

Fall 2016 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Scott,Thomas R	Professor	Professor	Research Faculty	NA	\$195,206		3.2%	\$201,550		c
Culin,Joseph D	Department Chair/Head	Interim Associate Dean	Management with Faculty Rank	NA		\$187,914	3.2%		\$194,021	c
Whitwell,Ted	Professor	Interim Associate Dean	Management with Faculty Rank	NA		\$178,905	3.2%		\$184,719	c
Rhodehamel,E J	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$177,015	3.3%		\$182,768	c
Strickland,James Robert	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$164,995	3.3%		\$170,358	c
Yarrow,Greg K	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$163,213	3.2%		\$168,517	c
Pometto III,Anthony Louis	Professor	Professor	Instructional Faculty	NA		\$156,328	3.3%		\$161,409	c
Martin Jr,Samuel B	Professor	Professor	Instructional Faculty	NA		\$148,128	3.3%		\$152,943	c
McCarty,Lambert B	Professor	Professor	Instructional Faculty	NA		\$148,063	3.2%		\$152,875	c
Northcutt,Julie Kathleen	Professor	Professor	Public Service Faculty	NA		\$146,253	3.2%		\$151,006	c
Duckett,Susan Kay	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$142,532		3.2%	\$147,164		c
McMillan,Patrick D.	Extension Professor	Extension Professor	Instructional Faculty	NA		\$140,536	3.2%		\$145,103	c
Lanham,Joseph D	Alumni Professor	Alumni Professor	Instructional Faculty	NA		\$139,996	3.1%		\$144,383	c
Adler,Peter H	Professor	Professor	Instructional Faculty	NA		\$139,345	3.3%		\$143,874	c
Straka,Thomas J	Professor	Professor	Instructional Faculty	NA		\$126,563	12.9%		\$142,892	bc
<i>Increase to bring employee to the minimum of the competitive range</i>										
McGregor,John U.	Professor	Professor	Instructional Faculty	NA	\$137,885		3.2%	\$142,366		c
Greene,Jeremy K	Professor	Professor	Research Faculty	NA		\$137,002	3.3%		\$141,455	c
Zungoli,Patricia A	Professor	Interim Chair - Ag Division	Research Faculty	NA		\$135,146	3.2%		\$139,538	c
Rodgers Jr,John H	Professor	Professor	Instructional Faculty	NA	\$134,630		3.2%	\$139,005		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Jeffers, Steven Nye	Professor	Professor	Instructional Faculty	NA		\$133,893	3.3%		\$138,245	c
Han, Young J	Professor	Professor	Instructional Faculty	NA		\$133,077	3.2%		\$137,402	c
Dodson, Leigh G	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$129,967	3.3%		\$134,191	c
Hassell, Richard L	Professor	Professor	Public Service Faculty	NA		\$128,483	3.3%		\$132,659	c
Khalilian, Ahmad	Professor	Professor	Research Faculty	NA	\$128,100		3.2%	\$132,263		c
Chastain, John P	Professor	Professor	Instructional Faculty	NA		\$128,097	3.2%		\$132,260	c
Schnabel, Guido	Professor	Professor	Research Faculty	NA		\$127,518	3.2%		\$131,662	c
Caterino, Michael S	Endowed Chair	Endowed Chair	Instructional Faculty	NA		\$127,500	3.3%		\$131,644	c
Reighard, Gregory L	Professor	Professor	Research Faculty	NA	\$126,999		3.2%	\$131,126		c
Benson, Eric P	Professor	Professor	Instructional Faculty	NA		\$126,678	3.2%		\$130,795	c
Smith, Nathaniel B	Extension Professor	Extension Professor	Public Service Faculty	NA		\$115,000*	13.6%		\$130,612	*bce
Market increase to bring pay up to the competitive range										
Keinath, Anthony P	Professor	Professor	Research Faculty	NA		\$124,813	3.2%		\$128,869	c
Birrenkott Jr, Glenn P	Professor	Professor	Instructional Faculty	NA		\$124,097	3.2%		\$128,130	c
Jiang, Xiuping	Professor	Professor	Instructional Faculty	NA	\$123,932		3.3%	\$127,960		c
Sawyer, Calvin B	Associate Professor	Associate Professor	Instructional Faculty	NA		\$122,974	3.3%		\$126,971	c
Liu, Haibo	Professor	Professor	Instructional Faculty	NA		\$122,061	3.3%		\$126,028	c
Cooksey, Kay D	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$121,123		3.2%	\$125,059		c
Dawson, Paul L	Professor	Professor	Instructional Faculty	NA	\$120,713		3.2%	\$124,636		c
Adelberg, Jeffrey W	Professor	Professor	Instructional Faculty	NA		\$119,919	3.2%		\$123,816	c
Vernon, Kristine Lang	Associate Professor	Associate Professor	Instructional Faculty	NA		\$118,908	3.2%		\$122,772	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Zehnder, Geoffrey W	Professor	Professor	Public Service Faculty	NA		\$117,011	3.3%		\$120,814	c
Jones, Jeryl C	Professor	Professor	Instructional Faculty	NA	\$115,000		3.3%	\$118,738		c
Greene, Annel K	Professor	Professor	Instructional Faculty	NA	\$114,700		3.3%	\$118,428		c
Jones, Michael A	Professor	Professor	Public Service Faculty	NA		\$102,158	15.6%		\$118,136	bc
Standard increase associated with faculty rank promotion.										
Bellinger, Robert G	Professor	Professor	Instructional Faculty	NA		\$114,011	3.2%		\$117,716	c
Wang, Gaofeng G	Professor	Professor	Instructional Faculty	NA	\$113,234		3.2%	\$116,914		c
Conner, William H	Professor	Professor	Research Faculty	NA	\$112,601		3.3%	\$116,261		c
Whiteside, William S	Professor	Professor	Public Service Faculty	NA		\$111,677	3.3%		\$115,307	c
Kimmel, Robert M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$111,447		3.2%	\$115,069		c
Frederick, James R	Professor	Professor	Research Faculty	NA		\$111,160	3.3%		\$114,773	c
Player, W Kirby	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$110,933	3.2%		\$114,538	c
Fraser, Angela M	Associate Professor	Associate Professor	Instructional Faculty	NA		\$109,727	3.2%		\$113,293	c
Faust, James Emerson	Associate Professor	Associate Professor	Instructional Faculty	NA		\$109,662	3.2%		\$113,226	c
Chen, Feng	Professor	Professor	Instructional Faculty	NA	\$108,785		3.3%	\$112,321		c
Chow, Alex T.	Associate Professor	Associate Professor	Research Faculty	NA		\$106,940	3.3%		\$110,416	c
Barron, Felix H	Professor	Professor	Instructional Faculty	NA	\$106,045		3.2%	\$109,491		c
Skewes, Peter A	Professor	Professor	Instructional Faculty	NA	\$105,968		3.3%	\$109,412		c
Hitchcock, Daniel R	Associate Professor	Associate Professor	Research Faculty	NA		\$105,876	3.3%		\$109,317	c
Lamie, Ronald D	Associate Professor	Associate Professor	Public Service Faculty	NA		\$101,459	3.2%		\$104,756	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Post,Christopher J.	Professor	Professor	Instructional Faculty	NA	\$95,888		8.6%	\$104,167		ce
Market increase to bring pay up to the competitive range										
Chong,Juang Horng	Associate Professor	Associate Professor	Research Faculty	NA		\$100,722	3.2%		\$103,995	c
Reay-Jones,Francis Peter Fortnum	Associate Professor	Associate Professor	Public Service Faculty	NA		\$100,351	3.2%		\$103,612	c
Layfield,Kevin D	Associate Professor	Associate Professor	Instructional Faculty	NA		\$98,346	3.2%		\$101,542	c
Gasic,Ksenija	Associate Professor	Associate Professor	Research Faculty	NA		\$98,317	3.2%		\$101,512	c
Condrasky,Margaret D.	Professor	Professor	Instructional Faculty	NA	\$86,917		15.6%	\$100,511		bc
Standard increase associated with faculty rank promotion.										
White,Sarah A	Associate Professor	Associate Professor	Research Faculty	NA		\$96,051	3.3%		\$99,173	c
Baldwin,Robert Fritz	Endowed Chair	Associate Professor	Instructional Faculty	NA	\$89,968		9.0%	\$98,088		bc
Assumed additional duties associated with endowed chair										
Park,Dara Michelle	Associate Professor	Associate Professor	Instructional Faculty	NA		\$94,898	3.2%		\$97,982	c
Pratt,Scott Lee	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,437		3.2%	\$95,441		c
Agudelo,Paula	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,248		3.2%	\$95,246		c
Willis,David Brian	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,238		3.3%	\$95,236		c
Rustgi,Sachin	Assistant Professor	Assistant Professor	Research Faculty	NA		\$95,000*	0.0%		\$95,000	*
Darby,Duncan O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,335		3.2%	\$94,303		c
Anco,Daniel J	Assistant Professor	Assistant Professor	Public Service Faculty	NA		\$90,000	3.3%		\$92,925	c
Melgar Jimenez,Juan Carlos	Assistant Professor	Assistant Professor	Research Faculty	NA		\$90,000	3.3%		\$92,925	c
Motallebi,Marzieh	Assistant Professor	Assistant Professor	Research Faculty	NA		\$90,000*	3.3%		\$92,925	*c
Privette III,Charles V	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,075		3.2%	\$90,937		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Kutty,Sruthi Narayanan	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$88,000	3.3%		\$90,860	c
Cutulle,Matthew A	Assistant Professor	Assistant Professor	Research Faculty	NA		\$90,000*	0.0%		\$90,000	*
Khanal,Puskar	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$90,000*	0.0%		\$90,000	*
O'Halloran,Thomas L	Assistant Professor	Assistant Professor	Research Faculty	NA		\$90,000*	0.0%		\$90,000	*
Haley-Zitlin,Vivian J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,917		3.3%	\$89,742		c
Fravel,Philip M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,319		3.2%	\$89,124		c
DiBenedetto,Catherine A	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$86,000	3.3%		\$88,795	c
Byrd,Alex P	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$85,000	3.3%		\$87,763	c
Koc,Ali Bulent	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,000		3.3%	\$87,763		c
Kerrigan,Julia Louise	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,257		3.2%	\$86,995		c
Tharayil,Nishanth	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,069		3.2%	\$86,801		c
Batt,Gregory S	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,434		13.6%	\$85,674		bc
	<i>Supplement for serving as Director of the Sonoco Packaged Testing and Materials Evaluation Laboratory</i>									
Johnson,Alan R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,981		11.1%	\$85,492		ce
	<i>Market increase to bring pay up to the competitive range</i>									
Mikhailova,Elena	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,553		3.3%	\$85,236		c
Gering,Lawrence R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,552		6.8%	\$84,993		ce
	<i>Market increase to bring pay up to the competitive range</i>									
Moore,Robert Truett	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$81,454		3.2%	\$84,101		c
Polomski,Robert F	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$81,249	3.3%		\$83,890	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Heaton, William C	Extension Assistant Professor	Extension Assistant Professor	Public Service Faculty	NA		\$52,245	59.0%		\$83,082	bcf
Promoted to Extension Assistant Professor; Increase for attainment of PhD in Extension field										
Thavarajah, Dilrukshi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000		3.3%	\$82,600		c
Hurley, Rupert A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,583		3.2%	\$82,169		c
Lascano, Gustavo Jose	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,050		3.2%	\$81,619		c
Barrett, Russell K	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,030		3.3%	\$80,566		c
Davis, James R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$77,716	3.3%		\$80,242	c
Long, Nathan M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,418		3.2%	\$79,934		c
Jesch, Elliot D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,883		3.3%	\$79,382		c
Bolotova, Yuliya Valentinovna	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		3.2%	\$78,986		c
Kanno, Yoichiro	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		3.2%	\$78,986		c
Vassalos, Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		3.2%	\$78,986		c
Hagan, Donald L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		3.3%	\$77,438		c
Hiesl, Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		3.3%	\$77,438		c
Jachowski, David Scott	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		3.3%	\$77,438		c
Rodriguez, Shari Lynn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		3.3%	\$77,438		c
Zhang, Lisha	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		3.3%	\$77,438		c
Song, Bo	Associate Professor	Associate Professor	Research Faculty	NA	\$74,063		3.2%	\$76,470		c
Wilmoth, Tiffany A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$73,000		3.3%	\$75,373		c
Jachowski, Catherine Michelle Bodinof	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Peoples,Brandon Kevin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000*		0.0%	\$75,000		*
Vincent,Ellen Anita	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$72,465	3.2%		\$74,820	c
Willey,Richard D	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$68,737	3.3%		\$70,971	c
Price,David M	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$68,424	3.3%		\$70,648	c
Hutcheon,Deborah Ann	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000		13.6%	\$68,145		bc
	Supplement for serving as Director of the Didactic Prog. In Dietetics									
Coffee,Aubrey Dean	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$64,505		3.2%	\$66,601		c
Whitfield,Deborah G	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$64,260	3.2%		\$66,348	c
Ellis III,Norman Douglas	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$63,766	3.2%		\$65,838	c
Dodson,Joseph M	Project Coordinator	Project Coordinator	Computer, Engineering, and Science Staff	06		\$63,670	3.2%		\$65,739	c
Dunn,Heather Walker	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,217		9.4%	\$64,755		cf
	Retention increase due to being recruited by another institution									
Pilgrim,Judy B	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$61,824	3.2%		\$63,833	c
Cothran,Sara Lane	Lecturer	Lecturer	Instructional Faculty	NA		\$61,200	3.3%		\$63,189	c
Snyder,William Aaron	Lecturer	Lecturer	Instructional Faculty	NA		\$61,200	3.3%		\$63,189	c
Barnes,Cynthia Kresh	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$61,088	3.2%		\$63,073	c
Allen Jr,Ray K	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$60,633	3.3%		\$62,604	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Stuettgen, Tyler T	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000*		3.3%	\$61,950		*c
Guerra Marcondes, Patricia Dione	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$59,801	3.3%		\$61,745	c
Patterson, Jane M	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$58,848	3.2%		\$60,760	c
Honea, Sennah C	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$49,850	18.7%		\$59,191	bc
	Promoted to Alumni/Develop Mgr. I									
Dimmick, Marcy Anne	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$56,239	3.3%		\$58,067	c
Apperson III, George P	Lecturer	Lecturer	Instructional Faculty	NA	\$58,000*		0.0%	\$58,000		*
Han, Inyee Y	Research Specialist II	Research Specialist II	Computer, Engineering, and Science Staff	05		\$56,115	3.3%		\$57,939	c
Massey, Hunter F	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,793		8.4%	\$57,234		bc
	Standard increase associated with faculty rank promotion.									
Jones, Deborah S	Grants Coordinator II	Grants Coordinator II	Business and Financial Operations Staff	05		\$55,412	3.3%		\$57,213	c
Beecher, Paula Borne	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$55,147	3.2%		\$56,939	c
Shirley, Anna Rebecca Baxley	Senior Lecturer	IACUC Administrator	Instructional Faculty	NA	\$54,514		3.3%	\$56,286		c
Beecher, Lance Edward	Lecturer	Lecturer	Instructional Faculty	NA	\$53,948		3.2%	\$55,701		c
Green, Brenda S	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$53,399	3.7%		\$55,392	bc
	Additional duties including maintaining and analyzing data for FEC and AES; management of payables and performing audits									
Sanders, Amy B	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$53,141	3.2%		\$54,868	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Agriculture, Forestry & Life Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Lascano,Johanna Johnson	Lecturer	Lecturer	Instructional Faculty	NA		\$61,200	-10.6%	\$54,723		cde
Black,Kathryn Hulse	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$52,871	3.2%		\$54,589	c
Swafford,Charlotte P	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$43,992	22.7%		\$53,964	abc
	Reclassified to Accnt/Fiscal Analyst II									
White,David B	Production Manager III	Production Manager III	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$51,810	3.3%		\$53,494	c
Gossett,Ronald	Lab Specialist III	Lab Specialist III	Computer, Engineering, and Science Staff	05		\$51,710	3.3%		\$53,391	c
Miller,Richelle Lorraine	Lecturer	Lecturer	Instructional Faculty	NA	\$51,510		3.2%	\$53,184		c
Gray,Sandra Lowry	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$51,071	3.3%		\$52,731	c
Chao,Wayne Y	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$44,184	18.7%		\$52,463	bc
	Reclassified to Agricultural/Animal Associate II in Forestry and Environmental Conservation									
Chambers,Steven D	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$50,000*	3.3%		\$51,625	*c
Gambrell,Nathaniel John	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$50,000	3.3%		\$51,625	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Goodstein, Richard E	Dean	Dean	Management with Faculty Rank	NA		\$260,229	3.2%		\$268,686	c
Barker, James F	Professor	Professor	Instructional Faculty	NA		\$250,786	3.3%		\$258,937	c
Nakuma, Constancio K	Associate Dean	Senior Associate Dean	Management with Faculty Rank	NA		\$174,820	3.3%		\$180,502	c
Spencer, James Herbert	Associate Dean	Associate Dean	Management with Faculty Rank	NA	\$118,932		51.7%		\$180,439	bcde
Supplement for serving as Associate Dean for Research and Graduate Studies; Continued service as Department Chair for Planning, Develop, and Presevation; Increase based on internal comparisons and approved market data to bring pay up to competitive range.										
Burton, Orville Vernon	Professor	Professor	Instructional Faculty	NA	\$163,029		3.2%	\$168,327		c
Schwennsen, Katherine Lee	Academic Program Director	Director of Architecture	Management with Faculty Rank	NA	\$159,974		3.3%	\$165,174		c
Hudgins, Carter Lee	Professor	Professor	Instructional Faculty	NA	\$152,039		3.2%	\$156,980		c
Allison, David J	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$146,796		3.1%	\$151,405		c
Joseph, Anjali	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$140,000		2.8%	\$143,900		c
Lauria, Mickey	Professor	Professor	Instructional Faculty	NA	\$138,841		3.2%	\$143,353		c
Barczewski, Stephanie L	Professor	Professor	Instructional Faculty	NA	\$129,519		3.2%	\$133,728		c
Morrissey, Lee J	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$129,030		3.2%	\$133,223		c
Grant, H Roger	Named Professor	Named Professor	Instructional Faculty	NA	\$125,899		3.3%	\$129,991		c
Palmer, R Barton	Named Professor	Named Professor	Instructional Faculty	NA	\$125,236		3.2%	\$129,241		c
Blakesley, David E	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$117,395		3.2%	\$121,210		c
Maker, William A	Professor	Professor	Instructional Faculty	NA	\$112,726		3.3%	\$116,390		bcf
Kuehn, Thomas J	Professor	Professor	Instructional Faculty	NA	\$111,003		3.3%	\$114,611		c
May, Todd G	Named Professor	Named Professor	Instructional Faculty	NA	\$109,952		3.1%	\$113,330		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Katz, Steven B	Named Professor	Named Professor	Instructional Faculty	NA	\$108,902		3.2%	\$112,441		c
Ellis, Clifford Donald	Professor	Professor	Instructional Faculty	NA	\$108,625		3.3%	\$112,156		c
Vitanza, Victor Joe	Professor	Professor	Instructional Faculty	NA	\$108,405		3.2%	\$111,928		c
Hartmann, David J	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$108,072		3.2%	\$111,584		c
Shelnutt, Gregory William	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$107,585		3.3%	\$111,082		c
Padua, Mary G	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$106,590		3.2%	\$110,054		c
Battisto, Dina G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$106,265		3.3%	\$109,719		c
Schurch, Thomas William	Professor	Professor	Instructional Faculty	NA	\$109,192		0.0%	\$109,192		
Marks, Steven G	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$105,223		3.1%	\$108,480		c
Howard, Tharon W	Professor	Professor	Instructional Faculty	NA	\$104,703		3.3%	\$108,106		c
Bausman, Dennis C	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$104,861		2.9%	\$107,944		c
Bartley, Abel A	Professor	Professor	Instructional Faculty	NA	\$88,315		19.4%	\$105,446		bc
<i>Standard increase associated with faculty rank promotion.</i>										
Williams, Sean D.	Professor	Professor	Instructional Faculty	NA	\$101,939		3.2%	\$105,252		c
Carney, Elizabeth D	Professor	Professor	Instructional Faculty	NA	\$101,688		3.3%	\$104,993		c
Burns, James M.	Department Chair/Head	Dept Chair	Instructional Faculty	NA	\$99,000		3.3%	\$102,218		c
Oropesa, Salvador A	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$99,000		3.3%	\$102,218		c
Stephens, Jacqueline E	Administrative Mgr II	Administrative Mgr II	Business and Financial Operations Staff	08		\$98,735	3.3%		\$101,944	c
Detrich, David M	Professor	Professor	Instructional Faculty	NA	\$97,567		3.3%	\$100,738		c
Ashton, Susanna M	Professor	Professor	Instructional Faculty	NA	\$97,542		3.2%	\$100,712		c
Moise, Edwin E	Professor	Professor	Instructional Faculty	NA	\$96,850		3.3%	\$99,998		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Grosby,Steven E	Professor	Professor	Instructional Faculty	NA	\$96,491		3.3%	\$99,627		c
Morris,Keith L	Professor	Professor	Instructional Faculty	NA	\$96,128		3.2%	\$99,252		c
Nassar,Hala Fouad	Professor	Professor	Instructional Faculty	NA	\$81,448		21.8%	\$99,186		bc
<i>Standard increase associated with faculty rank promotion</i>										
Laurence,Peter L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,682		9.7%	\$98,402		bc
<i>Supplement for serving as the Robert Mills Professor of Architectural History</i>										
Spede,Mark J	Professor	Professor	Instructional Faculty	NA		\$93,215	3.2%		\$96,244	c
Blouin,Vincent Yves Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,898		3.2%	\$95,917		c
Farris,John T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,026		3.0%	\$95,805		c
Huff,Raymond T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,545		-1.2%	\$95,348		bc
<i>Standard increase associated with faculty rank promotion.</i>										
Piper,Christine A	Professor	Professor	Instructional Faculty	NA	\$91,383		3.3%	\$94,353		c
Taylor-Shockley,Megan Newbury	Professor	Professor	Instructional Faculty	NA	\$90,510		3.3%	\$93,452		c
Andrew Jr,John R	Professor	Professor	Instructional Faculty	NA	\$90,138		3.2%	\$93,067		c
Edwards,Byron Malet	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$90,000		3.3%	\$92,925		c
Wueste,Daniel E	Professor	Professor	Instructional Faculty	NA		\$128,558	-27.9%	\$92,636		bcd
Haynes,Cynthia Ann	Professor	Professor	Instructional Faculty	NA	\$80,084		15.6%	\$92,609		bc
<i>Standard increase associated with faculty rank promotion.</i>										
Powers,Matthew Neal	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,858		3.1%	\$91,583		c
Brown,Timothy Burl	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,000		3.0%	\$88,600		c
Smith,Kelly C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,001		-4.8%	\$88,557		c
Harding,Daniel Nevin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,171		-3.5%	\$87,940		bc

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Feeser,Andrea V	Professor	Professor	Instructional Faculty	NA	\$84,357		3.3%	\$87,099		c
Heine,Ulrike Ann-Sophie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,034		3.0%	\$86,570		c
Perpich,Diane	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,345		3.1%	\$85,956		c
An,Yanming	Professor	Professor	Instructional Faculty	NA	\$83,180		3.2%	\$85,883		c
LeMahieu,Michael L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,554		-5.3%	\$85,774		bc
Standard increase associated with faculty rank promotion.										
Holmevik,Jan Rune	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,496		3.2%	\$85,177		c
Dyckman,Caitlin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,412		3.2%	\$85,090		c
Hewitt,Robert R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,262		3.3%	\$84,936		c
McGrath,Brian M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,138		3.3%	\$83,775		c
Buyer,Paul L	Professor	Professor	Instructional Faculty	NA	\$80,841		3.2%	\$83,468		c
Li-Bleuel,Linda L	Professor	Professor	Instructional Faculty	NA	\$80,841		3.2%	\$83,468		c
Benedict,Robert Creighton	Professor Of Practice	Professor Of Practice	Instructional Faculty	NA	\$80,448		3.3%	\$83,063		c
Hecker,Douglas A.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,877		3.2%	\$82,473		c
Clarke,Shima N	Professor	Professor	Instructional Faculty	NA	\$79,747		3.3%	\$82,339		bc
Sperry,Stephen L	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$79,226		3.3%	\$81,801		c
Field,Jonathan Beecher	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,172		3.2%	\$79,680		c
Starkey,Charles	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,360		9.7%	\$79,343		bc
Supplement for serving as Department Chair										
Mack,Pamela E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,685		3.0%	\$77,945		c
Weise,Jillian M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,118		3.2%	\$77,559		c
Rivlin,Elizabeth J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,260		3.2%	\$76,673		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Burgett, Joseph Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,340		12.0%	\$76,561		bc
Supplement for being awarded the SCM Dept Endowed Professor										
Donar, David Stewart	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,955		3.3%	\$76,359		c
Thomas, Rhondda Robinson	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,381		3.3%	\$75,766		c
Silance, Robert T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,856		-0.2%	\$75,740		bc
Standard increase associated with faculty rank promotion.										
Cunningham, Miller G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,303		3.2%	\$75,685		c
Russell, Paul C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,638		13.6%	\$75,684		bc
Standard increase associated with faculty rank promotion.										
Goss, Erin Marina	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,289		3.3%	\$75,671		c
Skrodzka, Agnieszka	Associate Professor	Associate Professor	Instructional Faculty	NA	\$73,289		3.3%	\$75,671		c
Grau, Christopher M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,067		7.5%	\$75,344		bc
Supplement for serving as the Dept. WEAVE Coordinator										
Lee, David M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,535		13.6%	\$74,431		bc
Standard increase associated with faculty rank promotion.										
Stockton, William H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,054		3.3%	\$74,396		c
Anderson, Paul Christopher	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,621		3.3%	\$73,949		c
Leifeste, Amalia T	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$71,400		3.3%	\$73,721		c
McDonald, Todd A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,390		3.2%	\$73,710		c
Davis, Eugenia L	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$60,573	18.7%		\$71,923	bc
Reclassified to Public info Director II in Office of Dean Arch, Arts & Humanities										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Morey,Maribel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,200		16.7%	\$71,414		cf
Market retention to bring salary to top of the competitive range for winning the Carnegie Fellowship										
Bushnell,Cameron Fae	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,964		3.2%	\$71,205		c
Kleiss,Michael Carlos Barrios	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,850		3.3%	\$71,088		c
Hung,Christina Nguyen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,649		3.2%	\$70,880		c
White,Benjamin L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,207		25.2%	\$70,359		bcf
Promoted to Associate Professor; Increase due to increased marketability of expertise										
Morris,Eric A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,971		3.2%	\$70,180		c
Zimany,Valerie A.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,576		13.0%	\$69,596		bc
Standard increase associated with faculty rank promotion.										
Moore Peralta,Arelis	Assistant Professor	Assistant Professor	Instructional Faculty	NA		\$69,500*	0.0%		\$69,500	*
Dzuris,Linda	Professor	Professor	Instructional Faculty	NA	\$67,109		3.2%	\$69,290		c
Mastroianni,Dominic B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,870		13.6%	\$69,133		bc
Standard increase associated with faculty rank promotion.										
Naimou,Angela M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,870		13.6%	\$69,133		bc
Standard increase associated with faculty rank promotion.										
Clark,Caroline Dunn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,777		3.2%	\$68,947		c
Smith,Christa A.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$68,544		0.0%	\$68,544		
Moore III,Kenneth W	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$66,356	3.3%		\$68,513	c
Robert,Shannon Therese	Associate Professor	Associate Professor	Instructional Faculty	NA	\$66,295		2.9%	\$68,206		c
Brown,Nicholas Christiansen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,000		3.3%	\$68,145		c
Lucas,Jason D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,789		3.2%	\$67,927		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Bein,Amit	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,687		3.3%	\$67,822		c
Wrangle,Anderson	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,548		3.2%	\$67,678		c
Penna,Anthony M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,360		3.2%	\$67,484		c
Mousavi Rizi,Seyed Ehsan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,000*		0.0%	\$67,000		*
Hambright-Belue,Sallie Rebecca	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,860		3.3%	\$66,968		bc
Satris,Stephen A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,672		3.3%	\$66,774		c
Moore,Rachel Anne	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,639		3.3%	\$66,740		c
Silvestri,Michael S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,639		3.3%	\$66,740		c
Ersoy,Ufuk	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,657		3.1%	\$66,677		c
Mai,Joseph H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,333		3.3%	\$66,424		c
Grubb,C Alan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$64,002		3.2%	\$66,082		c
Franco Santa Cruz,David	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,000		3.3%	\$66,080		c
Albright,Dustin Graham	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$73,400		-10.2%	\$65,896		bc
Tissera,Graciela E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,124		0.9%	\$65,692		bc
Hunter IV,Walter Edgar	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,240		3.2%	\$65,295		c
Bertholf,Garry J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000		3.3%	\$65,048		c
Chang,Hyejung	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000		3.3%	\$65,048		c
Eatman,Megan E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000		3.3%	\$65,048		c
Lemons,Andrew M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000		3.3%	\$65,048		c
Ty,Michelle Renee	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000*		0.0%	\$65,000		*

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Touya,Eric R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,944		3.3%	\$64,990		c
Green,Timothy F	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,870		3.2%	\$64,913		c
Schmidt,Johannes	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,687		3.2%	\$64,724		c
Whisler,Bruce Allen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,645		3.3%	\$64,681		c
Johnson,Kendra Lynette	Associate Professor	Associate Professor	Instructional Faculty	NA	\$62,636		3.3%	\$64,672		c
Terry,William Church	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,474		13.6%	\$64,140		bc
<i>Standard increase associated with faculty rank promotion.</i>										
Choma,Joseph	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,000		3.3%	\$64,015		c
Mihalache,Andreea M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,000*		0.0%	\$64,000		*
Zhang,Yanhua	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,825		3.2%	\$63,834		c
Levin,Andrew R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$61,717		3.3%	\$63,723		c
Coombs,David Sweeney	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,200		3.3%	\$63,189		c
Hankins,Gabriel Anderson	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,200		3.3%	\$63,189		c
Barattoni,Luca	Associate Professor	Associate Professor	Instructional Faculty	NA	\$63,152		0.0%	\$63,152		
Dayal,Subah	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000*		0.0%	\$63,000		*
Durham,Justin W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$55,451		13.6%	\$62,978		bc
<i>Standard increase associated with faculty rank promotion.</i>										
Oberdan,Thomas J	Associate Professor	Associate Professor	Research Faculty	NA	\$60,778		3.2%	\$62,753		c
Rojas-de-Massei,Monica M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$60,761		3.3%	\$62,736		c
Gorman,Austin C	Lecturer	Dir. of Writing Ctr/Lecturer	Instructional Faculty	NA	\$60,500		3.3%	\$62,467		c
Holland,Martin John	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000		3.3%	\$61,950		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Wilson, Lee Brady	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000		3.3%	\$61,950		c
Woodward-Detrich, Denise C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,732		3.2%	\$61,673		c
Peebles, Kelly Digby	Associate Professor	Associate Professor	Instructional Faculty	NA	\$53,984		13.6%	\$61,312		bc
Standard increase associated with faculty rank promotion.										
Hosler, Ned M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$59,320		3.3%	\$61,248		c
Anderson, Todd Dennis	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		3.3%	\$60,918		c
De Tholozany, Pauline	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		3.3%	\$60,918		c
Jemison, Elizabeth L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		3.3%	\$60,918		c
Miller, Tiffany Dawn Creegan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		3.3%	\$60,918		c
Palacios, George	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		3.3%	\$60,918		c
Saif, Mashal	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		3.3%	\$60,918		c
Takeuchi, Jae Allegra Dibello	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		3.3%	\$60,918		c
Peppers, Takoma Juauan	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$58,895	3.2%		\$60,809	c
Thum, Kathleen Ann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$58,429		3.3%	\$60,328		c
Altstatt, Hamilton S	Professor Of Practice	Professor Of Practice	Instructional Faculty	NA	\$58,108		3.3%	\$59,997		c
Cohen, Peter A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,717		3.3%	\$59,593		c
Seymour, Kerrie Kathleen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$57,600		3.3%	\$59,472		c
Lauritis, Beth Ann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,310		3.3%	\$59,173		c
Stoicea, Gabriela	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,120		3.2%	\$58,976		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Fitzmaurice, Stephen Benjamin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$57,000		3.3%	\$58,853		c
Smith, Daniel J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$56,618		3.2%	\$58,458		c
Anido, Raquel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,064		3.3%	\$56,854		c
Hurlburt, Timothy Ray	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,027		3.2%	\$56,815		c
Bernarducci, Anthony	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$55,000		3.3%	\$56,788		c
Leounis, Brian S	Lecturer	Lecturer	Instructional Faculty	NA		\$48,960	15.4%		\$56,500	bcf
<i>Promoted to Lecturer position</i>										
Chen, Su-I	Lecturer	Lecturer	Instructional Faculty	NA		\$54,000	3.3%		\$55,755	c
Pastre, David A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,463		3.3%	\$55,201		c
St. Peter Jr, Richard Ernest	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$53,040		3.3%	\$54,764		c
Matthews, Amy M	Program Coordinator II	Program Coordinator II	Student and Academic Affairs and Other Education Services Staff	06		\$48,173	13.6%		\$54,713	bc
<i>Reclassified to Program Coordinator II</i>										
Collins, Carol A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,955		3.2%	\$54,676		c
Anderson, Dana Louise	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$52,530	3.2%		\$54,237	c
Bruhns, Robert A.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,452		3.3%	\$54,157		c
Jeffries, James Bradford	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,172		3.3%	\$53,868		c
Harris, Scott K	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,037		3.2%	\$53,728		c
Risso, Roberto	Visiting Assistant Professor	Visiting Assistant Professor	Instructional Faculty	NA	\$53,690*		0.0%	\$53,690		*
Strickland, Lisa Patton	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$50,000*	3.3%		\$51,625	*c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Architecture, Arts & Humanities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<u><i>Salary as of Oct 1, 2015</i></u>		<i>% Chng</i>	<u><i>Salary as of Oct 1, 2016</i></u>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Leckenbusch,Matthew J	Program Coordinator II	Program Coordinator II	Student and Academic Affairs and Other Education Services Staff	06		\$43,247	18.7%		\$51,350	bc
Promoted to Program Coord II in department of Performing Arts										
Ferrell,J Lee	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$48,981		3.3%	\$50,573		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Wright,Brett A	Dean	Dean	Management with Faculty Rank	NA		\$208,080	3.2%		\$214,842	c
Muth,Eric R.	Associate Dean	Assoc Dean/Resrch&Grad Studies	Management with Faculty Rank	NA	\$137,862		45.1%		\$200,065	bcd
<i>Promoted to Associate Dean for Research</i>										
Valentine,Kathleen Louise	Academic Program Director	Nursing Director	Management	NA		\$192,500*	0.0%		\$192,500	*
Headley,Kathy Neal	Associate Dean	Senior Associate Dean	Management with Faculty Rank	NA		\$185,413	3.3%		\$191,439	c
McCubbin,James A	Professor	Professor	Instructional Faculty	NA	\$177,928		3.3%	\$183,711		c
Machlis,Gary Edward	Professor	Professor	Research Faculty	NA		\$177,480	3.2%		\$183,248	c
Small,Mark A	Department Chair/Head	Dept Chair	Instructional Faculty	NA		\$148,355	13.6%		\$168,495	bc
<i>Serving as Department Chair</i>										
Limber,Susan P.	Named Professor	Named Professor	Instructional Faculty	NA		\$151,477	3.2%		\$156,400	c
McDonell,James R.	Professor	Professor	Research Faculty	NA		\$146,815	3.3%		\$151,587	c
Anderson,Denise Marie	Associate Dean	Associate Dean	Management with Faculty Rank	NA	\$113,302		29.8%		\$147,023	b
<i>Promoted to Associate Dean for Undergraduate Studies; Increase to bring employee to the minimum of the competitive range</i>										
Gimbel,Ronald W	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$137,500		3.3%	\$141,969		c
Quinn,William H	Professor	Professor	Instructional Faculty	NA		\$131,121	3.2%		\$135,382	c
Raymark,Patrick H	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$130,181		3.3%	\$134,412		c
Britt Jr,Thomas W.	Professor	Professor	Instructional Faculty	NA	\$126,306		3.1%	\$130,206		c
Eitle,David J	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$123,200*		3.3%	\$127,204		*c
White,David Lawrence	Research Assistant Professor	Research Asst Professor	Research Faculty	NA		\$122,400	3.3%		\$126,378	c
Kowalski,Robin Marie	Professor	Professor	Instructional Faculty	NA	\$120,737		3.1%	\$124,456		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
King, Bruce Michael	Professor	Professor	Instructional Faculty	NA	\$120,327		3.3%	\$124,238		c
Thompson, Martha Parrish	Research Professor	Research Professor	Research Faculty	NA		\$119,489	3.2%		\$123,372	c
Powell, Robert Baxter	Professor	Professor	Instructional Faculty	NA	\$106,590		15.6%	\$123,261		bc
Standard increase associated with faculty rank promotion.										
McGuire, Francis A	Professor	Professor	Instructional Faculty	NA	\$117,692		3.3%	\$121,517		c
Norman, William C	Professor	Professor	Instructional Faculty	NA	\$115,331		3.2%	\$119,079		c
Eggert, Julia A	Professor	Professor	Instructional Faculty	NA	\$115,425		3.1%	\$119,014		c
Moore, D Dewayne	Professor	Professor	Instructional Faculty	NA	\$114,420		3.3%	\$118,139		c
Tyrrell, Richard A	Professor	Professor	Instructional Faculty	NA	\$114,420		3.3%	\$118,139		c
Chancellor, Anna-Marie VanPuybroeck	Professor	Professor	Instructional Faculty	NA	\$114,240		3.3%	\$117,953		c
Stewart Jr, Joseph Earl	Professor	Professor	Instructional Faculty	NA	\$113,707		3.2%	\$117,402		c
Pilcher, June J.	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$113,203		3.1%	\$116,720		c
Crandall, Lee Alden	Professor	Professor	Instructional Faculty	NA	\$113,014		3.3%	\$116,687		c
Backman, Kenneth F	Professor	Professor	Instructional Faculty	NA	\$113,004		3.3%	\$116,677		c
Dye, Cheryl Jo	Professor	Professor	Instructional Faculty	NA	\$112,461		3.3%	\$116,116		c
Olson, Laura R	Professor	Professor	Instructional Faculty	NA	\$112,606		3.1%	\$116,113		c
Parker, Veronica G	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$111,938		3.1%	\$115,413		c
Pruitt, Rosanne H	Professor	Professor	Instructional Faculty	NA	\$111,587		3.3%	\$115,214		c
Switzer III, Fred S	Professor	Professor	Instructional Faculty	NA	\$109,711		3.3%	\$113,277		c
Mobley, F Catherine	Professor	Professor	Instructional Faculty	NA	\$119,577		-5.8%	\$112,627		bc
Standard increase associated with faculty rank promotion.										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Peake,Jeffrey Scott	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$108,488		3.3%	\$112,014		c
Mayo,Rachel M	Professor	Professor	Instructional Faculty	NA	\$100,942		10.5%	\$111,519		bc
	Serving as Director of Research in the Department of Public Health									
Backman,Sheila J	Professor	Professor	Instructional Faculty	NA	\$106,486		3.3%	\$109,947		c
Sinclair,Robert Raymond	Professor	Professor	Instructional Faculty	NA	\$106,373		3.2%	\$109,830		c
Woodard,James D	Named Professor	Named Professor	Instructional Faculty	NA	\$106,523		3.0%	\$109,757		c
Carroll,Regina F	Administrative Mgr II	Director of Business Relations	Business and Financial Operations Staff	08		\$106,012	3.2%		\$109,457	c
Spitler,Hugh D	Professor	Professor	Instructional Faculty	NA	\$105,989		3.1%	\$109,270		c
Kingree,Jeffrey B	Professor	Professor	Instructional Faculty	NA	\$102,192		3.2%	\$105,513		c
Pagano,Christopher C	Professor	Professor	Instructional Faculty	NA	\$101,889		3.2%	\$105,200		c
Wetsel,Margaret A	Associate Professor	Assoc Prof/Interim Dept Chair	Instructional Faculty	NA	\$101,048		3.3%	\$104,333		c
Coggeshall,John M	Professor	Professor	Instructional Faculty	NA	\$100,774		3.0%	\$103,844		c
Britz,Margaret Tina	Professor	Professor	Instructional Faculty	NA	\$100,380		3.2%	\$103,642		c
Pury,Cynthia L S	Professor	Professor	Instructional Faculty	NA	\$98,409		3.2%	\$101,607		c
Ransom II,Bruce W	Professor	Professor	Instructional Faculty	NA	\$98,002		3.2%	\$101,187		c
Zinzow,Heidi Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,523		3.2%	\$100,692		c
Eitle,Tamela Lea	Professor	Professor	Instructional Faculty	NA	\$100,000*		0.0%	\$100,000		*
Watt,Paula J	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$96,549	3.3%		\$99,687	c
Stephens,Benjamin R	Professor	Professor	Instructional Faculty	NA	\$96,020		3.3%	\$99,141		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Taylor, Mary A	Professor	Professor	Instructional Faculty	NA	\$96,020		3.3%	\$99,141		c
Alley, Thomas R	Professor	Professor	Instructional Faculty	NA	\$95,372		3.3%	\$98,472		c
Campbell, Robert L	Professor	Professor	Instructional Faculty	NA	\$95,372		3.3%	\$98,472		c
Gugerty, Leo J	Professor	Professor	Instructional Faculty	NA	\$94,280		3.2%	\$97,344		c
Lucas, Richard A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$93,926	3.3%		\$96,979	c
Wentworth, William M	Professor	Professor	Instructional Faculty	NA	\$92,072		3.2%	\$95,064		c
Chancellor, Herbert Charles	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,004		3.2%	\$94,994		c
Meehan, Nancy K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,897		3.3%	\$94,884		c
Pak, Chong Hyon	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,737		0.0%	\$94,737		
Vander Mey, Brenda J	Professor	Professor	Instructional Faculty	NA	\$91,117		3.2%	\$94,078		c
Williams, Joel Edward	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,446		8.4%	\$91,550		bc
<i>Serving as Director of Research in the Dept. of Public Health Sciences</i>										
Mazer Jr, Joseph P	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,152		3.2%	\$91,016		c
Rembert, Kellye S	Extension Associate	Extension Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$88,022	3.3%		\$90,883	c
Chen, Liwei	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,400		27.3%	\$90,860		bcf
<i>Retention increase due to being recruited by another institution</i>										
Hallo, Jeffrey Charles	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,731		3.2%	\$90,582		c
Timmons, Shirley Mae	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,487		3.2%	\$90,330		c
Brookover IV, Robert S	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$87,219		3.3%	\$90,054		c
Davis, Stephanie Clark	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,117		3.2%	\$89,948		c
Truong, Khoa Dang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,081		3.2%	\$89,911		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Powell,Gwynn M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,700		3.3%	\$89,518		c
Kemper,Karen A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,907		3.3%	\$88,699		c
Anderson,Daniel Morgan	Senior Lecturer	Senior Lecturer	Management with Faculty Rank	NA		\$85,515	3.2%		\$88,294	c
Amerson,Roxanne	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,441		3.3%	\$88,218		c
Fasolino,Tracy King	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,674		13.6%	\$88,218		bc
	Standard increase associated with faculty rank promotion.									
Whitcomb,John Joseph	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,441		3.3%	\$88,218		c
Conrad,Leslie E	Academic Program Director	Academic Prog Dir/Sen Lecturer	Management	NA		\$85,159	3.3%		\$87,927	c
Rosopa,Patrick J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$77,370		13.4%	\$87,763		cf
	Retention increase due to being recruited by another institution									
Hu,Xiaobo	Professor	Professor	Instructional Faculty	NA	\$84,856		3.3%	\$87,614		c
Griffin,Sarah F	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,666		3.3%	\$87,418		c
Warber,Adam L	Professor	Professor	Instructional Faculty	NA	\$75,005		15.6%	\$86,736		bc
	Standard increase associated with faculty rank promotion.									
Bixler,Robert D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,379		3.3%	\$86,089		c
Cantalupo,Claudio	Associate Professor	Assistant Professor	Instructional Faculty	NA	\$81,638		3.2%	\$84,291		c
Jones,Karyn O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,600		3.3%	\$84,252		c
Scott,David Travers	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,035		13.6%	\$84,086		bc
	Standard increase associated with faculty rank promotion.									
Denham,Bryan E.	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$81,582		3.1%	\$84,071		c
Ramshaw,Gregory Philip	Associate Professor	Associate Professor	Instructional Faculty	NA	\$80,584		3.3%	\$83,203		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Arthur-Banning, Skye Gerald	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,754		3.2%	\$82,346		c
Baldwin, Elizabeth Dennis	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,754		3.2%	\$82,346		c
Schmalz, Dorothy L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,754		3.2%	\$82,346		c
Winslow, Sarah Evelyn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$79,714		3.3%	\$82,305		c
Robinson, Kenneth L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,117		3.3%	\$80,656		c
Mayo, William W Standard faculty promotion.	Clinical Instructor	Clinical Instructor	Public Service Faculty	NA		\$60,279	33.6%		\$80,535	bcd
Fine, Jeffrey Allen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,728		3.3%	\$79,222		c
Taydas, Zeynep	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,728		3.3%	\$79,222		c
McKendry, Jean E	Assoc Academic Prog Director	Assoc Academic Program Dir	Business and Financial Operations Staff	NA		\$76,500	3.2%		\$78,986	c
Garst, Barry A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,000		3.3%	\$78,470		c
Savedra, Adam R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$75,938	3.3%		\$78,406	c
Porter, Marissa Leigh Shuffler	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$73,440		3.3%	\$75,827		c
DeLuca, Jane Marie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,525		3.2%	\$74,882		c
Miller, Lisa B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,525		3.2%	\$74,882		c
Turner, Brandon P Standard increase associated with faculty rank promotion.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$65,903		13.6%	\$74,849		bc
Davis, Nicole Joy	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,422		3.3%	\$74,776		c
Steck, Mary B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,422		3.3%	\$74,776		c
Temples, Heide S.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,422		3.3%	\$74,776		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Webster, Sheri Smith	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,280		14.5%	\$74,776		bc
Standard increase associated with faculty rank promotion.										
Luo, Ye	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,327		3.3%	\$74,678		c
Haller, William J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,110		3.3%	\$74,454		c
Vogel, Melissa A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$72,110		3.3%	\$74,454		c
Whitlock, Laura A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,200		21.5%	\$74,340		c
Promoted to Assistant Professor										
Brainerd Jr, Edwin G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,531		3.3%	\$73,856		c
Shi, Lu	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,737		3.3%	\$73,036		c
Linke, Gregory H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$70,676	3.3%		\$72,973	c
Dickes, Lori Ann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000		3.3%	\$72,275		c
Larson, Lincoln R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000		3.3%	\$72,275		c
Zhang, Lingling	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$70,000		3.3%	\$72,275		c
Duffy, Lauren N	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,360		3.2%	\$71,614		c
Hawkins, Brent L.	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,360		3.2%	\$71,614		c
Bowers, Edmond Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,000		3.3%	\$71,243		c
Townsend, Jasmine Nutter	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,000		3.3%	\$70,210		c
Weisensee, Katherine E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$67,954		3.3%	\$70,163		c
Sianko, Natallia Sergeevna	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,000		3.3%	\$69,178		c
Curtis, Katherine Amber	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,300		3.3%	\$68,455		c
Fernandez, Mariela	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000		3.3%	\$67,113		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Tucker, Teresa Walton	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,855		10.0%	\$66,961		bc
<i>Supplement for serving as Director of the Edge Program</i>										
Matic, Vladimir	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,969		3.3%	\$66,048		c
Lewis, Stephen Thomas	Lecturer	Lecturer	Instructional Faculty	NA	\$63,000		3.3%	\$65,048		c
Kumanyika, Chenjerai	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,680		3.1%	\$64,636		c
Falta, Deborah Alma	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,531		8.4%	\$64,539		bc
<i>Supplement for serving as Director of departments Undergraduate Program</i>										
Alley, Pamela R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$62,350		3.2%	\$64,376		c
Yingling, Marissa Ellen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$62,000*		3.3%	\$64,015		*c
Lowe, Tracy Brock	Instructor	Instructor	Instructional Faculty	NA	\$64,000*		0.0%	\$64,000		*
Lanham, Janice Garrison	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,840		3.3%	\$63,850		c
Frost, Daniel H	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,200		3.3%	\$63,189		c
Miller, Steven Vincent	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,200		3.3%	\$63,189		c
Zavertnik, Jean Ellen	Lecturer	Lecturer	Instructional Faculty	NA	\$61,200		3.3%	\$63,189		c
Whitehead, Andrew L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,000		3.3%	\$62,983		c
Wu, Yi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$61,000		3.3%	\$62,983		c
Linville, Darren L	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,894		3.2%	\$62,873		c
Murton, Catherine Sikkema	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,717		3.2%	\$62,690		c
Pye, Angela K	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,467		3.2%	\$62,432		c
Ash, Erin Michelle	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,180		3.3%	\$62,136		c
Spinda, John Steven Wasyl	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,180		3.3%	\$62,136		c
Fisher, R Elizabeth	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000		3.3%	\$61,950		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Smith,Kelly Jordan	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,813		3.3%	\$61,757		c
Saltzman,Ellen W	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$59,708	3.3%		\$61,649	c
Meyer,Kathleen M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,678		3.3%	\$61,618		c
Ewing,Nancy Ellen Rankin	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,221		3.3%	\$61,146		c
Pangborn,Stephanie Michelle	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		3.3%	\$60,918		c
Pratt,Angela N	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		3.3%	\$60,918		c
Pyle,Andrew Stephen	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000		3.3%	\$60,918		c
Busby,Terry Kaye	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,597		3.2%	\$60,501		c
Smith,Eddie R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,150		3.3%	\$60,040		c
Ravan,Leslie Anne Marie	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,581		11.9%	\$59,976		bc
	Standard increase associated with faculty rank promotion.									
Gillespie,Jackie S	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$57,588		3.3%	\$59,460		c
Cranmer,Gregory Keith	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$59,000*		0.0%	\$59,000		*
Curry,Roberta Lynn	Acnt/Fiscal Analyst III	Acnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$57,026	3.2%		\$58,879	c
Botchway,Portia A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,807		3.3%	\$57,621		c
Carey,Robert T	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$55,740	3.3%		\$57,552	c
Massa,Kristen Lee	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA				\$56,949		
	Standard increase associated with faculty rank promotion.									
Goodenow,Kristin M	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$54,774	3.2%		\$56,554	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Welsh,Ralph Stewart	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,550		3.2%	\$55,290		c
Arneson,Lydia Rose	Program Coordinator I	Program Coordinator I	Student and Academic Affairs and Other Education Services Staff	05		\$53,547	3.2%		\$55,287	c
Murphy,Harriet S	Acctt/Fiscal Analyst III	HEHD Assoc Business Officer	Business and Financial Operations Staff	06		\$53,091	3.2%		\$54,816	c
Barr,Mary Louise	Lecturer	Lecturer	Instructional Faculty	NA	\$53,040		3.3%	\$54,764		c
White,William C	Lecturer	Lecturer	Instructional Faculty	NA	\$53,040		3.3%	\$54,764		c
Kelly,Tracy Bolt	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$45,701	18.7%		\$54,264	ce
<i>Market increase to bring pay up to the competitive range</i>										
Montjoy,Lindsey R	Lecturer	Lecturer	Instructional Faculty	NA	\$52,530		3.2%	\$54,237		c
Campbell,Lena Burgess	Lecturer	Lecturer	Instructional Faculty	NA	\$52,100		3.2%	\$53,793		c
Thrift,Jason R	Lecturer	Lecturer	Instructional Faculty	NA	\$51,500		3.3%	\$53,174		c
Holland,Jennifer Leanne Crenshaw	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,368		3.2%	\$53,037		c
Kieve,Melanie Coile	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$51,000	3.3%		\$52,658	c
Jorgensen,Jo Anne	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$50,930		3.2%	\$52,585		c
Lawson,Kristen Marie Nebesky	Program Coordinator II	Program Coordinator II	Student and Academic Affairs and Other Education Services Staff	06		\$50,796	3.3%		\$52,447	c
Brown Jr,Joel Rodney	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$50,503	3.2%		\$52,144	c
Coffman,Carolyn Candace	Lecturer	Lecturer	Instructional Faculty	NA	\$52,000*		0.0%	\$52,000		*

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Behavioral, Social, and Health Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<u><i>Salary as of Oct 1, 2015</i></u>		<i>% Chng</i>	<u><i>Salary as of Oct 1, 2016</i></u>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Sanborn,Sarah Mae	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		3.3%	\$51,625		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Business

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Simsek,Zeki	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$278,391*		0.0%	\$278,391		*
Grover,Varun	Named Professor	Named Professor	Instructional Faculty	NA	\$255,833		3.2%	\$264,147		c
Roth,Aleda Marie	Named Professor	Named Professor	Instructional Faculty	NA	\$254,649		3.2%	\$262,925		c
McCormick,Robert E	Dean	Dean	Management with Faculty Rank	NA		\$250,000	3.3%		\$258,125	c
Widener,Sally Kathryn	Professor	Professor	Instructional Faculty	NA	\$239,904		3.3%	\$247,701		c
Hazlett,Thomas Winslow	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$238,404		3.2%	\$246,152		c
Tollison,Robert Dewitt	Named Professor	Named Professor	Instructional Faculty	NA	\$237,089		3.2%	\$244,794		c
Pickett,Gregory M	Associate Dean	Senior Associate Dean	Management with Faculty Rank	NA		\$233,678	3.3%		\$241,273	c
Wilson,Paul Wayne	Professor	Professor	Instructional Faculty	NA	\$210,818		3.3%	\$217,670		c
Navis,Chad C	Named Professor	Named Professor	Instructional Faculty	NA	\$209,000		3.3%	\$215,793		c
Tonkin III,Charles Edward	Research Associate Professor	Research Associate Professor	Research Faculty	NA		\$200,664	3.3%		\$207,186	c
Baier,Scott L.	Professor	Professor	Instructional Faculty	NA	\$178,896		13.6%	\$203,181		bc
<i>Serving as Interim Department Chair for Economics</i>										
Raymond,Mary Anne	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$186,416		3.3%	\$192,475		c
Roth,Philip L	Professor	Professor	Instructional Faculty	NA	\$186,444		3.1%	\$192,298		c
Chernykh,Lyudmila A	Named Professor	Named Professor	Instructional Faculty	NA	\$159,681		19.8%	\$191,358		bc
<i>Wells Fargo Professorship</i>										
Hollingsworth,Carl W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$185,214		3.2%	\$191,233		c
Dalton,Derek W.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$163,441		13.6%	\$185,628		bc
<i>Standard increase associated with faculty rank promotion.</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Business

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
McMillan,Jeffrey J	Professor	Professor	Instructional Faculty	NA	\$172,961		3.2%	\$178,582		c
Sridharan,V	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$172,150		3.3%	\$177,745		c
Thatcher,Jason B	Professor	Professor	Instructional Faculty	NA	\$178,051		-2.0%	\$174,423		bcf
Fredendall,Lawrence D	Professor	Professor	Instructional Faculty	NA	\$168,946		3.1%	\$174,231		c
Hunter,Gary K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$165,000		3.3%	\$170,363		c
Sturkie,Douglas K	Associate Dean	Associate Dean	Management with Faculty Rank	NA	\$164,450		3.3%	\$169,795		c
Dwyer Jr,Gerald P	Professor	Professor	Instructional Faculty	NA	\$163,200		3.3%	\$168,504		c
Alexander Jr,John C	Named Professor	Named Professor	Instructional Faculty	NA	\$163,089		3.1%	\$168,064		c
Thompson,C Bradley	Professor	Professor	Research Faculty	NA		\$162,508	3.3%		\$167,790	c
McKnew,Mark A	Professor	Professor of Management	Instructional Faculty	NA	\$161,854		3.2%	\$167,114		c
DeVault,Luke Asher	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$167,000*		0.0%	\$167,000		*
Zykaj,Blerina	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$167,000*		0.0%	\$167,000		*
Greene,Daniel Thomas	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$160,000		3.3%	\$165,200		c
Harp,Nancy Lee	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$149,749		10.3%	\$165,200		cf
	Retention increase due to being recruited by another institution									
Shen,Yannan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$165,000*		0.0%	\$165,000		*
Morgan,Angela G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$159,380		3.3%	\$164,560		c
Garrett,Jace B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$158,000		3.3%	\$163,135		c
Intintoli,Vincent James	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$163,000*		0.0%	\$163,000		*
Welton Jr,Ralph E	Professor	Professor	Instructional Faculty	NA	\$157,237		3.2%	\$162,347		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Business

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Swain,Scott Darren	Associate Professor	Associate Professor	Instructional Faculty	NA	\$142,800		13.6%	\$162,185		bc
Standard increase associated with faculty rank promotion.										
Dougan,William R	Alumni Professor	Alumni Distinguished Professor	Instructional Faculty	NA	\$156,738		3.1%	\$161,669		c
Sauer Jr,Raymond D	Professor	Professor	Instructional Faculty	NA	\$160,660		0.0%	\$160,660		
Vinson,Jeremy Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$155,000		3.3%	\$160,038		c
Bodenhorn,Howard Nelson	Professor	Professor	Instructional Faculty	NA	\$159,188		0.0%	\$159,188		
Springer,Thomas M	Professor	Professor	Instructional Faculty	NA	\$153,745		3.3%	\$158,742		c
Siemens,Jennifer Dianne	Associate Professor	Associate Professor	Instructional Faculty	NA	\$139,282		13.6%	\$158,190		bc
Standard increase associated with faculty rank promotion.										
Lockhart,George Brandon	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$153,000		3.3%	\$157,973		c
Weathers III,Peter D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$152,340		3.2%	\$157,291		c
Dorsch,Michael J	Professor	Professor	Instructional Faculty	NA	\$151,294		3.2%	\$156,211		c
Carver,Brian Todd	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$150,000		3.3%	\$154,875		c
Kohlmeyer III,James Milton	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$150,000		3.3%	\$154,875		c
Mullins,Ryan R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$150,000		3.3%	\$154,875		c
Radtke,Robin R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$149,749		3.3%	\$154,616		c
Scott,Kristin L Damato	Associate Professor	Associate Professor	Instructional Faculty	NA	\$149,126		3.3%	\$153,973		c
Tamura,Robert F	Professor	Professor	Instructional Faculty	NA	\$148,386		3.3%	\$153,209		c
Guffey,Daryl M.	Professor	Professor	Instructional Faculty	NA	\$147,174		3.2%	\$151,957		c
Fleck,Robert Kenneth	Professor	Professor	Instructional Faculty	NA	\$146,340		3.2%	\$151,096		c
Stewart Jr,Wayne H	Professor	Professor	Instructional Faculty	NA	\$150,880		0.0%	\$150,880		

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Business

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Sun,Heshan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$145,860		3.2%	\$150,600		c
Wolf,Jack G.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$144,891		3.3%	\$149,600		c
Zagenczyk Jr,Thomas Joseph	Associate Professor	Associate Professor	Instructional Faculty	NA	\$137,768		7.0%	\$147,408		cf
Retention increase due to being recruited by another institution										
Simon,Curtis J	Professor	Professor	Instructional Faculty	NA	\$140,697		3.3%	\$145,270		c
Poehlman,Thomas A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$140,000		3.3%	\$144,550		c
Quiroga Gomez,Bernardo Francisco	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$140,000		3.3%	\$144,550		c
Hopkins,Christopher D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$139,079		3.2%	\$143,599		c
Aragon,Oriana Rachel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$138,000*		3.3%	\$142,485		*c
Bennett,Delancy H S	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$137,700		3.2%	\$142,175		c
Hanssen,Frederick Andrew	Professor	Professor	Instructional Faculty	NA	\$136,814		3.2%	\$141,260		c
Blevins,Dane Patrick	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$140,000*		0.0%	\$140,000		*
Kyprianou,Christina	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$140,000*		0.0%	\$140,000		*
Sava,Magda Gabriela	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$140,000*		0.0%	\$140,000		*
Forcum,Lura E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$135,000*		3.3%	\$139,388		*c
Lewis,Matthew S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$132,600		3.3%	\$136,910		c
Thyroff,Anastasia E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$132,600		3.3%	\$136,910		c
Powell,Elizabeth Erin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$130,000		3.3%	\$134,225		c
Klein,Matthew Charles	Lecturer	Lecturer	Instructional Faculty	NA		\$127,500	3.3%		\$131,644	c
Li,Siyuan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$127,500		3.3%	\$131,644		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Business

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Warren,Patrick L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$126,786		3.3%	\$130,907		c
Ferrand,Yann	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$126,582		3.3%	\$130,696		c
Ingram,Amy Elizabeth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$126,582		3.3%	\$130,696		c
Purvis,Russell L.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$125,798		3.2%	\$129,886		c
Mityakov,Sergey Vladimirovich	Associate Professor	Associate Professor	Instructional Faculty	NA	\$124,406		3.2%	\$128,449		c
Raman,Roopa	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$121,519		3.2%	\$125,468		c
Jahn,Judson R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$120,065		3.2%	\$123,967		c
Makowsky,Michael D	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$119,000		3.3%	\$122,868		c
De Los Santos,Babur	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$116,000		3.3%	\$119,770		c
Robbins,Tina L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$115,019		3.2%	\$118,757		c
Blair,Peter Quartermaine	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$112,000		3.3%	\$115,640		c
Knowles,Patricia A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$110,298		3.3%	\$113,883		c
Moore,Jesse N	Associate Professor	Associate Professor	Instructional Faculty	NA	\$110,166		3.2%	\$113,746		c
Barkowski,Scott J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$110,000		3.3%	\$113,575		c
Espey,Molly	Professor	Professor	Instructional Faculty	NA	\$109,927		3.3%	\$113,500		c
Jerzmanowski,Michal Maria	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,712		3.2%	\$112,245		c
Ingram,Samuel T	Professor	Professor	Instructional Faculty	NA	\$108,472		3.2%	\$111,997		bcf
Edwards,Frances L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,023		3.2%	\$108,436		c
Schleifer,Lydia Lancaster Folger	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,023		3.2%	\$108,436		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Business

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Stith Jr,Melvin T	Visiting Assistant Professor	Visiting Assistant Professor	Instructional Faculty	NA	\$105,315*		0.0%	\$105,315		*
Miller,Janis L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,638		3.3%	\$103,909		c
Edge,Sandy	Senior Lecturer	Senior Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$98,861	3.3%		\$102,074	c
Gomes,Roger	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,423		3.2%	\$100,589		c
Leininger,John M	Professor	Professor	Instructional Faculty	NA	\$96,434		3.2%	\$99,568		c
Kisska-Schulze,Kathryn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$95,000		3.3%	\$98,088		c
Templeton,Scott R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,992		3.2%	\$98,079		c
Bennett,Carla Fay	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Business and Financial Operations Staff	08		\$93,000*	3.3%		\$96,023	*c
DePriest,Gail	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$82,798		7.6%	\$89,102		bc
Standard increase associated with faculty rank promotion.										
Steele,Helen Diamond	Student Services Mgr II	Director, Student Enrichment	Office and Administrative Support Staff	07		\$83,605*	3.2%		\$86,322	*c
Ward-Vaughn, Virginia LS	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$82,699		3.3%	\$85,387		c
Layton,Evguenia Passiouk	Assoc Academic Prog Director	Assoc Academic Program Dir	Student and Academic Affairs and Other Education Services Staff	NA		\$75,013	11.8%		\$83,901	bc
Additional duties including supervision and leadership for MBA program										
Hannon,John Michael	Lecturer	Lecturer	Research Faculty	NA		\$80,000	2.8%		\$82,275	c
Leffakis,Zachary Moran	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$74,257		8.4%	\$80,504		bc
Standard increase associated with faculty rank promotion.										
Clark,Katherine D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$77,233		3.2%	\$79,743		c
Madray,J Russell	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$76,570		3.3%	\$79,059		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Business

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Robbins,Janette L	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$76,500	3.2%		\$78,986	c
Woolbright,Nona L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,265		3.3%	\$78,744		c
McMillan,Kerri D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$76,233		3.3%	\$78,711		c
O'Hara,Liam Henry	Associate Professor	Associate Professor	Instructional Faculty	NA	\$76,138		3.2%	\$78,612		c
McKinney,Sandra T	Executive Assistant II	Exec. Asst & Spec Asst to Dean	Office and Administrative Support Staff	07		\$75,973	3.2%		\$78,442	c
Pearse,Suzanne	Lecturer	Lecturer	Instructional Faculty	NA	\$75,089		3.3%	\$77,530		c
Weisenmiller,Eric M.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,408		3.2%	\$76,826		c
Gaubert,James G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$71,910		3.2%	\$74,247		c
Fine,Amanda Cooper	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$71,560		3.3%	\$73,886		c
De Iulio,Edward Barry	Senior Lecturer	Senior Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$70,022	3.3%		\$72,298	c
Parnell,Ashley Williams	Lecturer	Lecturer	Instructional Faculty	NA	\$70,000		3.3%	\$72,275		c
McElveen,Carter Willis	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$65,557		8.4%	\$71,072		bc
<i>Standard increase associated with faculty rank promotion.</i>										
Burroughs,Jill K	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$68,140	3.3%		\$70,355	c
Jones,Carol D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$67,606		3.2%	\$69,803		c
Yoder,Sara Elizabeth	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$67,248		3.3%	\$69,434		c
Weiss,Charles Tabor	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,300		3.3%	\$68,455		c
Harris,Joshua W	Lecturer	Lecturer	Instructional Faculty	NA	\$65,000*		3.3%	\$67,113		*c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Business

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Mendonca,Michael R	Lecturer	Lecturer	Instructional Faculty	NA	\$65,000		3.3%	\$67,113		c
Toussaint,Kenneth Scott	Lecturer	Lecturer	Instructional Faculty	NA	\$65,000		3.3%	\$67,113		c
Cole,Michael A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,583		3.2%	\$63,584		c
Patterson,Jamie Lynn	Student Services Mgr II	Student Services Mgr II	Business and Financial Operations Staff	07		\$57,725	10.0%		\$63,499	bc
Position reclassified to Student Services Mgr. II										
Toole,Ryan A	Lecturer	Lecturer	Instructional Faculty	NA	\$60,000		3.3%	\$61,950		c
Cox,Kern T	Lecturer	Lecturer	Instructional Faculty	NA	\$56,480		3.3%	\$58,316		c
Walker,Erica Black	Lecturer	Lecturer	Instructional Faculty	NA	\$56,016		3.3%	\$57,837		c
Smith,Benny R	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$55,774	3.3%		\$57,587	c
Maiberger,Philip A	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000		3.3%	\$56,788		c
Philo,Annieka C	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000		3.3%	\$56,788		c
Fox,Michelle Suki Bost	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,000*		0.0%	\$56,000		*
Allen,Kristin Lee	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$53,040	3.3%		\$54,764	c
Whelchel,Scott L	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$52,508	3.3%		\$54,215	c
Tumblin II,William Ernest	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$52,020	3.3%		\$53,711	c
Anderson,Henry K.	Lecturer	Lecturer	Instructional Faculty	NA	\$51,532		3.3%	\$53,207		c
Jefferson,Cynthia M	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$47,363	11.9%		\$53,000	bc
Promoted to Asst Business Officer										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Business

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hughes, Leah Shockley	Student Svcs Prog Co II	Student Svcs Prog Co II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	05		\$44,810	18.3%		\$52,988	bc
<i>Supplement for serving as Interim Director of the Student Enrichment programs</i>										
McCubbin, Donna L	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$51,000	3.3%		\$52,658	c
Johnston, Elizabeth Stephenson	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$50,000	3.3%		\$51,625	c
Littleton, Karen Kelley	Grants Administrator I	Grants Administrator I	Business and Financial Operations Staff	06		\$41,983	21.9%		\$51,174	bc
<i>Promoted to Grants Administrator I</i>										
Gowan, Emily June	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$40,601	24.6%		\$50,578	bc
<i>Promoted to Public Information Director I</i>										
Smith, Elizabeth M	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$48,859	3.3%		\$50,447	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Gramopadhye, Anand K	Dean	Dean	Management with Faculty Rank	NA		\$290,700	3.3%		\$300,148	c
Bottum, James R	Research Professor	Research Professor	Research Faculty	NA		\$380,096	-24.8%		\$286,000	bc
Pursley, Michael B	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$247,318		3.3%	\$255,356		c
Enslin, Johan Heinrich Richter	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$230,000*		0.0%	\$230,000		*
Laberge, Martine	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$201,599		3.3%	\$208,151		c
Ballato, John M	Endowed Chair	Endowed Chair	Research Faculty	NA	\$200,000		2.9%	\$205,850		c
Ramasubramanian, M K DW Reynolds Distinguished Professor	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$189,057		8.5%	\$205,202		bc
Filipi, Zoran	Department Chair/Head	Endowed Chair	Instructional Faculty	NA	\$198,311		3.2%	\$204,756		c
Johnson, Eric Gordon	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$197,421		3.2%	\$203,837		c
Hirt, Douglas E Serving as Interim Associate Dean for Research and Graduate Studies	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$175,045		13.6%	\$198,808		bc
Ogale, Amod A	Professor	Professor	Instructional Faculty	NA	\$192,240		3.2%	\$198,447		c
Martin II, James Robert Serving as Chair with administrative duties now being considered permanent role	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$182,662		8.4%	\$198,028		bc
Mason, Scott Jennings Retention increase due to being recruited by another institution	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$174,591		12.2%	\$195,825		bcf
Bordia, Rajendra Kumar	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$186,981		3.2%	\$193,057		c
Hodges, Larry F	Professor	Professor	Instructional Faculty	NA	\$185,670		3.2%	\$191,704		c
Vyavahare, Narendra R	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$183,656		2.7%	\$188,558		c
Landreth, R Philip	Academic Program Director	C.O.S./C.O.O	Management	NA		\$181,550	3.2%		\$187,450	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Kraemer,Eileen Theresa	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$180,000		3.3%	\$185,850		c
Geist III,Robert M	Professor	Professor	Instructional Faculty	NA	\$176,745		3.2%	\$182,327		c
Smith,Jonathan Cole	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$174,900		3.3%	\$180,585		c
Thies,Mark C	Professor	Professor	Instructional Faculty	NA	\$174,492		3.2%	\$180,122		c
Krovi,Venkat Narayan	Endowed Chair	Endowed Chair	Research Faculty	NA	\$180,000*		0.0%	\$180,000		*
Urban,Marek W	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$173,400		3.3%	\$179,036		c
Collins Jr,Edward R	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA	\$173,400		3.2%	\$179,035		c
Figliola,Richard S	Professor	Professor	Instructional Faculty	NA	\$155,911		13.1%	\$176,398		bc
<i>Serving as acting Department Chair</i>										
Fadel,Georges M	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$170,669		3.3%	\$176,216		c
Latour Jr,Robert A	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$168,425		3.3%	\$173,899		c
Chowdhury,Mashrur A	Professor	Professor	Instructional Faculty	NA	\$136,664		24.3%	\$169,875		cf
<i>Retention increase due to being recruited by another institution</i>										
Venayagamoorthy,Ganesh Kumar	Named Professor	Named Professor	Instructional Faculty	NA	\$163,505		3.1%	\$168,526		c
Noneaker,Daniel L	Department Chair/Head	Dept Chair	Instructional Faculty	NA	\$161,480		3.2%	\$166,728		c
Luzinov,Igor A.	Professor	Professor	Instructional Faculty	NA	\$161,313		3.3%	\$166,556		c
Landis,Amy Elaine	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$161,000		3.2%	\$166,232		c
Apon,Amy W.	Professor	Professor	Instructional Faculty	NA	\$160,048		3.3%	\$165,250		c
Grujicic,Mica	Named Professor	Named Professor	Instructional Faculty	NA	\$158,411		3.1%	\$163,316		c
Ferrell Jr,William G	Professor	Professor	Management with Faculty Rank	NA	\$156,203		3.2%	\$161,279		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
House,Donald Henry	Professor	Professor	Instructional Faculty	NA	\$155,576		3.2%	\$160,632		c
Aziz,Nadim M	Professor	Professor	Instructional Faculty	NA	\$155,239		3.2%	\$160,284		c
Freedman,David L	Department Chair/Head	Professor	Instructional Faculty	NA	\$154,371		3.2%	\$159,388		c
Bruce,David A	Professor	Interim Assoc Chair-Chem Eng	Instructional Faculty	NA	\$139,715		13.6%	\$158,682		bc
Serving as Interim Associate Department Chair										
Tessendorf,Jerry A.	Professor	Professor	Instructional Faculty	NA	\$153,125		3.3%	\$158,102		c
Foulger,Stephen H.	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$152,219		3.2%	\$157,166		c
Xiao,Hai	Named Professor	Named Professor	Instructional Faculty	NA	\$137,700		13.6%	\$156,393		cf
Retention increase due to being recruited by another institution										
High,Karen Ann	Associate Dean	Associate Dean	Management with Faculty Rank	NA	\$150,000		3.2%	\$154,875		c
Wang,Kuang-Ching	Associate Professor	Associate Professor	Instructional Faculty	NA	\$149,134		3.3%	\$153,981		c
Husson,Scott M	Professor	Professor	Instructional Faculty	NA	\$141,651		8.4%	\$153,568		bc
Serving as Coordinator of Reasonable Conduct of Research Program										
Devol,Timothy A	Professor	Professor	Instructional Faculty	NA	\$148,489		2.8%	\$152,665		c
Singh,Rajendra	Named Professor	Named Professor	Instructional Faculty	NA	\$147,566		3.3%	\$152,362		c
Makram,Elham B	Named Professor	Named Professor	Instructional Faculty	NA	\$147,552		2.6%	\$151,454		c
Lee,Cindy M	Professor	Professor	Management with Faculty Rank	NA	\$144,151		3.3%	\$148,836		c
Watkins Jr,Richard J	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$143,643		3.2%	\$148,311		c
Zhang,Guigen	Professor	Professor	Instructional Faculty	NA	\$144,113		2.9%	\$148,223		c
Srimani,Pradip K.	Professor	Professor	Instructional Faculty	NA	\$142,928		3.2%	\$147,573		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Walker,Ian D	Professor	Professor	Instructional Faculty	NA	\$142,725		3.3%	\$147,364		c
Dong,Liang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$141,531		3.3%	\$146,131		c
Beasley,Donald E	Professor	Professor	Instructional Faculty	NA	\$141,129		3.3%	\$145,716		c
Falta Jr,Ronald W	Professor	Professor	Instructional Faculty	NA	\$140,880		3.3%	\$145,459		c
Yao,Hai	Professor	Professor	Instructional Faculty	NA	\$140,745		2.8%	\$144,718		c
Duchowski,Andrew T	Professor	Professor	Instructional Faculty	NA	\$140,067		3.2%	\$144,619		c
Sitaraman,Murali	Professor	Professor	Instructional Faculty	NA	\$140,039		3.2%	\$144,590		bc
Cousins,Thomas Edford	Professor	Professor	Instructional Faculty	NA	\$137,500		3.3%	\$141,969		c
Wagner,John R	Professor	Professor	Instructional Faculty	NA	\$125,136		13.2%	\$141,716		bc
<i>Serving as Director of the Product Life-Cycle Management Center of Excellence</i>										
Saylor,John R	Professor	Professor	Instructional Faculty	NA	\$125,759		11.0%	\$139,584		cf
<i>Retention increase due to being recruited by another institution</i>										
Brunner,Penelope Walters	Lecturer	Dir. of Assessment & Planning	Student and Academic Affairs and Other Education Services Staff	NA		\$135,000	3.3%		\$139,388	c
Koley,Goutam	Professor	Professor	Instructional Faculty	NA	\$135,000		3.3%	\$139,388		c
Burati Jr,James L	Professor	Professor	Instructional Faculty	NA	\$133,843		3.3%	\$138,193		c
Lickfield,Gary C	Professor	Professor	Instructional Faculty	NA	\$133,203		3.2%	\$137,532		c
Simionescu,Dan T	Professor	Professor	Instructional Faculty	NA	\$118,632		15.6%	\$137,186		bc
<i>Standard increase associated with faculty rank promotion.</i>										
Summers,Joshua D.	Professor	Professor	Instructional Faculty	NA	\$120,662		13.6%	\$137,042		bc
<i>Serving as Faculty Director for Graduate Diversity Initiatives</i>										
Zordan,Victor B	Professor	Professor	Instructional Faculty	NA	\$130,000		3.3%	\$134,225		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Brooks,Richard R	Professor	Professor	Instructional Faculty	NA	\$129,838		3.3%	\$134,058		c
Atamturktur Russcher,Sez	Associate Professor	Associate Professor	Instructional Faculty	NA	\$112,664		18.5%	\$133,465		cf
	Retention increase due to being recruited by another institution									
Wang,Zijun	Professor	Professor	Instructional Faculty	NA	\$129,058		3.2%	\$133,252		c
Joseph,Paul F	Professor	Professor	Instructional Faculty	NA	\$127,917		3.2%	\$132,074		c
Tong,Chenning	Professor	Professor	Instructional Faculty	NA	\$127,855		3.2%	\$132,010		c
Overcamp,Thomas J	Professor	Professor	Instructional Faculty	NA	\$125,813		3.3%	\$129,902		c
Mears,Michael L	Professor	Professor	Instructional Faculty	NA	\$125,640		3.2%	\$129,723		c
Hoover,Adam W	Professor	Professor	Instructional Faculty	NA	\$129,693		0.0%	\$129,693		
Ochterbeck,Jay M	Professor	Professor	Instructional Faculty	NA	\$124,513		3.3%	\$128,560		c
Kornev,Konstantin German	Professor	Professor	Instructional Faculty	NA	\$124,310		3.2%	\$128,350		c
Wang,Pingshan	Professor	Professor	Instructional Faculty	NA	\$110,799		15.6%	\$128,128		bc
	Standard increase associated with faculty rank promotion.									
Zhu,Lin	Associate Professor	Associate Professor	Instructional Faculty	NA	\$122,337		3.3%	\$126,313		c
Goddard,Wayne D	Professor	Professor	Instructional Faculty	NA	\$108,192		15.6%	\$125,113		bc
	Standard increase associated with faculty rank promotion.									
Moysey,Stephen Michael	Associate Professor	Associate Professor	Instructional Faculty	NA	\$120,798		3.3%	\$124,724		c
Gao,Zhi	Professor	Professor	Instructional Faculty	NA	\$120,664		3.3%	\$124,586		c
Sanders III,John P	Research Associate Professor	Research Associate Professor	Research Faculty	NA		\$120,639	3.0%		\$124,225	c
Pang,Weichiang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,242		26.1%	\$123,900		cf
	Retention increase due to being recruited by another institution									

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Ayalew,Beshah	Professor	Professor	Research Faculty	NA	\$106,752		15.6%	\$123,448		bc
Standard increase associated with faculty rank promotion.										
Sorber,Jacob M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$120,000		2.8%	\$123,413		c
Murdoch,Lawrence C	Professor	Professor	Instructional Faculty	NA	\$119,466		3.3%	\$123,349		c
Schalkoff,Robert J	Professor	Professor	Instructional Faculty	NA	\$130,801		-6.0%	\$122,994		bc
Standard increase associated with faculty rank promotion.										
Harcum,Sarah W	Professor	Professor	Instructional Faculty	NA	\$119,016		3.2%	\$122,884		c
Powell,Brian A.	Professor	Professor	Instructional Faculty	NA	\$106,044		15.6%	\$122,629		bc
Standard increase associated with faculty rank promotion.										
Brown,Philip J	Endowed Chair	Endowed Chair	Instructional Faculty	NA	\$118,163		3.3%	\$122,004		c
Patterson,Eric K	Associate Professor	Associate Professor	Research Faculty	NA	\$118,000*		3.3%	\$121,835		*c
Rangaraju,Prasada Rao	Professor	Professor	Instructional Faculty	NA	\$121,715		0.0%	\$121,715		
Baum,Carl W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$106,453		13.6%	\$120,904		bc
Coordinating ABET assessment for the Department of Electrical and Computer Engineering										
Smith,Melissa Crawley	Associate Professor	Associate Professor	Instructional Faculty	NA	\$115,717		3.3%	\$119,478		c
Khan,Abdul A	Professor	Professor	Instructional Faculty	NA	\$115,714		3.3%	\$119,475		c
Dean,Brian Christopher	Associate Professor	Associate Professor	Instructional Faculty	NA	\$115,162		3.3%	\$118,905		c
Schlautman,Mark A.	Professor	Professor	Instructional Faculty	NA	\$115,105		3.3%	\$118,846		c
Webb,Charles K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$113,211		3.0%	\$116,630		c
Castle,James W	Professor	Professor	Instructional Faculty	NA	\$112,704		3.3%	\$116,367		c
Taaffe,Kevin M	Associate Professor	Associate Professor	Instructional Faculty	NA	\$112,592		3.2%	\$116,251		c
Ligon,Walter B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$112,153		3.3%	\$115,798		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Russell, Harlan B	Associate Professor	Associate Professor	Instructional Faculty	NA	\$112,153		3.3%	\$115,798		c
Ge, Rong	Associate Professor	Associate Professor	Instructional Faculty	NA	\$110,000		3.3%	\$113,575		c
Andrus, Ronald D.	Professor	Professor	Instructional Faculty	NA	\$109,776		3.3%	\$113,344		c
Walker, Terry H	Professor	Professor	Instructional Faculty	NA	\$108,889		3.3%	\$112,428		c
Martin, James J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,192		3.2%	\$111,708		c
McGregor, John D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$108,192		3.2%	\$111,708		c
Dean, Delphine	Associate Professor	Associate Professor	Instructional Faculty	NA	\$107,700		3.2%	\$111,200		c
Babu, Sabarish Venkat	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,819		13.6%	\$111,098		bc
Standard increase associated with faculty rank promotion.										
Groff, Richard E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$106,824		3.3%	\$110,296		c
Li, Gang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$101,152		8.2%	\$109,439		bc
DW Reynolds Emerging Scholar										
Desjardins, John D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,637		3.2%	\$109,070		c
Nagatomi, Jiro	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,211		3.2%	\$108,630		c
Vertegel, Alexey Alexandrovich	Associate Professor	Associate Professor	Instructional Faculty	NA	\$105,211		3.2%	\$108,630		c
Cho, Byung Rae	Professor	Professor	Instructional Faculty	NA	\$105,160		3.3%	\$108,578		c
Potter, James C	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$105,000*	3.3%		\$108,413	*c
Daqaq, Mohammed Farid	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,152		8.2%	\$108,406		bc
Supplement for additional duties.										
Caine, Kelly E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,343		13.6%	\$108,286		bc
Standard increase associated with faculty rank promotion.										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Benson,Lisa C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$104,721		3.2%	\$108,124		c
Thompson,Lonny L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$104,128		3.2%	\$107,512		c
Kuksenok,Olga	Associate Professor	Associate Professor	Instructional Faculty	NA	\$104,000		3.3%	\$107,380		c
Luo,Feng	Associate Professor	Associate Professor	Instructional Faculty	NA	\$103,884		3.2%	\$107,260		c
Greenstein,Joel S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$103,893		2.9%	\$106,945		c
Putman,Bradley J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,603		13.6%	\$106,309		bc
<i>Serving as Director of the EMAGINE outreach network</i>										
Malloy,Brian A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$102,019		3.3%	\$105,335		c
Brinkman,Kyle S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,800		14.7%	\$105,315		ce
<i>Market increase to bring pay up to the competitive range</i>										
Prucka,Robert G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$101,260		3.3%	\$104,551		c
Ogle,Jennifer H	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,832		3.2%	\$104,109		c
Finneran,Kevin Thomas	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,534		3.2%	\$103,801		c
Xuan,Xiangchun	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,133		3.2%	\$103,387		c
Kitchens,Christopher L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,094		3.2%	\$103,347		c
Tong,Jianhua	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,092*		3.3%	\$103,345		*c
Martin,Julie Patricia	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,966		13.6%	\$103,315		bc
<i>Standard increase associated with faculty rank promotion.</i>										
Alexis,Frank	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,832		3.3%	\$103,077		c
Roberts,Mark E	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,600		13.6%	\$102,899		bc
<i>Standard increase associated with faculty rank promotion.</i>										
Csernak,Stephen F	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$92,799		10.8%	\$102,815		bc
<i>Serving temporarily as the Student Services Coordinator</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Miller, Richard S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,170		3.2%	\$102,393		c
Mocko, Gregory	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,170		3.2%	\$102,393		c
Vahidi, Ardalan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$99,170		3.2%	\$102,393		c
Kennedy, Marian Siobhan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,969		3.2%	\$102,185		c
Mefford IV, Olin T	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,968		3.2%	\$102,184		c
Smotherman, Mark K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$98,911		3.3%	\$102,126		c
Stephan, Elizabeth Anne	Senior Lecturer	Dir of General Engr	Instructional Faculty	NA	\$97,725		3.2%	\$100,901		c
Harrell, William R	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,446		3.3%	\$100,613		c
Turner, Cameron	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,266*		3.2%	\$100,427		*c
Kaye, Nigel Gregory	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,535		3.2%	\$99,672		c
Drapcho, Caye Marie	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,521		3.3%	\$99,658		c
Kurz-Edsall, Mary Elizabeth	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,095		3.2%	\$99,218		c
Eksioglu, Burak	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,000		3.3%	\$99,120		c
Eksioglu, Sandra Duni	Associate Professor	Associate Professor	Instructional Faculty	NA	\$96,000		3.3%	\$99,120		c
Chalil Madathil, Kapil	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,000		13.6%	\$98,811		bc
<i>Administrative supplement for serving as Deputy Director of RESA</i>										
Brooks, Johnell O	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,658		3.3%	\$98,767		c
Ravichandran, Nadarajah	Associate Professor	Associate Professor	Instructional Faculty	NA	\$95,588		3.3%	\$98,695		c
Ladner, David Allen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,659		13.6%	\$98,423		bc
<i>Standard increase associated with faculty rank promotion.</i>										
Knijnenburg, Bart	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$95,000		3.3%	\$98,088		c
Plaue, Christopher M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$95,000	3.3%		\$98,088	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hu,Hongxin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$94,949		3.3%	\$98,035		c
Joerg,Christina Sophie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$94,780		3.2%	\$97,860		c
Sarasua,Wayne A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,472		3.2%	\$97,542		c
Pisu,Pierluigi	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,244		3.3%	\$97,307		c
Wang,Yue	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,070		14.0%	\$96,965		bcf
<i>Awarded the Warren H Owen Assistant Professorship</i>										
Martin,Anthony Q	Associate Professor	Associate Professor	Instructional Faculty	NA	\$93,738		3.2%	\$96,784		c
Safro,Ilya Mark	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$93,207		3.2%	\$96,236		c
Remy,Sekou Lionel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$93,142		3.2%	\$96,169		c
Pilla,Srikanth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,700		10.8%	\$96,023		cf
<i>Retention increase due to being recruited by another institution</i>										
Karamouzias,Ioannis	Assistant Professor	Assistant Professor	Research Faculty	NA	\$96,000*		0.0%	\$96,000		*
Robb,Andrew C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$96,000*		0.0%	\$96,000		*
Choi,Hong Seok	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$92,632		3.3%	\$95,643		c
Myers,Oliver J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,000		3.3%	\$94,990		c
Jacobsohn,Luiz Gustavo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$91,800		3.3%	\$94,784		c
Onori,Simona	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$91,800		3.3%	\$94,784		c
Neyens,David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$91,022		3.2%	\$93,980		c
Abu-Farha,Fadi Kamal	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$90,176		3.3%	\$93,107		c
Blenner,Mark Alan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,790		8.4%	\$93,007		bc
<i>Serving as Coordinator of the newly formed research/education program on Biomanufacturing and Bio products</i>										
Ryckman,Judson Douglas	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$92,000*		0.0%	\$92,000		*

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Harman,Melinda K	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$89,049		3.2%	\$91,943		c
Davis,Eric Mikel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$89,000		3.3%	\$91,893		c
Li,Suyi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$89,000*		3.3%	\$91,893		*c
Schiller,Ulf Daniel	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$89,000*		3.3%	\$91,893		*c
Zhao,Huijuan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,184		7.7%	\$91,785		bc
<i>Dean's Faculty Fellow</i>										
Carraway,Elizabeth R.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,629		3.2%	\$91,509		c
Kwartowitz,David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$88,264		3.3%	\$91,133		c
Khademi,Amin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,720		3.3%	\$90,571		c
Martinez-Duarte,Rodrigo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,390		3.2%	\$90,230		c
Tallapragada,Phanindra	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,390		3.2%	\$90,230		c
Melloy,Brian J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,187		3.3%	\$90,021		c
Kung,Ethan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,000		3.3%	\$89,828		c
Porter,Michael M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,000		3.3%	\$89,828		c
Riggs,Sara Lu	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,000		3.3%	\$89,828		c
Zhao,Xin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,000		3.3%	\$89,828		c
Frady,Kristin Kelly	Assistant Professor	Assistant Professor	Research Faculty	NA		\$100,010	-10.2%	\$89,827		bcd
Foley,Ann Catherine	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,700		3.3%	\$89,518		c
Scott,Joseph K	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,700		3.3%	\$89,518		c
Getman,Rachel B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,657		3.2%	\$89,473		c
Esmailpoursaee,Amirreza	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,542		3.3%	\$89,355		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Sarupria,Sapna	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,224		3.2%	\$89,026		c
Bostwick,Joshua B	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,000*		3.3%	\$88,795		*c
Jia,Yunyi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,000*		3.3%	\$88,795		*c
Pataky,Garrett J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,000		3.3%	\$88,795		c
Richardson,William J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,000*		3.3%	\$88,795		*c
Peng,Fei	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,633		3.2%	\$88,416		c
Bedenbaugh,Christina T	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Management	08		\$85,547	3.2%		\$88,327	c
Collins,Kelly Murdaugh	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Business and Financial Operations Staff	08		\$85,527	3.3%		\$88,307	c
Mei,Ying	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,718		3.2%	\$87,471		c
Lee,JeoungSoo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,684		3.2%	\$87,436		c
Simionescu,Agneta	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,684		3.2%	\$87,436		c
Orr,Marisa Kikendall	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$87,000*		0.0%	\$87,000		*
Hoffman,Mark A	Research Assistant Professor	Research Asst Professor	Research Faculty	NA		\$91,800	-5.4%	\$86,824		cd
Ivanco,Andrej	Research Assistant Professor	Research Asst Professor	Research Faculty	NA		\$91,800	-5.4%	\$86,824		cd
Wang,Yongqiang	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,000		3.3%	\$86,730		c
Shuller-Nickles,Lindsay Carmell	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$83,927		3.3%	\$86,655		c
Ye,Tong	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$83,640		3.2%	\$86,358		c
Lao,Yingjie	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$86,000*		0.0%	\$86,000		*

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Booth,Brian William <i>Promotion to Assistant Professor</i>	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,763		13.3%	\$85,832		bc
Mercuri,Jeremy J	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$83,130		3.3%	\$85,832		c
Piratla,Kalyan Ram	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$82,902		3.2%	\$85,596		c
Ross,Brandon E	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$82,902		3.2%	\$85,596		c
Cottle,Renee Nicole	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$85,000*		0.0%	\$85,000		*
Delaney,William Frederick	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$81,600	3.3%		\$84,252	c
Chen,Qiushi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,192		3.3%	\$83,831		c
Mishra,Ashok	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,192		3.3%	\$83,831		c
Kwon,Insun	Professor Of Practice	Professor Of Practice	Research Faculty	NA	\$82,000*		0.0%	\$82,000		*
Owino,Tom O.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,960		3.2%	\$81,526		c
Nielson,Bryant G <i>Assumed additional responsibilities of overseeing ABET</i>	Professor Of Practice	Professor Of Practice	Instructional Faculty	NA	\$74,803		8.4%	\$81,096		bc
Lee,David Robert <i>Providing broader support to include all college affiliated innovation campuses and their respective activities</i>	Program Manager I	Program Manager I	Computer, Engineering, and Science Staff	07		\$74,542	8.4%		\$80,813	bc
Cates,Ezra Lucas Holt	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,000		3.3%	\$80,535		c
Dale,Michael Anthony Joseph	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$78,000		3.3%	\$80,535		c
Reid III,William J	Visiting Associate Professor	Visiting Associate Professor	Instructional Faculty	NA	\$77,942*		3.2%	\$80,475		*c
Acker,Serita <i>Assumed all responsibilities for the PEER program</i>	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$74,219	8.4%		\$80,462	bc

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Gallagher, Eliza Dargan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$35,700		124.1%	\$80,000		bc
Promoted to Assistant Professor; market adjustment to bring pay up to the competitive range										
Popat, Sudeep	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000*		0.0%	\$80,000		*
Myers, Dianne M	Program Manager I	Program Manager I	Computer, Engineering, and Science Staff	07		\$77,457	3.0%		\$79,765	bc
Hubbard, Stephen J	Visiting Associate Professor	Visiting Associate Professor	Instructional Faculty	NA	\$77,157*		3.3%	\$79,665		*c
Darnault, Christophe	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		3.2%	\$78,986		c
Grant, Ronald T	Public Info Dir II	Public Information Director II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$76,500	3.2%		\$78,986	c
Zheng, Yi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		3.2%	\$78,986		c
Bourne, Jenny	Program Manager I	Program Manager I	Computer, Engineering, and Science Staff	07		\$75,719	3.3%		\$78,180	c
Martinez, Nicole Elizabeth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		3.3%	\$77,438		c
Hartley, Rebecca Short	Research Associate	Director	Student and Academic Affairs and Other Education Services Staff	NA		\$67,993	13.6%		\$77,223	bc
Supplement for serving as Director for the Center for Workforce Development										
Minor, John C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$74,366		1.1%	\$75,153		bc
Schweisinger, Todd Alan	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$72,300		3.3%	\$74,650		c
Stevens, Kathryn Ann	Project Manager I	Project Manager I	Computer, Engineering, and Science Staff	07		\$72,250	3.2%		\$74,598	c
Porter, Christopher H.	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$61,756	20.7%		\$74,539	abcf
Staff Development Program										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Webb, Frank	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$68,326	8.3%		\$73,963	bc
<i>Supplement for developing key recommendations for facilities and safety upgrades throughout the department</i>										
Barnes, Jeremy L	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$70,000	3.3%		\$72,275	c
Piekutowski, James Joseph	Program Manager I	Program Manager I	Computer, Engineering, and Science Staff	07		\$70,000	3.3%		\$72,275	c
King III, Larry French	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$69,027	3.1%		\$71,164	c
Clark, Martin C	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$68,541	3.3%		\$70,769	c
Taylor, Regina M	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$61,200	13.6%		\$69,508	bc
<i>Assumed assessment duties and reporting directly to the Director of Planning and Assessment</i>										
Brame, Scott E	Research Assistant Professor	Research Asst Professor	Research Faculty	NA		\$67,310	3.3%		\$69,498	c
McCafferty, Alexander Douglas	Program Manager I	Program Manager I	Computer, Engineering, and Science Staff	07		\$67,108	3.2%		\$69,289	c
Brandon, Steven C	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$68,670		0.9%	\$69,272		bc
Cook, Charles T	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$63,250	8.4%		\$68,571	bc
<i>Additional Duties and responsibilities</i>										
Mann, James D	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$62,934	8.2%		\$68,125	bc
<i>Supplement for performing temporary additional duties</i>										
Parker, Gary W	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$65,954	3.3%		\$68,098	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Childers,Ashley K	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$64,000		5.5%	\$67,548		bc
Standard increase associated with faculty rank promotion										
Holliday,Jeff L.	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$65,120	3.2%		\$67,236	c
Kapadia,Apoorva Deepak	Visiting Assistant Professor	Visiting Assistant Professor	Instructional Faculty	NA	\$62,500*		7.4%	\$67,147		*ce
Market increase to bring pay up to the competitive range										
Metz,Daniel R	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$64,836	3.2%		\$66,943	c
Mathis,Gary Lee	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$61,963	7.8%		\$66,791	bc
Additional duties for developing, implementing and maintaining a student machine shop										
Sternhagen,Melissa M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$64,435		3.2%	\$66,529		c
Poore,Bradley W	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$64,163	3.2%		\$66,248	c
Moline,David C	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$62,604	3.3%		\$64,639	c
White,David A	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$62,572	3.3%		\$64,606	c
Alexander,Kim E	Director	Director	Public Service Faculty	NA		\$62,095	3.2%		\$64,113	c
Duncan,Michelle Schlock	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$61,812	3.3%		\$63,821	c
Delhayre,Jean-Marc Georges	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,593		3.3%	\$63,595		c
Yasmin,Nighat	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,069		0.7%	\$63,489		bc
Advising responsibilities due to the vacancy of advisor positions										
Lowe,Rose M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,217		3.3%	\$63,207		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Corbett,Kristina Ann	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$55,308	13.6%		\$62,817	bc
Assumed additional responsibility of financial analysis and strategic support of RESA										
Coulson,Alan B	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$57,526	8.4%		\$62,365	bc
Standard increase associated with faculty rank promotion.										
McCall,Brittney Poore	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$54,896	13.6%		\$62,348	bc
Temporary additional duties increase										
Maier,Jonathan R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$61,658	0.6%		\$62,032	bc
Advising responsibilities due to the vacancy of advisor positions										
Feaster,Yvon H.	Lecturer	Lecturer	Instructional Faculty	NA		\$60,000	3.3%		\$61,950	c
Lipscomb,Leonard David	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$60,000*	3.3%		\$61,950	*c
Rumph,Terry Hughes	Grants Administrator I	Grants Administrator I	Business and Financial Operations Staff	06		\$59,814	3.3%		\$61,758	c
Sawdey,Kenna Lorene	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$52,438	15.9%		\$60,782	bc
Serving as the outreach coordinator for the Dean's office; serving as the Center for Workforce Development event planner, letter writer and coordinating meetings for the center										
Jones,James H.	Lecturer	Lecturer	Instructional Faculty	NA		\$58,767	3.3%		\$60,677	c
Hochrine,Catherine A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$58,523	3.3%		\$60,425	c
Martin III,William D	Lecturer	Lecturer	Instructional Faculty	NA		\$48,195	23.9%		\$59,737	bcf
Retention increase due to being recruited by another institution										
Gregory,Cassie Adams	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$57,500	3.3%		\$59,369	c
Nammouz,Minory	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$54,631	8.4%		\$59,227	bc
Standard increase associated with faculty rank promotion.										
Giebner,Michael G	Lecturer	Lecturer	Instructional Faculty	NA		\$59,059*	0.0%		\$59,059	*

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Grigg,Sarah J	Lecturer	Lecturer	Instructional Faculty	NA	\$52,005		12.9%	\$58,695		bc
<i>Advising responsibilities due to the vacancy of advisor positions</i>										
McDonald,Charles Taylor	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$56,521	3.3%		\$58,358	c
Houston,Dock R	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$56,269	3.3%		\$58,098	c
Nicholson,Truman Grady	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$56,203	3.3%		\$58,030	c
Ferrara,Irene Marie	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,000*		0.0%	\$58,000		*
Plis,Kevin Anton	Lecturer	Lecturer	Instructional Faculty	NA	\$58,000*		0.0%	\$58,000		*
Colvin,Nathaniel L	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$57,108*	0.0%		\$57,108	*
McMahan,Chad Lee	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$55,162	3.3%		\$56,955	c
McCullough,Melissa A	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$55,155	3.3%		\$56,948	c
Cole,Jamie E	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$53,553	6.2%		\$56,900	bc
<i>Assumed additional temporary duties of major lab renovations during the absence of another employee</i>										
Coburn Jr,William L	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$55,101	3.3%		\$56,892	c
Magagnotti,Mariah Soibhan	Lecturer	Lecturer	Instructional Faculty	NA	\$55,000		3.3%	\$56,788		c
Teague,Robert A	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$54,700	3.3%		\$56,478	c
Rankin,Samuel G	Lab Technologist II	Lab Technologist II	Computer, Engineering, and Science Staff	05		\$54,478	3.3%		\$56,249	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Garber,Stella Faye	Administrative Coord I	Asst. Dir Fac Dev/Str. PI	Office and Administrative Support Staff	05		\$53,929	3.3%		\$55,682	c
Boiter,Lynn J	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$53,841	3.3%		\$55,591	c
Lowe III,James W	Lab Technologist II	Lab Technologist II	Computer, Engineering, and Science Staff	05		\$48,351	13.2%		\$54,757	bc
<i>Additional duties increase</i>										
Justice,Stanley L	Lab Specialist III	Lab Specialist III	Computer, Engineering, and Science Staff	05		\$50,297	8.3%		\$54,447	bc
<i>For assuming management of the safety inspections and stations in Sirrine Hall</i>										
Rowland,Paul H	Lab Specialist III	Lab Specialist III	Computer, Engineering, and Science Staff	05		\$50,274	8.3%		\$54,422	bc
<i>Performing temporary duties</i>										
Long,Amanda Spatharos	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$42,358	28.1%		\$54,259	bc
<i>Significant additional responsibilities providing analytical support directly to the CFO</i>										
Townsend,Teri F	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$52,423	3.3%		\$54,127	c
Simmons,William Patrick	Lab Technologist II	Lab Technologist II	Computer, Engineering, and Science Staff	05		\$52,118	3.3%		\$53,812	c
Pruett,Timothy C	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$52,020	3.3%		\$53,711	c
Baldwin,Wendy M	Project Coordinator	Project Coordinator	Computer, Engineering, and Science Staff	06		\$49,289	8.2%		\$53,355	bc
<i>Additional responsibilities for maintenance and security of the L.G. Rich Research Lab at the Research Park</i>										
Thompson,Karen Kaylor	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$42,600	24.7%		\$53,111	bc
<i>Promoted to the Associate Dean for Undergraduate Studies' office</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Engineering & Sciences

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Alongi,Paul Frank	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$48,960	8.4%		\$53,079	bc
Provide broad support of media related activities for college innovation campus activities requiring travel and coordination with on-site personnel and local media outlets										
Work,Anthony Scott	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$51,383	3.3%		\$53,053	c
Kaufman,Scott B	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$50,490	3.3%		\$52,131	c
Kirby,Michelle Denise	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$50,151	3.3%		\$51,781	c
Lanning,B Karen	Administrative Coord I	Office Manager	Office and Administrative Support Staff	05		\$43,394	18.9%		\$51,601	bc
Additional duties for supporting the Associate Chair										
Kuksenok,Oleksandr	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$49,958*	3.3%		\$51,582	*c
Bowen III,Robert L	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$49,425	3.2%		\$51,031	c
Howard,Wynona R	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$48,769	3.3%		\$50,354	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Leising, Mark D	Department Chair/Head	Interim Dean	Management with Faculty Rank	NA	\$167,270		51.8%		\$253,974	bcd
Serving as Interim Dean of the College of Sciences										
Tritt, Terry M	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$174,777		13.2%	\$197,825		bc
Serving as Interim Department Chair										
Cohen, Robert Seth	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$178,500	3.2%		\$184,301	c
Daw, Murray S	Named Professor	Named Professor	Instructional Faculty	NA	\$175,787		3.1%	\$181,240		c
Rao, Apparao M.	Professor	Professor	Instructional Faculty	NA	\$169,305		3.2%	\$174,807		c
Sun, Ya-ping	Named Professor	Named Professor	Instructional Faculty	NA	\$169,585		2.9%	\$174,447		c
King, Jeremy	Professor	Professor	Instructional Faculty	NA	\$116,242		49.1%		\$173,360	bc
Promoted to Associate Provost										
Marcotte Jr, William R	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA		\$166,790	3.3%		\$172,211	c
Creager, Stephen E	Professor	Professor	Instructional Faculty	NA	\$162,627		3.2%	\$167,912		c
Marcus, Richard K	Professor	Professor	Instructional Faculty	NA	\$157,013		3.3%	\$162,116		c
Galicchio, Vincent S	Professor	Professor	Instructional Faculty	NA	\$154,008		3.2%	\$159,013		c
Cox, Christopher L	Professor	Interim Department Chair	Instructional Faculty	NA	\$154,000		3.3%	\$159,005		c
Temesvari, Lesly	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$140,530		13.1%	\$158,928		bc
Serving as Interim Associate Dean of Research										
Dieter, R Karl	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$151,470		3.3%	\$156,393		c
Coykendall IV, James Barker	Professor	Professor	Instructional Faculty	NA	\$150,218		3.2%	\$155,100		c
Kolis, Joseph W	Professor	Professor	Instructional Faculty	NA	\$148,193		3.2%	\$153,009		c
Larsen, Miguel F	Professor	Professor	Instructional Faculty	NA	\$146,004		3.2%	\$150,749		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Science

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Thrasher, Joseph Stuart	Professor	Professor	Instructional Faculty	NA	\$144,004		3.2%	\$148,684		c
Pennington Jr, William T	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$143,800		3.1%	\$148,311		c
Gao, Xuhong	Professor	Professor	Instructional Faculty	NA	\$137,394		3.2%	\$141,859		c
Lund, Robert B	Professor	Professor	Instructional Faculty	NA	\$137,394		3.2%	\$141,859		c
Wiecek, Margaret Maria	Professor	Professor	Instructional Faculty	NA	\$137,394		3.2%	\$141,859		c
Rebholz, Leo G	Professor	Professor	Instructional Faculty	NA	\$125,664		11.5%	\$140,128		bc
<i>Serving as Mathematical Sciences Undergraduate Coordinator</i>										
Rice, Charles D	Professor	Professor	Instructional Faculty	NA	\$135,530		3.3%	\$139,935		c
Bridges Jr, William C	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$134,899		3.1%	\$139,121		c
Hwu, Shiou-jyh	Professor	Professor	Instructional Faculty	NA	\$130,375		3.2%	\$134,612		c
Adams, Warren P	Professor	Professor	Instructional Faculty	NA	\$129,899		3.3%	\$134,121		c
Kosinski, Robert J	Professor	Professor	Instructional Faculty	NA	\$129,086		3.2%	\$133,281		c
Frugoli, Julia	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$128,927		3.1%	\$132,955		c
Ptacek, Margaret	Professor	Professor	Instructional Faculty	NA	\$127,554		3.3%	\$131,700		c
Scott, Simon W	Professor	Professor	Instructional Faculty	NA		\$127,517	3.2%		\$131,661	c
Alexov, Emil Georgiev	Professor	Professor	Instructional Faculty	NA	\$115,071		13.6%	\$130,692		cf
<i>Retention increase due to being recruited by another institution</i>										
Arya, Dev Priya	Professor	Professor	Instructional Faculty	NA	\$125,769		3.2%	\$129,856		c
Stuart, Steven J	Professor	Professor	Instructional Faculty	NA	\$125,233		3.2%	\$129,303		c
Gerard, Patrick D	Professor	Professor	Instructional Faculty	NA	\$124,903		3.2%	\$128,962		c
Cao, Weiguo	Professor	Professor	Instructional Faculty	NA	\$124,499		3.2%	\$128,545		c
Luo, Hong	Professor	Professor	Research Faculty	NA	\$123,927		3.3%	\$127,955		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Science

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Morris,James C	Professor	Professor	Instructional Faculty	NA	\$123,927		3.3%	\$127,955		c
Smith,Kerry S.	Professor	Professor	Instructional Faculty	NA	\$123,927		3.3%	\$127,955		c
Meyer,Bradley S	Professor	Professor	Instructional Faculty	NA	\$122,507		3.2%	\$126,488		c
Meriwether Jr,John W	Professor	Professor	Research Faculty	NA	\$121,282		3.3%	\$125,224		c
Blob,Richard W.	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$120,883		3.1%	\$124,649		c
Surver,William M	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$120,728		3.1%	\$124,489		c
Chumanov,George	Professor	Professor	Instructional Faculty	NA	\$119,062		3.3%	\$122,932		c
Perahia,Dvora	Professor	Professor	Instructional Faculty	NA	\$118,493		3.2%	\$122,344		c
Ervin,Vincent J	Professor	Professor	Instructional Faculty	NA	\$116,773		3.2%	\$120,568		c
Chen,Wen Y	Professor	Professor	Instructional Faculty	NA	\$116,272		3.3%	\$120,051		c
Williams,Calvin L	Professor	Professor	Instructional Faculty	NA	\$95,624		24.9%	\$119,426		bc
<i>Serving as Director of the Center for Excellence in Mathematical and Science Education. Standard increase associated with faculty rank promotion.</i>										
Marinescu,Domnita Catalina	Professor	Professor	Instructional Faculty	NA	\$115,524		3.3%	\$119,279		c
Khan,Taufiqar Rahman	Professor	Professor	Instructional Faculty	NA	\$115,410		3.3%	\$119,161		c
Garcia Perez,Carlos Diego	Professor	Professor	Instructional Faculty	NA	\$115,000		3.3%	\$118,738		c
Bain,Lisa J	Professor	Professor	Instructional Faculty	NA	\$114,361		3.3%	\$118,078		c
Baldwin,William S	Professor	Professor	Instructional Faculty	NA	\$114,361		3.3%	\$118,078		c
Hughes,Thomas A	Professor	Professor	Instructional Faculty	NA	\$113,948		3.2%	\$117,651		c
Valentini,Antony	Professor	Professor	Instructional Faculty	NA	\$113,465		3.3%	\$117,153		c
Hartmann,Dieter H	Professor	Professor	Instructional Faculty	NA	\$112,707		3.3%	\$116,370		c
James,Kevin L.	Professor	Professor	Instructional Faculty	NA	\$112,660		3.0%	\$116,050		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Science

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Brannan,James R	Professor	Professor	Instructional Faculty	NA	\$111,803		3.3%	\$115,437		c
Calkin,Neil J	Professor	Professor	Instructional Faculty	NA	\$111,803		3.3%	\$115,437		c
Kiessler,Peter C	Professor	Professor	Instructional Faculty	NA	\$111,803		3.3%	\$115,437		c
Rieck,James R	Professor	Professor	Instructional Faculty	NA	\$111,803		3.3%	\$115,437		c
Wei,Yanzhang	Professor	Professor	Instructional Faculty	NA	\$108,239		3.3%	\$111,757		c
Brumaghim,Julia	Professor	Professor	Instructional Faculty	NA	\$106,992		3.2%	\$110,469		c
Gallagher,Colin M	Professor	Professor	Instructional Faculty	NA	\$106,906		3.2%	\$110,380		c
Oberheide,Jens	Professor	Professor	Instructional Faculty	NA	\$90,100		20.8%	\$108,817		bcf
Retention increase due to being recruited by another institution. Standard increase associated with faculty rank promotion.										
Matthews,Gretchen L.	Professor	Professor	Instructional Faculty	NA	\$104,918		3.3%	\$108,328		c
Sosolik,Chad E	Professor	Professor	Instructional Faculty	NA	\$104,791		3.3%	\$108,197		c
Brittain,Sean D	Professor	Professor	Instructional Faculty	NA	\$101,910		3.2%	\$105,222		c
Lee,Hyesuk K	Professor	Professor	Instructional Faculty	NA	\$100,347		3.2%	\$103,608		c
Sharp,Julia Lynn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$100,000		3.3%	\$103,250		c
Feltus,Frank Alexander	Associate Professor	Associate Professor	Instructional Faculty	NA	\$97,012		3.3%	\$100,165		c
Brown,James L	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,213		11.0%	\$100,150		cf
Retention increase due to being recruited by another institution										
Takacs,Endre Andras	Associate Professor	Associate Professor	Research Faculty	NA	\$95,880		3.2%	\$98,996		c
Tonkyn,David W	Professor	Professor	Instructional Faculty	NA	\$85,336		15.6%	\$98,683		bc
Standard increase associated with faculty rank promotion										
Sparace,Salvatore A	Professor	Professor	Instructional Faculty	NA	\$84,914		15.6%	\$98,195		bc
Standard increase associated with faculty rank promotion										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Science

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Dominy,Brian N Serving as Interim Associate Dean of Academic Affairs	Associate Professor	Interim Associate Dean	Instructional Faculty	NA	\$86,369		13.6%	\$98,094		bc
Sun,Xiaoqian	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,763		3.3%	\$97,843		c
Wells,Christina E.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$94,567		3.2%	\$97,640		c
Dimitrova,Elena Stanimirova	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,882		3.3%	\$95,901		c
Kurtz Jr,Harry D.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,148		3.3%	\$95,143		c
Luo,Jun	Associate Professor	Associate Professor	Instructional Faculty	NA	\$92,146		3.3%	\$95,141		c
Macauley,Matthew	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,820		3.2%	\$94,804		c
Chapman,Susan Caroline	Associate Professor	Associate Professor	Instructional Faculty	NA	\$91,076		3.3%	\$94,036		c
Fralix,Brian H.	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,871		3.2%	\$93,824		c
McNeill,Jason D	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,551		3.3%	\$93,494		c
Sather-Wagstaff,Sean Michael	Associate Professor	Associate Professor	Instructional Faculty	NA	\$90,000		3.3%	\$92,925		c
Sehorn,Michael Glen	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,730		3.2%	\$92,646		c
Tzeng,Tzuen-Rong Jeremy	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,261		3.3%	\$92,162		c
Childress,Michael J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,041		3.3%	\$91,935		c
DeWalt,Saara J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$89,041		3.3%	\$91,935		c
He,Jian	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,845		3.2%	\$91,732		c
Smith,Rhett C	Associate Professor	Associate Professor	Instructional Faculty	NA	\$88,021		3.3%	\$90,882		c
Kholodenko,Arkady L	Professor	Professor	Instructional Faculty	NA	\$87,663		3.2%	\$90,512		c
Campbell,Barbara J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,516		3.2%	\$90,360		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Science

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Flower, Phillip J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,492		3.2%	\$90,335		c
Mount, Andrew S	Research Associate Professor	Research Associate Professor	Research Faculty	NA	\$87,122		3.2%	\$89,953		c
Jenkins, Eleanor W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,917		3.3%	\$89,742		c
Corbin, Victoria Lynn	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA	\$86,700		3.3%	\$89,518		c
McNealy, Tamara Lyn	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,515		3.3%	\$89,327		c
Anker, Jeffrey Nathan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$86,144		3.3%	\$88,944		c
Clark, Leigh Anne	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,656		3.3%	\$88,440		c
Peterson, James K	Associate Professor	Associate Professor	Instructional Faculty	NA	\$85,120		3.2%	\$87,886		c
Sears, Michael W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,992		3.2%	\$87,754		c
McMahan, Christopher Steven	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,981		3.3%	\$87,743		c
Cao, Min	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,720		3.2%	\$87,473		c
Wang, Liang Jiang	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,580		3.3%	\$87,329		c
Paul, Kimberly S	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,579		3.3%	\$87,328		c
Saltzman, Matthew J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,278		3.2%	\$87,017		c
Saha, Sourav	Associate Professor	Associate Professor	Instructional Faculty	NA	\$87,000*		0.0%	\$87,000		*
Lawton Rauh, Amy Louise	Associate Professor	Associate Professor	Instructional Faculty	NA	\$84,135		3.2%	\$86,869		c
Bass, Barbara E	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Business and Financial Operations Staff	08		\$72,930	18.7%		\$86,595	bc
	Promoted to Accounting/Fiscal Manager II									
Liang, Haiying	Associate Professor	Associate Professor	Instructional Faculty	NA	\$83,239		3.2%	\$85,944		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Science

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Xue,Hui	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,741		3.2%	\$85,430		c
Lehmacher,Gerald A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,345		3.2%	\$85,021		c
Reynolds Jr,Russell Ira	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$82,000*	3.3%		\$84,665	*c
Turnbull,Matthew W	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,902		3.3%	\$84,564		c
Yoon,Jeong - Rock	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,664		3.2%	\$84,318		c
Schmoll,Martin Johannes	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,661		3.3%	\$84,315		c
Brown,Derek A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,600		3.3%	\$84,252		c
Bielenberg,Douglas G	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,569		3.3%	\$84,220		c
Van den Hurk,Peter	Associate Professor	Associate Professor	Instructional Faculty	NA	\$81,517		3.2%	\$84,166		c
Henson,John Michael	Research Associate Professor	Research Associate Professor	Research Faculty	NA	\$81,412		3.3%	\$84,058		c
Ma,Ling	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$84,000*		0.0%	\$84,000		*
Russell,Brook Thayer	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,000		3.3%	\$83,633		c
Alper,Joshua	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000		3.3%	\$82,600		c
Podila,Ramakrishna	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$80,000		3.3%	\$82,600		c
Heister,Timo Johannes	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,560		3.3%	\$82,146		c
Xue,Fei	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$81,000*		0.0%	\$81,000		*
Ajello,Marco	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,520		3.2%	\$80,039		c
Chen,Qingshan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,520		3.2%	\$80,039		c
Liu,Xin	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,520		3.2%	\$80,039		c
Sanabria,Hugo	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,520		3.2%	\$80,039		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Science

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Powder,Kara Elizabeth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$79,500*		0.0%	\$79,500		*
Ding,Feng	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,893		3.2%	\$79,392		c
Harriss,James E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$76,806	3.2%		\$79,302	c
Ingram-Smith,Cheryl Jean	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,694		3.3%	\$79,187		c
Morris,Meredith Teilhet	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,694		3.3%	\$79,187		c
Baeza Migueles,Juan Antonio	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		3.2%	\$78,986		c
Bruce,Terri Lane Foster	Academic Program Director	Academic Program Director	Research Faculty	NA	\$76,500		3.2%	\$78,986		c
Dittrich-Reed,Dylan Robert	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		3.2%	\$78,986		c
Feliciano,David M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		3.2%	\$78,986		c
Gupte,Akshay Sunil	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		3.2%	\$78,986		c
Kozubowski,Lukasz	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		3.2%	\$78,986		c
Poznanovikj,Svetlana	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,500		3.2%	\$78,986		c
Whitehead,Daniel C	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,475		3.2%	\$78,960		c
Ouyang,Yuyuan	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,000		3.3%	\$78,470		c
Marler,Joan P	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,949		3.2%	\$78,417		c
Burr,Michael Adam	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,643		3.2%	\$78,101		c
Liu,Shitao	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,480		3.2%	\$77,933		c
Manganiello,Felice	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,480		3.2%	\$77,933		c
Lu,Xian	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$77,899*		0.0%	\$77,899		*
Casabianca,Leah Beck	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		3.3%	\$77,438		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Science

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Dou,Zhicheng	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		3.3%	\$77,438		c
Richards,Vincent Paul	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		3.3%	\$77,438		c
Sekhon,Rajandeep Singh	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$75,000		3.3%	\$77,438		c
Mitkovski,Mishko	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$74,255		3.2%	\$76,668		c
Yang,Boshi	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$76,000*		0.0%	\$76,000		*
Tennyson,Andrew Gregory	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$72,364		3.3%	\$74,716		c
Hawkins,Dexter C	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$71,608	3.2%		\$73,935	c
Martinez-Dawson,Rose	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$70,879		3.3%	\$73,183		c
Hester,Jerry D	Lecturer	Lab Coordinator	Instructional Faculty	NA		\$70,159	3.2%		\$72,439	c
Kitaygorodskiy,Aleksandr	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$69,981	3.2%		\$72,255	c
Hubbard,Russell J.	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$66,299	3.3%		\$68,454	c
McKnew,Judith Irene	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,702		19.3%	\$66,427		bc
<i>Additional duties increase for assisting with department strategic planning. Supplement for serving as Mathematical Sciences Instruction Coordinator.</i>										
Cawood,Mark E.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,957		3.3%	\$66,036		c
Russ,Katherine Margaret	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$63,573	3.2%		\$65,639	c
Breazel,Ellen Hepfer	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$63,511		3.2%	\$65,575		c
Reba,Marilyn	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$62,597		3.2%	\$64,631		c
Teitloff,Timothy Charles	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$61,749		3.3%	\$63,756		c
Roche,Teela Jane	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$60,572	3.3%		\$62,541	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Science

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Pope,Amy Liann	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$60,235		3.3%	\$62,193		c
Johnson,Terri A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,830		3.2%	\$61,774		c
Prevost,Shari A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,830		3.2%	\$61,774		c
Cummings,John R	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,820		3.2%	\$61,764		c
Taylor,Dennis F	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,967		3.0%	\$61,753		c
Brown,Jason Stratford	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,695		3.2%	\$61,635		c
The,Lih-sin	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$59,695		3.2%	\$61,635		c
McMillen,Colin D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$56,661	8.4%		\$61,428	bc
<i>Standard increase associated with faculty rank promotion</i>										
Minor,V Christine M	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,467		3.2%	\$60,367		c
McNutt-Scott,Tamara L.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,464		3.2%	\$60,364		c
Lewis,Barbara S	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,450		8.4%	\$59,031		bc
<i>Standard increase associated with faculty rank promotion</i>										
Chandrasekaran,Srikripa	Lecturer	Lecturer	Instructional Faculty	NA	\$57,000		3.3%	\$58,853		c
Cottingham,Judith Elaine	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,880		3.3%	\$58,729		c
Welter,Brenda H	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$56,743	3.2%		\$58,587	c
Viktorova,Irina V.	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,360		3.3%	\$58,192		c
Walker,S Erwin	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$56,345		3.2%	\$58,176		c
Rudolph,Krista Barrier	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,941		3.2%	\$57,759		c
Novick,Beth A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$55,702		3.2%	\$57,512		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Science

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
O'Connor,Sean	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$53,350		6.4%	\$56,788		cf
	Market increase to bring pay up to the competitive range									
Schroeder,Jacob D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$48,800		16.4%	\$56,788		bce
	Market increase to bring pay up to the competitive range									
Schvaneveldt,Stephen Jon	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$52,531		8.1%	\$56,788		cf
	Market increase to bring pay up to the competitive range									
Houjeiry,Tania Issa	Lecturer	Lecturer	Instructional Faculty	NA	\$54,422		3.3%	\$56,191		c
Hupp,Laura R	Environment/Hlth Mgr II	Environment/Hlth Mgr II	Healthcare Practitioners and Staff	06		\$54,174	3.3%		\$55,935	c
Allen,Charles B	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$53,696	3.2%		\$55,441	c
Huang,Guohui	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$53,693	3.2%		\$55,438	c
McConnell,Rita S	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$53,648	3.3%		\$55,392	c
Evans,Stephanie Hathcote	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$43,860	25.4%		\$55,000	bc
	Promoted to Student Services Manager I									
Whitehead,Kristi James	Lecturer	Lecturer	Instructional Faculty	NA	\$53,040		3.3%	\$54,764		c
Wetzler,Modi	Lecturer	Lecturer	Instructional Faculty	NA	\$52,793		3.3%	\$54,509		c
Hickman,Thomas D	Lecturer	Lecturer	Instructional Faculty	NA	\$52,530		3.2%	\$54,237		c
Lanni,Laura M	Lecturer	Lecturer	Instructional Faculty	NA	\$54,000*		0.0%	\$54,000		*
Foulk,Virginia G	Student Services Mgr I	Student Services Manager I	Office and Administrative Support Staff	06		\$52,000	3.3%		\$53,690	c
Hardwick,Renea Chris	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$51,619		3.3%	\$53,297		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

College of Science

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Geiculescu,Olt E	Lecturer	Lecturer	Instructional Faculty	NA	\$51,510		3.2%	\$53,184		c
Reynolds,David G	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$49,811	6.2%		\$52,924	bc
<i>Additional duties increase</i>										
Puneet,Pooja	Lecturer	Lecturer	Instructional Faculty	NA	\$51,000		3.3%	\$52,658		c
Abercrombie,John G	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$50,892	3.3%		\$52,546	c
Simpson,Jonathan A	Lab Technologist III	Lab Technologist III	Computer, Engineering, and Science Staff	06		\$50,027	3.3%		\$51,653	c
Ennis,Elliot	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000		3.3%	\$51,625		c
Cox,Princess MyCia	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*
McWhorter,William Wesley	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Administration and Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
O'Rourke,Brian Joseph	Vice President	VP Devel and Alumni Relations	Management	NA		\$194,781	30.9%		\$255,028	bc
Promoted to VP Development and Alumni Relations										
Trammell,Harrison Frederick	Academic Program Director	Academic Program Director	Management	NA		\$241,015	3.3%		\$248,848	c
Land,Mark David	Vice President	VP of University Relations	Management	NA		\$218,000*	0.0%		\$218,000	*
King,JoVanna J	Academic Program Director	Academic Program Director	Management	NA		\$175,757	17.2%		\$205,984	bc
Promoted to Senior Director of Principal and Deferred Gift Programs										
Ryan,Melissa M	Academic Program Director	Sr Director Univ Development	Management	NA		\$156,042	20.7%		\$188,281	be
Market adjustment to bring pay up to the competitive range										
Alexander,Ann M	Academic Program Director	Academic Program Director	Management	NA		\$160,587	8.4%		\$174,096	bce
Market increase to bring pay up to the competitive range										
Martin,Jeffery S	Associate Vice President	Associate Vice President	Management	NA		\$158,207	3.3%		\$163,349	c
Newsom,Deborah C	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$157,800*	3.3%		\$162,929	*c
Colbert-Busch,Elizabeth	Extension Associate	Extension Associate	Business and Financial Operations Staff	NA		\$155,331	3.2%		\$160,379	c
Brasington III,Leroy Wilson	Academic Program Director	Academic Program Director	Management	NA		\$136,928	-1.2%		\$135,232	bc
Cloyd,Kelly Urso	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$122,400	3.3%		\$126,378	c
Peters,Christopher Marc	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$119,541	3.2%		\$123,426	c
Ruter,Donna Incropera	Asst Academic Prog Director	Senior Director of Development	Business and Financial Operations Staff	NA		\$117,500	3.3%		\$121,319	c
Gray,Douglas S	Academic Program Director	Sr. Director of Development	Business and Financial Operations Staff	NA		\$115,566	3.3%		\$119,322	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Administration and Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Dryden,David W	Director	Director	Management	NA		\$106,561	3.2%		\$110,024	c
Cauley,Michele Melton	Asst Academic Prog Director	Director of Alumni Marketing	Business and Financial Operations Staff	NA		\$87,043	23.9%		\$107,847	bc
Serving as Assistant to the President for communication, marketing, and events										
Owens,Margaret Richardson	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$102,000	3.3%		\$105,315	c
Murphy Stein,Devon Anne	Asst Academic Prog Director	Dir of Foundation Relations	Business and Financial Operations Staff	NA		\$100,000	3.3%		\$103,250	c
Smith,Ann B	Asst Academic Prog Director	Asst Academic Prog Dir	Management	NA		\$97,752	3.3%		\$100,929	c
Kelly,Larissa R.	Asst Academic Prog Director	Asst Academic Prog Dir	Management	NA		\$95,023	3.2%		\$98,111	c
Page,Brandy McClain	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$95,000	3.3%		\$98,088	c
Barr,Elizabeth Anne Quick	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$93,840	3.3%		\$96,890	c
Haskins,James Hugh	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$90,000	3.3%		\$92,925	c
Taylor,Dana	Asst Academic Prog Director	Planned Giving Officer	Business and Financial Operations Staff	NA		\$85,000*	3.3%		\$87,763	*c
McKenzie,Jack A	Program Manager II	Program Manager II	Management	08		\$84,221	3.2%		\$86,958	c
Bishop,Janice B	Administrative Mgr I	Administrative Mgr I	Business and Financial Operations Staff	07		\$83,750	3.3%		\$86,472	c
Cochran,Kenneth Dale	Director of Information Svcs	Director of Information Svcs	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	08		\$82,249	3.2%		\$84,922	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Administration and Advancement

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Denny,Robin S	Director of Information Svcs	Director of Information Svcs	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	08		\$81,337	3.2%		\$83,980	c
Dewild,Jennifer Ashley	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$70,000	13.3%		\$79,275	bc
<i>Managing operations of the CBBS team until a replacement is found</i>										
Britton,John S	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$76,500	3.2%		\$78,986	c
Winkelman,Lauren Anne	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$74,000	3.3%		\$76,405	c
Todd,Jacqueline K	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$70,400	8.4%		\$76,322	bc
<i>Additional duties including crisis management responsibilities</i>										
Morgan,Dana Carroll	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$63,240	18.7%		\$75,090	bc
<i>Additional duties for special events and initiatives as well as CAA leadership</i>										
Gouch,John K	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$71,630	3.3%		\$73,958	c
Mudge,Elizabeth McIntosh	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$70,967	3.2%		\$73,273	c
Godwin,Jeffrey N	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$70,537	3.2%		\$72,829	c
Arp,Kimberly Dawn	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$66,941	8.4%		\$72,572	ce
<i>Market increase to bring pay up to the competitive range</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Administration and Advancement

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Colmenares,Clinton C	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$70,000*	3.3%		\$72,275	*c
Donovan,William B	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$70,000	3.3%		\$72,275	c
Bundrick,Matthew J	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$69,719	3.3%		\$71,985	c
Barker,James J.	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$69,094	3.3%		\$71,340	c
Purvis,April Souria Williams	Program Manager II	Director of Gift Management	Management	08		\$59,963	18.7%		\$71,198	bce
<i>Assuming Gift Management due to the vacancy of the CFO; Market adjustment to bring pay up to the competitive range</i>										
Garner,Melissa Haley	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Business and Financial Operations Staff	07		\$68,822	3.3%		\$71,059	c
McAnally Jr,Robert E	Production Manager III	Production Manager III	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$68,753	3.2%		\$70,987	c
Adams,Helen R	Program Manager I	Program Manager I	Management	07		\$66,838	3.2%		\$69,010	c
Boyce Williams,Kesha Latanya	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$66,300	3.3%		\$68,455	c
Burka,Jocuita N	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$66,300	3.3%		\$68,455	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Administration and Advancement

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Rodgers,Michael E.	Production Manager IV	Production Manager IV	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$65,157	3.3%		\$67,275	c
Craft,Amy Csernak	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Business and Financial Operations Staff	07		\$64,347	3.2%		\$66,438	c
Johnson,Wanda A	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$64,276	3.3%		\$66,365	c
Schuster,Robert M	Production Manager III	Production Manager III	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$63,905	3.3%		\$65,982	c
James,Tenneil Moody	Web Developer	Web Developer	Computer, Engineering, and Science Staff	06		\$63,776	3.3%		\$65,849	c
Grant,Liza C	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$63,717	3.3%		\$65,788	c
Green,Christine Iovino	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$63,213	3.2%		\$65,267	c
Boatwright,Randolph N	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$62,017	3.3%		\$64,033	c
Hiott,William D	Program Coordinator II	Program Coordinator II	Archivists, Curators, and Museum Technicians	06		\$61,150	3.2%		\$63,137	c
Bowen,Barry C	IT Manager I	IT Manager I	Computer, Engineering, and Science Staff	07		\$60,675	3.3%		\$62,647	c
Isengard,Joshua A	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$60,201	3.3%		\$62,158	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Administration and Advancement

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Huff, James Lee	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$57,152	6.3%		\$60,780	bc
<i>Additional duties for assuming the role of the Scrum Master</i>										
Vaughan, Terri L.	IT Consultant II	IT Consultant II	Computer, Engineering, and Science Staff	07		\$58,360	3.3%		\$60,257	c
Ogg, Joyce G	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$58,233	3.3%		\$60,126	c
Wright, Amanda K	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$57,589	3.3%		\$59,461	c
Damesworth, Mickie Darlene	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$49,991	18.7%		\$59,358	bc
<i>Promoted to Administrative Coordinator II</i>										
Wagner, Donita A	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Business and Financial Operations Staff	07		\$57,395	3.2%		\$59,260	c
Nixon, Angela S.	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$56,304	3.3%		\$58,134	c
Sapp, Patrick Zolley	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$55,957	3.3%		\$57,776	c
Griffin, Allison Erin	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$55,548	3.2%		\$57,353	c
O'Kelley, Tracey D	Program Coordinator II	Program Coordinator II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$48,062	18.7%		\$57,067	bc
<i>Promoted to Director of the Visitor's Center.</i>										
Kakar, Akshi	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$55,155	3.3%		\$56,948	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Administration and Advancement

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Messervy,Thomas William	Graphics Manager II	Graphics Manager II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$55,155	3.3%		\$56,948	c
Spitler,Nancy M	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$54,631	3.3%		\$56,407	c
Parker,Sandra T	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$54,611	3.3%		\$56,386	c
Bundrick,Meghan Kelly	Web Developer	Web Developer	Computer, Engineering, and Science Staff	06		\$53,040	3.3%		\$54,764	c
Scott,Arthur J	Building/Grounds Mgr	Building/Grounds Mgr	Service Staff	06		\$52,866	3.2%		\$54,584	c
Gibson,Kimberly Dawn	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Business and Financial Operations Staff	07		\$52,530	3.2%		\$54,237	c
Sampson,Scott E	Alumni/Develop Mgr I	Alumni/Develop Mgr I	Business and Financial Operations Staff	06		\$42,840	26.6%		\$54,233	ce
<i>Market increase to bring pay up to the competitive range</i>										
Grogan,Bethany Boller	Alumni/Develop Mgr II	Alumni/Develop Mgr II	Business and Financial Operations Staff	07		\$52,020	3.3%		\$53,711	c
Prado,Christine U	Graphics Manager II	Graphics Manager II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$51,429	3.2%		\$53,100	c
Smith,Scott R.	Broadcst/Eng Mnt Tech IV	Broadcst/Eng Mnt Tech IV	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$51,318	3.3%		\$52,986	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Administration and Advancement

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Carter, Anna Louise	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$44,367	18.7%		\$52,680	bc
Promoted to Program Manager I in the Stewardship and Events Office										
Blackwell, Jessica H	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$51,000	3.3%		\$52,658	bc
Assuming budget management duties due to the vacancy of the CFO/Treasurer										
White, Tina Sims	Production Manager III	Production Manager III	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$50,871	3.2%		\$52,524	c
Towery, Debbie A.	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$50,710	3.2%		\$52,358	c
Smith, Jenna Kay	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$50,000	3.3%		\$51,625	bc
Assuming budget management duties due to the vacancy of the CFO/Treasurer										
Ruszkowski, Paul J	Production Manager III	Production Manager III	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$49,185	3.3%		\$50,784	c
Mounter, John L	Graphics Manager I	Graphics Manager I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	05		\$48,797	3.3%		\$50,383	c
Glasgow, Del B	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$48,696	3.3%		\$50,279	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Radakovich Jr,Daniel	Academic Program Director	Director-Athletics	Management	NA		\$300,000	0.0%		\$300,000	
Babb,Davis Caldwell	Athletics Coach	CEO-IPTAY	Management	NA		\$250,000	0.0%		\$250,000	
Batson,Michael J	Athletics Coach	Dir-FB S&C	Service Staff	NA		\$245,000	0.0%		\$245,000	
Brooks,Bobby Dan	Athletics Coach	Assoc HC/DT Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Brownell,Bradley R	Athletics Coach	HC-MBB	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Caldwell,Robert A	Athletics Coach	Off Line Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Elliott,Antonio Lamar	Athletics Coach	Co-Off Coord/RB Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Hobby Jr,Marion E	Athletics Coach	Co-Def Coord/DE Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
McCorvey Jr,Woodrow	Athletics Coach	Assoc Ath Dir-FB Admn	Management	NA		\$245,000	0.0%		\$245,000	
Pearman Jr,Daniel L	Athletics Coach	Asst HC-FB/TE/Spec Teams	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Reed Jr,Michael J	Athletics Coach	Def Backs Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Scott,Jeffrey B	Athletics Coach	Co-Off Coord/WR Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Smith,Audra Sebrena	Athletics Coach	HC-WBB	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Streeter,Brandon M.	Athletics Coach	QB Coach/Recruit Coord	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Swinney,William C	Athletics Coach	HC-FB	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Venables,Thomas B	Athletics Coach	Def Coord/LB Coach	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$245,000	0.0%		\$245,000	
Scott,Harvey B	Athletics Coach	Dir-Player Dev	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$208,080	8.2%		\$225,080	a
Compensation committee approved merit increase for support of the Clemson football program										
Lee II,Monte Wesley	Athletics Coach	HC-Base	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$225,000	0.0%		\$225,000	

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Winiecki, Michael S	Athletics Coach	Assoc HC-MBB	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$181,250	2.0%		\$184,875	a
Performance increase for support of the Men's Basketball Program										
Neff, Graham Robert	Athletics Coach	Deputy Dir-Athletics	Management	NA		\$145,000	21.1%		\$175,525	bc
Promoted to Deputy Athletics Director										
Couch Jr., James R	Athletics Coach	Dir-IPTAY Maj Gifts	Management	NA		\$150,000	13.6%		\$170,363	ce
Market increase to bring pay up to the competitive range										
Turnipseed, Thad L	Athletics Coach	Dir-Recruit Ops & Ext Affairs	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$160,000	6.3%		\$170,000	a
Compensation committee approved merit increase for support of the Clemson football program										
Dooley, Michael S	Athletics Coach	Dir-FB Ops/Player Personnel	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$150,000	10.0%		\$165,000	a
Compensation committee approved merit increase for support of the Clemson football program										
Oliver, Daryl Lamonico	Athletics Coach	Assoc HC/Off Coord-WBB	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$160,000	0.0%		\$160,000	
Smith, Steven Tyrone	Athletics Coach	Asst Coach-MBB	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$156,250	2.0%		\$159,375	a
Performance increase for support of the Men's Basketball Program										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Davis,Jeff E	Athletics Coach	Dir-Player Rel & Ext Affairs	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$135,802	14.7%		\$155,802	a
Compensation committee approved merit increase for support of the Clemson football program										
Elliott,Mark Anthony	Athletics Coach	HC-TRK	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$145,000	6.9%		\$155,000	a
Performance increase for support of the Track Program										
LeCroy,Bradley James	Athletics Coach	Asst Coach-Base	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$138,000	9.8%		\$151,500	a
Performance increase for support of the Baseball Program										
See,Andrew Christopher	Athletics Coach	Asst Coach-Base	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$138,000	9.8%		\$151,500	a
Performance increase for support of the Baseball Program										
Harris,Nancy A	Athletics Coach	HC-WTN	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$126,862	6.4%		\$135,000	a
Increase per contractual agreement										
Match,Timothy A	Athletics Coach	Assoc Ath Dir-Ext Affairs	Management	NA		\$121,575	3.2%		\$125,526	c
Ellison,Stephanie A	Athletics Coach	Assoc Ath Dir-Comp Svcs	Management	NA		\$109,140	13.5%		\$123,900	cf
Retention increase due to being recruited by another institution										
Furbee,Travis Taylor	Athletics Coach	Dir-IPTAY Annual Fund	Management	NA		\$103,908	19.2%		\$123,900	ce
Market increase to bring pay up to the competitive range										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Radwanski,Edward Francis	Athletics Coach	Asst Ath Trainer	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$115,000	4.3%		\$120,000	a
Increase per contractual agreement										
Duzan,Stephen A	Athletics Coach	Assoc Ath Dir-Ath Acad Svcs	Management	NA		\$109,140	8.8%		\$118,738	cf
Increase due to increased marketability of expertise										
Poole Jr,Danny G	Athletics Coach	Dir-Sports Med/Head Ath Train	Healthcare Practitioners and Staff	NA		\$96,446	17.5%		\$113,315	ce
Market increase to bring pay up to the competitive range										
Young,Kyle McLendon	Athletics Coach	Assoc Ath Dir-Admin	Management	NA		\$101,908	3.2%		\$105,220	c
Wade,Gary A	Athletics Coach	Asst Ath Dir-Fac	Management	NA		\$100,093	3.2%		\$103,346	c
Galbraith,Joseph P	Athletics Coach	Assoc Ath Dir-Comm	Management	NA		\$87,720	17.7%		\$103,250	bc
Promoted to Associate Athletic Director of Communications										
Greenlee,Larry S	Athletics Coach	Asst Dir-FB S&C	Service Staff	NA		\$90,000	14.7%		\$103,250	ac
Compensation committee approved merit increase for support of the Clemson football program										
Honnen,Natalie A Gonzalez	Athletics Administrator	Assoc Ath Dir/SWA	Management	NA		\$100,000	3.3%		\$103,250	c
Simon,Joseph John	Athletics Coach	Assoc Ath Dir-Fac Mgmt	Management	NA		\$87,000	15.1%		\$100,153	bc
Promoted to Associate Athletic Director of Facilities										
Noonan,Michael R	Athletics Coach	HC-MSO	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$135,500	-26.2%		\$100,000	f
Hogan,Paul Adrian	Athletics Coach	Sr Asst FB S&C Coach	Service Staff	NA		\$90,000	8.4%		\$97,571	ac
Compensation committee approved merit increase for support of the Clemson football program										
Jackson-Ip,Mary Loreto	Athletics Coach	Assoc Ath Dir-SA Well/Dev	Management	NA		\$92,453	3.3%		\$95,458	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Gibson,Marvin Alexander	Athletics Coach	Asst Coach for Sprints	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$97,000	-1.7%		\$95,370	
Dunham,Aaron D	Athletics Coach	Assoc Dir-IPTAY Maj Gifts	Business and Financial Operations Staff	NA		\$76,082	23.9%		\$94,265	bce
Market increase to bring pay up to the competitive range										
Godfrey,Owen S	Athletics Coach	Asst Ath Dir-Ticket Ops/Sales	Sales and Related Staff	NA		\$91,075*	3.3%		\$94,035	*c
Conn,Michael	Assistant Coach	Sr Def Asst	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$90,000*	3.3%		\$92,925	*c
Frazier Wong,Stephen Michael	Athletics Coach	HC-ROW	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$90,000	2.8%		\$92,500	a
Performance increase for support of the Rowing Program										
Green,Todd McKinley	Assistant Coach	Dir-FB Vid & Tech	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$84,000	8.4%		\$91,067	abc
Compensation committee approved merit increase for support of the Clemson football program										
Hernesman,Hugh Thomas	Athletics Coach	HC-VB	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$90,000	0.0%		\$90,000	
Richardson,Jeremy	Assistant Coach	Sr Off Asst	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$85,000*	3.3%		\$87,763	*c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Bagby,Richard A	Athletics Coach	Asst Ath Dir-Vid & Tech	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$83,000	3.3%		\$85,698	c
Thomas,Althea Gloria Elizabet	Athletics Coach	Asst Coach for Sprints	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$86,000	-2.2%		\$84,150	
Hall,Lemanski Shuntae	Assistant Coach	Def Analyst	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$67,000	23.3%		\$82,600	ac
Compensation committee approved merit increase for support of the Clemson football program										
Littlejohn,Sharon Weaver	Accounting/Fiscal Mgr I	Business Manager	Business and Financial Operations Staff	07		\$74,759	6.3%		\$79,505	bc
Additional duties increase										
Kennedy-Dixon,Barbara Elaine	Athletics Administrator	Asst Ath Dir-Ath Acad Svcs	Management	NA		\$77,000	3.3%		\$79,503	c
Becker,Kathleen Marie	Athletics Coach	Dir-WBB Ops	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$76,500	3.2%		\$78,986	c
Bostwick,Christopher David	Athletics Coach	Asst Coach for Jumps	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$80,000	-2.0%		\$78,430	
Allison Jr,James	Athletics Coach	Dir-Aviation Ops/Chief Pilot	Production, Transportation, and Material Moving Staff	NA		\$75,850	3.2%		\$78,315	c
Gantt,Jonathan David	Athletics Coach	Dir-New & Creative Media	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$58,000	34.4%		\$77,935	ce
Market increase to bring pay up to the competitive range										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Munson III, William Donald	Athletics Coach	Dir-Broadcasting	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$75,089	3.2%		\$77,529	c
George, Eric	Accounting/Fiscal Mgr II	Asst Ath Dir-Bus Ops	Management	08		\$75,000	3.3%		\$77,438	c
McKay, Lucas James	Athletics Coach	Dir-MBB Ops	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$75,000	3.3%		\$77,438	c
Smotherman, Adam L	Athletics Coach	Asst S&C Coach	Service Staff	NA		\$58,905	31.5%		\$77,438	ac
Compensation committee approved merit increase for support of the Clemson football program										
Williams, Crawford Edward	Athletics Coach	Asst Dir-IPTAY Maj Gifts	Business and Financial Operations Staff	NA		\$60,466	28.1%		\$77,438	ce
Market increase to bring pay up to the competitive range										
Harrington III, Paul Dillon	Athletics Coach	Dir-FB Nutrition	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$76,800*	0.0%		\$76,800	*
Moreland-Bishop, Leslie Anne	Athletics Coach	Dir-Ath Acad Adv	Student and Academic Affairs and Other Education Services Staff	NA		\$74,000	3.3%		\$76,405	c
Jones, Philip Anthony	Athletics Coach	Assoc HC-MSO	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$61,250	23.3%		\$75,500	af
Performance increase for support of the Men's Soccer Program										
Mahony, Robert D	Athletics Coach	Dir-the Block C Club	Business and Financial Operations Staff	NA		\$72,742	3.2%		\$75,106	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Reed,Abraham Wahler	Athletics Coach	Dir-Equip for FB	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$63,000	18.0%		\$74,340	ac
Compensation committee approved merit increase for support of the Clemson football program										
Santos,Jayson Alexis	Athletics Administrator	Asst Ath Dir-Comp Svcs	Management	NA		\$72,000	3.3%		\$74,340	c
Franzblau,Richard M	Athletics Coach	Dir-Olym Sprt S&C	Service Staff	NA		\$70,000	3.3%		\$72,275	c
Shields,Kyle R	Athletics Coach	Dir-Prem Seating/Maj Gifts Off	Business and Financial Operations Staff	NA		\$70,000	3.3%		\$72,275	c
Waymyers,Allison	Program Manager I	Dir-FB Career & Pro Dev	Business and Financial Operations Staff	07		\$71,000*	0.0%		\$71,000	*
Woody,Christopher B	Athletics Coach	Asst Ath Dir-Comp Svcs	Business and Financial Operations Staff	NA		\$65,277	7.6%		\$70,248	ce
Market increase to bring pay up to the competitive range										
Echols Jr,Ernest V.	Athletics Coach	Super-Ath Grounds	Service Staff	NA		\$67,398	3.2%		\$69,588	c
Adams,Leslie Rae	Athletics Coach	HC-DIV	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$66,000	3.0%		\$67,980	a
Performance increase for support of the Diving Program										
Allen,Jonathan B	Program Manager II	Asst Ath Dir-Event Mgmt	Management	08		\$65,000	3.3%		\$67,113	c
Grisham,William	Assistant Coach	Off Analyst	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$65,000*	3.3%		\$67,113	*c
Herbst,Maria Hanahoe	Athletics Coach	Dir-Ed Svcs	Student and Academic Affairs and Other Education Services Staff	NA		\$65,000	3.3%		\$67,113	c
Williams,Jason H.	Athletics Coach	Pilot/Hangar Mgr	Production, Transportation, and Material Moving Staff	NA		\$64,900	3.2%		\$67,009	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Lombardi, Matthew M	Athletics Coach	Dir-FB Acad Svcs	Student and Academic Affairs and Other Education Services Staff	NA		\$61,529	8.2%		\$66,605	bc
<i>Additional duties increase</i>										
Byrd, Jordan Edward	Athletics Coach	Assoc HC-MGO	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$60,000	10.0%		\$66,000	a
<i>Performance increase for support of the Men's Golf Program</i>										
Gray, Amanda E	Athletics Coach	Asst Ath Dir-Comp Svcs	Business and Financial Operations Staff	NA		\$57,630	13.6%		\$65,448	cf
<i>Retention increase due to being recruited by another institution</i>										
Robbins, Jeffery Brian	Athletics Coach	Assoc HC-WSO	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$61,800	4.8%		\$64,785	a
<i>Performance increase for support of the Women's Soccer Program</i>										
Porter, Elizabeth R	Athletics Coach	Assoc Dir-Ath Acad Adv	Student and Academic Affairs and Other Education Services Staff	NA		\$62,285	3.2%		\$64,309	c
Wilson, Jason Conrad	Athletics Coach	Asst Dir-IPTAY	Business and Financial Operations Staff	NA		\$62,279	3.2%		\$64,303	c
Bullock, Donna D	Athletics Coach	Asst Ath Trainer	Healthcare Practitioners and Staff	NA		\$61,612	3.2%		\$63,614	c
Sparks, Lynn B	Athletics Coach	Asst to the Dir-Athletics	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$61,250	3.3%		\$63,241	c
Money, Michael J	Athletics Coach	Asst Ath Dir-Mkt & Game Mgmt	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$60,410	3.2%		\$62,373	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Coleman,Stephen E	IT Technician III	Coord-Info Tech	Computer, Engineering, and Science Staff	06		\$59,786	3.2%		\$61,729	c
Weir,Robert	Athletics Coach	Asst Coach for Throws	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$63,500	-2.8%		\$61,710	
Arblaster,Daniel Leroy	Athletics Coach	Pilot/Maintenance Mgr	Production, Transportation, and Material Moving Staff	NA		\$59,500	3.3%		\$61,434	c
Mullinix,Siri L	Athletics Coach	Asst Coach-WSO	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$54,300	10.5%		\$60,000	f
<i>Retention increase due to being recruited by another institution</i>										
Gordon Jr,Paul D	Athletics Coach	Asst Dir-FB Ops/CreatSvcsCoord	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$38,000	57.8%		\$59,962	bcf
<i>Retention increase due to being recruited by another institution; Promoted to Assistant Director of Football Operations</i>										
Chapman,Kevin L	Athletics Coach	Pilot	Production, Transportation, and Material Moving Staff	NA		\$58,000*	3.3%		\$59,885	*c
Lazar,Jason E	Program Manager II	Dir-Littlejohn Coliseum	Business and Financial Operations Staff	08		\$58,000*	3.3%		\$59,885	*c
Cobey,Shawn William	Athletics Coach	Dir-Track Ops	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$56,000	3.3%		\$57,820	c
McCombs,Brandon	Athletics Coach	Player Dev/Special Teams	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$53,010	8.4%		\$57,470	ac
<i>Compensation committee approved merit increase for support of the Clemson football program</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Fieser,Lukas Patrick	Athletics Coach	Assoc Dir-FB Acad Svcs	Student and Academic Affairs and Other Education Services Staff	NA		\$53,000	8.3%		\$57,373	bc
Additional duties increase										
Aiken,Cameron R	Assistant Coach	Asst for Off Player Dev	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$47,000	20.8%		\$56,788	ac
Compensation committee approved merit increase for support of the Clemson football program										
Crisp,Mary Casey	Student Services Mgr I	Assoc Dir-Ed Svcs	Office and Administrative Support Staff	06		\$55,000*	3.3%		\$56,788	*
Warwick,Andrew David	Athletics Coach	Def Player Dev & Asst Camp Dir	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$51,156	11.0%		\$56,788	ac
Compensation committee approved merit increase for support of the Clemson football program										
Martin,Yashica Bakeyma	Athletics Coach	Assoc Dir-Ath Acad Adv	Student and Academic Affairs and Other Education Services Staff	NA		\$54,106	3.2%		\$55,864	c
Sorrells,Jordan J	Assistant Coach	Coord-FB Recruit Comm	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$40,000	39.4%		\$55,755	ac
Compensation committee approved merit increase for support of the Clemson football program										
Guess Jr,Henry E	Production Manager II	Asst Dir-FB Vid Ops	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	05		\$50,914	8.4%		\$55,197	ac
Compensation committee approved merit increase for support of the Clemson football program										
King,Caroline H	Athletics Coach	Asst Coach-ROW	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$55,000	0.0%		\$55,000	

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Miller,Nicole Annette	Assistant Coach	Asst Coach-VB/Recruit Coord	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$55,000	0.0%		\$55,000	
Henderson,Bradley A	Athletics Coach	Assoc Dir-Ed Svcs	Student and Academic Affairs and Other Education Services Staff	NA		\$53,040	3.3%		\$54,764	c
Razayeski,Jerome	Athletics Coach	Assistant Athletic Trainer	Healthcare Practitioners and Staff	NA		\$52,603	3.3%		\$54,313	c
Cantinieri,Janice D	Alum/Dev Coord II	Dir-Stewardship/IPTAY	Office and Administrative Support Staff	05		\$47,258	13.6%		\$53,690	bc
	<i>Additional duties increase</i>									
Lawrence,Sarah-Jo Catherine	Student Services Mgr I	Assoc Dir-Ath Acad Adv	Office and Administrative Support Staff	06		\$52,000*	3.3%		\$53,690	*c
Chan,Lisa D	Athletics Coach	Dir-Sports Nutrition	Management	NA		\$51,500	3.3%		\$53,174	c
Blackman,John S	Athletics Coach	Assoc Dir-Athletics Comm	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$51,341	3.3%		\$53,010	c
Johnston,Daniel T	Athletics Coach	Asst Ath Trainer	Healthcare Practitioners and Staff	NA		\$51,022	3.2%		\$52,680	c
Kehn,Elizabeth A	Athletics Coach	Assoc Dir-Ath Comm	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$48,052	8.4%		\$52,095	bc
	<i>Additional duties increase</i>									
Carey,Jeffrey S	Athletics Coach	Assoc Dir-Ed Svcs	Student and Academic Affairs and Other Education Services Staff	NA		\$50,000	3.3%		\$51,625	c
Douglas,Elizabeth C	Administrative Coord I	Asst to the Head FB Coach	Office and Administrative Support Staff	05		\$50,000	3.3%		\$51,625	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Athletics

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Lobbins,Kyra Michelle	Athletics Coach	Dir-SA Dev	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$50,000	3.3%		\$51,625	c
Owens,Bradley R	Athletics Coach	Dir-Base Ops	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$50,000	3.3%		\$51,625	c
Pitts,Rosalyn Mew	Student Services Mgr I	Assoc Dir-Ed Svcs	Office and Administrative Support Staff	06		\$50,000	3.3%		\$51,625	c
Kallin,Jeffrey R	Athletics Coach	Assoc Dir-Ath Comm	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$48,500	3.2%		\$50,076	c
Ricketts,Lindsey K.	Athletics Coach	Assoc Dir-Ath Acad Adv	Student and Academic Affairs and Other Education Services Staff	NA		\$48,450	3.3%		\$50,025	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Chief Financial Officer

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Dalton,Brett A	Vice President	Vice President	Management	NA		\$334,316	3.2%		\$345,181	c
Piekutowski,Michelle T	Associate Vice President	Chief Human Resources Officer	Management	NA		\$177,480	45.4%		\$258,125	cf
Retention increase due to being recruited by another institution										
Petillo,Richard D	Director	Dir, Debt & Capital Financing	Management	NA		\$185,000*	3.3%		\$191,013	*c
Tillett,Cathy Y	Director	Director of Internal Auditing	Management	NA		\$135,354	21.5%		\$164,522	ce
Market increase to bring pay up to the competitive range										
Baumann, Virginia Marie	Associate Vice President	University Budget Director	Management	NA		\$158,100	3.2%		\$163,238	c
Crump, Steven H	Associate Vice President	Comptroller	Management	NA		\$158,100	3.2%		\$163,238	c
Haselden, Laura H	Director	Dir Land/Captl Asst Stewardship	Management	NA		\$88,740	55.3%		\$137,774	bce
Promoted to Director of Land and Capital Stewardship; Market adjustment to bring pay up to a competitive range										
Dively, Katherine E	Director	Director	Management	NA		\$96,315	39.4%		\$134,225	bce
Promoted to Director position; market adjustment to bring pay up to the competitive range										
Carlson II, George Clinton	Director	Director	Management	NA		\$127,500	3.3%		\$131,644	c
Nebesky, Michael J	Director	Procurement Director	Management	NA		\$113,026	3.2%		\$116,699	c
Chambers, Matthew Gregory	IT Manager III	IT Manager III	Computer, Engineering, and Science Staff	09		\$110,600*	3.3%		\$114,195	*c
Cole, Lynn H	Program Manager III	Program Manager III	Business and Financial Operations Staff	09		\$96,265	15.6%		\$111,321	bce
Market increase to bring pay up to the competitive range										
Simmons, Michael J	Senior Extension Agent	Administrative Officer	Student and Academic Affairs and Other Education Services Staff	NA		\$106,607	3.2%		\$110,071	c
Kennedy, Alejandra Sabio	Human Resources Dir II	Director of HR for Academics	Business and Financial Operations Staff	08		\$102,000*	3.3%		\$105,315	*c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Chief Financial Officer

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Knox,Lisa Hancock	Director of Project Management	Director of Lean Office	Business and Financial Operations Staff	09		\$102,000	3.3%		\$105,315	c
Kerr,James A.	Human Resources Dir II	Director of HR Partners	Management	08		\$96,900	3.2%		\$100,049	c
Riley,Kathy Ann	Program Manager II	Information Tech Audit Mgr	Business and Financial Operations Staff	08		\$96,238	3.3%		\$99,366	c
Hood,Amelia Catherine	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Management	08		\$95,699	3.2%		\$98,809	c
Robbins,Karen F	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Management	08		\$95,533	3.3%		\$98,638	c
Carlton,Gregory M	IT Manager II	Director of HR Systems	Management	08		\$94,726	3.3%		\$97,805	c
Rice,J Logan	Program Manager II	HR Project Manager	Business and Financial Operations Staff	08		\$94,414	3.2%		\$97,482	c
Brown,Joshua H	Program Manager II	Recruitment Manager	Management	08		\$94,302	3.3%		\$97,367	c
Davis,John M	Director	Director	Management	NA		\$93,723	3.3%		\$96,769	c
Rowland,Sherri Patterson	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr II	Business and Financial Operations Staff	08		\$84,150	12.5%		\$94,704	bc
<i>Reclassification to Accounting/Fiscal Mgr II</i>										
Goodin,Amy Evans	Accounting/Fiscal Mgr II	Director, ERM	Business and Financial Operations Staff	08		\$73,941	22.7%		\$90,737	bc
<i>Promoted to Director of Enterprise Risk Management</i>										
Cato,Michelle Marie	Program Manager II	Program Manager II	Business and Financial Operations Staff	08		\$85,000*	3.3%		\$87,763	*c
Byrne III,Joseph J	Human Resources Mgr II	Sr. Manager of HR Partners	Management	06		\$66,300	29.1%		\$85,569	bc
<i>Additional duties for serving as interim compensation manager</i>										
Hooker,Jason T	IT Manager II	IT Manager II	Management	08		\$76,898	10.0%		\$84,558	ce
<i>Market increase to bring pay up to the competitive range</i>										
Long,Cynthia C	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$79,118	3.2%		\$81,689	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Chief Financial Officer

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Morris, Vivian L	Senior Consultant	Dir. Retention & Engagement	Management	07		\$78,283	3.2%		\$80,827	c
Brierre, Lori	Procurement Mgr II	Strategic Operations Manager	Business and Financial Operations Staff	07		\$80,000*	0.0%		\$80,000	*
Thomas, Erin Michael	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$70,380	13.6%		\$79,934	bc
<i>Additional duties resulting from department vacancy</i>										
Kay, Katherine S	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$76,500	3.2%		\$78,986	c
Pigeon, John Scott	Procurement Mgr II	Procurement Mgr II	Business and Financial Operations Staff	07		\$75,434	3.3%		\$77,886	c
Alexander, Shirley A	Procurement Mgr II	Procurement Mgr II	Business and Financial Operations Staff	07		\$74,460	3.3%		\$76,880	bc
Leonard, Arthur James	Audits Manager I	Audits Manager I	Business and Financial Operations Staff	07		\$72,726	3.3%		\$75,090	c
Cobb, Matthew Roland	IT Manager II	IT Manager II	Management	08		\$58,140	26.6%		\$73,600	cef
<i>Market increase to bring pay up to the competitive range</i>										
Patton, Joy Johnson	Human Resources Mgr II	Employee Relations Manager	Business and Financial Operations Staff	06		\$70,993	2.8%		\$72,999	c
Kransteuber, Jake	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$61,200	18.7%		\$72,667	bc
<i>Promoted to Accounting Fiscal Manager I</i>										
Ritter, LaToya R	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$77,418	-6.1%		\$72,667	bc
Watson, David J	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$77,418	-6.1%		\$72,667	bc
Baxter, James R	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$69,700	3.2%		\$71,965	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Chief Financial Officer

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Henderson,Linda H	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$68,972	3.3%		\$71,214	c
Chambers,Christi H	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$68,441	3.2%		\$70,665	c
Holland,Shanika Shantelle	Audits Manager I	Audits Manager I	Business and Financial Operations Staff	07		\$65,000	8.4%		\$70,468	bc
	<i>Promoted to an Audits Manager I</i>									
Leeper,Beverly K	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$68,187	3.2%		\$70,403	c
Patton,Allison Lee	Accnt/Fiscal Analyst III	Disbursements Manager	Business and Financial Operations Staff	06		\$44,747	54.2%		\$69,000	bc
	<i>Reclassification to Accnt/Fiscal Analyst III/ Disbursement Manager; additional duties including contract management responsibility and purchasing for the scientific and laboratory commodity</i>									
Goss,Debra S	Human Resources Mgr II	Human Resources Mgr II-CAFLS	Business and Financial Operations Staff	06		\$65,770	3.3%		\$67,908	c
Jones,Samantha Taylor	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$65,000	3.3%		\$67,113	c
Daniels,Latoya Stevenson	Human Resources Mgr II	Sr. Class & Comp Analyst	Business and Financial Operations Staff	06		\$63,250	3.3%		\$65,306	c
Young Jr,Sam Curran	Procurement Mgr I	Procurement Mgr I	Business and Financial Operations Staff	06		\$65,000*	0.0%		\$65,000	*
Crooks,Tammy D	Procurement Mgr I	IT Procurement Manager	Business and Financial Operations Staff	06		\$54,083	19.9%		\$64,841	bc
	<i>Additional duties including contract management responsibility and purchasing for the scientific and laboratory commodity</i>									
Marcus,Lisa Pruitt	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$61,412	3.3%		\$63,408	c
Harmon,Jordan W	Info Sys Business Analyst III	Sr. HR Systems Analyst	Computer, Engineering, and Science Staff	07		\$61,362	3.2%		\$63,356	c
Stowe,Marsha Ann	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$61,111	3.2%		\$63,097	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Chief Financial Officer

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hapeshis,Wendy S	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$60,668	3.3%		\$62,640	c
Benson,Ida S	Human Resources Mgr II	HR Mgr- Athletics	Business and Financial Operations Staff	06		\$60,389	3.3%		\$62,352	c
Hadlock,Cynthia D	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$59,413	3.3%		\$61,344	c
Gagnon,Lisa Ann	Program Manager I	Benefits Manager	Management	07		\$49,450	23.9%		\$61,268	ce
	Market increase to bring pay up to the competitive range									
Goudie,Susan Morris	Info Sys Business Analyst II	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	06		\$58,845	3.2%		\$60,757	c
Allison,Berinthia Coggins	Human Resources Mgr II	Human Resourc Mgr II-Acad Aff	Business and Financial Operations Staff	06		\$58,508	3.3%		\$60,410	c
Cooley,Desiree	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$58,344	3.2%		\$60,240	c
Miller,Aubrey Kathleen	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$58,344	3.2%		\$60,240	bc
Bright,Michelle Turner	Human Resources Mgr II	HR Mgr - Advancement	Business and Financial Operations Staff	06		\$54,152	10.6%		\$59,912	ac
	Staff Development Program									
Unda,Pablo Victor	Program Manager I	International Employment Mngr	Business and Financial Operations Staff	07		\$48,298	24.0%		\$59,885	bc
	Promoted to International Employment Manager									
Ray,Jennifer Sarratt	Human Resources Mgr II	HR Mgr II - Business & CoS	Business and Financial Operations Staff	06		\$57,826	3.2%		\$59,705	c
Rotondi,Tonya Alice	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$57,783	3.3%		\$59,661	c
Bell,Ruth Meshelle	Human Resources Mgr II	Human Res Mgr II-PSA &Econ Dev	Business and Financial Operations Staff	06		\$57,657	3.3%		\$59,531	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Chief Financial Officer

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Rosenberger, Jeffrey David	Auditor III	Auditor III	Business and Financial Operations Staff	05		\$69,890	-15.2%	\$59,268		bc
Litzenberger, Anna McClure	Project Coordinator	Project Coordinator	Business and Financial Operations Staff	06		\$56,810	3.2%	\$58,656		c
Shivar, Mary Kathryn	Project Coordinator	Project Coordinator	Business and Financial Operations Staff	06		\$56,806	3.2%	\$58,652		c
Barker, Stephanie Wald	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$56,100	3.2%	\$57,923		c
Burton, Pamela J	Human Resources Mgr II	Human Resources Mgr II-AAH	Business and Financial Operations Staff	06		\$55,535	3.3%	\$57,340		c
Nieves, Kristie Michelle	Human Resources Mgr II	Human Resources Mgr II-HEHD	Business and Financial Operations Staff	06		\$55,327	3.2%	\$57,125		c
Burch, Rachel	Human Resources Mgr II	Class & Comp Analyst	Business and Financial Operations Staff	06		\$55,298	3.2%	\$57,095		c
Gao, Yanlin	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$55,000	3.3%	\$56,788		c
Robinson Jr, William Fred	Human Resources Mgr II	Recruiter	Business and Financial Operations Staff	06		\$59,361	-6.0%	\$55,818		bc
Baughey, Tracie Redman	Human Resources Mgr II	Human Res Mgr II-Student Aff	Business and Financial Operations Staff	06		\$54,060	3.3%	\$55,817		c
Collins, Raymond G.	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$52,734	3.3%	\$54,448		c
Pruitt, Rebecca Smith	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$52,399	3.3%	\$54,102		c
Bass, Samantha A.	Human Resources Mgr II	Leave Administrator	Business and Financial Operations Staff	06		\$52,009	3.2%	\$53,699		c
Ferguson, Lou E	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$51,800	3.3%	\$53,484		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Chief Financial Officer

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Burgess,Kelly C	Human Resources Mgr II	Human Resources Mgr II-Eng&Sci	Business and Financial Operations Staff	06		\$51,324	3.2%		\$52,992	c
Evans,Troy Kayne	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$51,000	3.3%		\$52,658	c
Tonkin,Jennifer Daneille	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$50,932	3.2%		\$52,587	c
Jackson,Jameka N	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$50,000	3.3%		\$51,625	c
Team,Elizabeth H	Administrative Coord I	Administrative Coord I- AAH	Office and Administrative Support Staff	05		\$49,941	3.2%		\$51,564	c
Winton,Hillary Ann	Program Coordinator II	Benefits Coordinator II	Business and Financial Operations Staff	06		\$49,789	3.2%		\$51,407	c
Cram,Stefanie Elaine	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$40,800	24.7%		\$50,882	bc
<i>Promoted to Accnt/Fiscal Analyst III</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Clemson University Research Foundation

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Porto,Catherine A	Research Associate	Executive Director for CURF	Management	NA		\$178,550	3.3%		\$184,353	c
Gesswein, August C	Research Associate	Dir Lic Technology Transfer	Business and Financial Operations Staff	NA		\$127,500	11.8%		\$142,485	ce
	Market increase to bring pay up to the competitive range									
Albritton, Vincie C.	Research Associate	Research Associate	Management	NA		\$131,054	3.2%		\$135,313	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Cooperative Extension Service

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Callahan,Brian J	Extension Director-Associate	Extension Director - Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$140,760	3.3%		\$145,335	c
Smith,John P	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$108,366	3.3%		\$111,888	c
Howard,Daniel M	Extension Director-Assistant	Extension Director - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$86,418	18.7%		\$102,611	bc
<i>Additional duties as Program Team Leader and special projects; Serving as Assistant Director of Extension Mentoring including development and statewide implementation</i>										
Mickey,Scott A	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$92,814	7.9%		\$100,186	bc
<i>Serving as the Director of Farm Bill training and workshops</i>										
Blake,James H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$96,729	3.3%		\$99,873	c
Lanford,Blake Madison	Extension Agent	Extension Agent - Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$83,721	17.3%		\$98,166	bc
<i>Serving as the Regional Lead Agent for the Coastal Region</i>										
Burns,Matthew G	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$91,700	3.2%		\$94,680	c
Arena,Mark J	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$90,901	3.3%		\$93,856	c
Legette,Deon S	Extension Director-Assistant	Distinguished County Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$81,329	13.6%		\$92,369	bc
<i>Supplement for serving as the Regional Lead Agent for the Midlands Region</i>										
Warner,Morris B	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$88,090	3.3%		\$90,954	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Cooperative Extension Service

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
McManus,Michael S	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$78,109	13.2%		\$88,409	bc
<i>Serving as the Regional Lead Agent for the Pee Dee Region</i>										
Ferreira,Wilder N.	Extension Associate	Extension Economist	Computer, Engineering, and Science Staff	NA		\$84,571	3.3%		\$87,320	c
Keels,William E	Asst Academic Prog Director	Asst Academic Prog Dir	Management	NA		\$84,305	3.3%		\$87,045	c
McNulty,Amanda C	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$80,189	3.3%		\$82,796	c
Brant,James T	Extension Agent-Assistant	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$80,046	3.3%		\$82,648	c
Tsuruda,Jennifer Mariko	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$78,540	3.3%		\$81,093	c
Khan,Tarana	Extension Associate	EFNEP State Coord.	Computer, Engineering, and Science Staff	NA		\$69,212	13.6%		\$78,607	bc
<i>Supplement for serving as the State EFENP Coordinator</i>										
Crouch Jr,Alfred B	Extension Agent	Extension Agent - Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$65,970	18.2%		\$78,005	bc
<i>Supplement for serving as the Regional Lead Agent for the Piedmont</i>										
Bortz,Walter M	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$75,188	3.3%		\$77,632	c
Cox,Henry Keith	Asst Academic Prog Director	Asst Academic Prog Dir	Student and Academic Affairs and Other Education Services Staff	NA		\$75,022	3.2%		\$77,460	c
Barnes,John M	Extension Director-Assistant	Distinguished County Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$73,690	3.3%		\$76,085	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Cooperative Extension Service

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Rollins, Philip A	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$73,455	3.2%		\$75,842	c
Beer, Brian L	Extension Agent	Extension Agent - Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$72,800	3.3%		\$75,166	c
Smith, William B	Extension Director-Assistant	Distinguished Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$67,488	11.0%		\$74,932	bc
<i>Promoted to Distinguished Agent in Laurens Extension</i>										
Jarman Jr, Charles C	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$71,400	3.3%		\$73,721	c
Harris, Alma L	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$61,721	18.7%		\$73,285	bc
<i>Supplement for serving as the Assistant Director of Extension Advocacy</i>										
Welch, Kristen D	Extension Associate	State EFNEP Nutrition Ed. Asst	Computer, Engineering, and Science Staff	NA		\$63,518	13.6%		\$72,140	bc
<i>Supplement for leadership of Sate NEA Area Supervisors, State EFNEP NEAs, and EFNEP Program Curriculum Coordinator, and federal compliance coordination</i>										
Sampson, Grady L.	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$69,829	3.2%		\$72,098	c
Davenport, Mildred Williams	Extension Agent	Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$60,513	18.7%		\$71,851	bc
<i>Supplement for serving as the Director of the Home and Garden Information Center</i>										
Ulmer, Karissa R	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$62,968	13.6%		\$71,516	bc
<i>Supplement for serving as the Regional Lead Agent for the Savannah Valley Region</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Cooperative Extension Service

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Varn Jr,Joe E	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$68,301	3.3%		\$70,521	c
Thompson,Paul S	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$68,064	3.2%		\$70,276	c
Keown,Timothy Ray	Asst Academic Prog Director	Asst Academic Prog Dir	Student and Academic Affairs and Other Education Services Staff	NA		\$68,000	3.3%		\$70,210	c
Richardson,Marian W	Extension Director-Assistant	Extension Director - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$67,443	3.3%		\$69,635	c
Tanner,Shann Cory	Extension Agent	Extension Agent -Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$59,064	17.1%		\$69,174	bc
<i>Serving in leadership role of the Apple Grower's Association, coordinating the annual meeting, and leading members</i>										
Culler III,Willis Calhoun	Extension Agent	Extension Agent-Snr. Assoc.	Student and Academic Affairs and Other Education Services Staff	NA		\$66,481	3.3%		\$68,642	c
Phinney,Derrick M	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$55,440	22.5%		\$67,897	bc
<i>Supplement for serving as Natural Resources Division Leader</i>										
Lake,Connie N	Extension Director-Assistant	Extension Director - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$64,716	3.2%		\$66,819	c
Hodges,James F.	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$64,577	3.3%		\$66,676	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Cooperative Extension Service

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Boyles, Jennifer H	Extension Director- Assistant	Distinguished Co. Ext. Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$61,130	8.4%		\$66,273	bc
Supplement for serving as the Darlington County Coordinator										
Scaroni, Amy E	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$63,700	3.2%		\$65,770	c
Henderson, William G	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$60,553	6.8%		\$64,691	bc
Additional duties including leading and coordinating programmatic efforts for the healthy soils initiative for the Extension horticulture and peach team										
Walker, Leigh Ann	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$62,468	3.2%		\$64,498	c
Forrester, Gary R	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$59,165	8.4%		\$64,142	bc
Supplement for serving as Horry County Coordinator										
Davis-Livingston, Sherry L	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$61,794	3.3%		\$63,803	c
Currence, Robin L	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$61,679	3.2%		\$63,683	c
Williford, Gayle G	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$61,658	3.3%		\$63,662	c
Baker, Kimberly Anne	Extension Associate	Extension Associate	Student and Academic Affairs and Other Education Services Staff	NA		\$55,446	13.6%		\$62,973	bc
Increase for attainment of terminal degree in Extension field										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Cooperative Extension Service

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Fellers, Jeffrey L	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$54,091	15.5%		\$62,476	bc
<i>Additional duties increase</i>										
Croft, Jonathan Kenneth	Extension Agent	Extension Agent - Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$54,446	13.8%		\$61,973	bc
<i>Supplement for serving as the Orangeburg County Coordinator</i>										
Bowen, Miriam Virginia	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$59,652	3.3%		\$61,591	c
Horn, Tina Marie	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$57,981	3.2%		\$59,865	c
Walker, Marlyne R	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$54,693	8.4%		\$59,295	bc
<i>Supplement for management responsibilities including curriculum planning, development, and evaluation</i>										
DeWitt, David B	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$57,046	3.3%		\$58,900	c
Matthews, Rhonda M	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$56,878	3.3%		\$58,727	c
Sutter, Janine H.	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$52,450	10.9%		\$58,155	bc
<i>Promoted to Senior Extension Agent</i>										
Dabbs, Amy Lee	Extension Agent	Extension Agent - Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$53,532	8.5%		\$58,072	bc
<i>Promoted to Extension Agent - Senior Associate</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Cooperative Extension Service

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Van Vlake II,Richard Lee	Extension Agent	Extension Agent-Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$56,177	3.3%		\$58,003	c
Herndon,Shannon B	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$55,377	3.3%		\$57,177	c
Forbes,Angela P	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$54,678	3.2%		\$56,455	c
Dickert,George Mason	Extension Agent	Extension Agent - Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$46,087	20.1%		\$55,336	bc
<i>Supplement for serving as the Spartanburg County Coordinator</i>										
Marvin,Alta Mae	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$52,405	3.2%		\$54,108	c
DeHond,Patricia E	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$52,378	3.2%		\$54,080	c
Williamson,Joseph W.	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$52,010	3.2%		\$53,700	c
Boyles,Benjamin L	Extension Agent	Extension Agent - Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$48,782	9.0%		\$53,167	bc
<i>Promoted to Extension Agent - Senior Associate in York Extension</i>										
Sumpter,Terri B	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$51,403	3.3%		\$53,074	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Cooperative Extension Service

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Mitchell, Travis W	Extension Agent-Assistant	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$49,266	7.7%		\$53,035	bc
<i>Additional duties including serving as the Coordinator of the Piedmont Marketing Beef Alliance</i>										
Truesdale, Faith Lawrimore	Extension Agent-Assistant	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$51,000	3.3%		\$52,658	c
Savereno, Anthony J	Extension Agent	Extension Agent - Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$50,656	3.2%		\$52,302	c
Pohlman, Jaime Keller	Extension Agent	Extension Agent - Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$46,866	9.5%		\$51,331	bc
<i>Promoted to Extension Agent - Senior Associate</i>										
Cunningham, Felicia Cenise	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$45,216	13.2%		\$51,189	bcf
<i>Increase due to increased marketability of expertise</i>										
Rose, Laura Lee	Extension Agent-Associate	Extension Agent -	Student and Academic Affairs and Other Education Services Staff	NA		\$47,187	8.4%		\$51,158	bc
<i>Supplement for serving as Beaufort County Coordinator</i>										
King, Marty Eugene	Info Sys Business Analyst I	Info Sys Business Analyst I	Computer, Engineering, and Science Staff	05		\$49,340	3.3%		\$50,944	c
Patrick, Christine J	Senior Extension Agent	Senior Extension Agent	Student and Academic Affairs and Other Education Services Staff	NA		\$49,193	3.3%		\$50,792	c
Talley, Christopher R	Extension Agent	Extension Agent - Senior Assoc	Student and Academic Affairs and Other Education Services Staff	NA		\$48,688	3.2%		\$50,270	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Division of Computing & Information Technology

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Rathbone,Carla R	Academic Program Director	Deputy CIO	Management	NA		\$184,177	3.3%		\$190,163	c
Taylor,Thomas Edward	Research Associate	Research Associate	Management	NA		\$159,536	13.6%		\$181,193	bc
	Serving as Interim Director for Customer Relations									
Gemmill,Jill B	Research Associate	Executive Director	Management	NA		\$152,254	3.2%		\$157,202	c
Cannon,Michael R	Research Associate	Storage Systems Arch & Mgr	Management	NA		\$130,691	3.2%		\$134,938	c
Martin,Randall E	Research Associate	Ex Dir of Adv Com Infra	Management	NA		\$107,915	24.7%		\$134,542	bc
	Assuming permanent responsibility for two additional departments									
Johnson,Hugh B	Academic Program Director	Interim Exec Dir ESA & CRLT	Management	NA		\$101,301	24.7%		\$126,296	bc
	Assumed additional duties as part of the restructuring of the division									
Cook III,William R	IT Manager II	Director Software Development	Management	08		\$101,643	11.5%		\$113,341	bc
	Assuming additional duties associated with day-to-day operations of Customer Rel & Learning Tech, Application Services, and CCIT Software Development departments									
Garrett,Matthew D.	Sr Systems Architect	System Architect	Computer, Engineering, and Science Staff	10		\$80,421	40.9%		\$113,276	bc
	Position reclassified to System Architect then to Sr. System Architect									
Fraser Jr,Donald H	Research Associate	Director of IT Operations	Management	NA		\$108,935	3.2%		\$112,475	c
Stone,Kevin P	Systems Architect	Systems Architect	Computer, Engineering, and Science Staff	09		\$106,371	3.2%		\$109,828	c
Motes,Ricky G	Sr Database Administrator	Sr. Database Administrative	Computer, Engineering, and Science Staff	08		\$104,732	3.3%		\$108,136	c
Harris,Jay E	IT Manager II	IT Manager II	Management	08		\$104,021	3.3%		\$107,402	c
Charles,Debra Mitchell	Assoc Academic Prog Director	Assoc Academic Program Dir	Management	NA		\$102,413	3.2%		\$105,741	c
Gossett,Michael G	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$101,007	3.3%		\$104,290	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Division of Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Bradshaw, James F	Sr Database Administrator	Sr. Database Administrative	Computer, Engineering, and Science Staff	08		\$100,194	3.2%		\$103,450	c
Stone, Henry W	Sr Info Security Administrator	Sr Info Security Administrator	Computer, Engineering, and Science Staff	09		\$84,205	19.0%		\$100,165	bc
	Assumed higher level responsibilities in Sr Info Sec Admin role									
Powell, Janice M	Project Manager II	Project Manager II	Computer, Engineering, and Science Staff	08		\$96,924	3.2%		\$100,074	c
Becknell, Brian K	IT Manager II	IT Manager II	Management	08		\$96,818	3.3%		\$99,965	c
Dobrenen, Katherine A	IT Manager II	IT Manager II	Management	08		\$96,413	3.2%		\$99,546	c
Griffis, Nancy H	IT Manager II	IT Manager II	Management	08		\$96,036	3.2%		\$99,157	c
Hoover, Samuel T	IT Manager II	IT Manager II	Management	08		\$92,892	3.3%		\$95,911	c
Hannah, Thomas B	IT Manager III	IT Manager III	Management	09		\$87,613	8.4%		\$95,000	bc
	Promoted to Deputy Director role in the organization									
Brown, Jamie L	IT Manager II	IT Manager II	Management	08		\$92,009	3.2%		\$94,999	c
Wright, Kathy E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$90,380	3.2%		\$93,317	c
Campbell, Marjorie S	Project Manager II	Project Manager II	Computer, Engineering, and Science Staff	08		\$81,272	14.3%		\$92,916	bce
	Additional Duties; market adjustment to bring pay up to the competitive range									
James, Clifton B	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$89,981	3.2%		\$92,905	c
Fennell, Carroll D	IT Manager I	IT Manager I	Computer, Engineering, and Science Staff	07		\$77,219	18.7%		\$91,688	bc
	Assuming Director Services & Telecomm duties until position is placed									
Thrower, Kimberly Jane	IT Manager II	IT Manager II	Management	08		\$88,250	3.2%		\$91,118	c
Bate, Jeffrey M	IT Manager II	IT Manager II	Management	08		\$88,241	3.3%		\$91,109	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Division of Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Ferrier, Corey Lee	Systems Architect	Systems Architect	Computer, Engineering, and Science Staff	09		\$87,731	3.2%		\$90,582	c
Robinson, William E	Systems Architect	Systems Architect	Computer, Engineering, and Science Staff	09		\$79,543	13.1%		\$90,000	ce
Market increase to bring pay up to the competitive range										
Poole, Mark A	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$87,125	3.2%		\$89,956	c
James, Brenda F	IT Manager I	IT Manager I	Computer, Engineering, and Science Staff	07		\$86,997	3.2%		\$89,824	c
Long, Nathan Christopher	IT Manager II	IT Manager II	Management	08		\$85,609	3.2%		\$88,391	c
Holcombe, Paula F	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$85,224	3.3%		\$87,994	c
Clark, Carl R	IT Manager I	IT Manager I	Computer, Engineering, and Science Staff	07		\$84,427	3.3%		\$87,171	c
Kendjoria, Barrett L	IT Manager II	IT Manager II	Management	08		\$84,105	3.2%		\$86,838	c
Quarles, Elaine C	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$83,587	3.3%		\$86,304	c
Billado, Larry Lee	Network & Sys Admin II	Network & Sys Admin II	Computer, Engineering, and Science Staff	08		\$78,734	8.4%		\$85,358	bc
Additional duties on a technical leadership role in engineering and implementing DHHS networks										
Liu, Yi	Sys Programmer/Developer IV	Sys Programmer/Developer IV	Computer, Engineering, and Science Staff	08		\$67,109	26.7%		\$85,000	bc
Leads the healthcare infrastructure team										
Grieshop, Jeremy Keith	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$82,257	3.2%		\$84,930	c
McCaskill, Cecilia H	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$81,939	3.2%		\$84,602	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Division of Computing & Information Technology

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hoyt,Johnathan H	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$81,600	3.3%		\$84,252	c
Odom,Dierdre G	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$81,431	3.3%		\$84,078	c
Patton,Chad W	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$80,619	3.2%		\$83,239	c
Hodge,Blane D	IT Manager I	IT Manager I	Computer, Engineering, and Science Staff	07		\$80,289	3.2%		\$82,898	c
Nelms,Linda Briden	IT Manager I	IT Manager I	Computer, Engineering, and Science Staff	07		\$80,289	3.2%		\$82,898	c
Ansley,Jacquelyn J	IT Manager I	IT Manager I	Computer, Engineering, and Science Staff	07		\$80,255	3.2%		\$82,863	c
Johnson,William B	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$79,582	3.2%		\$82,168	c
Zhou,Yi	Database Administrator II	Database Administrator II	Computer, Engineering, and Science Staff	07		\$79,167	3.3%		\$81,740	c
Blackburn,Steven C	Database Administrator II	Database Administrator II	Computer, Engineering, and Science Staff	07		\$79,079	3.2%		\$81,649	c
Montgomery,Linda S	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$78,802	3.2%		\$81,363	c
Rader,John Minnis	Database Administrator II	Database Administrator II	Computer, Engineering, and Science Staff	07		\$78,795	3.3%		\$81,356	c
Jones,Christopher W	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$78,669	3.3%		\$81,226	c
Parker,Brian K.	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$78,323	3.2%		\$80,868	c
Berendsen,Eugene B	Project Manager II	Project Manager II	Computer, Engineering, and Science Staff	08		\$78,000	3.3%		\$80,535	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Division of Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Lilli,Matthew J	IT Manager II	IT Manager II	Management	08		\$77,912	3.2%		\$80,444	c
Li,Yang	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$77,799	3.2%		\$80,327	c
Haynes,Joanne J.	IT Manager I	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$68,715	16.6%		\$80,104	ce
<i>Market increase to bring pay up to the competitive range</i>										
Marshall,Mike S	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$77,451	3.2%		\$79,968	c
James,Clayton E	Systems Engineer II	Systems Engineer II	Computer, Engineering, and Science Staff	08		\$67,109	18.7%		\$79,684	bc
<i>Promoted to Systems Engineer II</i>										
Davis,Daniel J	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$77,122	3.2%		\$79,628	c
Brock,Barry P	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$75,787	3.2%		\$78,250	c
Elrod,Jeffrey F	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$75,522	3.2%		\$77,976	c
Slagh,Carole Ann	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$75,337	3.2%		\$77,785	c
Brown,Sandra	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$75,333	3.2%		\$77,781	c
Atkins,Dustin Cruz	Senior Consultant	Senior Consultant	Computer, Engineering, and Science Staff	07		\$70,473	9.9%		\$77,438	bc
<i>Additional duties for serving as the responsible officer for administrative activities with the CoE</i>										
Zhang,Nuyun	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$75,000	3.3%		\$77,438	c
Guido,Saverio J	IT Manager I	IT Manager I	Computer, Engineering, and Science Staff	07		\$73,750	3.3%		\$76,147	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Division of Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Asbill,Sarah Lynn H	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$73,584	3.2%		\$75,975	c
Newell,Judith S	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$67,847	11.7%		\$75,786	bc
	Promoted to Programmer/Developer III									
Stowers,Dexter Fitzgerald	Systems Architect	Systems Architect	Computer, Engineering, and Science Staff	09		\$72,878	3.3%		\$75,247	c
Standridge,Thomas A	Network & Sys Admin II	Network & Sys Admin II	Computer, Engineering, and Science Staff	08		\$54,693	37.0%		\$74,909	bc
	Promoted to Network & Systems Administrator II(AM76)									
Melton,Holly Faust	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$72,449	3.3%		\$74,804	c
Piazza,Sandra J	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$72,411	3.2%		\$74,764	c
Hudgens,Bruce F	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$72,359	3.3%		\$74,711	c
Watson,Emily F	IT Consultant II	IT Consultant II	Computer, Engineering, and Science Staff	07		\$72,135	3.2%		\$74,479	c
Tucker III,Ansel O.	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$71,914	3.2%		\$74,251	c
House,Jan M	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$65,098	13.7%		\$74,030	bc
	Assumed higher level responsibility in System Programmer Developer III role									
Gravely,Debra L	Program Manager I	Program Manager I	Management	07		\$71,557	3.3%		\$73,883	c
Johnson,Teresa L	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$71,557	3.3%		\$73,883	c
Felder III,James C	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$65,010	13.6%		\$73,835	bc
	Reclassified to a Systems/Business Analyst III									

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Division of Computing & Information Technology

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Harouff, Mark A	Project Manager I	Project Manager I	Computer, Engineering, and Science Staff	07		\$61,900	18.7%		\$73,499	bc
Promoted to Project Manager I										
Johnson, Sudie O'Nethea	Project Manager I	Project Manager I	Business and Financial Operations Staff	07		\$64,638	13.6%		\$73,413	bc
Promoted to Project Manager I										
Hare, Tracey R	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$70,662	3.3%		\$72,959	c
Wiggins, Angela S	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$58,467	24.8%		\$72,939	bc
Promoted to Info Sys Business Analyst III										
Childs, Melissa McCollum	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$70,312	3.2%		\$72,597	c
Capell, Cynthia P	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$70,192	3.2%		\$72,473	c
Moore, Gregory T	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$70,101	3.2%		\$72,379	c
Dickson, Timothy E	Sys Programmer/Developer IV	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	08		\$59,160	18.7%		\$70,245	bc
Position reclassified to Sys Programmer Developer										
Broyles, David H	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$67,324	3.2%		\$69,512	c
Crawford, Leslie P	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$67,267	3.2%		\$69,453	c
Cunningham, Nestor Sheldon	Database Administrator II	Database Administrator II	Computer, Engineering, and Science Staff	07		\$67,109	3.2%		\$69,290	c
Fowler, Patrick Wayne	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$67,105	3.3%		\$69,286	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Division of Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Evatt,Pamela L	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$66,694	3.3%		\$68,862	c
Duncan,Ernest Geric	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$66,656	3.2%		\$68,822	c
Webb,Steven E	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$66,639	3.3%		\$68,805	c
Brownlee,Leslie H.	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$66,556	3.2%		\$68,719	c
Boyer,Mary Denise	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$66,474	3.2%		\$68,634	c
Claffin,Patrick J	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$57,386	18.7%		\$68,139	bc
	Position reclassified to a Systems Program/Developer III									
DiAntonio,Thomas R	Info Sys Business Analyst III	Info Syst/Business Analyst III	Computer, Engineering, and Science Staff	07		\$57,363	18.7%		\$68,111	bc
	Promoted to Info Sys Business Analyst III									
Benson,Kimberly A	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$65,578	3.2%		\$67,709	c
Lusk,Patti M	Info Sys Business Analyst III	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	07		\$56,617	18.7%		\$67,226	bc
	Promoted to Info Sys Business Analyst III									
Smith,Karen Lindsey	Info Sys Business Analyst III	Info Sys Business Analyst III	Computer, Engineering, and Science Staff	07		\$64,372	3.2%		\$66,464	c
Gainey,Gloria M	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$64,361	3.3%		\$66,453	c
Barnes,Alexandra B	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$64,204	3.3%		\$66,291	c
Thomas,Michelle Luanne	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$63,640	3.2%		\$65,708	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Division of Computing & Information Technology

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Powell,Amanda L	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$63,454	3.2%	\$65,516		c
Szumlas,Mark A	Info Sys Business Analyst II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$63,381	3.3%	\$65,441		c
Sullivan,Martin W	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$63,371	3.3%	\$65,431		c
Powell,Matthew T	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$63,298	3.2%	\$65,355		c
Burrell,Deborah K	IT Consultant II	IT Consultant II	Computer, Engineering, and Science Staff	07		\$63,177	3.2%	\$65,230		c
Leaders,Donald L	IT Manager I	IT Manager I	Computer, Engineering, and Science Staff	07		\$62,371	3.2%	\$64,398		c
Hill,Carlos A	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$62,049	3.3%	\$64,066		c
Stokes,Tanner W	Sys Programmer/Developer III	Sys Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$61,583	3.2%	\$63,584		c
Fullerton,Steven Mitchell	IT Consultant II	IT Consultant II	Computer, Engineering, and Science Staff	07		\$61,200	3.3%	\$63,189		c
Nelms,Rebecca Simpson	Administrative Coord II	Administrative Mgr I	Office and Administrative Support Staff	06		\$61,097	3.3%	\$63,083		c
Ficklin II,Barry W	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$60,951	3.3%	\$62,932		c
Clayton,Jonathan L	IT Consultant II	IT Consultant II	Computer, Engineering, and Science Staff	07		\$50,429	24.4%	\$62,745		bc
	<i>Promoted to IT Consultant II</i>									
Upp,James Virgil	IT Technician III	IT Technician III	Computer, Engineering, and Science Staff	06		\$60,352	3.2%	\$62,313		c
Styles,Jonathan W	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$59,305	3.2%	\$61,232		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Division of Computing & Information Technology

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Frazier,Curtis W	Sys Programmer/Developer III	Sys. Programmer/Developer III	Computer, Engineering, and Science Staff	07		\$59,300*	3.2%		\$61,227	*c
Parker,Karen Marie	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$59,037	3.3%		\$60,956	c
Masters,Benjamin Jeremy	Info Sys Business Analyst II	Applications Analyst II	Computer, Engineering, and Science Staff	06		\$55,682	8.4%		\$60,366	bc
Position reclassified to Systems/Business Analyst II and an additional duties increase										
Smith,Mylene E	Info Sys Business Analyst I	Info Sys Business Analyst I	Computer, Engineering, and Science Staff	05		\$58,333	3.3%		\$60,229	c
Calhoun,Gloria J	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$57,439	3.3%		\$59,306	c
Lee,Bryan Scott	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$56,294	3.3%		\$58,124	c
Purdessy,Reba R	IT Consultant II	IT Consultant II	Computer, Engineering, and Science Staff	07		\$56,100	3.2%		\$57,923	c
Cole,Scot F	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$55,846	3.3%		\$57,661	c
Beckler,Joshua Samuel	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$55,466	3.3%		\$57,269	c
Lay,Janice Ann	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$55,451	3.2%		\$57,253	c
Craig,Gretchen Wyatt	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$55,157	3.3%		\$56,950	c
Puma,Dorothy Lisa	Info Sys Business Analyst II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$55,155	3.3%		\$56,948	c
Watson,Leighann B	IT Supervisor I	IT Supervisor I	Computer, Engineering, and Science Staff	05		\$55,080	3.2%		\$56,870	c
Breazeale,Julie S	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$54,712	3.2%		\$56,490	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Division of Computing & Information Technology

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Bradley,Carmen J	IT Supervisor II	IT Supervisor II	Computer, Engineering, and Science Staff	06		\$49,953	11.9%		\$55,901	ce
Market increase to bring pay up to the competitive range										
Kelley Jr,Otto Olridge	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$53,561	3.3%		\$55,302	c
Russell,Curtis J	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$53,055	3.2%		\$54,779	c
Trudel,Grant P	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$53,040	3.3%		\$54,764	c
Smith,Karen O	Info Sys Business Analyst I	Info Sys Business Analyst I	Computer, Engineering, and Science Staff	05		\$52,534	3.2%		\$54,241	c
Spangenberg,James Thomas	Sys Programmer/Developer II	Sys Programmer/Developer II	Computer, Engineering, and Science Staff	06		\$51,000	3.3%		\$52,658	c
Rector,Fredrick Matthew	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$50,890	3.3%		\$52,544	c
Houston,Trudy Y	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$50,623	3.2%		\$52,268	c
Buckley,Faye R	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$50,523	3.3%		\$52,165	c
Wald,Ronald D	Info Sys Business Analyst I	Info Sys Business Analyst I	Computer, Engineering, and Science Staff	05		\$50,424	3.3%		\$52,063	c
Manz,Gregory T	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$50,000	3.3%		\$51,625	c
Poole,Christopher Ashton	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$50,000	3.3%		\$51,625	c
Williams,Deveraux Terrell	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$46,711	10.5%		\$51,625	ce
Market increase to bring pay up to the competitive range										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Division of Computing & Information Technology

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Wilson Jr,William C	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$49,834	3.3%		\$51,454	c
Williams,Jeronica Reshae	Project Coordinator	Project Coordinator	Office and Administrative Support Staff	06		\$35,883	43.1%		\$51,358	bc
	<i>Promoted to a Project Coordinator</i>									
Mahnken,Jeffrey P	Info Sys Business Analyst I	Info Sys Business Analyst I	Computer, Engineering, and Science Staff	05		\$49,674	3.2%		\$51,288	c
Smith,Joshua Derrick	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$49,155	3.3%		\$50,753	c
Gilliam,David Leroy	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$48,960	3.2%		\$50,551	c
Hellams,Kenneth R	Info Sys Business Analyst I	Info Sys Business Analyst I	Computer, Engineering, and Science Staff	05		\$48,714	3.2%		\$50,297	c
Rutherford,William C	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$48,450	3.3%		\$50,025	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Economic Development

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Cartwright, Frederick Merrill	Asst Academic Prog Director	Executive Director CUICAR	Management	NA		\$224,400	3.3%		\$231,693	c
Peters, Thomas T	Research Associate	Research Associate	Management	NA		\$122,399	3.3%		\$126,377	c
Woodard, Kathy L	Dir Of Planning & Research	Dir Of Planning & Research	Management	07		\$82,187	3.2%		\$84,858	c
Bulger, Amy Elizabeth	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$56,656	8.1%		\$61,223	ce
Market increase to bring pay up to the competitive range										
Ellington, Talitha C	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$54,579	3.3%		\$56,353	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Eugene T Moore School of Education

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Petersen,George James	Dean	Dean	Management with Faculty Rank	NA		\$225,000	3.3%		\$232,313	c
Barrett,David E	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$150,567	8.4%		\$163,233	bc
<i>Assumed additional duties</i>										
Lindle,Jane C	Named Professor	Named Professor	Instructional Faculty	NA	\$141,472		3.3%	\$146,070		c
Reinking,David Paul	Named Professor	Named Professor	Instructional Faculty	NA	\$137,593		3.3%	\$142,065		c
Gambrell,Linda B	Professor	Professor	Instructional Faculty	NA	\$137,081		3.2%	\$141,536		c
Jones,Roy I	Professor	Professor	Management with Faculty Rank	NA		\$133,086	3.2%		\$137,411	c
Katsiyannis,Antonis	Alumni Professor	Alumni Distinguished Professor	Instructional Faculty	NA	\$132,994		3.1%	\$137,154		c
Ryan,Joseph Benedict	Named Professor	Named Professor	Instructional Faculty	NA	\$100,654		34.8%	\$135,670		bce
<i>Serving as Endowed Stanzone Professor for ClemsonLIFE; market increase to bring pay up to the competitive range</i>										
First,Patricia Flanagan	Named Professor	Named Professor	Instructional Faculty	NA	\$128,151		3.3%	\$132,316		c
Knoeppel,Robert C	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$124,612		3.3%	\$128,662		c
Switzer,Deborah M	Department Chair/Head	Dept Chair	Instructional Faculty	NA	\$117,327		9.5%	\$128,530		ce
<i>Market increase to bring pay up to the competitive range</i>										
Rosenblith,Suzanne N	Department Chair/Head	Dept Chair/Head	Instructional Faculty	NA	\$124,480		3.3%	\$128,526		c
Flowers,Lamont A.	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA	\$119,073		3.3%	\$122,943		c
Cawthon,Tony W	Alumni Professor	Alumni Professor	Instructional Faculty	NA	\$116,999		3.1%	\$120,639		c
Havice,William L	Professor	Professor	Instructional Faculty	NA	\$116,474		3.2%	\$120,259		c
Stecker,Pamela M	Professor	Professor	Instructional Faculty	NA	\$104,528		3.2%	\$107,925		c
Havice,Pamela A	Professor	Professor	Instructional Faculty	NA	\$99,811		3.3%	\$103,055		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Eugene T Moore School of Education

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Marshall, Jeff C	Professor	Professor	Instructional Faculty	NA	\$89,023		15.6%	\$102,946		bc
Standard increase associated with faculty rank promotion.										
Bailey, Beatrice Naff	Professor	Professor	Instructional Faculty	NA	\$98,128		3.2%	\$101,317		c
Milsom, Amy Sue	Professor	Professor	Instructional Faculty	NA	\$97,998		3.3%	\$101,183		c
Smith, Deborah A	Professor	Professor	Instructional Faculty	NA	\$95,995		3.3%	\$99,115		c
Stegelin, Dolores A	Professor	Professor	Instructional Faculty	NA	\$95,995		3.3%	\$99,115		c
Addis II, Howard B	Academic Program Director	Director of NDPC	Management	NA		\$95,370	3.3%		\$98,470	c
Cadorette, Deborah Jo	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$90,203	3.3%		\$93,135	c
Federico, Lienne C	Professor	Professor	Instructional Faculty	NA	\$84,026		3.3%	\$86,757		c
McNair, Jonda Cecole	Professor	Professor	Instructional Faculty	NA	\$84,026		3.3%	\$86,757		c
Che, Stacy Megan	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,793		3.3%	\$85,484		c
Cook, Michelle Patrick	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,793		3.3%	\$85,484		c
Spearman, Melinda J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$82,793		3.3%	\$85,484		c
Fullerton, Susan King	Associate Professor	Associate Professor	Instructional Faculty	NA	\$78,563		3.2%	\$81,116		c
Klar, Hans William	Associate Professor	Associate Professor	Instructional Faculty	NA	\$71,063		13.6%	\$80,710		bc
Standard increase associated with faculty rank promotion.										
Bates, Celeste Compton Bomely	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,490		13.6%	\$80,059		bc
Standard increase associated with faculty rank promotion.										
Quigley, Cassie Fay	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,490		13.6%	\$80,059		bc
Standard increase associated with faculty rank promotion.										
Deaton, Cynthia Christine Minchew	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,841		3.3%	\$78,306		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Eugene T Moore School of Education

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Linder,Sandra Mammano	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,767		3.2%	\$78,229		c
Hodge,Martha J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$75,023		3.2%	\$77,461		c
Scott,David A	Associate Professor	Associate Professor	Instructional Faculty	NA	\$74,534		3.2%	\$76,956		c
Dunston,Pamela J	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,430		3.3%	\$72,719		c
Tyminski,Andrew Michael	Associate Professor	Associate Professor	Instructional Faculty	NA	\$70,261		3.2%	\$72,544		c
Qian,Meihua	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,850		3.3%	\$71,088		c
Jamil,Faiza Marghoob	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$68,340		3.2%	\$70,561		c
Holton,Winston E	Program Manager I	Program Manager I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$67,744	3.3%		\$69,946	c
Croom,Natasha N	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$69,500*		0.0%	\$69,500		*
Sims,Cynthia M	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$67,000		3.3%	\$69,178		c
Cridland-Hughes,Susan Anne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,810		3.2%	\$68,981		c
Herro,Danielle Christine	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,482		3.3%	\$68,643		c
Malloy,Jacquelynn A	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,300		3.3%	\$68,455		c
Sackett,Corrine R	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,300		3.3%	\$68,455		c
Wilder,Phillip Michael	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$66,300		3.3%	\$68,455		c
Boyer,David Matthew	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,178		3.2%	\$67,296		c
Cole,Mikel Walker	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,178		3.2%	\$67,296		c
Hall,Anna Henson	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,178		3.2%	\$67,296		c
Leonard,Alison Elizabeth	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,178		3.2%	\$67,296		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Eugene T Moore School of Education

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Sinwell,Nicole Alaine Bannister	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,178		3.2%	\$67,296		c
Millar,Heber W	Academic Program Director	Academic Program Director	Student and Academic Affairs and Other Education Services Staff	NA		\$65,066	3.3%		\$67,181	c
Boettcher,Michelle Lea	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,000		3.3%	\$66,080		c
Farmer,Jennie Lynn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,874		3.3%	\$65,950		c
Gomez,Carlos	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$63,000*		3.3%	\$65,048		*c
Carlisle,Abigail Anne	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000*		0.0%	\$65,000		*
Hirsch,Shanna Eisner	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$65,000*		0.0%	\$65,000		*
Phelps-Ward,Robin Jeanette	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$60,000		8.3%	\$65,000		bc
<i>Promoted to Assistant Professor</i>										
Wagner,Rachel Lynn	Assistant Professor	Assistant Professor	Instructional Faculty	NA	\$64,000*		0.0%	\$64,000		*
Buskey,Frederick C	Lecturer	Lecturer	Instructional Faculty	NA	\$59,670		3.2%	\$61,609		c
Haltiwanger,Corrie L	Senior Lecturer	Senior Lecturer	Student and Academic Affairs and Other Education Services Staff	NA	\$47,277		28.2%	\$60,630		bce
<i>Standard increase associated with faculty rank promotion</i>										
Wilson,Seal Nisbet	Senior Lecturer	Senior Lecturer	Student and Academic Affairs and Other Education Services Staff	NA	\$61,436		-1.4%	\$60,551		bc
Reynolds,Elizabeth Parrott	Lecturer	Lecturer	Instructional Faculty	NA	\$58,500		3.2%	\$60,401		c
McGee,Philip H	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$58,303		3.3%	\$60,198		c
Kaminski,Rebecca A	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA		\$70,268	-15.5%	\$59,363		bcd

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Eugene T Moore School of Education

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Visser,Ryan D	Senior Lecturer	Senior Lecturer	Instructional Faculty	NA	\$54,757		8.4%	\$59,363		bc
Standard increase associated with faculty rank promotion.										
Hiott,Elaine H	Senior Lecturer	Lecturer	Instructional Faculty	NA	\$56,355		3.3%	\$58,187		c
Parker,Wendell Kent	Clinical Assistant Professor	Clinical Assistant Professor	Instructional Faculty	NA	\$58,000*		0.0%	\$58,000		*
Rogers,Angela Marie	Lecturer	Lecturer	Instructional Faculty	NA	\$56,100		3.2%	\$57,923		c
Godfrey,Michael G	Senior Lecturer	Lecturer	Instructional Faculty	NA	\$55,977		3.2%	\$57,796		c
Franks,Debra R	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$53,091	3.2%		\$54,816	c
Ackerman,Christie C	Administrative Coord I	Office Manager	Office and Administrative Support Staff	05		\$45,701	18.7%		\$54,264	ce
Market increase to bring pay up to the competitive range										
Roper,Cindy G	Research & Planning Admn	Research & Planning Admn	Computer, Engineering, and Science Staff	06		\$51,461	3.2%		\$53,133	c
Fine,Cherese Frances	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$51,000	3.3%		\$52,658	c
Joseph,Mark A	Program Coordinator II	Program Coordinator II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$44,424	13.2%		\$50,310	bc
Supplement for serving as Liaison including site visits to Jackson State University										
Soles,Misty B	Lecturer	Lecturer	Instructional Faculty	NA	\$50,000*		0.0%	\$50,000		*

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Facilities

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Barnette, Todd E	Director	Interim Chief Fac Officer	Management	NA		\$94,184	65.2%		\$155,582	bc
<i>Serving as Interim Chief Facilities Officer; Promoted to Director Title</i>										
McEntire Jr, John T	Director of Project Management	Director of Project Management	Management	09		\$113,659	3.3%		\$117,353	c
Newberry IV, William R	Director/Adjunct Faculty	Director	Management with Faculty Rank	NA		\$109,314	3.3%		\$112,867	c
Jones, Tommi Jackson	Project Manager II	Lead Senior Project Manager	Natural Resources, Construction, and Maintenance Staff	08		\$100,136	3.2%		\$103,390	c
Muth, William Richards	Project Manager II	Senior Project Manager	Natural Resources, Construction, and Maintenance Staff	08		\$87,394	11.6%		\$97,571	cf
<i>Retention increase due to being recruited by another institution</i>										
Parker, Michael R	Project Manager II	Senior Project Manager	Natural Resources, Construction, and Maintenance Staff	08		\$93,827	3.2%		\$96,876	c
Borick Jr, Paul M	Project Manager II	Senior	Natural Resources, Construction, and Maintenance Staff	08		\$93,500	3.3%		\$96,539	c
Vander Mey, Gerald A	Program Manager II	Director, Campus Planning	Management	08		\$93,284	3.3%		\$96,316	c
Jones, Thomas W	Program Manager II	Director	Management	08		\$81,164	3.3%		\$83,802	c
Fallow, Thomas H	Program Manager II	Program Manager II	Management	08		\$80,000	3.3%		\$82,600	c
Woolbright, Boyce Lanier	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$76,000	8.4%		\$82,394	cf
<i>Increase due to increased marketability of expertise</i>										
Smith, Michael E	Eng/Assoc Eng III	Minor Projects Manager	Computer, Engineering, and Science Staff	07		\$76,948	3.3%		\$79,449	c
Zanca, Sam X	Eng/Assoc Eng III	Engineer/Assoc Engineer III	Computer, Engineering, and Science Staff	07		\$72,908	3.3%		\$75,278	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Facilities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Wardlaw, Daniel S	IT Manager I	Information Tech Manager	Computer, Engineering, and Science Staff	07		\$72,214	3.3%		\$74,561	c
Wiggins, Roger Alan	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$70,408	3.2%		\$72,696	c
McDonough, Kevin Michael	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$69,360	3.2%		\$71,614	c
Hurst, William Thomas	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$67,109	3.2%		\$69,290	c
McCrary Jr, Robert Daniel	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$66,868	3.2%		\$69,041	c
Byers Jr, Daniel Lee	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$66,300	3.3%		\$68,455	c
Minerva, Paul W	Trades Manager I	Arbor and Mechanic Shop Mgr	Natural Resources, Construction, and Maintenance Staff	06		\$63,645	3.2%		\$65,713	c
Wagner, Jacob Ryan	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$65,000*	0.0%		\$65,000	*
Anderson, Barret D	Eng/Assoc Eng III	Campus Landscape Architect	Computer, Engineering, and Science Staff	07		\$62,723	3.2%		\$64,761	c
Henderson, Thomas S	Eng/Assoc Eng III	Building Code Official	Computer, Engineering, and Science Staff	07		\$62,172	3.3%		\$64,193	c
Deshon, Joseph R	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$61,000*	3.3%		\$62,983	*c
McDonald Jr, Ralph D	Trades Manager I	Structural Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$56,270	10.4%		\$62,099	ac
<i>Staff Development Program</i>										
Cope Jr, James Albert	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$60,111	3.3%		\$62,065	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Facilities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Cantrell, Tony B	Program Coordinator I	Customer Service Manager	Office and Administrative Support Staff	05		\$58,244	3.3%		\$60,137	c
Parham III, Herbert L	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$57,395	3.2%		\$59,260	c
Addington II, Phillip Thomas	Eng/Assoc Eng II	Minor Projects Manager II	Computer, Engineering, and Science Staff	06		\$57,053	3.2%		\$58,907	c
Martin, William K	Supply Mgr II	Materials Procurement Manager	Business and Financial Operations Staff	05		\$56,125	3.2%		\$57,949	c
Newman, Brad Joseph	Trades Manager I	Interior Utilities Manager	Natural Resources, Construction, and Maintenance Staff	06		\$56,100*	3.2%		\$57,923	*c
Lecroy Jr, Gerald W	Trades Manager I	East Area Manager	Natural Resources, Construction, and Maintenance Staff	06		\$55,729	3.2%		\$57,540	c
Boulanger, Joshua P	Building/Grounds Mgr <i>Assumed additional duties due to vacancy of position</i>	Turf and Irrigation Manager	Service Staff	06		\$52,867	8.4%		\$57,314	bc
Thomas, Bryson Millar	Eng/Assoc Eng III	Minor Projects Mgr II	Computer, Engineering, and Science Staff	07		\$55,424*	3.2%		\$57,225	*cf
Richey, Timothy Scott	Chief Geodetic Technician	Chief Geodetic Technician	Computer, Engineering, and Science Staff	06		\$55,131	3.3%		\$56,923	c
Gambrell, John R	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$55,069	3.3%		\$56,859	c
Grant, Billy W	Building/Grounds Mgr <i>Promoted to Building/Grounds Manager</i>	Building/Grounds Mgr	Service Staff	06		\$50,650	11.5%		\$56,480	bc
Jackson, Cecelia	Program Coordinator II	Program Coordinator II	Office and Administrative Support Staff	06		\$54,650	3.2%		\$56,426	c
Armstrong, Lara Lee	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$54,480	3.3%		\$56,251	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Facilities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Whitmire,Mackenzie S	Trades Manager I	West Area Manager	Natural Resources, Construction, and Maintenance Staff	06		\$54,060	3.3%	\$55,817		c
Lohmann,Allen C	Eng/Assoc Eng II	Minor Projects Manager II	Computer, Engineering, and Science Staff	06		\$52,422	3.3%	\$54,126		c
Brown,Everett C	Building/Grounds Mgr	Senior Custodial Mngr	Service Staff	06		\$52,030	3.3%	\$53,721		c
Riggins II,Richard A.	Building/Ground Supv II	Building/Ground Supv II	Natural Resources, Construction, and Maintenance Staff	05		\$52,007	3.2%	\$53,697		c
Bodiford,Kimberly P	Accnt/Fiscal Analyst III	Accounts Payable Manager	Business and Financial Operations Staff	06		\$51,968	3.3%	\$53,657		c
Newton,Sherry R	Info Sys Business Analyst I	Vault Manager II	Computer, Engineering, and Science Staff	05		\$50,637	3.3%	\$52,283		c
Nash,Dennis L	Building/Ground Supv II	Planner/Scheduler	Natural Resources, Construction, and Maintenance Staff	05		\$50,606	3.3%	\$52,251		bc
<i>Vacant management responsibilities of an area manager of Interior Utilities until the vacant manager position is filled</i>										
DeOliveira,Tanya Rachelle	State Planner IV	Assistant Master Planner	Computer, Engineering, and Science Staff	06		\$50,042	3.2%	\$51,668		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Library

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Farrell, Mary Margaret	Dean	Full Librarian	Management with Faculty Rank	NA		\$205,000	3.3%		\$211,663	c
Hammel, Scott C	Systems Architect	Systems Architect	Computer, Engineering, and Science Staff	09		\$92,772	3.2%		\$95,787	c
Tyler, Peggy J	Librarian	Full Librarian	Librarians	NA		\$88,355	3.2%		\$91,226	c
Vinson, Christopher Glen	Librarian	Associate Librarian	Librarians	NA		\$87,112	3.2%		\$89,943	c
Julian, Dinah Gail	Librarian	Full Librarian	Librarians	NA		\$80,954	3.2%		\$83,585	c
Schilf, Suzanne Rook	Librarian	Associate Librarian	Librarians	NA		\$79,583	3.2%		\$82,169	c
Bodenheimer, Lisa	Librarian	Full Librarian	Librarians	NA		\$79,085	3.2%		\$81,655	c
Burk, Brenda L.	Librarian	Associate Librarian	Librarians	NA		\$76,500	3.2%		\$78,986	c
Wesolek, Andrew J	Librarian	Assistant Librarian	Librarians	NA		\$65,280	18.3%		\$77,231	bcf
<i>Retention increase due to being recruited by another institution</i>										
Taylor, Dennis S	Librarian	Full Librarian	Librarians	NA		\$77,200	0.0%		\$77,200	
Comfort, Janice G	Librarian	Full Librarian	Librarians	NA		\$72,614	3.3%		\$74,974	c
Hollandsworth, Robert L	Librarian	Associate Librarian	Librarians	NA		\$69,624	3.3%		\$71,887	c
Wesley, Kathryn M	Librarian	Associate Librarian	Librarians	NA		\$68,996	3.2%		\$71,238	c
Ryan, Christine E	Librarian	Associate Librarian	Librarians	NA		\$67,654	3.3%		\$69,853	c
Cooper, C. Camille	Librarian	Associate Librarian	Librarians	NA		\$66,997	3.2%		\$69,174	c
Cross, James E	Librarian	Full Librarian	Librarians	NA		\$66,862	3.2%		\$69,035	c
Cochrane, Gordon M	Librarian	Associate Librarian	Librarians	NA		\$65,524	3.3%		\$67,654	c
Teague, Gypsey	Librarian	Associate Librarian	Librarians	NA		\$64,887	3.3%		\$66,996	c
Futral, Meredith Sue	Librarian	Associate Librarian	Librarians	NA		\$62,979	3.3%		\$65,026	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Library

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Dutkiewicz, Scott Mark	Librarian	Associate Librarian	Librarians	NA		\$61,070	3.3%		\$63,055	c
Shealy, Sarah Harriman	Senior Web Developer	Senior Web Developer	Computer, Engineering, and Science Staff	07		\$60,000*	3.3%		\$61,950	*c
Rock, Edward Joseph	Librarian	Associate Librarian	Librarians	NA		\$59,799	3.2%		\$61,742	c
Wilmott, Robert D	Librarian	Associate Librarian	Librarians	NA		\$59,799	3.2%		\$61,742	c
Sheffield, Kathryn Megan	Librarian	Assistant Librarian	Librarians	NA		\$59,160	3.3%		\$61,083	c
Burns, Alan C	Librarian	Associate Librarian	Librarians	NA		\$58,527	3.2%		\$60,429	c
Marcano, Nashieli	Librarian	Librarian	Librarians	NA		\$60,000*	0.0%		\$60,000	*
Edwards, Kathy S	Librarian	Associate Librarian	Librarians	NA		\$57,981	3.2%		\$59,865	c
Grant, Anne McMahan	Librarian	Associate Librarian	Librarians	NA		\$57,981	3.2%		\$59,865	c
Kyle, Richard W	IT Technician III	IT Technician III	Computer, Engineering, and Science Staff	06		\$57,719	3.3%		\$59,595	c
Alexander, Teresa L	Library Mgr II	Library Mgr II	Library Staff	06		\$56,348	3.2%		\$58,179	c
Redd, Renna Elizabeth Tuten	Librarian	Assistant Librarian	Librarians	NA		\$56,000	3.3%		\$57,820	c
Crane, Tammy F	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$55,183	3.2%		\$56,976	c
Randall, Melissa S.	Librarian	Assistant Librarian	Librarians	NA		\$54,000	3.3%		\$55,755	c
Wittmann, Rachel Jane	Library Mgr II	Library Mgr II	Library Staff	06		\$52,000	3.3%		\$53,690	c
Hiott, Susan G	Curator II	Curator II	Archivists, Curators, and Museum Technicians	05		\$50,062	3.2%		\$51,689	c
Owens, Fredda Mealor	Library Manager I	Library Manager I	Library Staff	05		\$49,970	3.2%		\$51,594	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

President

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Clements, James P	President	President	Management with Faculty Rank	NA		\$286,200	5.0%		\$300,510	a
Performance increase mandated by the South Carolina Agency Head Salary Commission (AHSC)										
Hood Jr, William Charles	Administrator	Administrator	Management	NA		\$247,000	10.8%		\$273,613	ace
Second part of the two-step market adjustment approved by the BOT Compensation Committee										
Leidinger, Angela E	Administrator	Administrator	Management	NA		\$240,211	3.3%		\$248,018	c
Allen, Maxwell	Administrator	Administrator	Management	NA		\$240,000	3.3%		\$247,800	c
Gill, Lee A	Administrator	Chief Diversity Officer	Management	NA		\$180,000*	3.3%		\$185,850	*c
Roux, Renee M.	Attorney VI	Attorney VI	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	10		\$141,170	3.2%		\$145,758	c
Cothran, Mark S.	Asst Academic Prog Director	Assoc. Dir. of Gov Relations	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$117,300	3.2%		\$121,112	c
Crocker, Anne E	Attorney V	Attorney V	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	09		\$86,700	28.4%		\$111,351	bce
Promotion to Attorney V taking employee's salary to the minimum of the competitive range										
Knighton Jr, Lewis J	Academic Program Director	Director, Access & Equity	Management	NA		\$101,154	3.3%		\$104,442	c
Richardson, Altheia L	Asst Academic Prog Director	Asst Academic Prog Dir	Management	NA		\$98,927	3.2%		\$102,142	c
Johnson, Jermaine	Attorney IV	Attorney IV	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	08		\$90,000*	3.3%		\$92,925	*c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

President

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Bell,Elizabeth McInnis	Asst Academic Prog Director	Director of Advocacy	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$87,727	3.2%		\$90,578	c
Singletary,Theresa Marie	Director	Director of Operations	Management	NA		\$85,000	3.3%		\$87,763	c
Smith,Alesia A	Program Manager II	Title IX Coordinator	Business and Financial Operations Staff	08		\$75,990	13.6%		\$86,306	bc
<i>Reclassification to Program Manager II/Title IX Coordinator</i>										
Harrison,Priscilla R	Senior Consultant	Senior Consultant	Business and Financial Operations Staff	07		\$71,400	3.3%		\$73,721	c
Lange,Amber J.	Academic Program Manager	Academic Program Manager	Office and Administrative Support Staff	NA		\$60,000	18.7%		\$71,243	bc
<i>Reclassification to Academic Program Manager</i>										
Fallon,Megan R	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$63,000	3.3%		\$65,048	c
Stewart-Tillman,Kendra Danika	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$59,160	3.3%		\$61,083	c
Josey,Amy McKinney	Program Coordinator II	Paralegal	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$55,155	3.3%		\$56,948	c
Newton,Elizabeth Hall	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$55,300	3.0%		\$56,934	c
Doss,Leslie Evans	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$53,015	3.3%		\$54,738	c
Griffin,Stephanie Lorraine	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$52,410	3.2%		\$54,113	c
Godwin,Pamela Denise	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$51,854	3.2%		\$53,539	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Jones,Robert H	Senior Vice President	Exec VP Acad Affairs/Provost	Management with Faculty Rank	NA		\$315,000	3.3%		\$325,238	c
Griffin,John David	Associate Provost	Associate Provost	Management with Faculty Rank	NA		\$220,000*	3.3%		\$227,150	*c
Jackson,Debra B	Professor	Vice Provost/Asst to President	Management with Faculty Rank	NA		\$213,091	3.2%		\$220,016	c
Marek,Todd C	Director	Dir. WFIC/Sci. & Tech. Officer	Management	NA		\$212,650*	3.2%		\$219,561	*c
Rigas,Nikolaos	Senior Scientist	Executive Director	Management	NA		\$210,790	3.3%		\$217,641	c
Kennedy,Frances A	Associate Provost	Associate Provost	Management with Faculty Rank	NA		\$209,435	3.3%		\$216,242	c
Thornton,Dallas Deverieux	Research Associate	Deputy CIO	Computer, Engineering, and Science Staff	NA		\$204,000	3.3%		\$210,630	c
Nagy,Sharon	Vice Provost	Vice Provost/Intern'l Affairs	Management with Faculty Rank	NA		\$198,288	3.2%		\$204,732	c
Lester,Dennis Lee	Research Professor	Research Professor	Research Faculty	NA		\$195,000	3.3%		\$201,338	c
Osborne,Jason W.	Dean	Assoc Prov & Dean Grad Studies	Management with Faculty Rank	NA		\$180,000*	3.3%		\$185,850	*c
Granberg,Ellen M.	Associate Provost	Associate Provost	Management with Faculty Rank	NA		\$151,788	15.6%		\$175,528	bc
<i>Promoted to Associate Provost.</i>										
Knepfle,Charles R	Associate Vice President	Assoc VP, Enrollment Mgt	Management	NA		\$168,863	3.2%		\$174,351	c
Speziale,Barbara J	Assoc Academic Prog Director	Assoc Academic Program Dir	Management with Faculty Rank	NA		\$163,752	3.3%		\$169,074	c
Halfacre,Robert G	Visiting Professor	Visiting Professor	Research Faculty	NA		\$168,619*	0.0%		\$168,619	*
Felder,Frankie O	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$146,252	3.2%		\$151,005	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Appling, Jeffrey R	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$125,937	14.6%		\$144,296	ce
Market increase to bring pay up to the competitive range										
Barkley, Robert S	Academic Program Director	Director	Management	NA		\$132,938	3.2%		\$137,258	c
Tuten III, James Maner	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$132,451	3.3%		\$136,756	c
Ritzman, Richard C.	Academic Program Director	Academic Program Director	Management	NA		\$135,000*	0.0%		\$135,000	*
Barnes, James D	Academic Program Manager	Academic Program Manager	Management	NA		\$96,279	39.4%		\$134,225	bcf
Promoted to Associate Provost and retention adjustment.										
Fox, John C	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$112,200	18.7%		\$133,223	bce
Serving as Director of Duke Energy e-GRID. Market adjustment to bring pay up to the competitive range.										
Burton III, O'Neil B	Lecturer	Exec Dir Coop Ed/Mich Career	Management with Faculty Rank	NA		\$117,485	9.9%		\$129,063	cf
Retention increase due to being recruited by another institution										
Lasser, William	Alumni Professor	Alumni Professor	Management with Faculty Rank	NA	\$114,956		10.2%	\$126,671		ce
Market increase to bring pay up to the competitive range										
Sparacino, Debra C	Academic Program Director	Academic Program Director	Management	NA		\$119,034	3.3%		\$122,903	c
Knox, David K	Lecturer	Director, Clemson Thinks2	Management with Faculty Rank	NA		\$115,475	3.3%		\$119,228	c
Crette, Stephanie Aline	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$88,430	29.4%		\$114,393	bce
Serving as Director of Warren Lasch Conservation Center. Increase to bring salary in line with market and peers with similar education/experience.										
Fleming, David S	Associate Dean	Associate Dean	Management with Faculty Rank	NA		\$99,225	6.9%	\$106,039		bcd
Promoted to Associate Dean of Graduate School										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Westcott III,S Wickes	Lecturer	Lecturer	Management with Faculty Rank	NA		\$102,598	3.3%		\$105,933	c
Snider,Jeromy Blake	Academic Program Director	Sr Oper & Outreach Officer	Management with Faculty Rank	NA		\$97,869	3.3%		\$101,050	c
Fishman,Teresa Anne	Asst Academic Prog Director	Dir of Cntr for Acad Integrity	Computer, Engineering, and Science Staff	NA		\$97,751	3.3%		\$100,928	c
Howard,Timothy Rowland	Project Manager II	Project Manager II	Computer, Engineering, and Science Staff	08		\$97,621	3.3%		\$100,794	c
Rousseliere,Didier Jean-Laurent	Academic Program Director	Academic Program Director	Management	NA		\$97,500	3.3%		\$100,669	c
Raychaudhuri,Uttiyo	Asst Academic Prog Director	Director of Study Abroad	Management	NA		\$86,700	3.3%		\$89,518	c
Whorton,Susan S	Academic Program Director	Director	Management	NA		\$85,000	3.3%		\$87,763	c
Milam,Martha Elizabeth	Student Services Mgr II	Senior Associate Director	Office and Administrative Support Staff	07		\$83,637	3.2%		\$86,355	c
Wood,Christopher Preston	Administrative Mgr I	Asst Financial Off/Acad Affair	Business and Financial Operations Staff	07		\$79,083	8.4%		\$85,736	bcf
<i>Retention increase due to being recruited by another institution</i>										
McCaskill III,Cecil L	IT Manager II	IT Manager II	Computer, Engineering, and Science Staff	08		\$81,953*	3.2%		\$84,616	*c
Shine,Ricki Jane	Lecturer	Lecturer	Student and Academic Affairs and Other Education Services Staff	NA		\$81,622	3.3%		\$84,275	c
Chrestman,Ronald E	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$81,572	3.2%		\$84,223	c
Dumas,Tia Noelle	Assistant Dean	Assistant Dean	Management	NA		\$84,000*	0.0%		\$84,000	*
Smith,Brenda J	Executive Assistant II	Executive Assistant II	Office and Administrative Support Staff	07		\$80,262	3.3%		\$82,871	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Reeves,Susan McKenzie	Info Sys Business Analyst III	Operations & Support Serv. Mgr	Computer, Engineering, and Science Staff	07		\$69,176	18.7%		\$82,137	bc
Promoted to Information Systems Business Analyst III in the Watt Family Innovation Center.										
Ward,Robert Thomas	Senior Consultant	Senior Consultant	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$78,274	3.3%		\$80,818	c
Jensen,Mark Wayne	Systems Engineer II	Systems Engineer II	Computer, Engineering, and Science Staff	08		\$77,175	3.2%		\$79,683	c
Neal,Jeffrey Frank	Lecturer	Dir of Co-op Edu	Management with Faculty Rank	NA		\$75,766	3.2%		\$78,228	c
Bundrick,Alfred E	Academic Program Director	Academic Program Director	Business and Financial Operations Staff	NA		\$74,646	3.3%		\$77,072	c
Becker Jr,Calvin R	Asst Academic Prog Director	Asst Academic Prog Dir	Management	NA		\$73,845	3.3%		\$76,245	c
Cooper,John Andrew Scott	Research Associate	Research Associate	Business and Financial Operations Staff	NA		\$72,117	3.3%		\$74,461	c
Camp,Margaret Mariel	Academic Program Director	Dir of Student Disability Svcs	Management	NA		\$72,000	3.3%		\$74,340	c
Fleming,David Byrne	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$70,707	3.3%		\$73,005	c
Bennett,Robert W.	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$70,682	3.2%		\$72,979	c
Holliday,Jeffrey S.	Student Services Mgr II	Assoc. Dir. of Schlr & Compl.	Office and Administrative Support Staff	07		\$69,360	3.2%		\$71,614	c
Henry,Teresa N	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$67,674	3.2%		\$69,873	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Rousselot De St Ceran, Tina Marie	Asst Academic Prog Director	Asst Academic Prog Dir	Management	NA		\$58,000	18.7%		\$68,868	ce
Market increase to bring pay up to the competitive range										
Pelfrey, Jessica Rose	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$57,638	18.7%		\$68,438	bc
Promoted to Program Manager I										
Jones, Brandon William	Student Services Mgr II	Asst. Dir. Advising & Coaching	Office and Administrative Support Staff	07		\$65,571*	3.2%		\$67,702	*c
Galbreath, Timothy R	IT Consultant II	Student Svcs Prog Co II	Computer, Engineering, and Science Staff	07		\$56,689	16.4%		\$66,000	bc
Promoted to IT Consultant II										
Welborn, Melissa Griffin	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$63,382	3.3%		\$65,442	c
Pearson, Rebecca Durham	Student Services Mgr I	Associate Director	Office and Administrative Support Staff	06		\$63,377	3.3%		\$65,437	c
Reeves, D Keith	Project Coordinator	Project Coordinator	Business and Financial Operations Staff	06		\$63,298	3.2%		\$65,355	c
Bodell, Audrey R	Student Services Mgr I	Associate Director	Office and Administrative Support Staff	06		\$61,667	3.2%		\$63,671	c
Whisler, Laurel Ann Carter	Program Manager I	Asst. Dir. of Course Support	Student and Academic Affairs and Other Education Services Staff	07		\$47,614	33.1%		\$63,351	bc
Promoted to Program Manager I										
Xu, Yahong	IT Technician III	Asst Dir of Learning Systems	Computer, Engineering, and Science Staff	06		\$56,811	10.3%		\$62,657	ac
Staff Development Program										
Lockhart, Melissa Jo Marsh	IT Technician III	Sr Mgr Emerging Technologies	Computer, Engineering, and Science Staff	06		\$60,386	3.3%		\$62,349	c
Blondeau, Reagan H.	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$59,721	3.3%		\$61,662	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Allard,Cora M	Academic Program Manager	Assoc Dir Creative Inquiry	Management	NA		\$59,653	3.3%		\$61,592	c
Lashley,Jonathan William	Asst Academic Prog Director	Dep Dir Texts & Technologies	Management	NA		\$59,000	3.3%		\$60,918	c
DuBose,Julie B	Acctn/Fiscal Analyst III	Financial Officer	Business and Financial Operations Staff	06		\$55,000	10.5%		\$60,788	ac
<i>Staff Development Program</i>										
Dickson,Glenda L	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$58,257	3.2%		\$60,150	c
Freeman,Gloria Elizabeth	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$58,117	3.2%		\$60,005	c
Arena,EdiVania Feijo	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$57,776	3.3%		\$59,654	c
Campbell,Brianne Theresa	Public Info Dir II	Dir. of Creative Media Comm.	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$50,000	18.7%		\$59,369	bc
<i>Promoted to a Public Info Director II</i>										
Dubuque,Melissa M	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$56,942	3.3%		\$58,793	c
Turnbull,Sallie Bromby	Program Manager I	Student Svcs Prog Co II	Business and Financial Operations Staff	07		\$44,749	31.3%		\$58,777	bc
<i>Promoted to Associate Director, Prog Op & Faculty Services</i>										
McLaughlin,Joseph Wayne	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$55,778	3.3%		\$57,591	c
McDavid,Kelly E	Web Developer	Web Developer	Computer, Engineering, and Science Staff	06		\$55,438	3.3%		\$57,240	c
Costello,Kathleen	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$55,042	3.3%		\$56,831	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Sanogo,Ibrahima	Program Coordinator II	Program Coordinator II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$55,000	3.3%		\$56,788	c
Wareham,John Richard	Program Coordinator II	Asst. Dir of Rutland Institute	Student and Academic Affairs and Other Education Services Staff	06		\$55,000	3.3%		\$56,788	c
Bunch,Jill Elaine	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$51,769	9.6%		\$56,720	bc
<i>Promoted to Public info Director I</i>										
Freeman,Perryn McBrayer	Info Sys Business Analyst II	Asst Dtr of Admission for Tech	Computer, Engineering, and Science Staff	06		\$54,118	3.3%		\$55,877	c
Prorok,Mandy	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$54,082*	3.3%		\$55,840	*c
Kelley-Hall,Caren	Academic Program Manager	Academic Program Manager	Business and Financial Operations Staff	NA		\$53,844	3.3%		\$55,594	c
Nasanen,Liisa Maria Elina	Scientist	Scientist/Asst. Dir WLCC	Archivists, Curators, and Museum Technicians	NA		\$46,481	18.7%		\$55,190	bc
<i>Promoted to Scientist</i>										
Hix,Miranda Ward	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$53,040	3.3%		\$54,764	c
Waters Jr,Calvin R	Info Sys Business Analyst II	Business Analyst	Computer, Engineering, and Science Staff	06		\$53,000	3.3%		\$54,723	c
Clark,Shannon L	Database Administrator I	Public Info Director	Computer, Engineering, and Science Staff	06		\$42,393	29.1%		\$54,712	bce
<i>Promoted to Public Info Director; Market increase to bring pay up to the competitive range</i>										
Wilson,Ledon M	Info Sys Business Analyst II	Asst Registrar	Computer, Engineering, and Science Staff	06		\$45,673	19.8%		\$54,712	bce
<i>Reclassified to an Info System Business Analyst II</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Pearson,Angela M	Acctn/Fiscal Analyst III	Mgr of Acctng & Fin Planning	Business and Financial Operations Staff	06		\$52,545	3.3%		\$54,253	c
Harp,Jonathan A	Web Developer	Web Developer	Computer, Engineering, and Science Staff	06		\$52,530	3.2%		\$54,237	c
Wilson,Meredith Fant	Student Services Mgr I	Student Svcs Prog Co II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$50,083	7.9%		\$54,062	bc
	Promoted to Student Services Manager I in Office of Global Engagement									
Rosemond,Jimmy Lamont	Student Services Mgr I	Coord/Minority Recruitment Int	Office and Administrative Support Staff	06		\$52,311	3.2%		\$54,011	c
Scafuri,Michael P	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$52,219	3.2%		\$53,916	c
Williams,Jennifer Albertson	Info Sys Business Analyst II	Asst. Dir of Fin Aid-Sys&Tech	Computer, Engineering, and Science Staff	06		\$56,100	-6.1%		\$52,658	bc
Murphy,Christine Clara	Lecturer	Special Programs Coordinator	Student and Academic Affairs and Other Education Services Staff	NA		\$50,150	3.3%		\$51,780	c
Evatt,Janet Hoffman	Program Coordinator II	Program Coordinator II	Student and Academic Affairs and Other Education Services Staff	06		\$50,000	3.3%		\$51,625	c
Reynolds,Alison Albea	Assoc Academic Prog Director	Assoc Academic Program Dir	Business and Financial Operations Staff	NA		\$50,000	3.3%		\$51,625	c
Simpson,Thomas W.	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$50,000*	3.3%		\$51,625	*c
Mulkey,Amber Allen	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$49,980	3.2%		\$51,604	c
Briggs,Stacy O'Shields	Financial Aid Manager I	Financial Aid Manager I	Student and Academic Affairs and Other Education Services Staff	06		\$49,963	3.3%		\$51,587	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Provost & VP of Academic Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<u><i>Salary as of Oct 1, 2015</i></u>		<i>% Chng</i>	<u><i>Salary as of Oct 1, 2016</i></u>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Herden Jr,Ralph C	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$49,000	3.3%		\$50,593	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Askew, George R	Vice President	VP PSA /Dean of CAFLS	Management with Faculty Rank	NA		\$286,110	3.3%		\$295,409	c
Kresovich, Stephen	Professor	Dir/ InstTranlational Genetics	Research Faculty	NA	\$229,500		3.3%	\$236,959		c
Brown, Ronald A.	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$213,090	3.2%		\$220,015	c
Meadows, Steven E	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$182,804	3.2%		\$188,745	c
Dobbins, Thomas R	Extension Director	Extension Director	Management with Faculty Rank	NA		\$175,000	3.3%		\$180,688	c
Ray, Christopher L	Director Research & Extension	Director Research & Extension	Management with Faculty Rank	NA		\$175,000	3.3%		\$180,688	c
Layton, Patricia A	Academic Program Director	Director	Management with Faculty Rank	NA		\$184,903	-7.8%		\$170,474	bc
Parr, Boyd Hobson	Senior Scientist	Senior Scientist	Management	NA		\$152,337	3.3%		\$157,288	c
Coleman, Katherine Y	Academic Program Director	Director of Sandhill REC	Management	NA		\$133,125	13.8%		\$151,540	bc
	<i>Promoted to Director of Sandhill Research & Education Center</i>									
Mueller, John D	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$145,860	3.3%		\$150,601	c
Smith, Matthew Clay	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$142,494	3.2%		\$147,125	c
Andrae, John G	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$115,000	26.8%		\$145,786	bc
	<i>Standard increase associated with faculty rank promotion and transfer to new department and duties.</i>									
Hill, Joseph E	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$135,000	3.3%		\$139,388	c
Scharko, Patricia B	Professor	Professor	Public Service Faculty	NA		\$124,149	8.4%		\$134,593	bc
	<i>Sharing supervisory and management responsibilities until the Director of Animal Health position is filled</i>									

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Public Service & Agriculture

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Cole, Stephen E	Academic Program Director	Academic Program Director	Management	NA		\$125,048	3.2%		\$129,112	c
Van Bloem, Skip Judson	Academic Program Director	Academic Program Director	Management with Faculty Rank	NA		\$123,420	3.3%		\$127,432	c
Kelley, Melissa D.	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$110,876	3.2%		\$114,479	c
Weyman Jr, Michael D	Academic Program Director	Academic Program Director	Management	NA		\$109,000	3.3%		\$112,543	c
Allen, Jeffery S	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$108,346	3.2%		\$111,867	c
Maja, Joe Mari Jaluag	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$107,100	3.3%		\$110,581	c
Kirk, Kendall R	Extension Associate	Precision Ag Engineer	Computer, Engineering, and Science Staff	NA		\$106,080	3.3%		\$109,528	c
Baker Sprowl, Della Annette	Extension Associate	Extension Associate	Business and Financial Operations Staff	NA		\$96,241	13.6%		\$109,306	bc
	<i>Supplement for additional duties</i>									
Saski, Christopher A	Research Assistant Professor	Research Asst Professor	Research Faculty	NA		\$102,285	3.2%		\$105,609	c
Roberts, Danny H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$101,820	3.2%		\$105,129	c
Payero, Jose Oscar	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$100,805	3.2%		\$104,081	c
Martin, Michael Kent	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$95,487	8.4%		\$103,520	bc
	<i>Supplement for additional duties.</i>									
Hunter, Terry K	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$98,364	3.3%		\$101,561	c
Buckley, Katie Ann	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$98,328	3.3%		\$101,524	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Southworth,Suzanne K	Scientist	Dir. of Meat Inspection SCMPID	Healthcare Practitioners and Staff	NA		\$86,389	13.6%		\$98,115	ce
Market increase to bring pay up to the competitive range										
Miller,Gilbert A	Extension Director-Assistant	Extension Director - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$93,908	3.2%		\$96,960	c
Veasey,Garland M	Asst Academic Prog Director	Dir. Research Farm Services	Management	NA		\$84,660	13.6%		\$96,153	bc
Promoted to Assistant Academic Program Director in the Research Farm Services Department										
Ardern,Pamela B	Extension Associate	Extension Associate	Management	NA		\$88,626	8.4%		\$96,083	ce
Market increase to bring pay up to the competitive range										
Rainwater,Thomas R	Scientist	Wildlife Res. Program Leader	Computer, Engineering, and Science Staff	NA		\$90,000	3.3%		\$92,925	c
Fallen,Benjamin D	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$86,700	3.3%		\$89,518	c
Marshall,Michael W	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$86,272	3.3%		\$89,076	c
Helm,Julie D	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$82,790	3.3%		\$85,481	c
Krugler,Charlotte A	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$81,719	3.3%		\$84,375	c
Park,Wonkeun	Scientist	Research Scientist	Computer, Engineering, and Science Staff	NA		\$84,353*	0.0%		\$84,353	*
Hubbard Jr,Lewis R	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$76,413	8.4%		\$82,842	bc
Additional duties for serving as the PSA liaison for project management to University management units for Research & Education Centers, campus farms, and PSA facilities statewide										
Gunter II,H David	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$74,592	3.2%		\$77,016	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Public Service & Agriculture

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Baker III,James F	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$74,432	3.2%		\$76,851	c
Smith,Douglas Glenn	Scientist	Scientist	Healthcare Practitioners and Staff	NA		\$73,542	3.2%		\$75,932	c
Munnerlyn,Helen Ferrell	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$73,345	3.3%		\$75,729	c
Green,Stanley Wayne	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$72,473	3.2%		\$74,828	c
Martin,Bonnie Jo	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$72,133	3.2%		\$74,477	c
Stewart,Mary Caroline	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$69,127	3.3%		\$71,374	c
Alford,Shannon Recca	Scientist	Scientist	Computer, Engineering, and Science Staff	NA		\$71,243*	0.0%		\$71,243	*
Edwards,Michael V	IT Technician III	IT Technician III	Computer, Engineering, and Science Staff	06		\$68,980	3.3%		\$71,222	c
Tyler,Samuel Alexander	Veterinarian Specialist	Veterinarian Specialist	Healthcare Practitioners and Staff	08		\$67,000	3.3%		\$69,178	c
Galloway Jr,Tilden L	Investigator IV	Investigator IV	Natural Resources, Construction, and Maintenance Staff	06		\$63,726	3.2%		\$65,797	c
Trutwin,Rebecca Crain	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$63,342	3.3%		\$65,401	c
Burns,Taber Ashley Poland	Extension Associate	Extension Associate	Management	NA		\$62,500	3.2%		\$64,531	c
White,Dawn Anticole	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$62,279	3.2%		\$64,303	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Public Service & Agriculture

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Bishop, Gregory D	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$61,902	3.3%		\$63,914	c
Adams, Sarah Kristen	Program Manager I	Program Manager I	Natural Resources, Construction, and Maintenance Staff	07		\$61,710	3.3%		\$63,716	c
Stancil, Bradley D	Program Manager I	Program Manager I	Computer, Engineering, and Science Staff	07		\$54,953	13.6%		\$62,413	bc
<i>Promotion to Program Manager I in the SC Ag. Experiment Station Department</i>										
Burns, Gary L	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$60,417	3.0%		\$62,216	c
Long, Steven H	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Natural Resources, Construction, and Maintenance Staff	07		\$45,873	35.0%		\$61,950	bc
<i>Promoted to Environmental Health Manager III</i>										
Wood, Meghan McPhail	Extension Associate	Extension Associate	Management	NA		\$60,000	3.3%		\$61,950	c
Adkins, Jessica Erin	Grants Administrator I	Grants Administrator I	Business and Financial Operations Staff	06		\$59,500	3.3%		\$61,434	c
Okey, Ryan Asher	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$59,167	3.3%		\$61,090	c
Koon, Deborah K	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$58,848	3.2%		\$60,760	c
Waggoner, Steve E	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$58,848	3.2%		\$60,760	c
Kirven, Georganne M	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$58,500	3.2%		\$60,401	c
Jameson, Dalphene J	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$58,315	3.2%		\$60,210	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Moore, Jerry P	Environment/Health Mgr I	Environment/Health Mgr I	Healthcare Practitioners and Staff	05		\$55,386	8.4%		\$60,045	bc
Additional duties for serving as the primary contact for the state required ESF-17 Emergency Response Program										
Bowen, Donna Anne	Program Coordinator II	Program Coordinator II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$58,046	3.2%		\$59,932	c
Corbett, Angela M	Academic Program Manager	Academic Program Manager	Business and Financial Operations Staff	NA		\$57,925	3.3%		\$59,808	c
Drake Jr, Timothy M	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$57,611	3.2%		\$59,483	c
Mayfield, Charlene P	Graphics Manager II	Graphics Manager II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$53,568	10.7%		\$59,309	ac
Staff Development Program										
Sober, Christine L	Chemist III	Chemist III	Computer, Engineering, and Science Staff	07		\$57,294	3.2%		\$59,156	c
Veit, Jonathan R	Public Info Dir II	Public Info Dir II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$56,315	3.2%		\$58,145	c
Melvin, James Sheldon	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$55,156	3.3%		\$56,949	c
Attaway, Ava Denise	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$55,000*	3.3%		\$56,788	*c
Baxley, Carrie Griffin	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$55,000	3.3%		\$56,788	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Public Service & Agriculture

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Goodman,Sammie Lee	Building/Grounds Mgr	Building/Grounds Mgr	Service Staff	06		\$55,000	3.3%	\$56,788		c
Hardee,Russell A	GIS Manager II	Forest Manager	Computer, Engineering, and Science Staff	07		\$55,000	3.3%	\$56,788		c
Miller,Scott R	Public Info Dir I	Public Info Dir I	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$55,000	3.3%	\$56,788		c
Godfrey,Leslie	Investigator IV	Investigator IV	Natural Resources, Construction, and Maintenance Staff	06		\$54,899	3.2%	\$56,683		c
Lognion,Tammy Lark	Environment/Health Mgr I	Environment/Health Mgr I	Healthcare Practitioners and Staff	05		\$50,035	11.2%	\$55,661		bc
Increased responsibilities in program management, serving as an extension liaison, training program involvement and outreach										
Ward,Brian K	Research Specialist III	Research Specialist III	Computer, Engineering, and Science Staff	06		\$53,596	3.3%	\$55,338		c
Artigliere,Victoria Bryant	Administrative Mgr I	Administrative Mgr I	Business and Financial Operations Staff	07		\$53,500	3.3%	\$55,239		c
Fischer,Matthew James	Building/Ground Supv II	Building/Ground Supv II	Service Staff	05		\$52,964	3.2%	\$54,685		c
Hopkins,Jeffrey Alden	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$52,950	3.3%	\$54,671		c
Hanvey Jr,William H	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$51,118	3.2%	\$52,779		c
Berry,Michael G	Program Coordinator II	Program Coordinator II	Natural Resources, Construction, and Maintenance Staff	06		\$51,000	3.3%	\$52,658		c
Sell,Graham Scott	Extension Agent-Assistant	Extension Agent - Assistant	Student and Academic Affairs and Other Education Services Staff	NA		\$51,000	3.3%	\$52,658		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Hernandez,Cecil	Investigator IV	Investigator IV	Natural Resources, Construction, and Maintenance Staff	06		\$50,869	3.2%		\$52,522	c
Bodiford,John E	Building/Ground Supv II	Building/Ground Supv II	Service Staff	05		\$50,749	3.2%		\$52,398	c
Johnson,Gilbert S	Lab Technologist III	Lab Technologist III	Healthcare Practitioners and Staff	06		\$50,745	3.2%		\$52,394	c
Williamson,Margaret A	Microbiologist II	Microbiologist II	Computer, Engineering, and Science Staff	06		\$48,235	8.4%		\$52,293	bc
<i>Additional duties including supervisory responsibilities</i>										
Atkins,Michael Anthony	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$50,563	3.2%		\$52,206	c
Miller,Margaret Carol	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$50,515	3.3%		\$52,157	c
Arblaster,Jennifer B	Accnt/Fiscal Analyst II	Accnt/Fiscal Analyst II	Business and Financial Operations Staff	05		\$50,286	3.2%		\$51,920	c
Davis,Diane Parrott	Microbiologist II	Microbiologist II	Computer, Engineering, and Science Staff	06		\$50,067	3.2%		\$51,694	c
Barrett,Shannon Taylor	GIS Manager I	Landscape Architect	Computer, Engineering, and Science Staff	06		\$50,000*	3.3%		\$51,625	*cd
Free,David H	Extension Associate	Precision Ag. Extension Assoc	Computer, Engineering, and Science Staff	NA		\$50,000	3.3%		\$51,625	c
Ulmer,Dan Remington	Asst Academic Prog Director	Research Farm Manager	Management	NA		\$32,640	58.2%		\$51,625	bc
<i>Promoted to Research Farm Manager</i>										
Xia,Xiaoxia	Research Associate	Research Associate	Computer, Engineering, and Science Staff	NA		\$50,000	3.3%		\$51,625	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Public Service & Agriculture

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Thomas,James St C	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$49,927	3.3%	\$51,550		c
Cavin,Stephen Bradley	Investigator IV	Investigator IV	Natural Resources, Construction, and Maintenance Staff	06		\$49,578	3.2%	\$51,189		c
Edwards,Negar Tabari	Program Coordinator II	Program Coordinator II	Natural Resources, Construction, and Maintenance Staff	06		\$44,973	13.6%	\$51,078		bc
	Promoted to Program Coordinator II									
McRae,Charles M	Investigator IV	Investigator IV	Natural Resources, Construction, and Maintenance Staff	06		\$49,470	3.3%	\$51,078		c
Webb,Lewis R	Building/Grounds Mgr	Building/Grounds Mgr	Service Staff	06		\$49,203	3.2%	\$50,802		c
Ozalas,Katherine	GIS Manager I	GIS Manager I	Computer, Engineering, and Science Staff	06		\$49,000*	3.3%	\$50,593		*c
Washabau,Jill Ann	Lab Technologist III	Lab Technologist III	Healthcare Practitioners and Staff	06		\$48,744	3.2%	\$50,328		c
Farmer,James G	Agricult/Animal Assoc II	Agricult/Animal Assoc II	Natural Resources, Construction, and Maintenance Staff	05		\$48,700	3.3%	\$50,283		c
Gregory,Leah L.	Lab Technologist II	Lab Technologist II	Computer, Engineering, and Science Staff	05		\$48,658	3.2%	\$50,239		c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Research

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Karanfil, Tanju	Associate Dean	VP for Research	Management with Faculty Rank	NA	\$186,468		49.1%		\$278,091	bcd
<i>Serving as the Interim VP for Research Division; 9 to 12 month conversion</i>										
Sherrill, Windsor Westbrook	Professor	Assoc VP for Health Research	Management with Faculty Rank	NA		\$208,688	3.2%		\$215,470	c
Arwood, Tracy Smart	Director	Assistant Vice President	Management	NA		\$186,460	3.3%		\$192,520	c
Parrish, John Hilary A	Veterinarian	Veterinarian	Healthcare Practitioners and Staff	NA		\$179,328	3.2%		\$185,156	c
Lischwe, Sheila T.	Research Associate	Director of Sponsored Programs	Management	NA		\$154,530	3.2%		\$159,552	c
Grieger, James Richard	Asst Academic Prog Director	Asst Academic Prog Dir	Management	NA		\$139,740	3.3%		\$144,282	c
Lance, Stephen W	Director	Director	Management	NA		\$113,214	18.6%		\$134,225	ce
<i>Market increase to bring pay up to the competitive range</i>										
Floyd, Joanna Lynn	Research Associate	Research Associate	Business and Financial Operations Staff	NA		\$117,246	3.2%		\$121,056	c
Dickerson, Charles A	Academic Program Manager	Administrative Mgr II	Business and Financial Operations Staff	NA		\$98,082	18.7%		\$116,461	bc
<i>Promoted to Director of Business Affairs in Research Division</i>										
Hemingway, Tamara Layne	Research Associate	Export Control Officer	Business and Financial Operations Staff	NA		\$102,302	3.3%		\$105,627	c
Elrod, Roberta H	Director	Director	Management	NA		\$102,249	3.2%		\$105,572	c
Richardson, Stanley T	Administrative Mgr II	Chief Business Officer	Business and Financial Operations Staff	08		\$97,395	3.2%		\$100,560	c
Jones, Charles Ray	Extension Associate	Extension Associate	Management	NA		\$95,690	3.3%		\$98,800	c
Kirkland, Toby R	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$95,612	3.2%		\$98,719	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Research

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Kogut, Anne M	Research Associate	Research Associate	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	NA		\$95,000	3.3%		\$98,088	c
Jacobi, Jane E	Research Associate	Research Associate	Business and Financial Operations Staff	NA		\$92,738	3.3%		\$95,752	c
Saraf, Laxmikant Vyankatesh	Research Associate	Director -EM Facility	Computer, Engineering, and Science Staff	NA		\$92,718	3.2%		\$95,731	c
Rayburg, Kurt David	Engineer/Assoc Eng IV	Research Associate	Computer, Engineering, and Science Staff	08		\$90,000	3.3%		\$92,925	c
Brown, William H	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$87,700	3.2%		\$90,550	c
Boggs, Christoffer Oxford	Database Administrator II	Database Administrator II	Computer, Engineering, and Science Staff	07		\$74,217	13.6%		\$84,291	bc
<i>Additional duties including coordinating data migration, utilizing reporting tools for metrics and analytics, and increasing faculty capabilities with data</i>										
Wiley, Melody C	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$81,508	3.2%		\$84,157	c
Kelly, Naomi L	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$79,971	3.2%		\$82,570	c
Kunkle, Lynn R	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$75,618	3.3%		\$78,076	c
Fragar, Robert D	Extension Associate	Extension Associate	Management	NA		\$75,372	3.3%		\$77,822	c
Jaeschke, Sarah McElwee	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$71,400	3.3%		\$73,721	c
Povod, Konstantin Valentinovich	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$70,686	3.2%		\$72,983	c
Brock-Carroll, June M	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$67,062	7.8%		\$72,275	bc
<i>Serving as Program Manager for Hazardous Materials, and assuming management responsibilities at additional facilities</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Research

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
McGowan-Hudson,Bettie M	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$68,538	3.2%		\$70,765	c
Oxendine,Alisha Lee	Program Manager I	COI Program Director	Business and Financial Operations Staff	07		\$58,634	18.7%		\$69,620	bc
<i>Position reclassified to Program Manager I</i>										
Lantgios,Karen L	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$66,917	3.3%		\$69,092	c
Morris,Elizabeth Pixley	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$64,900	3.2%		\$67,009	c
Mongold III,George	Extension Associate	Extension Associate	Computer, Engineering, and Science Staff	NA		\$61,200	8.4%		\$66,348	bc
<i>Additional duties including development of SCDSS funded Programs, staff training, ensuring compliance, and overseeing Summer Scholars Program in Youth Learning Institute</i>										
Walker,Hagan Elizabeth	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$63,342	3.3%		\$65,401	c
Thrasher,Diana Spake	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$63,211	3.2%		\$65,265	c
Patin,Nalinee Dial	Research Associate	IRB Administrator	Business and Financial Operations Staff	NA		\$59,415	8.4%		\$64,414	bc
<i>Supplement for serving as Deputy Research Integrity Officer in the absence of the RIO in the Research Compliance Department</i>										
Lear,Jeff Michael	Research Associate	Research Associate	Business and Financial Operations Staff	NA		\$60,000*	3.3%		\$61,950	*c
Brown,Pamela Dorlynn	Grants Administrator II	Grants Administrator II	Business and Financial Operations Staff	07		\$59,069	3.3%		\$60,989	c
Taylor,Mary Heaton	Accounting/Fiscal Mgr I	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	07		\$57,379	4.4%		\$59,885	bc
<i>Promoted to Accountant/Fiscal Manager I</i>										
Smith-Sielicki,Shannon Hope	Program Coordinator II	IBC Administrator	Business and Financial Operations Staff	06		\$52,530	11.0%		\$58,300	ce
<i>Market increase to bring pay up to the competitive range</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Research

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Trotter,Melanie H	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$56,384	3.2%		\$58,216	c
Harris,Daniel P	Database Administrator I	IT Administrator	Computer, Engineering, and Science Staff	06		\$56,280	3.2%		\$58,109	c
Kwist,Kerri Worthy	Environment/Hlth Mgr III	Environment/Hlth Mgr III	Healthcare Practitioners and Staff	07		\$35,000	62.3%		\$56,788	bc
<i>Promoted to Environmental Health Manager III</i>										
Price,Stephen R	Environment/Hlth Mgr II	Environment/Hlth Mgr II	Healthcare Practitioners and Staff	06		\$54,754	3.3%		\$56,534	c
Goldsmith,Paul E	Building/Ground Supv II	Building/Ground Supv II	Service Staff	05		\$54,626	3.2%		\$56,401	c
Martin,Deborah L.	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$54,556	3.2%		\$56,329	c
Duncan,Candis S	Environment/Hlth Mgr II	Environment/Hlth Mgr II	Healthcare Practitioners and Staff	06		\$54,060	3.3%		\$55,817	c
Balas,Sarah Ann	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$52,798	3.3%		\$54,514	c
Gibson,Kathryn Lanell	Accnt/Fiscal Analyst III	Assoc Bus Officer	Business and Financial Operations Staff	06		\$52,642	3.3%		\$54,353	c
Holliday,Heather Martin	Program Coordinator II	Program Coordinator II	Business and Financial Operations Staff	06		\$52,270	3.3%		\$53,969	c
Thompson,Savanna B	Research Associate	Contracts Associate	Business and Financial Operations Staff	NA		\$45,000	18.7%		\$53,432	bc
<i>Promoted to Research/Contracts Associate</i>										
Duncan,Stephanie M	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$48,628	3.2%		\$50,208	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Secretary to the Board

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<u><i>Salary as of Oct 1, 2015</i></u>		<i>% Chng</i>	<u><i>Salary as of Oct 1, 2016</i></u>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Davis-Gross,Rose Ellen	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$64,412	3.2%		\$66,505	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Jacks,Almeda Rogers	VP Student Affairs	VP Student Affairs	Management	NA		\$275,000	3.3%		\$283,938	c
Hallenbeck,Douglas A	Associate Vice President	Senior Assoc Vice President	Management	NA		\$175,000	3.3%		\$180,688	c
Miller,Lance Christopher	Associate Vice President	Dean of Stu & Assoc VP for SA	Management	NA		\$165,000*	3.3%		\$170,363	*c
Smith,George N	Associate Vice President	Associate Vice President	Management	NA		\$145,527	16.9%		\$170,089	ce
	Market increase to bring pay up to the competitive range									
Mouzon,Jacqueline DeLoache	Psychiatrist	Psychiatrist	Healthcare Practitioners and Staff	NA		\$150,000*	3.3%		\$154,875	*cd
Jameson Jr,Lake H	Assoc Academic Prog Director	Assoc Academic Program Dir	Management	NA	\$148,479		3.3%	\$153,305		c
Link Jr,Johnson W	Associate Vice President	Associate Vice President	Management	NA		\$123,394	13.5%		\$140,017	ce
	Market increase to bring pay up to the competitive range									
Robbins,Stephen A	Asst Academic Prog Director	Asst Academic Prog Dir	Management	NA		\$121,668	3.2%		\$125,622	c
Liebman,Maria Oliveira	Asst Academic Prog Director	Physician	Healthcare Practitioners and Staff	NA	\$121,030		3.2%	\$124,963		c
Magreni,Gregory S	Asst Academic Prog Director	Asst Academic Prog Dir	Healthcare Practitioners and Staff	NA	\$121,030		3.2%	\$124,963		c
Pekarek,Lesslie Graves	Asst Academic Prog Director	Asst Academic Prog Dir	Healthcare Practitioners and Staff	NA	\$121,030*		3.2%	\$124,963		*c
Barden,Kathryn D	Asst Academic Prog Director	Staff Physician	Healthcare Practitioners and Staff	NA	\$121,003*		3.3%	\$124,936		*c
Clay,George W	Academic Program Director	Academic Program Director	Management	NA	\$115,939		3.2%	\$119,707		c
Hobgood,Kathy Bush	Director	Asst VP & Exec Director	Management	NA		\$115,240	3.2%		\$118,985	c
Hofmann Jr,Daniel Richard	Asst Academic Prog Director	Dir/Parking & Trans Svcs	Management	NA		\$111,984	3.2%		\$115,623	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Student Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Hays,Amanda H	Program Manager III	Program Manager III	Management	09		\$111,876	3.3%		\$115,512	c
Contreras,Raquel J	Lecturer	Lecturer	Management with Faculty Rank	NA		\$106,465	3.2%		\$109,925	c
Frock,David Joseph	Program Manager II	Director of Campus Recreation	Management	08		\$102,302	3.3%		\$105,627	c
Hay,Pamela June	Pharmacist	Pharmacist	Healthcare Practitioners and Staff	NA		\$98,108	3.3%		\$101,297	c
Rice,Robert R	Program Manager II	Program Manager II	Management	08		\$97,017	3.2%		\$100,170	c
Jackson,Georgia Annette Whelchel	Nurse Practitioner IV	Nurse Practitioner II	Healthcare Practitioners and Staff	09		\$89,301	3.2%		\$92,203	c
Hendricks,Phillip Eric	Law Enforcement Officer V	Chief of Police	Service Staff	08		\$86,447	3.3%		\$89,257	c
Guill,Russell C	Administrative Mgr I	Administrative Mgr I	Management	07		\$85,272	3.2%		\$88,043	c
Aulton,Sandra D	Nurse Practitioner IV	Nurse Practitioner II	Healthcare Practitioners and Staff	09		\$84,048	3.3%		\$86,780	c
Honea,Allison Brewer	Nurse Practitioner IV	Nurse Practitioner II	Healthcare Practitioners and Staff	09		\$84,048	3.3%		\$86,780	c
Bonney,James D	Program Manager I	Assoc. Dir. of Residential Fac	Management	07		\$72,847	18.7%		\$86,497	cf
<i>Retention increase due to being recruited by another institution</i>										
LeMay,Christina D	Public Info Dir II	Creative Director	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$81,359	3.2%		\$84,003	c
Daniel,William E.	Law Enforcement Officer IV	Law Enforcement Officer IV	Management	07		\$80,394	3.3%		\$83,007	c
Moss,Joy Acree	Accounting/Fiscal Mgr II	Accounting/Fiscal Mgr I	Business and Financial Operations Staff	08		\$68,154	18.7%		\$80,924	bc
<i>Promoted to Accounting/Fiscal Manager II</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Chamberlain, Todd Allan	Research Associate	Director of Assessments for SA	Business and Financial Operations Staff	NA		\$76,500	3.2%		\$78,986	c
McWhorter, Ronda Sims	Clinical Pharmacist	Pharmacist II	Healthcare Practitioners and Staff	09		\$75,000	3.3%		\$77,438	c
Nunamaker, Troy D	Asst Academic Prog Director	Asst Academic Prog Dir	Business and Financial Operations Staff	NA		\$74,460	3.3%		\$76,880	c
Brown, Jeffrey T	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$73,440	3.3%		\$75,827	c
Hawthorne, Reginald D	Program Manager I	Program Manager I	Management	07		\$67,316	11.0%		\$74,717	bc
Additional Director-level position in the area of Residential Maintenance/Custodial										
Campbell, Timothy E	Program Manager I	Program Manager I	Business and Financial Operations Staff	07		\$65,642	11.0%		\$72,858	bc
Additional Director-level position in the area of Residential Maintenance/Custodial										
Fiocchi, Christopher	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$70,000	3.3%		\$72,275	c
Poole, Kimberly M	Student Services Manager III	Student Services Manager III	Office and Administrative Support Staff	08		\$69,000	3.3%		\$71,243	c
Tegen, Matthew C	IT Manager II	Director Of Systems and Operat	Management	08		\$68,505	3.2%		\$70,731	c
Price, Mary J	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$68,066	3.2%		\$70,278	c
Goree, Jennifer Margaret	Student Services Manager III	Student Services Manager III	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	08		\$61,200	13.6%		\$69,508	bc
Promoted to Director of Healthy Campus										
Crisp, Debra Ann	Chief Psychologist	Psychologist I	Computer, Engineering, and Science Staff	08		\$69,000*	0.0%		\$69,000	*

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Evinger,Leasa Ann Kowalski	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$66,758	3.3%		\$68,928	c
Culler,Deborah R	Program Coordinator II	Program Coordinator II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$66,745	3.2%		\$68,914	c
Addis,Karen L	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$66,442	3.2%		\$68,601	c
Gainor,Birmagidra Marie	Chief Psychologist	Staff Psychologist	Computer, Engineering, and Science Staff	08		\$55,729	22.1%		\$68,036	ce
Market increase to bring pay up to the competitive range										
Ruth,Christopher E	Chief Psychologist	Psychologist I	Computer, Engineering, and Science Staff	08		\$55,729	22.1%		\$68,036	bce
Market increase to bring pay up to the competitive range										
Barnes,Joshua B	Student Services Mgr II	Student Services Mgr II	Office and Administrative Support Staff	07		\$65,700	3.2%		\$67,835	c
Wiser Jr,Gary G	Student Services Manager III	Student Services Manager III	Office and Administrative Support Staff	08		\$65,117	3.2%		\$67,233	c
Swords,Melanie Shedd	Nurse Admin/Mgr I	Nurse Admin/Mgr I	Healthcare Practitioners and Staff	07		\$62,539	3.3%		\$64,572	c
Newman,Judith H	Student Services Mgr II	Student Services Mgr II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$61,543	3.2%		\$63,543	c
Kearney,Kathleen Ann	Program Manager I	Program Manager I	Healthcare Practitioners and Staff	07		\$61,213	3.2%		\$63,202	c
Hollifield,Teresa Cain	Acctn/Fiscal Analyst III	Acctn/Fiscal Analyst III	Business and Financial Operations Staff	06		\$53,000	18.7%		\$62,931	bc
Assuming the role of the Business Officer until a permanent replacement is hired										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Student Affairs

Name	State Title	Clemson Title	Factbook Category	Pay Band	Salary as of Oct 1, 2015		% Chng	Salary as of Oct 1, 2016		Note
					9 Month	12 Month		9 Month	12 Month	
Lenhoff, Janelle	Chief Psychologist	Psychologist I	Computer, Engineering, and Science Staff	08		\$55,729	12.2%		\$62,542	ce
Market increase to bring pay up to the competitive range										
Hayes, Cheryl L	Administrative Mgr I	Assoc Dir of Admin & Finance	Business and Financial Operations Staff	07		\$59,670	3.2%		\$61,609	c
Gaulin, Gary V	Eng/Assoc Eng II	Eng/Assoc Eng II	Computer, Engineering, and Science Staff	06		\$59,221	3.3%		\$61,146	c
Rhodes, Bradley E	Investigator IV	Investigator IV	Service Staff	06		\$59,095	3.3%		\$61,016	c
Fordham, Khalila D	Chief Psychologist	Psychologist I	Computer, Engineering, and Science Staff	08		\$52,000	16.3%		\$60,477	ce
Market increase to bring pay up to the competitive range										
Sims, Lisa Lynette	Chief Psychologist	Chief Psychologist	Computer, Engineering, and Science Staff	07		\$60,477*	0.0%		\$60,477	*
Tabb Jr, Kevin McKinley	Chief Psychologist	Psychologist I	Computer, Engineering, and Science Staff	08		\$60,477*	0.0%		\$60,477	*
White, Ora Dempsey	Chief Psychologist	Psychologist I	Computer, Engineering, and Science Staff	08		\$52,000	16.3%		\$60,477	ce
Market increase to bring pay up to the competitive range										
Shivar Jr, William G	Fire Safety Officer III	Fire Safety Ofcr III - Captain	Service Staff	05		\$58,547	3.3%		\$60,450	c
Dargan, Benardo Jerrold	Student Services Mgr I	Special Assistant to Sr. AVP	Office and Administrative Support Staff	06		\$58,504	3.2%		\$60,405	c
Harvey, Anthony J	Administrative Mgr I	Administrative Mgr I	Business and Financial Operations Staff	07		\$58,000	3.3%		\$59,885	c
Smith, Stanley T	IT Consultant I	IT Consultant I	Computer, Engineering, and Science Staff	06		\$50,382	18.7%		\$59,822	bc
Promoted to IT Consultant I										
Moreland, Katerina Valentine	Project Manager I	Sr Asoc Dir of Parking Svcs.	Management	07		\$57,222	3.3%		\$59,082	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Student Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Crowe,Debbie L	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$56,789	3.3%		\$58,635	c
Brothers,Jami Elizabeth	Law Enforcement Officer IV	LEO IV-Operations Captain	Service Staff	07		\$56,314	3.2%		\$58,144	c
Hensen,Kathleen	Administrative Coord II	Administrative Coord II	Office and Administrative Support Staff	06		\$55,828	3.2%		\$57,642	c
Herman,Deborah L	Student Services Mgr II	Director, Employee Relations &	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$55,816	3.2%		\$57,630	c
Foss,Tracy Center	Program Coordinator II	Program Coordinator II	Management	06		\$55,718	3.3%		\$57,529	c
Austin,Daniel B	Graphics Manager II	Asst. Creative Director	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$50,777	11.1%		\$56,427	ac
<i>Staff Development Program</i>										
Bagwell,Stephanie Brooke	Registered Nurse II	Registered Nurse II	Healthcare Practitioners and Staff	07		\$54,570	3.3%		\$56,344	c
Cauthen,Kathy J	Human Services Coord II	CARE Case Manager	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$54,390	3.3%		\$56,158	c
Gamble,Amy C.	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$54,302	3.3%		\$56,067	c
Talley,Raymond A	Trades Specialist V	Trades Specialist V	Natural Resources, Construction, and Maintenance Staff	05		\$53,722	3.3%		\$55,468	c
Hamer III,James Ray	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$45,000	22.2%		\$55,000	bc
<i>Promoted to Info Sys Business Analyst II; additional duties increase</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Student Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Vazquez, Maria C	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$53,004	3.3%		\$54,727	c
Taylor II, Robert L	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$53,000	3.3%		\$54,723	c
Walters, Micah R	Student Services Mgr I	Student Services Mgr I	Office and Administrative Support Staff	06		\$53,000	3.3%		\$54,723	c
Guffee, Kim L	IT Technician III	IT Technician III	Computer, Engineering, and Science Staff	06		\$52,970	3.3%		\$54,692	c
Sargent, David A.	Info Sys Business Analyst II	Director of Info Tech/ Career	Computer, Engineering, and Science Staff	06		\$52,940	3.3%		\$54,661	c
Swaney, Perry D	Trades Specialist V	Trades Specialist V	Natural Resources, Construction, and Maintenance Staff	05		\$52,899	3.2%		\$54,618	c
Crooks, W Lane	Trades Specialist V	Trades Specialist V	Natural Resources, Construction, and Maintenance Staff	05		\$51,308	3.3%		\$52,976	c
Fisher, Lynn Dale	EP Coordinator II	Emergency Preparedness Coord	Service Staff	06		\$50,496	3.2%		\$52,137	c
Jain, Dhruv	Web Developer	Web Developer	Computer, Engineering, and Science Staff	06		\$50,000	4.2%		\$52,123	cf
<i>Prevailing wage requirements per International Visa regulations</i>										
Brooks, Frederick P	Info Sys Business Analyst II	Info Sys Business Analyst II	Computer, Engineering, and Science Staff	06		\$48,247	7.8%		\$52,000	bc
<i>Promoted to Information Systems/Business Analyst II</i>										
Pernotto, Eric T	Student Svcs Prog Co II	Asst. Dir Academic Initiatives	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	05		\$47,953	8.4%		\$51,987	bc
<i>Serving as Associate Director</i>										

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Student Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Christner, Faith M.	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$46,394	11.9%		\$51,902	ac
Land, Chana A	Student Services Mgr II	Assistant Dean of Students	Office and Administrative Support Staff	07		\$45,176	14.3%		\$51,625	bc
	<i>Promoted to Assistant Dean of Students</i>									
Walker, Kristin M	Student Services Mgr II	Student Services Mgr II	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	07		\$50,000	3.3%		\$51,625	c
Pettiss Hinson, Amelia	Administrative Coord I	Administrative Coord I	Office and Administrative Support Staff	05		\$48,076	6.3%		\$51,127	cf
	<i>Additional supervisory responsibilities</i>									
Foster, Juanita Flinchum	Registered Nurse I	Registered Nurse I	Healthcare Practitioners and Staff	06		\$49,509	3.2%		\$51,118	c
Massenburg, Lyn S	Accnt/Fiscal Analyst III	Accnt/Fiscal Analyst III	Business and Financial Operations Staff	06		\$49,334	3.2%		\$50,937	c
Reynolds, Gale L	Lab Technologist II	Lab Technologist II	Healthcare Practitioners and Staff	05		\$49,066	3.3%		\$50,661	c
Gowan, James D	Program Coordinator I	Program Coordinator I	Service Staff	05		\$49,122	3.1%		\$50,621	c
Byers, Courtney Michelle	Law Enforcement Officer III	Compliance Lieutenant	Service Staff	06		\$48,969	3.2%		\$50,560	c
Cannon, Steven James	Law Enforcement Officer III	LEO III-Watch Commander	Service Staff	06		\$49,385	2.4%		\$50,560	c
Evans, Christopher R	Law Enforcement Officer III	Law Enforcement Officer III	Service Staff	06		\$48,969	3.2%		\$50,560	c
Harrington, Christopher M	Law Enforcement Officer III	Law Enforcement Officer III	Service Staff	06		\$48,969	3.2%		\$50,560	c
Bollinger, Kelly M	Human Services Coord II	Coord of ACTT Program	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Staff	06		\$44,509	13.1%		\$50,322	ce
	<i>Market increase to bring pay up to the competitive range</i>									

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Student Affairs

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<u><i>Salary as of Oct 1, 2015</i></u>		<i>% Chng</i>	<u><i>Salary as of Oct 1, 2016</i></u>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Jernigan,Frances Rand	Registered Nurse I	Registered Nurse I-Triage	Healthcare Practitioners and Staff	06		\$48,538	3.2%		\$50,115	c
Slatton,Kelly M	Registered Nurse I	Registered Nurse I	Healthcare Practitioners and Staff	06		\$48,538	3.2%		\$50,115	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments

Fall 2016 Salaries \$50,000 and Over

Utilities

<i>Name</i>	<i>State Title</i>	<i>Clemson Title</i>	<i>Factbook Category</i>	<i>Pay Band</i>	<i>Salary as of Oct 1, 2015</i>		<i>% Chng</i>	<i>Salary as of Oct 1, 2016</i>		<i>Note</i>
					<i>9 Month</i>	<i>12 Month</i>		<i>9 Month</i>	<i>12 Month</i>	
Putnam, Tony J	Director	Director	Management	NA		\$111,719	3.3%		\$115,350	c
Banks, Timothy S	Engineer/Assoc Eng IV	Engineer/Assoc Eng IV	Computer, Engineering, and Science Staff	08		\$90,000	3.3%		\$92,925	c
McCarley, Bret E	Eng/Assoc Eng III	Eng/Assoc Eng III	Computer, Engineering, and Science Staff	07		\$75,847	3.0%		\$78,088	c
Suttles, Thomas F	Eng/Assoc Eng III	Energy Manager	Computer, Engineering, and Science Staff	07		\$75,412	3.3%		\$77,863	c
Kirby, Harry K	Eng/Assoc Eng III	Sr Utility Engri-Reg Complianc	Computer, Engineering, and Science Staff	07		\$74,492	3.3%		\$76,913	c
Quarles, Benjamin Parks	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$70,125	3.0%		\$72,197	c
Westbury, James Stephen	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$69,773	3.3%		\$72,041	c
Kauer, Brian J	Eng/Assoc Eng III	Sr Utility Engri-Ops & Mainten	Computer, Engineering, and Science Staff	07		\$78,539	-9.4%		\$71,133	bc
Holbrooks, Matthew L	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$61,975	3.2%		\$63,989	c
Garrison, James M	Trades Manager I	Trades Manager I	Natural Resources, Construction, and Maintenance Staff	06		\$61,500	3.3%		\$63,499	c
Smith, Mark S	Trades Specialist V	Utility Mechanic Lead	Natural Resources, Construction, and Maintenance Staff	05		\$57,407	2.8%		\$59,034	c

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

a Salary change related to performance/merit.

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

c Cost of living adjustment.

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

e Market adjustment

f Other adjustments