

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
PRTM Leisure Skills	Anderson,Daniel Morgan	Lecturer	\$49,193.00	\$60,180.00	\$7,379.00	15.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Mr. Anderson has taken on teaching responsibilities in the Community Recreation, Sport, and Camp Management Program.
English	LeMahieu,Michael L	Assistant Professor	\$49,631.00	\$74,800.00	\$20,732.00	41.8%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties & Administrative Supplement: Professor LeMahieu became the new Director of the Pearce Center and Class of 1941 Studio for Student Communication. Includes administrative salary supplement.
School of Materials Science & Engineering	Musgraves,Jonatha n David	Research Asst Professor	\$50,000.00	\$55,000.00	\$5,000.00	10.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Jonathan Musgraves has assumed additional duties related to his title change to Research Assistant Professor including research in optical glass science, administration of funded research efforts, teaching, and graduate committee participation among others.
Psychology	Raymark,Patrick H	Dept Chair/Head	\$77,265.00	\$111,100.00	\$22,735.00	29.4%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties & Administrative Supplement: The Psychology Department Chair Search Committee has recommended Dr. Patrick Raymark as the Department Chair. The increase in his base salary is in line with other CBBS Department Chairs in Behavioral Science with a 10% administrative salary supplement.
National Brick Research Center	Sanders III,John P	Research Associate Professor	\$94,036.00	\$102,969.00	\$8,933.00	9.5%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Added an overload pay increase for Dr. John Sanders for his new position as Manager of the Bishop Materials Laboratory.

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Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Dean of Agriculture, Forestry & Life Sciences (CAFLS)	Scott,Thomas R	Dean	\$200,000.00	\$255,000.00	\$95,000.00	47.5%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Dr. Scott will serve as CAFLS Dean for a period of 3 years as voted by the college faculty.
Languages	An,Yanming	Professor	\$61,475.00	\$70,327.00	\$6,147.00	10.0%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Yanming An will be the acting (interim) Department Chair for 2011/2012 academic year. While his base salary will stay the same, he will receive a 10% administrative salary supplement for acting chair duties.
School of Planning, Development, Preservation and Landscape Architecture	Benedict,Robert Creighton	Assistant Professor	\$60,000.00	\$68,000.00	\$8,000.00	13.3%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Prof. Benedict will act as Director of the Master of Real Estate Development (MRED).
School of Materials Science & Engineering	Brown,Philip J	Endowed Chair	\$86,615.00	\$107,273.00	\$17,323.00	20.0%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Added an administrative supplement Dr. Phil Brown to serve as Director of the newly- awarded NSF Industry/University Cooperative Research Center (I/UCRC) in Ceramic, Composite and Optical Materials.
Bioengineering	Burg,Karen J.L.	Endowed Chair	\$151,500.00	\$188,163.00	\$30,300.00	20.0%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Karen Burg will serve as the Interim Dean of the Graduate School during the search for the permanent replacement.
Civil Engineering	Chowdhury,Mashru r A	Associate Professor	\$87,031.00	\$98,400.00	\$12,000.00	13.8%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Received an appointment as the Eugene Douglas Mays Professor of Transportation Engineering for a five-year renewable term.

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School of Agriculture, Forestry, & Environmental Sciences	Cushing,Tamara Lee	Assistant Professor	\$70,000.00	\$79,000.00	\$7,000.00	10.0%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Ms. Cushing will receive an Administrative Salary Supplement for taking on duties as Extension Forestry & Natural Resources Program Team Leader.
Dean of Engineering & Sciences	Dooley,R Larry	Associate Dean	\$195,171.00	\$234,205.20	\$39,034.20	20.0%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Larry Dooley will serve as the Interim Dean of the College of Engineering and Science in the absence of Dean Gulari.
School of Computing	Gilbert,Juan E	Professor	\$130,000.00	\$142,800.00	\$5,000.00	3.8%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Granted an administrative salary supplement for 3 year title for the appointment to IDEaS Professor.
School of Architecture	Green,Keith E.	Professor	\$84,129.00	\$95,039.00	\$2,500.00	3.0%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Dr. Green will receive an administrative salary supplement for participation in the AAH Creativity Professorship Lecture Series. This is part of the AAH professional development plan.
School of Architecture	Green,Keith E.	Professor	\$84,129.00	\$95,039.00	\$15,000.00	17.8%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Change of Intelligent Materials Systems and Environment (IMSA) from a center to an institute requires additional duties for Mr. Green as Director of the Institute. The previous supplement was removed and a new supplement added.
Food, Nutrition & Package Science	Haliena,Rita M	Senior Lecturer	\$54,689.00	\$62,892.00	\$8,203.00	15.0%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Administrative Salary Supplement for acting as Director of the Didactic Program in Dietetics.

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Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Performing Arts	Hartmann,David J	Dept Chair/Head	\$81,797.00	\$93,500.00	\$8,500.00	10.4%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Dr. Hartmann received a 10% administrative salary supplement for serving as the Department Head/Chair of Performing Arts.
Art	Hung,Christina Nguyen	Assistant Professor	\$52,520.00	\$56,454.00	\$2,500.00	4.8%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Dr. Hung will receive an administrative salary supplement for participation in the AAH Creativity Professorship Lecture Series. This is part of the AAH professional development plan.
Communication Studies	Jones,Karyn O	Associate Professor	\$61,726.00	\$69,936.00	\$6,173.00	10.0%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Added an administrative salary supplement for acting as interim Department Chair for Communications.
School of Accountancy and Finance	Kennedy,Frances A	Associate Professor	\$113,935.00	\$130,228.00	\$11,393.00	10.0%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Dr. Frances Kennedy has assumed the Interim Director duties for the School of Accountancy & Finance. The 10% administrative supplement is standard for all department chairs and directors.
Leadership, Technology & Counselor Education	Knoeppel,Robert C	Dept Chair/Head	\$69,000.00	\$99,000.00	\$24,000.00	34.8%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Promotion/Reclassification & Administrative Supplement: Dr. Knoeppel was selected as the new department chair of the Department of Leadership, Technology & Counselor Education within the School.

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Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Physics & Astronomy	Leising,Mark D	Professor	\$101,914.00	\$124,300.00	\$11,000.00	10.8%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative Supplement & Market Equity Increase: Dr. Leising has been appointed to the position of Interim Chair of the Physics and Astronomy Department at Clemson University, effective June 1, 2011. Dr. Leising will retain his current appointment as Professor of Physics and Astronomy (with tenure). This will ensure his salary is in line with the Oklahoma Faculty Survey.
English	LeMahieu,Michael L	Assistant Professor	\$49,631.00	\$74,800.00	\$6,800.00	13.7%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Additional Duties & Administrative Supplement: Professor LeMahieu became the new Director of the Pearce Center and Class of 1941 Studio for Student Communication. Includes administrative salary supplement.
Communication Studies	Mazer Jr,Joseph P	Assistant Professor	\$56,000.00	\$63,840.00	\$5,600.00	10.0%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: This is a 10% administrative salary supplement for Dr. Mazer to serve as the Acting Associate Chair for Communication Studies.
Biological Sciences	Minor,V Christine M	Senior Lecturer	\$53,192.00	\$60,841.00	\$6,149.00	11.6%	Administrative/Temporary Salary Supplement	TSA - Temporary Salary Adjustment	Administrative/Temporary Salary Supplement: A temporary salary supplement is requested for V. Christine Minor for teaching overload.
Genetics & Biochemistry	Murphy,Keith E	Dept Chair/Head	\$150,000.00	\$191,250.00	\$37,500.00	25.0%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Administrative Salary Supplement to serve as the Director of the CU Genomics Institute (CUGI) and continue serving as Chair of the Department of Genetics and Biochemistry.

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Psychology	Raymark,Patrick H	Dept Chair/Head	\$77,265.00	\$111,100.00	\$10,000.00	12.9%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Additional Duties & Administrative Supplement: The Psychology Department Chair Search Committee has recommended Dr. Patrick Raymark as the Department Chair. The increase in his base salary is in line with other CBBS Department Chairs in Behavioral Science with a 10% administrative salary supplement.
Marketing	Raymond,Mary Anne	Interim Department Chair	\$125,812.00	\$134,900.00	\$12,000.00	9.5%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Promotion & Administrative Supplement: Dr. Raymond has been selected to serve as the Department Chair of Marketing and received an Administrative Salary Supplement.
Teacher Education	Rosenblith,Suzanne N	Dept Chair/Head	\$65,685.00	\$99,000.00	\$24,385.00	37.1%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Promotion/Reclassification & Administrative Supplement: Dr. Rosenblith was selected as the new department chair of the Department of Teacher Education within the School.
Teacher Education	Ryan,Joseph Benedict	Associate Professor	\$61,600.00	\$68,992.00	\$6,160.00	10.0%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Dr. Ryan is responsible for stimulating research productivity for extending the impact of the School's outreach programs.
Communication Studies	Scott,David Travers	Assistant Professor	\$57,000.00	\$62,130.00	\$2,850.00	5.0%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: This is a 5% administrative salary supplement for Dr. Scott to serve as the Acting Director of Graduate Studies for Communication Studies.
Communication Studies	Smith,Eddie R	Senior Lecturer	\$44,483.00	\$50,710.00	\$4,448.00	10.0%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Professor Smith received an administrative salary supplement for serving as the Director of Development, Internships and Study Abroad Programs.

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Teacher Education	Switzer,Deborah M	Professor	\$76,576.00	\$84,234.00	\$3,829.00	5.0%	Administrative/Tem porary Salary Supplement	TSA - Temporary Salary Adjustment	Administrative/Temporary Salary Supplement: Dr. Switzer is serving as our departmental registration coordinator.
English	Williams,Sean D.	Dept Chair/Head	\$68,480.00	\$92,400.00	\$8,400.00	12.3%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Promotion & Administrative Supplement: Professor Williams was promoted to Chair of the Department of English effective 8/15/11. He also received a 10% administrative salary supplement.
Clemson at the Falls	Wyman,David M	Lecturer	\$65,650.00	\$77,650.00	\$12,000.00	18.3%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: David Wyman will serve as the Associate Director of the Arthur M. Spiro Institute.
Communication Studies	Kendall,Brenden E	Assistant Professor	\$47,600.00	\$56,952.00	\$8,400.00	17.6%	Contractual Requirement	PEO - Performance Other	Contractual Requirement & Degree Attainment: Prof. Kendall has now received his PhD and should be increased to the requested academic rate per letter of offer.
Dean of Health, Education & Human Development (HEHD)	Headley,Kathy Neal	Associate Dean	\$122,715.00	\$155,000.00	\$32,285.00	26.3%	Counter Offer/Retention	PEI - Performance Equity Increase	Counter Offer/Retention: Dr. Headley is being recruited by another university.
English	McGrath,Brian M	Assistant Professor	\$50,500.00	\$68,000.00	\$17,500.00	34.7%	Counter Offer/Retention	RTN - Retention Increase	Counter Offer/Retention: Dr. McGrath is being recruited by another university.
Mathematical Sciences	Medlock,Jan Patrick	Assistant Professor	\$75,000.00	\$85,000.00	\$10,000.00	13.3%	Counter Offer/Retention	RTN - Retention Increase	Counter Offer/Retention: This is a retention increase for Dr. Medlock who received an offer from another university.

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Physics & Astronomy	Tritt,Terry M	Alumni Distinguished Professor	\$132,382.00	\$150,000.00	\$17,618.00	13.3%	Counter Offer/Retention	PEO - Performance Other	Counter Offer/Retention: Professor Tritt is being recruited by another university. Increase is based on high productivity, awards, grant expenditures, and professional service.
Chemistry	Smith,Rhett C	Assistant Professor	\$57,691.00	\$71,632.00	\$7,000.00	12.1%	Counter-offer/Retention	PEO - Performance Other	Counter-offer/Retention: Mr. Smith is being recruited by other universities. Increase is based on receipt of CAREER award, outstanding accomplishments, and market equity.
Civil Engineering	Chowdhury,Mashru r A	Associate Professor	\$87,031.00	\$98,400.00	-\$5,000.00	-5.7%	Decrease	RSU - Remove Supplement	None required.
Dean of Engineering & Sciences	Dooley,R Larry	Associate Dean	\$195,171.00	\$234,205.20	-\$5,855.20	-3.0%	Decrease	CPR - Correction-Pay Rate	None required.
Dean of Architecture	Goodstein,Richard E	Dean	\$200,000.00	\$245,000.00	-\$69,667.00	-34.8%	Decrease	RSU - Remove Supplement	None required.
School of Architecture	Green,Keith E.	Professor	\$84,129.00	\$95,039.00	-\$12,000.00	-14.3%	Decrease	RSU - Remove Supplement	None required.
Food, Nutrition & Package Science	Hurley,Rupert A	Assistant Professor	\$54,995.00	\$75,000.00	-\$10,000.00	-18.2%	Decrease	TTN - Conversion 12 Mo to 9 Mo	None required.
English	LeMahieu,Michael L	Assistant Professor	\$49,631.00	\$74,800.00	-\$2,363.00	-4.8%	Decrease	RSA - Remove Salary Adjustment	None required.
Marketing	Raymond,Mary Anne	Interim Department Chair	\$125,812.00	\$134,900.00	-\$11,437.00	-9.1%	Decrease	RSA - Remove Salary Adjustment	None required.

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Dean of Agriculture, Forestry & Life Sciences (CAFLS)	Scott,Thomas R	Dean	\$200,000.00	\$255,000.00	-\$40,000.00	-20.0%	Decrease	RSU - Remove Supplement	None required.
Civil Engineering	Andrus,Ronald D.	Professor	\$79,323.00	\$89,470.00	\$8,000.00	10.1%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Parks, Recreation & Tourism Management	Arthur- Banning,Skylar Gerald	Associate Professor	\$56,490.00	\$64,879.00	\$5,000.00	8.9%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Chemistry	Arya,Dev Priya	Professor	\$80,985.00	\$91,010.00	\$8,000.00	9.9%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
School of Agriculture, Forestry, & Environmental Sciences	Bielenberg,Douglas G	Associate Professor	\$70,210.00	\$76,810.00	\$5,000.00	7.1%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Electrical & Computer Engineering	Burg,Timothy C	Associate Professor	\$85,591.00	\$92,891.00	\$5,000.00	5.8%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Performing Arts	Buyer,Paul L	Associate Professor	\$53,473.00	\$63,077.00	\$8,000.00	15.0%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Genetics & Biochemistry	Cao,Weiguo	Professor	\$86,047.00	\$95,047.00	\$8,000.00	9.3%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Food, Nutrition & Package Science	Chen,Feng	Professor	\$75,235.00	\$89,209.00	\$8,000.00	10.6%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Biological Sciences	Childress,Michael J	Associate Professor	\$70,498.00	\$76,498.00	\$5,000.00	7.1%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Chemistry	Christensen,Kenneth A	Associate Professor	\$63,241.00	\$70,454.00	\$5,000.00	7.9%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
School of Computing	Dean,Brian Christopher	Associate Professor	\$84,467.00	\$94,535.00	\$5,000.00	5.9%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Biological Sciences	DeWalt,Saara J	Assistant Professor	\$71,205.00	\$77,205.00	\$5,000.00	7.0%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Chemistry	Dominy,Brian N	Associate Professor	\$58,426.00	\$64,887.00	\$5,000.00	8.6%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion

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Philosophy & Religion	Grau,Christopher M	Associate Professor	\$51,510.00	\$57,025.00	\$5,000.00	9.7%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Public Health	Griffin,Sarah F	Assistant Professor	\$59,414.00	\$65,899.00	\$5,000.00	8.4%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Food, Nutrition & Package Science	Jiang,Xiuping	Professor	\$76,525.00	\$89,525.00	\$8,000.00	10.5%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
School of Nursing	Johnson,Arlene E	Associate Professor	\$66,000.00	\$72,980.00	\$5,000.00	7.6%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Genetics & Biochemistry	Lawton Rauh,Amy Louise	Assistant Professor	\$68,803.00	\$74,303.00	\$5,000.00	7.3%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Public Health	Mayo,Rachel M	Professor	\$70,681.00	\$80,095.00	\$8,000.00	11.3%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
English	Morris,Keith L	Professor	\$57,697.00	\$71,467.00	\$8,000.00	13.9%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Bioengineering	Nagatomi,Jiro	Associate Professor	\$75,223.00	\$80,223.00	\$5,000.00	6.6%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Parks, Recreation & Tourism Management	Norman,William C	Professor	\$72,973.00	\$84,622.00	\$8,000.00	11.0%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Civil Engineering	Ogle,Jennifer H	Associate Professor	\$73,191.00	\$80,900.00	\$5,000.00	6.8%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Campbell Grad Engr Program	Omar,Mohammad Atif	Associate Professor	\$76,356.00	\$83,647.00	\$5,000.00	6.5%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Psychology	Pak,Chong Hyon	Associate Professor	\$57,412.00	\$65,812.00	\$5,000.00	8.7%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Parks, Recreation & Tourism Management	Powell,Robert Baxter	Associate Professor	\$70,600.00	\$75,600.00	\$5,000.00	7.1%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Mechanical Engineering	Qiao,Rui	Assistant Professor	\$72,793.00	\$82,161.00	\$5,000.00	6.9%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Leadership, Technology & Counselor Education	Satterfield,James W	Associate Professor	\$61,610.00	\$67,842.00	\$5,000.00	8.1%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Mechanical Engineering	Saylor,John R	Professor	\$79,913.00	\$92,708.00	\$8,000.00	10.0%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Parks, Recreation & Tourism Management	Schmalz,Dorothy L	Associate Professor	\$56,490.00	\$64,879.00	\$5,000.00	8.9%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion

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School of Agriculture, Forestry, & Environmental Sciences	Schnabel,Guido	Professor	\$81,444.00	\$91,694.00	\$8,000.00	9.8%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Public Health	Sherrill,Windsor Westbrook	Professor	\$63,933.00	\$75,609.00	\$8,000.00	12.5%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Bioengineering	Simionescu,Dan T	Associate Professor	\$75,628.00	\$82,519.00	\$5,000.00	6.6%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Teacher Education	Smith,Deborah A	Professor	\$65,929.00	\$73,929.00	\$8,000.00	12.1%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Chemistry	Smith,Rhett C	Assistant Professor	\$57,691.00	\$71,632.00	\$5,000.00	8.7%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Public Health	Spitler,Hugh D	Professor	\$68,374.00	\$78,083.00	\$8,000.00	11.7%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
History	Taylor- Shockley,Megan Newbury	Professor	\$56,560.00	\$67,839.00	\$8,000.00	14.1%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Mechanical Engineering	Vahidi,Ardalan	Associate Professor	\$72,793.00	\$81,433.00	\$5,000.00	6.9%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Bioengineering	Vertegel,Alexey Alexandrovich	Associate Professor	\$78,276.00	\$83,276.00	\$5,000.00	6.4%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
School of Agriculture, Forestry, & Environmental Sciences	Wang,Gaofeng G	Professor	\$79,314.00	\$89,564.00	\$8,000.00	10.1%	Faculty Rank Promotion	TTL - Title Change	Faculty Rank Promotion
Electrical & Computer Engineering	Wang,Pingshan	Associate Professor	\$81,682.00	\$91,583.00	\$5,000.00	6.1%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
School of Planning, Development, Preservation and Landscape Architecture	Wilson,Ashley Lawren Robbins	Associate Professor	\$68,730.00	\$74,596.00	\$5,000.00	7.3%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion

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Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
School of Agriculture, Forestry, & Environmental Sciences	Adelberg,Jeffrey W	Associate Professor	\$74,089.00	\$79,689.00	\$5,600.00	7.6%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.
Physics & Astronomy	Alexov,Emil Georgiev	Associate Professor	\$80,295.00	\$88,325.00	\$8,030.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on tenure achievement, high grant awards, management of large group with 3 postdocs and 5 PhD students, national/international collaborations, and excellence in teaching.
Languages	An,Yanming	Professor	\$61,475.00	\$70,327.00	\$2,705.00	4.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.4% vs. Oct 1, 2010 salary*.
PRTM Leisure Skills	Anderson,Daniel Morgan	Lecturer	\$49,193.00	\$60,180.00	\$1,180.00	2.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.4% vs. Oct 1, 2010 salary*.
History	Andrew Jr,John R	Professor	\$62,065.00	\$68,272.00	\$6,207.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity and scholarly productivity.
Civil Engineering	Andrus,Ronald D.	Professor	\$79,323.00	\$89,470.00	\$2,147.00	2.7%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.7% vs. Oct 1, 2010 salary*.
Parks, Recreation & Tourism Management	Arthur- Banning,Skye Gerald	Associate Professor	\$56,490.00	\$64,879.00	\$3,389.00	6.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.
Chemistry	Arya,Dev Priya	Professor	\$80,985.00	\$91,010.00	\$2,025.00	2.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
English	Ashton,Susanna M	Associate Professor	\$56,378.00	\$62,016.00	\$5,638.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity, publication, grant funding, direction of creative inquiry courses, and departmental committee work.
Parks, Recreation & Tourism Management	Backman,Kenneth F	Assoc Professor	\$68,449.00	\$74,952.00	\$6,503.00	9.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on significant contribution to department objectives and outstanding record of research.
Parks, Recreation & Tourism Management	Baldwin,Elizabeth Dennis	Assistant Professor	\$54,095.00	\$59,234.00	\$5,139.00	9.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on significant contribution to departmental objectives and outstanding record of research.
School of Agriculture, Forestry, & Environmental Sciences	Bellinger,Robert G	Professor	\$87,253.00	\$93,503.00	\$6,250.00	7.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.
School of Agriculture, Forestry, & Environmental Sciences	Bielenberg,Douglas G	Associate Professor	\$70,210.00	\$76,810.00	\$1,600.00	2.3%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.3% vs. Oct 1, 2010 salary*.
Psychology	Britt Jr,Thomas W.	Professor	\$79,000.00	\$86,500.00	\$7,500.00	9.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent research, teaching, service, regular publication in highly ranked journals, and high grant awards. Received the Department of Psychology Psi Chi Outstanding Teacher Award.
Physics & Astronomy	Brittain,Sean D	Associate Professor	\$72,911.00	\$78,671.00	\$5,760.00	7.9%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent record in scholarly output, research funding, involvement of students at all levels, extensive service and outreach.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
School of Materials Science & Engineering	Brown,Philip J	Endowed Chair	\$86,615.00	\$107,273.00	\$3,335.00	3.9%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.9% vs. Oct 1, 2010 salary*.
Bioengineering	Burg,Karen J.L.	Endowed Chair	\$151,500.00	\$188,163.00	\$6,363.00	4.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.2% vs. Oct 1, 2010 salary*.
Electrical & Computer Engineering	Burg,Timothy C	Associate Professor	\$85,591.00	\$92,891.00	\$2,300.00	2.7%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.7% vs. Oct 1, 2010 salary*.
Performing Arts	Buyer,Paul L	Associate Professor	\$53,473.00	\$63,077.00	\$1,604.00	3.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.0% vs. Oct 1, 2010 salary*.
Genetics & Biochemistry	Cao,Weiguo	Professor	\$86,047.00	\$95,047.00	\$1,000.00	1.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.2% vs. Oct 1, 2010 salary*.
Food, Nutrition & Package Science	Chen,Feng	Professor	\$75,235.00	\$89,209.00	\$5,974.00	7.9%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.
Biological Sciences	Childress,Michael J	Associate Professor	\$70,498.00	\$76,498.00	\$1,000.00	1.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.4% vs. Oct 1, 2010 salary*.
Civil Engineering	Chowdhury,Mashru r A	Associate Professor	\$87,031.00	\$98,400.00	\$4,369.00	5.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.0% vs. Oct 1, 2010 salary*.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Chemistry	Christensen,Kenneth A	Associate Professor	\$63,241.00	\$70,454.00	\$2,213.00	3.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.5% vs. Oct 1, 2010 salary*.
PRTM Outdoor Laboratory	Conrad,Leslie E	Academic Program Director	\$45,894.00	\$71,400.00	\$1,400.00	3.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.
School of Agriculture, Forestry, & Environmental Sciences	Cushing,Tamara Lee	Assistant Professor	\$70,000.00	\$79,000.00	\$2,000.00	2.9%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.9% vs. Oct 1, 2010 salary*.
School of Computing	Dean,Brian Christopher	Associate Professor	\$84,467.00	\$94,535.00	\$5,068.00	6.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.
Biological Sciences	DeWalt,Saara J	Assistant Professor	\$71,205.00	\$77,205.00	\$1,000.00	1.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.4% vs. Oct 1, 2010 salary*.
School of Agriculture, Forestry, & Environmental Sciences	Dobbins,Thomas R	Professor	\$87,008.00	\$93,258.00	\$6,250.00	7.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.
Chemistry	Dominy,Brian N	Associate Professor	\$58,426.00	\$64,887.00	\$1,461.00	2.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Dean of Engineering & Sciences	Dooley,R Larry	Associate Dean	\$195,171.00	\$234,205.20	\$5,855.20	3.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	None required.
School of Planning, Development, Preservation and Landscape Architecture	Ellis,Clifford Donald	Associate Professor	\$72,975.00	\$78,375.00	\$5,400.00	7.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on outstanding teaching, papers in submission, book approved by MIT Press, and market equity.
Animal & Veterinary Science	Fain,Jillian L	Instructor	\$48,348.00	\$51,348.00	\$3,000.00	6.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on extremely heavy teaching for AVS, outstanding teaching record, and excellent student advisement.
Marketing	Fine,Amanda Cooper	Lecturer	\$55,000.00	\$60,000.00	\$5,000.00	9.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent teacher effectiveness ratings and serving as the Master Advisor and internship coordinator for the Marketing Department.
Management	Fredendall,Lawrence D	Associate Professor	\$109,252.00	\$116,900.00	\$7,648.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on publications in high ranked journals, service to the Management department, and market equity.
School of Computing	Gilbert,Juan E	Professor	\$130,000.00	\$142,800.00	\$7,800.00	6.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.
Philosophy & Religion	Grau,Christopher M	Associate Professor	\$51,510.00	\$57,025.00	\$515.00	1.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.0% vs. Oct 1, 2010 salary*.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
School of Architecture	Green,Keith E.	Professor	\$84,129.00	\$95,039.00	\$5,410.00	6.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on securing high dollar institute gifts, receipt of the first at-large College of AAH Creativity Professor title, and market equity.
Public Health	Griffin,Sarah F	Assistant Professor	\$59,414.00	\$65,899.00	\$1,485.00	2.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.
Animal & Veterinary Science	Hall,Michelle A	Associate Professor	\$74,905.00	\$80,005.00	\$5,100.00	6.8%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent teaching and advisory performance, market equity, dept authority on exotic birds, re-established aviary, and course innovation.
Chemical & Biomolecular Engineering	Hirt,Douglas E	Dept Chair/Head	\$133,014.00	\$155,221.00	\$4,521.00	3.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.4% vs. Oct 1, 2010 salary*.
Biological Sciences	Hughes,Thomas A	Professor	\$78,207.00	\$83,207.00	\$5,000.00	6.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity.
Art	Hung,Christina Nguyen	Assistant Professor	\$52,520.00	\$56,454.00	\$1,434.00	2.7%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.7% vs. Oct 1, 2010 salary*.
Food, Nutrition & Package Science	Jiang,Xiuping	Professor	\$76,525.00	\$89,525.00	\$5,000.00	6.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent performance and market equity.
School of Nursing	Johnson,Arlene E	Associate Professor	\$66,000.00	\$72,980.00	\$1,980.00	3.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.0% vs. Oct 1, 2010 salary*.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Communication Studies	Jones,Karyn O	Associate Professor	\$61,726.00	\$69,936.00	\$2,037.00	3.3%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.3% vs. Oct 1, 2010 salary*.
Physics & Astronomy	Ke,Pu-Chun	Associate Professor	\$74,432.00	\$79,642.00	\$5,210.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent productivity of PhD students and research, and international recognition of research results. Most mentioned outstanding teacher in undergraduate exit interviews.
Communication Studies	Kendall,Brenden E	Assistant Professor	\$47,600.00	\$56,952.00	\$952.00	2.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.0% vs. Oct 1, 2010 salary*.
School of Accountancy and Finance	Kennedy,Frances A	Associate Professor	\$113,935.00	\$130,228.00	\$4,900.00	4.3%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.3% vs. Oct 1, 2010 salary*.
School of Agriculture, Forestry, & Environmental Sciences	Khalilian,Ahmad	Professor	\$98,122.00	\$104,372.00	\$6,250.00	6.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity and high grant expenditures.
School of Agriculture, Forestry, & Environmental Sciences	Kirk,Kendall R	Assistant Professor	\$45,948.00	\$71,600.00	\$1,600.00	3.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.5% vs. Oct 1, 2010 salary*.
School of Materials Science & Engineering	Kornev,Konstantin German	Associate Professor	\$64,236.00	\$73,871.00	\$9,635.00	15.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase is based on teaching and significant research productivity, and extremely productive contributions to the service mission of the School.
School of Agriculture, Forestry, & Environmental Sciences	Lanham,Joseph D	Professor	\$86,248.00	\$92,498.00	\$6,250.00	7.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Genetics & Biochemistry	Lawton Rauh,Amy Louise	Assistant Professor	\$68,803.00	\$74,303.00	\$500.00	0.7%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 0.7% vs. Oct 1, 2010 salary*.
Physics & Astronomy	Leising,Mark D	Professor	\$101,914.00	\$124,300.00	\$3,300.00	3.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.2% vs. Oct 1, 2010 salary*.
Genetics & Biochemistry	Liang,Haiying	Assistant Professor	\$63,024.00	\$68,224.00	\$5,200.00	8.3%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.
School of Materials Science & Engineering	Luo,Jian	Associate Professor	\$75,032.00	\$82,498.00	\$7,466.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on extremely productive contribution to the teaching, research and service mission of the School and University. Because of his exceptional performance in research he was presented with CoES Achievement in Science Award.
English	Manganelli,Kimberl y Snyder	Assistant Professor	\$46,354.00	\$50,989.00	\$4,635.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity, publication, departmental and university committee work, and direction of undergraduate research.
Genetics & Biochemistry	Marcotte Jr,William R	Professor	\$89,732.00	\$95,232.00	\$5,500.00	6.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity and high grant expenditures.
Public Health	Mayo,Rachel M	Professor	\$70,681.00	\$80,095.00	\$1,414.00	2.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.0% vs. Oct 1, 2010 salary*.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Communication Studies	Mazer Jr,Joseph P	Assistant Professor	\$56,000.00	\$63,840.00	\$2,240.00	4.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.0% vs. Oct 1, 2010 salary*.
Biological Sciences	Minor,V Christine M	Senior Lecturer	\$53,192.00	\$60,841.00	\$1,500.00	2.8%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.8% vs. Oct 1, 2010 salary*.
Mechanical Engineering	Mocko,Gregory	Assistant Professor	\$70,707.00	\$75,656.00	\$4,949.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on teaching excellence, good expenditures, and production of graduate students
Genetics & Biochemistry	Morris,James C	Associate Professor	\$72,554.00	\$80,554.00	\$8,000.00	11.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.
English	Morris,Keith L	Professor	\$57,697.00	\$71,467.00	\$5,770.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity, departmental committee work, scholarly contributions, and direction of several graduate student theses.
Genetics & Biochemistry	Murphy,Keith E	Dept Chair/Head	\$150,000.00	\$191,250.00	\$3,750.00	2.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.
Parks, Recreation & Tourism Management	Norman,William C	Professor	\$72,973.00	\$84,622.00	\$3,649.00	5.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.0% vs. Oct 1, 2010 salary*.
Mathematical Sciences	Novick,Beth A	Senior Lecturer	\$47,055.00	\$50,902.00	\$847.00	1.8%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.8% vs. Oct 1, 2010 salary*.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Civil Engineering	Ogle,Jennifer H	Associate Professor	\$73,191.00	\$80,900.00	\$2,709.00	3.7%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.7% vs. Oct 1, 2010 salary*.
Campbell Grad Engr Program	Omar,Mohammad Atif	Associate Professor	\$76,356.00	\$83,647.00	\$2,291.00	3.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.0% vs. Oct 1, 2010 salary*.
Psychology	Pak,Chong Hyon	Associate Professor	\$57,412.00	\$65,812.00	\$3,400.00	5.9%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.9% vs. Oct 1, 2010 salary*.
Philosophy & Religion	Perpich,Diane	Associate Professor	\$53,355.00	\$58,691.00	\$5,336.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on completion of a very active and productive year in all areas of professional responsibility.
Dean of College of Business & Behavioral Sciences	Pickett,Gregory M	Dept Chair/Head	\$143,576.00	\$200,250.00	\$5,250.00	3.7%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.7% vs. Oct 1, 2010 salary*.
Biological Sciences	Ptacek,Margaret	Professor	\$84,454.00	\$90,454.00	\$6,000.00	7.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.
Mechanical Engineering	Qiao,Rui	Assistant Professor	\$72,793.00	\$82,161.00	\$4,368.00	6.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.
Psychology	Raymark,Patrick H	Dept Chair/Head	\$77,265.00	\$111,100.00	\$1,100.00	1.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.4% vs. Oct 1, 2010 salary*.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Marketing	Raymond,Mary Anne	Interim Department Chair	\$125,812.00	\$134,900.00	\$4,900.00	3.9%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.9% vs. Oct 1, 2010 salary*.
English	Rivlin,Elizabeth J	Assistant Professor	\$46,802.00	\$51,482.00	\$4,680.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity, publication, editorship, bringing a national speaker to Clemson, excellence in teaching, and direction of several undergraduate research projects.
Teacher Education	Ryan,Joseph Benedict	Associate Professor	\$61,600.00	\$68,992.00	\$1,232.00	2.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.0% vs. Oct 1, 2010 salary*.
Leadership, Technology & Counselor Education	Satterfield,James W	Associate Professor	\$61,610.00	\$67,842.00	\$1,232.00	2.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.0% vs. Oct 1, 2010 salary*.
Mechanical Engineering	Saylor,John R	Professor	\$79,913.00	\$92,708.00	\$4,795.00	6.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.
Parks, Recreation & Tourism Management	Schmalz,Dorothy L	Associate Professor	\$56,490.00	\$64,879.00	\$3,389.00	6.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.
School of Agriculture, Forestry, & Environmental Sciences	Schnabel,Guido	Professor	\$81,444.00	\$91,694.00	\$2,250.00	2.8%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.8% vs. Oct 1, 2010 salary*.
Communication Studies	Scott,David Travers	Assistant Professor	\$57,000.00	\$62,130.00	\$2,280.00	4.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.0% vs. Oct 1, 2010 salary*.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Genetics & Biochemistry	Sehorn,Michael Glen	Assistant Professor	\$60,600.00	\$67,300.00	\$6,700.00	11.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.
Public Health	Sherrill,Windsor Westbrook	Professor	\$63,933.00	\$75,609.00	\$3,676.00	5.7%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.7% vs. Oct 1, 2010 salary*.
Bioengineering	Simionescu,Dan T	Associate Professor	\$75,628.00	\$82,519.00	\$1,891.00	2.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.
History	Smith,Christa A.	Associate Professor	\$50,257.00	\$55,283.00	\$5,026.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity and scholarly productivity.
Communication Studies	Smith,Eddie R	Senior Lecturer	\$44,483.00	\$50,710.00	\$1,779.00	4.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.0% vs. Oct 1, 2010 salary*.
Chemistry	Smith,Rhett C	Assistant Professor	\$57,691.00	\$71,632.00	\$1,941.00	3.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.4% vs. Oct 1, 2010 salary*.
Public Health	Spitler,Hugh D	Professor	\$68,374.00	\$78,083.00	\$1,709.00	2.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.
Philosophy & Religion	Starkey,Charles	Associate Professor	\$53,763.00	\$59,139.00	\$5,376.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Completed a very active and productive year in all areas of professional responsibility.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Management	Stewart Jr,Wayne H	Associate Professor	\$108,070.00	\$115,635.00	\$7,565.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on publications in high ranked journals, excellent departmental, college, & university service, high student ratings, and market equity.
Teacher Education	Switzer,Deborah M	Professor	\$76,576.00	\$84,234.00	\$3,829.00	5.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.0% vs. Oct 1, 2010 salary*.
History	Taylor- Shockley,Megan Newbury	Professor	\$56,560.00	\$67,839.00	\$3,279.00	5.8%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.8% vs. Oct 1, 2010 salary*.
University Libraries	Teague,Gypsey	Librarian I	\$49,995.00	\$55,985.00	\$990.00	2.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.0% vs. Oct 1, 2010 salary*.
Biological Sciences	Temesvari,Lesly	Professor	\$86,737.00	\$93,737.00	\$7,000.00	8.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures.
Mechanical Engineering	Vahidi,Ardalan	Associate Professor	\$72,793.00	\$81,433.00	\$3,640.00	5.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.0% vs. Oct 1, 2010 salary*.
Campbell Grad Engr Program	Venhovens,Paul	Endowed Chair	\$130,000.00	\$138,355.00	\$8,355.00	6.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on excellent performance, big impact, and market equity.
School of Agriculture, Forestry, & Environmental Sciences	Wang,Gaofeng G	Professor	\$79,314.00	\$89,564.00	\$2,250.00	2.8%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.8% vs. Oct 1, 2010 salary*.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Electrical & Computer Engineering	Wang,Pingshan	Associate Professor	\$81,682.00	\$91,583.00	\$4,901.00	6.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.
School of Planning, Development, Preservation and Landscape Architecture	Wilson,Ashley Lawren Robbins	Associate Professor	\$68,730.00	\$74,596.00	\$866.00	1.3%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.3% vs. Oct 1, 2010 salary*.
Languages	Zhang,Yanhua	Associate Professor	\$52,651.00	\$56,389.00	\$3,738.00	7.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on Excellent rating on performance review: raise rewards outstanding performance, major service role and market equity relative to other associate professors.
PRTM Leisure Skills	Anderson,Daniel Morgan	Lecturer	\$49,193.00	\$60,180.00	\$2,428.00	4.9%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Mr. Anderson's salary should be comparable to the Assistant Director of the PGA Golf Management Program.
Physics & Astronomy	Leising,Mark D	Professor	\$101,914.00	\$124,300.00	\$8,086.00	7.9%	Market Equity Increase	PEO - Performance Other	Administrative Supplement & Market Equity Increase: Dr. Leising has been appointed to the position of Interim Chair of the Physics and Astronomy Department at Clemson University, effective June 1, 2011. Dr. Leising will retain his current appointment as Professor of Physics and Astronomy (with tenure). This will ensure his salary is in line with the Oklahoma Faculty Survey.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Genetics & Biochemistry	Morris,Meredith Teilhet	Assistant Professor	\$40,000.00	\$73,000.00	\$33,000.00	82.5%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Increase the base salary of Meredith Morris to be commensurate with the benchmark range for Assistant Professors in Genetics and Biochemistry.
Teacher Education	Rosenblith,Suzanne N	Dept Chair/Head	\$65,685.00	\$99,000.00	\$3,850.00	5.9%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Per the Provost's Office, Suzanne Rosenblith should be at the same rate as Robert Knoeppel.
Leadership, Technology & Counselor Education	Knoeppel,Robert C	Dept Chair/Head	\$69,000.00	\$99,000.00	\$6,000.00	8.7%	Performance Other	PEO - Performance Other	Promotion/Reclassification & Administrative Supplement: Dr. Knoeppel was selected as the new department chair of the Department of Leadership, Technology & Counselor Education within the School.
PRTM Outdoor Laboratory	Conrad,Leslie E	Academic Program Director	\$45,894.00	\$71,400.00	\$24,106.00	52.5%	Promotion/Reclassi fication	PRO - Promotion	Promotion/Reclassification: Ms. Conrad was promoted from Associate Director to Associate Director of the PRTM Outdoor Laboratory. The Associate Director position will not be filled.
Dean of Architecture	Goodstein,Richard E	Dean	\$200,000.00	\$245,000.00	\$114,667.00	57.3%	Promotion/Reclassi fication	PRO - Promotion	Promotion/Reclassification: Richard Goodstein will serve as Dean of AAH.
Performing Arts	Hartmann,David J	Dept Chair/Head	\$81,797.00	\$93,500.00	\$3,203.00	3.9%	Promotion/Reclassi fication	PRO - Promotion	Promotion/Reclassification: Professor Hartmann was promoted to Department Head/Chair of Performing Arts.
Chemical & Biomolecular Engineering	Hirt,Douglas E	Dept Chair/Head	\$133,014.00	\$155,221.00	\$17,686.00	13.3%	Promotion/Reclassi fication	PRO - Promotion	Promotion/Reclassification: Dr. Hirt will serve as the Department Chair for the Department of Chemical and Biomolecular Engineering.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Food, Nutrition & Package Science	Hurley,Rupert A	Assistant Professor	\$54,995.00	\$75,000.00	\$30,005.00	54.6%	Promotion/Reclassification	PEO - Performance Other	Promotion/Reclassification & Degree Attainment: Mr. Andrew Hurley received his Ph.D from Clemson University in August 2011 and was promoted from Lecturer to Assistant Professor.
Genetics & Biochemistry	Ingram-Smith,Cheryl Jean	Senior Lecturer	\$41,511.00	\$73,000.00	\$31,489.00	75.9%	Promotion/Reclassification	PEO - Performance Other	Promotion/Reclassification: Promotion of Dr. Ingram-Smith to the title of Assistant Professor with tenure-track status. The increase in salary is commensurate with the change in title.
School of Agriculture, Forestry, & Environmental Sciences	Kirk,Kendall R	Assistant Professor	\$45,948.00	\$71,600.00	\$19,052.00	41.5%	Promotion/Reclassification	PEO - Performance Other	Promotion/Reclassification & Degree Attainment: Dr. Kirk received his PhD in December 2010 and was promoted from Lecturer to Assistant Professor at market value.
School of Agriculture, Forestry, & Environmental Sciences	Kirk,Kendall R	Assistant Professor	\$45,948.00	\$71,600.00	\$5,000.00	10.9%	Promotion/Reclassification	PEO - Performance Other	Promotion/Reclassification & Degree Attainment: Dr. Kirk received his PhD in December 2010 and was promoted from Lecturer to Assistant Professor at market value.
Mathematical Sciences	Novick,Beth A	Senior Lecturer	\$47,055.00	\$50,902.00	\$3,000.00	6.4%	Promotion/Reclassification	PEO - Performance Other	Promotion/Reclassification: Dr. Novick received a unanimous vote to be reclassified to the title of Senior Lecturer.
Dean of College of Business & Behavioral Sciences	Pickett,Gregory M	Dept Chair/Head	\$143,576.00	\$200,250.00	\$51,424.00	35.8%	Promotion/Reclassification	PRO - Promotion	Promotion/Reclassification: Dr. Gregory Pickett has been selected by the search committee to fill the Associate Dean position.
Marketing	Raymond,Mary Anne	Interim Department Chair	\$125,812.00	\$134,900.00	\$3,625.00	2.9%	Promotion/Reclassification	PRO - Promotion	Promotion & Administrative Supplement: Dr. Raymond has been selected to serve as the Department Chair of Marketing and received an Administrative Salary Supplement.

Faculty \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Teacher Education	Rosenblith,Suzanne N	Dept Chair/Head	\$65,685.00	\$99,000.00	\$5,080.00	7.7%	Promotion/Reclassification	PEO - Performance Other	Promotion/Reclassification & Administrative Supplement: Dr. Rosenblith was selected as the new department chair of the Department of Teacher Education within the School.
University Libraries	Teague,Gypsey	Librarian I	\$49,995.00	\$55,985.00	\$5,000.00	10.0%	Promotion/Reclassification	PRO - Promotion	Promotion/Reclassification: Increase in salary to coincide with change in tenure status from non-tenured to tenured.
English	Williams,Sean D.	Dept Chair/Head	\$68,480.00	\$92,400.00	\$10,272.00	15.0%	Promotion/Reclassification	PRO - Promotion	Promotion & Administrative Supplement: Professor Williams was promoted to Chair of the Department of English effective 8/15/11. He also received a 10% administrative supplement.
English	Williams,Sean D.	Dept Chair/Head	\$68,480.00	\$92,400.00	\$5,247.00	7.7%	Promotion/Reclassification	PEO - Performance Other	Promotion & Administrative Supplement: Professor Williams was promoted to Chair of the Department of English effective 8/15/11. He also received a 10% administrative supplement.

Academic Staff \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Cooperative Education Program	Burton III,O'Neil B	Exec Dir Coop Ed/Mich Career	\$74,800.00	\$97,240.00	\$22,440.00	30.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: As a result of reorganization, the Michelin Career Center under Student Affairs and Cooperative Education under Undergraduate Studies will be combining their efforts. Therefore, Neil Burton will serve as the Executive Director for the Career Center and Cooperative Education Program.
CCIT Planning & Resource Management	Dobrenen,Katherine A	Information Tech Mgr II	\$71,081.00	\$90,414.00	\$14,216.00	20.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Katherine has assumed the additional role of budget director and the associated responsibilities for managing a diverse portfolio in the amount of approximately \$50 million. By assuming this role, we have avoided the cost of refilling the position vacated by the previous incumbent.
CAFLS Business Office	Jones,Deborah S	Grants Coordinator II	\$41,072.00	\$52,258.00	\$6,161.00	15.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Added additional duties as a result of the CAFLS reorganization and reduced workforce. Ms. Jones will be one of two people handling the post award accounting function for the entire College.
Network Services & Telecommunications	Parker,Brian K.	Systems Programmer II	\$64,075.00	\$71,000.00	\$6,925.00	10.8%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Brian has assumed additional duties as a technical leader for networking and provides technical direction for the engineering team to align future NST technology decisions with CCIT next-generation priorities and technologies.
National Brick Research Center	Parker,Gary W	Research Associate	\$50,610.00	\$55,671.00	\$5,061.00	10.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Mr. Parker has assumed supervision of the Bishop Materials Laboratory in the Research Park.

Academic Staff \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
School of Agriculture, Forestry, & Environmental Sciences	Polomski,Robert F	Extension Associate	\$68,700.00	\$76,570.00	\$6,870.00	10.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties & Degree Attainment: Dr. Polomski earned his doctorate in Plant and Environmental Sciences in July 2009. Due to the increased teaching load, his 100% PSA (extension) appointment was changed to 50% PSA (extension) and 50% E&G (teaching). Individuals receiving Ph.D. degrees will receive market-driven compensation not to exceed ten (10) percent of their salary.
School of Agriculture, Forestry, & Environmental Sciences	Vincent,Ellen Anita	Extension Associate	\$56,871.00	\$63,558.00	\$5,687.00	10.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties & Degree Attainment: Dr. Vincent has recently attained a higher level of education (PhD) directly related to her current position. Due to the increased teaching load, her 100% PSA (extension) appointment was changed to 50% PSA (extension) and 50% E&G (teaching) on October 1. Individuals receiving PhD degrees will receive market-driven compensation not to exceed ten (10) percent of their salary.
CAFLS Business Office	Whitfield,Deborah G	Accnt/Fiscal Analyst III	\$48,298.00	\$60,734.00	\$7,245.00	15.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Added additional duties as a result of the CAFLS reorganization and reduced workforce. Ms. Whitfield will be one of two people handling the post award accounting function for the entire College.
Office of Undergraduate Studies	Whorton,Susan S	Transfer Student Coordinator	\$53,554.00	\$65,460.62	\$8,033.00	15.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Since its inception, the Bridge Program has grown by over 300%. As a result, the general administration and needs have increased greatly.

Academic Staff \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
National Scholars	Williams,James Edward	Lecturer	\$57,919.00	\$65,111.62	\$5,791.00	10.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: James has assumed substantial additional duties within the Calhoun Honors College that are beyond his duties within National Scholars.
Learning Technologies	Charles,Debra Mitchell	Information Tech Mgr I	\$52,500.00	\$81,506.00	\$10,631.00	20.2%	Administrative/Tem porary Salary Supplement	TSA - Temporary Salary Adjustment	Administrative/Temporary Salary Supplement: Added Temporary Salary Supplement for Deb Charles to assume the duties and responsibilities as Executive Director for Customer Relations and Learning Technologies (CRLT).
Institutional Research	Chrestman,Ronald E	Lecturer: Non-Teaching	\$68,867.00	\$75,589.00	\$5,000.00	7.3%	Administrative/Tem porary Salary Supplement	TSA - Temporary Salary Adjustment	Administrative/Temporary Salary Supplement: A Temporary Salary Supplement was assigned for his additional work related to Athletics reporting required for NCAA compliance.
National Dropout Prevention Center	Drew Jr,Samuel F	Assoc Academic Program Dir	\$81,807.00	\$111,800.00	\$28,193.00	34.5%	Administrative/Tem porary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Dr. Sam Drew has been named the Interim Executive Director of the National Dropout Prevention Center, effective immediately, until the position can be filled.
Assessment	Henry,Teresa N	Administrative Coord I	\$52,349.00	\$61,796.33	\$7,852.00	15.0%	Administrative/Tem porary Salary Supplement	TSA - Temporary Salary Adjustment	Administrative/Temporary Salary Supplement: Temporary Salary Supplement requested in association with the reaffirmation visit related to SACS (accreditation).
Institutional Research	Westcott III,S Wickes	Lecturer	\$81,143.00	\$94,794.00	\$10,000.00	12.3%	Administrative/Tem porary Salary Supplement	TSA - Temporary Salary Adjustment	Administrative/Temporary Salary Supplement: ATemporary Salary Supplement was added to compensate Dr. Westcott for his additional work related to the Banner implementation.

Academic Staff \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Office of Undergraduate Studies	Whorton,Susan S	Transfer Student Coordinator	\$53,554.00	\$65,460.62	\$1,967.00	3.7%	Certificate/Degree/ License Attainment	PEO - Performance Other	Degree Attainment: This is an increase in salary for obtaining her PhD recently.
Office of Undergraduate Studies	Appling,Jeffrey R	Professor	\$101,793.00	\$113,086.79	\$8,000.00	7.9%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Rutland Institute for Ethics	Wueste,Daniel E	Professor	\$111,969.00	\$122,368.38	\$8,000.00	7.1%	Faculty Rank Promotion	FRP - Faculty Rank Promotion	Faculty Rank Promotion
Associate Dean for Academic Affairs (CAFLS)	Allen Jr,Ray K	Info Resource Consult II	\$52,412.00	\$55,679.00	\$3,267.00	6.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on being IT Outstanding Performer, market equity, and voluntarily accepting additional duties.
Office of Academic Affairs	Allison,Berinthia Coggins	Human Resources Mgr II	\$44,625.00	\$52,499.00	\$2,499.00	5.6%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.6% vs. Oct 1, 2010 salary*.
Office of Undergraduate Studies	Appling,Jeffrey R	Professor	\$101,793.00	\$113,086.79	\$3,293.79	3.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.2% vs. Oct 1, 2010 salary*.

Academic Staff \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Computer Systems & Operation	Brown, Jamie L	Information Tech Mgr II	\$68,109.00	\$74,920.00	\$6,811.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on contribution to strategic plan and bottom line and substantially increased workload.
Institutional Research	Chrestman, Ronald E	Lecturer: Non-Teaching	\$68,867.00	\$75,589.00	\$1,722.00	2.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.
Industrial Engineering	Clark, Martin C	Systems Programmer II	\$48,480.00	\$51,510.00	\$3,030.00	6.3%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on receipt of Award Winning Technical Staff 2011 in the College.
Computer Systems & Operation	Davis, Daniel J	Systems Programmer II	\$68,606.00	\$73,408.00	\$4,802.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.
CCIT Planning & Resource Management	Dobrenen, Katherine A	Information Tech Mgr II	\$71,081.00	\$90,414.00	\$5,117.00	7.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on contribution to strategic plan and bottom line and a substantially increased workload.
National Dropout Prevention Center	Drew Jr, Samuel F	Assoc Academic Program Dir	\$81,807.00	\$111,800.00	\$1,800.00	2.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.2% vs. Oct 1, 2010 salary*.
CCIT Research Support	Duffy III, Edward B	Computational Scientist	\$70,000.00	\$79,800.00	\$9,800.00	14.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.
Medicaid IT Services	Duncan, Ernest Geric	Applications Analyst II	\$50,950.00	\$58,592.00	\$7,642.00	15.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.
Medicaid IT Services	Fowler, Patrick Wayne	Applications Analyst II	\$55,928.00	\$60,961.00	\$5,033.00	9.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.

Academic Staff \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Computer Systems & Operation	Fraser Jr,Donald H	Director of Computing Systems	\$94,263.00	\$103,689.00	\$9,426.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.
Office of Academic Affairs	Gilbert,Jane C	Financial Off/Academic Affairs	\$108,070.00	\$115,635.00	\$7,565.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on outstanding performance working with the Academic Affairs budgets, serving as liaison for the Office of the Provost, and the 5-year plan.
CAFLS Business Office	Goss,Debra S	Human Resource Mgr I	\$50,637.00	\$55,175.00	\$4,538.00	9.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on exceptional performance and supervision of all of the human resource functions in the College.
Computer Systems & Operation	Grieshop,Jeremy Keith	Research Associate	\$73,174.00	\$78,296.00	\$5,122.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.
CCIT Enterprise Services and Applications	Griffis,Nancy H	Sr Applications Analyst	\$72,136.00	\$82,920.00	\$10,784.00	14.9%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on contribution to strategic plan and bottom line, substantially increased workload and productivity for all learning systems and legacy/new student systems.
Computer Systems & Operation	Guido,Saverio J	Information Tech Mgr I	\$63,817.00	\$70,199.00	\$6,382.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.
Assessment	Henry,Teresa N	Administrative Coord I	\$52,349.00	\$61,796.33	\$1,595.33	3.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.0% vs. Oct 1, 2010 salary*.

Academic Staff \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Information Security & Privacy	Hoyt,Johnathan H	Systems Programmer II	\$61,348.00	\$66,255.00	\$4,907.00	8.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.
CAFLS Business Office	Jones,Deborah S	Grants Coordinator II	\$41,072.00	\$52,258.00	\$1,025.00	2.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.
Medicaid IT Services	Kasprick,Marlys M	Applications Analyst II	\$55,227.00	\$60,749.00	\$5,522.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.
Learning Technologies	Long,Nathan Christopher	Systems Programmer II	\$54,295.00	\$62,439.00	\$8,144.00	15.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.
Computer Systems & Operation	Marshall,Mike S	Systems Programmer II	\$64,668.00	\$73,721.00	\$9,053.00	14.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.
Machining & Technical Services	McDonald,Charles Taylor	Eng/Assoc Eng II	\$47,723.00	\$52,233.00	\$4,510.00	9.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity, Masters degree in Electrical Engineering, and excellent performance.
Computer Systems & Operation	Molina-Jarrin,Barbara	Data Base Admin II	\$73,877.00	\$79,048.00	\$5,171.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.
Computer Systems & Operation	Piazza,Sandra J	Systems Programmer II	\$61,960.00	\$66,916.00	\$4,956.00	8.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing. Ms. Piazza has become the top subject matter expert in Redhat Linux installation and administration.

Academic Staff \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
School of Agriculture, Forestry, & Environmental Sciences	Polomski,Robert F	Extension Associate	\$68,700.00	\$76,570.00	\$1,000.00	1.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.5% vs. Oct 1, 2010 salary*.
Computer Systems & Operation	Quarles,Elaine C	Systems Programmer II	\$74,357.00	\$79,562.00	\$5,205.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity and top-level performance.
CCIT Planning & Resource Management	Rathbone,Carla R	Academic Program Director	\$141,804.00	\$172,717.00	\$2,552.00	1.8%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.8% vs. Oct 1, 2010 salary*.
Associate Dean for Academic Affairs (CAFLS)	Roche,Teela Jane	Info Resource Consult II	\$52,355.00	\$55,624.00	\$3,269.00	6.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on being IT Outstanding Performer, market equity, and voluntarily accepting additional duties.
Computer Systems & Operation	Slagh,Carole Ann	Systems Programmer II	\$67,018.00	\$71,709.00	\$4,691.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on market equity and intended to retain and reward top performers.
CCIT Enterprise Services and Applications	Smith,Karen Lindsey	Applications Analyst II	\$52,000.00	\$57,200.00	\$5,200.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on contribution to strategic plan and bottom line and substantially increased workload. She is the primary person responsible for conversions for the Banner ERP Project.
Network Services & Telecommunications	Standridge,Thomas A	Info Resource Consult II	\$46,071.00	\$52,060.00	\$5,989.00	13.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on demonstration of significantly increased technical knowledge.
School of Agriculture, Forestry, & Environmental Sciences	Vincent,Ellen Anita	Extension Associate	\$56,871.00	\$63,558.00	\$1,000.00	1.8%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 1.8% vs. Oct 1, 2010 salary*.

Academic Staff \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Medicaid IT Services	Watson,Emily F	Info Resource Consult II	\$53,066.00	\$58,372.00	\$5,306.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on substantially increased workload and productivity created by aggressive downsizing.
Institutional Research	Westcott III,S Wickes	Lecturer	\$81,143.00	\$94,794.00	\$3,651.00	4.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.5% vs. Oct 1, 2010 salary*.
CCIT Research Support	White,David Lawrence	Research Associate Professor	\$85,000.00	\$95,200.00	\$10,200.00	12.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on contribution to strategic plan and bottom line. He is entrepreneurial, succeeds in bringing in new business and partnerships with Clemson.
CAFLS Business Office	Whitfield,Deborah G	Accnt/Fiscal Analyst III	\$48,298.00	\$60,734.00	\$1,191.00	2.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.5% vs. Oct 1, 2010 salary*.
Office of Undergraduate Studies	Whorton,Susan S	Transfer Student Coordinator	\$53,554.00	\$65,460.62	\$1,906.62	3.6%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.6% vs. Oct 1, 2010 salary*.
National Scholars	Williams,James Edward	Lecturer	\$57,919.00	\$65,111.62	\$1,401.62	2.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.4% vs. Oct 1, 2010 salary*.

Academic Staff \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Office of Academic Affairs	Wood,Christopher Preston	Asst Financial Off/Acad Affair	\$56,560.00	\$60,519.00	\$3,959.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on outstanding performance in managing complex Academic Affairs budget, implementing divest/invest strategies and strategic planning strategies.
Rutland Institute for Ethics	Wueste,Daniel E	Professor	\$111,969.00	\$122,368.38	\$2,399.38	2.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.1% vs. Oct 1, 2010 salary*.
Office of Academic Affairs	Allison,Berinthia Coggins	Human Resources Mgr II	\$44,625.00	\$52,499.00	\$5,375.00	12.0%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Increase is based on HR's compensation analysis of Berinthia's position considering experience as HR Manager, years of state service and other employees within the classification.
MBA Program	Burns,Deanna Hope	Student Services Mgr I	\$30,274.00	\$52,500.00	\$22,226.00	73.4%	Promotion/Reclassi fication	PRO - Promotion	Promotion/Reclassification: Promoted to Student Services Manager I. MBA program program coordinator and admissions director.
Undergraduate Admissions	Chambers,Matthew G	Applications Analyst II	\$40,905.00	\$50,000.00	\$9,095.00	22.2%	Promotion/Reclassi fication	PRO - Promotion	Promotion/Reclassification: Employee was promoted to Applications Analyst II. This is a new hire into this department to work on the Banner Project.
Learning Technologies	Charles,Debra Mitchell	Information Tech Mgr I	\$52,500.00	\$81,506.00	\$18,375.00	35.0%	Promotion/Reclassi fication	PRO - Promotion	Promotion/Reclassification: Debra Charles will assume the role of Director of Distributed Support and Educational Technology Services including the responsibilities of leadership, strategic direction and IT services critical to teaching, learning, and research for our academic and administrative department both on and off campus.

Academic Staff \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Computer Systems & Operation	Jones,Christopher W	Systems Programmer II	\$55,550.00	\$72,000.00	\$16,450.00	29.6%	Promotion/Reclassification	PRO - Promotion	Promotion/Reclassification: Chris is currently serving as the interim virtualization infrastructure subject matter expert.
Computer Systems & Operation	Li,Yang	Systems Programmer II	\$64,394.00	\$74,053.00	\$9,659.00	15.0%	Promotion/Reclassification	REC - Job Reclassification	Promotion/Reclassification: Position was reclassified to Systems Programmer II. Yang is now the lead UNIX subject matter expert (SME) and lead SME for Solaris on mission critical systems.
Chief Technology Officer	Mace,Kathryn Petersen	Sr Information Res Consultant	\$47,846.00	\$62,200.00	\$14,354.00	30.0%	Promotion/Reclassification	PRO - Promotion	Promotion/Reclassification: Kate Mace will serve as the manager for CCIT's Regional Network Operations.
Student Financial Aid	Milam,Martha Elizabeth	Senior Associate Director	\$67,656.00	\$77,656.00	\$10,000.00	14.8%	Promotion/Reclassification	REC - Job Reclassification	Promotion/Reclassification: As part of a department reorganization, permanent duties were assigned to Elizabeth Milam as Senior Associate Director of Financial Aid with the additional responsibilities of serving as second in command and assuming the loan programs and its staff with her current duties.
CCIT Enterprise Services and Applications	Price,Laura A	Sr Applications Analyst	\$57,848.00	\$63,877.00	\$6,029.00	10.4%	Promotion/Reclassification	PRO - Promotion	Promotion/Reclassification: Promoted to Senior Applications Analyst. Laura has been with the University for 30 years and has performed as an Application Analyst II on the PeopleSoft team since 1997.
CCIT Planning & Resource Management	Rathbone,Carla R	Academic Program Director	\$141,804.00	\$172,717.00	\$28,361.00	20.0%	Promotion/Reclassification	REC - Job Reclassification	Promotion/Reclassification: The increase in pay is directly related to the increase in responsibilities and requirements of a Deputy Chief Information Officer in a research university and salary comparable with other R1 universities.

Academic Staff \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Computer Systems & Operation	Wiley,Richard Brent	Systems Programmer I	\$40,283.00	\$52,283.00	\$12,000.00	29.8%	Promotion/Reclassification	REC - Job Reclassification	Promotion/Reclassification: Position was reclassified to Systems Programmer I. Over the last four years, the job duties of the Hardware Architecture positions have grown, expanded, and become more complex.
CAFLS Business Office	Jones,Deborah S	Grants Coordinator II	\$41,072.00	\$52,258.00	\$4,000.00	9.7%	Staff Development Program	SDP - Staff Development Program	Staff Development Program: Program policy states that "participants who successfully complete the program will receive a ten percent performance increase not to exceed \$4,000."
Learning Technologies	Purdessy,Reba R	Info Resource Consult II	\$46,074.00	\$50,074.00	\$4,000.00	8.7%	Staff Development Program	SDP - Staff Development Program	Staff Development Program: Program policy states that "participants who successfully complete the program will receive a ten percent performance increase not to exceed \$4,000."
CAFLS Business Office	Whitfield,Deborah G	Accnt/Fiscal Analyst III	\$48,298.00	\$60,734.00	\$4,000.00	8.3%	Staff Development Program	SDP - Staff Development Program	Staff Development Program: Program policy states that "participants who successfully complete the program will receive a ten percent performance increase not to exceed \$4,000."

Athletics \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Flight Services	Allison Jr,James McWilliam	Dir of Aviation Oper	\$52,015.00	\$60,000.00	\$7,985.00	15.4%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: James Allison will assume the role of Interim Director of Aviation Services.
Athletics Grounds & Fields	Echols Jr,Ernest V.	Athletics Coach	\$55,135.00	\$60,764.00	\$3,859.00	7.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Added additional duties for Mr. Echols due to expanded coverage of Athletics facilities and grounds.
Ticket Office	Furbee,Travis Taylor	Ath Coach/Dir of Annual Fund	\$76,100.00	\$95,100.00	\$19,000.00	25.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: The main focus of Travis' newly assigned duties will be to provide necessary information to retain, upgrade and solicit new members to the IPTAY Scholarship Fund.
IPTAY Operations	Henderson,Elbert L	Asst Dir of Planned Giving	\$105,661.00	\$113,661.00	\$8,000.00	7.6%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Elbert Henderson will handle Major Gifts focused primarily on planned giving.
Athletic Administration	Jackson-Ip,Mary Loreto	Assoc AD/Stu Ath Perf/Spv	\$56,560.00	\$70,000.00	\$3,959.00	7.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Additional work includes supervision of all training table meal nutrition, coordination of activity, and responsibility for Men & Women's Track & Field.
Athletic Administration	Jackson-Ip,Mary Loreto	Assoc AD/Stu Ath Perf/Spv	\$56,560.00	\$70,000.00	\$4,236.00	7.5%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Additional work includes supervision of all training table meal nutrition, coordination of activity, and responsibility for Men & Women's Track & Field.
Student Athlete Enrichment Programs	Martin,Yashica Bakeyma	Ath Coach/Academic Advisor	\$44,000.00	\$50,000.00	\$6,000.00	13.6%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Ms. Martin is assuming additional responsibilities to serve as the third academic advisor for the football team and help with unofficial and official visits beginning the first weekend in August through signing date in February.

Athletics \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Public Relations	Money,Michael J	Director of Marketing	\$45,000.00	\$50,000.00	\$5,000.00	11.1%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Mike will take on additional responsibilities such as Administrator over the Spirit Squads, Administrator over Marketing/External Operations Intern, oversee social media for the Athletic Department, manage several Corporate Sponsorship accounts, and various other additional duties.
Event Promotions	Seketa,John N	Athletics Coach	\$52,591.00	\$57,591.00	\$5,000.00	9.5%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: John Seketa will assume the responsibilities of Executive Director of Tiger Letter Winner's Association.
Rowing Women	Tenenbaum,Robert Harlan	Head Rowing Coach.	\$60,000.00	\$71,000.00	\$11,000.00	18.3%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Robert Tenebaum is being promoted from Interim to Head Rowing Coach effective July 1, 2011.
Athletics Building Maintenance	Wade,Gary A	Athletics Coach	\$83,848.00	\$90,241.00	\$4,192.00	5.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Over the past few years, there have been numerous capital improvements and expansions within the Clemson University Athletic department that have impacted the overall supervisory work load.
Athletic Administration	Young,Kyle McLendon	Assoc AD/Coord Sports Supv	\$80,916.00	\$87,389.00	\$6,473.00	8.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Due to reorganization, Kyle Young will assume the role as Coordinator of Sports Supervisors with the responsibility to ensure communication and coordination of all activities.
Track	Johnson,Lawrence Allen	Dir. of Men's & Women's Track	\$100,512.00	\$139,000.00	\$38,488.00	38.3%	Contractual Requirement	PEO - Performance Other	Contractual Requirement: Per contractual agreement.
Baseball	LeCroy,Bradley James	Athletics Coach	\$85,000.00	\$110,000.00	\$25,000.00	29.4%	Contractual Requirement	PEO - Performance Other	Contractual Requirement: Per contractual agreement.

Athletics \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Golf	Penley Jr,Larry B	Head Coach/Golf	\$114,069.00	\$150,000.00	\$35,931.00	31.5%	Contractual Requirement	PEO - Performance Other	Contractual Requirement: Per contract, effective September 1, 2011. Salary is comparable with Division 1 coaches.
Baseball	Pepicelli,Daniel J	Athletics Coach	\$90,000.00	\$125,000.00	\$35,000.00	38.9%	Contractual Requirement	PEO - Performance Other	Contractual Requirement: Per contractual agreement.
Athletics Grounds & Fields	Echols Jr,Ernest V.	Athletics Coach	\$55,135.00	\$60,764.00	\$1,770.00	3.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.2% vs. Oct 1, 2010 salary*.
Tennis Women	Harris,Nancy A	Athletics Coach	\$85,720.00	\$103,000.00	\$17,280.00	20.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on contract review in relation to performance and other coaches' compensation.
Athletic Administration	Hill,Catherine A	Sr Associate AD Int'l Affairs	\$156,045.00	\$168,045.00	\$12,000.00	7.7%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on high performance in financial management and support of staff oversight duties.
Athletic Administration	Jackson-Ip,Mary Loreto	Assoc AD/Stu Ath Perf/Spv	\$56,560.00	\$70,000.00	\$5,245.00	9.3%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on high performance in student-athlete performance coordination.
Athletics Building Maintenance	Wade,Gary A	Athletics Coach	\$83,848.00	\$90,241.00	\$2,201.00	2.6%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.6% vs. Oct 1, 2010 salary*.
Volleyball Women	Welp,Jodi Elyn	Athletics Coach	\$45,203.00	\$50,203.00	\$1,000.00	2.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.2% vs. Oct 1, 2010 salary*.
Football	Brooks,Bobby Dan	Assc H Coach/Def Tackles Coach	\$210,000.00	\$245,000.00	\$35,000.00	16.7%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Salary change is due to market adjustments based on national ranking. Salary is competitive with other Division I colleges.

Athletics \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Athletic Compliance	Ellison,Stephanie A	Assoc Athletic Dir/Compliance	\$74,588.00	\$89,880.00	\$15,292.00	20.5%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Increase was applied to compensate her to the median of the league.
Football	Pearman Jr,Daniel L	Asst H Coach/TE/Spc Teams Coor	\$210,000.00	\$225,000.00	\$15,000.00	7.1%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Salary change is due to market adjustments based on national ranking. Salary is competitive with other Division I colleges.
Training Room	Poole Jr,Danny G	Athletics Coach	\$76,612.00	\$84,273.00	\$7,661.00	10.0%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Increase is based on performance and market data for similar positions in the conference.
Basketball Women	Queen,Kanetra L	Athletics Coach	\$50,000.00	\$55,000.00	\$5,000.00	10.0%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Increase for Coach Kanetra Queen is based on ACC Conference market data for the Women's Basketball Operations position.
Football	Scott,Jeffrey B	Recruit Coord/Wide Rcvs Coach	\$130,000.00	\$150,000.00	\$20,000.00	15.4%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Salary change is due to market adjustments based on national ranking. Salary is competitive with other Division I colleges.
Volleyball Women	Welp,Jodi Elyn	Athletics Coach	\$45,203.00	\$50,203.00	\$4,000.00	8.8%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Increase for Coach Jodi Welp is based on ACC Conference market data for Women's Assistant Volleyball coaches.
Athletic Compliance	Woody,Christopher B	AsstAD for Compliance/Coach	\$55,408.00	\$61,215.00	\$5,807.00	10.5%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Increase for Coach Woody is based on market data for similar positions to bring his salary in line with his ACC peers.
Student Athlete Enrichment Programs	Kanet,Priscilla L	Acad Affrs Officer/Coach	\$47,925.00	\$51,759.00	\$3,834.00	8.0%	Performance Other	PEO - Performance Other	Performance Increase: Increase is based on Priscilla's high performance in the direction of three essential programs for the Vickery staff and the student-athletes we serve: tutoring, laptops and international students.

Athletics \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Athletic Administration	Benson, Ida S	Human Resources Mgr II	\$47,470.00	\$52,217.00	\$4,747.00	10.0%	Promotion/Reclassification	PRO - Promotion	Promotion/Reclassification: Position was reclassified to Human Resources Manager II. Duties include administration of all phases of employment, as well as additional complexities arising from contract employment and back up roles for various other business office duties.
Athletic Administration	Littlejohn, Sharon Weaver	Accounting/Fiscal Mgr I	\$52,520.00	\$63,877.00	\$11,357.00	21.6%	Promotion/Reclassification	REC - Job Reclassification	Promotion/Reclassification: Mrs. Littlejohn's responsibilities have expanded to include more advance planning, accountability reporting, and supervisory responsibilities for two other positions.

PSA-Extension \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Pesticide Regulation	Galloway Jr, Tilden L	Investigator IV	\$51,209.00	\$58,890.00	\$7,681.00	15.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: DPR will forego a request to refill the position of Regulatory Supervisor. The primary duties and responsibilities of the Regulatory Supervisor's position will be reassigned to the two present District Supervisors.
Center for Applied Ecology	Giocalone, Katie Ann	Extension Associate	\$62,000.00	\$71,300.00	\$9,300.00	15.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Employee serves as Statewide Coordinator for the 4-H Pontoon Classroom Program.
LPH/SCMPID	Hoskins, Clyde B	Lecturer	\$77,791.00	\$85,570.00	\$10,607.00	13.6%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Dr. Hoskins will become Director of SCMPID.
Agricultural Research	Jameson, Dalphene J	Administrative Coord I	\$46,724.00	\$51,396.00	\$4,672.00	10.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Dalphene Jameson has assumed new duties as a result of restructuring within Economic Development and Public Service and Agriculture.
Pesticide Regulation	Weyman Jr, Michael D	Investigator IV	\$44,623.00	\$51,316.00	\$6,693.00	15.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: DPR will forego a request to refill the position of Regulatory Supervisor. The primary duties and responsibilities of the Regulatory Supervisor's position will be reassigned to the two present District Supervisors.
Strom Thurmond Institute	Allen, Jeffery S	Research Associate	\$87,911.00	\$101,097.00	\$13,186.00	15.0%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: The Administrative Salary Supplement is for Jeffrey Allen to serve as interim Director of the Strom Thurmond Institute. This is part of re-organization approved by the Board of Trustees on April 15, 2011.

PSA-Extension \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Lancaster	Beer,Brian L	Extension Agent - Associate	\$53,483.00	\$58,713.90	\$7,297.00	13.6%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Mr. Beer received an Administrative Salary Supplement for serving as a new Regional Lead Agent.
Home & Garden Information Center-HGIC	Davenport,Mildred Williams	Extension Agent - Associate	\$48,246.00	\$52,960.95	\$6,579.00	13.6%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Ms. Davenport will receive an Administrative Salary Supplement for serving as a new Regional Lead Agent.
PSA & Economic Development Business Services	Kelley,Melissa D.	Accounting/Fiscal Mgr I	\$63,877.00	\$74,481.00	\$6,771.00	10.6%	Administrative/Temporary Salary Supplement	TSA - Temporary Salary Adjustment	Administrative/Temporary Salary Supplement: A Temporary Salary Supplement was added for Melissa Kelley to serve as the Interim Chief Financial Officer for Economic Development & PSA Business Services commencing on Friday, September 30, 2011.
Horry	Lanford,Blake Madison	Extension Agent - Associate	\$64,037.00	\$68,956.44	\$8,732.00	13.6%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Mr. Lanford received an Administrative Salary Supplement for serving as a new Regional Lead Agent.
Kershaw	Legette,Deon S	Distinguished County Agent	\$66,150.00	\$70,175.00	\$9,153.00	13.8%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Mr. Legette will receive Administrative Salary Supplement for serving as a new Regional Lead Agent.
Field Operations	Ray,Christopher L	Extension Associate	\$101,688.00	\$111,857.00	\$10,169.00	10.0%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Added ten percent (10%) Administrative Salary Supplement for serving one (1) year term as Experiment Station intern.
Lexington	Smith,John P	Extension Associate	\$85,180.00	\$93,504.60	\$11,615.00	13.6%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Mr. Smith received an Administrative Salary Supplement for serving as a new Regional Lead Agent.

PSA-Extension \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Allendale	Ulmer,Karissa R	Senior Extension Associate	\$47,357.00	\$53,796.75	\$6,683.00	14.1%	Administrative/Temporary Salary Supplement	ASA - Admin Salary Adjustment	Administrative/Temporary Salary Supplement: Ms. Ulmer received an Administrative Salary Supplement for serving as a new Regional Lead Agent.
Grant Support Services	Pfister,Brigette Shanahan	Dir, Grant Support Services	\$48,025.00	\$57,529.00	\$2,000.00	4.2%	Certificate/Degree/License Attainment	PEO - Performance Other	Degree Attainment: Ms. Pfister completed a Masters degree in Human Resources Development at Clemson University.
Lancaster	Beer,Brian L	Extension Agent - Associate	\$53,483.00	\$58,713.90	-\$4,862.00	-9.1%	Decrease	RSA - Remove Salary Adjustment	None required.
Home & Garden Information Center-HGIC	Davenport,Mildred Williams	Extension Agent - Associate	\$48,246.00	\$52,960.95	-\$4,386.00	-9.1%	Decrease	RSA - Remove Salary Adjustment	None required.
LPH/SCMPID	Hoskins,Clyde B	Lecturer	\$77,791.00	\$85,570.00	-\$7,072.00	-9.1%	Decrease	RSU - Remove Supplement	None required.
Horry	Lanford,Blake Madison	Extension Agent - Associate	\$64,037.00	\$68,956.44	-\$5,821.00	-9.1%	Decrease	RSA - Remove Salary Adjustment	None required.
Lexington	Smith,John P	Extension Associate	\$85,180.00	\$93,504.60	-\$7,743.00	-9.1%	Decrease	RSA - Remove Salary Adjustment	None required.
Allendale	Ulmer,Karissa R	Senior Extension Associate	\$47,357.00	\$53,796.75	-\$4,455.00	-9.4%	Decrease	RSA - Remove Salary Adjustment	None required.
Extension Staff Development	Baker,Della A	Extension Associate	\$79,043.00	\$87,195.00	\$4,152.00	5.3%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.3% vs. Oct 1, 2010 salary*.

PSA-Extension \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Hampton	Barnes,John M	Distinguished County Agent	\$63,301.00	\$70,141.05	\$3,340.05	5.3%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.3% vs. Oct 1, 2010 salary*.
Lancaster	Beer,Brian L	Extension Agent - Associate	\$53,483.00	\$58,713.90	\$2,795.90	5.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.2% vs. Oct 1, 2010 salary*.
Field Operations	Bortz,Walter M	Info Resource Consult II	\$55,701.00	\$61,271.00	\$5,570.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on performance at top level by assuming lead role for all Field Ops IT statewide and for Economic Development units in his area of responsibility
Field Operations	Callahan,Brian J	Extension Director - Assistant	\$85,000.00	\$93,500.00	\$8,500.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on performance at top level by assuming additional duties in Extension Field operations and Advocacy.
Youth Learning Institute	Calzadilla,Jorge M	Extension Associate	\$142,814.00	\$155,619.90	\$12,805.90	9.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on exemplary performance and leadership to move the Institute to a self-sustaining budgetary status.
PSA Media Relations	Dalhous,Deborah L	Public Info Dir II	\$74,442.00	\$80,025.00	\$5,583.00	7.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on receipt of national ACE Gold Award as "Clemson Impacts" editor.
Home & Garden Information Center-HGIC	Davenport,Mildred Williams	Extension Agent - Associate	\$48,246.00	\$52,960.95	\$2,521.95	5.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.2% vs. Oct 1, 2010 salary*.
Edisto Research & Education Center	Gunter II,H David	Extension Associate	\$61,793.00	\$67,972.00	\$6,179.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on increased duties due to aggressive downsizing. He is now the state-wide corn/soybean agronomic specialist.

PSA-Extension \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
PSA & Economic Development Business Services	Kelley,Melissa D.	Accounting/Fiscal Mgr I	\$63,877.00	\$74,481.00	\$3,833.00	6.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*.
PSA Media Relations	Kent,Peter J.	Public Info Dir I	\$53,863.00	\$57,902.73	\$4,039.73	7.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on receipt of national ACE Gold Award as writer/photographer "Clemson Impacts" and ACE Bronze Award for writing "Clemson World".
LPH/Animal Health Programs	Krugler,Charlotte A	Lecturer: Non-Teaching	\$66,969.00	\$77,014.00	\$10,045.00	15.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on years of experience, high grand award performance, and new certification (Diplomate ACVPM).
Horry	Lanford,Blake Madison	Extension Agent - Associate	\$64,037.00	\$68,956.44	\$2,008.44	3.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.
Institute on Family & Neighborhood Life (IFNL)	Limber,Susan P.	Named Professor	\$112,436.00	\$123,680.00	\$11,244.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on receipt of the Distinguished Career Award from the American Psychological Association Division of Psychologists in Public Service.
PSA Media Relations	Massey,Eleanor Walker	Info Resource Consult II	\$46,603.00	\$51,263.00	\$4,660.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on development of fact sheet templates for Carolina Clear and Extension program teams.
PSA Marketing & Public Relations	McAnally Jr,Robert E	Production Manager III	\$59,493.00	\$65,442.00	\$5,949.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on national recognition/awards., including ACE awards and an Emmy.
Institute on Family & Neighborhood Life (IFNL)	McDonell,James R.	Associate Professor	\$111,650.00	\$120,176.00	\$8,526.00	7.6%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on high grant award performance.

PSA-Extension \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Grant Support Services	Pfister,Brigette Shanahan	Dir, Grant Support Services	\$48,025.00	\$57,529.00	\$7,504.00	15.6%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on GSS receiving a higher OSP certification level increasing the amount of the award of a proposal that can be processed and sent out directly to the sponsor from GSS.
CU Restoration Institute	Rigas,Nikolaos	Senior Scientist	\$137,917.00	\$151,709.00	\$13,792.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on exemplary performance and leadership as the principal investigator on the CURI Wind Turbine DTF.
Spartanburg	Rollins,Philip A	Senior Extension Agent	\$60,382.00	\$66,551.10	\$3,169.10	5.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.2% vs. Oct 1, 2010 salary*.
Agricultural Support	Shirley Jr,John S	Building/Ground Supv II	\$49,445.00	\$54,390.00	\$4,945.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on consistantly high performance and frequent overtime.
Institute on Family & Neighborhood Life (IFNL)	Small,Mark A	Professor	\$117,860.00	\$127,289.00	\$9,429.00	8.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase is based on consulting for CYFAR projects and work as the USDA liaison to the Federal Interagency Working Group on Youth Programs.
Lexington	Smith,John P	Extension Associate	\$85,180.00	\$93,504.60	\$4,452.60	5.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.2% vs. Oct 1, 2010 salary*.
Director, Regulatory & Public Services Program	Tillett Jr,Harold J	Sr Applications Analyst	\$63,854.00	\$70,239.00	\$6,385.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on contribution to Strategic Plan and bottom line through his exceptional talents of programming and oversight of PSA computer technology and technicians.

PSA-Extension \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
PSA Media Relations	Togel,Peter Horst	Sr Information Res Consultant	\$59,817.00	\$64,303.28	\$4,486.28	7.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on increased sales and revenue generation in online PSA Mall and receipt of the national ACE Silver Award for developing/managing the online PSA Mall
Allendale	Ulmer,Karissa R	Senior Extension Associate	\$47,357.00	\$53,796.75	\$2,561.75	5.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.4% vs. Oct 1, 2010 salary*.
LPH/SCMPID	Hoskins,Clyde B	Lecturer	\$77,791.00	\$85,570.00	\$4,244.00	5.5%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Increase is based on market data from the AVMA Report on Veterinary Compensation (2011).
Hampton	Barnes,John M	Distinguished County Agent	\$63,301.00	\$70,141.05	\$3,500.00	5.5%	Promotion/Reclassi fication	PRO - Promotion	Promotion/Reclassification: Increase as part of the Extension Services Career Advancement Ladder per the Extension Policy Manual.
Kershaw	Legette,Deon S	Distinguished County Agent	\$66,150.00	\$70,175.00	\$4,025.00	6.1%	Promotion/Reclassi fication	PRO - Promotion	Promotion/Reclassification: Increase as part of the Extension Services Career Advancement Ladder per the Extension Policy Manual.
Spartanburg	Rollins,Philip A	Senior Extension Agent	\$60,382.00	\$66,551.10	\$3,000.00	5.0%	Promotion/Reclassi fication	PRO - Promotion	Promotion/Reclassification: Increase as part of the Extension Services Career Advancement Ladder per the Extension Policy Manual.
Allendale	Ulmer,Karissa R	Senior Extension Associate	\$47,357.00	\$53,796.75	\$1,650.00	3.5%	Promotion/Reclassi fication	PRO - Promotion	Promotion/Reclassification: Increase as part of the Extension Services Career Advancement Ladder per the Extension Policy Manual.

PSA-Extension \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Extension Staff Development	Baker,Della A	Extension Associate	\$79,043.00	\$87,195.00	\$4,000.00	5.1%	Staff Development Program	SDP - Staff Development Program	Staff Development Program: Program policy states that "participants who successfully complete the program will receive a ten percent performance increase not to exceed \$4,000."

Facilities-Utilities \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
University Facilities Campus Planning & Design	Anderson,Barret D	Campus Landscape Architect	\$52,598.00	\$56,280.00	\$3,682.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on Barry's work toward defining the character of the Clemson Campus. He should be rewarded for his vision, leadership, artistry and work ethic.
University Facilities Custodial Recycle Services	Jones,Thomas W	Program Manager II	\$65,576.00	\$72,134.00	\$6,558.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on increased recycling revenue (400%), reduced cost per ton of recyclables, and management of a large reduction in custodial resources in the midst of a growing physical plant.
University Facilities Campus Planning & Design	Vander Mey,Gerald A	Director, Campus Planning	\$78,986.00	\$84,515.00	\$5,529.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on staying on top of needs and working well with all constituencies in guiding their facilities needs. He is very engaged with campus leadership especially the President in guiding future development.
Campus Utilities	Holbrooks,Matthew L	Trades Specialist V	\$38,149.01	\$53,999.86	\$6,000.00	15.7%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: This increase brings Mr. Holbrooks' salary in line with industry standards.
Campus Utilities	Holbrooks,Matthew L	Trades Specialist V	\$38,149.01	\$53,999.86	\$9,850.97	25.8%	Promotion/Reclassi fication	REC - Job Reclassification	Promotion/Reclassification: Position was reclassified to Trades Specialist V due to significant changes in duties that have occurred over the last several years and supervisory responsibility.
University Facilities Maintenance Services	Parham III,Herbert L	Trades Manager I	\$36,672.00	\$51,000.00	\$14,328.00	39.1%	Promotion/Reclassi fication	PRO - Promotion	Promotion/Reclassification: Promotion to Trades Manager I. Increase is based on market salary for the promotion and significant increase in duties.

Advancement \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Development	Epting Jr,James B	Lecturer: Non-Teaching	\$61,800.00	\$69,500.00	\$7,700.00	12.5%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: We have added additional responsibilities to Bert Epting to focus on parent giving.
Alumni Relations	Brasington III,Leroy Wilson	Academic Program Director	\$92,586.00	\$99,067.00	\$6,481.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on leadership of the team for the Will to Lead public kick-off campaigns in different regions and for creating new revenue for CAA.
Development	Colbert-Busch,Elizabeth	Extension Associate	\$106,050.00	\$116,655.00	\$10,605.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on successfully secured necessary external revenue for the Wind Turbine Test Facility and new grid system at the Restoration Insitute.
Advancement Finance & Administration	Huff,James Lee	Applications Analyst II	\$44,625.00	\$53,025.00	\$2,525.00	5.7%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.7% vs. Oct 1, 2010 salary*.
Development	Peters,Christopher Marc	Academic Program Director	\$101,793.00	\$109,936.00	\$8,143.00	8.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on raising high dollar gifts.
Development	Adams,Leroy Shealy	Asst Academic Prog Dir	\$85,344.00	\$100,000.00	\$14,656.00	17.2%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Leroy Adams serves as a full-time Development Officer for the College of Arts, Architecture, and Humanities. His salary will be commensurate with his Clemson peers.
Advancement Finance & Administration	Huff,James Lee	Applications Analyst II	\$44,625.00	\$53,025.00	\$5,875.00	13.2%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Increase to brings him into line with other Clemson employees in this classification and to ensure his salary is commensurate with his education and years of on-the-job experience.

Advancement \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Madren Center	Bowen,Barry C	Building/Grounds Mgr	\$52,503.00	\$57,753.00	\$5,250.00	10.0%	Promotion/Reclassification	PRO - Promotion	Promotion/Reclassification: Employee was promoted to Engineering /IT Director for the Madren Center, Walker Course and Martin Inn.
Vice President for University Advancement	Ogg,Joyce G	Administrative Coord II	\$47,254.00	\$54,342.00	\$7,088.00	15.0%	Promotion/Reclassification	REC - Job Reclassification	Promotion/Reclassification: Position was reclassified to an Administrative Coordinator II to be in-line with other Executive Assistants to VPs for respective Colleges and Divisions.
Madren Center	Scott,Arthur J	Building/Ground Supv II	\$34,515.00	\$50,320.00	\$15,805.00	45.8%	Promotion/Reclassification	PRO - Promotion	Promotion/Reclassification: Employee was promoted to Building/ Grounds Manager I. We will not fill his previous position.
Office of Creative Services	Sharpe,David	Info Resource Consult II	\$56,176.00	\$60,176.00	\$4,000.00	7.1%	Staff Development Program	SDP - Staff Development Program	Staff Development Program: Program policy states that "participants who successfully complete the program will receive a ten percent performance increase not to exceed \$4,000."

Research \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Research Services	Willey,Melody C	Program Coordinator II	\$61,275.00	\$65,818.00	\$3,063.00	5.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Ms. Willey is assuming additional duties such as supervisor responsibility for departmental animal care staff and expanding providing protocols required for compliance with Federal laws and University policies.
Sponsored Programs	Brown,Pamela Dorlynn	Grants Administrator II	\$44,625.00	\$50,607.00	\$982.00	2.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.2% vs. Oct 1, 2010 salary*.
Research Services	Willey,Melody C	Program Coordinator II	\$61,275.00	\$65,818.00	\$1,480.00	2.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.4% vs. Oct 1, 2010 salary*.
Sponsored Programs	Brown,Pamela Dorlynn	Grants Administrator II	\$44,625.00	\$50,607.00	\$5,000.00	11.2%	Promotion/Reclassi fication	REC - Job Reclassification	Promotion/Reclassification: Position was reclassified to Grants Administrator II. This changes places her on the same level as her co-workers performing the same job tasks.

Finance-Student Aff-President \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
New Student & Family Programs	Brown,Jeffrey T	Student Services Mgr II	\$51,000.00	\$60,147.00	\$7,395.00	14.5%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Employee assumed additional duties such as leadership for Parent & Family Programs, a new initiative for NSFP, and promotion to NSSP Director.
University Housing	Evinger,Leasa Ann Kowalski	Assoc Dtr of Residential Life	\$48,400.00	\$53,130.00	\$2,200.00	4.5%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Ms. Evinger has assumed additional duties including supervision of all live-in Residential Life staff, increased coordination and management of the Fraternity & Sorority Life areas, and working with Units outside of University Housing.
University Housing	Gamble,Amy C.	Student Services Mgr I	\$44,945.00	\$51,687.00	\$6,742.00	15.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Ms. Gamble has assumed additional duties including a new large scale departmental responsibility of all recruitment, training and selection process efforts for staff. Also, she will assume responsibility for advising the Residential Hall Association.
Campus Life	Hays,Amanda H	Student Services Manager III	\$69,690.00	\$78,959.00	\$6,969.00	10.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Mandy Hays is now the sole departmental director and has assumed responsibility for previous director's job functions in addition to continuing her original duties.
University Housing	Hobgood,Kathy Bush	Director, Residential Life	\$78,646.00	\$86,707.00	\$3,932.00	5.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Kathy will be advising university administration on all issues related to Housing data management and assignment processes, planning and directing both short and long-range goals and objectives for the Assignments area, and directing the advising and counseling of students, parents, and visitors on all issues, policies and procedures related to University Housing.

Finance-Student Aff-President \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Student Health Center	Leylek,Kathleen A.	Program Manager I	\$45,546.00	\$52,378.00	\$6,832.00	15.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Kathleen Leylek has assumed additional job responsibilities for counseling and assisting students and other stakeholders on pre-matriculation requirements, patient accounts and other consumer concerns. She has additional responsibilities for validating and controlling all requests for release of protected health information and other reports of protected student information.
University Housing	Moss,Joy Acree	Accnt/Fiscal Analyst III	\$51,032.00	\$57,819.00	\$5,103.00	10.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Joy assumed additional duties such as supervision of all computer programming services within University Housing and Student Affairs IT Services, direction of advising and counseling of students, parents and visitors on all issues, policies and procedures related to University Housing, among other duties.
Human Resources	Piekutowski,Michelle T	Interim Director of Human Res.	\$101,043.00	\$140,000.00	\$48,142.00	47.6%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Michelle Piekutowski was re-appointed as Interim Chief Human Resources Officer after a failed CHRO search, with a 2 year appointment and potential to renew an additional year.
Student Affairs Operations	Powers,Lisa S	Accnt/Fiscal Analyst III	\$54,289.00	\$59,805.00	\$1,086.00	2.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: With the reorganization of the Student Affairs Business Office (SABO) in 2009, this position has evolved into a more division-wide responsibility for overseeing the Strategic Planning and Analysis Team: HR and Financials.

Finance-Student Aff-President \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
University Housing	Price,Mary J	Student Services Mgr I	\$49,246.00	\$56,337.00	\$4,924.00	10.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Ms. Price has assumed additional duties including supervision of 2 additional FTE employee, supervision of 2 graduate assistants, expansion of departmental and divisional assessment responsibilities, budget management and serving on various committees in University Housing.
Gantt Center for Student Life	Richardson,Altheia L	Student Services Manager III	\$84,649.00	\$94,163.00	\$6,771.00	8.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Altheia Richardson for assumed significant additional duties and responsibilities, since the merger between the former Gantt Intercultural Center and the former Center for Student Involvement.
Budgets & Financial Planning	Ritter,LaToya R	Accnt/Fiscal Analyst III	\$42,000.00	\$57,767.00	\$7,245.00	17.3%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: LaToya's position description has been revised to include additional analytical duties necessary for critical strategic planning for the University.
Gantt Center for Student Life	Shamburger,Kenyatta N	Student Services Mgr I	\$52,015.00	\$60,078.00	\$5,202.00	10.0%	Additional Duties	ADR - Addtl Duties and/or Responblts	Additional Duties: Since the merger between the Former Gantt Intercultural Center for Student Life and the former Center for Student Involvement, Kenyatta has taken on significant additional duties.
General Counsel	Swann,Erin E	Interim General Counsel	\$99,806.00	\$123,080.00	\$20,194.00	20.2%	Administrative/Temporary Salary Supplement	TSA - Temporary Salary Adjustment	Administrative/Temporary Salary Supplement: Erin E. Swann served as the Interim General Counsel at Clemson University.
Counseling Center	Bennett,Sara Lynne Rieder	Lecturer: Non-Teaching	\$48,000.00	\$51,500.00	\$2,000.00	4.2%	Certificate/Degree/License Attainment	PEO - Performance Other	License Attainment: Dr. Sara Bennett has attained clinical licensure with the State of South Carolina.

Finance-Student Aff-President \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Counseling Center	Sanders,Dale L	Counselor	\$48,000.00	\$51,500.00	\$2,000.00	4.2%	Certificate/Degree/ License Attainment	PEO - Performance Other	License Attainment: Dr. Dale Sanders has attained clinical licensure with the State of South Carolina.
Counseling Center	Summer,Netti Jo	Lecturer	\$48,000.00	\$51,500.00	\$2,000.00	4.2%	Certificate/Degree/ License Attainment	PEO - Performance Other	License Attainment: Netti Bhattacharyya has attained clinical licensure with the State of South Carolina.
Counseling Center	Ulysse,Tamara	Lecturer: Non-Teaching	\$48,000.00	\$51,500.00	\$2,000.00	4.2%	Certificate/Degree/ License Attainment	PEO - Performance Other	License Attainment: Tamara Ulysse has attained clinical licensure with the State of South Carolina.
Office of Access & Equity	Armstrong,Pamela Lanise	Human Resources Mgr II	\$57,000.00	\$65,550.00	\$8,550.00	15.0%	Counter Offer/Retention	RTN - Retention Increase	Counter Offer/Retention: Pamela is being recruited by another company.
Human Resources	Piekutowski,Michell e T	Interim Director of Human Res.	\$101,043.00	\$140,000.00	-\$9,185.00	-9.1%	Decrease	RSA - Remove Salary Adjustment	None required.
Land & Capital Asset Steward	Ailstock,Mason H	Research Associate	\$61,711.00	\$66,031.00	\$4,320.00	7.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on performance in higher level responsibilities in development of a database for University property and leading efforts for additional construction funding for the CET at CUICAR.
Counseling Center	Bennett,Sara Lynne Rieder	Lecturer: Non-Teaching	\$48,000.00	\$51,500.00	\$1,500.00	3.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.

Finance-Student Aff-President \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
New Student & Family Programs	Brown,Jeffrey T	Student Services Mgr II	\$51,000.00	\$60,147.00	\$1,752.00	3.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.4% vs. Oct 1, 2010 salary*.
Student Health Center	Clay,George W	Academic Program Director	\$99,331.00	\$109,264.00	\$9,933.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on consistently exceptional performance in the administration of student health services, implementation of electronic records, leadership through pandemic flu, and achievement of high marks with accrediting agencies.
Office of Internal Audit	Cole,Lynn H	Control Self-Assessment Mgr	\$67,619.00	\$74,381.00	\$6,762.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on project by project performance that is well above expectations. The Director relies on the employee in a capacity similar to an assistant director.
Counseling Center	Contreras,Raquel J	Lecturer: Non-Teaching	\$88,581.00	\$97,439.00	\$8,858.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on extraordinary level of professional dedication and commitment to the health and safety of Clemson students, full engagement in planning and implementation of the electronic health record, and leadership instrumental to the successful adaptation of CAPS to the HER environment.
University Housing	Evinger,Leasa Ann Kowalski	Assoc Dtr of Residential Life	\$48,400.00	\$53,130.00	\$2,530.00	5.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.2% vs. Oct 1, 2010 salary*.

Finance-Student Aff-President \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
University Housing	Hallenbeck,Douglas A	Exec. Dir of Housing	\$113,120.00	\$122,170.00	\$9,050.00	8.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on contribution to Student Affairs' strategic planning efforts, capable management of University Housing, including major master planning effort, and compiling SACS info for the division.
Campus Life	Hays,Amanda H	Student Services Manager III	\$69,690.00	\$78,959.00	\$2,300.00	3.3%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.3% vs. Oct 1, 2010 salary*.
University Housing	Hobgood,Kathy Bush	Director, Residential Life	\$78,646.00	\$86,707.00	\$4,129.00	5.3%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.3% vs. Oct 1, 2010 salary*.
Student Affairs Publications	LeMay,Christina D	Public Info Dir II	\$65,914.00	\$72,505.00	\$6,591.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on increase in revenue generation in Campus Banner & Design and working with five different academic partners and areas to double internship appointments in her department with all but two receiving course credit for their work.
Law Enforcement & Safety	Link Jr,Johnson W	Chief of Police	\$82,183.00	\$90,401.00	\$8,218.00	10.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on role in saving Housing security related costs, in Transit in evening escort services costs, and by increasing his scope of responsibility by providing comprehensive leadership/supervision for all safety on campus, which includes Fire/EMS (previously reporting to AVP).
University Housing	Moss,Joy Acree	Accnt/Fiscal Analyst III	\$51,032.00	\$57,819.00	\$1,684.00	3.3%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.3% vs. Oct 1, 2010 salary*.

Finance-Student Aff-President \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Michelin Career Center	Nunamaker,Troy D	Student Services Mgr II	\$46,197.00	\$50,355.00	\$4,158.00	9.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on management of the development of an on-campus internship proposal, conducting searches and acquiring information to deliver to various entities inside and outside the division, and contributions to developing and managing relationships with employers who participate in the Corporate Partners Program.
Student Affairs Operations	Powers,Lisa S	Acctn/Fiscal Analyst III	\$54,289.00	\$59,805.00	\$4,430.00	8.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on significant contributions and improvements to division wide strategic planning, lean efficiencies and human resources processes over the last 3 years.
University Housing	Price,Mary J	Student Services Mgr I	\$49,246.00	\$56,337.00	\$2,167.00	4.4%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 4.4% vs. Oct 1, 2010 salary*.
Gantt Center for Student Life	Richardson,Altheia L	Student Services Manager III	\$84,649.00	\$94,163.00	\$2,743.00	3.2%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.2% vs. Oct 1, 2010 salary*.
Budgets & Financial Planning	Ritter,LaToya R	Acctn/Fiscal Analyst III	\$42,000.00	\$57,767.00	\$2,222.00	5.3%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.3% vs. Oct 1, 2010 salary*.
Counseling Center	Sanders,Dale L	Counselor	\$48,000.00	\$51,500.00	\$1,500.00	3.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.

Finance-Student Aff-President \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Gantt Center for Student Life	Shamburger,Kenyatta N	Student Services Mgr I	\$52,015.00	\$60,078.00	\$2,861.00	5.5%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 5.5% vs. Oct 1, 2010 salary*.
Fire & Emergency Medical Services	Shivar Jr,William G	Fire Safety Officer III	\$48,061.00	\$51,906.00	\$3,845.00	8.0%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: Increase was based on upgrading our EMS capability by training staff in the use and procuring of equipment that has resulted in saving of several lives, leading efforts in the transition to the State mandated electronic EMS reporting format, and successful implementation and transition to our current electronic reporting and records management system.
Counseling Center	Summer,Netti Jo	Lecturer	\$48,000.00	\$51,500.00	\$1,500.00	3.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.
General Counsel	Swann,Erin E	Interim General Counsel	\$99,806.00	\$123,080.00	\$3,080.00	3.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.
Counseling Center	Ulysse,Tamara	Lecturer: Non-Teaching	\$48,000.00	\$51,500.00	\$1,500.00	3.1%	Fall 2011 Performance Increase	PAI - Performance Annual Increase	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.
Student Health Center	Leroy,Judy K	Nurse Manager	\$50,919.00	\$56,000.00	\$5,081.00	10.0%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Increase is based on market data in the 2009 Sunbelt Survey of college student health centers and the 2010 national salary survey reported in Advance for Nurses.

Finance-Student Aff-President \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Human Resources	Norris,Erin Earl	Human Resource Dir I	\$51,319.00	\$59,016.00	\$7,698.00	15.0%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Increase is based on market data for the Human Resource Director I classification due to her education, experience, and the complexity of duties pertaining to her position.
Budgets & Financial Planning	Ritter,LaToya R	Accnt/Fiscal Analyst III	\$42,000.00	\$57,767.00	\$6,300.00	15.0%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Increase is based on salary equity for the Accounting/Fiscal Analyst III position within the Budget Office, market equity, and to recognize the additional analysis that she will be expected to perform.
Student Health Center	Whelchel,Georgia Annette	Nurse Practitioner IV	\$65,650.00	\$85,000.00	\$3,350.00	5.1%	Market Equity Increase	PEO - Performance Other	Market Equity Increase: Increase is based on market data in the 2009 Sunbelt Survey of college student health centers and the 2010 national salary survey reported in Advance for Nurses.
University Housing	Campbell,Timothy E	Assoc Dir Resident Facilities	\$55,147.00	\$60,662.00	\$5,514.80	10.0%	Promotion/Reclassification	PRO - Promotion	Promotion/Reclassification: Employee was promoted to Associate Director of Residential Facilities as well as continuing his duties that pertain to the duties of Fire/Safety - Plumbers lead staff.
Student Financial Services	Chambers,Christi H	Accounting/Fiscal Mgr I	\$53,199.00	\$64,500.00	\$11,301.00	21.2%	Promotion/Reclassification	REC - Job Reclassification	Promotion/Reclassification: Position was reclassified to Accounting/Fiscal Manager I. This position manages the newly formed Student Financial Services Customer support.
Executive Secretary to Board of Trustees	Davis-Gross,Rose Ellen	Administrative Coord II	\$46,813.00	\$53,835.00	\$7,022.00	15.0%	Promotion/Reclassification	XFR - Transfer	Promotion/Reclassification: Employee was promoted to Administrative Coordinator II.

Finance-Student Aff-President \$50,000 and Over with Total Raises > 6%

Dept Desc	Name	Title	Oct 1, 2010 (or initial) Salary	Oct 1, 2011 Salary	Change	%Change vs. Prev Salary	Subcategory	Raise Description	Justification
Student Financial Services	Henderson,Linda H	Accounting/Fiscal Mgr I	\$53,993.00	\$65,000.00	\$11,007.00	20.4%	Promotion/Reclassification	REC - Job Reclassification	Promotion/Reclassification: Employee was promoted to Accountant/Fiscal Manager I as part of the March 2011 reorganization. Comparable market data reflects a higher salary is warranted for this employee.
Human Resources	Norris,Erin Earl	Human Resource Dir I	\$51,319.00	\$59,016.00	-\$6,694.00	-13.0%	Promotion/Reclassification	RSU - Remove Supplement	None Required
Human Resources	Norris,Erin Earl	Human Resource Dir I	\$51,319.00	\$59,016.00	\$6,693.00	13.0%	Promotion/Reclassification	REC - Job Reclassification	Promotion/Reclassification: Position was reclassified to Human Resource Director I. Erin Norris will provide leadership and direction of the Employee Relations activities for the University.
Student Health Center	Whelchel,Georgia Annette	Nurse Practitioner IV	\$65,650.00	\$85,000.00	\$16,000.00	24.4%	Promotion/Reclassification	REC - Job Reclassification	Promotion/Reclassification: Position was reclassified to Nurse Practitioner IV in order to meet market salary equity with the anticipated new hires.