director of Academic Services/Director of Advising. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Mahony, Robert D	Athletics Coach	Assoc Director - Major Gifts	Business and Financial Operations Staff	NA		\$72,742	0.0%		\$72,742	
Santos, Jayson Alexis	Athletics Administrator	Athletics Administrator	Management	NA		\$72,000*	0.0%		\$72,000	*
Honnold, Darric E	Athletics Coach	Director of Basketball	Service Staff	NA		\$71,446	0.0%		\$71,446	
Franzblau, Richard M	Athletics Coach	Dir. of Olympic Spts Strg&Cond	Service Staff	NA		\$50,312	39.1%		\$70,000	b
Promoted to Director of Olympic Sports Strength and Conditioning. Received a supplement for acting as Director of Olympic Sports Strength and Conditioning Coach until a replacement is found.										
Shields, Kyle R	Athletics Coach	Mjr Gft Off/Dir Prem Suites	Business and Financial Operations Staff	NA		\$70,000	0.0%		\$70,000	

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Fall 2015 Salaries \$50,000 and Over

Athletics

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					9 Month	12 Month		9 Month	12 Month	
Echols Jr, Ernest V.	Athletics Coach	Supervisor of Athletic Grounds	Service Staff	NA		\$67,398	0.0%		\$67,398	
McCrary, Kate M	Athletics Coach	Director of Ticket Operations	Sales and Related Staff	NA		\$67,092	0.0%		\$67,092	
Hall, Lemanski Shuntae	Assistant Coach	Assistant Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$67,000*	0.0%		\$67,000	*
Adams, Leslie Rae	Athletics Coach	Head Coach of Women's Diving	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$63,750	3.5%		\$66,000	a
Performance increase established in new contract.										
Woody, Christopher B	Athletics Coach	Asst Ath Dir of Comp Services	Business and Financial Operations Staff	NA		\$65,277	0.0%		\$65,277	
Allen, Jonathan B	Program Manager II	Asst AD for Event Mgmt.	Business and Financial Operations Staff	08		\$65,000*	0.0%		\$65,000	*
Barry, Durrell A	Assistant Coach	Offensive Analyst	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$65,000*	0.0%		\$65,000	*
Herbst, Maria Hanahoe	Athletics Coach	Dir Edu Svcs/Learning Spec	Student and Academic Affairs and Other Education Services Staff	NA		\$63,568	2.3%		\$65,000	b
Assumed additional responsibilities of supervising and coordinating Vickery Hall Committees and became the Intern/GA Coordinator.										
Williams, Jason H.	Athletics Coach	Captain/Maintenance Manager	Production, Transportation, and Material Moving Staff	NA		\$56,481	14.9%		\$64,900	b
Increase based on additional duties due to receiving his CJ-3 certification required to fly the new aircraft										

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Fall 2015 Salaries \$50,000 and Over

Athletics

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					9 Month	12 Month		9 Month	12 Month	
Weir,Robert	Athletics Coach	Assistant Coach for Throws	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$56,100	13.2%		\$63,500	a
Performance increase established in contract amendment.										
Reed,Abraham Wahler	Athletics Coach	Equipment Manager for Football	Natural Resources, Construction, and Maintenance Staff	NA		\$56,100	12.3%		\$63,000	ab
Non-contractual performance increase. Assumed additional responsibilities.										
Porter,Elizabeth R	Athletics Coach	Assoc Dir Ath Acad Adv/Acad Co	Student and Academic Affairs and Other Education Services Staff	NA		\$62,285	0.0%		\$62,285	
Wilson,Jason Conrad	Athletics Coach	Athletics Coach	Business and Financial Operations Staff	NA		\$62,279	0.0%		\$62,279	
Robbins,Jeffery Brian	Athletics Coach	Assc Hd Coach Women's Soccer	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$59,884	3.2%		\$61,800	a
Performance increase established in contract amendment.										
Bullock,Donna D	Athletics Coach	Assistant Athletic Trainer	Healthcare Practitioners and Staff	NA		\$61,612	0.0%		\$61,612	
Lombardi,Matthew M	Athletics Coach	Dir FB Acad Svcs/Acad Coord	Student and Academic Affairs and Other Education Services Staff	NA		\$53,550	14.9%		\$61,529	b
Assumed additional responsibilities of assuming the role of Director of Football Academic Services.										
Jones,Philip Anthony	Athletics Coach	Assoc Head Coach Men's Soccer	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$55,845	9.7%		\$61,250	a
Performance increase established in contract amendment.										

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Sparks,Lynn B	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$61,250	0.0%		\$61,250	
Williams,Crawford Edward	Athletics Coach	Athletics Coach	Business and Financial Operations Staff	NA		\$60,466	0.0%		\$60,466	
Money,Michael J	Athletics Coach	Director of Marketing	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$60,410	0.0%		\$60,410	
Byrd,Jordan Edward	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$57,171	4.9%		\$60,000	a
Performance increase established in contract amendment.										
Coleman,Stephen E	Information Resource Consultant II	Information Res. Consultant II	Computer, Engineering, and Science Staff	06		\$59,786	0.0%		\$59,786	
Arblaster,Daniel Leroy	Athletics Coach	Captain/Buiding-Hanger Manager	Production, Transportation, and Material Moving Staff	NA		\$51,802	14.9%		\$59,500	b
Increase based on additional duties due to receiving his CJ-3 certification required to fly the new aircraft										
Smotherman,Adam L	Athletics Coach	Asst. Strg. & Cond. Coach	Service Staff	NA		\$56,100	5.0%		\$58,905	a
Non-contractual performance increase										
Gantt,Jonathan David	Athletics Coach	Director of New Media	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$53,040	9.4%		\$58,000	a
Assumed a bigger leadership role as a result of the Athletics Communications department reorganization.										
Gray,Amanda E	Athletics Coach	Assistant AD of Compliance	Business and Financial Operations Staff	NA		\$57,630	0.0%		\$57,630	

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Henderson, Ashton J	Athletics Coach	Assoc Dir FB Acad Svcs/Acad Co	Student and Academic Affairs and Other Education Services Staff	NA		\$56,100	0.0%		\$56,100	
Cobey, Shawn William	Athletics Coach	Dir. T&F/Cross Country Oper.	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$51,997	7.7%		\$56,000	a
Non-contractual performance increase										
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	
Miller, Nicole Annette	Assistant Coach	Assistant Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$55,000*	0.0%		\$55,000	*
Mullinix, Siri L	Athletics Coach	Asst. Coach of Women's Soccer	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$52,530	3.4%		\$54,300	a
Performance increase established in contract amendment.										
Martin, Yashica Bakeyma	Athletics Coach	Assoc Dir Ath Acad Adv/Acad Co	Student and Academic Affairs and Other Education Services Staff	NA		\$54,106	0.0%		\$54,106	
Henderson, Bradley A	Athletics Coach	Assoc Dir Edu Svcs/Learn Spec	Student and Academic Affairs and Other Education Services Staff	NA		\$53,040	0.0%		\$53,040	

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McCombs, Brandon	Athletics Coach	Spec Teams Player Development	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$49,266	7.6%		\$53,010	a
Non-contractual performance increase										
Fieser, Lukas Patrick	Athletics Coach	Assoc Dir FB Svcs/Acad Coord	Student and Academic Affairs and Other Education Services Staff	NA		\$48,450	9.4%		\$53,000	b
Assumed the role of Associate Director of Football Academic Services										
Razayeski, Jerome	Athletics Coach	Assistant Athletic Trainer	Healthcare Practitioners and Staff	NA		\$52,603	0.0%		\$52,603	
Boetsch, John T	Athletics Coach	Asst. Coach of Men's Tennis	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$52,500	0.0%		\$52,500	
Mosbah, Ramy A	Student Services Manager I	Assoc Dir Ath Acad Adv/Acad Co	Office and Administrative Support Staff	06		\$52,500*	0.0%		\$52,500	*
Chan, Lisa D	Athletics Coach	Director of Sports Nutrition	Healthcare Practitioners and Staff	NA		\$46,920	9.8%		\$51,500	f
Received a retention increase due to being recruited by another organization.										
Blackman, John S	Athletics Coach	SR Assoc Dir of Athletic Comm.	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$51,341	0.0%		\$51,341	
Warwick, Andrew David	Athletics Coach	Defensive Player Development	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$46,920	9.0%		\$51,156	a
Non-contractual performance increase										

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					9 Month	12 Month		9 Month	12 Month	
Johnston, Daniel T	Athletics Coach	Assistant Athletic Trainer	Healthcare Practitioners and Staff	NA		\$51,022	0.0%		\$51,022	
Guess Jr, Henry E	Production Manager II	Asst. Dir. of FB. Video Ops	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	05		\$49,431	3.0%		\$50,914	a
Non-contractual performance increase										
Carey, Jeffrey S	Athletics Coach	Assoc Dir Edu Svcs/Learn Spec	Student and Academic Affairs and Other Education Services Staff	NA		\$45,900	8.9%		\$50,000	b
Assumed additional responsibilities as a mentor/strategic tutor coordinator and will supervise 35+ employees.										
Douglas, Elizabeth C	Administrative Coordinator I	Administrative Coord I	Office and Administrative Support Staff	05		\$43,749	14.3%		\$50,000	b
Promoted to Administrative Coord I										
Lobbins, Kyra Michelle	Athletics Coach	Dir. of Student.-Athlete Dev	Business and Financial Operations Staff	NA		\$45,900	8.9%		\$50,000	f
Received a retention increase due to being recruited by another organization.										
Owens, Bradley R	Athletics Coach	Dir. of Baseball Operations	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$44,584	12.1%		\$50,000	a
Non-contractual performance increase										
Penley Jr, Larry B	Athletics Coach	Athletics Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$154,500	-67.6%		\$50,000	f
Change based on new contract.										
Pitts, Rosalyn Mew	Student Services Manager I	Assoc Dir Edu Svcs/Learn Spec	Office and Administrative Support 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 2015 Salaries \$50,000 and Over

Chief Financial Officer

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Dalton, Brett A	Vice President	Vice President	Management	NA		\$334,316	0.0%		\$334,316	
Piekutowski, Michelle T	Associate Vice President	Chief Human Resources Officer	Management	NA		\$177,480	0.0%		\$177,480	
Baumann, Virginia Marie	Associate Vice President	University Budget Director	Management	NA		\$158,100	0.0%		\$158,100	
Crump, Steven H	Associate Vice President	Comptroller	Management	NA		\$158,100	0.0%		\$158,100	
Tillett, Cathy Y	Director	Director of Internal Auditing	Management	NA		\$135,354	0.0%		\$135,354	
Tegen, Charles A	Associate Vice President	Associate Vice President	Management	NA		\$134,477	0.0%		\$134,477	
Carlson II, George Clinton	Director	Director	Management	NA		\$127,500	0.0%		\$127,500	
Nebesky, Michael J	Director	Procurement Director	Management	NA		\$113,026	0.0%		\$113,026	
Simmons, Michael J	Senior Extension Agent	Administrative Officer	Business and Financial Operations Staff	NA		\$106,607	0.0%		\$106,607	
Knox, Lisa Hancock	Director of Project Management	Director of Lean Office	Business and Financial Operations Staff	09		\$102,000	0.0%		\$102,000	
Kerr, James A.	Human Resources Director II	Director of HR Partners	Management	08		\$96,900	0.0%		\$96,900	
Dively, Katherine E	Program Manager II	Program Manager II	Business and Financial Operations Staff	08		\$69,360	38.9%		\$96,315	b
Assumed additional responsibilities of coordinating the Enrollment Model revision. Promoted to Program Manager II. Received a supplement for serving as the Assistant VP for Finance and Operations due to a vacancy.										
Cole, Lynn H	Audits Manager II	Assistant Director	Business and Financial Operations Staff	08		\$96,265	0.0%		\$96,265	
Riley, Kathy Ann	Program Manager II	Information Tech Audit Mgr	Business and Financial Operations Staff	08		\$96,238	0.0%		\$96,238	

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hood,Amelia Catherine	Accounting/Fiscal Manager II	Accounting/Fiscal Mgr II	Management	08		\$95,699	0.0%		\$95,699	
Robbins,Karen F	Accounting/Fiscal Manager II	Accounting/Fiscal Mgr II	Management	08		\$86,848	10.0%		\$95,533	b
<i>Assumed additional responsibility of database management with the resignation of another employee.</i>										
Carlton,Gregory M	Information Technology Manager II	Director of HR Systems	Computer, Engineering, and Science Staff	08		\$77,644	22.0%		\$94,726	e
<i>Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.</i>										
Rice,J Logan	Program Manager II	HR Project Manager	Computer, Engineering, and Science Staff	08		\$94,414	0.0%		\$94,414	
Brown,Joshua H	Program Manager II	Recruitment Manager	Business and Financial Operations Staff	08		\$94,302	0.0%		\$94,302	
Davis,John M	Director	Director	Management	NA		\$93,723	0.0%		\$93,723	
Regel,Kathryn M	Program Manager II	Compensation Manager	Business and Financial Operations Staff	08		\$91,800	0.0%		\$91,800	
Rowland,Sherri Patterson	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$84,150	0.0%		\$84,150	
Long,Cynthia C	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$75,350	5.0%		\$79,118	e
<i>Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.</i>										
Earl,Erin Darcy	Human Resources Director II	Human Resources Dir II	Management	08		\$78,747	0.0%		\$78,747	
Morris,Vivian L	Senior Consultant	Dir. Retention & Engagement	Management	07		\$78,283	0.0%		\$78,283	

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e Market adjustment

f Other adjustments

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Chief Financial Officer

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					9 Month	12 Month		9 Month	12 Month	
Ritter,LaToya R	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$61,200	26.5%		\$77,418	b
Promoted to Accounting/Fiscal Mgr I. Received a supplement for serving as interim system administrator.										
Watson,David J	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$61,200	26.5%		\$77,418	b
Received a supplement for assuming additional responsibilities due to the resignation of the former senior analyst. Promoted to Accounting/Fiscal Mgr I.										
Hooker,Jason T	Information Technology Manager II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$76,898	0.0%		\$76,898	
Kay,Katherine S	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$76,500	0.0%		\$76,500	
Pigeon,John Scott	Procurement Manager II	Procurement Mgr II	Business and Financial Operations Staff	07		\$75,434	0.0%		\$75,434	
Alexander,Shirley A	Procurement Manager II	Procurement Mgr II	Business and Financial Operations Staff	07		\$74,460	0.0%		\$74,460	
Goodin,Amy Evans	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$73,941	0.0%		\$73,941	
Leonard,Arthur James	Audits Manager I	Audits Manager I	Business and Financial Operations Staff	07		\$72,726	0.0%		\$72,726	
Howard,Mack L	Program Manager I	Dr of International Employment	Management	07		\$71,259	0.0%		\$71,259	
Patton,Joy Johnson	Human Resources Manager II	Employee Relations Manager	Business and Financial Operations Staff	06		\$61,733	15.0%		\$70,993	b
Received a supplement for assuming duties until the new Manager position is filled.										
Thomas,Erin Michael	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$61,200	15.0%		\$70,380	b
Promoted to Accounting/Fiscal Mgr I.										

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Fall 2015 Salaries \$50,000 and Over

Chief Financial Officer

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					9 Month	12 Month		9 Month	12 Month	
Rosenberger, Jeffrey David	Auditor IV	Senior Auditor	Business and Financial Operations Staff	06		\$69,890	0.0%		\$69,890	
Baxter, James R	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$58,079	20.0%		\$69,700	b
	Promoted to Sr Applications Analyst.									
Henderson, Linda H	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$68,972	0.0%		\$68,972	
Chambers, Christi H	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$68,441	0.0%		\$68,441	
Leeper, Beverly K	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$68,187	0.0%		\$68,187	
Byrne III, Joseph J	Human Resources Manager II	Sr. Manager of HR Partners	Management	06		\$66,300	0.0%		\$66,300	
Burgess, Jody R	Procurement Manager I	Procurement Mgr I	Business and Financial Operations Staff	06		\$66,188	0.0%		\$66,188	
Goss, Debra S	Human Resources Manager II	Human Resources Mgr II-CAFLS	Business and Financial Operations Staff	06		\$65,770	0.0%		\$65,770	
Holland, Shanika Shantelle	Auditor IV	Senior Auditor	Business and Financial Operations Staff	06		\$65,000	0.0%		\$65,000	
Jones, Samantha Taylor	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$61,412	5.8%		\$65,000	b
	Assumed additional responsibilities of monthly analysis on CU operating, scholarship, and capital projects.									
Daniels, Latoya Stevenson	Human Resources Manager II	Sr. Class & Comp Analyst	Business and Financial Operations Staff	06		\$55,000	15.0%		\$63,250	b
	Assumed different and more complex responsibility within the same classified title.									
Shira, Betsey R	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$61,913	0.0%		\$61,913	

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Fall 2015 Salaries \$50,000 and Over

Chief Financial Officer

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					9 Month	12 Month		9 Month	12 Month	
Marcus, Lisa Pruitt	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$57,118	7.5%		\$61,412	b
Assumed additional responsibilities of Fiscal management, accounting activities and data reporting.										
Harmon, Jordan W	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$51,135	20.0%		\$61,362	e
Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Kransteuber, Jake	Research and Planning Administrator	Research & Planning Admn	Business and Financial Operations Staff	06		\$61,200	0.0%		\$61,200	
Stewart, Marsha Ann	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$61,111	0.0%		\$61,111	
Hapeshis, Wendy S	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$60,668	0.0%		\$60,668	
Benson, Ida S	Human Resources Manager II	HR Mgr- Athletics	Business and Financial Operations Staff	06		\$56,389	7.1%		\$60,389	a
Standard increase associated with the Staff Development Program										
Hadlock, Cynthia D	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$59,413	0.0%		\$59,413	
Robinson Jr, William Fred	Human Resources Manager II	Recruiter	Business and Financial Operations Staff	06		\$59,361	0.0%		\$59,361	
Goudie, Susan Morris	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$53,495	10.0%		\$58,845	b
Assumed different and more complex financial responsibility within the same classified title.										
Allison, Berinthia Coggins	Human Resources Manager II	Human Resourc Mgr II-Acad Aff	Business and Financial Operations Staff	06		\$58,508	0.0%		\$58,508	
Wiggins, Angela S	Information Resource Consultant II	Disbursements Manager	Computer, Engineering, and Science Staff	06		\$58,467	0.0%		\$58,467	

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f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Chief Financial Officer

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					9 Month	12 Month		9 Month	12 Month	
Cooley, Desiree	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$53,040	10.0%	\$58,344		b
Assumed additional responsibilities for administering and supporting University-wide accounts receivable systems.										
Miller, Aubrey Kathleen	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$58,344	0.0%	\$58,344		
Cobb, Matthew Roland	Information Technology Manager II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$58,140	0.0%	\$58,140		
Ray, Jennifer Sarratt	Human Resources Manager II	Human Resources Mgr II-CBBS	Business and Financial Operations Staff	06		\$57,826	0.0%	\$57,826		
Rotondi, Tonya Alice	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$57,783	0.0%	\$57,783		
Bell, Ruth Meshelle	Human Resources Manager II	Human Res Mgr II-PSA & Econ Dev	Business and Financial Operations Staff	06		\$57,657	0.0%	\$57,657		
Litzenberger, Anna McClure	Project Coordinator	Project Coordinator	Business and Financial Operations Staff	06		\$56,810	0.0%	\$56,810		
Shivar, Mary Kathryn	Project Coordinator	Project Coordinator	Business and Financial Operations Staff	06		\$56,806	0.0%	\$56,806		
Barker, Stephanie Wald	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$51,000	10.0%	\$56,100		b
Assumed additional responsibility of supervising 2 staff, and assuming duties of cash management, cash receipting, and credit card administration for the university assigned after reorganization and departure of previous manager of Cash & Treasury Service										
Burton, Pamela J	Human Resources Manager II	Human Resources Mgr II-AAH	Business and Financial Operations Staff	06		\$55,535	0.0%	\$55,535		
Nieves, Kristie Michelle	Human Resources Manager II	Human Resources Mgr II-HEHD	Business and Financial Operations Staff	06		\$55,327	0.0%	\$55,327		

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Fall 2015 Salaries \$50,000 and Over

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					9 Month	12 Month		9 Month	12 Month	
Burch, Rachel	Human Resources Manager II	Class & Comp Analyst	Business and Financial Operations Staff	06		\$48,085	15.0%		\$55,298	b
Received a supplement for assuming additional duties due to a vacancy in the department.										
Gao, Yanlin	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$55,000*	0.0%		\$55,000	*
Bright, Michelle Turner	Human Resources Manager II	HR Mgr - Advancement	Business and Financial Operations Staff	06		\$54,152	0.0%		\$54,152	
Crooks, Tammy D	Procurement Manager I	IT Procurement Manager	Business and Financial Operations Staff	06		\$54,083	0.0%		\$54,083	
Baughey, Tracie Redman	Human Resources Manager II	Human Res Mgr II-Student Aff	Business and Financial Operations Staff	06		\$54,060	0.0%		\$54,060	
Collins, Raymond G.	Accountant/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$43,582	21.0%		\$52,734	be
Assumed different and more complex financial responsibility within the same classified title. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Pruitt, Rebecca Smith	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$52,399	0.0%		\$52,399	
Bass, Samantha A.	Human Resources Manager II	Leave Administrator	Business and Financial Operations Staff	06		\$52,009	0.0%		\$52,009	
Ferguson, Lou E	Accountant/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$43,772	18.3%		\$51,800	be
Assumed additional responsibility for directing fiscal management activities for the Clemson Research Facilities Corporation. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Burgess, Kelly C	Human Resources Manager II	Human Resources Mgr II-Eng&Sci	Business and Financial Operations Staff	06		\$51,324	0.0%		\$51,324	
Evans, Troy Kayne	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$51,000	0.0%		\$51,000	

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Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Fanfone, Elizabeth Anne	Program Coordinator I	Program Coordinator I	Business and Financial Operations Staff	05		\$50,933	0.0%		\$50,933	
Tonkin, Jennifer Daneille	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$50,932	0.0%		\$50,932	
Jackson, Jameka N	Student Services Manager I	Student Services Mgr I	Office and Administrative Support Staff	06		\$50,000*	0.0%		\$50,000	*

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Bottum, James R	Vice Provost	Vice Provost	Management	NA		\$380,096	0.0%		\$380,096	
Pepin, James Michael	Research Associate	CTO Software	Management	NA		\$245,263	0.0%		\$245,263	
Thornton, Dallas Deverieux	Research Associate	Deputy CIO	Management	NA		\$204,000	0.0%		\$204,000	
Rathbone, Carla R	Academic Program Director	Deputy CIO	Management	NA		\$184,177	0.0%		\$184,177	
Taylor, Thomas Edward	Research Associate	Research Associate	Management	NA		\$159,536	0.0%		\$159,536	
Gemmill, Jill B	Research Associate	Executive Director	Management	NA		\$152,254	0.0%		\$152,254	
McKenzie, Kevin M	Research Associate	Chief Info & Security Officer	Management	NA		\$128,541	15.0%		\$147,822	b
Assumed additional responsibilities for the Customer Relations component.										
Wilson, Kenneth Boyd	Research Associate	CTO Software	Management	NA		\$143,529	0.0%		\$143,529	
Von Oehsen, James B	Research Asst Professor	Research Asst Professor	Research Faculty	NA		\$122,604	10.0%		\$134,864	b
Assumed broader responsibilities in leadership, strategic planning and departmental administration.										
Cannon, Michael R	Research Associate	Storage Systems Arch & Mgr	Management	NA		\$130,691	0.0%		\$130,691	
White, David Lawrence	Research Asst Professor	Research Asst Professor	Research Faculty	NA		\$122,400	0.0%		\$122,400	
Schmiedt, Daniel M	Research Associate	Research Associate	Management	NA		\$110,293	0.0%		\$110,293	
Fraser Jr, Donald H	Research Associate	Director of IT Operations	Management	NA		\$108,935	0.0%		\$108,935	
Martin, Randall E	Research Associate	Ex Dir of Adv Com Infra	Management	NA		\$107,915	0.0%		\$107,915	
Stone, Kevin P	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$92,900	14.5%		\$106,371	b
Promoted to Info Tech Systems Architect.										
Motes, Ricky G	Sr. Database Administrative	Sr. Database Administrative	Computer, Engineering, and Science Staff	08		\$104,732	0.0%		\$104,732	

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Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Harris,Jay E	Information Technology Manager II	Information Tech Mgr II	Management	08		\$104,021	0.0%		\$104,021	
Charles,Debra Mitchell	Assoc Academic Program Dir	Assoc Academic Program Dir	Management	NA		\$102,413	0.0%		\$102,413	
Pruitt,Richard L	Information Technology Manager II	Information Tech Mgr II	Management	08		\$90,906	12.0%		\$101,815	b
Assumed broader responsibilities in transfer of position to Director of Healthcare Infrastructure Services.										
Cook III,William R	Information Technology Manager II	Information Tech Mgr II	Management	08		\$101,643	0.0%		\$101,643	
Johnson,Hugh B	Research Associate	Research Associate	Management	NA		\$101,301	0.0%		\$101,301	
Gossett,Michael G	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$101,007	0.0%		\$101,007	
Bradshaw,James F	Sr. Database Administrative	Sr. Database Administrative	Computer, Engineering, and Science Staff	08		\$100,194	0.0%		\$100,194	
Powell,Janice M	Project Manager II	Project Manager II	Computer, Engineering, and Science Staff	08		\$96,924	0.0%		\$96,924	
Becknell,Brian K	Information Technology Manager II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$96,818	0.0%		\$96,818	
Dobrenen,Katherine A	Information Technology Manager II	Information Tech Mgr II	Management	08		\$96,413	0.0%		\$96,413	
Duffy III,Edward B	Research Associate	Computational Scientist	Computer, Engineering, and Science Staff	NA		\$91,551	5.0%		\$96,129	b
Assumed additional duties including serving as Cyberinfrastructure Technology Integration Director for Advanced Computing Research and Methods.										
Griffis,Nancy H	Information Technology Manager II	Information Tech Mgr II	Management	08		\$96,036	0.0%		\$96,036	

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Hoover, Samuel T	Information Technology Manager II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$80,776	15.0%		\$92,892	b
Promoted to Information Tech Mgr II.										
Hammel, Scott C	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$92,772	0.0%		\$92,772	
Brown, Jamie L	Information Technology Manager II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$92,009	0.0%		\$92,009	
Wright, Kathy E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$90,380	0.0%		\$90,380	
James, Clifton B	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$89,981	0.0%		\$89,981	
Thrower, Kimberly Jane	Information Technology Manager II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$88,250	0.0%		\$88,250	
Bate, Jeffrey M	Information Technology Manager II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$88,241	0.0%		\$88,241	
Buckley, David J	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$87,822	0.0%		\$87,822	
Ferrier, Corey Lee	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$87,731	0.0%		\$87,731	
Hannah, Thomas B	Information Technology Manager II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$82,015	6.8%		\$87,613	b
Promoted to Information Technology Manager II.										
Mace, Kathryn Petersen	Program Manager II	Program Manager II	Computer, Engineering, and Science Staff	08		\$76,195	14.8%		\$87,500	b
Promoted to Program Manager II.										
Poole, Mark A	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$87,125	0.0%		\$87,125	

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Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
James,Brenda F	Information Technology Manager I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$86,997	0.0%		\$86,997	
Long,Nathan Christopher	Information Technology Manager II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$77,826	10.0%		\$85,609	b
	<i>Promoted to Information Tech Mgr II.</i>									
Holcombe,Paula F	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$85,224	0.0%		\$85,224	
Clark,Carl R	Information Technology Manager I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$84,427	0.0%		\$84,427	
Stone,Henry W	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$84,205	0.0%		\$84,205	
Kendjoria,Barrett L	Information Technology Manager II	Information Tech Mgr II	Management	08		\$84,105	0.0%		\$84,105	
Konger,Christopher A	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$73,440	14.4%		\$84,000	b
	<i>Promoted to Information Technology Systems Architect.</i>									
Heck,Charles C	Senior Information Resource Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$83,640	0.0%		\$83,640	
Quarles,Elaine C	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$83,587	0.0%		\$83,587	
Nessler,Daphne B	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$82,882	0.0%		\$82,882	
Grieshop,Jeremy Keith	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$82,257	0.0%		\$82,257	
McCaskill,Cecilia H	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$81,939	0.0%		\$81,939	

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Fall 2015 Salaries \$50,000 and Over

Clemson Computing & Information Technology

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Williams,Matthew	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$81,655	0.0%		\$81,655	
Hoyt,Johnathan H	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$81,600	0.0%		\$81,600	
Odom,Dierdre G	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$81,431	0.0%		\$81,431	
Campbell,Marjorie S	Project Manager II	Project Manager II	Computer, Engineering, and Science Staff	08		\$81,272	0.0%		\$81,272	
Patton,Chad W	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$80,619	0.0%		\$80,619	
Garrett,Matthew D.	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$80,421	0.0%		\$80,421	
Hodge,Blane D	Information Technology Manager I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$80,289	0.0%		\$80,289	
Nelms,Linda Briden	Information Technology Manager I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$80,289	0.0%		\$80,289	
Ansley,Jacquelyn J	Information Technology Manager I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$80,255	0.0%		\$80,255	
Johnson,William B	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$79,582	0.0%		\$79,582	
Robinson,William E	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$79,543	0.0%		\$79,543	
Walukewicz,Paul D	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$79,167	0.0%		\$79,167	
Zhou,Yi	Data Base Administrator II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$79,167	0.0%		\$79,167	

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Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Blackburn, Steven C	Data Base Administrator II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$79,079	0.0%		\$79,079	
Montgomery, Linda S	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$78,802	0.0%		\$78,802	
Rader, John Minnis	Data Base Administrator II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$78,795	0.0%		\$78,795	
Billado, Larry Lee	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$78,734	0.0%		\$78,734	
Jones, Christopher W	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$78,669	0.0%		\$78,669	
Parker, Brian K.	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$78,323	0.0%		\$78,323	
Berendsen, Eugene B	Project Manager II	Project Manager II	Computer, Engineering, and Science Staff	08		\$78,000*	0.0%		\$78,000	*
Lilli, Matthew J	Information Technology Manager II	Information Tech Mgr II	Computer, Engineering, and Science Staff	08		\$77,912	0.0%		\$77,912	
Li, Yang	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$77,799	0.0%		\$77,799	
Marshall, Mike S	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$77,451	0.0%		\$77,451	
Fennell, Carroll D	Information Technology Manager I	Information Tech Mgr I	Management	07		\$77,219	0.0%		\$77,219	
Henson, James C	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$77,203	0.0%		\$77,203	
Davis, Daniel J	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$77,122	0.0%		\$77,122	

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Clemson Computing & Information Technology

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Barnes,Hollis S	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$76,620	0.0%		\$76,620	
Brock,Barry P	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$75,787	0.0%		\$75,787	
Behrens,Christopher J	Data Base Administrator II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$75,643	0.0%		\$75,643	
Elrod,Jeffrey F	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$75,522	0.0%		\$75,522	
Slagh,Carole Ann	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$75,337	0.0%		\$75,337	
Brown,Sandra	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$75,333	0.0%		\$75,333	
Zhang,Nuyun	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$75,000*	0.0%		\$75,000	*
Guido,Saverio J	Information Technology Manager I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$73,750	0.0%		\$73,750	
Asbill,Sarah Lynn H	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$73,584	0.0%		\$73,584	
Breece,Charles R	Senior Information Resource Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$73,542	0.0%		\$73,542	
Black,Thomas Eugene	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$73,440	0.0%		\$73,440	
Elliott,James R	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$73,093	0.0%		\$73,093	
Stowers,Dexter Fitzgerald	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$72,878	0.0%		\$72,878	

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Clemson Computing & Information Technology

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Melton,Holly Faust	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$72,449	0.0%		\$72,449	
Piazza,Sandra J	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$72,411	0.0%		\$72,411	
Hudgens,Bruce F	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$72,359	0.0%		\$72,359	
Weaver,Barbara E	Program Manager I	Program Manager I	Computer, Engineering, and Science Staff	07		\$72,287	0.0%		\$72,287	
Watson,Emily F	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$72,135	0.0%		\$72,135	
Tucker III,Ansel O.	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$71,914	0.0%		\$71,914	
Gravely,Debra L	Human Resources Manager II	Human Resources Mgr II	Business and Financial Operations Staff	06		\$71,557	0.0%		\$71,557	
Johnson,Teresa L	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$71,557	0.0%		\$71,557	
Hare,Tracey R	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$70,662	0.0%		\$70,662	
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		\$70,312	0.0%		\$70,312	
Capell,Cynthia P	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$70,192	0.0%		\$70,192	
Bergman,Barbara A	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$70,145	0.0%		\$70,145	

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Moore, Gregory T	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$70,101	0.0%		\$70,101	
Henderson, Sara E	Project Manager I	Project Manager I	Computer, Engineering, and Science Staff	07		\$63,219	10.7%		\$70,000	b
	Promoted to Project Manager I									
Sharpe, David	Info Tech Systems Architect	Info Tech Systems Architect	Computer, Engineering, and Science Staff	08		\$63,221	10.7%		\$70,000	b
	Promoted to Info Tech Systems Architect.									
Tak, Irfan	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$69,962	0.0%		\$69,962	
McGee, Patrick H	Senior Information Resource Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$69,335	0.0%		\$69,335	
Reeves, Susan McKenzie	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$69,176	0.0%		\$69,176	
Haynes, Joanne J.	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$68,715	0.0%		\$68,715	
Newell, Judith S	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$67,847	0.0%		\$67,847	
Kasprick, Marlys M	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$63,822	5.9%		\$67,568	b
	Promoted to Sr Applications Analyst.									
Broyles, David H	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$67,324	0.0%		\$67,324	
Crawford, Leslie P	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$67,267	0.0%		\$67,267	
Cunningham, Nestor Sheldon	Data Base Administrator II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$67,109	0.0%		\$67,109	

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James,Clayton E	Senior Information Resource Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$67,109	0.0%		\$67,109	
Liu,Yi	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$67,109	0.0%		\$67,109	
Fowler,Patrick Wayne	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$67,105	0.0%		\$67,105	
Evatt,Pamela L	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$66,694	0.0%		\$66,694	
Duncan,Ernest Geric	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$66,656	0.0%		\$66,656	
Webb,Steven E	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$66,639	0.0%		\$66,639	
Brownlee,Leslie H.	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$66,556	0.0%		\$66,556	
Boyter,Mary Denise	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$66,474	0.0%		\$66,474	
Benson,Kimberly A	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$65,578	0.0%		\$65,578	
House,Jan M	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$65,098	0.0%		\$65,098	
Felder III,James C	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$65,010	0.0%		\$65,010	
Waaser,H Lyall	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$64,651*	0.0%		\$64,651	*
Johnson,Sudie O'Nethea	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$64,638	0.0%		\$64,638	

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Clemson Computing & Information Technology

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 12, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Smith,Karen Lindsey	Senior Applications Analyst	Sr Applications Analyst	Computer, Engineering, and Science Staff	07		\$64,372	0.0%		\$64,372	
Gainey,Gloria M	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$64,361	0.0%		\$64,361	
Barnes,Alexandra B	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$64,204	0.0%		\$64,204	
Wood,Michelle L.	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$63,640	0.0%		\$63,640	
Powell,Amanda L	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$63,454	0.0%		\$63,454	
Szumlas,Mark A	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$63,381*	0.0%		\$63,381	*
Sullivan,Martin W	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$63,371	0.0%		\$63,371	
Powell,Matthew T	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$63,298	0.0%		\$63,298	
Burrell,Deborah K	Senior Information Resource Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$63,177	0.0%		\$63,177	
Leaders,Donald L	Information Technology Manager I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$62,371	0.0%		\$62,371	
Hill,Carlos A	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$62,049	0.0%		\$62,049	
Harouff,Mark A	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$61,900	0.0%		\$61,900	
Swift Jr,Joseph C	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$61,821	0.0%		\$61,821	

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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 2015 Salaries \$50,000 and Over

Clemson Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Lee,David C	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$61,756	0.0%		\$61,756	
Stokes,Tanner W	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$53,550	15.0%		\$61,583	b
Promoted to Systems Programmer II.										
Fullerton,Steven Mitchell	Senior Information Resource Consultant	Sr Information Res Consultant	Management	07		\$61,200	0.0%		\$61,200	
Nelms,Rebecca Simpson	Administrative Coordinator II	Administrative Mgr I	Office and Administrative Support Staff	06		\$61,097*	0.0%		\$61,097	*
Ficklin II,Barry W	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$60,951	0.0%		\$60,951	
Upp,James Virgil	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$56,352	7.1%		\$60,352	a
Standard increase associated with the Staff Development Program										
Styles,Jonathan W	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$59,305	0.0%		\$59,305	
Dickson,Timothy E	Systems Programmer II	Systems Programmer II	Computer, Engineering, and Science Staff	07		\$59,160	0.0%		\$59,160	
Parker,Karen Marie	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$59,037	0.0%		\$59,037	
Smith,Mylene E	Information Resource Consultant I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$58,333	0.0%		\$58,333	
Davidson,Susan J	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$58,100	0.0%		\$58,100	
Gray III,Herbert	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$57,783	0.0%		\$57,783	

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Calhoun, Gloria J	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$57,439	0.0%		\$57,439	
Clafin, Patrick J	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$57,386	0.0%		\$57,386	
DiAntonio, Thomas R	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$57,363	0.0%		\$57,363	
Lusk, Patti M	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$56,617	0.0%		\$56,617	
Lee, Bryan Scott	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$52,294	7.6%		\$56,294	a
<i>Standard increase associated with the Staff Development Program</i>										
Purdessy, Reba R	Senior Information Resource Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$56,100	0.0%		\$56,100	
Cole, Scot F	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$55,846	0.0%		\$55,846	
Masters, Benjamin Jeremy	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$55,682	0.0%		\$55,682	
Beckler, Joshua Samuel	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$55,466	0.0%		\$55,466	
Lay, Janice Ann	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$51,451	7.8%		\$55,451	a
<i>Standard increase associated with the Staff Development Program</i>										
Craig, Gretchen Wyatt	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$55,157	0.0%		\$55,157	
Puma, Dorothy Lisa	Applications Analyst II	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$49,958	10.4%		\$55,155	b
<i>Promoted to Applications Analyst II.</i>										

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c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Watson, Leighann B	Operations Manager I	Operations Mgr I	Computer, Engineering, and Science Staff	05		\$55,080	0.0%		\$55,080	
Breazeale, Julie S	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$54,712	0.0%		\$54,712	
Standridge, Thomas A	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$54,693	0.0%		\$54,693	
Hoskin, Jonathan C	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$53,791	0.0%		\$53,791	
Shehu, Meleqkasim	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$53,630	0.0%		\$53,630	
Kelley Jr, Otto Olridge	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$53,561	0.0%		\$53,561	
Russell, Curtis J	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$53,055	0.0%		\$53,055	
Trudel, Grant P	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$53,040	0.0%		\$53,040	
Smith, Karen O	Information Resource Consultant I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$52,534	0.0%		\$52,534	
Williams, Bradley Tarif	Information Resource Consultant I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$51,464	0.0%		\$51,464	
Spangenberg, James Thomas	Systems Programmer I	Systems Programmer I	Computer, Engineering, and Science Staff	06		\$51,000	0.0%		\$51,000	
Rector, Fredrick Matthew	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$50,890	0.0%		\$50,890	
Houston, Trudy Y	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$50,623	0.0%		\$50,623	

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Buckley,Faye R	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$50,523	0.0%		\$50,523	
Clayton,Jonathan L	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$50,429	0.0%		\$50,429	
Wald,Ronald D	Information Resource Consultant I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$46,424	8.6%		\$50,424	a
Standard increase associated with the Staff Development Program										
Manz,Gregory T	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$50,000*	0.0%		\$50,000	*
Poole,Christopher Ashton	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$50,000*	0.0%		\$50,000	*

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</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		\$178,550	0.0%		\$178,550	
Albritton,Vincie C.	Research Associate	Research Associate	Management	NA		\$131,054	0.0%		\$131,054	
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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Callahan,Brian J	Extension Director - Associate	Extension Director - Associate	Management	NA		\$122,400	15.0%		\$140,760	b
Promoted to Associate Director of Extension Field Operations in Extension Field Operations Department.										
Smith,John P	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$108,366	0.0%		\$108,366	
Blake,James H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$96,729	0.0%		\$96,729	
Mickey,Scott A	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$84,376	10.0%		\$92,814	b
Received a supplement for taking on the role of USDA Farm Bill Coordinator.										
Burns,Matthew G	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$91,700	0.0%		\$91,700	
Arena,Mark J	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$90,901	0.0%		\$90,901	
Warner,Morris B	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$88,090	0.0%		\$88,090	
Howard,Daniel M	Extension Director - Assistant	Extension Director - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$86,417	0.0%		\$86,418	
Ferreira,Wilder N.	Extension Associate	Extension Economist	Computer, Engineering, and Science Staff	NA		\$76,883	10.0%		\$84,571	b
Received a supplement for taking on duties of Entrepreneurship Initiative Coordinator pilot program in three counties.										
Keels,William E	Asst Academic Prog Dir	Asst Academic Prog Dir	Student and Academic Affairs and Other Education Services Staff	NA		\$84,305	0.0%		\$84,305	

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Lanford,Blake Madison	Extension Agent - Associate	Extension Agent - Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$83,721	0.0%		\$83,721	
Legette,Deon S	Extension Director - Assistant	Distinguished County Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$81,329	0.0%		\$81,329	
McNulty,Amanda C	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$75,388	6.4%		\$80,189	b
Promoted to Senior Extension Agent in Sumter County Extension.										
Brant,James T	Extension Agent - Assistant	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$79,097	1.2%		\$80,046	b
Received a supplement for serving as Forestry and Natural Resources Program Team Leader.										
Tsuruda,Jennifer Mariko	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$71,400	10.0%		\$78,540	f
Received a retention increase due to being recruited by another organization.										
McManus,Michael S	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$77,726	0.5%		\$78,109	b
Assumed additional duties for serving as Regional Lead Agent in Marlboro County Extension.										
Bortz,Walter M	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$71,608	5.0%		\$75,188	b
Promoted to Extension Associate in Extension Field Operations.										
Cox,Henry Keith	Asst Academic Prog Dir	Asst Academic Prog Dir	Student and Academic Affairs and Other Education Services Staff	NA		\$75,022	0.0%		\$75,022	

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f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Cooperative Extension Service

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Barnes, John M	Extension Director - Assistant	Distinguished County Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$73,690	0.0%		\$73,690	
Rollins, Philip A	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$73,455	0.0%		\$73,455	
Beer, Brian L	Extension Agent	Extension Agent - Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$69,065	5.4%		\$72,800	b
Promoted to Senior Agent - Associate in Lancaster County Extension. Received a supplement for serving as Assistant Program Team Leader for Extension Livestock Team.										
Jarman Jr, Charles C	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$71,400	0.0%		\$71,400	
Sampson, Grady L.	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$69,829	0.0%		\$69,829	
Khan, Tarana	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$69,212	0.0%		\$69,212	
Davis, Timothy S	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$68,450	0.0%		\$68,450	
Varn Jr, Joe E	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$68,301	0.0%		\$68,301	
Thompson, Paul S	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$68,064	0.0%		\$68,064	

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Keown, Timothy Ray	Asst Academic Prog Dir	Asst Academic Prog Dir	Student and Academic Affairs and Other Education Services Staff	NA		\$68,000	0.0%		\$68,000	
Smith, William B	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$67,488	0.0%		\$67,488	
Richardson, Marian W	Extension Director - Assistant	Extension Director - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$67,443	0.0%		\$67,443	
Crouch Jr, Alfred B	Extension Agent - Associate	Extension Agent - Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$65,970	0.0%		\$65,970	
Lake, Connie N	Extension Director - Assistant	Extension Director - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$64,716	0.0%		\$64,716	
Hodges, James F.	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$64,577	0.0%		\$64,577	
Scaroni, Amy E	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$61,200	4.1%		\$63,700	b
Received a supplement for serving as the Water Resources Assistant Program Team Leader.										
Welch, Kristen D	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$63,518	0.0%		\$63,518	
Ulmer, Karissa R	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$62,968	0.0%		\$62,968	

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f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</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		\$65,591	-4.8%		\$62,468	b
Supplement Removed										
Davis-Livingston, Sherry L	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$61,794	0.0%		\$61,794	
Harris, Alma L	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$61,721	0.0%		\$61,721	
Currence, Robin L	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$61,679	0.0%		\$61,679	
Williford, Gayle G	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$61,658	0.0%		\$61,658	
Boyles, Jennifer H	Extension Director - Assistant	Distinguished Co. Ext. Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$56,130	8.9%		\$61,130	b
Promoted to Distinguished County Extension Agent in Darlington County Extension.										
Henderson, William G	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$60,553	0.0%		\$60,553	
Davenport, Mildred Williams	Extension Agent	Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$60,513	0.0%		\$60,513	
Bowen, Miriam Virginia	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$59,652	0.0%		\$59,652	

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Forrester,Gary R	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$59,165	0.0%		\$59,165	
Tanner,Shann Cory	Extension Agent	Extension Agent -Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$56,131	5.2%		\$59,064	b
Promoted to Extension Agent - Senior Associate for Greenville County Extension.										
Crissy,Harry Jacob	Extension Agent - Associate	Extension Agent - Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$53,200	10.0%		\$58,520	f
Received a retention increase due to being recruited by another organization.										
Horn,Tina Marie	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$57,981	0.0%		\$57,981	
DeWitt,David B	Extension Agent - Associate	Extension Agent - Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$55,156	3.4%		\$57,046	b
Promoted to Extension Agent - Associate in Lee County Extension.										
Matthews,Rhonda M	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$56,878	0.0%		\$56,878	
Van Vlake II,Richard Lee	Extension Agent	Extension Agent - Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$53,377	5.2%		\$56,177	b
Promoted to Extension Agent - Senior Associate in Florence County Extension.										
Baker,Kimberly Anne	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$55,446	0.0%		\$55,446	

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Cooperative Extension Service

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					9 Month	12 Month		9 Month	12 Month	
Phinney,Derrick M	Extension Agent - Associate	Extension Agent - Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$53,550	3.5%		\$55,440	b
Promoted to Extension Agent - Associate in Dorchester County Extension.										
Herndon,Shannon B	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$55,377	0.0%		\$55,377	
Walker,Marlyne R	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$50,693	7.9%		\$54,693	b
Promoted to Senior Extension Agent in Fairfield County Extension.										
Forbes,Angela P	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$54,678	0.0%		\$54,678	
Croft,Jonathan Kenneth	Extension Agent - Associate	Extension Agent - Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$54,446	0.0%		\$54,446	
Fellers,Jeffrey L	Extension Agent	Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$53,973	0.2%		\$54,091	b
Assumed additional duties for serving as a Mentor to new Agents in the Upstate region. Received a supplement for serving as Assistant Program Team Leader for Extension Forestry Team.										
Dabbs,Amy Lee	Extension Agent - Associate	Extension Agent - Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$53,532	0.0%		\$53,532	
Sutter,Janine H.	Extension Agent	Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$52,450	0.0%		\$52,450	

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Marvin, Alta Mae	Extension Agent - Associate	Extension Agent - Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$52,405	0.0%		\$52,405	
DeHond, Patricia E	Extension Agent - Associate	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$52,378	0.0%		\$52,378	
Heaton, William C	Extension Agent - Associate	Extension Agent - Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$52,245	0.0%		\$52,245	
Williamson, Joseph W.	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$52,010	0.0%		\$52,010	
Sumpter, Terri B	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$51,403	0.0%		\$51,403	
Truesdale, Faith Lawrimore	Extension Agent - Assistant	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$51,000	0.0%		\$51,000	

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Cartwright,Frederick Merrill	Asst Academic Prog Dir	Executive Director CUICAR	Management	NA		\$224,400	0.0%		\$224,400	
Rigas,Nikolaos	Senior Scientist	Executive Director	Management	NA		\$210,790	0.0%		\$210,790	
Taiber,Joachim	Research Professor	Research Professor	Research Faculty	NA		\$210,120	0.0%		\$210,120	
Dickerson,Suzanne Maria	Assoc Academic Program Dir	Assoc Academic Program Dir	Management	NA		\$148,629	0.0%		\$148,629	
Tuten III,James Maner	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$132,451	0.0%		\$132,451	
Peters,Thomas T	Research Associate	Research Associate	Management	NA		\$122,399	0.0%		\$122,399	
Fox,John C	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$112,200	0.0%		\$112,200	
Crette,Stephanie Aline	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$88,430	0.0%		\$88,430	
Woodard,Kathy L	Director of Planning and Research	Dir Of Planning & Research	Management	07		\$82,187	0.0%		\$82,187	
Russ,Katherine Margaret	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$63,573	0.0%		\$63,573	
Saltzman,Ellen W	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$59,708	0.0%		\$59,708	
Arena,EdiVania Feijo	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$57,776	0.0%		\$57,776	
Bulger,Amy Elizabeth	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$56,656	0.0%		\$56,656	

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Carey,Robert T	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$55,740	0.0%		\$55,740	
Ellington,Talitha C	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$54,579	0.0%		\$54,579	
Scafuri,Michael P	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$52,219	0.0%		\$52,219	

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*		% Chng	Salary as of Oct 1, 2015		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	
Barrett,David E	Associate Dean	Associate Dean	Management with Faculty Rank	NA	\$116,994		28.7%		\$150,567	bd
Promoted to Associate Dean. Received a supplement for serving as Associate Dean										
Lindle,Jane C	Named Professor	Named Professor	Instructional Faculty	NA	\$141,472		0.0%	\$141,472		
Reinking,David Paul	Named Professor	Named Professor	Instructional Faculty	NA	\$137,593		0.0%	\$137,593		
Gambrell,Linda B	Professor	Professor	Instructional Faculty	NA	\$137,081		0.0%	\$137,081		
Jones,Roy I	Professor	Professor	Research Faculty	NA		\$118,827	12.0%		\$133,086	b
Standard increase associated with faculty rank promotion.										
Katsiyannis,Antonis	Alumni Professor	Alumni Distinguished Professor	Instructional Faculty	NA	\$132,994		0.0%	\$132,994		
First,Patricia Flanagan	Named Professor	Named Professor	Instructional Faculty	NA	\$128,151		0.0%	\$128,151		
Knoeppel,Robert C	Professor	Professor	Instructional Faculty	NA	\$111,261		12.0%	\$124,612		bf
Received a supplement for serving as Department of Educational and Organizational Leadership Development Chair. Percentage of Administrative supplement moved to base salary per offer letter.										
Rosenblith,Suzanne N	Dept Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$111,143		12.0%	\$124,480		bf
Received a supplement for serving as Department of Teaching and Learning Chair. Percentage of Administrative supplement moved to base salary per contractual agreement.										
Flowers,Lamont Akwetee	Academic Program Director	Academic Program Director	Research Faculty	NA	\$119,073		0.0%	\$119,073		
Switzer,Deborah M	Dept Chair/Head	Dept Chair	Instructional Faculty	NA	\$106,661		10.0%	\$117,327		b
Received a supplement for facilitating the development of the new Department of Education & Human Development. Received a supplement for serving as Interim Department Chair										
Cawthon,Tony W	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$116,999		0.0%	\$116,999		
Havice,William L	Professor	Professor	Instructional Faculty	NA		\$142,354	-18.2%	\$116,474		d
Conversion 12mo/9mo										

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c Cost of living adjustment.

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Stecker,Pamela M	Professor	Professor	Instructional Faculty	NA	\$104,528		0.0%	\$104,528		
Ryan,Joseph Benedict	Professor	Professor	Instructional Faculty	NA	\$100,654		0.0%	\$100,654		
Havice,Pamela A	Professor	Professor	Instructional Faculty	NA	\$99,811		0.0%	\$99,811		
Fleming,David S	Associate Professor	Associate Professor	Management with Faculty Rank	NA		\$99,225	0.0%		\$99,225	
Marion,Russell A	Professor	Professor	Instructional Faculty	NA	\$98,606		0.0%	\$98,606		
Bailey,Beatrice Naff	Professor	Professor	Instructional Faculty	NA	\$98,128		0.0%	\$98,128		
Milsom,Amy Sue	Professor	Professor	Instructional Faculty	NA	\$97,998		0.0%	\$97,998		
Smith,Deborah A	Professor	Professor	Instructional Faculty	NA	\$95,995		0.0%	\$95,995		
Stegelin,Dolores A	Professor	Professor	Instructional Faculty	NA	\$95,995		0.0%	\$95,995		
Addis II,Howard B	Academic Program Director	Director of NDPC	Management	NA		\$86,700	10.0%		\$95,370	b
<i>Received a supplement for serving as Interim Director of the National Dropout Prevention Center.</i>										
Cadorete,Deborah Jo	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$85,908	5.0%		\$90,203	b
<i>Standard increase associated with faculty rank promotion.</i>										
Marshall,Jeff C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,023		0.0%	\$89,023		
Federico,Lienne C	Professor	Professor	Instructional Faculty	NA	\$75,023		12.0%	\$84,026		b
<i>Standard increase associated with faculty rank promotion.</i>										
McNair,Jonda Cecole	Professor	Professor	Instructional Faculty	NA	\$75,023		12.0%	\$84,026		b
<i>Standard increase associated with faculty rank promotion.</i>										
Che,Stacy Megan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,793		0.0%	\$82,793		
Cook,Michelle Patrick	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,793		0.0%	\$82,793		

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Eugene T Moore School of Education

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Spearman,Melinda J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,793		0.0%	\$82,793		
Evatt,Michalann G	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$82,219	0.0%		\$82,219	
Fullerton,Susan King	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,563		0.0%	\$78,563		
Satterfield,James W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,775		0.0%	\$77,775		
Deaton,Cynthia Christine Minchew	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,841		0.0%	\$75,841		
Linder,Sandra Mammano	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,879		10.0%	\$75,767		b
	Standard increase associated with faculty rank promotion.									
Hodge,Martha J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,023		0.0%	\$75,023		
Scott,David A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,534		0.0%	\$74,534		
Klar,Hans William	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,063		0.0%	\$71,063		
Bates,Celeste Compton Bomely	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,490		0.0%	\$70,490		
Quigley,Cassie Fay	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,490		0.0%	\$70,490		
Dunston,Pamela J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,430		0.0%	\$70,430		
Kaminski,Rebecca A	Lecturer	Lecturer	Instructional Faculty	NA		\$70,268	0.0%		\$70,268	
Tyminski,Andrew Michael	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,261		0.0%	\$70,261		
Qian,Meihua	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,850		0.0%	\$68,850		
Jamil,Faiza Marghoob	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,340		0.0%	\$68,340		

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f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Eugene T Moore School of Education

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Holton,Winston E	Program Manager I	Program Manager I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$67,744	0.0%		\$67,744	
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	\$66,810		0.0%	\$66,810		
Herro,Danielle Christine	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,482		0.0%	\$66,482		
Malloy,Jacquelynn A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,300		0.0%	\$66,300		
Sackett,Corrine R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,300		0.0%	\$66,300		
Wilder,Phillip Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,300		0.0%	\$66,300		
Boyer,David Matthew	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,178		0.0%	\$65,178		
Cole,Mikel Walker	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,178		0.0%	\$65,178		
Hall,Anna Henson	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,178		0.0%	\$65,178		
Leonard,Alison Elizabeth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,178		0.0%	\$65,178		
Sinwell,Nicole Alaine Bannister	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,178		0.0%	\$65,178		
Vargas,Penelope Maria Day	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,178		0.0%	\$65,178		
Millar,Heber W	Academic Program Director	Academic Program Director	Student and Academic Affairs and Other Education Services Staff	NA		\$65,066	0.0%		\$65,066	
Boettcher,Michelle Lea	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,000		0.0%	\$64,000		

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f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Eugene T Moore School of Education

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Farmer, Jennie Lynn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,874		0.0%	\$63,874		
Mackiewicz, Sara Moore	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,874		0.0%	\$63,874		
Wilson, Seal Nisbet	Lecturer	Lecturer	Instructional Faculty	NA	\$61,436		0.0%	\$61,436		
Phelps-Ward, Robin Jeanette	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000*		0.0%	\$60,000		*
Buskey, Frederick C	Lecturer	Lecturer	Instructional Faculty	NA	\$59,670		0.0%	\$59,670		
Reynolds, Elizabeth Parrott	Lecturer	Lecturer	Instructional Faculty	NA		\$113,883	-48.6%	\$58,500		b
Changed positions.										
McGee, Philip H	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,303		0.0%	\$58,303		
Hiott, Elaine H	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,671		5.0%	\$56,355		b
Standard increase associated with faculty rank promotion.										
Rogers, Angela Marie	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA	\$56,100		0.0%	\$56,100		
Stutey, Diane Marie	Lecturer	Lecturer	Instructional Faculty	NA	\$56,100		0.0%	\$56,100		
Godfrey, Michael G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$46,357		20.8%	\$55,977		be
Standard increase associated with faculty rank promotion. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Visser, Ryan D	Lecturer	Lecturer	Instructional Faculty	NA	\$54,757		0.0%	\$54,757		
Campbell, Carl Michael	Lecturer	Lecturer	Instructional Faculty	NA	\$54,488		0.0%	\$54,488		
Franks, Debra R	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$48,550	9.4%		\$53,091	b
Promoted to Accnt/Fiscal Analyst III.										

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Permanent employees did not receive a cost of living adjustment from the SC state legislature for fiscal year 2016. Some received a bonus payment.

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Roper,Cindy G	Research and Planning Administrator	Research & Planning Admn	Computer, Engineering, and Science Staff	06		\$51,461	0.0%		\$51,461	
Fine,Cherese Frances	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$51,000*	0.0%		\$51,000	*

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

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Wells Jr,Robert J.	Associate Vice President	Associate Vice President	Management	NA		\$163,469	0.0%		\$163,469	
McEntire Jr,John T	Director of Project Management	Director of Project Management	Management	09		\$113,659	0.0%		\$113,659	
Newberry IV,William R	Dir/Adjunct Faculty	Director	Management with Faculty Rank	NA		\$109,314	0.0%		\$109,314	
Jones,Tommi Jackson	Project Manager II	Lead Senior Project Manager	Natural Resources, Construction, and Maintenance Staff	08		\$100,136	0.0%		\$100,136	
Barnette,Todd E	Administrative Manager II	Business Manager	Management	08		\$94,184	0.0%		\$94,184	
Parker,Michael R	Project Manager II	Senior Project Manager	Natural Resources, Construction, and Maintenance Staff	08		\$93,827	0.0%		\$93,827	
Borick Jr,Paul M	Project Manager II	Senior	Natural Resources, Construction, and Maintenance Staff	08		\$93,500*	0.0%		\$93,500	*
Vander Mey,Gerald A	Program Manager II	Director, Campus Planning	Management	08		\$93,284	0.0%		\$93,284	
Muth,William Richards	Project Manager II	Senior Project Manager	Natural Resources, Construction, and Maintenance Staff	08		\$87,394	0.0%		\$87,394	
Jones,Thomas W	Program Manager II	Director	Management	08		\$81,164	0.0%		\$81,164	
Fallow,Thomas H	Program Manager II	Program Manager II	Management	08		\$80,000	0.0%		\$80,000	
Smith,Michael E	Engineer/Associate Engineer III	Minor Projects Manager	Computer, Engineering, and Science Staff	07		\$76,948	0.0%		\$76,948	
Woolbright,Boyce Lanier	Engineer/Associate Engineer III	Eng/Assoc Eng III	Management	07		\$68,342	11.2%		\$76,000	f

Additional skills increase for receiving Professional Engineer License.

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Zanca,Sam X	Engineer/Associate Engineer III	Engineer/Assoc Engineer III	Computer, Engineering, and Science Staff	07		\$72,908	0.0%		\$72,908	
Wardlaw,Daniel S	Information Technology Manager I	Information Tech Manager	Computer, Engineering, and Science Staff	07		\$72,214	0.0%		\$72,214	
Wiggins,Roger Alan	Engineer/Associate Engineer III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$70,408	0.0%		\$70,408	
McDonough,Kevin Michael	Engineer/Associate Engineer III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$69,360	0.0%		\$69,360	
Hurst,William Thomas	Engineer/Associate Engineer III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$67,109	0.0%		\$67,109	
McCrary Jr,Robert Daniel	Environmental Health Manager III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$66,868	0.0%		\$66,868	
Carson,S William	Building/Grounds Manager	Horticulture Manager	Service Staff	06		\$66,521	0.0%		\$66,521	
Byers Jr,Daniel Lee	Engineer/Associate Engineer III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$66,300	0.0%		\$66,300	
Minerva,Paul W	Trades Manager I	Arbor and Mechanic Shop Mgr	Natural Resources, Construction, and Maintenance Staff	06		\$63,645	0.0%		\$63,645	
Anderson,Barret D	Engineer/Associate Engineer III	Campus Landscape Architect	Computer, Engineering, and Science Staff	07		\$62,723	0.0%		\$62,723	
Henderson,Thomas S	Engineer/Associate Engineer III	Building Code Official	Computer, Engineering, and Science Staff	07		\$62,172	0.0%		\$62,172	
Cope Jr,James Albert	Engineer/Associate Engineer III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$60,111	0.0%		\$60,111	
Cantrell,Tony B	Program Coordinator I	Customer Service Manager	Office and Administrative Support Staff	05		\$58,244	0.0%		\$58,244	

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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 2015 Salaries \$50,000 and Over

Facilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Hallquist, Scott Paul	Trades Manager I	Interior Utilities Manager	Natural Resources, Construction, and Maintenance Staff	06		\$58,025	0.0%		\$58,025	
Parham III, Herbert L	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$57,395	0.0%		\$57,395	
Addington II, Phillip Thomas	Engineer/Associate Engineer II	Minor Projects Manager II	Computer, Engineering, and Science Staff	06		\$57,053	0.0%		\$57,053	
McDonald Jr, Ralph D	Trades Manager I	Structural Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$56,270	0.0%		\$56,270	
Martin, William K	Supply Manager II	Materials Procurement Manager	Business and Financial Operations Staff	05		\$56,125	0.0%		\$56,125	
Gibbs, Gregory	Engineer/Associate Engineer II	Minor Projects Manager II	Computer, Engineering, and Science Staff	06		\$55,930	0.0%		\$55,930	
Lecroy Jr, Gerald W	Trades Manager I	East Area Manager	Natural Resources, Construction, and Maintenance Staff	06		\$55,729	0.0%		\$55,729	
Richey, Timothy Scott	Chief Geodetic Technician	Chief Geodetic Technician	Natural Resources, Construction, and Maintenance Staff	06		\$47,940	15.0%		\$55,131	b
Promoted to Chief Geodetic Technician.										
Gambrell, John R	Engineer/Associate Engineer II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$55,069	0.0%		\$55,069	
Jackson, Cecelia	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$52,018	5.1%		\$54,650	b
Promoted to Program Coordinator II										

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Armstrong,Lara Lee	Environmental Health Manager III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$54,480	0.0%		\$54,480	
Whitmire,Mackenzie S	Trades Manager I	West Area Manager	Natural Resources, Construction, and Maintenance Staff	06		\$54,060	0.0%		\$54,060	
Boulanger,Joshua P	Building/Grounds Manager	Turf and Irrigation Manager	Service Staff	06		\$52,867	0.0%		\$52,867	
Lohmann,Allen C	Engineer/Associate Engineer II	Minor Projects Manager II	Computer, Engineering, and Science Staff	06		\$52,422	0.0%		\$52,422	
Brown,Everett C	Building/Grounds Supervisor II	Custodial Manager	Service Staff	05		\$52,030	0.0%		\$52,030	
Bodiford,Kimberly P	Accountant/Fiscal Analyst III	Accounts Payable Manager	Business and Financial Operations Staff	06		\$51,968	0.0%		\$51,968	
Grant,Billy W	Building/Grounds Supervisor II	Building/Ground Supv II	Service Staff	05		\$50,650	0.0%		\$50,650	
Newton,Sherry R	Information Resource Consultant I	Vault Manager II	Computer, Engineering, and Science Staff	05		\$50,637	0.0%		\$50,637	
Nash,Dennis L	Building/Grounds Supervisor II	Planner/Scheduler	Natural Resources, Construction, and Maintenance Staff	05		\$50,606	0.0%		\$50,606	
DeOliveira,Tanya Rachelle	State Planner IV	Assistant Master Planner	Computer, Engineering, and Science Staff	06		\$47,209	6.0%		\$50,042	f

Additional skills increase for completing the American Institute of Certified Planners examination.

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Farrell, Mary Margaret	Dean	Full Librarian	Management with Faculty Rank	NA		\$205,000*	0.0%	\$205,000		*
Tyler, Peggy J	Librarian	Full Librarian	Management with Faculty Rank	NA		\$96,388	-8.3%	\$88,355		b
<i>Supplement Removed</i>										
Vinson, Christopher Glen	Librarian	Associate Librarian	Librarians	NA		\$79,193	10.0%	\$87,112		b
<i>Promoted to Librarian</i>										
Julian, Dinah Gail	Librarian	Full Librarian	Librarians	NA		\$80,954	0.0%	\$80,954		
Schilf, Suzanne Rook	Librarian	Associate Librarian	Librarians	NA		\$79,583	0.0%	\$79,583		
Bodenheimer, Lisa	Librarian	Full Librarian	Librarians	NA		\$79,085	0.0%	\$79,085		
Burk, Brenda L.	Librarian	Associate Librarian	Librarians	NA		\$76,500	0.0%	\$76,500		
Taylor, Dennis S	Librarian	Full Librarian	Librarians	NA		\$74,770	0.0%	\$74,770		
Comfort, Janice G	Librarian	Full Librarian	Librarians	NA		\$72,614	0.0%	\$72,614		
Hollandsworth, Robert L	Librarian	Associate Librarian	Librarians	NA		\$69,624	0.0%	\$69,624		
Wesley, Kathryn M	Librarian	Associate Librarian	Librarians	NA		\$68,996	0.0%	\$68,996		
Ryan, Christine E	Librarian	Associate Librarian	Librarians	NA		\$67,654	0.0%	\$67,654		
Cooper, C. Camille	Librarian	Associate Librarian	Librarians	NA		\$66,997	0.0%	\$66,997		
Cross, James E	Librarian	Full Librarian	Librarians	NA		\$66,862	0.0%	\$66,862		
Cochrane, Gordon M	Librarian	Associate Librarian	Librarians	NA		\$65,524	0.0%	\$65,524		
Wesolek, Andrew J	Librarian	Assistant Librarian	Librarians	NA		\$65,280	0.0%	\$65,280		
Teague, Gypsey	Librarian	Associate Librarian	Librarians	NA		\$64,887	0.0%	\$64,887		

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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 2015 Salaries \$50,000 and Over

Library

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Futral, Meredith Sue	Librarian	Associate Librarian	Librarians	NA		\$62,979	0.0%		\$62,979	
Dutkiewicz, Scott Mark	Librarian	Associate Librarian	Librarians	NA		\$61,070	0.0%		\$61,070	
Rock, Edward Joseph	Librarian	Associate Librarian	Librarians	NA		\$59,799	0.0%		\$59,799	
Wilmott, Robert D	Librarian	Associate Librarian	Librarians	NA		\$59,799	0.0%		\$59,799	
Colthorpe, Christopher Alan	Librarian	Associate Librarian	Librarians	NA		\$59,162	0.0%		\$59,162	
Sheffield, Kathryn Megan	Librarian	Assistant Librarian	Librarians	NA		\$59,160	0.0%		\$59,160	
Burns, Alan C	Librarian	Associate Librarian	Librarians	NA		\$58,527	0.0%		\$58,527	
Edwards, Kathy S	Librarian	Associate Librarian	Librarians	NA		\$57,981	0.0%		\$57,981	
Grant, Anne McMahan	Librarian	Associate Librarian	Librarians	NA		\$57,981	0.0%		\$57,981	
Kyle, Richard W	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$57,719	0.0%		\$57,719	
Alexander, Teresa L	Library Manager II	Library Mgr II	Library Staff	06		\$56,348	0.0%		\$56,348	
Redd, Renna Elizabeth Tuten	Librarian	Assistant Librarian	Librarians	NA		\$50,000*	12.0%		\$56,000	*e
Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Crane, Tammy F	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$55,183	0.0%		\$55,183	
Randall, Melissa S.	Librarian	Assistant Librarian	Librarians	NA		\$54,000*	0.0%		\$54,000	*
Wittmann, Rachel Jane	Library Manager II	Library Mgr II	Library Staff	06		\$52,000*	0.0%		\$52,000	*
Hiott, Susan G	Curator II	Curator II	Librarians	05		\$50,062	0.0%		\$50,062	

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c Cost of living adjustment.

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Clements, James P	Agency Head	President	Management with Faculty Rank	NA		\$286,200	0.0%		\$286,200	
Hood Jr, William Charles	Lecturer: Non-teaching	General Counsel	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$217,537	13.5%		\$247,000	a
<i>Exceptional Performance Increase</i>										
Leidinger, Angela E	Administrator	Administrator	Management	NA		\$240,211	0.0%		\$240,211	
Allen, Maxwell	Administrator	Administrator	Management	NA		\$200,000*	20.0%		\$240,000	*b
<i>Received a supplement for serving as interim Chief Diversity Officer</i>										
Roux, Renee M.	Attorney VI	Attorney VI	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	10		\$122,757	15.0%		\$141,170	b
<i>Promoted to Attorney VI.</i>										
Cothran, Mark S.	Asst Academic Prog Dir	Assoc. Dir. of Gov Relations	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$117,300	0.0%		\$117,300	
Knighton Jr, Lewis J	Academic Program Director	Director, Access & Equity	Management	NA		\$101,154	0.0%		\$101,154	
Richardson, Altheia L	Asst Academic Prog Dir	Asst Academic Prog Dir	Management	NA		\$98,927	0.0%		\$98,927	
Bell, Elizabeth McInnis	Asst Academic Prog Dir	Director of Advocacy	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$87,727	0.0%		\$87,727	

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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 2015 Salaries \$50,000 and Over

President

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Crocker, Anne E	Attorney IV	Attorney IV	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	08		\$86,700	0.0%		\$86,700	
Singletary, Theresa Marie	Director	Director of Operations	Management	NA		\$85,000*	0.0%		\$85,000	*
Harrison, Priscilla R	Senior Consultant	Senior Consultant	Business and Financial Operations Staff	07		\$71,400	0.0%		\$71,400	
Fallon, Megan R	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$63,000*	0.0%		\$63,000	*
Lange, Amber J.	Program Manager I	Program Manager I	Student and Academic Affairs and Other Education Services Staff	07		\$48,176	24.5%		\$60,000	be
Promoted to Program Manager I. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Stewart-Tillman, Kendra Danika	Student Services Manager II	Student Services Mgr II	Office and Administrative Support Staff	07		\$59,160	0.0%		\$59,160	
Newton, Elizabeth Hall	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$50,273	10.0%		\$55,300	b
Received a supplement for assuming financial duties.										
Josey, Amy McKinney	Program Coordinator II	Paralegal	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$55,155	0.0%		\$55,155	
Doss, Leslie Evans	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$53,015	0.0%		\$53,015	
Griffin, Stephanie Lorraine	Administrative Coordinator II	Public Info Coordinator	Office and Administrative Support Staff	06		\$52,410	0.0%		\$52,410	

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Godwin,Pamela Denise	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$45,090	15.0%		\$51,854	b
Promoted to Program Coordinator II										

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

e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Jones,Robert H	Sr Vice President	Exec VP Acad Affairs/Provost	Management with Faculty Rank	NA		\$315,000	0.0%		\$315,000	
Jackson,Debra B	Professor	Vice Provost/Asst to President	Management with Faculty Rank	NA		\$213,091	0.0%		\$213,091	
Kennedy,Frances A	Associate Provost	Associate Provost	Management with Faculty Rank	NA	\$188,496		11.1%		\$209,435	bd
Promoted to Associate Provost for Academic Finance & Operations. Conversion 9mo/12mo										
Nagy,Sharon	Vice Provost	Vice Provost/Intern'l Affairs	Management with Faculty Rank	NA		\$198,288	0.0%		\$198,288	
Knepfle,Charles R	Associate Vice President	Assoc VP, Enrollment Mgt	Management	NA		\$146,837	15.0%		\$168,863	b
Promoted to Associate VP of Enrollment Management										
Aziz,Nadim M	Professor	Special Asst to the Provost	Management with Faculty Rank	NA		\$291,226	-46.7%	\$155,239		bdf
Supplement Removed. Conversion 12mo/9mo Returned to faculty appointment.										
Granberg,Ellen M.	Associate Provost	Associate Provost	Management with Faculty Rank	NA	\$107,994		40.6%		\$151,788	bd
Promoted to Associate Provost for Faculty Affairs Conversion 9mo/12mo										
Felder,Frankie O	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$146,252	0.0%		\$146,252	
Brunner,Penelope Walters	Lecturer	Lecturer	Management with Faculty Rank	NA		\$135,000*	0.0%		\$135,000	*
Barkley,Robert S	Academic Program Director	Director	Management	NA		\$132,938	0.0%		\$132,938	
Nilson,Linda B	Lecturer	Lecturer	Management with Faculty Rank	NA		\$130,654	0.0%		\$130,654	
Wueste,Daniel E	Professor	Professor	Management with Faculty Rank	NA		\$128,558	0.0%		\$128,558	

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Appling, Jeffrey R	Professor	Professor	Management with Faculty Rank	NA		\$125,937	0.0%		\$125,937	
Sparacino, Debra C	Academic Program Director	Academic Program Director	Management	NA		\$103,507	15.0%		\$119,034	be
Promoted to Registrar. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Burton III, O'Neil B	Lecturer	Exec Dir Coop Ed/Mich Career	Management with Faculty Rank	NA		\$117,485	0.0%		\$117,485	
Knox, David K	Lecturer	Lecturer	Management with Faculty Rank	NA		\$115,475	0.0%		\$115,475	
Lasser, William	Alumni Professor	Alumni Professor	Management with Faculty Rank	NA	\$114,956		0.0%	\$114,956		
Westcott III, S Wickes	Lecturer	Lecturer	Management with Faculty Rank	NA		\$102,598	0.0%		\$102,598	
Snider, Jeromy Blake	Academic Program Director	Director of Summer School	Management with Faculty Rank	NA		\$97,869	0.0%		\$97,869	
Fishman, Teresa Anne	Asst Academic Prog Dir	Dir of Cntr for Acad Integrity	Computer, Engineering, and Science Staff	NA		\$97,751	0.0%		\$97,751	
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		\$90,658	0.0%		\$90,658	
Raychaudhuri, Uttiyo	Asst Academic Prog Dir	Director of Study Abroad	Management	NA		\$86,700	0.0%		\$86,700	
Whorton, Susan S	Academic Program Director	Dir. of Academic Success Ct	Management	NA		\$85,000	0.0%		\$85,000	
Milam, Martha Elizabeth	Student Services Manager II	Senior Associate Director	Management	07		\$83,637	0.0%		\$83,637	

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Shine,Ricki Jane	Lecturer	Lecturer	Management with Faculty Rank	NA		\$81,622	0.0%		\$81,622	
Chrestman,Ronald E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$81,572	0.0%		\$81,572	
Smith,Brenda J	Executive Assistant II	Executive Assistant II	Office and Administrative Support Staff	07		\$80,262	0.0%		\$80,262	
McFall,Robin B.	Student Services Manager III	Student Services Manager III	Office and Administrative Support Staff	08		\$80,000*	0.0%		\$80,000	*
Wood,Christopher Preston	Administrative Manager I	Asst Financial Off/Acad Affair	Business and Financial Operations Staff	07		\$79,083	0.0%		\$79,083	
Ward,Robert Thomas	Senior Consultant	Senior Consultant	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$78,274	0.0%		\$78,274	
Neal,Jeffrey Frank	Lecturer	Dir of Co-op Edu	Management with Faculty Rank	NA		\$75,766	0.0%		\$75,766	
Bundrick,Alfred E	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$74,646	0.0%		\$74,646	
Becker Jr,Calvin R	Asst Academic Prog Dir	Asst Academic Prog Dir	Management	NA		\$73,845	0.0%		\$73,845	
Cooper,John Andrew Scott	Research Associate	Research Associate	Business and Financial Operations Staff	NA		\$72,117	0.0%		\$72,117	
Camp,Margaret Mariel	Academic Program Director	Dir of Student Disability Svcs	Management	NA		\$72,000*	0.0%		\$72,000	*
Fleming,David Byrne	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$70,707	0.0%		\$70,707	
Bennett,Robert W.	Student Services Manager I	Student Services Mgr I	Management	06		\$70,682	0.0%		\$70,682	

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

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					9 Month	12 Month		9 Month	12 Month	
Holliday, Jeffrey S.	Student Services Manager II	Assoc. Dir. of Schlr & Compl.	Office and Administrative Support Staff	07		\$69,360	0.0%		\$69,360	
Henry, Teresa N	Administrative Coordinator I	Administrative Coord I	Office and Administrative Support Staff	05		\$67,674	0.0%		\$67,674	
Welborn, Melissa Griffin	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$57,620	10.0%		\$63,382	b
<i>Assumed additional Access & Equity Support Tasks</i>										
Pearson, Rebecca Durham	Student Services Manager I	Associate Director	Management	06		\$63,377	0.0%		\$63,377	
Reeves, D Keith	Project Coordinator	Project Coordinator	Business and Financial Operations Staff	06		\$63,298	0.0%		\$63,298	
Bodell, Audrey R	Student Services Manager I	Associate Director	Management	06		\$61,667	0.0%		\$61,667	
Lockhart, Melissa Jo Marsh	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$60,386	0.0%		\$60,386	
Blondeau, Reagan H.	Student Services Manager II	Student Services Mgr II	Office and Administrative Support Staff	07		\$51,314	16.4%		\$59,721	b
<i>Promoted to Student Services Manager II</i>										
Lashley, Jonathan William	Asst Academic Prog Dir	Dir of Texts & Technologies	Management	NA		\$38,123	54.8%		\$59,000	b
<i>Promoted to Director of Texts and Technologies</i>										
Dickson, Glenda L	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$58,257	0.0%		\$58,257	
Freeman, Gloria Elizabeth	Administrative Coordinator I	Administrative Coord I	Office and Administrative Support Staff	05		\$58,117	0.0%		\$58,117	
Rousselot De St Ceran, Tina Marie	Asst Academic Prog Dir	Asst Academic Prog Dir	Management	NA		\$44,858	29.3%		\$58,000	b
<i>Promoted to Assistant Academic Program Director</i>										

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Fall 2015 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

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					9 Month	12 Month		9 Month	12 Month	
Dubuque,Melissa M	Student Services Manager I	Student Services Mgr I	Office and Administrative Support Staff	06		\$56,942	0.0%		\$56,942	
Xu,Yahong	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$56,811	0.0%		\$56,811	
Galbreath,Timothy R	Student Services Program Coordinator II	Student Svcs Prog Co II	Office and Administrative Support Staff	05		\$56,689	0.0%		\$56,689	
Williams,Jennifer Albertson	Information Resource Consultant II	Asst. Dir of Fin Aid-Sys&Tech	Computer, Engineering, and Science Staff	06		\$51,000	10.0%		\$56,100	b
Received a supplement for serving as Interim Director of Financial Aid (Student)										
McLaughlin,Joseph Wayne	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$55,778	0.0%		\$55,778	
McDavid,Kelly E	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$55,438	0.0%		\$55,438	
Costello,Kathleen	Student Services Manager I	Student Services Mgr I	Office and Administrative Support Staff	06		\$55,042	0.0%		\$55,042	
Sanogo,Ibrahima	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$55,000*	0.0%		\$55,000	*
Wareham,John Richard	Program Coordinator II	Asst. Dir of Rutland Instutite	Student and Academic Affairs and Other Education Services Staff	06		\$55,000*	0.0%		\$55,000	*
Freeman,Perryn McBrayer	Applications Analyst II	Asst Dtr of Admission for Tech	Computer, Engineering, and Science Staff	06		\$54,118	0.0%		\$54,118	
Kelley-Hall,Caren	Academic Program Manager	Academic Program Manager	Business and Financial Operations Staff	NA		\$53,844	0.0%		\$53,844	
Hix,Miranda Ward	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$53,040	0.0%		\$53,040	

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f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

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					9 Month	12 Month		9 Month	12 Month	
Waters Jr, Calvin R	Information Resource Consultant II	Business Analyst	Computer, Engineering, and Science Staff	06		\$53,000*	0.0%		\$53,000	*
Pearson, Angela M	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$52,545	0.0%		\$52,545	
Harp, Jonathan A	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$52,530	0.0%		\$52,530	
Rosemond, Jimmy Lamont	Student Services Manager I	Coord/Minority Recruitment Int	Office and Administrative Support Staff	06		\$52,311	0.0%		\$52,311	
Bunch, Jill Elaine	Public Information Coordinator	Public Info Coordinator	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	05		\$51,769	0.0%		\$51,769	
Murphy, Christine Clara	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$50,150	0.0%		\$50,150	
Wilson, Meredith Fant	Student Services Program Coordinator II	Student Svcs Prog Co II	Office and Administrative Support Staff	05		\$41,391	21.0%		\$50,083	bf
Received a supplement for organizing the logistics for Trier and process the GE3 applicants for the CoES. Additional skill increase for obtaining PhD										
Evatt, Janet Hoffman	Program Coordinator II	Program Coordinator II	Student and Academic Affairs and Other Education Services Staff	06		\$50,000*	0.0%		\$50,000	*
Reynolds, Alison Albea	Assoc Academic Program Dir	Assoc Academic Program Dir	Business and Financial Operations Staff	NA		\$50,000	0.0%		\$50,000	

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Fall 2015 Salaries \$50,000 and Over

Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
Askew, George R	Vice President	VP PSA /Dean of CAFLS	Management with Faculty Rank	NA		\$280,500	2.0%		\$286,110	b
Assumed additional duties for being appointed Dean of CAFLS.										
Kresovich, Stephen	Professor	Dir/ InstTranlational Genetics	Research Faculty	NA	\$229,500		0.0%	\$229,500		
Brown, Ronald A.	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$208,912	2.0%		\$213,090	a
Received increase from Association of Southern Region Extension Directors										
Meadows, Steven E	Associate Dean	Director of PSA Program Integr	Management	NA		\$182,804	0.0%		\$182,804	
Dobbins, Thomas R	Extension Director	Extension Director	Management with Faculty Rank	NA		\$170,340	2.7%		\$175,000	b
Assumed additional duties including developing an integrated CAFLS/PSA budget and other responsibilities.										
Ray, Christopher L	Director Research & Extension	Director Research & Extension	Management with Faculty Rank	NA		\$135,482	29.2%		\$175,000	b
Promoted to Director Research & Extension										
Parr, Boyd Hobson	Senior Scientist	Senior Scientist	Management	NA		\$152,337	0.0%		\$152,337	
Mueller, John D	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$145,860	0.0%		\$145,860	
Smith, Matthew Clay	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$142,494	0.0%		\$142,494	
Hill, Joseph E	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$135,000	0.0%		\$135,000	
Coleman, Katherine Y	Asst Academic Prog Dir	Asst. Academic Prog. Director	Management	NA		\$124,925	6.6%		\$133,125	e
Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										

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Fall 2015 Salaries \$50,000 and Over

Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
Cole, Stephen E	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$108,737	15.0%		\$125,048	b
Promoted to Academic Program Director in Plant Industry.										
Scharko, Patricia B	Professor	Professor	Healthcare Practitioners and Staff	NA		\$124,149	0.0%		\$124,149	
Van Bloem, Skip Judson	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$123,420	0.0%		\$123,420	
Lance, Stephen W	Director	Director	Management	NA		\$113,214	0.0%		\$113,214	
Kelley, Melissa D.	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$110,876	0.0%		\$110,876	
Weyman Jr, Michael D	Academic Program Director	Academic Program Director	Management	NA		\$94,860	14.9%		\$109,000	b
Assumed additional duties due to the retirement of the Department Head of Pesticide Regulation.										
Allen, Jeffery S	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$108,346	0.0%		\$108,346	
Maja, Joe Mari Jaluag	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$107,100	0.0%		\$107,100	
Kirk, Kendall R	Extension Associate	Precision Ag Engineer	Computer, Engineering, and Science Staff	NA		\$106,080	0.0%		\$106,080	
Saski, Christopher A	Research Asst Professor	Research Asst Professor	Research Faculty	NA		\$102,285	0.0%		\$102,285	
Roberts, Danny H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$101,820	0.0%		\$101,820	
Payero, Jose Oscar	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$100,805	0.0%		\$100,805	
Hunter, Terry K	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$98,364	0.0%		\$98,364	

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Giacalone, Katie Ann	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$92,514	6.3%		\$98,328	b
Received a supplement for assuming role of Water Resources Program Team Leader										
Eichelberger, Adam C	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$97,884	0.0%		\$97,884	
Van-Olphen, Alberto Luis	Scientist	Scientist - Microbiologist	Computer, Engineering, and Science Staff	NA		\$96,900	0.0%		\$96,900	
Baker Sprowl, Della Annette	Extension Associate	Extension Associate	Business and Financial Operations Staff	NA		\$96,241	0.0%		\$96,241	
Jones, Charles Ray	Extension Associate	Extension Associate	Management	NA		\$83,207	15.0%		\$95,690	b
Assumed additional duties as Associate Executive Director of YLI.										
Kirkland, Toby R	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$95,612	0.0%		\$95,612	
Martin, Michael Kent	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$95,487	0.0%		\$95,487	
Miller, Gilbert A	Extension Director - Assistant	Extension Director - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$93,908	0.0%		\$93,908	
Rainwater, Thomas R	Scientist	Wildlife Res. Program Leader	Computer, Engineering, and Science Staff	NA		\$90,000*	0.0%		\$90,000	*
Ardern, Pamela B	Extension Associate	Extension Associate	Management	NA		\$88,626	0.0%		\$88,626	
Brown, William H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$87,700	0.0%		\$87,700	
Fallen, Benjamin D	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$86,700	0.0%		\$86,700	

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Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Southworth,Suzanne K	Scientist	Dir. of Meat Inspection SCMPID	Healthcare Practitioners and Staff	NA		\$78,540	10.0%	\$86,389		b
Assumed additional duties due to taking on responsibilities of Director of Meat Inspection in Livestock Poultry Health.										
Marshall,Michael W	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$86,272	0.0%	\$86,272		
Veasey,Garland M	Extension Associate	Extension Associate	Management	NA		\$84,660	0.0%	\$84,660		
Helm,Julie D	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$82,790	0.0%	\$82,790		
Krugler,Charlotte A	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$81,719	0.0%	\$81,719		
Deering,Kathy M	Scientist	Veterinary Pathologist	Healthcare Practitioners and Staff	NA		\$81,600	0.0%	\$81,600		
Hubbard Jr,Lewis R	Engineer/Associate Engineer III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$76,413	0.0%	\$76,413		
Fragar,Robert D	Extension Associate	Extension Associate	Management	NA		\$75,372	0.0%	\$75,372		
Gunter II,H David	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$74,592	0.0%	\$74,592		
Baker III,James F	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$74,432	0.0%	\$74,432		
Smith,Douglas Glenn	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$73,542	0.0%	\$73,542		
Munnerlyn,Helen Ferrell	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$73,345	0.0%	\$73,345		
Green,Stanley Wayne	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$72,473	0.0%	\$72,473		

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Martin, Bonnie Jo	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$72,133	0.0%		\$72,133	
Moore, Kathy P	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$69,443	0.0%		\$69,443	
Stewart, Mary Caroline	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$69,127	0.0%		\$69,127	
Edwards, Michael V	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$68,980	0.0%		\$68,980	
Tyler, Samuel Alexander	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$67,000*	0.0%		\$67,000	*
Culler III, Willis Calhoun	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$66,481	0.0%		\$66,481	
Morris, Elizabeth Pixley	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$59,050	9.9%		\$64,900	b
Assumed duties as the Director of The Girls Center and serving as the Lead on the Title IV-E Initiative with DSS.										
Galloway Jr, Tilden L	Investigator IV	Investigator IV	Natural Resources, Construction, and Maintenance Staff	06		\$63,726	0.0%		\$63,726	
Trutwin, Rebecca Crain	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$63,342	0.0%		\$63,342	
Burns, Taber Ashley Poland	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$62,500*	0.0%		\$62,500	*
Bishop, Gregory D	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$61,902	0.0%		\$61,902	

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f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
Adams,Sarah Kristen	Program Manager I	Program Manager I	Natural Resources, Construction, and Maintenance Staff	07		\$56,100	10.0%	\$61,710		b
Assumed additional duties regarding increased productivity of the Division of Regulatory & Public Service Programs.										
Mongold III,George	Extension Associate	Extension Associate	Management	NA		\$61,200	0.0%	\$61,200		
Burns,Gary L	Agricultural/Animal Associate II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$60,417	0.0%	\$60,417		
Wood,Meghan McPhail	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$60,000*	0.0%	\$60,000		*
Adkins,Jessica Erin	Grants Administrator I	Grants Administrator I	Business and Financial Operations Staff	06		\$59,500*	0.0%	\$59,500		*
Okey,Ryan Asher	Environmental Health Manager III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$53,788	10.0%	\$59,167		e
Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Koon,Deborah K	Administrative Coordinator I	Administrative Coord I	Office and Administrative Support Staff	05		\$58,848	0.0%	\$58,848		
Waggoner,Steve E	Agricultural/Animal Associate II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$58,848	0.0%	\$58,848		
Kirven,Georganne M	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$41,797	40.0%	\$58,500		b
Assumed additional duties for increasing oversight of the 4-H Tech Wizards program. Assumed additional duties including increased responsibility for the SC 4-H Program on the state level. Assumed additional duties including responsibilities for 4-H Military programming and Military Grant project.										
Jameson,Dalphine J	Administrative Coordinator I	Administrative Coord I	Office and Administrative Support Staff	05		\$58,315	0.0%	\$58,315		

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f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
Bowen, Donna Anne	Program Coordinator II	Program Coordinator II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$52,769	10.0%		\$58,046	b
Assumed duties for advising management on technology strategy, and increased web page responsibilities.										
Corbett, Angela M	Academic Program Manager	Academic Program Manager	Business and Financial Operations Staff	NA		\$57,925	0.0%		\$57,925	
Drake Jr, Timothy M	Environmental Health Manager III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$52,374	10.0%		\$57,611	e
Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Sober, Christine L	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$57,294	0.0%		\$57,294	
Benson, Susan Jean	Public Information Director I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$56,816	0.0%		\$56,816	
Veit, Jonathan R	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$48,970	15.0%		\$56,315	b
Promoted to Public Information Director II in PSA Media Relations.										
Moore, Jerry P	Environmental Health Manager I	Environment/Health Mgr I	Healthcare Practitioners and Staff	05		\$55,386	0.0%		\$55,386	
Melvin, James Sheldon	Public Information Director I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$55,156*	0.0%		\$55,156	*
Baxley, Carrie Griffin	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$55,000	0.0%		\$55,000	

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e Market adjustment

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Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
Goodman,Sammie Lee	Building/Grounds Manager	Building/Grounds Mgr	Service Staff	06		\$55,000*	0.0%	\$55,000		*
Hardee,Russell A	GIS Manager II	Forest Manager	Computer, Engineering, and Science Staff	07		\$55,000*	0.0%	\$55,000		*
Miller,Scott R	Public Information Director I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$55,000*	0.0%	\$55,000		*
Stancil,Bradley D	Program Coordinator II	Program Manager I	Computer, Engineering, and Science Staff	06		\$54,953	0.0%	\$54,953		
Godfrey,Leslie	Investigator IV	Investigator IV	Natural Resources, Construction, and Maintenance Staff	06		\$49,908	10.0%	\$54,899		b
Assumed additional duties regarding field supervision for Department of Pesticide Regulation.										
Goldsmith,Paul E	Building/Grounds Supervisor II	Building/Ground Supv II	Service Staff	05		\$49,660	10.0%	\$54,626		b
Assumed increased responsibilities due to the growth in number of sites operated by Youth Learning Institute.										
Ward,Brian K	Research Specialist III	Agricult/Animal Assoc II	Computer, Engineering, and Science Staff	06		\$53,596	0.0%	\$53,596		
Mayfield,Charlene P	Graphics Manager II	Graphics Manager II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$53,568	0.0%	\$53,568		
Artigliere,Victoria Bryant	Administrative Manager I	Administrative Mgr I	Business and Financial Operations Staff	07		\$53,500*	0.0%	\$53,500		*
Fischer,Matthew James	Building/Grounds Supervisor II	Building/Ground Supv II	Service Staff	05		\$52,964	0.0%	\$52,964		

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Fall 2015 Salaries \$50,000 and Over

Public Service & Agriculture

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					9 Month	12 Month		9 Month	12 Month	
Hopkins, Jeffrey Alden	Agricultural/Animal Associate II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$52,950	0.0%		\$52,950	
Hanvey Jr, William H	Agricultural/Animal Associate II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$51,118	0.0%		\$51,118	
Berry, Michael G	Program Coordinator II	Program Coordinator II	Natural Resources, Construction, and Maintenance Staff	06		\$51,000	0.0%		\$51,000	
Sell, Graham Scott	Extension Agent - Assistant	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$51,000	0.0%		\$51,000	
Hernandez, Cecil	Investigator IV	Investigator IV	Natural Resources, Construction, and Maintenance Staff	06		\$50,869	0.0%		\$50,869	
Bodiford, John E	Building/Grounds Supervisor II	Building/Ground Supv II	Service Staff	05		\$50,749	0.0%		\$50,749	
Johnson, Gilbert S	Laboratory Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$50,745	0.0%		\$50,745	
Savereno, Anthony J	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$50,656	0.0%		\$50,656	
Atkins, Michael Anthony	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$50,563	0.0%		\$50,563	
Miller, Margaret Carol	Agricultural/Animal Associate II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$46,515	8.6%		\$50,515	a

Standard increase associated with the Staff Development Program

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Arblaster, Jennifer B	Accountant/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$50,286	0.0%		\$50,286	
Davis, Diane Parrott	Microbiologist II	Microbiologist II	Computer, Engineering, and Science Staff	06		\$50,067	0.0%		\$50,067	
Lognion, Tammy Lark	Environmental Health Manager I	Environment/Health Mgr I	Healthcare Practitioners and Staff	05		\$50,035	0.0%		\$50,035	
Free, David H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$50,000*	0.0%		\$50,000	*
Henderson, Brian Frederick	Asst Academic Prog Dir	Asst Academic Prog Dir	Management	NA		\$50,000*	0.0%		\$50,000	*
Xia, Xiaoxia	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$40,059	24.8%		\$50,000	b
<i>Promoted to Research Associate</i>										

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f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Dooley,R Larry	Vice President	Vice President	Management with Faculty Rank	NA		\$270,882	0.0%		\$270,882	
Watt,Charles K	Director	Dir. WFIC/Sci. & Tech. Officer	Management with Faculty Rank	NA		\$264,821	0.0%		\$264,821	
Sherrill,Windsor Westbrook	Professor	Assoc VP for Health Research	Management with Faculty Rank	NA		\$208,688	0.0%		\$208,688	
Lester,Dennis Lee	Research Professor	Research Professor	Research Faculty	NA		\$195,000	0.0%		\$195,000	
Arwood,Tracy Smart	Director	Director	Management	NA		\$186,460	0.0%		\$186,460	
Parrish,John Hilary A	Veterinarian	Veterinarian	Healthcare Practitioners and Staff	NA		\$179,328	0.0%		\$179,328	
Speziale,Barbara J	Assoc Academic Program Dir	Associate Dean	Management with Faculty Rank	NA		\$129,448	26.5%		\$163,752	b
Promoted to Associate Academic Program Director in Watt Family Innovation Center. Received a supplement for serving as Director of the Creative Inquiry undergraduate research program.										
Lischwe,Sheila T.	Research Associate	Director of Sponsored Programs	Management	NA		\$154,530	0.0%		\$154,530	
Grieger,James Richard	Asst Academic Prog Dir	Asst Academic Prog Dir	Management	NA		\$139,740	0.0%		\$139,740	
Floyd,Joanna Lynn	Research Associate	Research Associate	Business and Financial Operations Staff	NA		\$117,246	0.0%		\$117,246	
Hemingway,Tamara Layne	Research Associate	Export Control Officer	Business and Financial Operations Staff	NA		\$102,302	0.0%		\$102,302	
Elrod,Roberta H	Director	Director	Management	NA		\$88,921	15.0%		\$102,249	b
Promoted to Director in Grants and Contracts Administration.										
Howard,Timothy Rowland	Project Manager II	Project Manager II	Business and Financial Operations Staff	08		\$93,376	4.5%		\$97,621	b
Promoted to Project Manager II in Watt Family Innovation Center.										

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<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 12, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Richardson, Stanley T	Administrative Manager II	Chief Business Officer	Business and Financial Operations Staff	08		\$97,395	0.0%		\$97,395	
Kogut, Anne M	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$95,000*	0.0%		\$95,000	*
Jacobi, Jane E	Research Associate	Research Associate	Business and Financial Operations Staff	NA		\$92,738	0.0%		\$92,738	
Saraf, Laxmikant Vyankatesh	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$92,718	0.0%		\$92,718	
Rayburg, Kurt David	Engineer/Associate Engineer IV	Research Associate	Computer, Engineering, and Science Staff	08		\$90,000*	0.0%		\$90,000	*
Willey, Melody C	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$81,508	0.0%		\$81,508	
Kelly, Naomi L	Environmental Health Manager III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$79,971	0.0%		\$79,971	
Jensen, Mark Wayne	Senior Software Engineer	Senior Software Engineer	Computer, Engineering, and Science Staff	08		\$77,175*	0.0%		\$77,175	*
Kunkle, Lynn R	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$75,618	0.0%		\$75,618	
Boggs, Christoffer Oxford	Data Base Administrator II	Data Base Admin II	Computer, Engineering, and Science Staff	07		\$67,470	10.0%		\$74,217	b
<i>Promoted to Data Base Administrator II in VP for Research.</i>										
Bass, Barbara E	Accounting/Fiscal Manager I	Dir of Research Data Analytics	Business and Financial Operations Staff	07		\$72,930	0.0%		\$72,930	
Jaeschke, Sarah McElwee	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$71,400	0.0%		\$71,400	

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Povod,Konstantin Valentinovich	Environmental Health Manager 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		\$68,538	0.0%		\$68,538	
Brock-Carroll,June M	Environmental Health Manager III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$67,062	0.0%		\$67,062	
Lantgios,Karen L	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$59,747	12.0%		\$66,917	b
Promoted to Accountant/Fiscal Manager I in Grants and Contracts Administration.										
Braine-Sperry,Jeannette	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$64,337	0.0%		\$64,337	
Walker,Hagan Elizabeth	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$55,080	15.0%		\$63,342	b
Promoted to Program Manager I in Sponsored Programs.										
Thrasher,Diana Spake	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$63,211	0.0%		\$63,211	
Pittman,Christina Tornambe	Research Associate	Research Associate	Business and Financial Operations Staff	NA		\$58,140	4.0%		\$60,466	b
Assumed additional duties including supervisory responsibilities.										
Allard,Cora M	Academic Program Manager	Assoc Dir Creative Inquiry	Management	NA		\$40,600*	46.9%		\$59,653	*b
Promoted to Associate Director of Creative Inquiry in Watt Family Innovation Center.										
Patin,Nalinee Dial	Research Associate	IRB Coordinator	Business and Financial Operations Staff	NA		\$51,665	15.0%		\$59,415	b
Promoted to Research Associate										
Brown,Pamela Dorlynn	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$59,069	0.0%		\$59,069	

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					9 Month	12 Month		9 Month	12 Month	
Oxendine,Alisha Lee	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$53,304	10.0%		\$58,634	b
Received a supplement for assuming duties for the Conflict of Interest (COI) Program development and implementation.										
Trotter,Melanie H	Administrative Coordinator I	Administrative Coord I	Office and Administrative Support Staff	05		\$56,384	0.0%		\$56,384	
Harris,Daniel P	Data Base Administrator I	IT Administrator	Computer, Engineering, and Science Staff	06		\$51,164	10.0%		\$56,280	b
Received a supplement for assuming duties for the Conflict of Interest (COI) Program development and implementation.										
DuBose,Julie B	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	06		\$43,749	25.7%		\$55,000	b
Promoted to Accountant/Fiscal Analyst III in Watt Family Innovation Center.										
Hooks,JonPaul Rayburn	Environmental Health Manager III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$55,000	0.0%		\$55,000	
Price,Stephen R	Environmental Health Manager II	Environment/Hlth Mgr II	Healthcare Practitioners and Staff	06		\$51,759	5.8%		\$54,754	e
Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Martin,Deborah L.	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$47,856	14.0%		\$54,556	b
Promoted to Accountant/Fiscal Analyst III in Grants and Contracts Administration.										
Duncan,Candis S	Environmental Health Manager II	Environment/Hlth Mgr II	Healthcare Practitioners and Staff	06		\$54,060	0.0%		\$54,060	
Balas,Sarah Ann	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$52,798	0.0%		\$52,798	
Gibson,Kathryn Lanell	Accountant/Fiscal Analyst III	Assoc Bus Officer	Business and Financial Operations Staff	06		\$50,250	4.8%		\$52,642	b
Assumed additional duties for managing cost share commitments, transferring funds for awards and colleges, and coordinating support processes.										

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					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Smith-Sielicki, Shannon Hope	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$52,530	0.0%		\$52,530	
Holliday, Heather Martin	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$52,270	0.0%		\$52,270	
Campbell, Brianne Theresa	Graphics Manager II	Media Graphics Manager	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$50,000*	0.0%		\$50,000	*

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a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Davis-Gross,Rose Ellen	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$58,556	10.0%		\$64,412	b
Assumed additional duties related to the management of the office.										

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

e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Jacks,Almeda Rogers	VP Student Affairs	VP Student Affairs	Management	NA		\$200,000*	37.5%		\$275,000	*b
Promoted to Vice President Student Affairs. Received a supplement for moving from interim to regular appointment as VP Student Affairs										
Hallenbeck,Douglas A	Associate Vice President	Senior Assoc Vice President	Management	NA		\$136,117	28.6%		\$175,000	bf
Promoted to Associate VP position. Received a retention increase due to being recruited by another organization.										
Jameson Jr,Lake H	Assoc Academic Program Dir	Assoc Academic Program Dir	Management with Faculty Rank	NA	\$148,479		0.0%	\$148,479		
Smith,George N	Associate Vice President	Associate Vice President	Management	NA		\$120,519	20.8%		\$145,527	be
Promoted to new position with reorganization. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Link Jr,Johnson W	Associate Vice President	Associate Vice President	Management	NA		\$107,299	15.0%		\$123,394	e
Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Robbins,Stephen A	Asst Academic Prog Dir	Asst Academic Prog Dir	Management	NA		\$121,668	0.0%		\$121,668	
Fuller,Sally Sanders	Asst Academic Prog Dir	Physician	Healthcare Practitioners and Staff	NA	\$121,030		0.0%	\$121,030		
Liebman,Maria Oliveira	Asst Academic Prog Dir	Physician	Healthcare Practitioners and Staff	NA	\$121,030		0.0%	\$121,030		
Magreni,Gregory S	Asst Academic Prog Dir	Staff Physician	Management with Faculty Rank	NA	\$121,030*		0.0%	\$121,030		*
Tonks,Shari Mae	Asst Academic Prog Dir	Asst Academic Prog Dir	Healthcare Practitioners and Staff	NA	\$121,030		0.0%	\$121,030		
Clay,George W	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA	\$115,939		0.0%	\$115,939		
Hobgood,Kathy Bush	Director	Director	Management	NA		\$95,238	21.0%		\$115,240	b
Promoted to Director										
Hofmann Jr,Daniel Richard	Asst Academic Prog Dir	Dir/Parking & Trans Svcs	Management	NA		\$111,984	0.0%		\$111,984	

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hays,Amanda H	Program Manager III	Program Manager III	Business and Financial Operations Staff	09		\$82,954	34.9%		\$111,876	b
Promoted to Program Manager III										
Contreras,Raquel J	Lecturer	Lecturer	Management with Faculty Rank	NA		\$106,465	0.0%		\$106,465	
Frock,David Joseph	Program Manager II	Director of Campus Recreation	Management	08		\$102,302	0.0%		\$102,302	
Hay,Pamela June	Pharmacist	Pharmacist	Healthcare Practitioners and Staff	NA		\$98,108	0.0%		\$98,108	
Dickerson,Charles A	Administrative Manager II	Administrative Mgr II	Business and Financial Operations Staff	08		\$98,082	0.0%		\$98,082	
Rice,Robert R	Program Manager II	Program Manager II	Management	08		\$97,017	0.0%		\$97,017	
Jackson,Georgia Annette Whelchel	Acute Care Nurse Practitioner	Nurse Practitioner IV	Healthcare Practitioners and Staff	08		\$89,301	0.0%		\$89,301	
Hendricks,Phillip Eric	Law Enforcement Officer V	Chief of Police	Service Staff	08		\$75,171	15.0%		\$86,447	b
Promoted to Law Enforcement Officer V										
Guill,Russell C	Administrative Manager I	Administrative Mgr I	Management	07		\$85,272	0.0%		\$85,272	
Aulton,Sandra D	Acute Care Nurse Practitioner	Nurse Practitioner IV	Healthcare Practitioners and Staff	08		\$84,048	0.0%		\$84,048	
Honea,Allison Brewer	Acute Care Nurse Practitioner	Nurse Practitioner IV	Healthcare Practitioners and Staff	08		\$84,048	0.0%		\$84,048	
LeMay,Christina D	Public Information Director II	Creative Director	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$81,359	0.0%		\$81,359	
Daniel,William E.	Law Enforcement Officer IV	Law Enforcement Officer IV	Management	07		\$80,394	0.0%		\$80,394	

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Chamberlain, Todd Allan	Research Associate	Director of Assessments for SA	Business and Financial Operations Staff	NA		\$76,500	0.0%		\$76,500	
Smith, Alesia A	Student Services Manager II	Student Services Mgr II	Office and Administrative Support Staff	07		\$75,990	0.0%		\$75,990	
McWhorter, Ronda Sims	Clinical Pharmacist	Clinical Pharmacist	Healthcare Practitioners and Staff	08		\$75,000	0.0%		\$75,000	
Nunamaker, Troy D	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$74,460	0.0%		\$74,460	
Brown, Jeffrey T	Student Services Manager II	Student Services Mgr II	Office and Administrative Support Staff	07		\$73,440	0.0%		\$73,440	
Bonney, James D	Program Manager I	Assoc. Dir. of Residential Fac	Management	07		\$72,847	0.0%		\$72,847	
Fiocchi, Christopher	Student Services Manager II	Student Services Mgr II	Office and Administrative Support Staff	07		\$60,070	16.5%		\$70,000	b
Assumed additional duties for Club Sport and Athletic Training. Promoted to Student Services Manger II.										
Poole, Kimberly M	Student Services Manager III	Student Services Manager III	Office and Administrative Support Staff	08		\$60,000	15.0%		\$69,000	b
Promoted to Student Services Manager III										
Tegen, Matthew C	Information Technology Manager II	Director Of Systems and Operat	Computer, Engineering, and Science Staff	08		\$55,157	24.2%		\$68,505	be
Promoted to Information Tech Mgr II. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Moss, Joy Acree	Accounting/Fiscal Manager I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$68,154	0.0%		\$68,154	
Price, Mary J	Student Services Manager II	Student Services Mgr II	Office and Administrative Support Staff	07		\$59,188	15.0%		\$68,066	b
Promoted to Student Services Manager II										

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e Market adjustment

f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hawthorne,Reginald D	Program Coordinator II	Program Coordinator II	Management	06		\$67,316	0.0%		\$67,316	
Evinger,Leasa Ann Kowalski	Student Services Manager II	Student Services Mgr II	Office and Administrative Support Staff	07		\$58,050	15.0%		\$66,758	b
	Promoted to Student Services Manager II.									
Culler,Deborah R	Program Coordinator II	Program Coordinator II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$66,745	0.0%		\$66,745	
Addis,Karen L	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$66,442	0.0%		\$66,442	
Creel,Laura Haley	Lecturer	Staff Psychologist	Computer, Engineering, and Science Staff	NA		\$66,285	0.0%		\$66,285	
Barnes,Joshua B	Student Services Manager II	Student Services Mgr II	Office and Administrative Support Staff	07		\$46,558	41.1%		\$65,700	b
	Promoted to Student Services Manager II.									
Campbell,Timothy E	Trades Manager I	Assoc Dir Resident Facilities	Management	06		\$65,642	0.0%		\$65,642	
Wiser Jr,Gary G	Student Services Manager III	Student Services Manager III	Office and Administrative Support Staff	08		\$58,140	12.0%		\$65,117	b
	Promoted to Student Services Manager III									
Swords,Melanie Shedd	Nurse Administrator/Manager I	Nurse Admin/Mgr I	Healthcare Practitioners and Staff	06		\$62,539	0.0%		\$62,539	
Newman,Judith H	Student Services Manager II	Student Services Mgr II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$61,543	0.0%		\$61,543	

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Leylek, Kathleen A.	Program Manager I	Program Manager I	Healthcare Practitioners and Staff	07		\$61,213	0.0%		\$61,213	
Goree, Jennifer Margaret	Student Services Manager II	Student Services Mgr II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$61,200	0.0%		\$61,200	
Hayes, Cheryl L	Administrative Manager I	Assoc Dir of Admin & Finance	Business and Financial Operations Staff	07		\$59,670	0.0%		\$59,670	
Gaulin, Gary V	Engineer/Associate Engineer II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$59,221	0.0%		\$59,221	
Rhodes, Bradley E	Investigator IV	Investigator IV	Service Staff	06		\$59,095	0.0%		\$59,095	
Shivar Jr, William G	Fire Safety Officer III	Fire Safety Ofcr III - Captain	Service Staff	05		\$58,547	0.0%		\$58,547	
Dargan, Benardo Jerrold	Student Services Manager I	Dir of Student Development	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$58,504	0.0%		\$58,504	
Harvey, Anthony J	Administrative Manager I	Administrative Mgr I	Business and Financial Operations Staff	07		\$51,000	13.7%		\$58,000	b
<i>Assumed additional responsibilities in project management for dining facilities.</i>										
Moreland, Katerina Valentine	Project Manager I	Sr Asoc Dir of Parking Svcs.	Management	07		\$57,222	0.0%		\$57,222	
Crowe, Debbie L	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$56,789	0.0%		\$56,789	
Brothers, Jami Elizabeth	Law Enforcement Officer IV	LEO IV-Operations Captain	Service Staff	07		\$41,520	35.6%		\$56,314	be
<i>Promoted to Law Enforcement Officer IV. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.</i>										

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f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hensen,Kathleen	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$55,828	0.0%		\$55,828	
Herman,Deborah L	Student Services Manager II	Director, Employee Relations &	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$55,816	0.0%		\$55,816	
Gainor,Birmagidra Marie	Chief Psychologist	Staff Psychologist	Computer, Engineering, and Science Staff	07		\$55,729	0.0%		\$55,729	
Lenhoff,Janelle	Chief Psychologist	Staff Psychologist	Computer, Engineering, and Science Staff	07		\$55,729	0.0%		\$55,729	
Ruth,Christopher E	Chief Psychologist	Chief Psychologist	Computer, Engineering, and Science Staff	07		\$53,040	5.1%		\$55,729	f
<i>Additional skills increase for receiving license as a clinical psychologist.</i>										
Foss,Tracy Center	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$50,653	10.0%		\$55,718	b
<i>Promoted to Program Coordinator II</i>										
Bagwell,Stephanie Brooke	Registered Nurse II	Registered Nurse I	Healthcare Practitioners and Staff	06		\$54,570	0.0%		\$54,570	
Cauthen,Kathy J	Human Services Coordinator II	CARE Case Manager	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$54,390	0.0%		\$54,390	
Gamble,Amy C.	Student Services Manager I	Student Services Mgr I	Office and Administrative Support Staff	06		\$54,302	0.0%		\$54,302	
Talley,Raymond A	Trades Specialist V	Trades Specialist V	Natural Resources, Construction, and Maintenance Staff	05		\$53,722	0.0%		\$53,722	

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Bonner, Kiera Laeka	Information Resource Consultant II	Project Coordinator	Computer, Engineering, and Science Staff	06		\$44,370*	20.6%		\$53,500	*b
Promoted to Info Resource Consult II										
Vazquez, Maria C	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$48,185	10.0%		\$53,004	b
Promoted to Accountant/Fiscal Analyst III										
Hollifield, Teresa Cain	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$53,000	0.0%		\$53,000	
Taylor II, Robert L	Student Services Manager I	Student Services Mgr I	Office and Administrative Support Staff	06		\$46,933	12.9%		\$53,000	b
Promoted to Student Services Manager I.										
Walters, Micah R	Student Services Manager I	Student Services Mgr I	Office and Administrative Support Staff	06		\$47,040	12.7%		\$53,000	b
Assumed oversight of the intramural program including direct reports in support of this initiative. Promoted to Student Services Manger I.										
Guffee, Kim L	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$52,970	0.0%		\$52,970	
Sargent, David A.	Information Resource Consultant II	Director of Info Tech/ Career	Computer, Engineering, and Science Staff	06		\$52,940	0.0%		\$52,940	
Swaney, Perry D	Trades Specialist V	Trades Specialist V	Natural Resources, Construction, and Maintenance Staff	05		\$52,899	0.0%		\$52,899	
Riggins II, Richard A.	Building/Grounds Supervisor II	Building/Ground Supv II	Service Staff	05		\$52,007	0.0%		\$52,007	
Fordham, Khalila D	Chief Psychologist	Staff Psychologist	Computer, Engineering, and Science Staff	07		\$52,000*	0.0%		\$52,000	*
White, Ora Dempsey	Chief Psychologist	Chief Psychologist	Computer, Engineering, and Science Staff	07		\$52,000*	0.0%		\$52,000	*

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f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Crooks,W Lane	Trades Specialist V	Trades Specialist V	Natural Resources, Construction, and Maintenance Staff	05		\$51,308	0.0%		\$51,308	
Austin,Daniel B	Graphics Manager II	Asst. Creative Director	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$50,777	0.0%		\$50,777	
Fisher,Lynn Dale	Emergency Preparedness Coordinator II	Emergency Preparedness Coord	Service Staff	06		\$50,496	0.0%		\$50,496	
Smith,Stanley T	Information Resource Consultant I	Info Resource Consult I	Computer, Engineering, and Science Staff	05		\$50,382	0.0%		\$50,382	
Jain,Dhruv	Information Resource Consultant II	Multimedia Developer	Computer, Engineering, and Science Staff	06		\$50,000*	0.0%		\$50,000	*
Walker,Kristin M	Student Services Manager II	Student Services Mgr II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$44,655	12.0%		\$50,000	b
Promoted to Student Services Manager II.										

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

University Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Cameron Jr,Albert Neill	Academic Program Director	Vice President for Advancement	Management	NA		\$254,892	0.0%		\$254,892	
Trammell,Harrison Frederick	Academic Program Director	Academic Program Director	Management	NA		\$241,015	0.0%		\$241,015	
O'Rourke,Brian Joseph	Associate Vice President	Associate Vice President	Management	NA		\$194,781	0.0%		\$194,781	
Sams,Catherine Thrift	Associate Vice President	Associate Vice President	Management	NA		\$176,824	0.0%		\$176,824	
King,JoVanna J	Academic Program Director	Academic Program Director	Management	NA		\$175,757	0.0%		\$175,757	
Alexander,Ann M	Academic Program Director	Academic Program Director	Management	NA		\$160,587	0.0%		\$160,587	
Martin,Jeffery S	Associate Vice President	Associate Vice President	Management	NA		\$158,207	0.0%		\$158,207	
Ryan,Melissa M	Academic Program Director	Sr Director Univ Development	Management	NA		\$156,042	0.0%		\$156,042	
Colbert-Busch,Elizabeth	Extension Associate	Extension Associate	Business and Financial Operations Staff	NA		\$155,331	0.0%		\$155,331	
Sulhan,Michael J	Asst Academic Prog Dir	Asst Academic Prog Dir	Management	NA		\$138,900	0.0%		\$138,900	
Brasington III,Leroy Wilson	Academic Program Director	Academic Program Director	Management	NA		\$119,068	15.0%		\$136,928	b
Received a supplement for managing and coordinating activities in relation to Presidential Leadership and Advisory Board.										
Cloyd,Kelly Urso	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$122,400	0.0%		\$122,400	
Peters,Christopher Marc	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$119,541	0.0%		\$119,541	
Dant,Donna Incropera	Asst Academic Prog Dir	Senior Director of Development	Business and Financial Operations Staff	NA		\$117,500	0.0%		\$117,500	
Gray,Douglas S	Academic Program Director	Sr. Director of Development	Business and Financial Operations Staff	NA		\$115,566	0.0%		\$115,566	

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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 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Ward,Michael T	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$107,000*	0.0%		\$107,000	*
Dryden,David W	Director	Director	Management	NA		\$106,561	0.0%		\$106,561	
Owens,Margaret Richardson	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$102,000	0.0%		\$102,000	
Murphy Stein,Devon Anne	Asst Academic Prog Dir	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		\$98,336	0.0%		\$98,336	
Smith,Ann B	Asst Academic Prog Dir	Asst Academic Prog Dir	Management	NA		\$97,752	0.0%		\$97,752	
Kelly,Larissa R.	Asst Academic Prog Dir	Asst Academic Prog Dir	Management	NA		\$95,023	0.0%		\$95,023	
Page,Brandy McClain	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$83,640	13.6%		\$95,000	e
Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Barr,Elizabeth Anne Quick	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$81,600	15.0%		\$93,840	b
Assumed additional responsibility moving from Director of Development III to a Director of Development IV.										
Haskins,James Hugh	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$90,000	0.0%		\$90,000	
Haselden,Laura H	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$88,740	0.0%		\$88,740	
Schiff,Susan B.	Director of Informatin Services	Director of Information Svcs	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	08		\$88,001	0.0%		\$88,001	

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e Market adjustment

f Other adjustments

Fall 2015 Salaries \$50,000 and Over

University Advancement

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					9 Month	12 Month		9 Month	12 Month	
Cauley,Michele Melton	Asst Academic Prog Dir	Director of Alumni Marketing	Business and Financial Operations Staff	NA		\$87,043	0.0%		\$87,043	
McKenzie,Jack A	Program Manager II	Program Manager II	Management	08		\$84,221	0.0%		\$84,221	
Bishop,Janice B	Administrative Manager I	Administrative Mgr I	Business and Financial Operations Staff	07		\$83,750	0.0%		\$83,750	
Cochran,Kenneth Dale	Director of Informatin Services	Director of Information Svcs	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	08		\$71,521	15.0%		\$82,249	b
Promoted to Director of Information Services										
Denny,Robin S	Director of Informatin Services	Director of Information Svcs	Management	08		\$81,337	0.0%		\$81,337	
Britton,John S	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$76,500	0.0%		\$76,500	
Winkelman,Lauren Anne	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$68,340	8.3%		\$74,000	b
Assumed additional responsibilities of taking a leadership role with the University Development Team.										
Gouch,John K	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$78,793	-9.1%		\$71,630	b
Supplement Removed										
Mudge,Elizabeth McIntosh	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$56,100	26.5%		\$70,967	be
Assumed additional responsibilities as a Director of Development Level III. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Godwin,Jeffrey N	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$70,537	0.0%		\$70,537	

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University Advancement

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Todd, Jacqueline K	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$70,400	0.0%		\$70,400	
Dewild, Jennifer Ashley	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$56,100	24.8%		\$70,000	bf
Promoted to Asst Academic Prog Dir. Received a retention increase due to being recruited by another organization.										
Donovan, William B	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$70,000*	0.0%		\$70,000	*
Bundrick, Matthew J	Senior Information Resource Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$60,625	15.0%		\$69,719	b
Assumed additional responsibilities associated with the Director of Web Services position.										
Barker, James J.	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$69,094	0.0%		\$69,094	
Garner, Melissa Haley	Alumni/Development Manager II	Alumni/Develop Mgr II	Management	07		\$68,822	0.0%		\$68,822	
McAnally Jr, Robert E	Production Manager III	Production Manager III	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$68,753	0.0%		\$68,753	
Arp, Kimberly Dawn	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$66,941	0.0%		\$66,941	
Adams, Helen R	Administrative Manager I	Program Manager I	Management	07		\$66,838	0.0%		\$66,838	

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Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Boyce Williams, Keshia Latanya	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$66,300	0.0%		\$66,300	
Burka, Joquita N	Public Information Director II	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$66,300	0.0%		\$66,300	
Rodgers, Michael E.	Production Manager IV	Production Manager IV	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$65,157	0.0%		\$65,157	
Cochran, Jeffrey Brandon	Asst Academic Prog Dir	Director of Development - Lvl2	Business and Financial Operations Staff	NA		\$65,000*	0.0%		\$65,000	*
Craft, Amy Csernak	Alumni/Development Manager II	Alumni/Develop Mgr II	Business and Financial Operations Staff	07		\$55,954	15.0%		\$64,347	b
Assumed additional duties for managing the Phonathon and Stewardship for the Annual Giving Department.										
Johnson, Wanda A	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$61,215	5.0%		\$64,276	b
Promoted to Public Info Dir II.										
Schuster, Robert M	Production Manager III	Production Manager III	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$63,905	0.0%		\$63,905	
James, Tenneil Moody	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$63,776	0.0%		\$63,776	

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Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Grant,Liza C	Asst Academic Prog Dir	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$63,717	0.0%		\$63,717	
Morgan,Dana Carroll	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$63,240	0.0%		\$63,240	
Green,Christine Iovino	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$63,213	0.0%		\$63,213	
White,Dawn Anticole	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$59,884	4.0%		\$62,279	b
<i>Promoted to Public Info Dir II</i>										
Boatwright,Randolph N	Alumni/Development Manager I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$62,017	0.0%		\$62,017	
Hiott,William D	Program Coordinator II	Program Coordinator II	Archivists, Curators, and Museum Technicians	06		\$61,150	0.0%		\$61,150	
Bowen,Barry C	Information Technology Manager I	Information Tech Mgr I	Computer, Engineering, and Science Staff	07		\$60,675	0.0%		\$60,675	
Isengard,Joshua A	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$60,201	0.0%		\$60,201	
Purvis,April Souria Williams	Program Manager II	Director of Gift Management	Business and Financial Operations Staff	08		\$50,000	19.9%		\$59,963	b
<i>Promoted to Program Manager II</i>										
Vaughan,Terri L.	Senior Information Resource Consultant	Sr Information Res Consultant	Computer, Engineering, and Science Staff	07		\$58,360	0.0%		\$58,360	

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Fall 2015 Salaries \$50,000 and Over

University Advancement

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					9 Month	12 Month		9 Month	12 Month	
Ogg,Joyce G	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$58,233	0.0%		\$58,233	
Wright,Amanda K	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$57,589	0.0%		\$57,589	
Wagner,Donita A	Alumni/Development Manager II	Alumni/Develop Mgr II	Business and Financial Operations Staff	07		\$57,395	0.0%		\$57,395	
Taylor,Mary Heaton	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$57,379	0.0%		\$57,379	
Pilgrim,Lynn S	Alumni/Development Manager I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$57,285	0.0%		\$57,285	
Huff,James Lee	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$57,152	0.0%		\$57,152	
Kierstead,Gerry Lynn	Administrative Coordinator II	Administrative Coord II	Office and Administrative Support Staff	06		\$56,610	0.0%		\$56,610	
Nixon,Angela S.	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$48,960	15.0%		\$56,304	b
Promoted to Public Info Dir II.										
Sapp,Patrick Zolley	Alumni/Development Manager I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$55,957	0.0%		\$55,957	
Griffin,Allison Erin	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$40,252	38.0%		\$55,548	be
Promoted to Program Manager I. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.										
Kakar,Akshi	Applications Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$55,155*	0.0%		\$55,155	*

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Fall 2015 Salaries \$50,000 and Over

University Advancement

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					9 Month	12 Month		9 Month	12 Month	
Messervy,Thomas William	Graphics Manager II	Graphics Manager II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$55,155	0.0%		\$55,155	
Spitler,Nancy M	Public Information Director II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$54,631	0.0%		\$54,631	
Parker,Sandra T	Public Information Director I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$54,611	0.0%		\$54,611	
Bundrick,Meghan Kelly	Information Resource Consultant II	Info Resource Consult II	Computer, Engineering, and Science Staff	06		\$53,040	0.0%		\$53,040	
Scott,Arthur J	Building/Grounds Manager	Building/Grounds Mgr	Service Staff	06		\$52,866	0.0%		\$52,866	
Gibson,Kimberly Dawn	Alumni/Development Manager II	Alumni/Develop Mgr II	Business and Financial Operations Staff	07		\$52,530	0.0%		\$52,530	
Grogan,Bethany Boller	Alumni/Development Manager II	Alumni/Develop Mgr II	Business and Financial Operations Staff	07		\$52,020	0.0%		\$52,020	
Prado,Christine U	Graphics Manager II	Graphics Manager II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$51,429	0.0%		\$51,429	
Smith,Scott R.	Broadcast/Engineering Maintenance Technician IV	Broadcst/Eng Mnt Tech IV	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$51,318	0.0%		\$51,318	
Arrant,Heather Elizabeth	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$51,000	0.0%		\$51,000	

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f Other adjustments

Fall 2015 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, 2014*</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2015</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Holbrooks, Jessica Leigh	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$51,000	0.0%		\$51,000	
White, Tina Sims	Production Manager III	Production Manager III	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$42,042	21.0%		\$50,871	be
<p>Assumed additional responsibilities for overseeing production of video project work. Received a market adjustment based on performance, internal comparisons, and approved market data to bring pay up to a competitive rate.</p>										
Towery, Debbie A.	Accountant/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$50,710	0.0%		\$50,710	
Smith, Jenna Kay	Accountant/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$50,000*	0.0%		\$50,000	*

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Fall 2015 Salaries \$50,000 and Over

Utilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 12, 2014*		% Chng	Salary as of Oct 1, 2015		Note
					9 Month	12 Month		9 Month	12 Month	
Putnam, Tony J	Director	Director	Management	NA		\$97,147	15.0%		\$111,719	b
Promoted to the Executive Director of Utilities and Energy Management.										
Kauer, Brian J	Engineer/Associate Engineer III	Sr Utility Engri-Ops & Mainten	Computer, Engineering, and Science Staff	07		\$68,894	14.0%		\$78,539	b
Received a supplement for assuming operational management while another employee is on leave.										
McCarley, Bret E	Engineer/Associate Engineer III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$68,952	10.0%		\$75,847	b
Received a supplement for working to support the electrical system shutdowns in addition to his current duties.										
Suttles, Thomas F	Engineer/Associate Engineer III	Energy Manager	Computer, Engineering, and Science Staff	07		\$75,412	0.0%		\$75,412	
Kirby, Harry K	Engineer/Associate Engineer III	Sr Utility Engri-Reg Complianc	Computer, Engineering, and Science Staff	07		\$74,492	0.0%		\$74,492	
Quarles, Benjamin Parks	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$63,750	10.0%		\$70,125	b
Received a supplement for working to support the electrical system shutdowns in addition to his current duties.										
Westbury, James Stephen	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$69,773	0.0%		\$69,773	
Holbrooks, Matthew L	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$61,975	0.0%		\$61,975	
Garrison, James M	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$61,500	0.0%		\$61,500	
Smith, Mark S	Trades Specialist V	Utility Mechanic Lead	Natural Resources, Construction, and Maintenance Staff	05		\$57,407	0.0%		\$57,407	

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