			Oct 1, 2010	uity \$30,000 u		%Change			
			(or initial)	Oct 1, 2011	2 I	vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	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		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		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	Musgraves, Jonatha								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
Science & Engineering	n David	Research Asst Professor	\$50,000.00	\$55,000.00	\$5,000.00	10.0%	Additional Duties	and/or Responblts	among others.
Psychology	Raymark,Patrick H	Dept Chair/Head	\$77,265.00	\$111,100.00	\$22,735.00	29.4%	Additional Duties		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. Additional Duties: Added an overload pay
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	increase for Dr. John Sanders for his new position as Manager of the Bishop Materials Laboratory.

				uity \$50,000 a	na Over with				
			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	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%		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%	' '	ASA - Admin	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.
	Benedict,Robert Creighton	Assistant Professor	\$60,000.00	\$68,000.00	\$8,000.00	13.3%	' '	ASA - Admin	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%	' ' '	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%	' '	ASA - Admin	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%	l' '	ASA - Admin	Administrative/Temporary Salary Supplement: Received an appointment as the Eugene Douglas Mays Professor of Transportation Engineering for a five-year renewable term.

			Oct 1, 2010	, , , , , , , , , , , , , , , , , , , ,		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									Administrative/Temporary Salary Supplement:
									Ms. Cushing will receive an Administrative
School of Agriculture,							Administrative/Tem		Salary Supplement for taking on duties as
Forestry, &		_					' ' '	ASA - Admin	Extension Forestry & Natural Resources
Environmental Sciences	Cushing, Tamara Lee	Assistant Professor	\$70,000.00	\$79,000.00	\$7,000.00	10.0%	Supplement	Salary Adjustment	Program Team Leader.
									Administrative /Townson Colon Constant
							A -lun-iu-iu-ti-u /T		Administrative/Temporary Salary Supplement:
Deep of Engineering 0							Administrative/Tem		Larry Dooley will serve as the Interim Dean of
Dean of Engineering &	De alay D Laws	Associate Deep	¢105 171 00	¢224 205 20	620.024.20	20.00/	' '	ASA - Admin	the College of Engineering and Science in the
Sciences	Dooley,R Larry	Associate Dean	\$195,171.00	\$234,205.20	\$39,034.20	20.0%	Supplement	Salary Adjustment	absence of Dean Gulari. Administrative/Temporary Salary Supplement:
							Administrative/Tem		Granted an administrative salary supplement
							-	ASA - Admin	for 3 year title for the appointment to IDEaS
School of Computing	Gilbert,Juan E	Professor	\$130,000,00	\$142,800.00	\$5,000.00	3 8%	Supplement		Professor.
School of Computing	Gilbert,Juan L	FTOTESSOI	\$130,000.00	\$142,800.00	\$3,000.00	3.070	Заррієтієть	Salary Aujustinent	riolessoi.
									Administrative/Temporary Salary Supplement:
									Dr. Green will receive an administrative salary
							Administrative/Tem		supplement for participation in the AAH
							-	ASA - Admin	Creativity Professorship Lecture Series. This is
School of Architecture	Green,Keith E.	Professor	\$84,129.00	\$95,039.00	\$2,500.00	3.0%	Supplement	Salary Adjustment	part of the AAH professional development plan.
									Administrative/Temporary Salary Supplement:
									Change of Intelligent Materials Systems and
									Environment (IMSA) from a center to an
									institute requires additional duties for Mr.
							Administrative/Tem		Green as Director of the Institute. The previous
							porary Salary	ASA - Admin	supplement was removed and a new
School of Architecture	Green,Keith E.	Professor	\$84,129.00	\$95,039.00	\$15,000.00	17.8%	Supplement	Salary Adjustment	supplement added.
							Administrative/Tem		Administrative/Temporary Salary Supplement:
Food, Nutrition &	<u></u>		4-4		4		' '	ASA - Admin	Administrative Salary Supplement for acting as
Package Science	Haliena,Rita M	Senior Lecturer	\$54,689.00	\$62,892.00	\$8,203.00	15.0%	Supplement	Salary Adjustment	Director of the Didactic Program in Dietetics.

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			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
Performing Arts	Hartmann,David J	Dept Chair/Head	\$81,797.00	\$93,500.00	\$8,500.00	10.4%	l' ' '	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%		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%	l' ' '	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%	l' ' '	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		Dept Chair/Head	\$69,000.00	\$99,000.00	\$24,000.00	34.8%	l' ' '	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.

			Oct 1, 2010	Oct 1 2011		%Change vs. Prev			
Dept Desc	Name	Title	(or initial) Salary	Oct 1, 2011 Salary	Change	Salary	Subcategory	Raise Description	Justification
Physics & Astronomy	Leising,Mark D	Professor	\$101,914.00	\$124,300.00	\$11,000.00	10.8%	Administrative/Tem porary Salary		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		Administrative/Tem porary Salary		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%	' ' '	ASA - Admin	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%	l' '	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%	l' '	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.

			Oct 1, 2010	430,000 a		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
			, ,	,	0 -	,	,		
									Additional Duties & Administrative Supplement:
									The Psychology Department Chair Search
									Committee has recommended Dr. Patrick
									Raymark as the Department Chair. The
							Administrative/Tem		increase in his base salary is in line with other
							l' '	ASA - Admin	CBBS Department Chairs in Behavioral Science
Psychology	Raymark,Patrick H	Dept Chair/Head	\$77,265.00	\$111,100.00	\$10,000.00	12.9%	Supplement	Salary Adjustment	with a 10% administrative salary supplement.
							A dualisiatuation /Taus		Promotion & Administrative Supplement: Dr.
	Daymand Mam	latarina Danartus ant					Administrative/Tem		Raymond has been selected to serve as the
Marketing		Interim Department	¢12E 812 00	\$134,900.00	¢12 000 00		l' '		Department Chair of Marketing and received an
Marketing	Anne	Chair	\$125,812.00	\$134,900.00	\$12,000.00	9.5%	Supplement	Salary Adjustinent	Administrative Salary Supplement.
									Promotion/Reclassification & Administrative
							Administrative/Tem		Supplement: Dr. Rosenblith was selected as the
	Rosenblith, Suzanne						•	ASA - Admin	new department chair of the Department of
Teacher Education	•	Dept Chair/Head	\$65,685.00	\$99,000.00	\$24,385.00		Supplement		Teacher Education within the School.
				· ·					
									Administrative/Temporary Salary Supplement:
							Administrative/Tem		Dr. Ryan is responsible for stimulating research
	Ryan,Joseph						porary Salary	ASA - Admin	productivity for extending the impact of the
Teacher Education	Benedict	Associate Professor	\$61,600.00	\$68,992.00	\$6,160.00	10.0%	Supplement	Salary Adjustment	School's outreach programs.
							/=		Administrative/Temporary Salary Supplement:
							Administrative/Tem		This is a 5% administrative salary supplement
	Coult Do 14 To 100	Accident Desfere	ć=7.000.00	¢62.420.00	ć2 050 00		l' '		for Dr. Scott to serve as the Acting Director of
Communication Studies	Scott, David Travers	Assistant Professor	\$57,000.00	\$62,130.00	\$2,850.00	5.0%	Supplement	Salary Adjustment	Graduate Studies for Communication Studies.
									Administrative/Temporary Salary Supplement: Professor Smith received an administrative
							Administrative/Tem		salary supplement for serving as the Director of
							·		Development, Internships and Study Abroad
Communication Studies	Smith,Eddie R	Senior Lecturer	\$44,483.00	\$50,710.00	\$4,448.00		1' '	Salary Adjustment	
Communication Staties	January Laure IX	Jernor Lecturer	7,-05.00	750,710.00	Ÿ¬, ¬¬ 0.00	10.070	Sapplement	Jaiary / ajastinent	1.108.4113.

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Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
Dept Desc	Name	Title	Salaly	Salaly	Change	Salaly	Administrative/Tem	•	Administrative/Temporary Salary Supplement:
Tarahan Edwartian	Conitana Dalamah NA	Dueferson	¢76 F76 00	604 224 00	¢2,020,00			TSA - Temporary	Dr. Switzer is serving as our departmental
Teacher Education	Switzer,Deborah M	Professor	\$76,576.00	\$84,234.00	\$3,829.00	5.0%	Supplement	Salary Adjustment	registration coordinator.
									Promotion & Administrative Supplement:
									Professor Williams was promoted to Chair of
							Administrative/Tem		the Department of English effective 8/15/11.
							porary Salary	ASA - Admin	He also received a 10% administrative salary
English	Williams,Sean D.	Dept Chair/Head	\$68,480.00	\$92,400.00	\$8,400.00	12.3%	Supplement	Salary Adjustment	supplement.
							Administrative/Tem		Administrative/Temporary Salary Supplement:
							porary Salary	ASA - Admin	David Wyman will serve as the Associate
Clemson at the Falls	Wyman,David M	Lecturer	\$65,650.00	\$77,650.00	\$12,000.00	18.3%	Supplement	Salary Adjustment	Director of the Arthur M. Spiro Institute.
							• •	, ,	·
									Contractual Requirement & Degree Attainment:
								PEO -	Prof. Kendall has now received his PhD and
							Contractual	Performance	should be increased to the requested academic
Communication Studies	Kendall,Brenden E	Assistant Professor	\$47,600.00	\$56,952.00	\$8,400.00	17.6%		Other	rate per letter of offer.
			ψ,σσσ.σσ	φυσίου Ξ.σσ	φο, ισσίου	27.070			Take per letter of offers
Dean of Health,									
Education & Human							Counter	PFI - Performance	Counter Offer/Retention: Dr. Headley is being
	Hoadloy Kathy Noal	Accaciata Daan	¢122 715 00	\$1EE 000 00	\$32,285.00	26 20/			recruited by another university.
Development (HEHD)	Headley,Kathy Neal	ASSOCIATE DEGIT	\$122,713.00	\$155,000.00	332,263.00	20.5%		Equity Increase RTN - Retention	Counter Offer/Retention: Dr. McGrath is being
English	McCrath Prion M	Assistant Drofessor	¢E0 500 00	¢69,000,00	¢17 F00 00	24 70/			_
English	McGrath,Brian M	Assistant Professor	\$50,500.00	\$68,000.00	\$17,500.00	34.7%	Offer/Retention	Increase	recruited by another university.
									Country Offen/Datastians This is a naturalism
							Co	DTAL D	Counter Offer/Retention: This is a retention
			4== 000 55	40= 000 ==	440 000	40.554		RTN - Retention	increase for Dr. Medlock who received an offer
Mathematical Sciences	Medlock,Jan Patrick	Assistant Professor	\$75,000.00	\$85,000.00	\$10,000.00	13.3%	Offer/Retention	Increase	from another university.

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			Oct 1, 2010			%Change			
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Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
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.
	Chowdhury, Mashru							RSU - Remove	
Civil Engineering	r A	Associate Professor	\$87,031.00	\$98,400.00	-\$5,000.00	-5.7%	Decrease	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.
	,			,	, ,			RSU - Remove	·
School of Architecture	Green,Keith E.	Professor	\$84,129.00	\$95,039.00	-\$12,000.00	-14.3%	Decrease	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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Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
Dean of Agriculture,									
Forestry & Life Sciences								RSU - Remove	
(CAFLS)	Scott,Thomas R	Dean	\$200,000.00	\$255,000.00	-\$40,000.00	-20.0%	Decrease	Supplement	None required.
,	,		, ,	, ,	. ,		Faculty Rank	FRP - Faculty Rank	·
Civil Engineering	Andrus,Ronald D.	Professor	\$79,323.00	\$89,470.00	\$8,000.00	10.1%	Promotion	Promotion	Faculty Rank Promotion
3 3 3	Arthur-		, -,	,,	, -,				
Parks, Recreation &	Banning,Skye						Faculty Rank	FRP - Faculty Rank	
Tourism Management	Gerald	Associate Professor	\$56,490.00	\$64,879.00	\$5,000.00	8.9%	Promotion	Promotion	Faculty Rank Promotion
Tourism Management	Ceraia	7.5500.000 1.10105501	ψ30) 130.00	φο 1,07 3100	ψ3,000.00	0.570	Faculty Rank	FRP - Faculty Rank	radary name i omocion
Chemistry	Arya,Dev Priya	Professor	\$80,985.00	\$91,010.00	\$8,000.00	9 9%	Promotion	Promotion	Faculty Rank Promotion
Chemistry	/ ii yu,Dev i iiyu	110103301	700,303.00	731,010.00	70,000.00	3.370	Tromotion	Tromotion	racarty Name Formation
School of Agriculture,									
Forestry, &	Bielenberg, Douglas						Faculty Rank	FRP - Faculty Rank	
Environmental Sciences		Associate Professor	\$70,210.00	\$76,810.00	\$5,000.00	7 10/	Promotion	Promotion	Faculty Rank Promotion
	G	ASSOCIATE Professor	\$70,210.00	\$70,810.00	\$5,000.00	7.170			
Electrical & Computer	D Time ather C	Associate Duefeese	Ć0F F01 00	ć02 004 00	¢E 000 00	F 00/	Faculty Rank	FRP - Faculty Rank	Faculty David Dramatics
Engineering	Burg,Timothy C	Associate Professor	\$85,591.00	\$92,891.00	\$5,000.00	5.8%	Promotion	Promotion	Faculty Rank Promotion
			452 472 00	dc2 077 00	40.000.00	45.00/	Faculty Rank	FRP - Faculty Rank	5 10 5 10 11
Performing Arts	Buyer,Paul L	Associate Professor	\$53,473.00	\$63,077.00	\$8,000.00	15.0%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
<u> </u>	Cao,Weiguo	Professor	\$86,047.00	\$95,047.00	\$8,000.00	9.3%	Promotion	Promotion	Faculty Rank Promotion
Food, Nutrition &							Faculty Rank	FRP - Faculty Rank	
Package Science	Chen,Feng	Professor	\$75,235.00	\$89,209.00	\$8,000.00	10.6%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
Biological Sciences	Childress, Michael J		\$70,498.00	\$76,498.00	\$5,000.00	7.1%	Promotion	Promotion	Faculty Rank Promotion
	Christensen, Kennet						Faculty Rank	FRP - Faculty Rank	
Chemistry	h A	Associate Professor	\$63,241.00	\$70,454.00	\$5,000.00	7.9%	Promotion	Promotion	Faculty Rank Promotion
	Dean,Brian						Faculty Rank	FRP - Faculty Rank	
School of Computing	Christopher	Associate Professor	\$84,467.00	\$94,535.00	\$5,000.00	5.9%	Promotion	Promotion	Faculty Rank Promotion
						_	Faculty Rank	FRP - Faculty Rank	
Biological Sciences	DeWalt,Saara J	Assistant Professor	\$71,205.00	\$77,205.00	\$5,000.00	7.0%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
Chemistry	Dominy,Brian N	Associate Professor	\$58,426.00	\$64,887.00	\$5,000.00	8.6%	Promotion	Promotion	Faculty Rank Promotion
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			Oct 1, 2010			%Change			
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Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
							Faculty Rank	FRP - Faculty Rank	
Philosophy & Religion	Grau,Christopher M	Associate Professor	\$51,510.00	\$57,025.00	\$5,000.00	9.7%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
Public Health	Griffin,Sarah F	Assistant Professor	\$59,414.00	\$65,899.00	\$5,000.00	8.4%	Promotion	Promotion	Faculty Rank Promotion
Food, Nutrition &							Faculty Rank	FRP - Faculty Rank	
Package Science	Jiang,Xiuping	Professor	\$76,525.00	\$89,525.00	\$8,000.00	10.5%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
School of Nursing	Johnson, Arlene E	Associate Professor	\$66,000.00	\$72,980.00	\$5,000.00	7.6%	Promotion	Promotion	Faculty Rank Promotion
	Lawton Rauh,Amy						Faculty Rank	FRP - Faculty Rank	
Genetics & Biochemistry	Louise	Assistant Professor	\$68,803.00	\$74,303.00	\$5,000.00	7.3%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
Public Health	Mayo,Rachel M	Professor	\$70,681.00	\$80,095.00	\$8,000.00	11.3%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
English	Morris,Keith L	Professor	\$57,697.00	\$71,467.00	\$8,000.00	13.9%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
Bioengineering	Nagatomi,Jiro	Associate Professor	\$75,223.00	\$80,223.00	\$5,000.00	6.6%	Promotion	Promotion	Faculty Rank Promotion
Parks, Recreation &							Faculty Rank	FRP - Faculty Rank	
Tourism Management	Norman, William C	Professor	\$72,973.00	\$84,622.00	\$8,000.00	11.0%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
Civil Engineering	Ogle,Jennifer H	Associate Professor	\$73,191.00	\$80,900.00	\$5,000.00	6.8%	Promotion	Promotion	Faculty Rank Promotion
Campbell Grad Engr	Omar, Mohammad						Faculty Rank	FRP - Faculty Rank	
Program	Atif	Associate Professor	\$76,356.00	\$83,647.00	\$5,000.00	6.5%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
Psychology	Pak,Chong Hyon	Associate Professor	\$57,412.00	\$65,812.00	\$5,000.00	8.7%	Promotion	Promotion	Faculty Rank Promotion
Parks, Recreation &	Powell,Robert						Faculty Rank	FRP - Faculty Rank	
Tourism Management	Baxter	Associate Professor	\$70,600.00	\$75,600.00	\$5,000.00	7.1%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
Mechanical Engineering	Qiao,Rui	Assistant Professor	\$72,793.00	\$82,161.00	\$5,000.00	6.9%	Promotion	Promotion	Faculty Rank Promotion
Leadership, Technology &							Faculty Rank	FRP - Faculty Rank	
Counselor Education	Satterfield, James W	Associate Professor	\$61,610.00	\$67,842.00	\$5,000.00	8.1%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
Mechanical Engineering	Saylor,John R	Professor	\$79,913.00	\$92,708.00	\$8,000.00	10.0%	Promotion	Promotion	Faculty Rank Promotion
Parks, Recreation &							Faculty Rank	FRP - Faculty Rank	
Tourism Management	Schmalz,Dorothy L	Associate Professor	\$56,490.00	\$64,879.00	\$5,000.00	8.9%	Promotion	Promotion	Faculty Rank Promotion
	*	<u>.</u>	•					+	<u> </u>

			Oct 1, 2010	aity 550,000 a	na Grei men	%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dont Doss	Nama	Title	, ,		Change		Cubastagami	Daisa Dassrintian	lustification
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
School of Agriculture,									
Forestry, &							Faculty Rank	FRP - Faculty Rank	
Environmental Sciences	Schnabel,Guido	Professor	\$81,444.00	\$91,694.00	\$8,000.00	9.8%	Promotion	Promotion	Faculty Rank Promotion
	Sherrill, Windsor						Faculty Rank	FRP - Faculty Rank	
Public Health	Westbrook	Professor	\$63,933.00	\$75,609.00	\$8,000.00	12.5%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
Bioengineering	Simionescu,Dan T	Associate Professor	\$75,628.00	\$82,519.00	\$5,000.00	6.6%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
Teacher Education	Smith,Deborah A	Professor	\$65,929.00	\$73,929.00	\$8,000.00	12.1%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
Chemistry	Smith,Rhett C	Assistant Professor	\$57,691.00	\$71,632.00	\$5,000.00	8.7%	Promotion	Promotion	Faculty Rank Promotion
							Faculty Rank	FRP - Faculty Rank	
Public Health	Spitler,Hugh D	Professor	\$68,374.00	\$78,083.00	\$8,000.00	11.7%	Promotion	Promotion	Faculty Rank Promotion
	Taylor-								
	Shockley, Megan						Faculty Rank	FRP - Faculty Rank	
History	Newbury	Professor	\$56,560.00	\$67,839.00	\$8,000.00	14.1%	Promotion	Promotion	Faculty Rank Promotion
,	,						Faculty Rank	FRP - Faculty Rank	,
Mechanical Engineering	Vahidi,Ardalan	Associate Professor	\$72,793.00	\$81,433.00	\$5,000.00	6.9%	Promotion	Promotion	Faculty Rank Promotion
<u> </u>	Vertegel, Alexey			. ,	. ,		Faculty Rank	FRP - Faculty Rank	,
Bioengineering	Alexandrovich	Associate Professor	\$78,276.00	\$83,276.00	\$5,000.00	6.4%	Promotion	Promotion	Faculty Rank Promotion
			φ. σ,=. σ.σ.σ	700,21010	70,000.00				
School of Agriculture,									
Forestry, &							Faculty Rank		
Environmental Sciences	Wang,Gaofeng G	Professor	\$79,314.00	\$89,564.00	\$8,000.00	10 1%	Promotion	TTI - Title Change	Faculty Rank Promotion
Electrical & Computer	Wang, Gaoreng G	110103301	ψ, 3,31 1.00	ψου,σο 1.00	φο,σσσ.σσ	10.170	Faculty Rank	FRP - Faculty Rank	rucally harm romotion
Engineering	Wang,Pingshan	Associate Professor	\$81,682.00	\$91,583.00	\$5,000.00	6.1%	Promotion	Promotion	Faculty Rank Promotion
Linginicering	wang,i mganan	Associate Froressor	701,002.00	751,505.00	73,000.00	0.170	Tromotion	Tromotion	racuity Name Fromotion
School of Planning,									
Development,									
Preservation and	Wilson Ashlov						Faculty Bank	EDD Faculty David	
	Wilson, Ashley	Associate Drafesser	¢60 730 00	¢74 F0C 00	¢E 000 00	7 20/	Faculty Rank	FRP - Faculty Rank	Faculty Bank Promotion
Landscape Architecture	Lawren Robbins	Associate Professor	\$68,730.00	\$74,596.00	\$5,000.00	7.3%	Promotion	Promotion	Faculty Rank Promotion

				uity \$50,000 a	na over with				
			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
School of Agriculture,							Fall 2011		Fall 2011 Performance Increase: Increase was
Forestry, &							Performance	PAI - Performance	based on excellent performance, market equity,
Environmental Sciences	Adelberg,Jeffrey W	Associate Professor	\$74,089.00	\$79,689.00	\$5,600.00	7.6%	Increase	Annual Increase	and high grant expenditures.
									Fall 2011 Performance Increase: Increase was
									based on tenure achievement, high grant
									awards, management of large group with 3
							Fall 2011		postdocs and 5 PhD students,
	Alexov,Emil						Performance	PAI - Performance	national/international collaborations, and
Physics & Astronomy	Georgiev	Associate Professor	\$80,295.00	\$88,325.00	\$8,030.00	10.0%	Increase	Annual Increase	excellence in teaching.
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
Languages	An,Yanming	Professor	\$61,475.00	\$70,327.00	\$2,705.00	4.4%	Increase	Annual Increase	increase of 4.4% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: This
	Anderson, Daniel						Performance	PAI - Performance	employee received a fall 2011 performance
PRTM Leisure Skills	Morgan	Lecturer	\$49,193.00	\$60,180.00	\$1,180.00	2.4%	Increase	Annual Increase	increase of 2.4% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: Increase was
							Performance	PAI - Performance	based on market equity and scholarly
History	Andrew Jr,John R	Professor	\$62,065.00	\$68,272.00	\$6,207.00	10.0%	Increase	Annual Increase	productivity.
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
Civil Engineering	Andrus,Ronald D.	Professor	\$79,323.00	\$89,470.00	\$2,147.00	2.7%	Increase	Annual Increase	increase of 2.7% vs. Oct 1, 2010 salary*.
							_ ,,,		
	Arthur-						Fall 2011		Fall 2011 Performance Increase: This
Parks, Recreation &	Banning,Skye				4		Performance		employee received a fall 2011 performance
Tourism Management	Gerald	Associate Professor	\$56,490.00	\$64,879.00	\$3,389.00	6.0%	Increase	Annual Increase	increase of 6.0% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Barfarman on la success. This
							Fall 2011	DAL Dowformore	Fall 2011 Performance Increase: This
Ch a maintair	Amus Day Daire	Duefeee	¢00.005.00	¢04.040.00	ća 035 00		Performance		employee received a fall 2011 performance
Chemistry	Arya,Dev Priya	Professor	\$80,985.00	\$91,010.00	\$2,025.00	2.5%	Increase	Annual Increase	increase of 2.5% vs. Oct 1, 2010 salary*.

			Oct 1, 2010	arty \$50,000 a		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
Берг Безе	Itallic	Title	Salary	Salary	change	Salary	Japearegory	Haise Bescription	Sustification
									Fall 2011 Performance Increase: Increase was
							Fall 2011		based on market equity, publication, grant
							Performance	PAI - Performance	
English	Ashton,Susanna M	Associate Professor	\$56,378.00	\$62,016.00	\$5,638.00	10.0%	Increase	Annual Increase	and departmental committee work.
211811311	7.5.11.6.11,5.4.5.4.11.14.111	7.0300.0000110103301	ψ30,370.00	φο2,010.00	γ3,030.00	10.070	mer edge	, unitadi interedese	and departmental committee work
							Fall 2011		Fall 2011 Performance Increase: Increase was
Parks, Recreation &							Performance	PAI - Performance	
Tourism Management	Backman, Kenneth F	Assoc Professor	\$68,449.00	\$74,952.00	\$6,503.00	9.5%	Increase	Annual Increase	objectives and oustanding record of research.
Tourion management			φοσ, : :ο:σο	Ψ7 1,002.00	φ 0,0 00.00	0.070			Fall 2011 Performance Increase: Increase was
							Fall 2011		based on significant contribution to
Parks, Recreation &	Baldwin,Elizabeth						Performance	PAI - Performance	departmental objectives and oustanding record
Tourism Management	Dennis	Assistant Professor	\$54,095.00	\$59,234.00	\$5,139.00	9.5%	Increase	Annual Increase	of research.
101			, , , , , , , , , , , , , , , , , , , ,	, ,	, -,				
School of Agriculture,							Fall 2011		Fall 2011 Performance Increase: Increase was
Forestry, &							Performance	PAI - Performance	based on excellent performance, market equity,
Environmental Sciences	Bellinger,Robert G	Professor	\$87,253.00	\$93,503.00	\$6,250.00	7.2%	Increase	Annual Increase	and high grant expenditures.
			,	. ,	. ,				
School of Agriculture,							Fall 2011		Fall 2011 Performance Increase: This
Forestry, &	Bielenberg, Douglas						Performance	PAI - Performance	employee received a fall 2011 performance
Environmental Sciences	G	Associate Professor	\$70,210.00	\$76,810.00	\$1,600.00	2.3%	Increase	Annual Increase	increase of 2.3% vs. Oct 1, 2010 salary*.
									Fall 2011 Performance Increase: Increase was
									based on excellent research, teaching, service,
									regular publication in highly ranked journals,
							Fall 2011		and high grant awards. Received the
							Performance	PAI - Performance	Department of Psychology Psi Chi Outstanding
Psychology	Britt Jr, Thomas W.	Professor	\$79,000.00	\$86,500.00	\$7,500.00	9.5%	Increase	Annual Increase	Teacher Award.
									Fall 2011 Performance Increase: Increase was
							Fall 2011		based on excellent record in scholarly output,
							Performance	PAI - Performance	research funding, involvement of students at all
Physics & Astronomy	Brittain,Sean D	Associate Professor	\$72,911.00	\$78,671.00	\$5,760.00	7.9%	Increase	Annual Increase	levels, extensive service and outreach.

			Oct 1, 2010 (or initial)	Oct 1, 2011		%Change vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	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%		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%		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*.

PRTM Outdoor Laboratory Conrad, Leslie E Director S45,894.00 \$71,400.00 \$1,400.00					uity \$50,000 a	ila Over with				
Dept Desc Name Title Salary Salary Change Salary Subcategory Raise Description Justification Christensen,Kennet Chemistry ha Associate Professor S63,241.00 S70,454.00 S2,213.00 3.5% Increase Annual Increase increase of 3.5% vs. Oct 1, 2010 salary*. PRTM Outdoor Laboratory Conrad,Lesile E Director S45,894.00 S71,400.00 S1,400.00 S1,4				· ·			_			
Christensen, Kennet Chemistry Christensen Chemistry Christensen Chemistry Christensen Chemistry Christensen Chemistry Christensen, Kennet Christopher Conrad, Leslie E Circle Christopher Conrad, Leslie E Conrad, Leslie E Circle Christopher Conrad, Leslie E Conrad, Leslie E Circle Christopher Conrad, Leslie E Conrad, Lesl				(or initial)	Oct 1, 2011		vs. Prev			
Chemistry Associate Professor S63,241.00 \$70,454.00 \$2,213.00 \$3.5% Increase Annual Increase increase of 3.5% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase Annual Increase increase of 3.5% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase Annual Increase increase of 3.5% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*.	Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
Chemistry Associate Professor S63,241.00 \$70,454.00 \$2,213.00 \$3.5% Increase Annual Increase increase of 3.5% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase Annual Increase increase of 3.5% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase Annual Increase increase of 3.5% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase increase of 3.1% vs. Oct 1, 2010 salary*.										
Chemistry h A Associate Professor \$63,241.00 \$70,454.00 \$2,213.00 3.5% Increase Annual Increase increase of 3.5% vs. Oct 1, 2010 salary*. PRTM Outdoor Laboratory Conrad, Leslie E Director \$45,894.00 \$71,400.00 \$1,400.00 \$1,400.00 \$3.1% Increase Annual Increase increase of 3.5% vs. Oct 1, 2010 salary*. School of Agriculture, Forestry, & Environmental Sciences DeWalt, Saara J Assistant Professor \$70,000.00 \$79,000.00 \$2,000.00 \$2,000.00 \$2,000.00 \$4,00								Fall 2011		Fall 2011 Performance Increase: This
PRTM Outdoor Laboratory Conrad, Leslie E Director \$45,894.00 \$71,400.00 \$1,400.00 \$3.1% Increase Annual Increase Employee received a fall 2011 performance Increase: This employee received a fall 2011 performance Increase increase of 3.1% vs. Oct 1, 2010 salary*. School of Agriculture, Forestry, & Enivronmental Sciences Change increase of 5.1% vs. Oct 1, 2010 salary*. School of Computing Christopher Associate Professor \$84,467.00 \$94,535.00 \$5,068.00 6.0% Increase Annual I		Christensen, Kennet						Performance	PAI - Performance	employee received a fall 2011 performance
PRTM Outdoor Laboratory Conrad, Leslie E Director S45,894.00 S71,400.00 S1,400.00	Chemistry	h A	Associate Professor	\$63,241.00	\$70,454.00	\$2,213.00	3.5%	Increase	Annual Increase	increase of 3.5% vs. Oct 1, 2010 salary*.
PRTM Outdoor Laboratory Conrad, Leslie E Director S45,894.00 S71,400.00 S1,400.00										
PRTM Outdoor Laboratory Conrad, Leslie E Director S45,894.00 S71,400.00 S1,400.00										
PRTM Outdoor Laboratory Conrad, Leslie E Director S45,894.00 S71,400.00 S1,400.00										
PRTM Outdoor Laboratory Conrad, Leslie E Director S45,894.00 S71,400.00 S1,400.00								Fall 2011		Fall 2011 Performance Increase: This
Laboratory Conrad, Leslie E Director \$45,894.00 \$71,400.00 \$1,400.00 \$3.1% Increase Annual Increase 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,	PRTM Outdoor		Academic Program						PAI - Performance	employee received a fall 2011 performance
School of Agriculture, Forestry, & Environmental Sciences Cushing, Tamara Lee Assistant Professor School of Computing Dean, Brian Christopher Associate Professor School of Computing Biological Sciences DeWalt, Saara J Assistant Professor School of Agriculture, Forestry, & Fall 2011 Performance 2.9% Increase Annual Increase Increase Ann	Laboratory	Conrad.Leslie E	_	\$45.894.00	\$71.400.00	\$1,400.00	3.1%	Increase	Annual Increase	l · · ·
Forestry, & Cushing, Tamara Lee Assistant Professor \$70,000.00 \$79,000.00 \$2			- 11 -	<i>ϕ 10,00</i> 1100	4 · 2 / · · · · · · ·	+ -,				
Forestry, & Cushing, Tamara Lee Assistant Professor \$70,000.00 \$79,000.00 \$2	School of Agriculture.							Fall 2011		
Environmental Sciences Cushing, Tamara Lee Assistant Professor \$70,000.00 \$79,000.00 \$2,000.00 \$2.9% Increase Annual Increase increase of 2.9% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase: This employee received a fall 2011 performance increase: This employee received a fall 2011 performance increase of 6.0% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance PAI - Performance increase of 6.0% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase of 6.0% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase of 1.4% vs. Oct 1, 2010 salary*. Fall 2011 Performance increase of 1.4% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance Annual Increase increase of 1.4% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance Annual Increase increase: This performance PAI - Performance Annual Increase increase: This performance PAI - Performance Annual Increase and high grant expenditures. Fall 2011 Performance PAI - Performance PAI - Performance Annual Increase and high grant expenditures. Fall 2011 Performance PAI - Performance Annual Increase PAI - Performance Annual Increase and high grant expenditures.	-								PAI - Performance	
Dean,Brian Christopher Associate Professor \$84,467.00 \$94,535.00 \$5,068.00 6.0% Increase Biological Sciences DeWalt,Saara J Assistant Professor School of Agriculture, Forestry, & Environmental Sciences Dobbins,Thomas R Professor Professor Professor Standard Professor Fall 2011 Professor Fall 2011 Fall 2011 Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures. Fall 2011 Fall 2011 Fall 2011 Performance increase: This employee received a fall 2011 performance employee received a fal	* '	Cushing Tamara Lee	Assistant Professor	\$70,000,00	\$79,000,00	\$2,000,00	2 9%			1 ' '
Dean,Brian Christopher Associate Professor \$84,467.00 \$94,535.00 \$5,068.00 Fall 2011 Performance Annual Increase increase of 6.0% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance Annual Increase increase of 6.0% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance Increase: This employee received a fall 2011 performance increase of 1.4% vs. Oct 1, 2010 salary*. School of Agriculture, Forestry, & Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures. Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures. Fall 2011 Performance PAI - Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures. Fall 2011 Performance PAI - Performance PAI - Performance Increase: This employee received a fall 2011 performance PAI - Performance P	Environmental sciences	custillig, rutilata Lee	A3313tant 1 101C3301	\$70,000.00	\$75,000.00	72,000.00	2.570	merease	Aimai merease	interease of 2.5% vs. Get 1, 2010 salary .
Dean,Brian Christopher Associate Professor \$84,467.00 \$94,535.00 \$5,068.00 Fall 2011 Performance Annual Increase increase of 6.0% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance Annual Increase increase of 6.0% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance Increase: This employee received a fall 2011 performance increase of 1.4% vs. Oct 1, 2010 salary*. School of Agriculture, Forestry, & Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures. Fall 2011 Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures. Fall 2011 Performance PAI - Performance Increase: Increase was based on excellent performance, market equity, and high grant expenditures. Fall 2011 Performance PAI - Performance PAI - Performance Increase: This employee received a fall 2011 performance PAI - Performance P								Fall 2011		Fall 2011 Performance Increase: This
School of Computing Christopher Associate Professor \$84,467.00 \$94,535.00 \$5,068.00 6.0% Increase Annual Increase increase of 6.0% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase of 1.4% vs. Oct 1, 2010 salary*. Fall 2011 Performance 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% Increase Fall 2011 Performance PAI - Performance Annual Increase based on excellent performance, market equity, and high grant expenditures. Fall 2011 Performance PAI - Performance PAI - Performance PAI - Performance Annual Increase Based on excellent performance increase: This employee received a fall 2011 performance PAI - Perfor		Doon Brian							DAL - Performance	
Fall 2011 Performance DeWalt,Saara J Assistant Professor School of Agriculture, Forestry, & Environmental Sciences Dobbins,Thomas R Professor Fall 2011 Performance Standard Professor S	School of Computing	1	Associate Professor	¢94.467.00	¢04 E2E 00	¢E 069 00	6.00/			1 ' '
Performance PAI - Performance 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% Increase PAI - Performance PAI - Performance employee received a fall 2011 performance increase of 1.4% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance PAI - Performance increase of 1.4% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase PAI - Performance PAI - Per	School of Computing	Christopher	ASSOCIATE PTOTESSOI	364,407.00	354,333.00	\$3,006.00	0.076	ilicrease	Aimuai increase	Increase of 0.0% vs. Oct 1, 2010 salary .
Performance PAI - Performance 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% Increase PAI - Performance PAI - Performance employee received a fall 2011 performance increase of 1.4% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance PAI - Performance increase of 1.4% vs. Oct 1, 2010 salary*. Fall 2011 Performance Annual Increase PAI - Performance PAI - Per								Fall 2011		Fall 2011 Performance Increases. This
Biological Sciences DeWalt,Saara J Assistant Professor \$71,205.00 \$77,205.00 \$1,000.00 1.4% Increase Annual Increase Annual Increase increase of 1.4% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance Annual Increase Fall 2011 Performance based on excellent performance, market equity, and high grant expenditures. Fall 2011 Fall 2011 Fall 2011 Fall 2011 Fall 2011 Performance PAI - Performance PAI - Performance and high grant expenditures. Fall 2011 Performance employee received a fall 2011 performance									DAL Dorformance	
School of Agriculture, Forestry, & Environmental Sciences Dobbins, Thomas R Professor \$87,008.00 \$93,258.00 \$6,250.00 Fall 2011 Fall	Dialagiaal Caianaaa	DalMalt Cannal	Assistant Duefers	ć74 20E 00	ć77 20F 00	¢4 000 00	4 40/			1 ' '
Forestry, & Performance Dobbins, Thomas R Professor \$87,008.00 \$93,258.00 \$6,250.00 7.2% Increase Annual Increase and high grant expenditures. Fall 2011 Performance Employee received a fall 2011 performance employee received a fall 2011 performance	Biological Sciences	Dewait,Saara J	Assistant Professor	\$71,205.00	\$77,205.00	\$1,000.00	1.4%	increase	Annual Increase	Increase of 1.4% vs. Oct 1, 2010 salary*.
Forestry, & Performance Dobbins, Thomas R Professor \$87,008.00 \$93,258.00 \$6,250.00 7.2% Increase Annual Increase and high grant expenditures. Fall 2011 Performance Employee received a fall 2011 performance employee received a fall 2011 performance	Calcard a CA and a discour							E. II 2044		E-II 2044 B. (f
Environmental Sciences Dobbins, Thomas R Professor \$87,008.00 \$93,258.00 \$6,250.00 7.2% Increase Annual Increase and high grant expenditures. Fall 2011 Performance PAI - Performance employee received a fall 2011 performance	-								DA1 D 6	
Fall 2011 Fall 2011 Performance Increase: This Performance PAI - Performance employee received a fall 2011 performance	•					4				
Performance PAI - Performance employee received a fall 2011 performance	Environmental Sciences	Dobbins,Thomas R	Protessor	\$87,008.00	\$93,258.00	\$6,250.00	7.2%	Increase	Annual Increase	and high grant expenditures.
Performance PAI - Performance employee received a fall 2011 performance										
Chemistry Dominy, Brian N Associate Professor \$58,426.00 \$64,887.00 \$1,461.00 2.5% Increase Annual Increase increase of 2.5% vs. Oct 1, 2010 salary*.										l · · ·
	Chemistry	Dominy,Brian N	Associate Professor	\$58,426.00	\$64,887.00	\$1,461.00	2.5%	Increase	Annual Increase	increase of 2.5% vs. Oct 1, 2010 salary*.

			Oct 1, 2010	2		%Change			
Dept Desc	Name	Title	(or initial) Salary	Oct 1, 2011 Salary	Change	vs. Prev Salary	Subcategory	Raise Description	Justification
Берг Безе	Nume	THE	Sulary	Salary	Change	Salary	Subcutegory	Naise Description	Justification
							Fall 2011		
Dean of Engineering &							Performance	PAI - Performance	
Sciences	Dooley,R Larry	Associate Dean	\$195,171.00	\$234,205.20	\$5,855.20		Increase		None required.
Cohool of Dlanning									Fall 2011 Performance Increase: Increase was
School of Planning, Development,							Fall 2011		based on outstanding teaching, papers in
Preservation and							Performance		submission, book approved by MIT Press, and
Landscape Architecture	Ellis,Clifford Donald	Associate Professor	\$72,975.00	\$78,375.00	\$5,400.00		Increase		market equity.
									Fall 2011 Performance Increase: Increase was
							Fall 2011		based on extremely heavy teaching for AVS,
Animal & Veterinary			1.				Performance		outstanding teaching record, and excellent
Science	Fain,Jillian L	Instructor	\$48,348.00	\$51,348.00	\$3,000.00	6.2%	Increase	Annual Increase	student advisement.
									Fall 2011 Performance Increase: Increase was
									based on excellent teacher effectiveness ratings
							Fall 2011		and serving as the Master Advisor and
	Fine,Amanda						Performance	PAI - Performance	internship coordinator for the Marketing
Marketing	Cooper	Lecturer	\$55,000.00	\$60,000.00	\$5,000.00	9.1%	Increase	Annual Increase	Department.
									Fall 2011 Performance Increase: Increase was
							Fall 2011		based on publications in high ranked journals,
N.A	Fredendall,Lawrenc	Associate Duefesses	¢100.353.00	¢446,000,00	ć7.C40.00		Performance		service to the Management department, and
Management	e D	Associate Professor	\$109,252.00	\$116,900.00	\$7,648.00	7.0%	Increase	Annual Increase	market equity.
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
School of Computing	Gilbert,Juan E	Professor	\$130,000.00	\$142,800.00	\$7,800.00		Increase		increase of 6.0% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: This
							Performance		employee received a fall 2011 performance
Philosophy & Religion	Grau,Christopher M	Associate Professor	\$51,510.00	\$57,025.00	\$515.00		Increase	Annual Increase	increase of 1.0% vs. Oct 1, 2010 salary*.
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			Oct 1, 2010	aity \$30,000 a		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dont Doss	Nama	Title			Chango		Cubaatagami	Daisa Description	lustification
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									Fall 2011 Parformance Increase. Increase was
							F. II 2044		Fall 2011 Performance Increase: Increase was
							Fall 2011		based on securing high dollar institute gifts,
			40440000	40= 000 00	4= 440.00		Performance		receipt of the first at-large College of AAH
School of Architecture	Green,Keith E.	Professor	\$84,129.00	\$95,039.00	\$5,410.00	6.4%	Increase	Annual Increase	Creativity Professor title, and market equity.
							Fall 2011		Fall 2011 Performance Increase: This
							Performance		employee received a fall 2011 performance
Public Health	Griffin,Sarah F	Assistant Professor	\$59,414.00	\$65,899.00	\$1,485.00	2.5%	Increase	Annual Increase	increase of 2.5% vs. Oct 1, 2010 salary*.
									Fall 2011 Performance Increase: Increase was
									based on excellent teaching and advisory
							Fall 2011		performance, market equity, dept authority on
Animal & Veterinary							Performance	PAI - Performance	exotic birds, re-established aviary, and course
Science	Hall,Michelle A	Associate Professor	\$74,905.00	\$80,005.00	\$5,100.00	6.8%	Increase	Annual Increase	innovation.
							Fall 2011		Fall 2011 Performance Increase: This
Chemical & Biomolecular							Performance	PAI - Performance	employee received a fall 2011 performance
Engineering	Hirt, Douglas E	Dept Chair/Head	\$133,014.00	\$155,221.00	\$4,521.00	3.4%	Increase	Annual Increase	increase of 3.4% vs. Oct 1, 2010 salary*.
							Fall 2011		
							Performance	PAI - Performance	Fall 2011 Performance Increase: Increase was
Biological Sciences	Hughes,Thomas A	Professor	\$78,207.00	\$83,207.00	\$5,000.00	6.4%	Increase	Annual Increase	based on market equity.
							Fall 2011		Fall 2011 Performance Increase: This
	Hung,Christina						Performance	PAI - Performance	employee received a fall 2011 performance
Art	Nguyen	Assistant Professor	\$52,520.00	\$56,454.00	\$1,434.00	2.7%	Increase	Annual Increase	increase of 2.7% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: Increase was
Food, Nutrition &							Performance	PAI - Performance	based on excellent performance and market
Package Science	Jiang,Xiuping	Professor	\$76,525.00	\$89,525.00	\$5,000.00	6.5%	Increase		equity.
Ţ.	<u> </u>								
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
School of Nursing	Johnson,Arlene E	Associate Professor	\$66,000.00	\$72,980.00	\$1,980.00		Increase	Annual Increase	increase of 3.0% vs. Oct 1, 2010 salary*.
20.700.01.114101118	John John Michiel		700,000.00	ψ, <u> </u>	Ψ±,500.00	3.070	5.0050	aar mierease	2000 01 01070 101 000 1, 2010 30101 y

				uity \$50,000 a	ila Over with			1	
			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	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		\$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.

			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
Genetics & Biochemistry	Lawton Rauh,Amy Louise	Assistant Professor	\$68,803.00	\$74,303.00	\$500.00		Fall 2011 Performance 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		Fall 2011 Performance 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		Fall 2011 Performance Increase	PAI - Performance	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		Fall 2011 Performance 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		Fall 2011 Performance Increase	PAI - Performance	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		Fall 2011 Performance 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		Fall 2011 Performance Increase	PAI - Performance	Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 2.0% vs. Oct 1, 2010 salary*.

			Oct 1, 2010	0.1.4.2044		%Change			
Dept Desc	Name	Title	(or initial) Salary	Oct 1, 2011 Salary	Change	vs. Prev Salary	Subcategory	Raise Description	Justification
Берг Безе	Ivanic	Title	Salary	Salary	Change	Salary	Subcategory	Naise Description	Justineation
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
Communication Studies	Mazer Jr,Joseph P	Assistant Professor	\$56,000.00	\$63,840.00	\$2,240.00	4.0%	Increase	Annual Increase	increase of 4.0% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: This
									employee received a fall 2011 performance
Biological Sciences	Minor,V Christine M	Senior Lecturer	\$53,192.00	\$60,841.00	\$1,500.00	2.8%	Increase	Annual Increase	increase of 2.8% vs. Oct 1, 2010 salary*.
							- 11 - 0 - 4		Fall 2011 Performance Increase: Increase was
							Fall 2011		based on teaching excellence, good
NA shanisal Engines vive	NA salva Cusasani	Assistant Duefessen	670 707 00	¢75 656 00	Ć4 040 00	7.00/			expenditures, and production of graduate
Mechanical Engineering	Mocko,Gregory	Assistant Professor	\$70,707.00	\$75,656.00	\$4,949.00	7.0%	Increase	Annual Increase	students
							Fall 2011		Fall 2011 Performance Increase: Increase was
								DAI - Derformance	based on excellent performance, market equity,
Genetics & Biochemistry	Morris James C	Associate Professor	\$72,554.00	\$80,554.00	\$8,000.00		Increase	Annual Increase	and high grant expenditures.
Generios de Broonermoery	iviornis)sames c	7.0500.0000 1 10105501	ψ, <u>Σ</u> ,33σ	φοσ,σοσο	φο,σσσ.σσ	11.070	erease	7 amada meredae	and ingit grant expenditures:
									Fall 2011 Performance Increase: Increase was
							Fall 2011		based on market equity, departmental
							Performance		committee work, scholarly contributions, and
English	Morris,Keith L	Professor	\$57,697.00	\$71,467.00	\$5,770.00	10.0%	Increase	Annual Increase	direction of several graduate student theses.
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
Genetics & Biochemistry	Murphy,Keith E	Dept Chair/Head	\$150,000.00	\$191,250.00	\$3,750.00	2.5%	Increase	Annual Increase	increase of 2.5% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: This
Parks, Recreation &	Nie was Melle	D (672.072.00	ć04 c22 c2	62.640.65				employee received a fall 2011 performance
Tourism Management	Norman,William C	Professor	\$72,973.00	\$84,622.00	\$3,649.00	5.0%	Increase	Annual Increase	increase of 5.0% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: This
								PAI - Performance	
Mathematical Sciences	Novick,Beth A	Senior Lecturer	\$47,055.00	\$50,902.00	\$847.00	1 2%	Increase	Annual Increase	increase of 1.8% vs. Oct 1, 2010 salary*.
Iviatilematical Sciences	INOVICE, DELITA	Jenior Lecturer	→ + 7,000.00	\$30,302.00	7047,00	1.0/0	inci ease	Amuai mulease	increase of 1.0/0 vs. Oct 1, 2010 salary .

			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
Civil Engineering	Ogle,Jennifer H	Associate Professor	\$73,191.00	\$80,900.00	\$2,709.00	3.7%	Increase	Annual Increase	increase of 3.7% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: This
Campbell Grad Engr	Omar,Mohammad						Performance	PAI - Performance	employee received a fall 2011 performance
Program	Atif	Associate Professor	\$76,356.00	\$83,647.00	\$2,291.00	3.0%	Increase	Annual Increase	increase of 3.0% vs. Oct 1, 2010 salary*.
			1	, ,	. ,				, ,
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
Psychology	Pak,Chong Hyon	Associate Professor	\$57,412.00	\$65,812.00	\$3,400.00	5.9%	Increase	Annual Increase	increase of 5.9% vs. Oct 1, 2010 salary*.
									Fall 2011 Performance Increase: Increase was
							Fall 2011		based on completion of a very active and
							Performance	PAI - Performance	productive year in all areas of professional
Philosophy & Religion	Perpich,Diane	Associate Professor	\$53,355.00	\$58,691.00	\$5,336.00	10.0%	Increase	Annual Increase	responsibility.
Dean of College of							Fall 2011		Fall 2011 Performance Increase: This
Business & Behavioral							Performance	PAI - Performance	employee received a fall 2011 performance
Sciences	Pickett, Gregory M	Dept Chair/Head	\$143.576.00	\$200,250.00	\$5,250.00	3.7%	Increase	Annual Increase	increase of 3.7% vs. Oct 1, 2010 salary*.
		, , , , , , , , , , , , , , , , , , , ,		, , , , , , , , , , , , , , , , , , , ,	, -,				, , , , , , , , , , , , , , , , , , , ,
							Fall 2011		Fall 2011 Performance Increase: Increase was
							Performance	PAI - Performance	based on excellent performance, market equity,
Biological Sciences	Ptacek,Margaret	Professor	\$84,454.00	\$90,454.00	\$6,000.00	7.1%	Increase	Annual Increase	and high grant expenditures.
							Fall 2011		Fall 2011 Performance Increase: This
					4		Performance		employee received a fall 2011 performance
Mechanical Engineering	Qiao,Rui	Assistant Professor	\$72,793.00	\$82,161.00	\$4,368.00	6.0%	Increase	Annual Increase	increase of 6.0% vs. Oct 1, 2010 salary*.
							 Tall 2011		Fall 2011 Parformance Increase. This
							Fall 2011 Performance	PAI - Performance	Fall 2011 Performance Increase: This employee received a fall 2011 performance
Psychology	Raymark,Patrick H	Dept Chair/Head	\$77.265.00	\$111,100.00	\$1,100.00	1 /10/	Increase	Annual Increase	increase of 1.4% vs. Oct 1, 2010 salary*.
i sychology	maymain, rather n	Dept Chair/ Head	7/1,203.00	7111,100.00	31,100.00	1.470	IIICICase	Aminai micrease	increase of 1.4/0 vs. Oct 1, 2010 Salary .

			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
	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		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.
	Ryan,Joseph Benedict	Associate Professor	\$61,600.00	\$68,992.00	\$1,232.00		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		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		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		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		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		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*.

			Oct 1, 2010	unty \$30,000 u		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
							Fall 2011	_	Fall 2011 Performance Increase: Increase was
	Sehorn,Michael						Performance	PAI - Performance	based on excellent performance, market equity,
Genetics & Biochemistry	Glen	Assistant Professor	\$60,600.00	\$67,300.00	\$6,700.00	11.1%	Increase	Annual Increase	and high grant expenditures.
							Fall 2011		Fall 2011 Performance Increase: This
	Sherrill, Windsor						Performance		employee received a fall 2011 performance
Public Health	Westbrook	Professor	\$63,933.00	\$75,609.00	\$3,676.00	5.7%	Increase	Annual Increase	increase of 5.7% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
Bioengineering	Simionescu,Dan T	Associate Professor	\$75,628.00	\$82,519.00	\$1,891.00	2.5%	Increase	Annual Increase	increase of 2.5% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: Increase was
				_			Performance		based on market equity and scholarly
History	Smith,Christa A.	Associate Professor	\$50,257.00	\$55,283.00	\$5,026.00	10.0%	Increase	Annual Increase	productivity.
							Fall 2011	_	Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
Communication Studies	Smith,Eddie R	Senior Lecturer	\$44,483.00	\$50,710.00	\$1,779.00	4.0%	Increase	Annual Increase	increase of 4.0% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: This
							Performance		employee received a fall 2011 performance
Chemistry	Smith,Rhett C	Assistant Professor	\$57,691.00	\$71,632.00	\$1,941.00	3.4%	Increase	Annual Increase	increase of 3.4% vs. Oct 1, 2010 salary*.
							- !!		
							Fall 2011		Fall 2011 Performance Increase: This
				4	4		Performance	PAI - Performance	employee received a fall 2011 performance
Public Health	Spitler,Hugh D	Professor	\$68,374.00	\$78,083.00	\$1,709.00	2.5%	Increase	Annual Increase	increase of 2.5% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Dayformon to be seen a Committee of the
							Fall 2011	DAL Dout-	Fall 2011 Performance Increase: Completed a
Dhilananh C. Dallata	Chaultan Charles	Associate Desfers	¢52.762.60	ĆEO 430 00	ćE 276.60	40.004	Performance		very active and productive year in all areas of
Philosophy & Religion	Starkey,Charles	Associate Professor	\$53,763.00	\$59,139.00	\$5,376.00	10.0%	Increase	Annual Increase	professional responsibility.

			Oct 1, 2010		TIG OVER WITH	%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	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		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*.

			Oct 1, 2010 (or initial)	Oct 1, 2011		%Change vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
Electrical & Computer Engineering	Wang,Pingshan	Associate Professor	\$81,682.00	\$91,583.00	\$4,901.00	·	Fall 2011 Performance 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		Fall 2011 Performance 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		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		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.

			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									Market Equity Increases Increase the base
								PEO -	Market Equity Increase: Increase the base
	Morris, Meredith							Performance	salary of Meredith Morris to be commensurate with the benchmark range for Assistant
Genetics & Biochemistry	Teilhet	Assistant Professor	\$40,000.00	\$73,000.00	\$33,000.00	02 E0/	Market Equity Increase	Other	Professors in Genetics and Biochemistry.
Genetics & Biochemistry	rennet	ASSISTALL FLOIESSOI	\$40,000.00	\$75,000.00	\$55,000.00	62.370	increase	PEO -	Market Equity Increase: Per the Provost's
	Rosenblith, Suzanne						Market Equity	Performance	Office, Suzanne Rosenblith should be at the
Teacher Education	I	Dept Chair/Head	\$65,685.00	\$99,000.00	\$3,850.00	5 0%	Increase	Other	same rate as Robert Knoeppel.
Teacher Education	IN	Dept Chair/Head	\$03,063.00	\$33,000.00	\$3,630.00	3.5/0	increase	Other	same rate as nobert knoepper.
									Promotion/Reclassification & Administrative
									Supplement: Dr. Knoeppel was selected as the
								PEO -	new department chair of the Department of
Leadership, Technology &								Performance	Leadership, Technology & Counselor Education
Counselor Education	Knoeppel,Robert C	Dept Chair/Head	\$69,000.00	\$99,000.00	\$6,000.00	8 7%	Performance Other		within the School.
Courisciol Education	кпосррсі, корст с	Dept chan/ficad	\$05,000.00	\$55,000.00	70,000.00	0.770	r chomianee other	Other	Within the School.
									Promotion/Reclassification: Ms. Conrad was
									promoted from Associate Director to Associate
PRTM Outdoor		Academic Program					Promotion/Reclassi		Director of the PRTM Outdoor Laboratory. The
Laboratory	Conrad,Leslie E	Director	\$45,894.00	\$71,400.00	\$24,106.00	52.5%	fication	PRO - Promotion	Associate Director position will not be filled.
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							Promotion/Reclassi		Promotion/Reclassification: Richard Goodstein
Dean of Architecture	Goodstein,Richard E	Dean	\$200,000.00	\$245,000.00	\$114,667.00	57.3%	fication	PRO - Promotion	will serve as Dean of AAH.
									Promotion/Reclassification: Professor
							Promotion/Reclassi		Hartmann was promoted to Department
Performing Arts	Hartmann,David J	Dept Chair/Head	\$81,797.00	\$93,500.00	\$3,203.00	3.9%	fication	PRO - Promotion	Head/Chair of Performing Arts.
									Promotion/Reclassification: Dr. Hirt will serve
Chemical & Biomolecular							Promotion/Reclassi		as the Department Chair for the Department of
Engineering	Hirt,Douglas E	Dept Chair/Head	\$133,014.00	\$155,221.00	\$17,686.00	13.3%	fication	PRO - Promotion	Chemical and Biomolecular Engineering.
									

				uity \$50,000 a	na over with				
			Oct 1, 2010	0 - 1 2011		%Change			
			(or initial)	Oct 1, 2011	CI.	vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification 0.00
									Promotion/Reclassification & Degree
									Attainment: Mr. Andrew Hurley received his
								PEO -	Ph.D from Clemson University in August 2011
Food, Nutrition &				4			Promotion/Reclassi		and was promoted from Lecturer to Assistant
Package Science	Hurley,Rupert A	Assistant Professor	\$54,995.00	\$75,000.00	\$30,005.00	54.6%	fication	Other	Professor.
									Promotion/Reclassification: Promotion of Dr.
								PEO -	Ingram-Smith to the title of Assistant Professor
	Ingram-						Promotion/Reclassi		with tenure-track status. The increase in salary
Genetics & Biochemistry	Smith,Cheryl Jean	Senior Lecturer	\$41,511.00	\$73,000.00	\$31,489.00	75.9%	fication	Other	is commensurate with the change in title.
									Promotion/Reclassification & Degree
School of Agriculture,								PEO -	Attainment: Dr. Kirk received his PhD in
Forestry, &							Promotion/Reclassi	Performance	December 2010 and was promoted from
Environmental Sciences	Kirk,Kendall R	Assistant Professor	\$45,948.00	\$71,600.00	\$19,052.00	41.5%	fication	Other	Lecturer to Assistant Professor at market value.
									Promotion/Reclassification & Degree
School of Agriculture,								PEO -	Attainment: Dr. Kirk received his PhD in
Forestry, &							Promotion/Reclassi	Performance	December 2010 and was promoted from
Environmental Sciences	Kirk,Kendall R	Assistant Professor	\$45,948.00	\$71,600.00	\$5,000.00	10.9%		Other	Lecturer to Assistant Professor at market value.
								PEO -	Promotion/Reclassification: Dr. Novick
							Promotion/Reclassi	Performance	received a unanimous vote to be reclassed to
Mathematical Sciences	Novick,Beth A	Senior Lecturer	\$47,055.00	\$50,902.00	\$3,000.00	6.4%	fication	Other	the title of Senior Lecturer.
Dean of College of									Promotion/Reclassification: Dr. Gregory Pickett
Business & Behavioral							Promotion/Reclassi		has been selected by the search committee to
Sciences	Pickett, Gregory M	Dept Chair/Head	\$143,576.00	\$200,250.00	\$51,424.00	35.8%	fication	PRO - Promotion	fill the Associate Dean position.
									Promotion & Administrative Supplement: Dr.
									Raymond has been selected to serve as the
	Raymond, Mary	Interim Department					Promotion/Reclassi		Department Chair of Marketing and received an
Marketing	Anne	Chair	\$125,812.00	\$134,900.00	\$3,625.00	2.9%	fication	PRO - Promotion	Administrative Salary Supplement.
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			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									Promotion/Reclassification & Administrative
								PEO -	Supplement: Dr. Rosenblith was selected as the
	Rosenblith, Suzanne						Promotion/Reclassi	Performance	new department chair of the Department of
Teacher Education	N	Dept Chair/Head	\$65,685.00	\$99,000.00	\$5,080.00	7.7%	fication	Other	Teacher Education within the School.
									Promotion/Reclassification: Increase in salary
							Promotion/Reclassi		to coincide with change in tenure status from
University Libraries	Teague,Gypsey	Librarian I	\$49,995.00	\$55,985.00	\$5,000.00	10.0%	fication	PRO - Promotion	non-tenured to tenured.
									Promotion & Administrative Supplement:
									Professor Williams was promoted to Chair of
									the Department of English effective 8/15/11.
							Promotion/Reclassi		He also received a 10% administrative
English	Williams,Sean D.	Dept Chair/Head	\$68,480.00	\$92,400.00	\$10,272.00	15.0%	fication	PRO - Promotion	supplement.
									Promotion & Administrative Supplement:
									Professor Williams was promoted to Chair of
								PEO -	the Department of English effective 8/15/11.
							Promotion/Reclassi	Performance	He also received a 10% administrative
English	Williams,Sean D.	Dept Chair/Head	\$68,480.00	\$92,400.00	\$5,247.00	7.7%	fication	Other	supplement.

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			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									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
Cooperative Education		Exec Dir Coop Ed/Mich						ADR - Addtl Duties	Executive Director for the Career Center and
· ·		Career	\$74,800.00	\$97,240.00	\$22,440.00	30.0%	Additional Duties	and/or Responblts	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		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		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. Additional Duties: Mr. Parker has assumed
National Brick Research								ADR - Addtl Duties	supervision of the Bishop Materials Laboratory
	Parker,Gary W	Research Associate	\$50,610.00	\$55,671.00	\$5,061.00	10 0%	Additional Duties		in the Research Park.
Center	i dikci, daiy vv	Nescaren Associate	730,010.00	755,071.00	75,001.00	10.070	Additional Daties	Tarray or Mesporibits	in the nescarent ark.

			Oct 1, 2010	. ,		%Change			
			(or initial)	Oct 1, 2011	-1	vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	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		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		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		Additional Duties: Since its inception, the Bridge Program has grown by over 300%. As a result, the general administration and needs have increased greatly.

			Oct 1, 2010	iic Stair \$30,00		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
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									Additional Duties: James has assumed
									substantial additional duties within the Calhoun
	Williams, James							ADR - Addtl Duties	Honors College that are beyond his duties
National Scholars	Edward	Lecturer	\$57,919.00	\$65,111.62	\$5,791.00	10.0%	Additional Duties	and/or Responblts	within National Scholars.
									Administrative/Temporary Salary Supplement:
									Added Temporary Salary Supplement for Deb
									Charles to assume the duties and
							Administrative/Tem		responsibilities as Executive Director for
	Charles,Debra						porary Salary	TSA - Temporary	Customer Relations and Learning Technologies
Learning Technologies	Mitchell	Information Tech Mgr I	\$52,500.00	\$81,506.00	\$10,631.00	20.2%	Supplement	Salary Adjustment	(CRLT).
									Administrative/Temporary Salary Supplement:
							Administrative/Tem		A Temporary Salary Supplement was assigned
Leading the self Barrers of	Charatana Barata E	Land and No. To all the	¢60.067.00	ć75 500 00	ć= 000 00		porary Salary	TSA - Temporary	for his additional work related to Athletics
Institutional Research	Chrestman, Ronald E	Lecturer: Non-Teaching	\$68,867.00	\$75,589.00	\$5,000.00	7.3%	Supplement	Salary Adjustment	reporting required for NCAA compliance.
									Administrative/Temporary Salary Supplement:
									Dr. Sam Drew has been named the Interim
							Administrative/Tem		Executive Director of the National Dropout
National Dropout		Assoc Academic					<u>-</u>	ASA - Admin	Prevention Center, effective immediately, until
Prevention Center	Drew Jr,Samuel F	Program Dir	\$81.807.00	\$111,800.00	\$28,193.00		1' '		the position can be filled.
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									Administrative/Temporary Salary Supplement:
							Administrative/Tem		Temporary Salary Supplement requested in
							porary Salary	TSA - Temporary	association with the reaffirmation visit related
Assessment	Henry, Teresa N	Administrative Coord I	\$52,349.00	\$61,796.33	\$7,852.00	15.0%	Supplement	Salary Adjustment	to SACS (accreditation).
									Administrative/Temporary Salary Supplement:
							Administrative/Tem		ATemporary Salary Supplement was added to
	Westcott III,S		4	4	4		porary Salary	TSA - Temporary	compensate Dr. Westcott for his additional
Institutional Research	Wickes	Lecturer	\$81,143.00	\$94,794.00	\$10,000.00	12.3%	Supplement	Salary Adjustment	work related to the Banner implementation.

Dept Desc Name Title Salary Change vs. Prev Salary Subcategory Raise Description Justification Office of Undergraduate Studies Whorton, Susan S Coordinator \$53,554.00 \$65,460.62 \$1,967.00 \$3.7% License Attainment Office of Undergraduate Studies Office of Undergraduate Studies Whorton, Susan S Coordinator \$53,554.00 \$65,460.62 \$1,967.00 \$3.7% License Attainment Office of Undergraduate Studies Office Office of Undergraduate Studies Office Offic	(or initial) Oct 1, 2011 vs. Prev	e Description Justification	
Dept Desc Name Title Salary Salary Change Salary Subcategory Raise Description Justification Office of Undergraduate Transfer Student Certificate/Degree/ Performance Degree Attainment: This is an increase in		e Description Justification	
Office of Undergraduate Transfer Student PEO - Certificate/Degree/ Performance Degree Attainment: This is an increase in	Title Salary Salary Change Salary Subcategory	e Description Justification	
Office of Undergraduate			
		-	
Studies Whorton,Susan S Coordinator \$53,554.00 \$65,460.62 \$1,967.00 3.7% License Attainment Other for obtaining her PhD recently.	sfer Student Certificate/Degree/	prmance Degree Attainment: This is an incr	ease in salary
	dinator \$53,554.00 \$65,460.62 \$1,967.00 3.7% License Attainment	r for obtaining her PhD recently.	
		,	
Office of Undergraduate Faculty Rank FRP - Faculty Rank	Faculty Pank	Faculty Pank	
		,	
Studies Appling, Jeffrey R Professor \$101,793.00 \$113,086.79 \$8,000.00 7.9% Promotion Promotion Faculty Rank Promotion	25SOr \$101,793.00 \$113,086.79 \$8,000.00 7.9% Promotion	notion Faculty Rank Promotion	
Rutland Institute for Faculty Rank FRP - Faculty Rank	Faculty Rank	Faculty Rank	
Ethics Wueste, Daniel E Professor \$111,969.00 \$122,368.38 \$8,000.00 7.1% Promotion Promotion Faculty Rank Promotion	essor \$111,969.00 \$122,368.38 \$8,000.00 7.1% Promotion	notion Faculty Rank Promotion	
Fall 2011 Performance Increase: Increas		Fall 2011 Performance Increase:	ncrease was
Fall 2011 based on being IT Outstanding Performer	Fall 2011	based on being IT Outstanding Per	former,
Associate Dean for Performance PAI - Performance market equity, and voluntarily accepting	Performance	Performance market equity, and voluntarily acc	epting
Academic Affairs (CAFLS) Allen Jr,Ray K Info Resource Consult II \$52,412.00 \$55,679.00 \$3,267.00 6.2% Increase Annual Increase additional duties.	Resource Consult II \$52.412.00 \$55.679.00 \$3.267.00 6.2% Increase		. 0
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Fall 2011 Fall 2011 Performance Increase: This	Fall 2011	Fall 2011 Performance Increase:	his
Allison, Berinthia Performance PAI - Performance employee received a fall 2011 performance			
Office of Academic Affairs Coggins Human Resources Mgr II \$44,625.00 \$52,499.00 5.6% Increase Annual Increase increase of 5.6% vs. Oct 1, 2010 salary*.		·	
Trullian resources wighting \$44,025.00 \$52,439.00 \$2,439.00 \$5.0% increase Annual increase increase of 5.0% vs. Oct 1, 2010 salary .	3.0% IIIClease	increase of 5.0% vs. Oct 1, 2010 Sd	ary .
Fall 2011 Fall 2011 Performance Increase: This			
Office of Undergraduate PAI - Performance employee received a fall 2011 performance	Performance	Performance employee received a fall 2011 per	ormance
Studies Appling, Jeffrey R Professor \$101,793.00 \$113,086.79 \$3,293.79 3.2% Increase Annual Increase increase of 3.2% vs. Oct 1, 2010 salary*.	essor \$101,793.00 \$113,086.79 \$3,293.79 3.2% Increase	ual Increase increase of 3.2% vs. Oct 1, 2010 sa	ary*.

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

			Oct 1, 2010	11C 3ta11 \$30,00	o ana over w				
				Oct 1, 2011		%Change			
De el Dece	N1	- :	(or initial)		Cl	vs. Prev	C. bastana	Data Danatalia	Latticant a
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
		_					Fall 2011	_	Fall 2011 Performance Increase: Increase was
Computer Systems &		Director of Computing					Performance	PAI - Performance	based on substantially increased workload and
Operation	Fraser Jr, Donald H	Systems	\$94,263.00	\$103,689.00	\$9,426.00	10.0%	Increase	Annual Increase	productivity created by aggressive downsizing.
									Fall 2011 Performance Increase: Increase was
									based on outstanding performance working
							Fall 2011		with the Academic Affairs budgets, serving as
		Financial Off/Academic					Performance	PAI - Performance	liasion for the Office of the Provost, and the 5-
Office of Academic Affairs	Gilbert,Jane C	Affairs	\$108,070.00	\$115,635.00	\$7,565.00	7.0%	Increase	Annual Increase	year plan.
									Fall 2011 Performance Increase: Increase was
							Fall 2011		based on exceptional performance and
							Performance	PAI - Performance	supervision of all of the human resource
CAFLS Business Office	Goss,Debra S	Human Resource Mgr I	\$50,637.00	\$55,175.00	\$4,538.00	9.0%	Increase	Annual Increase	functions in the College.
							Fall 2011		Fall 2011 Performance Increase: Increase was
Computer Systems &	Grieshop,Jeremy						Performance	PAI - Performance	based on substantially increased workload and
Operation	Keith	Research Associate	\$73,174.00	\$78,296.00	\$5,122.00	7.0%	Increase	Annual Increase	productivity created by aggressive downsizing.
									Fall 2011 Performance Increase: Increase was
									based on contribution to strategic plan and
							Fall 2011		bottom line, substantially increased workload
CCIT Enterprise Services							Performance	PAI - Performance	and productivity for all learning systems and
and Applications	Griffis, Nancy H	Sr Applications Analyst	\$72,136.00	\$82,920.00	\$10,784.00	14.9%	Increase	Annual Increase	legacy/new student systems.
							Fall 2011		Fall 2011 Performance Increase: Increase was
Computer Systems &							Performance	PAI - Performance	based on substantially increased workload and
Operation	Guido,Saverio J	Information Tech Mgr I	\$63,817.00	\$70,199.00	\$6,382.00	10.0%	Increase	Annual Increase	productivity created by aggressive downsizing.
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
Assessment	Henry,Teresa N	Administrative Coord I	\$52,349.00	\$61,796.33	\$1,595.33	3.0%	Increase	Annual Increase	increase of 3.0% vs. Oct 1, 2010 salary*.
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			Oct 1, 2010	11c Starr \$30,00		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
Dept Desc	Hame	THE	outur y	Salary	Griarige	Jaiary	Jaboutegory	Haise Bescription	Sustineation
							Fall 2011		Fall 2011 Performance Increase: Increase was
Information Security &							Performance	PAI - Performance	
Privacy	Hoyt,Johnathan H	Systems Programmer II	\$61,348.00	\$66,255.00	\$4,907.00	8.0%	Increase	Annual Increase	productivity created by aggressive downsizing.
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							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
CAFLS Business Office	Jones, Deborah S	Grants Coordinator II	\$41,072.00	\$52,258.00	\$1,025.00	2.5%	Increase	Annual Increase	increase of 2.5% vs. Oct 1, 2010 salary*.
				•	·				
							Fall 2011		Fall 2011 Performance Increase: Increase was
							Performance	PAI - Performance	based on substantially increased workload and
Medicaid IT Services	Kasprick, Marlys M	Applications Analyst II	\$55,227.00	\$60,749.00	\$5,522.00	10.0%	Increase	Annual Increase	productivity created by aggressive downsizing.
							Fall 2011		Fall 2011 Performance Increase: Increase was
	Long,Nathan						Performance	PAI - Performance	based on market equity and intended to retain
Learning Technologies	Christopher	Systems Programmer II	\$54,295.00	\$62,439.00	\$8,144.00	15.0%	Increase	Annual Increase	and reward top performers.
							Fall 2011		Fall 2011 Performance Increase: Increase was
Computer Systems &							Performance	PAI - Performance	based on market equity and intended to retain
Operation	Marshall,Mike S	Systems Programmer II	\$64,668.00	\$73,721.00	\$9,053.00	14.0%	Increase	Annual Increase	and reward top performers.
									Fall 2011 Performance Increase: Increase was
							Fall 2011		based on market equity, Masters degree in
Machining & Technical	McDonald, Charles						Performance	PAI - Performance	Electrical Engineering, and excellent
Services	Taylor	Eng/Assoc Eng II	\$47,723.00	\$52,233.00	\$4,510.00	9.5%	Increase	Annual Increase	performance.
							Fall 2011		Fall 2011 Performance Increase: Increase was
Computer Systems &	Molina-			4	4		Performance		based on market equity and intended to retain
Operation	Jarrin,Barbara	Data Base Admin II	\$73,877.00	\$79,048.00	\$5,171.00	7.0%	Increase	Annual Increase	and reward top performers.
									Fall 2011 Performance Increase: Increase was
									based on substantially increased workload and
							5 II 2011		productivity created by aggressive downsizing.
							Fall 2011		Ms. Piazza has become the top subject matter
Computer Systems &	D: 6 1 1		464.060.00	d.c. 04.c. c.c.	44.056.00	0.007	Performance	PAI - Performance	expert in Redhat Linux installation and
Operation	Piazza,Sandra J	Systems Programmer II	\$61,960.00	\$66,916.00	\$4,956.00	8.0%	Increase	Annual Increase	administration.

			Oct 1, 2010	110 3tarr \$30,00	oo and Over w	%Change			
				Oct 1 2011		_			
David David	News	T11.	(or initial)	Oct 1, 2011	Cl	vs. Prev	C. bastana	Data Danadalia	Lant Caratta
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
School of Agriculture,							Fall 2011		Fall 2011 Performance Increase: This
Forestry, &							Performance	PAI - Performance	employee received a fall 2011 performance
Environmental Sciences	Polomski,Robert F	Extension Associate	\$68,700.00	\$76,570.00	\$1,000.00	1.5%	Increase	Annual Increase	increase of 1.5% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: Increase was
Computer Systems &							Performance	PAI - Performance	based on market equity and top-level
Operation	Quarles, Elaine C	Systems Programmer II	\$74,357.00	\$79,562.00	\$5,205.00	7.0%	Increase	Annual Increase	performance.
							Fall 2011		Fall 2011 Performance Increase: This
CCIT Planning & Resource		Academic Program					Performance	PAI - Performance	employee received a fall 2011 performance
Management	Rathbone,Carla R	Director	\$141,804.00	\$172,717.00	\$2,552.00	1.8%	Increase	Annual Increase	increase of 1.8% vs. Oct 1, 2010 salary*.
									Fall 2011 Performance Increase: Increase was
							Fall 2011		based on being IT Outstanding Performer,
Associate Dean for							Performance	PAI - Performance	market equity, and voluntarily accepting
Academic Affairs (CAFLS)	Roche,Teela Jane	Info Resource Consult II	\$52,355.00	\$55,624.00	\$3,269.00	6.2%	Increase	Annual Increase	additional duties.
							Fall 2011		Fall 2011 Performance Increase: Increase was
Computer Systems &							Performance	PAI - Performance	based on market equity and intended to retain
Operation	Slagh, Carole Ann	Systems Programmer II	\$67,018.00	\$71,709.00	\$4,691.00	7.0%	Increase	Annual Increase	and reward top performers.
									Fall 2011 Performance Increase: Increase was
									based on contribution to strategic plan and
									bottom line and substantially increased
							Fall 2011		workload. She is the primary person
CCIT Enterprise Services							Performance	PAI - Performance	
and Applications	Smith, Karen Lindsev	Applications Analyst II	\$52,000.00	\$57,200.00	\$5,200.00	10.0%	Increase	Annual Increase	Project.
- '''	, ,	,		, ,	. ,				
							Fall 2011		Fall 2011 Performance Increase: Increase was
Network Services &	Standridge, Thomas						Performance	PAI - Performance	based on demonstration of significantly
Telecommunications	A	Info Resource Consult II	\$46,071.00	\$52,060.00	\$5,989.00	13.0%	Increase	Annual Increase	increased technical knowledge.
		5 11555 21 35 25 115 116 11	÷ 12,07 2.30	+, 5 C C . 5 C	+ = ,3 = 2 . 3 0	10.070	3. 25.2		
School of Agriculture,							Fall 2011		Fall 2011 Performance Increase: This
Forestry, &							Performance	PAI - Performance	
,,	Vincent, Ellen Anita	Extension Associate	\$56,871.00	\$63,558.00	\$1,000.00	1 8%	Increase	Annual Increase	increase of 1.8% vs. Oct 1, 2010 salary*.
Environmental Sciences	vincent, Liien Ainta	LATERISION ASSOCIATE	750,671.00	703,330.00	71,000.00	1.070	increase	Amuai micrease	increase of 1.0/0 vs. Oct 1, 2010 saidly .

				11C 3Ca11 \$30,0C					
			Oct 1, 2010	0 1 4 2044		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
							Fall 2011		Fall 2011 Performance Increase: Increase was
							Performance	PAI - Performance	based on substantially increased workload and
Medicaid IT Services Wa	atson,Emily F	Info Resource Consult II	\$53,066.00	\$58,372.00	\$5,306.00	10.0%	Increase	Annual Increase	productivity created by aggressive downsizing.
							Fall 2011		Fall 2011 Performance Increase: This
We	estcott III,S						Performance	PAI - Performance	employee received a fall 2011 performance
Institutional Research Wid	ickes .	Lecturer	\$81,143.00	\$94,794.00	\$3,651.00	4.5%	Increase	Annual Increase	increase of 4.5% vs. Oct 1, 2010 salary*.
			, ,	. ,	. ,				,
									Fall 2011 Performance Increase: Increase was
									based on contribution to strategic plan and
							Fall 2011		bottom line. He is entrepreneurial, succeeds in
l w/	hite,David	Research Associate					Performance	PAI - Performance	bringing in new business and partnerships with
	-	Professor	\$85,000.00	\$95,200.00	\$10,200.00		Increase	Annual Increase	Clemson.
Cerr Research Support Lav	Wience	110103301	\$65,000.00	755,200.00	710,200.00	12.070	mereuse	7 mindar meredae	ciemson.
							Fall 2011		Fall 2011 Performance Increase: This
\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	hitfield,Deborah						Performance	PAI - Performance	
CAFLS Business Office G	•	Accnt/Fiscal Analyst III	\$48,298.00	\$60,734.00	\$1,191.00		Increase	Annual Increase	increase of 2.5% vs. Oct 1, 2010 salary*.
CAFLS Business Office G		ACCITY FISCAL ALIAIYST III	\$46,296.00	\$60,754.00	\$1,191.00	2.5%	increase	Allitual filtrease	Increase of 2.5% vs. Oct 1, 2010 salary .
							E. II 2044		E.II 2044 B. Communication This
		-					Fall 2011		Fall 2011 Performance Increase: This
Office of Undergraduate		Transfer Student		4	4		Performance		employee received a fall 2011 performance
Studies Wh	'horton,Susan S	Coordinator	\$53,554.00	\$65,460.62	\$1,906.62	3.6%	Increase	Annual Increase	increase of 3.6% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: This
Wit	'illiams,James						Performance	PAI - Performance	employee received a fall 2011 performance
National Scholars Edv	dward	Lecturer	\$57,919.00	\$65,111.62	\$1,401.62	2.4%	Increase	Annual Increase	increase of 2.4% vs. Oct 1, 2010 salary*.

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			Oct 1, 2010	0 1 4 2014		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
Office of Academic Affairs		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 Undergraduate	Burns, Deanna Hope Chambers, Matthew	Student Services Mgr I	\$30,274.00	\$52,500.00	\$22,226.00	73.4%	Promotion/Reclassi fication Promotion/Reclassi	PRO - Promotion	Promotion/Reclassification: Promoted to Student Services Manager I. MBA program program coordinator and admissions director. Promotion/Reclassification: Employee was promoted to Applications Analyst II. This is a new hire into this department to work on the
Admissions	G	Applications Analyst II	\$40,905.00	\$50,000.00	\$9,095.00	22.2%	<u>-</u>	PRO - Promotion	Banner Project.
	Charles, Debra Mitchell	Information Tech Mgr I	\$52,500.00				Promotion/Reclassi	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.

				11C Starr \$50,00	Jo and Over w				
			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									Promotion/Reclassification: Chris is currently
Computer Systems &	Jones,Christopher						Promotion/Reclassi		serving as the interim virtualization
Operation	W	Systems Programmer II	\$55,550.00	\$72,000.00	\$16,450.00	29.6%	fication	PRO - Promotion	infrastructure subject matter expert.
									Promotion/Reclassification: Position was
									reclassified to Systems Programer II. Yang is
									now the lead UNIX subject matter expert (SME)
Computer Systems &							Promotion/Reclassi	REC - Job	and lead SME for Solaris on mission critical
Operation	Li,Yang	Systems Programmer II	\$64,394.00	\$74,053.00	\$9,659.00	15.0%	fication	Reclassification	systems.
									Promotion/Reclassification: Kate Mace will
	Mace,Kathryn	Sr Information Res					Promotion/Reclassi		serve as the manager for CCIT's Regional
Chief Technology Officer	Petersen	Consultant	\$47,846.00	\$62,200.00	\$14,354.00	30.0%	fication	PRO - Promotion	Network Operations.
									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
	Milam, Martha	Senior Associate					Promotion/Reclassi	REC - Job	in command and assuming the loan programs
Student Financial Aid	Elizabeth	Director	\$67,656.00	\$77,656.00	\$10,000.00	14.8%	fication	Reclassification	and its staff with her current duties.
									Promotion/Reclassification: Promoted to
									Senior Applications Analyst. Laura has been
									with the University for 30 years and has
CCIT Enterprise Services							Promotion/Reclassi		performed as an Application Analyst II on the
and Applications	Price,Laura A	Sr Applications Analyst	\$57,848.00	\$63,877.00	\$6,029.00	10.4%	fication	PRO - Promotion	PeopleSoft team since 1997.
- ' '	,	,	,	, ,	. ,				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
CCIT Planning & Resource		Academic Program					Promotion/Reclassi	REC - Job	university and salary comparable with other R1
Management	Rathbone,Carla R	Director	\$141.804.00	\$172,717.00	\$28,361.00	20.0%		Reclassification	universities.
anabement	matriboric, caria it	15 20101	γ±1±,00±.00	71,2,,1,.00	720,301.00	20.070	1.10411011	colassification	4

			Oct 1, 2010	110 31411 730,00		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									Promotion/Reclassification: Position was
									reclassified to Systems Programmer I. Over the
									last four years, the job duties of the Hardware
Computer Systems &							Promotion/Reclassi	REC - Job	Architecture positions have grown, expanded,
Operation	Wiley,Richard Brent	Systems Programmer I	\$40,283.00	\$52,283.00	\$12,000.00	29.8%	fication	Reclassification	and become more complex.
									Staff Development Program: Program policy
									states that "participants who successfully
								SDP - Staff	complete the program will receive a ten
							Staff Development	Development	percent performance increase not to exceed
CAFLS Business Office	Jones,Deborah S	Grants Coordinator II	\$41,072.00	\$52,258.00	\$4,000.00	9.7%	Program	Program	\$4,000."
									Staff Development Program: Program policy
									states that "participants who successfully
								SDP - Staff	complete the program will receive a ten
							Staff Development	Development	percent performance increase not to exceed
Learning Technologies	Purdessy,Reba R	Info Resource Consult II	\$46,074.00	\$50,074.00	\$4,000.00	8.7%	Program	Program	\$4,000."
									Staff Development Program: Program policy
									states that "participants who successfully
								SDP - Staff	complete the program will receive a ten
	Whitfield,Deborah						Staff Development	Development	percent performance increase not to exceed
CAFLS Business Office	G	Accnt/Fiscal Analyst III	\$48,298.00	\$60,734.00	\$4,000.00	8.3%	Program	Program	\$4,000."

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

			Oct 1, 2010	. ,		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									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
Public Relations	Money,Michael J	Director of Marketing	\$45,000.00	\$50,000.00	\$5,000.00	11.1%	Additional Duties	and/or Responblts	accounts, and various other additional duties.
									Additional Duties: John Seketa will assume the
s			452 504 00	657 504 00	45 000 00	0.50/	A 1 1::: 15 ::		responsibilities of Executive Director of Tiger
Event Promotions	Seketa,John N	Athletics Coach	\$52,591.00	\$57,591.00	\$5,000.00	9.5%	Additional Duties	and/or Responbits	Letter Winner's Association.
	To control of Bullion							ADD Add D C.	Additional Duties: Robert Tenebaum is being
D. C. Maria	Tenenbaum,Robert	Harad Bar day Carada	¢60,000,00	ć74 000 00	¢44 000 00	40.20/	Additional Butter		promoted from Interim to Head Rowing Coach
Rowing Women	Harlan	Head Rowing Coach.	\$60,000.00	\$71,000.00	\$11,000.00	18.3%	Additional Duties	and/or Respondits	effective July 1, 2011.
									Additional Duties: Over the past few years,
									there have been numerous capital improvements and expansions within the
									Clemson University Athletic department that
Athletics Building								ADR - Addtl Duties	have impacted the overall supervisory work
Maintenance	Wade,Gary A	Athletics Coach	\$83,848.00	\$90,241.00	\$4,192.00	5.0%	Additional Duties	and/or Responblts	· · · · · · · · · · · · · · · · · · ·
Wantenance	Wade, Gary A	Attrictics coderi	703,040.00	750,241.00	74,132.00	3.070	Additional Daties	ana/or responsits	loud.
									Additional Duties: Due to reorganization, Kyle
									Young will assume the role as Coordinator of
									Sports Supervisors with the responsibility to
	Young,Kyle	Assoc AD/Coord Sports						ADR - Addtl Duties	ensure communication and coordination of all
Athletic Administration	McLendon	Supv	\$80,916.00	\$87,389.00	\$6,473.00	8.0%	Additional Duties	and/or Responblts	activities.
								PEO -	
	Johnson,Lawrence	Dir. of Men's &					Contractual	Performance	Contractual Requirement: Per contractual
Track	Allen	Women's Track	\$100,512.00	\$139,000.00	\$38,488.00	38.3%	Requirement	Other	agreement.
								PEO -	
	LeCroy,Bradley						Contractual	Performance	Contractual Requirement: Per contractual
Baseball	James	Athletics Coach	\$85,000.00	\$110,000.00	\$25,000.00	29.4%	Requirement	Other	agreement.

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			Oct 1, 2010	0 + 1 2011		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
								PEO -	Contractual Requirement: Per contract,
							Contractual	Performance	effective September 1, 2011. Salary is
Golf	Penley Jr,Larry B	Head Coach/Golf	\$114,069.00	\$150,000.00	\$35,931.00	31.5%	Requirement	Other	comparable with Division 1 coaches.
								PEO -	
							Contractual	Performance	Contractual Requirement: Per contractual
Baseball	Pepicelli,Daniel J	Athletics Coach	\$90,000.00	\$125,000.00	\$35,000.00	38.9%	Requirement	Other	agreement.
							Fall 2011		Fall 2011 Performance Increase: This
Athletics Grounds &							Performance	PAI - Performance	employee received a fall 2011 performance
Fields	Echols Jr,Ernest V.	Athletics Coach	\$55,135.00	\$60,764.00	\$1,770.00	3.2%	Increase	Annual Increase	increase of 3.2% vs. Oct 1, 2010 salary*.
	,		. ,	, ,	. ,				,
							Fall 2011		Fall 2011 Performance Increase: Increase was
							Performance	PAI - Performance	based on contract review in relation to
Tennis Women	Harris, Nancy A	Athletics Coach	\$85,720,00	\$103,000.00	\$17,280.00	20.2%	Increase	Annual Increase	performance and other coaches' compensation.
Terring Worner	Trainis, ivancy /	Attrictics couch	703,720.00	7103,000.00	717,200.00	20.270	mereuse	7 initial increase	Fall 2011 Performance Increase: Increase was
							Fall 2011		based on high performance in financial
		Sr Associate AD Int'l					Performance	PAI - Performance	management and support of staff oversight
Athletic Administration	Hill,Catherine A	Affairs	\$1E6 04E 00	\$168,045.00	\$12,000.00	7 70/	Increase	Annual Increase	duties.
Atmetic Administration	niii,Catileriile A	Allalis	\$150,045.00	\$100,045.00	\$12,000.00	7.770	increase	Ailliuai ilicrease	duties.
							Fall 2011		Fall 2011 Dayforman and Increase. Increase was
	1	A A D /C A . l					Fall 2011	DAL Desferre	Fall 2011 Performance Increase: Increase was
	Jackson-Ip,Mary	Assoc AD/Stu Ath	4======================================	4=0 000 00	4= 0.4= 00	0.00/	Performance		based on high performance in student-athlete
Athletic Administration	Loreto	Perf/Spv	\$56,560.00	\$70,000.00	\$5,245.00	9.3%	Increase	Annual Increase	performance coordination.
							Fall 2011		Fall 2011 Performance Increase: This
Athletics Building							Performance		employee received a fall 2011 performance
Maintenance	Wade,Gary A	Athletics Coach	\$83,848.00	\$90,241.00	\$2,201.00	2.6%	Increase	Annual Increase	increase of 2.6% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
Volleyball Women	Welp,Jodi Elyn	Athletics Coach	\$45,203.00	\$50,203.00	\$1,000.00	2.2%	Increase	Annual Increase	increase of 2.2% vs. Oct 1, 2010 salary*.
									Market Equity Increase: Salary change is due to
								PEO -	market adjustments based on national ranking.
		Assc H Coach/Def					Market Equity	Performance	Salary is competitive with other Division I
Football	Brooks,Bobby Dan	Tackles Coach	\$210,000.00	\$245,000.00	\$35,000.00	16.7%	Increase	Other	colleges.
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			Oct 1, 2010	. ,		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
200			,	,	0-	,	γ γ	PEO -	
		Assoc Athletic					Market Equity	Performance	Market Equity Increase: Increase was applied
Athletic Compliance	Ellison,Stephanie A	Dir/Compliance	\$74,588.00	\$89,880.00	\$15,292.00	20.5%	Increase	Other	to compensate her to the median of the league.
·	, ,	,		,	. ,				Market Equity Increase: Salary change is due to
								PEO -	market adjustments based on national ranking.
		Asst H Coach/TE/Spc					Market Equity	Performance	Salary is competitive with other Division I
Football	Pearman Jr, Daniel L	Teams Coor	\$210,000.00	\$225,000.00	\$15,000.00	7.1%	Increase	Other	colleges.
								PEO -	Market Equity Increase: Increase is based on
							Market Equity	Performance	performance and market data for similar
Training Room	Poole Jr, Danny G	Athletics Coach	\$76,612.00	\$84,273.00	\$7,661.00	10.0%	Increase	Other	positions in the conference.
	·								Market Equity Increase: Increase for Coach
								PEO -	Kanetra Queen is based on ACC Conference
							Market Equity	Performance	market data for the Women's Basketball
Basketball Women	Queen,Kanetra L	Athletics Coach	\$50,000.00	\$55,000.00	\$5,000.00	10.0%	Increase	Other	Operations position.
									Market Equity Increase: Salary change is due to
								PEO -	market adjustments based on national ranking.
		Recruit Coord/Wide					Market Equity	Performance	Salary is competitive with other Division I
Football	Scott,Jeffrey B	Rcvs Coach	\$130,000.00	\$150,000.00	\$20,000.00	15.4%	Increase	Other	colleges.
								PEO -	Market Equity Increase: Increase for Coach Jodi
							Market Equity	Performance	Welp is based on ACC Conference market data
Volleyball Women	Welp,Jodi Elyn	Athletics Coach	\$45,203.00	\$50,203.00	\$4,000.00	8.8%	Increase	Other	for Women's Assistant Volleyball coaches.
									Market Equity Increase: Increase for Coach
								PEO -	Woody is based on market data for similar
	Woody,Christopher	AsstAD for					Market Equity	Performance	positions to bring his salary in line with his ACC
Athletic Compliance	В	Compliance/Coach	\$55,408.00	\$61,215.00	\$5,807.00	10.5%	Increase	Other	peers.
									Performance Increase: Increase is based on
									Priscilla's high performance in the direction of
								PEO -	three essential programs for the Vickery staff
Student Athlete		Acad Affrs						Performance	and the student-athletes we serve: tutoring,
Enrichment Programs	Kanet,Priscilla L	Officer/Coach	\$47,925.00	\$51,759.00	\$3,834.00	8.0%	Performance Other	Other	laptops and international students.

			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
Athletic Administration	Benson,Ida S	Human Resources Mgr II	\$47,470.00	\$52,217.00	\$4,747.00		Promotion/Reclassi fication	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.
Atmetic Administration	benson,iua 3	Hulliali Kesources Ivigi II	\$47,470.00	\$32,217.00	34,747.00	10.076	lication	PRO - PIOIIIOLIOII	Toles for various other business office duties.
	Littlejohn,Sharon						Promotion/Reclassi		Promotion/Reclassification: Mrs. Littlejohn's responsibilities have expanded to include more advance planning, accountability reporting, and supervisory responsibilities for two other
Athletic Administration	Weaver	Accounting/Fiscal Mgr I	\$52,520.00	\$63,877.00	\$11,357.00	21.6%	fication	Reclassification	positions.

				161131011 \$50,00	o ana over w				
			Oct 1, 2010	Oct 1 2011		%Change			
5 . 5		- 1	(or initial)	Oct 1, 2011	CI.	vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									A L III.
									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
Pesticide Regulation	Galloway Jr, Tilden L	Investigator IV	\$51,209.00	\$58,890.00	\$7,681.00	15.0%	Additional Duties	and/or Responblts	
									Additional Duties: Employee serves as
Center for Applied									Statewide Coordinator for the 4-H Pontoon
Ecology	Giacalone,Katie Ann	Extension Associate	\$62,000.00	\$71,300.00	\$9,300.00	15.0%	Additional Duties	and/or Responblts	Classroom Program.
								ADR - Addtl Duties	Additional Duties: Dr. Hoskins will become
LPH/SCMPID	Hoskins,Clyde B	Lecturer	\$77,791.00	\$85,570.00	\$10,607.00	13.6%	Additional Duties	and/or Responblts	Director of SCMPID.
									Additional Duties: Dalphene Jameson has
									assumed new duties as a result of restructuring
								ADR - Addtl Duties	within Economic Development and Public
Agricultural Research	Jameson, Dalphene J	Administrative Coord I	\$46,724.00	\$51,396.00	\$4,672.00	10.0%	Additional Duties	and/or Responblts	Service and Agriculture.
									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
	Weyman Jr, Michael							ADR - Addtl Duties	reassigned to the two present District
Pesticide Regulation	D	Investigator IV	\$44,623.00	\$51,316.00	\$6,693.00	15.0%	Additional Duties	and/or Responblts	Supervisors.
									Administrative/Temporary Salary Supplement:
									The Administrative Salary Supplement is for
									Jeffrey Allen to serve as interim Director of the
							Administrative/Tem		Strom Thurmond Institute. This is part of re-
							porary Salary	ASA - Admin	organization approved by the Board of Trustees
Strom Thurmond Institute	Allen,Jeffery S	Research Associate	\$87,911.00	\$101,097.00	\$13,186.00	15.0%	Supplement	Salary Adjustment	on April 15, 2011.
				<u>.</u>					

			Oct 1, 2010	1011 930,00		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
				-					Administrative/Temporary Salary Supplement:
							Administrative/Tem		Mr. Beer received an Administrative Salary
		Extension Agent -					porary Salary	ASA - Admin	Supplement for serving as a new Regional Lead
Lancaster	Beer,Brian L	Associate	\$53,483.00	\$58,713.90	\$7,297.00	13.6%	Supplement	Salary Adjustment	Agent.
									Administrative/Temporary Salary Supplement:
							Administrative/Tem		Ms. Davenport will receive an Administrative
Home & Garden	Davenport, Mildred	Extension Agent -					porary Salary	ASA - Admin	Salary Supplement for serving as a new
Information Center-HGIC	Williams	Associate	\$48,246.00	\$52,960.95	\$6,579.00	13.6%	Supplement	Salary Adjustment	Regional Lead Agent.
									Administrative/Temporary Salary Supplement:
									A Temporary Salary Supplement was added for
									Melissa Kelley to serve as the Interim Chief
PSA & Economic							Administrative/Tem		Financial Officer for Economic Development &
Development Business							porary Salary	TSA - Temporary	PSA Business Services commencing on Friday,
Services	Kelley,Melissa D.	Accounting/Fiscal Mgr I	\$63,877.00	\$74,481.00	\$6,771.00	10.6%	Supplement	Salary Adjustment	September 30, 2011.
									Administrative/Temporary Salary Supplement:
							Administrative/Tem		Mr. Lanford received an Administrative Salary
	Lanford,Blake	Extension Agent -					l' ' '	ASA - Admin	Supplement for serving as a new Regional Lead
Horry	Madison	Associate	\$64,037.00	\$68,956.44	\$8,732.00	13.6%	Supplement	Salary Adjustment	
									Administrative/Temporary Salary Supplement:
							Administrative/Tem		Mr. Legette will receive Administrative Salary
		Distinguished County					1' ' '	ASA - Admin	Supplement for serving as a new Regional Lead
Kershaw	Legette,Deon S	Agent	\$66,150.00	\$70,175.00	\$9,153.00	13.8%	Supplement	Salary Adjustment	Agent.
									Administrative/Temporary Salary Supplement:
							Administrative/Tem		Added ten percent (10%) Administrative Salary
5: 110			4404 600 00	4444 057 00	440.460.00		l' '	ASA - Admin	Supplement for serving one (1) year term as
Field Operations	Ray,Christopher L	Extension Associate	\$101,688.00	\$111,857.00	\$10,169.00	10.0%	Supplement	Salary Adjustment	Experiment Station intern.
									Administrative/Temporary Salary Supplement:
							Administrative/Tem		Mr. Smith received an Administrative Salary
Lautantan	Cartela Lala CD	Fisherian Assessed	Ć0E 400 00	602 504 60	Ć44 C4E 00	42.604	l' '	ASA - Admin	Supplement for serving as a new Regional Lead
Lexington	Smith,John P	Extension Associate	\$85,180.00	\$93,504.60	\$11,615.00	13.6%	Supplement	Salary Adjustment	Agent.

			Oct 1, 2010	(2013)011 430)00		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									Administrative/Temporary Salary Supplement:
							Administrative/Tem		Ms. Ulmer received an Administrative Salary
		Senior Extension					porary Salary	ASA - Admin	Supplement for serving as a new Regional Lead
Allendale	Ulmer,Karissa R	Associate	\$47,357.00	\$53,796.75	\$6,683.00	14.1%	Supplement	Salary Adjustment	Agent.
								PEO -	Degree Attainment: Ms. Pfister completed a
	Pfister,Brigette	Dir, Grant Support						Performance	Masters degree in Human Resources
Grant Support Services	Shanahan	Services	\$48,025.00	\$57,529.00	\$2,000.00	4.2%	License Attainment	Other	Development at Clemson University.
		Extension Agent -	4		4			RSA - Remove	
Lancaster	Beer,Brian L	Associate	\$53,483.00	\$58,713.90	-\$4,862.00	-9.1%	Decrease	Salary Adjustment	None required.
								DCA D	
Home & Garden	Davenport, Mildred	Extension Agent -	640.246.00	¢52.000.05	¢4.206.00	0.40/		RSA - Remove	N
Information Center-HGIC	Williams	Associate	\$48,246.00	\$52,960.95	-\$4,386.00	-9.1%	Decrease	Salary Adjustment	None required.
								RSU - Remove	
LPH/SCMPID	Hoskins,Clyde B	Lecturer	\$77,791.00	\$85,570.00	-\$7,072.00	-0.1%	Decrease	Supplement	None required.
LFTI/ SCIVIFID	Hoskins, Ciyae b	Lecturer	\$77,791.00	\$85,570.00	-57,072.00	-9.170	Decrease	заррієпієпі	None required.
	Lanford,Blake	Extension Agent -						RSA - Remove	
Horry	Madison	Associate	\$64,037.00	\$68,956.44	-\$5,821.00	-9 1%	Decrease	Salary Adjustment	None required
11011 y	Widdison	7 Godelate	Ç0 1,037.00	φου,330.11	γ3,021.00	3.170	Decrease	Salary Majastinent	rone required.
								RSA - Remove	
Lexington	Smith,John P	Extension Associate	\$85,180.00	\$93,504.60	-\$7,743.00	-9.1%	Decrease	Salary Adjustment	None required.
- 0	, , , , ,		, , , , , , , , , , , , , , , , , , , ,	, , , , , ,	, ,			, , , , , , , , , , , , ,	
		Senior Extension						RSA - Remove	
Allendale	Ulmer,Karissa R	Associate	\$47,357.00	\$53,796.75	-\$4,455.00	-9.4%	Decrease	Salary Adjustment	None required.
							Fall 2011		Fall 2011 Performance Increase: This
Extension Staff							Performance	PAI - Performance	employee received a fall 2011 performance
Development	Baker,Della A	Extension Associate	\$79,043.00	\$87,195.00	\$4,152.00	5.3%	Increase	Annual Increase	increase of 5.3% vs. Oct 1, 2010 salary*.
				•					

Dept Desc Name Title Salary Change Salary Subcategory Raise Description Justification Fall 2011 Performance PAI - Performance increase: This employee received a fall 2011 performance increase of 5.3% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase of 5.3% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase of 5.3% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase increase increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase				Oct 1, 2010	1011 930,00		%Change			
Dept Desc Name Title Salary Salary Change Salary Subcategory Raise Description Justification Fall 2011 Fall 2011 Performance PAI - Perfor					Oct 1, 2011		_			
Hampton Barnes, John M Agent S63,301.00 \$70,141.05 \$3,340.05 5.3% Increase Annual Increase Extension Agent Associate S53,483.00 \$58,713.90 \$2,795.90 5.2% Increase Annual Increase Extension Agent Associate S53,483.00 \$58,713.90 \$2,795.90 5.2% Increase Annual Increase Extension Agent Associate S53,483.00 \$58,713.90 \$2,795.90 5.2% Increase Annual Increase Extension Agent Associate S53,483.00 \$58,713.90 \$2,795.90 5.2% Increase Annual Increase Extension Director Annual Increase In	Dept Desc	Name	Title		•	Change		Subcategory	Raise Description	Justification
Distinguished County Agent \$63,301.00 \$70,141.05 \$3,340.05 \$5.3% Performance Increase PAI - Performance Increase of 5.3% vs. Oct 1, 2010 salary*. Fall 2011	2 000 2 000			2 3.13.1 7	20		7	o and o and o got y		
Distinguished County Agent \$63,301.00 \$70,141.05 \$3,340.05 \$5.3% Performance Increase PAI - Performance Increase of 5.3% vs. Oct 1, 2010 salary*. Fall 2011								Fall 2011		
Hampton Barnes, John M Agent \$63,301.00 \$70,141.05 \$3,340.05 \$5.3% Increase Annual Increase increase of 5.3% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance employee received a fall 2011 performance increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance employee received a fall 2011 performance increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance Increase increase based on performance at top level by assur lead role for all Field Operations Field Operations Bortz, Walter M Info Resource Consult II \$55,701.00 \$61,271.00 \$5,570.00 10.0% Increase Field Operations Callahan, Brian J Assistant \$85,000.00 \$93,500.00 \$8,500.00 10.0% Increase Fall 2011 Performance PAI - Performance additional duties in Extension Field operations Fall 2011 Performance increase: Increase based on performance additional duties in Extension Field operations Fall 2011 Performance PAI - Performance additional duties in Extension Field operations Fall 2011 Fall 2011 Performance increase: Increase and Advocacy. Fall 2011 Performance inc			Distinguished County						PAI - Performance	
Extension Agent - Lancaster Beer, Brian L Associate Standard Associate Standard Associate Standard Standard Standard Standard Standard Standard Standard Fall 2011 Performance PAI - Performance Annual Increase Increase Annual Increase Annual Increase Annual Increase Bortz, Walter M Info Resource Consult II Standard Extension Director - Field Operations Fall 2011 Performance PAI - Performance Annual Increase Annual Increase Bortz, Walter M Info Resource Consult II Standard Standard Standard Standard Standard Standard Fall 2011 Performance PAI - Performance Annual Increase Bortz, Walter M Assistant Standard Standard Fall 2011 Performance Annual Increase Annual Increase Annual Increase Annual Increase Annual Increase Fall 2011 Performance Fall 2011 Performance Fall 2011 Performance Fall 2011 Performance Fall 2011	Hampton	Barnes John M	,	\$63,301,00	\$70 141 05	\$3,340,05	5 3%			
Extension Agent - Associate Extension Agent - Associate S53,483.00 \$58,713.90 \$2,795.90 \$5.2% Fall 2011 Performance Performance Increase PAI - Performance PAI	Tampeon	<i>Darries,</i> ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	7.80110	ψ03,301.00	770,111.03	ψ3,3 10.03	3.370	merease	7 iiii dai iii ci case	
Extension Agent - Associate Extension Agent - Associate Extension Agent - Associate Extension Agent - Associate S53,483.00 \$58,713.90 \$2,795.90 \$5.2% Increase Increase Fall 2011 Performance increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance Increase increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance Increase increase increase increase increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance increase								Fall 2011		
Lancaster Beer, Brian L Associate \$53,483.00 \$58,713.90 \$2,795.90 \$5.2% Increase Annual Increase increase of 5.2% vs. Oct 1, 2010 salary*. Fall 2011 Performance PAI - Performance Annual Increase Bortz, Walter M Info Resource Consult II Extension Director - Field Operations Callahan, Brian J Assistant \$85,000.00 \$93,500.00 \$8,500.00 Fall 2011 Performance PAI - Performance PAI - Performance Annual Increase Annual Increase Fall 2011 Performance Annual Increase Fall 2011 Performance Annual Increase Fall 2011 Performance Annual Increase Fall 2011 PAI - Performance Annual Increase Fall 2011 PAI - Performance Annual Increase Fall 2011 Fall 2011 Performance Annual Increase Fall 2011 Performance Annual Increase Fall 2011 Pall 2011 Fall 2011			Fytension Agent -						PΔI - Performance	
Field Operations Bortz, Walter M Info Resource Consult II Extension Director - Field Operations Callahan, Brian J Callahan, Brian J Callahan, Brian J Fall 2011 Extension Director - Field Operations Fall 2011 Fa	Lancaster	Reer Brian I	_	\$53.483.00	\$58 713 90	\$2 795 90	5 2%			
based on performance at top level by assur lead role for all Field Ops IT statewide and find of the performance of the performa	Larreaster	Deci, Brian E	7.55001410	755,465.00	730,713.50	Ψ2,733.30	3.270	mereuse	7 illiadi meredae	
Fall 2011 Performance PAI - Performance Pall 2011 Perfor										
Field Operations Bortz, Walter M Info Resource Consult II \$55,701.00 \$61,271.00 \$5,570.00 \$10.0% Increase Fall 2011 Extension Director - Field Operations Callahan, Brian J Assistant Sequence Consult II \$55,701.00 \$5,570.00 \$10.0% Increase Fall 2011 Performance Annual Increase PAI - Performance PAI - Performance Increase: Increase Pail 2011 Fall 2011 Performance PAI - Performance PAI - Performance PAI - Performance at top level by assure additional duties in Extension Field operations Fall 2011 Fall 2011 Fall 2011 Fall 2011 Fall 2011 Fall 2011 Fall 2011 Performance Increase: Increase PAI - Performance PAI - Performanc								Fall 2011		
Field Operations Bortz, Walter M Info Resource Consult II \$55,701.00 \$61,271.00 \$5,570.00 10.0% Increase Fall 2011 Performance Field Operations Callahan, Brian J Assistant \$85,000.00 \$93,500.00 \$8,500.00 10.0% Increase Fall 2011 Performance Annual Increase Fall 2011 PAI - Performance Annual Increase Annual Increase Annual Increase Fall 2011 Performance and Advocacy. Fall 2011 Performance Increase: Increase of the part of the par									DAL Porformance	·
Fall 2011 Performance Increase: Increase of Ball 2011 Performance Increase: Increase of Ball 2011 Performance at top level by assure additional duties in Extension Field operations Callahan, Brian J Assistant \$85,000.00 \$93,500.00 \$8,500.00 10.0% Increase Annual Increase and Advocacy. Fall 2011 Performance Increase: Increase of Fall 2011 Performance Increase Increase In	Field Operations	Portz Walter M	Info Posourco Consult II	¢EE 701 00	¢61 271 00	¢E E70 00	10.00/			·
Field Operations Callahan,Brian J Assistant September 1 Field Operations Callahan,Brian J Assistant September 2 September 3 September 3 September 4 September 3 September 4 September 3 September 4 September 4 September 4 September 4 September 4 September 4 September 5 September 4 September 4 September 5 September 4 September 4 September 5 September 4 September 5 September 5 September 4 September 5 Septemb	rieid Operations	bortz, waiter ivi	illio Resource Consult II	\$55,701.00	\$61,271.00	\$5,570.00	10.0%	ilicrease	Ailluai ilicrease	· · · · · · · · · · · · · · · · · · ·
Extension Director - Field Operations Callahan,Brian J Assistant \$85,000.00 \$93,500.00 \$8,500.00 \$10.0% Increase Fall 2011 Fall 2011 Performance Annual Increase and Advocacy. Fall 2011 based on exemplary performance and								Fall 2011		
Field Operations Callahan,Brian J Assistant \$85,000.00 \$93,500.00 \$8,500.00 10.0% Increase Annual Increase and Advocacy. Fall 2011 Performance Increase: Increase of Brian Brian J Brian Brian J Assistant Fall 2011 Fall 2011			Eutomaion Divoctor						DAI Doufoussanas	
Fall 2011 Performance Increase: Increase of the based on exemplary performance and	Field Constitute	Callahaa Dalaa I		¢05,000,00	¢02 500 00	ć0 F00 00	40.00/			·
Fall 2011 based on exemplary performance and	Field Operations	Callanan,Brian J	Assistant	\$85,000.00	\$93,500.00	\$8,500.00	10.0%	Increase	Annual Increase	·
								E. II 2044		
Performance PAI - Performance leadership to move the institute to a self-										
					4	4				•
Youth Learning Institute Calzadilla, Jorge M Extension Associate \$142,814.00 \$155,619.90 \$12,805.90 9.0% Increase Annual Increase sustaining budgetary status.	Youth Learning Institute	Calzadilla,Jorge M	Extension Associate	\$142,814.00	\$155,619.90	\$12,805.90	9.0%		Annual Increase	
										Fall 2011 Performance Increase: Increase was
										based on receipt of national ACE Gold Award as
PSA Media Relations Dalhouse, Deborah L Public Info Dir II \$74,442.00 \$80,025.00 \$5,583.00 7.5% Increase Annual Increase "Clemson Impacts" editor.	PSA Media Relations	Dalhouse,Deborah L	Public Info Dir II	\$74,442.00	\$80,025.00	\$5,583.00	7.5%	Increase	Annual Increase	"Clemson Impacts" editor.
Fall 2011 Fall 2011 Performance Increase: This										
Home & Garden Davenport, Mildred Extension Agent - Performance PAI - Performance employee received a fall 2011 performance		•	_							, ,
Information Center-HGIC Williams Associate \$48,246.00 \$52,960.95 \$2,521.95 5.2% Increase Annual Increase increase of 5.2% vs. Oct 1, 2010 salary*.	Information Center-HGIC	Williams	Associate	\$48,246.00	\$52,960.95	\$2,521.95	5.2%	Increase	Annual Increase	increase of 5.2% vs. Oct 1, 2010 salary*.
										Fall 2011 Performance Increase: Increase was
										based on increased duties due to aggressive
Edisto Research & PAI - Performance downsizing. He is now the state-wide	Edisto Research &							Performance	PAI - Performance	
Education Center Gunter II,H David Extension Associate \$61,793.00 \$67,972.00 \$6,179.00 10.0% Increase Annual Increase corn/soybean agronomic specialist.	Education Center	Gunter II,H David	Extension Associate	\$61,793.00	\$67,972.00	\$6,179.00	10.0%	Increase	Annual Increase	corn/soybean agronomic specialist.

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			Oct 1, 2010	. ,	o ana over w	%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
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									Fall 2011 Performance Increase: Increase was
							E. II 2044		based on GSS receiving a higher OSP
	-6						Fall 2011		certification level increasing the amount of the
	· •	Dir, Grant Support			4		Performance		award of a proposal that can be processed and
Grant Support Services S	Shanahan	Services	\$48,025.00	\$57,529.00	\$7,504.00	15.6%	Increase	Annual Increase	sent out directly to the sponsor from GSS.
									Fall 2011 Performance Increase: Increase was
							Fall 2011	_	based on exemplary performance and
							Performance	PAI - Performance	leadership as the principal investigator on the
CU Restoration Institute F	Rigas, Nikolaos	Senior Scientist	\$137,917.00	\$151,709.00	\$13,792.00	10.0%	Increase	Annual Increase	CURI Wind Turbine DTTF.
							Fall 2011		Fall 2011 Performance Increase: This
									employee received a fall 2011 performance
Spartanburg F	Rollins,Philip A	Senior Extension Agent	\$60,382.00	\$66,551.10	\$3,169.10	5.2%	Increase	Annual Increase	increase of 5.2% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: Increase was
							Performance	PAI - Performance	based on consistantly high performance and
Agricultural Support S	Shirley Jr,John S	Building/Ground Supv II	\$49,445.00	\$54,390.00	\$4,945.00	10.0%	Increase	Annual Increase	frequent overtime.
									Fall 2011 Performance Increase: Increase is
							Fall 2011		based on consulting for CYFAR projects and
Institute on Family &							Performance	PAI - Performance	work as the USDA liaison to the Federal
Neighborhood Life (IFNL)	Small,Mark A	Professor	\$117,860.00	\$127,289.00	\$9,429.00	8.0%	Increase	Annual Increase	Interagency Working Group on Youth Programs.
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
Lexington	Smith,John P	Extension Associate	\$85,180.00	\$93,504.60	\$4,452.60	5.2%	Increase	Annual Increase	increase of 5.2% vs. Oct 1, 2010 salary*.
									Fall 2011 Performance Increase: Increase was
									based on contribution to Strategic Plan and
							Fall 2011		bottom line through his exceptional talents of
Director, Regulatory &							Performance	PAI - Performance	programming and oversight of PSA computer
Public Services Program 1	Tillett Jr,Harold J	Sr Applications Analyst	\$63,854.00	\$70,239.00	\$6,385.00	10.0%	Increase	Annual Increase	technology and technicians.

			Oct 1, 2010	1011 930,00		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
			,	,		,	5 ,		
									Fall 2011 Performance Increase: Increase was
									based on increased sales and revenue
							Fall 2011		generation in online PSA Mall and receipt of the
		Sr Information Res					Performance	PAI - Performance	national ACE Silver Award for
PSA Media Relations	Togel,Peter Horst	Consultant	\$59,817.00	\$64,303.28	\$4,486.28	7.5%	Increase	Annual Increase	developing/managing the online PSA Mall
							Fall 2011		Fall 2011 Performance Increase: This
	l., ., .	Senior Extension	4		4			PAI - Performance	1 ' '
Allendale	Ulmer,Karissa R	Associate	\$47,357.00	\$53,796.75	\$2,561.75	5.4%	Increase	Annual Increase	increase of 5.4% vs. Oct 1, 2010 salary*.
								PEO -	Market Equity Increase: Increase is based on
								Performance	market data from the AVMA Report on
LPH/SCMPID	Hoskins,Clyde B	Lecturer	\$77,791.00	\$85,570.00	\$4,244.00	5.5%		Other	Veterinary Compensation (2011).
			4.11)	+ /	+ 1/= 1 1100				(2022)
									Promotion/Reclassification: Increase as part of
		Distinguished County					Promotion/Reclassi		the Extension Services Career Advancement
Hampton	Barnes, John M	Agent	\$63,301.00	\$70,141.05	\$3,500.00	5.5%	fication	PRO - Promotion	Ladder per the Extension Policy Manual.
									Promotion/Reclassification: Increase as part of
		Distinguished County					Promotion/Reclassi		the Extension Services Career Advancement
Kershaw	Legette,Deon S	Agent	\$66,150.00	\$70,175.00	\$4,025.00	6.1%	fication	PRO - Promotion	Ladder per the Extension Policy Manual.
									December (December (Cont))
							Duomo etiara /D a ala cal		Promotion/Reclassification: Increase as part of
Cnartanhura	Dolling Philip A	Conjor Extension Agent	¢60 383 00	¢66 FF1 10	¢2 000 00	F 00/	Promotion/Reclassi	DDO Dramation	the Extension Services Career Advancement
Spartanburg	Rollins,Philip A	Senior Extension Agent	\$60,382.00	\$66,551.10	\$3,000.00	5.0%	fication	PRO - Promotion	Ladder per the Extension Policy Manual.
									Promotion/Reclassification: Increase as part of
		Senior Extension					Promotion/Reclassi		the Extension Services Career Advancement
Allendale	Ulmer,Karissa R	Associate	\$47,357.00	\$53,796.75	\$1,650.00	3.5%		PRO - Promotion	Ladder per the Extension Policy Manual.
, meridate	O IIII CI JI	, isociate	717,337.00	455,756.75	71,000.00	3.370	110001011	1.1.0 110111011011	Education For the Extension Follow Mandall

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

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

				-01111111111111111111111111111111111111	Joo and Over v				
			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									Fall 2011 Performance Increase: Increase was
									based on Barry's work toward defining the
University Facilities							Fall 2011		character of the Clemson Campus. He should
Campus Planning &		Campus Landscape					Performance	PAI - Performance	be rewarded for his vision, leadership, artistry
Design	Anderson,Barret D	Architect	\$52,598.00	\$56,280.00	\$3,682.00	7.0%	Increase	Annual Increase	and work ethic.
									Fall 2011 Performance Increase: Increase was
									based on increased recycling revenue (400%),
									reduced cost per ton of recyclables, and
							Fall 2011		management of a large reduction in custodial
University Facilities							Performance	PAI - Performance	resources in the midst of a growing physical
Custodial Recycle Services	Jones,Thomas W	Program Manager II	\$65,576.00	\$72,134.00	\$6,558.00	10.0%	Increase	Annual Increase	plant.
									Fall 2011 Performance Increase: Increase was
									based on staying on top of needs and working
									well with all constituencies in guiding their
University Facilities							Fall 2011		facilities needs. He is very engaged with
Campus Planning &	Vander Mey, Gerald	Director, Campus					Performance	PAI - Performance	campus leadership especially the President in
Design	A	Planning	\$78,986.00	\$84,515.00	\$5,529.00	7.0%	Increase	Annual Increase	guiding future development.
								PEO -	Market Equity Increase: This increase brings
	Holbrooks, Matthew						Market Equity	Performance	Mr. Holbrooks' salary in line with industry
Campus Utilities	L	Trades Specialist V	\$38,149.01	\$53,999.86	\$6,000.00	15.7%	Increase	Other	standards.
·		•							Promotion/Reclassification: Position was
									reclassified to Trades Specialist V due to
									significant changes in duties that have occurred
	Holbrooks, Matthew						Promotion/Reclassi	REC - Job	over the last several years and supervisory
Campus Utilities	L	Trades Specialist V	\$38,149.01	\$53,999.86	\$9,850.97	25.8%	<u>-</u>	Reclassification	responsibility.
,		,		· ·					Promotion/Reclassification: Promotion to
									Trades Manager I. Increase is based on market
University Facilities							Promotion/Reclassi		salary for the promotion and significant
Maintenance Services	Parham III,Herbert L	Trades Manager I	\$36,672.00	\$51,000.00	\$14,328.00	39.1%	1	PRO - Promotion	increase in duties.
			+,	+, 5 - 5 - 5 - 5	+ = 1,3=0.00	30.270			

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

			Oct 1, 2010	250,00		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
Берт Безс	Name	Title	Salary	Salaly	Change	Salary	Subcategory	Raise Description	Justification
									Additional Duties: We have added additional
								ADD Addtl Dution	responsibilities to Bert Epting to focus on
Davolanment	Enting Ir James B	Lecturer: Non-Teaching	\$61,800.00	¢60 500 00	\$7,700.00	12 50/	Additional Duties		
Development	Epting Jr, James B	Lecturer. Non-reaching	\$61,800.00	\$69,500.00	\$7,700.00	12.5%	Additional Duties	and/or Responblts	parent giving.
									Fall 2014 Barfarman la manage la man
							F 11 2044		Fall 2011 Performance Increase: Increase was
							Fall 2011		based on leadership of the team for the Will to
	,	Academic Program	4		4		Performance	PAI - Performance	Lead public kick-off campaigns in different
Alumni Relations	Wilson	Director	\$92,586.00	\$99,067.00	\$6,481.00	7.0%	Increase	Annual Increase	regions and for creating new revenue for CAA.
									Fall 2011 Performance Increase: Increase was
									based on successfully secured necessary
							Fall 2011		external revenue for the Wind Turbine Test
	Colbert-						Performance	PAI - Performance	Facility and new grid system at the Restoration
Development	Busch,Elizabeth	Extension Associate	\$106,050.00	\$116,655.00	\$10,605.00	10.0%	Increase	Annual Increase	Insititute.
							Fall 2011		Fall 2011 Performance Increase: This
Advancement Finance &							Performance	PAI - Performance	employee received a fall 2011 performance
Administration	Huff,James Lee	Applications Analyst II	\$44,625.00	\$53,025.00	\$2,525.00	5.7%	Increase	Annual Increase	increase of 5.7% vs. Oct 1, 2010 salary*.
							Fall 2011		
	Peters, Christopher	Academic Program					Performance	PAI - Performance	Fall 2011 Performance Increase: Increase was
Development	Marc	Director	\$101,793.00	\$109,936.00	\$8,143.00	8.0%	Increase	Annual Increase	based on raising high dollar gifts.
									Market Equity Increase: Leroy Adams serves as
									a full-time Development Officer for the College
								PEO -	of Arts, Architecture, and Humanities. His
							Market Equity	Performance	salary will be commensurate with his Clemson
Development	Adams.Lerov Shealv	Asst Academic Prog Dir	\$85.344.00	\$100,000.00	\$14,656.00	17.2%	Increase	Other	peers.
P			, , -	1,	, ,				
									Market Equity Increase: Increase to brings him
									into line with other Clemson employees in this
								PEO -	classification and to ensure his salary is
Advancement Finance &							Market Equity	Performance	commensurate with his education and years of
Administration	Huff,James Lee	Applications Analyst II	\$44,625.00	\$53,025.00	\$5,875.00	12 70/	Increase	Other	on-the-job experience.
Autilinistration	i iuii,jailles Lee	Applications Allalyst II	J44,023.00	333,023.00	33,673.00	13.2%	inci case	Other	Jon-the-Jon experience.

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

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

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

				arch 950,000 a					
			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									Additional Duties: Ms. Willey is assuming
									additional duties such as supervisor
									responsibility for departmental animal care
									staff and expanding providing protocols
								ADR - Addtl Duties	required for compliance with Federal laws and
Research Services	Willey,Melody C	Program Coordinator II	\$61,275.00	\$65,818.00	\$3,063.00	5.0%	Additional Duties	and/or Responblts	University policies.
							Fall 2011		Fall 2011 Performance Increase: This
	Brown,Pamela						Performance	PAI - Performance	employee received a fall 2011 performance
Sponsored Programs	Dorlynn	Grants Administrator II	\$44,625.00	\$50,607.00	\$982.00	2.2%	Increase	Annual Increase	increase of 2.2% vs. Oct 1, 2010 salary*.
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
Research Services	Willey,Melody C	Program Coordinator II	\$61,275.00	\$65,818.00	\$1,480.00	2.4%	Increase	Annual Increase	increase of 2.4% vs. Oct 1, 2010 salary*.
									Promotion/Reclassification: Position was
									reclassified to Grants Administrator II. This
	Brown,Pamela						Promotion/Reclassi	REC - Job	changes places her on the same level as her co-
Sponsored Programs	Dorlynn	Grants Administrator II	\$44,625.00	\$50,607.00	\$5,000.00	11.2%	fication	Reclassification	workers performing the same job tasks.

			Oct 1, 2010	it / til i residen	t 430,000 and	%Change	Total Raises > 6%		
				Oct 1 2011		vs. Prev			
Dont Doss	Nama	T:+lo	(or initial)	Oct 1, 2011	Change		Cubaatagam	Daisa Description	luctification
Dept Desc	Name	Title	Salary	Salary	Change	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		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		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		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		\$6,969.00		Additional Duties		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
University Housing	,	Director, Residential Life	\$78,646.00	\$86,707.00	\$3,932.00	5.0%	Additional Duties	ADR - Addtl Duties	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.

			Oct 1, 2010 (or initial)	Oct 1, 2011		%Change vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
'			,	,	<u> </u>	,	5 7	i i	
									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
								ADR - Addtl Duties	health information and other reports of
Student Health Center	Leylek,Kathleen A.	Program Manager I	\$45,546.00	\$52,378.00	\$6,832.00	15.0%	Additional Duties		protected student information.
Stadent Health Center	Leylek, Kathleen 74.	1 Togram Wanager T	Ş43,340.00	732,370.00	70,032.00	13.070	Additional Daties	una/or responsies	protected student information.
									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
University Housing	Moss,Joy Acree	Accnt/Fiscal Analyst III	\$51,032.00	\$57,819.00	\$5,103.00	10.0%	Additional Duties	and/or Responbits	Housing, among other duties.
									Additional Duties: Michelle Piekutowski was re-
									appointed as Interim Chief Human Resources
									Officer after a failed CHRO search, with a 2 year
	Piekutowski, Michell	Interim Director of						ADR - Addtl Duties	appointment and potential to renew an
Human Resources	e T	Human Res.	\$101,043.00	\$140,000.00	\$48,142.00	47.6%	Additional 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
C. I ACC								ABB A L !!! 5 .:	division-wide responsibility for overseeing the
Student Affairs	Davis na Lies C	A and /Final A add at the	¢E4 200 00	ć=0.00=.00	¢4 000 00	2.00/	Additional Date		Strategic Planning and Analysis Team: HR and
Operations	Powers,Lisa S	Accnt/Fiscal Analyst III	\$54,289.00	\$59,805.00	\$1,086.00	2.0%	Additional Duties	and/or Responbits	Financials.

					,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		Total Naises > 070		
			Oct 1, 2010	0 1 4 2044		%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									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,
								ADR - Addtl Duties	budget management and serving on various
University Housing	Price,Mary J	Student Services Mgr I	\$49,246.00	\$56,337.00	\$4,924.00	10.0%	Additional Duties	and/or Responblts	committees in University Housing.
									Additional Duties: Altheia Richardson for
									assumed significant additional duties and
									responsibilities, since the merger between the
Gantt Center for Student		Student Services						ADR - Addtl Duties	former Gantt Intercultural Center and the
Life	Richardson, Altheia L	Manager III	\$84,649.00	\$94,163.00	\$6,771.00	8.0%	Additional Duties	and/or Responblts	former Center for Student Involvement.
									Additional Duties: LaToya's position description
									has been revised to include additional analytical
Budgets & Financial								ADR - Addtl Duties	duties necessary for critical strategic planning
Planning	Ritter,LaToya R	Accnt/Fiscal Analyst III	\$42,000.00	\$57,767.00	\$7,245.00	17.3%	Additional Duties	and/or Responblts	for the University.
									Additional Duties: Since the merger between
									the Former Gantt Intercultural Center for
									Student Life and the former Center for Student
Gantt Center for Student	Shamburger,Kenyat							ADR - Addtl Duties	Involvement, Kenyatta has taken on significant
Life	ta N	Student Services Mgr I	\$52,015.00	\$60,078.00	\$5,202.00	10.0%	Additional Duties	and/or Responblts	additional duties.
							Administrative/Tem		Administrative/Temporary Salary Supplement:
							porary Salary	TSA - Temporary	Erin E. Swann served as the Interim General
General Counsel	Swann,Erin E	Interim General Counsel	\$99,806.00	\$123,080.00	\$20,194.00	20.2%	Supplement	Salary Adjustment	Counsel at Clemson University.
								PEO -	License Attainment: Dr. Sara Bennett has
	Bennett,Sara Lynne						Certificate/Degree/	Performance	attained clinical licensure with the State of
Counseling Center	Rieder	Lecturer: Non-Teaching	\$48,000.00	\$51,500.00	\$2,000.00	4.2%	License Attainment	Other	South Carolina.
-									

			Oct 1, 2010		, , , , , , , , , , , , , , , , , , , ,	%Change	10tal Raises > 070		
			•	Oct 1 2011		_			
5 . 5			(or initial)	Oct 1, 2011	CI.	vs. Prev			1 1175 11
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
								PEO -	License Attainment: Dr. Dale Sanders has
							Certificate/Degree/		attained clinical licensure with the State of
Counseling Center	Sanders, Dale L	Counselor	\$48,000.00	\$51,500.00	\$2,000.00	4.2%	License Attainment	Other	South Carolina.
								PEO -	License Attainment: Netti Bhattacharyya has
							Certificate/Degree/	Performance	attained clinical licensure with the State of
Counseling Center	Summer,Netti Jo	Lecturer	\$48,000.00	\$51,500.00	\$2,000.00	4.2%	License Attainment	Other	South Carolina.
								PEO -	License Attainment: Tamara Ulysse has
							Certificate/Degree/	Performance	attained clinical licensure with the State of
Counseling Center	Ulysse,Tamara	Lecturer: Non-Teaching	\$48,000.00	\$51,500.00	\$2,000.00	4.2%	License Attainment	Other	South Carolina.
	Armstrong, Pamela						Counter	RTN - Retention	Counter Offer/Retention: Pamela is being
	Lanise	Human Resources Mgr II	\$57,000.00	\$65,550.00	\$8,550.00	15.0%	Offer/Retention	Increase	recruited by another company.
	Piekutowski,Michell	Interim Director of						RSA - Remove	
Human Resources	e T	Human Res.	\$101.043.00	\$140,000.00	-\$9,185.00	-9.1%		Salary Adjustment	None required
Traman Nessances		Trainian Nesi	ψ101)0 ISIO	φ110,000.00	ψ3)103.00	3.170	200.000	Sarary / rajastriicite	Fall 2011 Performance Increase: Increase was
									based on performance in higher level
									responsibilities in development of a database
							Fall 2011		for University property and leading efforts for
Land & Capital Asset								PAI - Performance	
· ·	Ailstock Mason II	Posoarch Associate	¢61 711 00	¢66 021 00	¢4 220 00	7.00/			CUICAR.
Steward	Ailstock,Mason H	Research Associate	\$61,711.00	\$66,031.00	\$4,320.00	7.0%	Increase	Annual Increase	CUICAN.
							Fall 2011		Fall 2011 Derformance Increase. This
	Dammatt Court						Fall 2011	DAL Danfarra	Fall 2011 Performance Increase: This
	Bennett,Sara Lynne		640.000.00	d=4 =00 cc	44 500 55	2.45		PAI - Performance	employee received a fall 2011 performance
Counseling Center	Rieder	Lecturer: Non-Teaching	\$48,000.00	\$51,500.00	\$1,500.00	3.1%	Increase	Annual Increase	increase of 3.1% vs. Oct 1, 2010 salary*.

				Te 7 til Tresiden	t 950,000 ana		Total Naises > 0/0		
			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
							Fall 2011		Fall 2011 Performance Increase: This
New Student & Family							Performance	PAI - Performance	employee received a fall 2011 performance
Programs	Brown,Jeffrey T	Student Services Mgr II	\$51,000.00	\$60,147.00	\$1,752.00	3.4%	Increase	Annual Increase	increase of 3.4% vs. Oct 1, 2010 salary*.
									Fall 2011 Performance Increase: Increase was
									based on consistently exceptional performance
									in the administration of student health services,
									implementation of electronic records,
							Fall 2011		leadership through pandemic flu, and
		Academic Program					Performance	PAI - Performance	achievement of high marks with accrediting
Student Health Center	Clay,George W	Director	\$99,331.00	\$109,264.00	\$9,933.00	10.0%	Increase	Annual Increase	agencies.
									Fall 2011 Performance Increase: Increase was
									based on project by project performance that is
							Fall 2011		well above expectations. The Director relies on
		Control Self-Assessment					Performance	PAI - Performance	the employee in a capacity similar to an
Office of Internal Audit	Cole,Lynn H	Mgr	\$67,619.00	\$74,381.00	\$6,762.00	10.0%	Increase	Annual Increase	assistant director.
		J							
									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
							Fall 2011		health record, and leadership instrumental to
							Performance	PAI - Performance	,
Counseling Center	Contreras, Raquel J	Lecturer: Non-Teaching	\$88,581.00	\$97,439.00	\$8,858.00		Increase	Annual Increase	environment.
<u> </u>	: : : //q.:		, = =,5 = = = 5	, , , , , , , , , ,	1 - / 5 - 5 - 5				
							Fall 2011		Fall 2011 Performance Increase: This
	Evinger, Leasa Ann	Assoc Dtr of Residential					Performance	PAI - Performance	
University Housing	Kowalski	Life	\$48,400.00	\$53,130.00	\$2,530.00		Increase	Annual Increase	increase of 5.2% vs. Oct 1, 2010 salary*.
Jversity Housing	The Walski	1	φ 10, 1 00.00	755,150.00	Ψ 2 ,330.00	3.270	11.01.000	,aar micrease	Case of 3.270 vs. Oct 1, 2010 Salary .

Oct 1, 2010 %Change vs. Prev vs. Prev	
Dept Desc Name Title Salary Salary Change Salary Subcategory Raise Description	Justification
	Fall 2011 Performance Increase: Increase was
	based on contribution to Student Affairs'
	strategic planning efforts, capable management
Fall 2011	of University Housing, including major master
Hallenbeck, Douglas Performance PAI - Performance	planning effort, and compiling SACS info for the
University Housing A Exec. Dir of Housing \$113,120.00 \$122,170.00 \$9,050.00 8.0% Increase Annual Increase	division.
Fall 2011 Fall	Fall 2011 Performance Increase: This
Student Services Performance PAI - Performance	employee received a fall 2011 performance
Campus Life Hays, Amanda H Manager III \$69,690.00 \$78,959.00 \$2,300.00 3.3% Increase i	increase of 3.3% vs. Oct 1, 2010 salary*.
Fall 2011 Fall	Fall 2011 Performance Increase: This
Hobgood, Kathy Director, Residential Performance PAI - Performance	employee received a fall 2011 performance
University Housing Bush Life \$78,646.00 \$86,707.00 \$4,129.00 5.3% Increase in	increase of 5.3% vs. Oct 1, 2010 salary*.
	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
Fall 2011	double internship appointments in her
Student Affairs Performance PAI - Performance	department with all but two receiving course
Publications LeMay,Christina D Public Info Dir II \$65,914.00 \$72,505.00 \$6,591.00 10.0% Increase Annual Increase	credit for their work.
	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
Fall 2011	leadership/supervision for all safety on campus,
	which includes Fire/EMS (previously reporting
Safety Link Jr, Johnson W Chief of Police \$82,183.00 \$90,401.00 \$8,218.00 10.0% Increase t	to AVP).
Fall 2011	Fall 2011 Performance Increase: This
Performance PAI - Performance	employee received a fall 2011 performance
University Housing Moss, Joy Acree Accnt/Fiscal Analyst III \$51,032.00 \$57,819.00 \$1,684.00 3.3% Increase Increase	increase of 3.3% vs. Oct 1, 2010 salary*.

			Oct 1, 2010 (or initial)	Oct 1, 2011		%Change vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									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
Michelin Career Center	Nunamaker,Troy D	Student Services Mgr II	\$46,197.00	\$50,355.00	\$4,158.00		Fall 2011 Performance Increase		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	Accnt/Fiscal Analyst III	\$54,289.00	\$59,805.00	\$4,430.00		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		Fall 2011 Performance 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		Fall 2011 Performance 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	Accnt/Fiscal Analyst III	\$42,000.00	\$57,767.00	\$2,222.00		Fall 2011 Performance 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		Fall 2011 Performance Increase		Fall 2011 Performance Increase: This employee received a fall 2011 performance increase of 3.1% vs. Oct 1, 2010 salary*.

							l lotal Raises > 070		
			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
							Fall 2011		Fall 2011 Performance Increase: This
Gantt Center for Student	Shamburger, Kenyat						Performance	PAI - Performance	employee received a fall 2011 performance
Life	ta N	Student Services Mgr I	\$52,015.00	\$60,078.00	\$2,861.00	5.5%	Increase	Annual Increase	increase of 5.5% vs. Oct 1, 2010 salary*.
									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
							Fall 2011		format, and successful implementation and
Fire & Emergency							Performance	PAI - Performance	•
Medical Services	Shivar Jr,William G	Fire Safety Officer III	\$48,061.00	\$51,906.00	\$3,845.00		Increase	Annual Increase	and records management system.
- Treateur Bet Vices	Sinvai siyaamam C	The Surety Strices in	ψ 10,001.00	φ31,300.00	φ3,013.00	0.070	moreuse	7 tilliddi illeredde	and records management systems
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	employee received a fall 2011 performance
Counseling Center	Summer,Netti Jo	Lecturer	\$48,000.00	\$51,500.00	\$1,500.00		Increase	Annual Increase	increase of 3.1% vs. Oct 1, 2010 salary*.
Counseling Center	Jannier, recti so	Lecturer	ψ 10,000.00	ψ31,300.00	\$1,500.00	3.170	merease	7 i i i i da i i i ci case	
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAI - Performance	
General Counsel	Swann,Erin E	Interim General Counsel	\$99 806 00	\$123,080.00	\$3,080.00		Increase	Annual Increase	increase of 3.1% vs. Oct 1, 2010 salary*.
General Counsel	Swam, Erm E	interim General Counsel	433,000.00	Ψ123,000.00	43,000.00	3.170	merease	7 i i i i da i i i ci case	
							Fall 2011		Fall 2011 Performance Increase: This
							Performance	PAL - Performance	employee received a fall 2011 performance
Counseling Center	Ulysse,Tamara	Lecturer: Non-Teaching	\$48,000.00	\$51,500.00	\$1,500.00		Increase	Annual Increase	increase of 3.1% vs. Oct 1, 2010 salary*.
Counseling Center	Orysse, rainara	Lecturer. Non-Teaching	740,000.00	731,300.00	71,300.00	3.1/0	increase	Aimai mcrease	Market Equity Increase: Increase is based on
									market data in the 2009 Sunbelt Survey of
								PEO -	college student health centers and the 2010
							Market Equity	Performance	national salary survey reported in Advance for
Ctudent Health Contain	Lorov Ludy K	Nurse Manager	¢50.010.00	¢E6 000 00	ĆE 001 00				· · · ·
Student Health Center	Leroy,Judy K	Nurse Manager	\$50,919.00	\$56,000.00	\$5,081.00	10.0%	Increase	Other	Nurses.

							Total Naises > 070		
			Oct 1, 2010			%Change			
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
									Market Equity Increase: Increase is based on
									market data for the Human Resource Director I
								PEO -	classification due to her education, experience,
							Market Equity	Performance	and the complexity of duties pertaining to her
Human Resources	Norris, Erin Earl	Human Resource Dir I	\$51,319.00	\$59,016.00	\$7,698.00	15.0%	Increase	Other	position.
									Market Equity Increase: Increase is based on
									salary equity for the Accounting/Fiscal Analyst
								PEO -	III position within the Budget Office, market
Budgets & Financial							Market Equity	Performance	equity, and to recognize the additional analysis
Planning	Ritter,LaToya R	Accnt/Fiscal Analyst III	\$42,000.00	\$57,767.00	\$6,300.00	15.0%	Increase	Other	that she will be expected to perform.
	•	•							Market Equity Increase: Increase is based on
									market data in the 2009 Sunbelt Survey of
								PEO -	college student health centers and the 2010
	Whelchel, Georgia						Market Equity	Performance	national salary survey reported in Advance for
Student Health Center		Nurse Practitioner IV	\$65,650.00	\$85,000.00	\$3,350.00			Other	Nurses.
			,	, ,	. ,				Promotion/Reclassification: Employee was
									promoted to Associate Director of Residential
									Facilities as well as continuing his duties that
		Assoc Dir Resident					Promotion/Reclassi		pertain to the duties of Fire/Safety - Plumbers
University Housing	Campbell, Timothy E		\$55,147.00	\$60,662.00	\$5,514.80		•	PRO - Promotion	lead staff.
	, , , , ,		,,	,,	1-7-				
									Promotion/Reclassification: Position was
									reclassified to Accounting/Fiscal Manager I.
							Promotion/Reclassi	REC - Job	This position manages the newly formed
Student Financial Services	Chambers Christi H	Accounting/Fiscal Mgr I	\$53,199.00	\$64,500.00	\$11,301.00	21 2%	· -	Reclassification	Student Financial Services Customer support.
Stadent i maneiai Sci vices	5	, too out thing, i is cut ivigit i	755,155.00	70 1,500.00	711,301.00	21.2/0			State of Financial Services Customer Support.
Executive Secretary to	Davis-Gross,Rose						Promotion/Reclassi		Promotion/Reclassification: Employee was
Board of Trustees	Ellen	Administrative Coord II	\$46,813.00	\$53,835.00	\$7,022.00			XFR - Transfer	promoted to Administrative Coordinator II.
board of frustees	LIICII	Auministrative Coord II	34 0,613.00	00.550,555	\$1,022.00	15.0%	Incation	VIV - II aliziei	promoted to Administrative Coordinator II.

			Oct 1, 2010			%Change	Total Naises > 0/0		
			(or initial)	Oct 1, 2011		vs. Prev			
Dept Desc	Name	Title	Salary	Salary	Change	Salary	Subcategory	Raise Description	Justification
·			,	,	J	,	<i>,</i>		
									Promotion/Reclassification: Employee was
									promoted to Accountant/Fiscal Manager I as
									part of the March 2011 reorganization.
							Promotion/Reclassi	REC - Job	Comparable market data reflects a higher salary
Student Financial Services	Henderson,Linda H	Accounting/Fiscal Mgr I	\$53,993.00	\$65,000.00	\$11,007.00	20.4%	fication	Reclassification	is warranted for this employee.
							Promotion/Reclassi	RSU - Remove	
Human Resources	Norris, Erin Earl	Human Resource Dir I	\$51,319.00	\$59,016.00	-\$6,694.00	-13.0%	fication	Supplement	None Required
									Promotion/Reclassification: Position was
									reclassified to Human Resource Director I. Erin
									Norris will provide leadership and direction of
							Promotion/Reclassi	REC - Job	the Employee Relations activities for the
Human Resources	Norris, Erin Earl	Human Resource Dir I	\$51,319.00	\$59,016.00	\$6,693.00	13.0%	fication	Reclassification	University.
									Promotion/Reclassification: Position was
									reclassified to Nurse Practitioner IV in order to
	Whelchel,Georgia						Promotion/Reclassi	REC - Job	meet market salary equity with the anticipated
Student Health Center	Annette	Nurse Practitioner IV	\$65,650.00	\$85,000.00	\$16,000.00	24.4%	fication	Reclassification	new hires.