

FACULTY OVER 50

DEPT ID	DEPTNAME	NAME	JOBTITLE	Previous (or Initial) Annual Rate	Current Annual Rate	CHANGE_PCT	Sub Category	Raise Description	Justification
0511	Planning & Landscape Architect	Ellis,Clifford Donald	Associate Professor	\$ 67,619.00	\$ 72,975.00	7.92%	Additional Duties	ADR - Additional duties/responsibilities	Additional duties to MRED program.
0511	Planning & Landscape Architect	Chanse,Victoria T	Assistant Professor	\$ 57,065.00	\$ 61,500.00	7.77%	Additional Duties	ADR - Additional duties/responsibilities	Additional duties related to CURI
1303	Accountancy	McMillan,Kerri D	Senior Lecturer	\$ 46,470.00	\$ 51,117.00	10.00%	Additional Duties	ADR - Additional duties/responsibilities	She has been paid overload for previous years. Make overload normal load
0303	CAFLS Dean's Office	Scott,Thomas R	Professor	\$ 104,777.00	\$ 200,000.00	90.88%	Administrative Appointment	NTT - Change from nine to twelve months/OTH-Other/SUP - Assigning supplemental pay	Convert from 9 to 12 month and change dept. To serve as Interim Dean / Assoc VP of CAFLS *
0304	CAFLS Asso Dean for Aca Affair	Whitwell,Ted	Professor	\$ 105,399.00	\$ 154,581.00	46.66%	Administrative Appointment	NTT - Change from nine to twelve months/SUP - Assigning supplemental pay	Interim Assoc Dean to replace Tom Schwedler - convert 9 to 12 and add supplement of 20% *
0305	CAFLS Assoc Dean for Research	Culin,Joseph D	Dept Chair/Head	\$ 103,057.00	\$ 151,146.00	46.66%	Administrative Appointment	SUP - Assigning supplemental pay/NTT - Change from nine to twelve months	Interim Assoc Dean to replace John Sweeney - convert 9 to 12 and add supplement of 20% *
0311	Animal & Veterinary Science	Jenkins,Thomas C	Professor	\$ 103,136.00	\$ 113,449.00	10.00%	Administrative Appointment	SUP - Assigning supplemental pay	Salary supplement to serve as Interim Special Asst to the Assoc Dean/Assoc Director for Agriculture and Natural Resources .
0312	Agric & Biological Engineering	Han,Young J	Professor	\$ 95,809.00	\$ 105,390.00	10.00%	Administrative Appointment	SUP - Assigning supplemental pay	To serve as Interim Dept Chair.
0315	Entomology, Soil & Plant Sci	Zungoli,Patricia A	Professor	\$ 97,805.00	\$ 107,585.00	10.00%	Administrative Appointment	SUP - Assigning supplemental pay	To serve as Interim Dept Chair.
0318	Genetics & Biochemistry	Abbott,Albert G	Endowed Chair	\$ 136,644.00	\$ 150,308.00	10.00%	Administrative Appointment	SUP - Assigning supplemental pay	Salary supplement to serve as Interim Asst Dir for Life Sciences to the Assoc Dean/Assoc Director - Life Sciences Food Systems.
0503	Architecture	Caban, Jose	Interim Dept Chair	\$ 107,347.00	\$ 118,081.70	10.00%	Administrative Appointment	SUP - Assigning supplemental pay	To serve as Interim Dept Chair
0523	English	Ashton,Susanna M	Associate Professor	\$ 56,378.00	\$ 59,196.90	5.00%	Administrative Appointment	TSA - Temporary salary adjustment	5% supplement to serve as Associate Chair of English
0909	Chemical Engineering	Hirt,Douglas E	Professor	\$ 110,938.00	\$ 133,014.00	19.90%	Administrative Appointment	SUP - Assigning supplemental pay/PER - Performance pay	To serve as Interim Dept Chair. Increase of 9% to base plus a supplement of 10% = \$22,076 salary request.
0921	Mechanical Engineering	Beasley,Donald E	Professor	\$ 123,068.00	\$ 135,375.00	10.00%	Administrative Appointment	TSA - Temporary salary adjustment	Interim Dept Chair and provide a 10% Admin Salary Supplement
1355	Psychology	Muth,Eric R.	Professor	\$ 80,970.00	\$ 100,970.00	24.70%	Administrative Appointment	ASA - Admin Salary Adjustment	Supplement to serve as Director of the Clemson Institute for Human Factors and Ergonomics
0312	Agric & Biological Engineering	Sanderson,Stephen E	Lecturer	\$ 50,229.00	\$ 53,229.00	5.97%	Agreement	PER - Performance pay	Prior agreement with Dean Schoulties to increase his salary when his degree was completed. \$3,000 increase.
0503	School Of Architecture	Battisto,Dina G.	Associate Professor	\$ 81,083.00	\$ 91,083.00	12.33%	Agreement	ADR - Additional duties/responsibilities	\$10,000 increase outlined in a memo for restructuring of employment, offer of salary improvements and support dated April 16, 2007. Retention.

* Appointment of 3 CAFLS Interim Administrators (Dean, 2 Associate Deans) resulted in net savings of \$115,000 from 2008 salary report.

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0507	Construction Science & Mgt.	Bausman,Dennis C	Endowed Chair	\$ 60,649.00	\$ 70,649.00	16.49%	Alumni Distinguished Professor/Endowed Chair	SUP - Assigning supplemental pay	\$10,000 supplement for Endowed Chair position.
0313	Applied Economics & Statistics	Bridges Jr,William C	Alumni Professor	\$ 100,243.00	\$ 105,243.00	4.99%	Alumni Distinguished Professor/Endowed Chair	SUP - Assigning supplemental pay	Selected Alumni Dist Prof
0314	Biological Sciences	Surver,William M	Alumni Professor	\$ 98,431.00	\$ 103,431.00	5.08%	Alumni Distinguished Professor/Endowed Chair	SUP - Assigning supplemental pay	Selected Alumni Dist Prof
0523	English	Morrissey,Lee J	Alumni Professor	\$ 87,435.00	\$ 92,435.00	5.72%	Alumni Distinguished Professor/Endowed Chair	SUP - Assigning supplemental pay	Selected Alumni Dist Prof
0527	History	Marks,Steven G	Alumni Professor	\$ 81,709.00	\$ 86,709.00	6.12%	Alumni Distinguished Professor/Endowed Chair	SUP - Assigning supplemental pay	Selected Alumni Dist Prof
0978	Physics And Astronomy	Tritt,Terry M	Alumni Professor	\$ 127,382.00	\$ 132,382.00	3.93%	Alumni Distinguished Professor/Endowed Chair	SUP - Assigning supplemental pay	Alumni Distinguished Professor
1355	Psychology	Pilcher,June J.	Alumni Professor	\$ 74,775.00	\$ 79,775.00	6.69%	Alumni Distinguished Professor/Endowed Chair	SUP - Assigning supplemental pay	Selected Alumni Dist Prof
0528	Philosophy & Religion	May,Todd G	Named Professor	\$ 87,568.00	\$ 93,568.00	6.85%	Class of '41 Memorial Professor	SUP - Assigning supplemental pay	\$6,000 supplement for Class of '41 Memorial Professorship.
0523	English	Martin,Michelle H	Associate Professor	\$ 112,306.00	\$ 76,845.00	-31.58%	Conversion - 12 month to 9 month	TTN - Change from twelve to nine months	Conversion - 12 month to 9 month
0314	Biological Sciences	Gallicchio,Vincent S	Professor	\$ 176,798.00	\$ 144,656.00	-18.18%	Conversion 12 month to 9 month	TTN - Change from twelve to nine months	Convert from 12 month to 9 month
1355	Psychology	McCubbin,James A	Professor	\$ 206,040.00	\$ 168,582.00	-18.18%	Conversion 12 month to 9 month	PGC - Pay group change	Jim McCubbin moving from 12 to 9 month, going back to teaching and research full-time
0523	English	Paul,Catherine E	Associate Professor	\$ 63,799.00	\$ 75,000.00	17.56%	Counter Offer	OTH - Other	Counter offer
0523	English	Field,Jonathan Beecher	Assistant Professor	\$ 46,802.00	\$ 58,000.00	23.93%	Counter Offer	OTH - Other	Counter offer
0525	Performing Arts	Charney,Mark J	Professor	\$ 86,680.00	\$ 95,348.00	10.00%	Counter Offer	OTH - Other	Counter offer.
1309	Economics	Tsui,Kevin Ka Kin	Assistant Professor	\$ 95,105.00	\$ 102,660.00	7.94%	Counter Offer	OTH - Other	Increase per agreement of 8/15/08 contingent upon his publication of paper submitted to <i>Economic Journal</i> .
3001	University Libraries	Hollandsworth,Robert L	Librarian I	\$ 47,969.00	\$ 55,000.00	14.66%	Counter Offer	OTH - Other	Counter offer
0501	Dean Arch, Arts & Humanities	Nakuma,Constancio K	Associate Dean	\$ 137,964.00	\$ 132,449.00	-4.00%	Decrease	RSU - Remove supplemental pay	Decrease
0503	School Of Architecture	Cavanagh,Edwin Harold	Professor	\$ 122,918.00	\$ 111,744.00	-9.09%	Decrease	RSU - Remove supplemental pay	Decrease
0509	Art	Cross,Sydney A	Alumni Professor	\$ 97,699.00	\$ 89,348.00	-8.55%	Decrease	RSA - Remove salary adjustment	Decrease
0523	English	Morris,Keith L	Associate Professor	\$ 59,125.15	\$ 57,697.00	-2.42%	Decrease	RSU - Remove supplemental pay	Decrease
5109	Cooperative Education Program	Bundrick,Alfred E	Academic Program Director	\$ 92,089.00	\$ 70,000.00	-23.99%	Decrease	XFR - Transfer	Program was discontinued. Position moved to new department.

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DEPT ID	DEPTNAME	NAME	JOBTITLE	Previous (or Initial) Annual Rate	Current Annual Rate	CHANGE_PCT	Sub Category	Raise Description	Justification
0314	Biological Sciences	Temesvari,Lesly	Professor	\$ 81,737.00	\$ 86,737.00	6.12%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0314	Biological Sciences	Wei,Yanzhang	Professor	\$ 73,406.00	\$ 78,406.00	6.81%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0314	Biological Sciences	Mount,Andrew S	Research Associate Professor	\$ 64,539.00	\$ 70,992.00	10.00%	Faculty Rank Promotion	PRO - Promotion	Increase in correlation to change from Asst to Assoc Professor as voted on by TPR committee.
0315	Entomology, Soil & Plant Sci	Andrae,John G	Associate Professor	\$ 86,381.00	\$ 89,681.00	3.82%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0315	Entomology, Soil & Plant Sci	Turnbull,Matthew W	Associate Professor	\$ 68,579.00	\$ 71,579.00	4.37%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0316	Food Science & Human Nutrition	Northcutt,Julie Kathleen	Professor	\$ 106,050.00	\$ 111,050.00	4.71%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0318	Genetics & Biochemistry	Marcotte Jr,William R	Professor	\$ 84,732.00	\$ 89,732.00	5.90%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0318	Genetics & Biochemistry	Morris,James C	Associate Professor	\$ 69,554.00	\$ 72,554.00	4.31%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0319	Horticulture	Liu,Haibo	Professor	\$ 88,135.00	\$ 93,135.00	5.67%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0503	School Of Architecture	Green,Keith E.	Professor	\$ 79,129.00	\$ 84,129.00	6.32%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0511	Planning & Landscape Architect	Yilmaz,Umit	Professor	\$ 79,359.00	\$ 84,359.00	6.30%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0525	Performing Arts	Johnson,Kendra Lynette	Associate Professor	\$ 50,640.00	\$ 53,640.00	5.92%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0527	History	Andrew Jr,John R	Professor	\$ 57,065.00	\$ 62,065.00	8.76%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0528	Philosophy & Religion	Starkey,Charles	Associate Professor	\$ 50,763.00	\$ 53,763.00	5.91%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0528	Philosophy & Religion	Perpich,Diane	Associate Professor	\$ 50,355.00	\$ 53,355.00	5.96%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0535	Languages	An,Yanming	Professor	\$ 56,475.00	\$ 61,475.00	8.85%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0702	School of Education Director	Fleming,David S	Associate Professor	\$ 83,224.00	\$ 86,224.00	3.60%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0705	Teacher Education	Horton,Robert M	Professor	\$ 72,782.00	\$ 77,782.00	6.87%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0705	Teacher Education	McNair,Jonda Cecole	Associate Professor	\$ 56,830.00	\$ 59,830.00	5.28%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0735	Parks, Rec & Tourism Mgt	Anderson,Denise Marie	Associate Professor	\$ 67,914.00	\$ 70,914.00	4.42%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0905	Bioengineering	Ramamurthi,Anand	Associate Professor	\$ 80,450.00	\$ 83,450.00	3.73%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0905	Bioengineering	Gao,Zhi	Associate Professor	\$ 79,371.00	\$ 82,371.00	3.78%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion

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0905	Bioengineering	Webb,Charles K	Associate Professor	\$ 75,750.00	\$ 78,750.00	3.96%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0911	Civil Engineering	Khan,Abdul A	Associate Professor	\$ 73,499.00	\$ 76,499.00	4.08%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0915	Elec. & Computer Engr.	Birchfield,Stanley T	Associate Professor	\$ 89,157.00	\$ 92,157.00	3.36%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0921	Mechanical Engineering	Joseph,Paul F	Professor	\$ 85,776.00	\$ 90,776.00	5.83%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0921	Mechanical Engineering	Wagner,John R	Professor	\$ 85,247.00	\$ 90,247.00	5.87%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0921	Mechanical Engineering	Tong,Chenning	Professor	\$ 85,034.00	\$ 90,034.00	5.88%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0921	Mechanical Engineering	Huang,Yong	Associate Professor	\$ 74,251.00	\$ 77,251.00	4.04%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0971	Materials Science & Engrg	Luzinov,Igor A.	Professor	\$ 83,159.00	\$ 88,159.00	6.01%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0971	Materials Science & Engrg	Luo,Jian	Associate Professor	\$ 72,032.00	\$ 75,032.00	4.16%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0973	Chemistry	Chumanov,George	Professor	\$ 79,854.00	\$ 84,854.00	6.26%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0973	Chemistry	Brumaghim,Julia	Associate Professor	\$ 64,171.00	\$ 67,171.00	4.68%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0973	Chemistry	McNeill,Jason D	Associate Professor	\$ 64,090.00	\$ 67,090.00	4.68%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0974	School of Computing	Duchowski,Andrew T	Professor	\$ 100,745.00	\$ 105,745.00	4.96%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0975	Mathematical Sciences	Kiessler,Peter C	Professor	\$ 75,952.00	\$ 80,952.00	6.58%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0975	Mathematical Sciences	Calkin,Neil J	Professor	\$ 73,528.00	\$ 78,528.00	6.80%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0975	Mathematical Sciences	Jenkins,Eleanor W	Associate Professor	\$ 73,305.00	\$ 76,305.00	4.09%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0978	Physics And Astronomy	Sosolik,Chad E	Associate Professor	\$ 75,174.00	\$ 78,174.00	3.99%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
0978	Physics And Astronomy	Ke,Pu-Chun	Associate Professor	\$ 71,432.00	\$ 74,432.00	4.20%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
1305	Management	Klein Jr,Richard E	Associate Professor	\$ 113,120.00	\$ 116,120.00	2.65%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
1309	Economics	Simon,Curtis J	Professor	\$ 99,081.00	\$ 104,081.00	5.05%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
1309	Economics	Jerzmanowski,Michal Maria	Associate Professor	\$ 92,399.00	\$ 95,399.00	3.25%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
1355	Psychology	Raymark,Patrick H	Professor	\$ 65,241.00	\$ 70,241.00	7.66%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
1356	Sociology	Britz,Margaret Tina	Professor	\$ 76,962.00	\$ 81,962.00	6.50%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion

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1356	Sociology	Granberg, Ellen M.	Associate Professor	\$ 62,565.00	\$ 65,565.00	4.80%	Faculty Rank Promotion	PRO - Promotion	Faculty Rank Promotion
3001	University Libraries	Futral, Meredith Sue	Librarian I	\$ 48,483.00	\$ 51,983.00	7.22%	Faculty Rank Promotion	ADR - Additional duties/responsibilities	Faculty Rank Promotion
0313	Applied Economics & Statistics	Boys, Kathryn	Assistant Professor	\$ 61,200.00	\$ 72,000.00	17.65%	Offer letter agreement	PER - Performance pay/PRO - Promotion	Offer letter stated that when she met requirements for Doc of Phil that her appointment would change to 9 month, tenure-tracked Asst Prof position with full salary - total increase 17.65%
0314	Biological Sciences	Walker, Heather Peek	Lecturer	\$ 44,440.00	\$ 50,000.00	12.51%	Offer letter agreement	ADR - Additional duties/responsibilities	Part of support package for Tom Scott's offer to serve as Interim Dean.
0705	Teacher Education	Johnson, Delayne Y	Assistant Professor	\$ 51,500.00	\$ 55,500.00	7.77%	Offer letter agreement	PER - Performance pay	Completion of doctoral degree - per offer letter dated 7/24/08
1355	Psychology	Brooks, Johnell O	Assistant Professor	\$ 58,142.00	\$ 80,000.00	37.59%	Offer letter agreement	PER - Performance pay	"Memorandum of Understanding" which outlines a 3 year initiative to establish a nationally recognized research program focused on aging transportation. Counter offer.
0735	Parks, Rec & Tourism Mgt	Brookover IV, Robert S	Lecturer	\$ 73,740.00	\$ 80,000.00	8.49%	Performance	PEI - Performance equity increase	Director of Leisure Skills Program and Recreation, Travel & Tourism Institute
0132	Inst on Fmly & Neighbrhd Life	Kimbrough-Melton, Robin J	Research Professor	\$ 189,133.00	\$ 204,133.00	7.93%	Promotion to new position	ADR - Additional duties/responsibilities	To serve as Director of American Orthopsychiatric Assoc. Funds for increase provided by the Assoc.
0975	Mathematical Sciences	Schmoll, Martin Johannes	Assistant Professor	\$ 55,550.00	\$ 65,000.00	17.01%	Promotion to new position	REC - Job reclassification pay	Dept voted unanimously to recommend a tenure-track position to Dr. Schmoll, who has been in a Visiting Asst Prof position since 2006 as a spousal hire. His salary has increased \$500 since his initial hire. The salary requested is to bring him up to an appropriate salary for the position per Dr. Taylor's memo.
1301	Dn Coll of Business & Behv Sci	Nalley, Sharon Kathleen	Lecturer: Non-Teaching	\$ 44,625.00	\$ 54,000.00	21.01%	Promotion to new position	PRO - Promotion/PER - Performance pay	The candidate is currently in the Development office so this would be a promotion to a new area

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1315	MBA Program	Proctor, Kimberly Anne	Lecturer	\$ 36,631.00	\$ 59,631.00	62.79%	Promotion to new position	PRO - Promotion/PER - Performance pay	To replace Martha Dukes, who retired in Jan 2009. Will not refill Kimberly Proctor's position. Net salary savings of \$56,777
5109	Cooperative Education Program	Burton III, O'Neil B	Lecturer	\$ 68,575.00	\$ 74,800.00	9.08%	Promotion to new position	PRO - Promotion	To move Neil Burton into Marty Williams position.
0743	School Of Nursing	Parker, Veronica G	Professor	\$ 90,420.00	\$ 84,676.00	-6.35%	Required	OTH - Other/RSU - Remove Supplemental Pay	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Willoughby, Deborah F	Professor	\$ 79,640.00	\$ 82,000.00	2.96%	Required	OTH - Other	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Craig, Janet B	Associate Professor	\$ 72,617.00	\$ 75,617.00	4.13%	Required	OTH - Other	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Craig, Janet B	Associate Professor	\$ 72,617.00	\$ 75,617.00	4.13%	Required	PRO - Promotion	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Wetsel, Margaret A	Associate Professor	\$ 69,490.00	\$ 72,000.00	3.61%	Required	OTH - Other	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Johnson, Arlene E	Assistant Professor	\$ 63,825.00	\$ 66,000.00	3.41%	Required	OTH - Other	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Davis, Stephanie Clark	Assistant Professor	\$ 63,665.00	\$ 65,000.00	2.10%	Required	OTH - Other	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Timmons, Shirley Mae	Assistant Professor	\$ 63,665.00	\$ 65,000.00	2.10%	Required	OTH - Other	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Amerson, Roxanne	Instructor	\$ 53,870.00	\$ 55,890.00	3.75%	Required	OTH - Other	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Duggan, Lisa Marie	Lecturer	\$ 49,920.00	\$ 51,800.00	3.77%	Required	OTH - Other	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Gillespie, Jackie S	Senior Lecturer	\$ 51,132.00	\$ 51,382.00	0.49%	Required	OTH - Other	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Webster, Sheri Smith	Lecturer	\$ 50,920.00	\$ 51,000.00	0.16%	Required	OTH - Other	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Murton, Catherine Sikkema	Lecturer	\$ 48,480.00	\$ 50,800.00	4.79%	Required	OTH - Other	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Pye, Angela K	Lecturer	\$ 50,119.00	\$ 50,800.00	1.36%	Required	OTH - Other	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act (CNNIA)
0743	School Of Nursing	Baylor, Rita Mae	Lecturer	\$ 42,785.00	\$ 50,082.00	17.06%	Required	OTH - Other	Nursing adjustments required by SC Critical Needs in Nursing Initiative Act. (CNNIA) To bring her up to the level of the other lecturers.

ACADEMIC STAFF OVER 50

DEPT ID	DEPTNAME	NAME	JOBTITLE	Previous (or Initial) Annual	Current Annual Rate	CHANGE_PCT	Sub Category	Raise Description	Justification
0303	CAFLS Dean's Office	Arp,Kimberly Dawn	Student Services Mgr I	\$ 55,717.00	\$ 63,717.00	14.36%	Agreement	PER - Performance pay	This was agreed to when she took the role upon Keith Barbour's resignation.
2807	Enterprise Applications	Childress,Susan M	Information Tech Mgr I	\$ 66,100.00	\$ 71,423.00	8.05%	Contract - DHHS	REC - Job reclassification pay	Reclassification from Applications Analyst II to IT Manager I. Reorg in May 2008 in Ent Applications to create 4 teams with 4 managers.
2807	Enterprise Applications	Hodge,Blane D	Information Tech Mgr I	\$ 66,560.00	\$ 71,423.00	7.31%	Contract - DHHS	REC - Job reclassification pay	Reclassification from Applications Analyst II to IT Manager I. Reorg in May 2008 in Ent Applications to create 4 teams with 4 managers.
2807	Enterprise Applications	McCuen,Colleen S	Information Tech Mgr I	\$ 61,431.00	\$ 71,423.00	16.27%	Contract - DHHS	PEI - Performance equity increase/ADR - Additional duties/responsibilities	Contract - DHHS. Reclassification from Applications Analyst II to IT Manager I. Reorg in May 2008 in Ent Applications to create 4 teams with 4 managers.
2807	Enterprise Applications	Nelms,Linda Briden	Information Tech Mgr I	\$ 66,560.00	\$ 71,423.00	7.31%	Contract - DHHS	REC - Job reclassification pay	Reclassification from Applications Analyst II to IT Manager I.
2807	Enterprise Applications	Searing,Carol A	Information Tech Mgr I	\$ 59,307.00	\$ 71,423.00	20.43%	Contract - DHHS	PEI - Performance equity increase/ADR - Additional duties/responsibilities	Contract - DHHS. Reclassification from Applications Analyst II to IT Manager I. Reorg in May 2008 in Ent Applications to create 4 teams with 4 managers.
2807	Enterprise Applications	Hudgens,Bruce F	Sr Applications Analyst	\$ 65,774.00	\$ 68,874.00	4.71%	Contract - DHHS	REC - Job reclassification pay	Contract - DHHS
2807	Enterprise Applications	Black,Thomas Eugene	Sr Applications Analyst	\$ 59,590.00	\$ 64,690.00	8.56%	Contract - DHHS	REC - Job reclassification pay	Contract - DHHS
2807	Enterprise Applications	Crawford,Leslie P	Applications Analyst II	\$ 59,228.00	\$ 64,028.00	8.10%	Contract - DHHS	PER - Performance pay	Contract - DHHS
2807	Enterprise Applications	Brownlee,Leslie H.	Applications Analyst II	\$ 59,151.00	\$ 63,351.00	7.10%	Contract - DHHS	PER - Performance pay	Contract - DHHS
2807	Enterprise Applications	Gagnon,Jacquelyn J	Applications Analyst II	\$ 57,144.00	\$ 62,644.00	9.62%	Contract - DHHS	PER - Performance pay	Contract - DHHS
2807	Enterprise Applications	Haynes,Joanne J.	Applications Analyst II	\$ 59,292.00	\$ 62,292.00	5.06%	Contract - DHHS	PER - Performance pay	Contract - DHHS
2807	Enterprise Applications	George,Gerald F.	Applications Analyst II	\$ 59,066.00	\$ 61,566.00	4.23%	Contract - DHHS	PER - Performance pay	Contract - DHHS
2807	Enterprise Applications	Waaser,H Lyall	Applications Analyst II	\$ 58,837.00	\$ 61,537.00	4.59%	Contract - DHHS	PER - Performance pay	Contract - DHHS
2807	Enterprise Applications	Cannon,Claudia Anderson	Applications Analyst II	\$ 45,646.00	\$ 61,000.00	33.64%	Contract - DHHS	REC - Job reclassification pay	Reclassification
2807	Enterprise Applications	House,Jan M	Applications Analyst II	\$ 55,514.00	\$ 59,014.00	6.30%	Contract - DHHS	PER - Performance pay	Contract - DHHS
2807	Enterprise Applications	Harouff,Mark A	Applications Analyst II	\$ 53,919.00	\$ 58,919.00	9.27%	Contract - DHHS	PER - Performance pay	Contract - DHHS
2807	Enterprise Applications	Webb,Steven E	Applications Analyst II	\$ 55,383.00	\$ 58,283.00	5.24%	Contract - DHHS	PER - Performance pay	Contract - DHHS

ACADEMIC STAFF OVER 50

DEPT ID	DEPTNAME	NAME	JOBTITLE	Previous (or Initial) Annual	Current Annual Rate	CHANGE_PCT	Sub Category	Raise Description	Justification
2807	Enterprise Applications	Fowler,Patrick Wayne	Applications Analyst II	\$ 51,328.00	\$ 55,928.00	8.96%	Contract - DHHS	PER - Performance pay	Contract - DHHS
2807	Enterprise Applications	Gordon,Sudie O	Applications Analyst II	\$ 50,679.00	\$ 55,280.00	9.08%	Contract - DHHS	PER - Performance pay	Contract - DHHS
2807	Enterprise Applications	Kasprick,Marlys M	Applications Analyst II	\$ 51,527.00	\$ 55,227.00	7.18%	Contract - DHHS	PER - Performance pay	Contract - DHHS
2807	Enterprise Applications	Gainey,Gloria M	Applications Analyst II	\$ 51,427.00	\$ 53,527.00	4.08%	Contract - DHHS	PER - Performance pay	Contract - DHHS
2807	Enterprise Applications	Watson,Emily F	Info Resource Consult II	\$ 49,556.00	\$ 53,066.00	7.08%	Contract - DHHS	REC - Job reclassification pay	Contract - DHHS
2807	Enterprise Applications	Calhoun,Gloria J	Applications Analyst II	\$ 48,897.00	\$ 51,097.00	4.50%	Contract - DHHS	PER - Performance pay	Contract - DHHS
2807	Enterprise Applications	Duncan,Ernest Geric	Applications Analyst II	\$ 47,015.00	\$ 50,950.00	8.37%	Contract - DHHS	REC - Job reclassification pay	Contract - DHHS
2807	Enterprise Applications	Asbill,Sarah Lynn H	Applications Analyst II	\$ 53,245.00	\$ 65,000.00	22.08%	Counter Offer	OTH - Other/PER - Performance pay	Counteroffer.
5713	Dean of Graduate School	Aldridge,Samuel Tristam	Student Services Mgr I	\$ 48,486.00	\$ 60,000.00	23.75%	Counter Offer	PER - Performance pay	Counter Offer - Retention increase to counter employment offer.
0914	PEER (Prog Educ Enrch Reten)	Acker,Serita	Student Services Mgr I	\$ 46,434.00	\$ 50,000.00	7.68%	Equity	PER - Performance pay	Equity issue
0311	Animal & Veterinary Science	Owens,Marcy A Dimmick	Research Specialist III	\$ 37,101.00	\$ 50,000.00	34.77%	Offer letter agreement	REC - Job reclassification pay/PER - Performance pay	Part of Tom Scott's offer to serve as Interim Dean. Reclass to bring up to level of research and duties.
2804	Cust Relations, Learning Tech	Long,Nathan Christopher	Systems Programmer II	\$ 47,548.00	\$ 54,295.00	14.19%	Performance	PER - Performance pay	1 of 3 increases in critical mission areas due to additional duties rather than refilling
0741	HEHD Business Office	Carroll,Regina F	Administrative Mgr II	\$ 82,930.00	\$ 90,000.00	8.53%	Promotion to new position	PRO - Promotion	To replace Vickie Ramsey who is retiring.
1314	PACE(Prof Adv & Continuing Ed)	Haughey,Laurie A	Training/Development Dir II	\$ 49,539.00	\$ 63,877.00	28.94%	Promotion to new position	PRO - Promotion	To move asst director into the director position orig. held by Helena Douglas who retired in Jan. 2009. Will not refill Laurie Haughey's position as asst. Net salary savings of \$59,930
2803	CIO Office	Hare,Tracey R	Administrative Coord II	\$ 50,646.00	\$ 62,000.00	22.42%	Promotion to new position	PRO - Promotion/PER - Performance pay	Promotion to new position
2806	Computer Systems and Operation	Culberson Jr,Charles K	Sr. Database Administrator	\$ 76,569.00	\$ 81,928.00	7.00%	Reclass	REC - Job reclassification pay	Reclassification from Database Admin II to Senior Database Admin.

PSA / EXTENSION OVER 50

DEPT ID	DEPTNAME	NAME	JOBTITLE	Previous (or Initial) Annual Rate	Current Annual Rate	CHANGE_PCT	Sub Category	Raise Description	Justification
0133	Youth Learning Institute	Lance,Stephen W	Extension Associate	\$ 74,727.00	\$ 85,188.00	14.00%	Additional Duties	ADR - Additional duties/responsibilities	Employee was given responsibility for additional programs and will represent the Director of the Youth Learning Institute (YLI) in the Director's absence.
0104	Ag & Natural Resources	Askew,George R	Associate Dean	\$ 166,902.00	\$ 183,592.00	10.00%	Administrative Appointment	RSU - Remove supplemental pay/ADR - Additional duties/responsibilities/SUP - Assigning supplemental pay	To serve as Chief Operating Officer for Ag Research -previous COO stepped down
0185	Pee Dee Resrch & Education Cnt	Fortnum,Bruce A	Academic Program Director	\$ 111,863.00	\$ 116,000.00	3.70%	Administrative Appointment	RSU - Remove supplemental pay/PRO - Promotion/SUP - Assigning supplemental pay	To serve as permanent Director of the PeeDee REC.
0187	Sandhill Resrch & Education Cn	Beasley,Martha M	Extension Associate	\$ 74,987.00	\$ 104,987.00	40.01%	Administrative Appointment	SUP - Assigning supplemental pay	To serve as Foundations Initiative Director. This is an additional appointment shared by Development and the Provost
0197	LPH/Anim Health Prg	Parr,Boyd Hobson	Lecturer: Non-Teaching	\$ 95,950.00	\$ 105,545.00	10.00%	Administrative Appointment	SUP - Assigning supplemental pay	To serve as Director of Livestock Poultry Health(LPH) and State vet. Previous Director/State Vet retired.
0198	LPH/SCMPID	Hoskins,Clyde B	Lecturer	\$ 70,719.00	\$ 77,791.00	10.00%	Administrative Appointment	ASA - Admin Salary Adjustment	To serve as interim director of Meat Inspection program at Livestock Poultry Health. Previous Director retired.
0255	Field Operations	Meadows,Steven E	Associate Dean	\$ 129,279.00	\$ 148,670.00	15.00%	Administrative Appointment	RSU - Remove supplemental pay/ADR - Additional duties/responsibilities/SUP - Assigning supplemental pay	To serve as Chief Operating Officer for Cooperative Extension. Previous COO retired
0223	Richland	Davis,Timothy S	Extension Agent	\$ 56,504.00	\$ 68,369.00	21.00%	Agreement	PER - Performance pay	Employee earned a PhD related to his employment.
0107	Food Safety & Nutrition	Barefoot,Susan F	Associate Dean	\$ 180,663.00	\$ 165,931.00	-8.15%	Decrease	RSU - Remove supplemental pay	Employee stepped down as COO for Ag Research
0133	Youth Learning Institute	Rembert,Kellye S	Extension Associate	\$ 85,849.00	\$ 79,358.00	-7.56%	Decrease/Performance	RSU - Remove supplemental pay/PER - Performance pay	State 4H title was removed. Employee earned a PhD related to her employment
0110	Cooperative Extension Services	Brown,Ronald A.	Extension Associate	\$ 180,734.00	\$ 183,134.00	1.33%	Performance	ADR - Additional duties/responsibilities	Employee is Exec. Director of the Assoc. of Southern Region Ext Directors. His salary is funded 100% by this group and they voted a pay increase.
0197	LPH/Anim Health Prg	Martin,Michael Kent	Lecturer: Non-Teaching	\$ 78,646.00	\$ 86,511.00	10.00%	Promotion to new position	ADR - Additional duties/responsibilities	To assume duties on LPH-Regulatory department when previous unit head became Director of LPH.
0255	Field Operations	Callahan,Brian J	Extension Director - Assistant	\$ 51,978.00	\$ 85,000.00	63.53%	Promotion to new position	PRO - Promotion/PER - Performance pay/RSU - Remove supplemental pay	To align salary with other administrators. The employee came from an agent position and was compensated at too low a level for the administration position into which he was promoted. (Previous administrator, who retired, made \$113K). To serve as the Assistant to the Chief Operating Office for Coop. Extension. The retirement of the previous COO created promotion opportunities in Extension administration.

ATHLETICS OVER 50

DEPTID	DEPTNAME	NAME	JOBTITLE	Previous (or	Current Annual	CHANGE_PCT	Sub Category	Raise Description	Justification
				Initial) Annual Rate	Rate				
7121	Baseball	Leggett,Jackson S	Athletics Coach	\$ 184,069.00	\$ 195,481.00	6.20%	Agreement	PEI - Performance equity increase	Terms of Contract
7121	Baseball	Riginos,Thomas A	Athletics Coach	\$ 92,413.00	\$ 96,110.00	4.00%	Agreement	PER - Performance pay	Performance Pay - per contract
7101	Athletic Administration	Young,Kyle McLendon	Athletics Coach	\$ 70,700.00	\$ 74,235.00	5.00%	Equity	PEI - Performance equity increase	Performance Equity - to be in compliance with other Associate AD's
7112	Weight Room	Batson,Michael J	Athletics Coach	\$ 105,000.00	\$ 114,000.00	8.57%	Equity	PER - Performance pay	Restructure of Strength and Conditioning following opening of WEZ facility - Market Adj.
7112	Weight Room	Greenlee,Larry S	Athletics Coach	\$ 53,575.00	\$ 60,075.00	12.13%	Equity	PER - Performance pay	Restructure of Strength and Conditioning following opening of WEZ facility - Market Adj.
7112	Weight Room	Abernethy Jr,Horace D	Athletics Coach	\$ 49,414.00	\$ 54,164.00	9.61%	Equity	PER - Performance pay	Restructure of Strength and Conditioning following opening of WEZ facility - Market Adj.
7127	Football	Scott,Harvey B	Athletics Coach	\$ 200,000.00	\$ 205,000.00	2.50%	Equity	PER - Performance pay	Football program restructure with new head coach - Market adjustments
7127	Football	Powell,Marshall A	Athletics Coach	\$ 125,000.00	\$ 160,000.00	28.00%	Equity	PER - Performance pay	Football program restructure with new head coach - Market adjustments
7127	Football	Rumph,Christopher Michael	Athletics Coach	\$ 120,000.00	\$ 160,000.00	33.33%	Equity	PER - Performance pay	Football program restructure with new head coach - Market adjustments
7137	Track	Hall,Timothy L	Athletics Coach	\$ 55,000.00	\$ 64,101.00	16.55%	Equity	PEI - Performance equity increase	Reorganization - Asst Head Coach
7115	Stu Athlete Enrichment Program	Coffman,R Wayne	Athletics Coach	\$ 67,619.00	\$ 69,648.00	3.00%	Performance	PEI - Performance equity increase	Performance Pay
7115	Stu Athlete Enrichment Program	Clary,Lawson Brumbach	Athletics Coach	\$ 49,934.00	\$ 51,432.00	3.00%	Performance	PEI - Performance equity increase	Performance Pay
7123	Basketball-Men	Purnell Jr,Oliver Gordon	Athletics Coach	\$ 225,000.00	\$ 275,000.00	22.22%	Performance	PER - Performance pay	Excellent performance - Men's Basketball program
7123	Basketball-Men	Bradley,Ronald Dale	Athletics Coach	\$ 150,550.00	\$ 158,550.00	5.31%	Performance	PEI - Performance equity increase	Excellent performance - Men's Basketball program
7123	Basketball-Men	Smith,Franklin J	Athletics Coach	\$ 125,130.00	\$ 131,630.00	5.19%	Performance	PEI - Performance equity increase	Excellent performance - Men's Basketball program
7123	Basketball-Men	Postorino,Joshua M	Athletics Coach	\$ 110,000.00	\$ 115,500.00	5.00%	Performance	PEI - Performance equity increase	Excellent performance - Men's Basketball program
7127	Football	Swinney,William C	Athletics Coach	\$ 200,000.00	\$ 250,000.00	25.00%	Promotion to new position	PER - Performance pay	Promotion to Head Football Coach
7127	Football	Napier,William H	Athletics Coach	\$ 110,000.00	\$ 200,000.00	81.82%	Promotion to new position	PER - Performance pay	Promotion to Offensive Coordinator following Spence departure
7127	Football	Bassett,Daniel J	Athletics Coach	\$ 30,138.00	\$ 50,000.00	65.90%	Promotion to new position	PRO - Promotion	Promotion - From Band 4 to Unclassified Position - Program Coordinator
7131	Soccer-Men	Hindson,Philippe Mark Andrew	Athletics Coach	\$ 36,410.00	\$ 55,000.00	51.06%	Promotion to new position	ADR - Additional duties/responsibilities	Assigned Interim Head Men's Soccer Coach

STUDENT AFFAIRS / PRESIDENT / FINANCIAL AFFAIRS OVER 50

DEPT ID	DEPTNAME	NAME	Student	Previous (or Initial) Annual			CHANGE_PCT	Sub Category	Raise Description	Justification
				Rate	Rate	Rate				
4058	Gantt Intercultural Center	Davis,Pamela L	Student Services Mgr I	\$ 45,911.00	\$ 52,015.00	13.30%	Equity	PEI - Performance increase	CSI & Gantt combined and salaries were reviewed. This position was brought up to peer positions within dept.	
4065	Student Affairs Operations	Powers,Lisa S	Acctnt/Fiscal Analyst III	\$ 47,218.00	\$ 54,289.00	14.98%	Performance	RTN - Retention Increase	Retention	
5403	Office Of Internal Audit	Tillett,Cathy Y	Program Director - Exec Comp	\$ 104,030.00	\$ 115,000.00	10.55%	Mandated	PEI - Performance equity increase	Board approved increase to align with peer institution salaries	
5404	Office Of Access & Equity	Knighton Jr,Lewis J	Human Resource Dir I	\$ 77,530.00	\$ 93,036.00	20.00%	Administrative Appointment	TSA - Temporary salary adjustment	To serve as Interim Director of the Office of Access and Equity	