

## Faculty Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTA GE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0329	Sonoco Inst	Sperry,Jay K	Lecturer: Non Teaching	\$ 56,200.00	\$ 72,000.00	\$ 15,800.00	28.11%	Additional Duties	ADR - Additional Duties	Now responsible for the development, implementation, and revenue generation of the industry services provided by the Sonoco Institute.
0511	Planning & Landscape Architecture	Benedict,Robert Creighton	Assistant Professor	\$ 49,000.00	\$ 60,000.00	\$ 11,000.00	22.45%	Additional Duties	ADR - Additional Duties	Serve as Associate Director of the MRED program
0705	Teacher Education	Cadorette,Deborah Jo	Lecturer	\$ 49,222.00	\$ 75,000.00	\$ 25,778.00	52.37%	Additional Duties	ADR - Additional Duties	The request is to move lecturer, Deb Cadorette, from a 9-month to a 12-month position and to assume supervisory duties over on-line courses.
0705	Call Me Mister Program	Holton,Winston E	Lecturer: Non Teaching	\$ 59,879.00	\$ 63,212.00	\$ 3,333.00	5.57%	Additional Duties	TSA - Temporary Salary Adjustment	To support the evaluation and assessment of the Call Me Mister program
0901	Dean of COES	Collins Jr,Edward R	Associate Dean	\$ 165,000.00	\$ 185,000.00	\$ 20,000.00	12.12%	Additional Duties	ADR - Additional Duties	Additional duties of overseeing the General Engineering Program
0926	Campbell Grad Eng	Webb,Frank	Research Associate	\$ 55,550.00	\$ 61,105.00	\$ 5,555.00	10.00%	Additional Duties	PEO - Performance Other	To assume supervisory duties over technical personnel.
1303	Accountancy	Welton Jr,Ralph E	Academic Program Director	\$ 118,835.00	\$ 130,004.00	\$ 11,169.00	9.40%	Additional Duties	ADR - Additional Duties	Department Chair duties due to the merger of Accountancy and Legal Studies with Finance
2808	Information Security & Privacy	McKenzie,Kevin M	Research Associate	\$ 78,022.00	\$ 97,527.00	\$ 19,505.00	25.00%	Additional Duties	ADR - Additional Duties	Assumed the role and associated responsibilities of Chief Information and Security Officer (CISO).
0311	Forestry & Natural Resources	Beck,Mary McLean	Professor	\$141,400.00	\$ 127,260.00	-\$14,140.00	-10.00%	Decrease	RSU - Remove Supplement	Removed \$14,140 supplement, added \$7000 supplement to assume administrative duties for Transfer Programs

## Faculty Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTA GE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0311	Forestry & Natural Resources	Beck,Mary McLean	Professor	\$ 127,260.00	\$ 134,260.00	\$ 7,000.00	5.50%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	Removed \$14,140 supplement, added \$7000 supplement to assume administrative duties for Transfer Programs
0316	Food Sci & Human Nutrition	Pometto III,Anthony Louis	Dept Chair / Head	\$ 146,700.00	\$ 141,700.00	-\$5,000.00	-3.41%	Decrease	RSU - Remove Supplement	To serve as Interim Chair for the newly merged department of Food Science, Human Nutrition and Packaging Science
0316	Food Sci & Human Nutrition	Pometto III,Anthony Louis	Dept Chair / Head	\$ 141,700.00	\$ 151,700.00	\$ 10,000.00	7.06%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as Interim Chair for the newly merged department of Food Science, Human Nutrition and Packaging Science
0317	Forestry & Natural Resources	Layton,Patricia A	Dept Chair / Head	\$ 112,116.00	\$ 123,327.00	\$ 11,211.00	10.00%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	Interim Director of the new school being formed for environment and sustainable agriculture
0319	Horticulture	Brown-Faust,James E.	Associate Professor	\$ 79,198.00	\$ 87,117.00	\$ 7,919.00	10.00%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as Interim Department Chair of Horticulture
0501	Dean of AAH	Goodstein,Richard E	Professor	\$ 97,750.00	\$ 200,000.00	\$ 102,250.00	104.60%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	Appointed Interim Dean for AAH - converted from 9- 12 month
0503	Architecture	Allison,David J	Professor	\$ 95,640.00	\$ 105,204.00	\$ 9,564.00	10.00%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as Director of Architecture & Health/Master of Architecture Program.
0503	Architecture	Laurence,Peter L	Assistant Professor	\$ 54,510.00	\$ 59,510.00	\$ 5,000.00	9.17%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	Assigned to Graduate Director of Architecture Program.
0523	English	Palmer,R Barton	Named Professor	\$ 104,825.00	\$ 115,329.00	\$ 10,504.00	10.02%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	Interim chair of the Department of English.

## Faculty Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTA GE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0525	Performing Arts	Hartmann,David J	Professor	\$ 74,361.00	\$ 81,797.00	\$ 7,436.00	10.00%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	Interim Department Chair in the Department of Performing Arts.
0533	Comm Studies	Billings,Andrew C.	Associate Professor	\$ 66,557.00	\$ 73,213.00	\$ 6,656.00	10.00%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as Director of PEARCE Center.
0705	Teacher Education	Rosenblith,Suzanne N	Associate Professor	\$ 61,102.00	\$ 65,685.00	\$ 4,583.00	7.50%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as assistant dept chair for Teacher Education
0905	Bioengineering	Vyavahare,Narendra R	Endowed Chair	\$ 115,587.00	\$ 148,398.00	\$ 32,811.00	28.39%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as Director of the Center of Biomedical Research Excellence
0905	Bioengineering	Webb,Charles K	Associate Professor	\$ 78,750.00	\$ 86,625.00	\$ 7,875.00	10.00%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To assume administrative duties for the Center of Biomedical Research Excellence
0911	Civil Eng	Aziz,Nadim M	Dept Chair / Head	\$ 141,400.00	\$ 155,500.00	\$ 14,100.00	9.97%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To assume duties of Director of Resilient Infrastructure in the Restoration Institute in addition to Department Chair duties.
0920	Industrial Eng	Gramopadhye,Anand K	Dept Chair / Head	\$ 149,045.00	\$ 178,854.00	\$ 29,809.00	20.00%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as the Assistant to the Dean of Engineering and Sciences.
0920	Industrial Eng	Shappell,Scott A	Professor	\$ 106,050.00	\$ 116,050.00	\$ 10,000.00	9.43%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	Director of the Human Factors and Ergonomics Research Institute
0921	Mechanical Engineering	Fadel,Georges M	Endowed Chair	\$ 124,572.00	\$ 153,000.00	\$ 28,428.00	22.82%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	Assuming duties of Interim chair for the department of Mechanical Engineering

## Faculty Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTA GE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0926	Campbell Grad Eng	Haque,Imtiaz UI	Professor	\$ 151,500.00	\$ 166,650.00	\$ 15,150.00	10.00%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as Chair of the new Department of Automotive Engineering.
0971	Materials Science	Luzinov,Igor A.	Professor	\$ 88,159.00	\$ 121,000.00	\$ 32,841.00	37.25%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as the Interim Chair of the Materials Science and Engineering Department and increase to level.
0973	Chemistry	Taylor,Dennis F	Lecturer	\$ 43,930.00	\$ 55,000.00	\$ 5,000.00	11.38%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as Director of General Chemistry
1325	Marketing	Pickett,Gregory M	Dept Chair / Head	\$ 130,524.00	\$ 143,576.00	\$ 13,052.00	10.00%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as Interim Associate Dean for the College of Business and Behavioral Science.
1325	Marketing	Raymond,Mary Anne	Professor	\$ 114,375.00	\$ 125,812.00	\$ 11,437.00	10.00%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as Interim Department Chair for Marketing
1355	Psychology	Raymark,Patrick H	Dept Chair / Head	\$ 70,241.00	\$ 77,265.00	\$ 7,024.00	10.00%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as Interim Department Chair of the Psychology.
1356	Sociology	Sturkie,Douglas K	Dept Chair / Head	\$ 113,069.00	\$ 124,375.00	\$ 11,306.00	10.00%	Administrative Appointment Supplement	ASA - Admin Salary Adjustment	To serve as Interim Department Chair for the Department of Political Science and Department Chair for Sociology & Anthropology
5106	Honors Program	Lasser,William	Alumni Distinguished Professor	\$ 98,397.00	\$ 108,397.00	\$ 10,000.00	10.16%	Administrative Appointment Supplement	TSA - Temporary Salary Adjustment	Assigned Director of Honors College in addition to National Scholars
0705	Teacher Education	Katsiyannis,Antonis	Alumni Distinguished Professor	\$ 105,769.00	\$ 110,769.00	\$ 5,000.00	4.73%	Alumni Distinguished Professor / Endowed Chair	ASA - Admin Salary Adjustment	Alumni Distinguished Professor award

## Faculty Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTA GE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0905	Bioengineering	Wen,Xuejun	Endowed Chair	\$ 86,506.00	\$ 108,000.00	\$ 21,494.00	24.85%	COES Endowed Chair	REC - Reclassification	Hanjorg Wyss Endowed Chair of Bioengineering
0911	Civil Eng	Chowdhury,Mashrur A	Associate Professor	\$ 82,031.00	\$ 87,031.00	\$ 5,000.00	6.10%	IDEaS Professor	ASA - Admin Salary Adjustment	Appointment as the IDEaS Professor for a three- year term beginning with the 2010-2011 academic year.
0915	Elec & Comp Eng	Walker,Ian D	Professor	\$ 115,918.00	\$ 120,918.00	\$ 5,000.00	4.31%	IDEaS Professor	ASA - Admin Salary Adjustment	Appointment as the IDEaS Professor for a three- year term beginning with the 2010-2011 academic year.
0921	Mechanical Engineering	Summers,Joshua D.	Associate Professor	\$ 77,136.00	\$ 82,136.00	\$ 5,000.00	6.48%	IDEaS Professor	ASA - Admin Salary Adjustment	Appointment as the IDEaS Professor for a three- year term beginning with the 2010-2011 academic year.
0974	School of Computing	Hallstrom,Jason O	Associate Professor	\$ 94,239.00	\$ 99,239.00	\$ 5,000.00	5.31%	IDEaS Professor	ASA - Admin Salary Adjustment	Appointment as the IDEaS Professor for a three- year term beginning with the 2010-2011 academic year.
0735	PRTM	Hallo,Jeffrey Charles	Assistant Professor	\$ 54,540.00	\$ 64,540.00	\$ 10,000.00	18.34%	Counter Offer - retention	PEO - Performance Other	Retention. Faculty member being recruited by other universities.
0705	Teacher Education	Marshall,Jeff C	Associate Professor	\$61,285.00	\$64,285.00	\$4,000.00	6.53%	Counter Offer - retention	PEO - Performance Other	Retention. Faculty member being recruited by other universities.
0735	PRTM	Powell,Robert Baxter	Assistant Professor	\$ 60,600.00	\$ 70,600.00	\$ 10,000.00	16.50%	Counter Offer - retention	PEO - Performance Other	Retention. Faculty member being recruited by other universities.
0911	Civil Eng	Rangaraju,Prasada Rao	Associate Professor	\$ 76,919.00	\$ 94,500.00	\$ 17,581.00	22.86%	Counter Offer - retention	RTN - Retention	Counter offer faculty member being offered a position by another university.

## Faculty Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTA GE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0978	Physics & Astronomy	Rao,Apparao M.	Professor	\$ 101,014.00	\$ 121,014.00	\$ 20,000.00	19.80%	Counter Offer - retention	PER - Performance	Retention. Faculty member being recruited by other universities.
1355	Psychology	Britt Jr,Thomas W.	Professor	\$ 69,154.00	\$ 79,000.00	\$ 9,846.00	14.24%	Counter Offer - retention	OTH - Other	Increase to level / retention. Faculty member being recruited by other universities.
1355	Psychology	Zinzow,Heidi Marie	Assistant Professor	\$ 62,500.00	\$ 68,750.00	\$ 6,250.00	10.00%	Counter Offer - retention	RTN - Retention	Faculty member being offered Federal government position.
2811	Cyberfrastructure	Von Oehsen,James B	Research Assistant Professor	\$ 80,800.00	\$ 100,000.00	\$ 19,200.00	23.76%	Counter Offer - retention	PEO - Performance Other	Faculty member being recruited by other universities.
0974	School of Computing	Duchowski,Andrew T	Professor	\$105,745.00	\$115,745.00	\$10,000.00	9.46%	Counter Offer - retention	PEO - Performance Other	Faculty member being recruited by other universities.
0974	School of Computing	Woodard,Damon L	Assistant Professor	\$86,536.00	\$93,536.00	\$7,000.00	8.09%	Counter Offer - retention	PEO - Performance Other	Faculty member received offer from national agency.
4060	Student Disability Services	Stewart,Arlene C	Lecturer	\$ 53,489.00	\$ 70,000.00	\$ 16,511.00	30.87%	Counter Offer - retention	PER - Performance	Being recruited by other universities. Significant increase in volume of student disability service program.
0314	Biological Sciences	Mount,Andrew S	Research Associate Professor	\$ 70,992.00	\$ 80,000.00	\$ 9,008.00	12.69%	Counter Offer - retention	PER - Performance	Faculty being recruited by other universities. 100% PSA Funded
0523	English	Ashton,Susanna M	Associate Professor	\$59,196.90	\$56,378.00	-\$2,818.90	-4.76%	Decrease	RSA - Remove Salary Adjustment	Remove Associate Chair Salary Adjustment

## Faculty Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTA GE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0523	English	Hilligoss,Susan J	Professor	\$75,993.00	\$69,257.00	-\$6,736.00	-8.86%	Decrease	RSU - Remove Supplement	Remove Supplement
0523	English	Williams,Sean D.	Professor	\$91,482.00	\$60,481.00	-\$31,001.00	-33.89%	Decrease	RSU - Remove Supplement	Remove Supplement
0523	English	Morrissey,Lee J	Alumni Professor	\$92,435.00	\$84,487.00	-\$7,948.00	-8.60%	Decrease	RSU - Remove Supplement	Remove Supplement
0921	Mechanical Engineering	Leylek,James H	Professor	\$158,928.00	\$138,199.00	-\$20,729.00	-13.04%	Decrease	RSU - Remove Supplement	Remove Supplement
0314	Biological Sciences	Marko,Peter Benjamin	Associate Professor	\$ 71,104.00	\$ 76,104.00	\$ 5,000.00	7.03%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0314	Biological Sciences	Moran,Amy Ladd	Assistant Professor	\$ 70,195.00	\$ 75,195.00	\$ 5,000.00	7.12%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0507	Construction Sci Mgt	Bausman,Dennis C	Endowed Chair	\$ 70,649.00	\$ 78,649.00	\$ 8,000.00	11.32%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0511	Planning & Landscape Architecture	Dunning,Anne E	Associate Professor	\$ 69,760.00	\$ 74,760.00	\$ 5,000.00	7.17%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0511	Planning & Landscape Architecture	Nassar,Hala Fouad	Associate Professor	\$ 59,034.00	\$ 64,034.00	\$ 5,000.00	8.47%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion

## Faculty Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTA GE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0523	English	Paul,Catherine E	Professor	\$ 75,000.00	\$ 83,000.00	\$ 8,000.00	10.67%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0523	English	Williams,Sean D.	Professor	\$ 60,481.00	\$ 68,481.00	\$ 8,000.00	13.23%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0523	English	Field,Jonathan Beecher	Associate Professor	\$ 58,000.00	\$ 63,000.00	\$ 5,000.00	8.62%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0525	Performing Arts	Li-Bleuel,Linda L	Professor	\$ 51,896.00	\$ 59,896.00	\$ 8,000.00	15.42%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0525	Performing Arts	Penna,Anthony M	Associate Professor	\$ 49,974.00	\$ 54,974.00	\$ 5,000.00	10.01%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0525	Performing Arts	Whisler,Bruce A	Associate Professor	\$ 49,165.00	\$ 54,165.00	\$ 5,000.00	10.17%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0533	Comm Studies	Billings,Andrew C.	Professor	\$ 73,213.00	\$ 82,012.00	\$ 8,799.00	12.02%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0533	Comm Studies	Jones,Karyn O	Associate Professor	\$ 56,726.00	\$ 61,726.00	\$ 5,000.00	8.81%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0535	Languages	Love,Gordon J.	Professor	\$ 60,132.00	\$ 68,132.00	\$ 8,000.00	13.30%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion

## Faculty Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTA GE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0535	Languages	Mai,Joseph H	Associate Professor	\$ 49,418.00	\$ 54,418.00	\$ 5,000.00	10.12%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0535	Languages	Touya,Eric R	Associate Professor	\$ 50,000.00	\$ 55,000.00	\$ 5,000.00	10.00%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0705	Teacher Education	Marshall,Jeff C	Associate Professor	\$56,285.00	\$61,285.00	\$5,000.00	8.88%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0707	Leadership, Tech & Counselor Ed	Knoeppel,Robert C	Associate Professor	\$ 64,000.00	\$ 69,000.00	\$ 5,000.00	7.81%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0707	Leadership, Tech & Counselor Ed	Warner,Cheryl Burnetta	Associate Professor	\$ 53,732.00	\$ 58,732.00	\$ 5,000.00	9.31%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0909	Chemical Eng	Bruce,David A	Professor	\$ 91,142.00	\$ 99,142.00	\$ 8,000.00	8.78%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0909	Chemical Eng	Husson,Scott M	Professor	\$ 92,089.00	\$ 100,089.00	\$ 8,000.00	8.69%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0915	Elec & Comp Eng	Wang,Kuang-Ching	Associate Professor	\$ 85,457.00	\$ 90,457.00	\$ 5,000.00	5.85%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0919	Environmental Eng & Sci	Schlautman,Mark A.	Professor	\$ 83,187.00	\$ 91,187.00	\$ 8,000.00	9.62%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion

## Faculty Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTA GE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0920	Industrial Eng	Taaffe, Kevin M	Associate Professor	\$ 84,840.00	\$ 89,840.00	\$ 5,000.00	5.89%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0973	Chemistry	Perahia, Dvora	Professor	\$ 77,140.00	\$ 85,140.00	\$ 8,000.00	10.37%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0973	Chemistry	Stuart, Steven J	Professor	\$ 80,160.00	\$ 88,160.00	\$ 8,000.00	9.98%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0974	School of Computing	Goasguen, Sebastien	Associate Professor	\$ 98,338.00	\$ 103,338.00	\$ 5,000.00	5.08%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0974	School of Computing	Hallstrom, Jason O	Associate Professor	\$ 89,329.00	\$ 94,239.00	\$ 4,910.00	5.50%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0975	Mathematical Sci	Hoffacker, Joan A	Associate Professor	\$ 68,680.00	\$ 73,680.00	\$ 5,000.00	7.28%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0978	Physics & Astronomy	Brittain, Sean D	Associate Professor	\$ 67,911.00	\$ 72,911.00	\$ 5,000.00	7.36%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
1305	Management	Fredendall, Lawrence D	Professor	\$ 101,252.00	\$ 109,252.00	\$ 8,000.00	7.90%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
1355	Psychology	Pury, Cynthia L S	Professor	\$ 60,697.00	\$ 68,697.00	\$ 8,000.00	13.18%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion

## Faculty Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTA GE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
1355	Psychology	Cantalupo, Claudio	Associate Professor	\$ 58,380.00	\$ 63,380.00	\$ 5,000.00	8.56%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
3001	Library	Julian, Dinah Gail	Librarian I	\$ 61,270.00	\$ 69,270.00	\$ 8,000.00	13.06%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
5185	Houston Center	Flowers, Lamont Akwette	Professor/Academi c Program Director	\$ 98,503.00	\$ 106,503.00	\$ 8,000.00	8.12%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
0973	Chemistry	Perahia, Dvora	Associate Professor	\$ 66,788.00	\$ 77,140.00	\$ 10,352.00	15.50%	Increase to Level	INT - Increase to Level	Performance/significant salary disparity.
0975	Mathematical Sci	Khan, Taufiqar Rahman	Associate Professor	\$ 69,690.00	\$ 76,600.00	\$ 6,910.00	9.92%	Increase to Level	PER - Performance	Performance/significant salary disparity.
0503	Architecture	Laurence, Peter L	Assistant Professor	\$ 51,510.00	\$ 54,510.00	\$ 3,000.00	5.82%	Offer Letter Agreement	PER - Performance	Received PhD recently.
0535	Languages	Anido, Raquel	Assistant Professor	\$ 43,350.00	\$ 51,000.00	\$ 7,650.00	17.65%	Offer Letter Agreement	OTH - Other	Received PhD recently.
0743	Nursing	Amerson, Roxanne	Assistant Professor	\$ 55,890.00	\$ 65,000.00	\$ 9,110.00	16.30%	Offer Letter Agreement	PRO - Promotion	Received PhD recently.
1305	Management	Yoder, Sara Elizabeth	Senior Lecturer	\$ 55,146.00	\$ 60,660.00	\$ 5,514.00	10.00%	Offer Letter Agreement	PEO - Performance Other	Received PhD recently.

### Faculty Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTA GE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0535	Languages	Peebles,Kelly Digby	Assistant Professor	\$42,925.00	\$50,000.00	\$7,075.00	16.48%	Offer Letter Agreement	PEO - Performance Other	Received PhD recently.

## Academic Staff Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENT AGE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0901	Dean of Engineering & Sciences	Grant,Ronald T	Public Info Dir I	\$61,246.00	\$67,370.00	\$6,124.00	10.00%	Additional Duties	ADR - Additional Duties	Addition of media relations for the FIRST Robotics Palmetto Competition, speech writing for the Dean, and management, leadership and coordination with all departments for the production of IDEaS, the college's promotional piece.
0905	Bioengineering	Jenkins,Linda L	Lab Technologist II	\$ 48,081.00	\$ 52,890.00	\$ 4,809.00	10.00%	Additional Duties	ADR - Additional Duties	Additional duties added to the position related to the GHS lease agreement
0917	Machining & Tech Services	Poore,Bradley W	Eng/Assoc Eng II	\$ 45,654.00	\$ 50,676.00	\$ 5,022.00	11.00%	Additional Duties	ADR - Additional Duties	To assume additional duties due to reorganization.
0917	Machining & Tech Services	Rankin,Samuel G	Lab Technologist II	\$ 48,418.00	\$ 50,838.00	\$ 2,420.00	5.00%	Additional Duties	ADR - Additional Duties	Assuming additional duties assisting the Machine Shop Supervisor with handling the inventory and ordering supplies.
0971	Materials Sci	Nicholson,Robbie A	Lab Technologist III	\$ 52,940.00	\$ 55,587.00	\$ 2,647.00	5.00%	Additional Duties	ADR - Additional Duties	Assumed oversight in the multi-laboratories in MSE.
0974	School of Computing	Duckworth,Scott M	Systems Programmer II	\$ 54,295.00	\$ 64,295.00	\$ 10,000.00	18.42%	Additional Duties	PEO - Performance Other	Additional duties providing Unix support to the 4 major areas of the School of Computing to reflect the more complex organization that he is now supporting.
0974	School of Computing	Kennedy,Nell Beatty	Systems Programmer I	\$ 49,921.00	\$ 56,000.00	\$ 6,079.00	12.18%	Additional Duties	PEO - Performance Other	Additional duties providing Windows and MAC OS X desktop/laptop support to the 4 major areas of the School of Computing to reflect the more complex organization that she is now supporting.
0974	School of Computing	Stowers,Dexter F	Systems Programmer I	\$ 42,000.00	\$ 52,000.00	\$ 10,000.00	23.81%	Additional Duties	PEO - Performance Other	Additional duties providing Unix/Linux supports to 13 departments and schools in the College of Engineering and Science to reflect the size of the organization that he is supporting and the greater complexity of its computing environment.
2806	Computer Systems & Operations	Harris,Jay E	Information Technology Manager II	\$ 82,315.00	\$ 89,815.00	\$ 7,500.00	9.11%	Additional Duties	ADR - Additional Duties	Serving as the Director of Operations.
0917	Machining & Tech Services	Landreth,R Philip	Research Associate	\$ 77,121.00	\$ 88,689.00	\$ 11,568.00	15.00%	Administrative Appointment Supplement	RSA - Remove Salary Adjustment	Promoted to new position due to loss of John Finn.

### Academic Staff Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENT AGE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
2806	Computer Systems & Operations	Blackburn,Steven C	Data Base Admin II	\$71,348.00	\$75,272.00	\$3,924.00	5.50%	DHHS Contract	TSA - Temporary Salary Adjustment	DHHS Contract
2806	Computer Systems & Operations	Robinson,William E	Information Technology Systems Architect	\$ 62,418.00	\$ 70,000.00	\$ 7,582.00	12.15%	DHHS contract	ADR - Additional Duties	DHHS contract
2807	Medicaid IT Services	Brown,Sandra	Applications Analyst	\$66,156.00	\$71,706.00	\$5,550.00	8.39%	DHHS Contract	TSA - Temporary Salary Adjustment	DHHS Contract
2807	Medicaid IT Services	Gagnon,Jacquelyn J	Applications Analyst	\$62,644.00	\$67,994.00	\$5,350.00	8.54%	DHHS Contract	TSA - Temporary Salary Adjustment	DHHS Contract
2807	Medicaid IT Services	Hannah,Thomas B	Sr Applications Analy	\$72,516.00	\$78,066.00	\$5,550.00	7.65%	DHHS Contract	TSA - Temporary Salary Adjustment	DHHS Contract
2807	Medicaid IT Services	Ulmer,John J	Information Tech Mgr	\$85,824.00	\$95,324.00	\$9,500.00	11.07%	DHHS Contract	TSA - Temporary Salary Adjustment	DHHS Contract
2809	Network Services	Pruitt,Richard L	Information Technology Manager II	\$ 64,752.00	\$ 80,000.00	\$ 15,248.00	23.55%	DHHS Contract	REC - Reclassification	DHHS contract
2809	Network Services	Schmiedt,Daniel M	Research Associate	\$ 74,384.00	\$ 100,418.00	\$ 26,034.00	35.00%	Promotion to new position	PRO - Promotion	Promotion to Executive Director of Network Services and Telecommunications.
0501	Dean of Architecture	Davis,Eugenia L	Public Info Dir I	\$48,217.00	\$53,039.00	\$4,822.00	10.00%	Reclassification	REC - Reclassification	Reclassification due to additional duties to position
0702	School of Education	Evatt,Michalann G	Academic Program Director	\$ 54,177.00	\$ 75,000.00	\$ 20,823.00	38.44%	Reclassification	REC - Reclassification	Reclassification due to additional duties to of accreditation and assessment to position that were formerly assigned to Nancy Dunlap.

### Academic Staff Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENT AGE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0917	Machining & Tech Services	Holliday,Jeff L.	Lab Technologist III	\$ 46,203.00	\$ 51,978.00	\$ 5,775.00	12.50%	Reclassification	REC - Reclassification	Additional duties/reclassification due to the combination of Phil Landreth and John Finn's positions.
2806	Computer Systems & Operations	Behrens,Christopher J	Data Base Administrator II	\$ 59,397.00	\$ 72,000.00	\$ 12,603.00	21.22%	Reclassification	REC - Reclassification	Reclassification due to additional duties to position including support for the upcoming student system and HSSC database.

## Athletics Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTAGE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
7101	Athletic Administration	Young,Kyle McLendon	Athletics Coach	\$74,235.00	\$80,916.00	\$6,681.00	9.00%	Additional Duties	ADR - Additional Duties	Additional duties normally performed by the senior women's administrator.
7115	Student Athlete Enrichment Programs	Simpkins,Reggie Mendez	Athletics Coach	\$46,460.00	\$51,460.00	\$5,000.00	10.76%	Additional Duties	ADR - Additional Duties	Additional duties as Academic Advisor for the football athletes.
7101	Athletic Administration	Phillips,Terry Don	Athletics Director	\$214,120.00	\$245,000.00	\$30,880.00	14.42%	Agreement	PEO - Performance Other	Base salary was reduced and ASP pay was increased per contract agreement.
7112	Weight Room	Batson,Michael J	Athletics Coach	\$114,000.00	\$135,000.00	\$21,000.00	18.42%	Agreement	PEO - Performance Other	Contractual agreement
7121	Baseball	Leggett,Jackson S	Athletics Coach	\$195,481.00	\$204,082.00	\$8,601.00	4.40%	Agreement	CPR - Correction Pay Rate	Contractual agreement
7121	Baseball	Pepicelli,Daniel J	Athletics Coach	\$77,000.00	\$90,000.00	\$13,000.00	16.88%	Agreement	PEO - Performance Other	Performance and Contractual agreement
7124	Basketball Women	Queen,Kanetra L	Athletics Coach	\$45,186.00	\$50,000.00	\$4,814.00	10.65%	Agreement	ADR - Additional Duties	Salary competitive with other Division 1 schools
7127	Football	Brooks,Bobby Dan	Athletics Coach	\$160,000.00	\$210,000.00	\$50,000.00	31.25%	Agreement	OTH - Other	Salary competitive with other Division 1 schools
7127	Football	Harbison,Charles Edeard	Athletics Coach	\$250,000.00	\$245,000.00	-\$5,000.00	-2.00%	Agreement	OTH - Other	Base salary was reduced and ASP pay was increased per contract agreement. (ASP - Athletic Supplemental Pay)
7127	Football	Napier,William H	Athletics Coach	\$200,000.00	\$245,000.00	\$45,000.00	22.50%	Agreement	OTH - Other	Salary competitive with other Division 1 schools
7127	Football	Pearman Jr,Daniel L	Athletics Coach	\$190,000.00	\$210,000.00	\$20,000.00	10.53%	Agreement	OTH - Other	Salary competitive with other Division 1 schools
7127	Football	Powell,Marshall A	Athletics Coach	\$160,000.00	\$180,000.00	\$20,000.00	12.50%	Agreement	OTH - Other	Salary competitive with other Division 1 schools
7127	Football	Rumph,Christopher Michael	Athletics Coach	\$160,000.00	\$180,000.00	\$20,000.00	12.50%	Agreement	OTH - Other	Salary competitive with other Division 1 schools
7127	Football	Scott,Harvey B	Athletics Coach	\$205,000.00	\$220,000.00	\$15,000.00	7.32%	Agreement	OTH - Other	Salary competitive with other Division 1 schools
7127	Football	Scott,Jeffrey B	Athletics Coach	\$110,000.00	\$130,000.00	\$20,000.00	18.18%	Agreement	OTH - Other	Salary competitive with other Division 1 schools
7127	Football	Steele,Robert K	Athletics Coach	\$375,000.00	\$245,000.00	-\$130,000.00	-34.67%	Agreement	OTH - Other	Base salary was reduced and ASP pay was increased per contract agreement. ( ASP - Athletic Supplemental Pay)
7127	Football	Swinney,William C	Athletics Coach	\$250,000.00	\$245,000.00	-\$5,000.00	-2.00%	Agreement	OTH - Other	Base salary was reduced and ASP pay was increased per contract agreement. (ASP - Athletic Supplemental Pay)
7137	Track	Johnson,Lawrence Allen	Athletics Coach	\$96,600.00	\$100,512.00	\$3,912.00	4.05%	Agreement	PER - Performance	Contractual agreement
7112	Weight Room	Greene,Jerry Preston	Athletics Coach	\$58,000.00	\$60,000.00	\$2,000.00	3.45%	Performance	ADR - Additional Duties	Salary competitive with other Division 1 schools
7113	IPTAY Operations	D'Andrea,William J	Athletics Coach	\$156,045.00	\$200,000.00	\$43,955.00	28.17%	Performance	OTH - Other	Performance - salary competitive with other Division 1 schools

## Athletics Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTAGE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
7113	IPTAY Operations	Wilson,Jason Conrad	Athletics Coach	\$42,000.00	\$45,000.00	\$3,000.00	7.14%	Performance	PEI - Performance Equity	Performance equity. He has played a significant role in assisting in various logistic issues and game management in all our sports where parking is involved.
7142	Rowing Women	Tenenbaum,Robert Harlan	Athletics Coach	\$50,000.00	\$60,000.00	\$10,000.00	20.00%	Promotion	ADR - Additional Duties	Coach Tenebaum has been elected to become the Interim Head Coach for Rowing.
7111	Equipment Room	Smith,Alphonso C	Athletics Coach	\$64,337.00	\$70,000.00	\$5,663.00	8.80%	Retention	RTN - Retention Increase	Retention. Employee is being recruited by other universities.
7112	Weight Room	Abernethy Jr,Horace D	Athletics Coach	\$54,164.00	\$56,164.00	\$2,000.00	3.69%	Retention	ADR - Additional Duties	Retention. Employee is being recruited by other universities.
7113	IPTAY Operations	Wilson,Jason Conrad	Athletics Coach	\$45,000.00	\$55,000.00	\$10,000.00	22.22%	Retention	OTH - Other	Retention. Employee is being recruited by other universities.
7127	Football	McCorvey Jr,Woodrow	Athletics Coach	\$125,000.00	\$175,000.00	\$50,000.00	40.00%	Retention	PEO - Performance Other	Contractual agreement and Retention

## PSA / Extension Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTAGE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0133	Youth Learning Institute	Ardern,Pamela B	Extension Associate	\$62,985.00	\$76,690.00	\$13,705.00	21.76%	Additional Duties	ASA - Admin Salary Adjustment	Employee given additional duties and administrative supplement as the 4-H Youth Development State Program Leader.
0133	Youth Learning Institute	Jones,Charles Ray	Extension Associate	\$57,216.00	\$62,937.00	\$5,721.00	10.00%	Additional duties	ADR - Additional Duties	Employee given additional duties as Assistant to Associate Director of YLI.
0133	Youth Learning Institute	Kirkland,Toby R	Extension Associate	\$70,195.00	\$77,214.00	\$7,019.00	10.00%	Additional duties	ADR - Additional Duties	Employee given additional duties as Chief Communications Officer for YLI
0135	Center for Applied Ecology	Sawyer,Calvin B	Assistant Professor	\$69,810.00	\$76,791.00	\$6,981.00	10.00%	Administrative Appointment - Supplement	ASA - Admin Salary Adjustment	Assumed role of Director of Center for Watershed Excellence
0207	Mccormick	Brant,James T	Extension Agent - Assistant	\$63,680.00	\$69,470.00	\$5,790.00	9.09%	Administrative Appointment - Supplement	ASA - Admin Salary Adjustment	Employee appointed Lead Agent
0219	Kershaw	Legette,Deon S	Extension Director - Assistant	\$62,766.00	\$66,150.00	\$3,384.00	5.39%	Administrative Appointment - Supplement	ASA - Admin Salary Adjustment	Employee appointed Lead Agent of 2nd county
0221	Lexington	Smith,John P	Extension Associate	\$77,437.00	\$85,180.00	\$7,743.00	10.00%	Administrative Appointment - Supplement	ASA - Admin Salary Adjustment	Employee appointed Lead Agent
0222	Newberry	Crouch Jr,Alfred B	Extension Agent - Associate	\$48,985.00	\$53,883.00	\$4,898.00	10.00%	Administrative Appointment - Supplement	ASA - Admin Salary Adjustment	Employee appointed Lead Agent
0234	Marlboro	Sampson,Grady L.	Senior Extension Agent	\$59,061.00	\$64,967.00	\$5,906.00	10.00%	Administrative Appointment - Supplement	ASA - Admin Salary Adjustment	Employee appointed Lead Agent
0235	Sumter	McNulty,Amanda C	Extension Agent - Associate	\$49,490.00	\$54,439.00	\$4,949.00	10.00%	Administrative Appointment - Supplement	ASA - Admin Salary Adjustment	Employee appointed Lead Agent
0239	Bamberg	Varn Jr,Joe E	Senior Extension Agent	\$60,131.00	\$62,834.00	\$2,703.00	4.50%	Administrative Appointment - Supplement	ASA - Admin Salary Adjustment	Employee appointed Lead Agent of 2nd county
0241	Beaufort	Guinn,Robert S	Senior Extension Agent	\$70,962.00	\$74,166.00	\$3,204.00	4.52%	Administrative Appointment - Supplement	ASA - Admin Salary Adjustment	Employee appointed Lead Agent of 2nd county
0135	Center for Applied Ecology	Sawyer,Calvin B	Assistant Professor	\$63,464.00	\$69,810.00	\$6,346.00	10.00%	Attained PhD	PER - Performance Pay	Attainment PhD. Substantial contribution to the objectives of the department or division.
0223	Richland	Davis,Timothy S	Senior Extension Agent	\$62,154.00	\$68,369.00	\$6,215.00	10.00%	Attained PhD	ASA - Admin Salary Adjustment	Employee attained PhD, directly related to job
0201	Abbeville	Matthews,Rhonda M	Senior Extension Agent	\$57,238.00	\$57,523.00	\$285.00	0.50%	Corrective adjustment	ASA - Admin Salary Adjustment	Adjustment to reflect actual 10% Lead Agent supplement
0204	Greenville	Howard,Daniel M	Extension Director - Assistant	\$74,557.00	\$74,890.00	\$333.00	0.45%	Corrective adjustment	ASA - Admin Salary Adjustment	Adjustment to reflect actual 10% Lead Agent supplement
0205	Greenwood	Hodges,James F.	Extension Sr. Associate - Lead A	\$59,658.00	\$59,833.00	\$175.00	0.29%	Promotion	ASA - Admin Salary Adjustment	Employee appointed Lead Agent
0212	York	Sippel,Margie S	Extension Agent	\$49,187.00	\$51,154.00	\$1,967.00	4.00%	Promotion	PRO - Promotion	Employee promoted to Senior Agent
0220	Lancaster	Beer,Brian L	Extension Agent - Associate	\$52,383.00	\$53,483.00	\$1,100.00	2.10%	Promotion	ASA - Admin Salary Adjustment	Employee promoted to Associate Agent
0249	Orangeburg	Richardson,Marian W	Extension Director - Assistant	\$60,696.00	\$64,196.00	\$3,500.00	5.77%	Promotion	PRO - Promotion	Employee promoted to Distinguished Agent
0227	Darlington	Harris,Alma L	Extension Agent	\$46,021.00	\$50,161.00	\$4,140.00	9.00%	Promotion & Admin Supplement	ASA - Admin Salary Adjustment	Employee promoted & appointed Lead Agent

## PSA / Extension Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTAGE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
0231	Horry	Lanford,Blake Madison	Extension Agent - Associate	\$57,216.00	\$64,037.00	\$6,821.00	11.92%	Promotion & Admin Supplement	ASA - Admin Salary Adjustment	Employee promoted & appointed Lead Agent
0126	PSA Media Relations	Hull,Peter Edward	Extension Associate	\$44,929.00	\$70,000.00	\$25,071.00	55.80%	Retention	PER - Performance Pay	Employee offered other employment at higher salary

## Facilities / Utilities Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTAGE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
5801	Campus Utilities	Putnam,Tony J	Engineer/Assoc Eng IV	\$85,500.00	\$89,775.00	\$4,275.00	5.00%	Agreement	PER - Performance	Pre-hire agreement.
5906	University Facilities Maintenance Services	Bush,Odean	Trades Manager I	\$42,473.00	\$50,000.00	\$7,527.00	17.72%	Promotion	PEO - Performance Other	Employee was promoted to Trades Manager I as part of the July 2009 reorganization. Comparable market data reflects a higher salary is warranted for this employee.
5906	University Facilities Maintenance Services	Carter,James F	Trades Manager I	\$45,868.00	\$51,500.00	\$5,632.00	12.28%	Promotion	PEO - Performance Other	Employee was promoted to Trades Manager I as part of the July 2009 reorganization. Comparable market data reflects a higher salary is warranted for this employee.
5906	University Facilities Maintenance Services	Hallquist,Scott Paul	Trades Manager I	\$42,000.00	\$53,622.00	\$11,622.00	27.67%	Promotion	PEO - Performance Other	Employee was promoted to Trades Manager I as part of the July 2009 reorganization. Comparable market data reflects a higher salary is warranted for this employee.
5906	University Facilities Maintenance Services	Lecroy Jr,Gerald W	Trades Manager I	\$43,322.00	\$51,500.00	\$8,178.00	18.88%	Promotion	PEO - Performance Other	Employee was promoted to Trades Manager I as part of the July 2009 reorganization. Comparable market data reflects a higher salary is warranted for this employee.
5906	University Facilities Maintenance Services	McDonald Jr,Ralph D	Trades Manager I	\$42,000.00	\$52,000.00	\$10,000.00	23.81%	Promotion	PEO - Performance Other	Employee was promoted to Trades Manager I as part of the July 2009 reorganization. Comparable market data reflects a higher salary is warranted for this employee.
5991	University Facilities Environmental Health & Safety	Brock-Carroll,June M	Environment/Hlth Mgr III	\$46,314.00	\$60,174.00	\$13,860.00	29.93%	Promotion	PRO - Promotion	Promotion
5991	University Facilities Environmental Health & Safety	McCrary Jr,Robert Daniel	Environment/Hlth Mgr III	\$50,971.00	\$60,000.00	\$9,029.00	17.71%	Promotion	REC - Job Reclassification	Reclassification of the position from Environmental Health Manager II to Environmental Health Manager III.

## Advancement Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTAGE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
5602	Development	Epting Jr,James B	Lecturer: Non-Teaching	\$58,000.00	\$61,800.00	\$3,800.00	6.55%	Contractual Agreement/Performance	PER - Performance	Provide a merit increase to Bert Epting, Director of Development for Student Affairs. When Bert was hired, this was part of his hiring plan if he demonstrated that he was able to build up the fundraising for STudent Affairs and he met all of his fundraising goals.
5602	Development	Ryan,Melissa M	Asst Academic Prog Dir	\$103,950.00	\$115,950.00	\$12,000.00	11.54%	Performance	PER - Performance	Since joining Clemson in September 2007, Missy Ryan has had a tremendous impact on the successes of the development and CBBS teams. Her contributions to both units have been key to reaching and exceeding the college and university development goals.
5602	Development	King,JoVanna J	Academic Program Director	\$130,236.00	\$140,655.00	\$10,419.00	8.00%	Performance	PER - Performance	Provide an 8% performance increase for JoVanna King, senior director of gift estate and planning. This salary is inline with market for peer institutes with JoVanna's years of experience.
5602	Development	O'Rourke,Brian Joseph	Academic Program Director	\$156,081.00	\$180,000.00	\$23,919.00	15.32%	Performance/Market equity	PER - Performance	Performance as the Director of Development and Alumni Affairs - increase was also justified by market at peer institutes for Director of Development. Brian has a unique role that other Development Directors do not have as he is also Executive Director of Alumni Affairs.
5602	Development	Alexander,Ann M	Academic Program Director	\$113,170.00	\$140,000.00	\$26,830.00	23.71%	Promotion	XFR - Transfer	Increase was from Ann Marie's promotion from Senior Director of College of Engineering & Sciences to head a new fundraising unit for Corporate and Foundation Relations. Funding was provided by a private gift that will enable the Office of Development to build fundraising in the corporate environment.
5611	Public Affairs	Schiff,Susan B.	Public Info Dir II	\$69,061.00	\$75,967.00	\$6,906.00	10.00%	Temporary Salary Adjustment	TSA - Temporary Salary Adjustment	Mrs. Schiff has assumed the responsibilities as Director of Campaign Communications in addition to her regular job duties and responsibilities. This has allowed us to eliminate a full-time position. This is a temporary salary adjustment that will be eliminated at the conclusion of the campaign.

## Research Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTAGE	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
5705	Office of Technology Transfer	Albritton,Vincie C.	Lecturer: Non-Teaching	\$103,000.00	\$123,600.00	\$20,600.00	20.00%	Temporary Salary Adjustment	TSA - Temporary Salary Adjustment	Acting Executive Director of CURF. Active until CURF Executive Director is hired, prompted by CURF board.
5702	Sponsored Programs	McGowan- Hudson,Bettie M	Grants Administrator II	\$62,773.00	\$72,188.00	\$9,415.00	15.00%	Temporary Salary Adjustment	TSA - Temporary Salary Adjustment	Additional duties due to the departure of the Director of Sponsored Programs. Active until Sponsored Programs Director is hired (1 year estimate).
5702	Sponsored Programs	Kunkle,Lynn R	Grants Administrator II	\$60,337.00	\$69,387.00	\$9,050.00	15.00%	Temporary Salary Adjustment	TSA - Temporary Salary Adjustment	Additional duties due to the departure of the Director of Sponsored Programs. Active until Sponsored Programs Director is hired (1 year estimate).
5717	Research Division Electron Microscope Facility	Hudson,Joan Strine	Research Professor	\$141,556.00	\$149,556.00	\$8,000.00	5.65%	Additional Duties	ADR - Additional Duties	Prompted by CoES for additional duties in their college.
5701	Vice President for Research	Tinsley,Linda D	Accnt/Fiscal Analyst III	\$51,697.00	\$58,223.00	\$6,526.00	12.62%	Reorganization	ADR - Additional Duties	Re-organization and additional duties including responsibilities for cost share and accounting and financial reporting for several departments under the Research and Economic Development Division before Przirembles left.

## Finance / Student Affairs / President Over 50

DeptID	DEPT NAME	Name	JOB TITLE	PREVIOUS (or initial) ANNUAL RATE	CURRENT ANNUAL RATE	CHANGE AMOUNT	CHANGE PERCENTAG E	SUB CATEGORY	RAISE DESCRIPTION	JUSTIFICATION
5325	Land & Capital Asset Stewardship	Boyette Jr,John Vernon	Academic Program Director	\$127,248.00	\$160,000.00	\$32,752.00	25.74%	Promotion/Additional Duties	ADR - Additional Duties	Promotion to University Director of Land and Capital Assets. Salary is 7.4% LESS than previous incumbent.
5310	Budgets & Financial Planning	Baumann, Virginia Marie	Accounting/Fiscal Mgr II	\$68,368.00	\$78,000.00	\$9,632.00	14.09%	Promotion	ADR - Additional Duties	Promotion to Budget Director after 5 yrs. as Asst. Budget Director. Salary is 38% LESS than previous Incumbent.
5302	Chief Financial Officer	Madden, Amy E	Accounting/Fiscal Mgr I	\$63,878.00	\$69,000.00	\$5,122.00	8.02%	Promotion	ADR - Additional Duties	Promotion/additional duties salary is 8% LESS than University average.
5308	Accounting Services	Rowland, Sherri Patterson	Accnt/Fiscal Analyst III	\$52,500.00	\$56,000.00	\$3,500.00	6.67%	Additional Duties	ADR - Additional Duties	Additional duties responsible for University Financial Statement preparation/ Market Equity.
5308	Accounting Services	Kay, Katherine S	Accnt/Fiscal Analyst III	\$53,575.00	\$56,000.00	\$2,425.00	4.53%	Additional Duties	ADR - Additional Duties	Additional Duties including increased capitol projects responsibilities./Market equity.
5302	Chief Financial Officer	Owens-Meadows, Andrea Nicole	Lecturer: Non-Teaching	\$75,750.00	\$78,000.00	\$2,250.00	2.97%	Additional Duties	ADR - Additional Duties	Additional duties including coordinating and executing critical analytical and planning activities./Market equity
5337	Human Resources	Norris, Erin Earl	Human Resource Dir I	\$44,625.00	\$51,319.00	\$6,694.00	15.00%	Temporary Salary Adjustment	TSA - Temporary Salary Adjustment	Temporary duties overseeing retirement functions.
5337	Human Resources	Kaylor, Kristina F	Human Resource Dir I	\$55,550.00	\$61,105.00	\$5,555.00	10.00%	Temporary Salary Adjustment	TSA - Temporary Salary Adjustment	To temporarily assume duties upon the departure of employee who was responsible for complex data for high level strategic planning in PeopleSoft Queries
4015	Campus Recreation	Ferguson, Mark Austin	Student Services Mgr II	\$45,159.00	\$55,000.00	\$9,841.00	21.79%	Reclassification	REC - Reclassification	Reclassification - taking on more Admin/Management Responsibility at Fike Rec - Campus Rec with the opening of CU Beach area as well as Stu Affairs Assessments.
4063	Student Affairs Publications	LeMay, Christina D	Public Info Dir II	\$57,317.00	\$65,914.00	\$8,597.00	15.00%	Administrative Appointment	PER - Performance Pay	To serve as the Chief Creative Director for the Division of Student Affairs. Web development, division copy writing, speeches, development presentations and giving campaigns used for high profile initiatives.
5008	Governmental Affairs	Bayless, Katharine E	Assistant Academic Prog Dir	\$75,000.00	\$85,000.00	\$10,000.00	13.33%	COLA	ASA - Administrative Salary Supplement	Cost of living differential paid from Foundation sources.