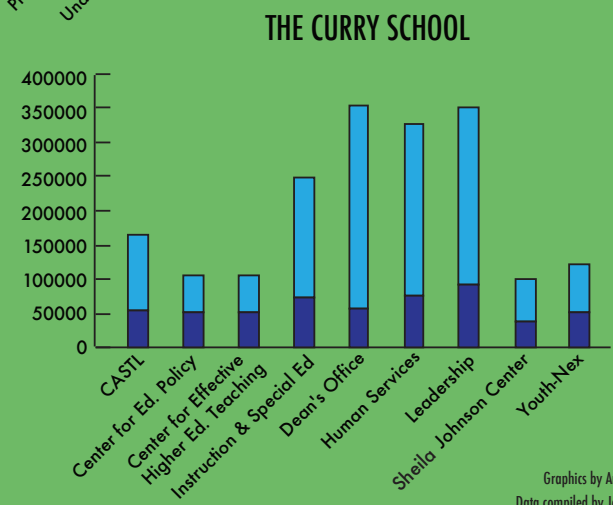
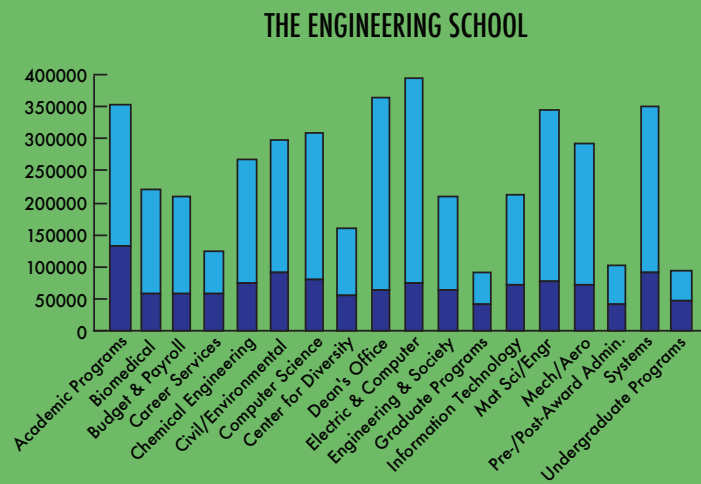
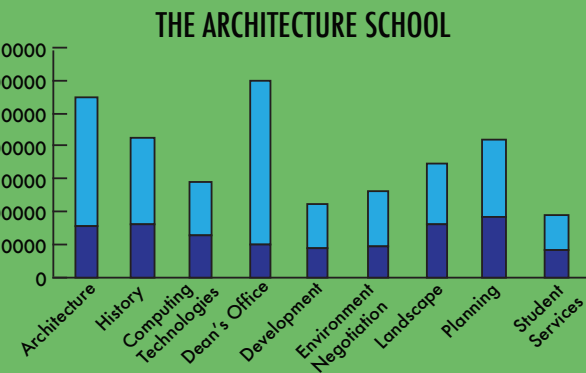
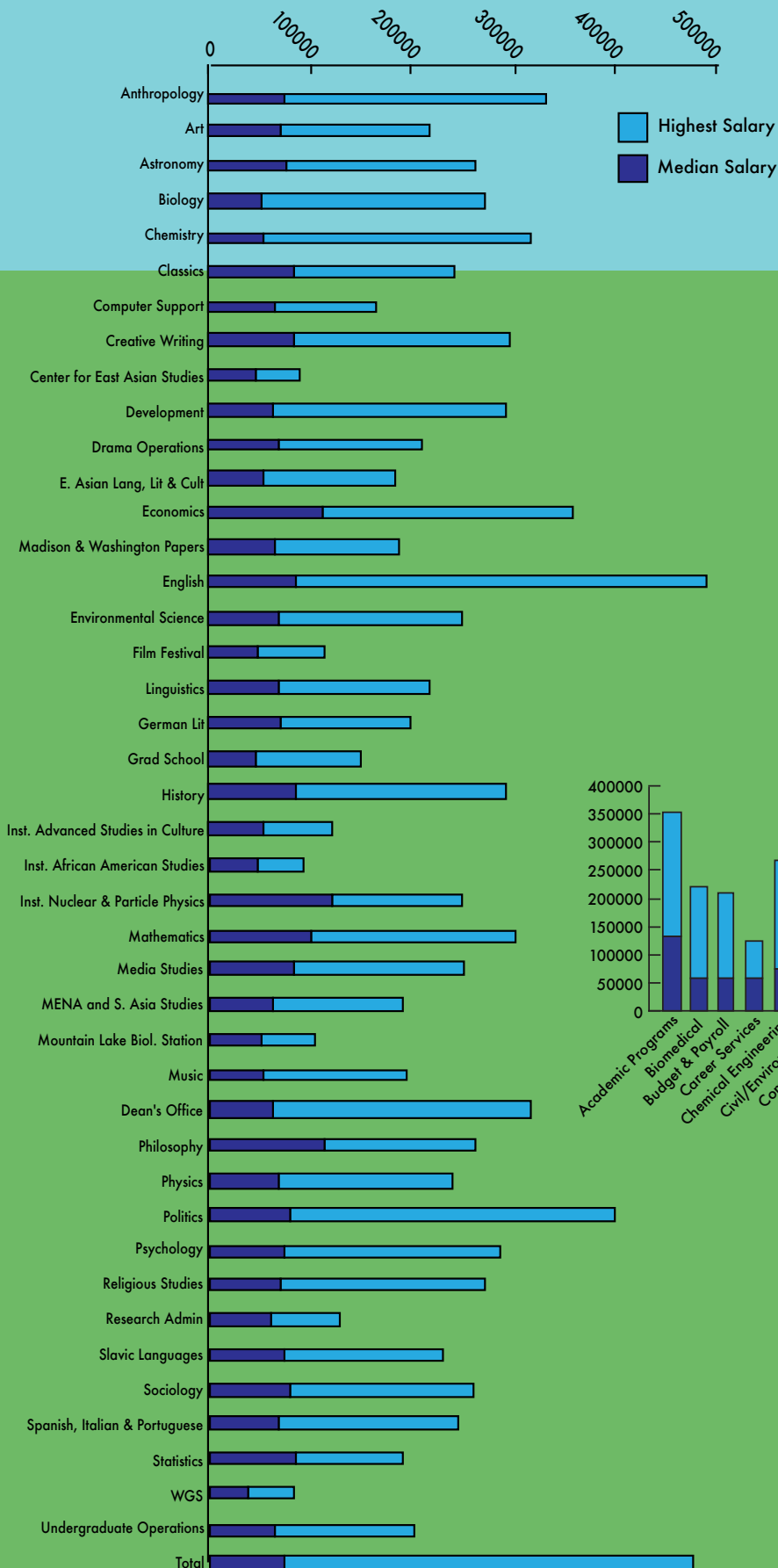


## HIGHEST AND MEDIAN SALARY BY SCHOOL, BY DEPARTMENT

### THE COLLEGE OF ARTS AND SCIENCES



Graphics by Anne Owen  
Data compiled by Joseph Liss



**Tiffany Truong**  
Senior Writer

Salaries among faculty and administrative personnel at the Medical Center and the University Health System range from a high of \$650,000 to a low of \$16,200. The salaries reported include those of administrative workers, medical professionals and research staff.

Market and performance-based standards determine employee salaries, health system spokesperson Eric Swensen said.

“When an employee is first hired, their relevant experience is a factor in determining their initial salary,” Swensen said in an email. “In addition, we review compensation for every Medical Center position at least annually to ensure employees are paid fair, competitive salaries that reflect their professionalism and dedication to high-quality care.”

The University executive staff

employees receive the highest annual average salary, at \$149,500. University operational and administrative staff members have the lowest annual average salary, at \$36,267.

The highest paid employee, Prof. Steven DeKosky, works in the administration department in the Medical School, with an annual salary of \$650,000 for the vice president and dean of the school. However, the lowest salary in this department is \$41,045 for an administrative office specialist, Dr. Dorothy Mahanes.

The lowest annual salary is in the Biochemical and Molecular Genetics department at \$16,200 a year for Dr. Margaret Lindorfer, an assistant professor. This highest annual salary in this department is that of a professor — Dr. Anindya Dutta — at \$310,000.

Most of the disparity in the annual salaries comes from the different jobs each hold in the departments, though experience also plays

a role, Swensen said.

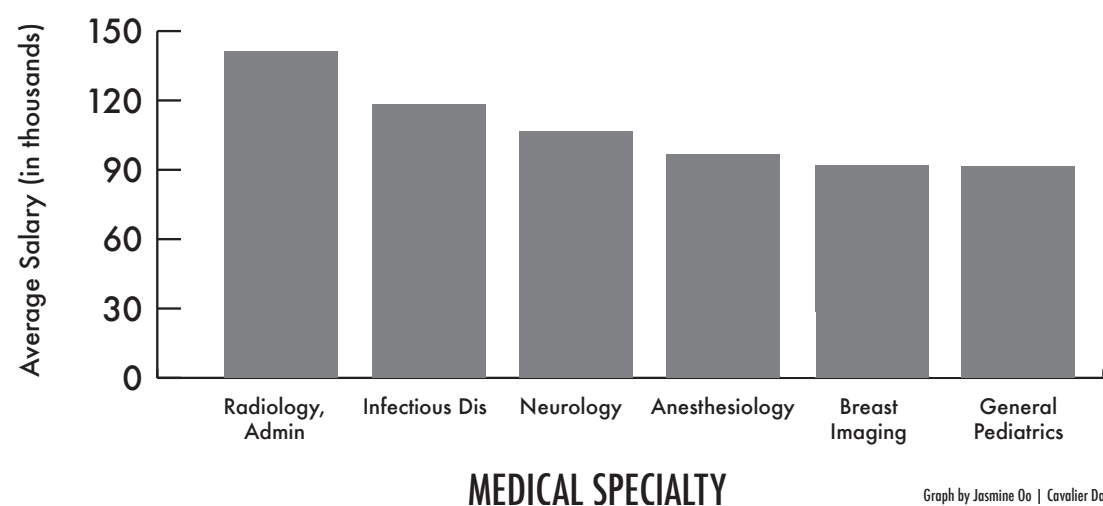
“In general, these differences within Medical Center departments reflect differences in experience, years as an employee at the Medical Center, and their job responsibilities as well as our annual review of salaries for similar jobs at other organi-

zations,” Swensen said.

Of the practicing medical doctors, the highest annual salary is in the Surgery Administration Department, at \$561,100 per year for Dr. Irving Kron. The lowest paid employee in that department is \$18,522 for administrative assistant Dr. Jef-

frey Schlatter.

“U.Va.[s] Medical Center is market driven and performance-based,” Swensen said. “Annual raises are determined the same way. An employee’s relevant experience is one factor in determining their initial salary.”



## Non-Academic, Non-Medical salaries

*Schools nationally, statewide increase non-academic, non-medical spending to offer students additional amenities*

**Owen Robinson**  
Associate Editor

The Cavalier Daily recently obtained data on the salaries the University pays to its non-academic, non-medical staff. The University pledged \$162 million to 2,936 employees for the fiscal year starting July 1, 2013, with an average salary of \$55,196. The highest paid non-academic position is the CEO of the Medical Center, R. Edward Howell, who makes \$618,000. University President Teresa Sullivan received the second largest amount, earning \$485,000.

Non-academic and non-medical employees range from researchers at the Center for Politics to housekeeping and maintenance workers. The group excludes professors and physicians, but includes administrators.

The biggest non-academic staff department, in terms of both number of employees and amount of total salary allotted, was Facility Management, which includes Grounds maintenance, housing maintenance, plumbers and some technicians. The University set aside \$47,888,433 for maintenance, which represents 29 percent of the

total funds given to non-academic, non-medical workers.

All Housing, Residence Life and Landscape salaried employees make, on average, \$36,867 per year. The average salary for the all non-academic, non-medical staff is \$42,529.

This difference is largely attributable to the large gap in salaries between employees in faculty or managerial positions and those in operational ones. Faculty employees in non-academic roles make about three times as much as operational ones, at \$113,367. Those in operational roles make \$39,855.

Individuals in the University police department make an average of \$39,107, those in dining services make \$31,221 and employees in the admissions office typically earn \$44,145.

Information technology is among the larger and more highly paid divisions. The IT department was apportioned \$18,082,699 — about 11 percent of total funds — and IT workers earn a mean salary of \$72,621.

Public relations individuals also typically earned considerably more than the total staff average. As an example, the mean salary in the President’s PR office was \$109,144.

Compared to the \$162 million spent on non-academic, non-medical salaries, the University allots \$197 million to medical staff and \$220 million to academic employees. In other words, the University spent 73 percent of what it did on academic staff as it did on non-academic, non-medical staff.

This is in part explained by a nationwide trend of increased spending on non-academic services. Schools around the country are incurring larger costs for student services, which include housing, dining, athletics and recreation.

Curry Prof. Dennis Kramer said schools see potential benefits of extra services to students and use them, in part, to compete with other institutions in providing students with the best college experience.

“I think the trend is really two-fold,” Kramer said. “One, I think that institutions are more aware of the impact that these non-academic services have on the college experience. Two, there is on some level an arms race between institutions.”

These schools feel pressure to “make sure they’re not being left behind,” Kramer said. If a school’s competitor increases non-academ-

ic spending, it’s likely the school will also boost investment in these services.

Changing student expectations, however, can explain part of the growth. According to a Joint Legislative Audit and Review Commission study, a growing number of students and parents expect increased amenities, which puts pressure on academic institutions to provide.

“Many institutions indicate that student housing charges have increased because students and their parents now expect and demand modern housing with added amenities,” the report said. “The heightened expectations of students and their parents reflect a broad societal shift towards more amenities.”

Kramer shared this sentiment, saying students are realizing the value of non-academic services and the amount they can gain from them.

“I think it comes back to that students are also becoming aware of the impact that non-academic services have on their experience,” Kramer said. “Then it becomes part of the college ideal.”

This changing ideal has led to a broad redefinition of what the col-

lege existence is and can be.

“The contemporary university is more about this holistic experience that blends academic experiences with non-academics ones,” Kramer said.

In order to meet expectations, however, schools generally need to set higher tuition prices. As the JLARC report states, growing cost from amenities “necessitates increases in student housing charges.”

Furthermore, the University and other Virginia state schools do not receive funding for many of these additional services, such as athletic recreation, which means they need to find new funds. Generally, these costs are borne by the students.

Kramer said the school does a good job generally with non-academic costs. On the whole, he said he believes the University is near or below average in terms of increasing these student service costs.

“Institutions that are spending more on non-academics are trying to distinguish themselves through non-academics,” Kramer said. “We’re not on the leading edge because we’ve already established a brand and an identity.”



# Bennett to earn large performance bonus

The University lists Tony Bennett's yearly salary at \$300,000, but there is little reason to fear the Virginia men's basketball coach will skip town for a higher-paying job.

When Bennett was introduced as the Virginia men's basketball coach March 31, 2009, he signed a five-year deal for \$1.7 million per year — a deal that was extended another five years through the 2019 season after he took the Cavaliers to the 2012 NCAA Tournament. The University directly pays \$300,000 of his salary, and he receives the remaining \$1.4 million of his total compensation through indirect sources.

Following his initial \$500,000 signing bonus in 2009, Bennett earned another \$500,000 bonus for coaching five seasons. In comparison, Virginia football coach Mike London is due a \$750,000 longevity bonus Jan. 15, 2015, provided he is still the team's coach.

Together with his various bonuses for the team's performance this season, 2014 has been a very lucrative year for Bennett.

Bennett earned a \$50,000 bonus for being named the ACC Coach of the Year — twice the sum London received when he was tabbed the 2011 ACC Coach of the Year. He also raked in \$100,000 for leading the team to its first ACC Tournament title since 1976, and \$75,000 for a top-10 finish

in the national polls.

And while the Cavaliers' Sweet 16 appearance netted Bennett \$100,000, the team's 61-59 exit against Michigan State left significantly more money on the table. Bennett could have earned close to \$1 million throughout the Tournament — \$250,000 for each additional win at Madison Square Garden and \$400,000 for a national title. According to Forbes, Bennett's championship bonus was the single biggest potential bonus of any Sweet 16 coach of a public school.

All told, Bennett landed a \$2.5 million windfall in combined salary and bonuses after the conclusion 2013-14 season.

However, the Washington Post reported April 1 that Bennett is in the process of renegotiating his contract, though Virginia Athletics Director Craig Littlepage would not confirm whether he was currently negotiating another extension with Bennett.

With Virginia Tech's recent signing of former Marquette coach Buzz Williams, Bennett could land a deal in excess of Williams' seven-year, \$18.2 million contract. Williams is set to make \$2.3 million during his first season in Blacksburg — about 35 percent more than Bennett currently — a number that will increase by \$100,000 yearly through the life of the deal.

—compiled by Zack Bartee

# Academic Division salaries

Law School, Batten School, Engineering School have highest faculty salaries

Samantha Josey-Borden  
Senior Writer

Recently collected data on faculty salaries at the University shows the highest paid faculty members are employed at the Law School, Batten School and Engineering School. Former University president and English Prof. John T. Casteen III received a salary of \$404,200 — the highest in the College

"Most salaries are determined on whether faculty members are tenured, on tenure-track, or are on a non-tenure track," Univer-

sity spokesperson McGregor McCance said in an email. "The process to determine tenure or promotion is based on the employment policies of each school. [H]owever the process to be tenure or receive a promotion must be approved by the vice president and provost office and the Board of Visitors among others."

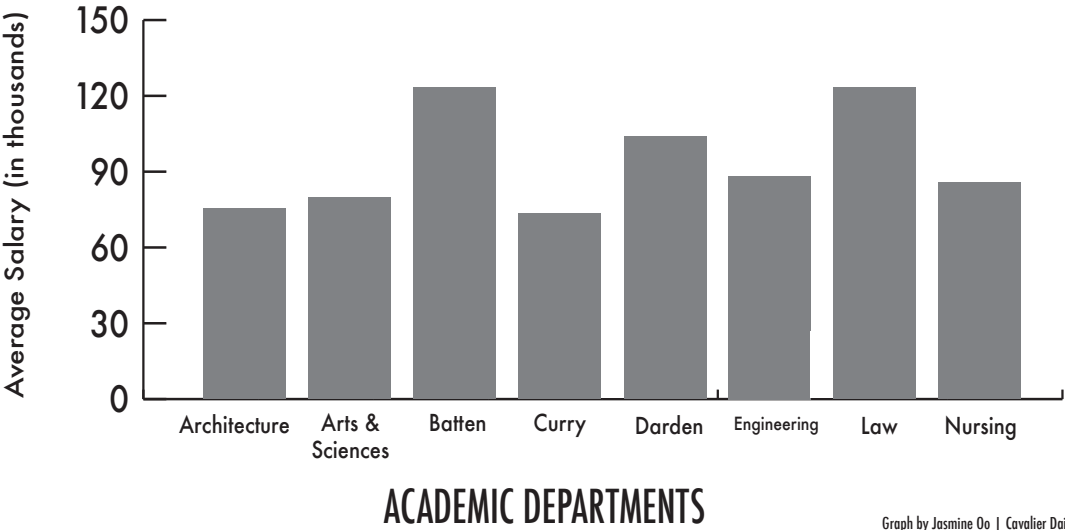
The Batten School, the Law School and the Engineering School have the highest mean salaries — all above \$100,000. The Law School holds the highest mean salary at \$171,251.

In the College, distinguished professors or those who hold en-

dowed chair positions have the highest salaries. Professors receive the second highest salaries, associate and assistant professors, most of whom have not yet attained tenure, have the third highest salaries. Lecturers hold the lowest salaries among faculty, making between \$20,000 and \$75,000.

McCance said lecturers are non-tenure track members and do not have many research responsibilities.

"[Lecturers] have a limited term at the University," McCance said.



# Faculty Salaries

All non-medical professor salaries are listed below. Please check online for a full listing of staff and professional salaries.

AR - Architecture School AS - College of Arts & Sciences	BA - Frank Batten School CO - Exec VP/COO, Police Dept	CU - Curry School DA - Darden School	EN - Engineering School LW - Law School	NR - Nursing School PR - Miller Center, President's Office	PV - Ctr Politics, Exec VP & Provost RS - VP for Research	SA - Dean of Students, VP Office, African American Affairs
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Name	Salary	Department	Name	Salary	Department	Name	Salary	Department	Name	Salary	Department
Kelley, Timothy E	42000.00	AR-Academic Support Services	Singerman, Howard M	114900.00	AS-Art	Bai, Dina L	78893.00	AS-Chemistry	McLeod, Holly Caitlin	53000.00	AS-Drama Operations
Abbasy-Asbagh, Ghazal	55000.00	AR-Arch Dept	Smith, Tyler Jo	69500.00	AS-Art	Beamer, Victoria	41580.00	AS-Chemistry	McPeak, Judith A (Judy)	45000.00	AS-Drama Operations
Alday Sanz, Ignacio Nicolas	116000.00	AR-Arch Dept	Summers, John D	146500.00	AS-Art	Byers, Edward W	66190.00	AS-Chemistry	Rasbury, Michael C	74400.00	AS-Drama Operations
Bailo Esteve, Manuel	81000.00	AR-Arch Dept	Watkins, Ashley D.	35000.00	AS-Art	Cafiso, David S	155700.00	AS-Chemistry	Scales, James C	54830.00	AS-Drama Operations
Canfora, Anselmo Gianluca	76600.00	AR-Arch Dept	Weiss, Daniel Steven (Dan)	32138.00	AS-Art	Chang, Qiang	44000.00	AS-Chemistry	Smith, Dorothy Spence	48000.00	AS-Drama Operations
Clark, William G Jr. (W.G.)	127500.00	AR-Arch Dept	Wong, Dorothy	67200.00	AS-Art	Chitneni, Swapna	38000.00	AS-Chemistry	Warner, Richard P	86000.00	AS-Drama Operations
Crisman, Phoebe	82000.00	AR-Arch Dept	Wylie, William (Bill)	86800.00	AS-Art	Columbus, Linda	78500.00	AS-Chemistry	Warner, Steven Lewis	54300.00	AS-Drama Operations
Dripps, Robin D	119000.00	AR-Arch Dept	Arras, Philip Luke (Phil)	84600.00	AS-Astronomy	Cropley, Cecelia	60000.00	AS-Chemistry	West, Gweneth L	87900.00	AS-Drama Operations
Ford, Edward R (Ed)	118000.00	AR-Arch Dept	Burton, Adam Michael	16000.00	AS-Astronomy	Dean-Clemmer, Jan Y	36818.00	AS-Chemistry	Chen, Shu-Chen	47900.00	AS-E Asian Lang Lit & Cultures
Harper, Sara A	31720.00	AR-Arch Dept	Chevalier, Roger A	185500.00	AS-Astronomy	Demas, James N	96900.00	AS-Chemistry	Heldt, Gustav Christopher	71500.00	AS-E Asian Lang Lit & Cultures
Iliescu, Sanda D	79000.00	AR-Arch Dept	Chojnowski, Stephen Drew	36000.00	AS-Astronomy	Dudding, Valerie Hurst	43505.00	AS-Chemistry	Kawai, Miekio	45600.00	AS-E Asian Lang Lit & Cultures
Jull, Matthew	64000.00	AR-Arch Dept	Christie, Duncan Alexander	50000.00	AS-Astronomy	Egorov, Sergei	83500.00	AS-Chemistry	Kim, JungHee	45900.00	AS-E Asian Lang Lit & Cultures
Last, Nana D	75000.00	AR-Arch Dept	Dean, Janice Dickerson Reade	35944.00	AS-Astronomy	English, Ann M (Michelle)	46200.00	AS-Chemistry	Kim, Susie J	66300.00	AS-E Asian Lang Lit & Cultures
Li, Shiqiao	110000.00	AR-Arch Dept	Evans, Aaron Scott	102000.00	AS-Astronomy	Fortman, George Charles	33300.00	AS-Chemistry	Kinney, Anne B	98200.00	AS-E Asian Lang Lit & Cultures
Marcu, Mara Olga	53800.00	AR-Arch Dept	Garcia Perez, Ana E	52500.00	AS-Astronomy	Fraind, Alicia M	37000.00	AS-Chemistry	Laughlin, Charles Andrew	128500.00	AS-E Asian Lang Lit & Cultures
Mark, Earl J	85000.00	AR-Arch Dept	Harding, Jacquelyn D	37207.00	AS-Astronomy	Fraser, Cassandra L	105300.00	AS-Chemistry	Lee, Mijung (Teresa)	47000.00	AS-E Asian Lang Lit & Cultures
Martini, Kirk	87000.00	AR-Arch Dept	Hawley, John F	160200.00	AS-Astronomy	Goswami, Mausumi	21000.00	AS-Chemistry	Liang, Hsin Hsin	61200.00	AS-E Asian Lang Lit & Cultures
McDowell, Andrew Seth	64000.00	AR-Arch Dept	Hearty, Frederick Ross	105000.00	AS-Astronomy	Grisham, Charles M	107100.00	AS-Chemistry	Marshall, Tomoko S	55100.00	AS-E Asian Lang Lit & Cultures
Menefee, Charles III	79000.00	AR-Arch Dept	Indebetouw, Remy	71800.00	AS-Astronomy	Gunnoe, Thomas Brent	128200.00	AS-Chemistry	Nepali, Tsetan	56100.00	AS-E Asian Lang Lit & Cultures
Nebot Roca, Jordi	30000.00	AR-Arch Dept	Johnson, Barbara Kay	52652.00	AS-Astronomy	Harman, Walter D (Dean)	129400.00	AS-Chemistry	Sato, Tomomi	45900.00	AS-E Asian Lang Lit & Cultures
Phinney, Lucia	35000.00	AR-Arch Dept	Johnson, Kelsey E	94600.00	AS-Astronomy	Harrison, A Ian (Ian)	125500.00	AS-Chemistry	Tseng, Miao-Fen	55200.00	AS-E Asian Lang Lit & Cultures
Quale, John D	77600.00	AR-Arch Dept	Lam, Charles R	60137.00	AS-Astronomy	Herbst, Eric	196400.00	AS-Chemistry	VanEkeren, Margaret L	50400.00	AS-E Asian Lang Lit & Cultures
Ripple, Jeana D'Agostino	64000.00	AR-Arch Dept	Li, Zhi-Yun	89600.00	AS-Astronomy	Hincelin, Ugo	44000.00	AS-Chemistry	Wilson, Michiko N	86800.00	AS-E Asian Lang Lit & Cultures
Roettger, Elizabeth L	60000.00	AR-Arch Dept	Majewski, Steven R	114700.00	AS-Astronomy	Hunt, Donald F (Don)	261500.00	AS-Chemistry	Zhao, Jie (Julia)	30600.00	AS-E Asian Lang Lit & Cultures
Sherman, William H	145600.00	AR-Arch Dept	Murphy, Edward M	73700.00	AS-Astronomy	Jacobs, Christopher B	36000.00	AS-Chemistry	Zhao, Ran	49000.00	AS-E Asian Lang Lit & Cultures
Somers, Schaeffer Eugene	53000.00	AR-Arch Dept	Nelson, Matthew J	80100.00	AS-Astronomy	Knight, Cynthia S (Cindy)	40240.00	AS-Chemistry	Zhu, Hui	36000.00	AS-E Asian Lang Lit & Cultures
Van Lengen, Karen	197500.00	AR-Arch Dept	O'Connell, Robert W	154800.00	AS-Astronomy	Landers, James P	129200.00	AS-Chemistry	Amos, Kaitlyn Kelly	22000.00	AS-Economics
Waldman, Peter D	128000.00	AR-Arch Dept	Patterson, Richard J (Ricky)	70500.00	AS-Astronomy	Lehmann, Kevin K	169400.00	AS-Chemistry	Anderson, Simon P	244200.00	AS-Economics
Bluestone, Daniel	93000.00	AR-Arch History Dept	Richardson, Whitney Wills	33600.00	AS-Astronomy	Leung, Hoi Tung T	48000.00	AS-Chemistry	Bostian, Aj A	70000.00	AS-Economics
Brothers, Cammy R	83000.00	AR-Arch History Dept	Sarazin, Craig L	153700.00	AS-Astronomy	Lu, Bin	38293.00	AS-Chemistry	Burton, Edwin T	51000.00	AS-Economics
Crane, Sheila R	65000.00	AR-Arch History Dept	Saslaw, William C	72600.00	AS-Astronomy	Macdonald, Timothy L	118300.00	AS-Chemistry	Ciliberto, Federico	107700.00	AS-Economics
Decourcy, Patricia Birkhead	40349.00	AR-Arch History Dept	Skrutskie, Anne V	66300.00	AS-Astronomy	Marshall, Susan E	36255.00	AS-Chemistry	Coppock, Lee A	106500.00	AS-Economics
Huang, Yunsheng	69500.00	AR-Arch History Dept	Skrutskie, Michael F	162600.00	AS-Astronomy	Matson, Theodore D	35000.00	AS-Chemistry	Elzinga, Kenneth G	192200.00	AS-Economics
Nelson, Louis P	88000.00	AR-Arch History Dept	Stierwalt, Sabrina R	55000.00	AS-Astronomy	Mcgarvey, Glenn J	84200.00	AS-Chemistry	Engers, Maxim P	120800.00	AS-Economics
Reilly, Lisa A	85000.00	AR-Arch History Dept	Thuan, Trinh X	91800.00	AS-Astronomy	Metcalf, David H	63000.00	AS-Chemistry	Friedberg, Leora	108100.00	AS-Economics
Wilson, Richard Guy	130700.00	AR-Arch History Dept	Whittle, D. Mark	84200.00	AS-Astronomy	Molenda, Anne Callen	60500.00	AS-Chemistry	Fung, Elysia	36000.00	AS-Economics
Banks, David	65870.00	AR-Computing Technologies	Wilson, John C	98200.00	AS-Astronomy	Mura, Cameron	74000.00	AS-Chemistry	Futrell, Patty Lecie (Patty)	39312.00	AS-Economics
Field, Eric M	65875.00	AR-Computing Technologies	Adler, Paul N	176100.00	AS-Biology	Pate, Brooks H	137500.00	AS-Chemistry	Gayle, Wayne-Roy	92000.00	AS-Economics
Sheltra, Terrance L (Terry)	49378.00	AR-Computing Technologies	Antonovics, Janis	182000.00	AS-Biology	Perez Cuadrado, Cristobal	45000.00	AS-Chemistry	Harrigan, James Emmett	186000.00	AS-Economics
Thackston, John M (John)	81884.00	AR-Computing Technologies	Barron, Johanna Beeman	39700.00	AS-Biology	Price, Carol Webber	53333.00	AS-Chemistry	Holt, Charles A	241500.00	AS-Economics
Vigour, John	47900.00	AR-Computing Technologies	Berghuis, Shannon Nicole	37100.00	AS-Biology	Pu, Lin	103000.00	AS-Chemistry	James, John A	120900.00	AS-Economics
Benton, Lisa J	51908.00	AR-Deans Office	Beverly, Michael Anthony	43258.00	AS-Biology	Sabat, Michal	70000.00	AS-Chemistry	Johnson, William R	203700.00	AS-Economics
Bryant, Cally Lowe	35000.00	AR-Deans Office	Bialy, Jeff A	62574.00	AS-Biology	Samonina-Kosicka, Jelena	37500.00	AS-Chemistry	Jones, Jennifer Hoffman	29000.00	AS-Economics
Fitzgerald, Leslie Brooke	32496.00	AR-Deans Office	Blackman, Benjamin K	77000.00	AS-Biology	Samner, Jessica L	37000.00	AS-Chemistry	Larson, Nathan	95600.00	AS-Economics
Goldman, Melissa Elaine	55000.00	AR-Deans Office	Bloom, George S	175800.00	AS-Biology	Scott, Debra L	40982.00	AS-Chemistry	Mclaren, John E	139500.00	AS-Economics
Jover Biboum, Margarita	30000.00	AR-Deans Office	Brodie, Edmund Darrell III	220400.00	AS-Biology	Scott, Joseph B	26544.00	AS-Chemistry	Michener, Ronald W	94900.00	AS-Economics
Lee, Bruce (Allen)	118000.00	AR-Deans Office	Bruns, Emily Louise (Emme)	40000.00	AS-Biology	Serbulea, Laura L	60000.00	AS-Chemistry	Miller, Amalia R	149900.00	AS-Economics
Lorenz, Esther	30000.00	AR-Deans Office	Bryant, Gladys O	66074.00	AS-Biology	Shabanowitz, Jeffrey	177500.00	AS-Chemistry	Mills, David E	164600.00	AS-Economics
Sampson, George W	72000.00	AR-Deans Office	Cawley, James Stuart	35000.00	AS-Biology	Shifflett, Jerry Allen	51050.00	AS-Chemistry	Mirman, Leonard J	120000.00	AS-Economics
Smith, Cynthia G	47000.00	AR-Deans Office	Chaplin, Joanne Jones	63054.00	AS-Biology	Solomon, Tsiga	32500.00	AS-Chemistry	Moscoco Boedo, Hernan J	92000.00	AS-Economics
Smith, Dick IV	43121.00	AR-Deans Office	Christopher, Kathryn G	50893.00	AS-Biology	Stasiapura, Vitali	40000.00	AS-Chemistry	Mukoyama, Toshihiko	109700.00	AS-Economics
Su, Adela C	51000.00	AR-Deans Office	Condron, Barry G	93700.00	AS-Biology	Sundberg, Richard J	155000.00	AS-Chemistry	Olsen, Edgar O	121400.00	AS-Economics
Tanzer, Kim M	250000.00	AR-Deans Office	Connelly, Christine Susan	48960.00	AS-Biology	Szafarski, Diane M	48000.00	AS-Chemistry	Osumehin, Adesewa	115000.00	AS-Economics
Wood, Seth R	57000.00	AR-Deans Office	Cox, Christian L	37000.00	AS-Biology	Vasyunin, Anton Ivanovich	44000.00	AS-Chemistry	Pepper, John V	175700.00	AS-Economics
Woodson, Katherine M	52000.00	AR-Deans Office	Cox, Robert Michael	79600.00	AS-Biology	Venton, Barbara Jill (Jill)	87400.00	AS-Chemistry	Popov, Latchezar Alexandrov	110300.00	AS-Economics
Haggart, Kimberly Anne Wong	37500.00	AR-Development	Cranage, Wendy J	45069.00	AS-Biology	Via, Danny W	41663.00	AS-Chemistry	Reshef, Ariell	104000.00	AS-Economics
Rose, Donna G	45864.00	AR-Development	Cronmiller, Claire R	86800.00	AS-Biology	Wang, Weihuan	39000.00	AS-Chemistry	Sekhri, Sheetal	102000.00	AS-Economics
Yang, June	67000.00	AR-Development	Davis, Richard Allen	50431.00	AS-Biology	White, Patricia Hughes	17332.35	AS-Chemistry	Stanford, Debra Jeanne	30482.00	AS-Economics
Denckla Cobb, Tanya Lee	70000.00	AR-Environ Negotiation	Deppmann, Christopher	80600.00	AS-Biology	Yates, John T Jr	159200.00	AS-Chemistry	Stern, Steven N	178900.00	AS-Economics
Dukes, F Franklin (Frank)	85000.00	AR-Environ Negotiation	Doyle, Susan Elizabeth	50000.00	AS-Biology	Zhang, Zhen	46200.00	AS-Chemistry	Taylor, Alan Michael	248000.00	AS-Economics
Keywood, Melissa A	41000.00	AR-Environ Negotiation	Fisher, Marilyn	62100.00	AS-Biology	Brennan, Matthew R	46515.00	AS-Classics	Van Wincoop, Eric	232500.00	AS-Economics
Martin, Ellen J	47300.00	AR-Environ Negotiation	Galloway, Laura F	112900.00	AS-Biology	Clay, Jenny S	109600.00	AS-Classics	Weis, Michael C	56000.00	AS-Economics
Wildner, Kelly	48000.00	AR-Environ Negot									



FACULTY SALARIES

Name	Salary	Department	Name	Salary	Department	Name	Salary	Department	Name	Salary	Department
Spearing, Anthony C	132700.00	AS-English/Eng Lit Ops	Owensby, Brian P	100100.00	AS-History	Towns, Anna Kathryn	87400.00	AS-Office of the Dean	Anderson, Rebecca G	37685.00	AS-Psychology
Stauffer, Andrew Markey	99200.00	AS-English/Eng Lit Ops	Reed, Brady W	75600.00	AS-History	Trail, Juliet Jennifer	64000.00	AS-Office of the Dean	Beckes, Lane Alexander	39900.00	AS-Psychology
Swift, Randy Connery Sr	37316.00	AS-English/Eng Lit Ops	Rosenfeld, Sophia A	92000.00	AS-History	Umstadter, Kim Frith	28800.00	AS-Office of the Dean	Boker, Steven M	131500.00	AS-Psychology
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Scida, Emily E	103400.00	AS-Spanish, Italian & Portuguese	Hayes, Talisha (Tisha)	78000.00	CU-Curr Instr & Sp Ed	Gubi, Aaron A	35000.00	CU-Sheila C Johnson	Loutschina, Elena	206000.00	DA-Deans Office
Velazquez Mendoza, Omar	61200.00	AS-Spanish, Italian & Portuguese	Hoffman, Adria R	60000.00	CU-Curr Instr & Sp Ed	Malson, Chondra Kimberle	60900.00	CU-Sheila C Johnson Center	Lynch, Luann J	231000.00	DA-Deans Office
Ward, Adrienne	65300.00	AS-Spanish, Italian & Portuguese	Howard, Anne-Marie Evans	47000.00	CU-Curr Instr & Sp Ed	Matthews-Rurak, Joyce A	35000.00	CU-Sheila C Johnson Center	Marckel, Steven D	79570.00	DA-Deans Office
Weber, Alison P	102100.00	AS-Spanish, Italian & Portuguese	Huang, Francis Howard Lim	68000.00	CU-Curr Instr & Sp Ed	McDonnell, Cassandra J	35000.00	CU-Sheila C Johnson Center	Marshall, Karen F	45000.00	DA-Deans Office
Abdelbaki, Ala	57000.00	AS-Statistics	Hughes, Susan C	45150.00	CU-Curr Instr & Sp Ed	Mehring, Ryan	33600.00	CU-Sheila C Johnson Center	Mathie, Shannon K	100000.00	DA-Deans Office
Chang, Theodore C	105500.00	AS-Statistics	Invernizzi, Marcia A	126700.00	CU-Curr Instr & Sp Ed	Riddle, Crystal Lauiase	33000.00	CU-Sheila C Johnson Center	Matos, Pedro M	206000.00	DA-Deans Office
Dalton, Karen Williams	40680.00	AS-Statistics	Kennedy, Michael J	71500.00	CU-Curr Instr & Sp Ed	Spencer, Ashley	33000.00	CU-Sheila C Johnson Center	Mazzone, Peter E	51399.00	DA-Deans Office
Hu, Feifang	104600.00	AS-Statistics	Kibler, Amanda K	68000.00	CU-Curr Instr & Sp Ed	Wood, Tristen L	58000.00	CU-Sheila C Johnson Center	McDowell, John D	47018.00	DA-Deans Office
Keenan, Daniel M	104900.00	AS-Statistics	Kinzle, Mable B	102300.00	CU-Curr Instr & Sp Ed	Beenhakker, Judith G (Judy)	50000.00	CU-Youth-Nex	Mead, Emily J (Jenny)	71100.00	DA-Deans Office
Lark, James W	57000.00	AS-Statistics	Kneidler, Rebecca D	147400.00	CU-Curr Instr & Sp Ed	Daniels, Ellen J	58000.00	CU-Youth-Nex	Megibow, Alexis J	88400.00	DA-Deans Office
Spitzner, Dan Jerome	90000.00	AS-Statistics	Lloyd, John W	100100.00	CU-Curr Instr & Sp Ed	Futch, Valerie A	52500.00	CU-Youth-Nex	Millar, Barbara A	116400.00	DA-Deans Office
Zhang, Tingting	80600.00	AS-Statistics	Loeser, Vickie L	40407.00	CU-Curr Instr & Sp Ed	Godine, Nicole Jeanne	32000.00	CU-Youth-Nex	Mills, Amanda Hensley	54100.00	DA-Deans Office
Zhou, Jianhui	82300.00	AS-Statistics	Maeng, Jennifer L	80000.00	CU-Curr Instr & Sp Ed	Haislip, Crystal Landes	42000.00	CU-Youth-Nex	Modica, Marc	76600.00	DA-Deans Office
Davis, Amanda J	24000.00	AS-Studies in Women & Gender	McKenna, Michael C	116800.00	CU-Curr Instr & Sp Ed	Lambert, Ann E	37000.00	CU-Youth-Nex	Momper, Stephen E	127200.00	DA-Deans Office
Mellusi, Laura	45200.00	AS-Studies in Women & Gender	Mintz, Susan L	67700.00	CU-Curr Instr & Sp Ed	Larsen, Ross A A	58000.00	CU-Youth-Nex	Morrow, Rita R	57000.00	DA-Deans Office
Adams, Beverly C	72200.00	AS-Undergrad College Ops	Nicoll, Ian C	36500.00	CU-Curr Instr & Sp Ed	Molloy, Lauren E	52500.00	CU-Youth-Nex	Moss, David Jonathan	52000.00	DA-Deans Office
Bullock, Sherry C	36790.00	AS-Undergrad College Ops	Parrish, Renita C	40793.00	CU-Curr Instr & Sp Ed	Porter, Maryfrances R	68300.00	CU-Youth-Nex	Mueller, Laurence G (Larry)	115000.00	DA-Deans Office
Burke, Meredith Lynn	41312.00	AS-Undergrad College Ops	Plaskon, Stephen P	71800.00	CU-Curr Instr & Sp Ed	Adams, Cheryl Wilhelm	47641.00	DA-Deans Office	Mullin, Leslie	35000.00	DA-Deans Office
Dave, Shilpa S	74000.00	AS-Undergrad College Ops	Powell, Sarah R	68000.00	CU-Curr Instr & Sp Ed	Alford, Katherine M	54200.00	DA-Deans Office	Munzner, Robert V	45920.00	DA-Deans Office
French, Sharon C	37174.00	AS-Undergrad College Ops	Pullen, Paige C	101300.00	CU-Curr Instr & Sp Ed	Allayannis, George S	230500.00	DA-Deans Office	Musselman, Karen F	45605.00	DA-Deans Office
Gardiner, Margaret E	43000.00	AS-Undergrad College Ops	Roberts, Melody P	41900.00	CU-Curr Instr & Sp Ed	Allen, W, John	39627.00	DA-Deans Office	Neher, Sara E	124000.00	DA-Deans Office
Hadley, Mark Andrew	71400.00	AS-Undergrad College Ops	Shrum, Ellen	63200.00	CU-Curr Instr & Sp Ed	Alston, Sherry R	41000.00	DA-Deans Office	Niehoff, Kyle L	59630.00	DA-Deans Office
Harmon, Margaret E	37258.00	AS-Undergrad College Ops	Simkin, Carrie R	73000.00	CU-Curr Instr & Sp Ed	Anderson, Amy Elizabeth	41000.00	DA-Deans Office	Noble, Gayle G	47764.00	DA-Deans Office
Haury, Megan E	49000.00	AS-Undergrad College Ops	Smolkin, Laura B	118400.00	CU-Curr Instr & Sp Ed	Antenucci, Angela	51800.00	DA-Deans Office	Norrissey, Susan M	61900.00	DA-Deans Office
Luedtke, Karlin R	57900.00	AS-Undergrad College Ops	Stanton-Chapman, Tina	95900.00	CU-Curr Instr & Sp Ed	Armentrout, Champain K	119000.00	DA-Deans Office	O'Brien, Mary D	42440.00	DA-Deans Office
Lyons, Shawn T	66900.00	AS-Undergrad College Ops	Tai, Robert H	120100.00	CU-Curr Instr & Sp Ed	Armprister, Robert Bradley	83250.00	DA-Deans Office	Oakes, John C. II (Jack)	131400.00	DA-Deans Office
McGuire, Richard R	86800.00	AS-Undergrad College Ops	Thacker-Gwaltney, Susan	68000.00	CU-Curr Instr & Sp Ed	Beckenstein, Alan R	161400.00	DA-Deans Office	Oklesson, Lauren Marie	43680.00	DA-Deans Office
Mitchell, Judy B	52666.00	AS-Undergrad College Ops	Trent, Stanley C	80000.00	CU-Curr Instr & Sp Ed	Becker, Lawrence D (Larry)	103400.00	DA-Deans Office	Ovchinnikov, Anton	145500.00	DA-Deans Office
Most, Rachel	109000.00	AS-Undergrad College Ops	Van Hover, Stephanie D	118000.00	CU-Curr Instr & Sp Ed	Beeler, Jeanne L (Jeanne)	39161.00	DA-Deans Office	Pace, Marie	50000.00	DA-Deans Office
O'Donnell, Erin R	36000.00	AS-Undergrad College Ops	Wilson, Eleanor V	34446.00	CU-Curr Instr & Sp Ed	Behfar, Kristin M	160700.00	DA-Deans Office	Panarese, Amanda H	72000.00	DA-Deans Office
Papovich, John G (Frank)	89800.00	AS-Undergrad College Ops	Barnes, Karen Eve	60000.00	CU-Deans Office	Beirne, Rebecca McWhorter	51500.00	DA-Deans Office	Pappas, Kristen Kammann	48000.00	DA-Deans Office
Seidel, Sandra S (Sandy)	74500.00	AS-Undergrad College Ops	Bellah, Mary Beth	81113.00	CU-Deans Office	Bennett, Brian C	65723.00	DA-Deans Office	Parmar, Bidhan Lalit	152100.00	DA-Deans Office
Stewart, Gordon	135700.00	AS-Undergrad College Ops	Berry, Melissa Kay	45000.00	CU-Deans Office	Bodily, Samuel E	198500.00	DA-Deans Office	Payne, Keith Riley	139450.00	DA-Deans Office
Uppike, Judith G	48000.00	AS-Undergrad College Ops	Beverly, Barbara Lynn	50631.00	CU-Deans Office	Boulu-Reshef, Beatrice	60000.00	DA-Deans Office	Peters, Gary Duane	61350.00	DA-Deans Office
Von Daacke, Kirt	73400.00	AS-Undergrad College Ops	Bolden, Stanley Earl	29048.00	CU-Deans Office	Bourgeois, L J III (Jay)	170100.00	DA-Deans Office	Pfeifer, Phillip E	197500.00	DA-Deans Office
Adams, Scott	83600.00	BA-Frank Batten School	Bollmeier, Margaret Ann R	140000.00	CU-Deans Office	Boyer, Elizabeth Woods	53800.00	DA-Deans Office	Pierce, Diana L	66600.00	DA-Deans Office
Ashby, William L (Bill)	145000.00	BA-Frank Batten School	Boyd, Jeffrey Samuel	95000.00	CU-Deans Office	Brecht, Peter J	94863.00	DA-Deans Office	Porter, Virginia C	46283.00	DA-Deans Office
Boyd, Brenda B	93442.00	BA-Frank Batten School	Breen, Audrey Dodson	63279.00	CU-Deans Office	Bruner, Robert F	518900.00	DA-Deans Office	Powell, Elizabeth A	100000.00	DA-Deans Office
Braithwaite, Jeanine	101000.00	BA-Frank Batten School	Cosner, Eric Kimper	49500.00	CU-Deans Office	Buttner, Linda A	37478.00	DA-Deans Office	Pugh, Thomas B	58685.00	DA-Deans Office
Breneman, David W	228300.00	BA-Frank Batten School	Edwards, Rachel	25000.00	CU-Deans Office	Camden, Marshall Warrington	33907.00	DA-Deans Office	Quarles, Debbie A	43870.00	DA-Deans Office
Chou, Eileen Y	105000.00	BA-Frank Batten School	Farmer, Pamela L (Pam)	37800.00	CU-Deans Office	Carr, Kathrynne F	120000.00	DA-Deans Office	Raz, Gal	138000.00	DA-Deans Office
Converse, Benjamin A.	87600.00	BA-Frank Batten School	Fitzpatrick, Joshua Lee	51000.00	CU-Deans Office	Carr, Sean	117100.00	DA-Deans Office	Redd, Valerie K	56511.00	DA-Deans Office
Doleac, Jennifer L	117000.00	BA-Frank Batten School	Fortune, Clara T	54321.00	CU-Deans Office	Carraway, Robert L	188000.00	DA-Deans Office	Richards, Barbara S	42000.00	DA-Deans Office
Gibbs, Chloe R	115000.00	BA-Frank Batten School	Gittens, Cheryl B	67000.00	CU-Deans Office	Chao, Raul O	146300.00	DA-Deans Office	Riddler, Scott A	96782.00	DA-Deans Office
Harding, Harry Jr	370000.00	BA-Frank Batten School	Hampton, Mark C	185000.00	CU-Deans Office	Chaplinsky, Susan J	241100.00	DA-Deans Office	Rizzo, Debra J	85176.00	DA-Deans Office
Hoege, Howard H III	107325.00	BA-Frank Batten School	Hilliard, Kirsten O	34650.00	CU-Deans Office	Chen, Ming-Jer	242600.00	DA-Deans Office	Rodriguez, Peter L	240000.00	DA-Deans Office
Jacobsen, Lara L	76125.00	BA-Frank Batten School	Kelley, Brenda C	47354.00	CU-Deans Office	Cheseldine, Cary A	73262.00	DA-Deans Office	Rubin, James R	94000.00	DA-Deans Office
Lipscomb, Molly	117000.00	BA-Frank Batten School	Kerner, Elizabeth Hilary	39300.00	CU-Deans Office	Clawson, James G (Jim)	184000.00	DA-Deans Office	Russell, Thomas K	77220.00	DA-Deans Office
Mahoney, Christine	90200.00	BA-Frank Batten School	Kochar, Pritpal S	90000.00	CU-Deans Office	Cline, Pamela Ruth S	42100.00	DA-Deans Office	Sarasavathy, Saras	188500.00	DA-Deans Office
Martin, Paul Sterling	85000.00	BA-Frank Batten School	Lampert, Marianne B	65520.00	CU-Deans Office	Colley, John L	201900.00	DA-Deans Office	Schill, Michael J	210000.00	DA-Deans Office
Meyer, Katharine E	47250.00	BA-Frank Batten School	Lee, Shurtone	46426.00	CU-Deans Office	Conner, Kelly Ann	36492.80	DA-Deans Office	Schmidle, Cheryl Bauer	42000.00	DA-Deans Office
Moore, Cynthia Helen	50000.00	BA-Frank Batten School	Mallory, James William	30564.00	CU-Deans Office	Conroy, Robert M	244300.00	DA-Deans Office	Schuetz, Robert James (Rob)	83139.00	DA-Deans Office
Paradis, James F Jr.	43000.00	BA-Frank Batten School	McNergney, Joanne M	122400.00	CU-Deans Office	Cook, Donna M	38655.00	DA-Deans Office	Schumacher, Gary Matthew	29020.00	DA-Deans Office
Patahshnik, Eric M	190000.00	BA-Frank Batten School	Missana, Ellen M	113625.00	CU-Deans Office	Crawford, Keith A	82170.00	DA-Deans Office	Seale, Christina E (Kris)	63000.00	DA-Deans Office
Perry, Wendy E	93500.00	BA-Frank Batten School	Molnar, Eric Stephen	67250.00	CU-Deans Office	Cromer, Betty P	38971.00	DA-Deans Office	Sharpe, Kathryn M	150000.00	DA-Deans Office
Rockwell, Jill S	113400.00	BA-Frank Batten School	Palmore, Phyllis M	45877.00	CU-Deans Office	Dane, Jerome	65533.00	DA-Deans Office	Shebi, Metfehe B	68000.00	DA-Deans Office
Ruhm, Christopher J	243600.00	BA-Frank Batten School	Peper, Christopher William	8850.00	CU-Deans Office	Darnell, Mary T	45355.00	DA-Deans Office	Shelton, Kathleen L (Kathy)	51765.00	DA-Deans Office
Sauls, Kellie R	90000.00	BA-Frank Batten School	Perdue, Marc Charles	63591.00	CU-Deans Office	Davidson, Martin N	162700.00	DA-Deans Office	Sihler, William W	182400.00	DA-Deans Office
Scheppach, Raymond C	124390.00	BA-Frank Batten School	Pianta, Robert C	295000.00	CU-Deans Office	Davis, Cindy P	37958.00	DA-Deans Office	Simko, Paul J	200800.00	DA-Deans Office
Thurston, Kerra K	46200.00	BA-Frank Batten School	Reinhardt, Kelly S	51000.00	CU-Deans Office	Davis, David L	27683.00	DA-Deans Office	Simmons, Sammar Rajjoub	42000.00	DA-Deans Office
Trawalter, Sophie	92700.00	BA-Frank Batten School	Rhea, John C	60000.00	CU-Deans Office	Davis, Maurice Joseph	104880.00	DA-Deans Office	Skriloff, Owen Nicholas	93912.00	DA-Deans Office
Volden, Craig	220000.00	BA-Frank Batten School	Sojka, Kristine Hamlet	36093.75	CU-Deans Office	Davis, Randolph Fulton Jr	39726.00	DA-Deans Office	Smaragdis, Georgina Joyce	93177.00	DA-Deans Office
Warburg, Gerald F (Gerry)	177700.00	BA-Frank Batten School	Sprouse, Sheila Gale	46133.00	CU-Deans Office	Deane, Patricia M (Pat)	42458.00	DA-Deans Office	Smiley, Catherine H	79203.00	DA-Deans Office
Hogan, Patrick D. (Pat)	450000.00	CO-Exec VP/COO	Stovall, Jeanne M	62580.00	CU-Deans Office	Debaere, Peter M	169000.00	DA-Deans Office	Smith, Frances M	31629.00	DA-Deans Office
Sandridge, Leonard W JR	370240.00	CO-Exec VP/COO	Thompson, Justin B	100000.00	CU-Deans Office	Demers, Elizabeth A	195000.00	DA-Deans Office	Smith, Randall R	249700.00	DA-Deans Office
Gibson, Michael A	103740.00	CO-Police Dept	Wharam, Sue T	46134.00	CU-Deans Office	Doyle, Jacqueline L	108000.00	DA-Deans Office	Smith, Terri E	70570.00	DA-Deans Office
Adams, Cara L	37440.00	CU-CASTL	Aguilar, Manuela C (Mani)	94300.00	CU-Human Svcs	Dudley, Shavone					



FACULTY SALARIES

Name	Salary	Department	Name	Salary	Department	Name	Salary	Department	Name	Salary	Department
Price, Richard J	152700.00	EN-Biomed Engr Dept	Lobo, Mariano Alexandre	57008.00	EN-Elec/Computer Engr Dept	Mccardell, Mark A	74160.00	EN-Mech/Aero Engr Dept	Gobin, Kip R	61700.00	LW-Law School Central
Pritchard, Henry Edward	70350.00	EN-Biomed Engr Dept	Malone, Susan C	45869.00	EN-Elec/Computer Engr Dept	McDaniel, James C	179600.00	EN-Mech/Aero Engr Dept	Goluboff, Risa L	212000.00	LW-Law School Central
Song, Ji	47168.00	EN-Biomed Engr Dept	Pernell, Timothy Lloyd	66394.00	EN-Elec/Computer Engr Dept	Migliorini, Patrick J	50000.00	EN-Mech/Aero Engr Dept	Gray, Evelyn B	39567.00	LW-Law School Central
Wang, Chun-Chao	46200.00	EN-Biomed Engr Dept	Powell, Harry C JR	100000.00	EN-Elec/Computer Engr Dept	Miller, Theodore Aldred	105000.00	EN-Mech/Aero Engr Dept	Green, Donna-Maria	38400.00	LW-Law School Central
Wang, Lixin	48900.00	EN-Biomed Engr Dept	Reed, Michael L	117900.00	EN-Elec/Computer Engr Dept	Mitkin, Vladimir V	67000.00	EN-Mech/Aero Engr Dept	Harmon, Rachel A	187500.00	LW-Law School Central
Bibb, Phyllis M	44646.00	EN-Budget & Payroll	Sang, Qian	50000.00	EN-Elec/Computer Engr Dept	MonazamiMinalipour, Seyed R	46200.00	EN-Mech/Aero Engr Dept	Harris, Helen Tansiongco	27257.00	LW-Law School Central
Bremer, Robert Edward	150000.00	EN-Budget & Payroll	Sanghavi, Bankim	33000.00	EN-Elec/Computer Engr Dept	Norris, Pamela M	198300.00	EN-Mech/Aero Engr Dept	Harris, Sandra D (Sandy)	41270.00	LW-Law School Central
Smith, Mary D	93900.00	EN-Budget & Payroll	Stan, Mircea R	131300.00	EN-Elec/Computer Engr Dept	Nysen, Peter Bruce	50000.00	EN-Mech/Aero Engr Dept	Harrison, John C	240000.00	LW-Law School Central
Tucker, Vicki B	51343.00	EN-Budget & Payroll	Swami, Nathan	95000.00	EN-Elec/Computer Engr Dept	Overby, Brian E	59000.00	EN-Mech/Aero Engr Dept	Hartwell, Gary B	59850.00	LW-Law School Central
Wendelken, Diane	62800.00	EN-Budget & Payroll	Tao, Gang	100900.00	EN-Elec/Computer Engr Dept	Panzer, Matthew B	75000.00	EN-Mech/Aero Engr Dept	Hayden, Patrice M	72500.00	LW-Law School Central
Willis, Paul R	55692.00	EN-Budget & Payroll	Tigner, Terry B	36873.00	EN-Elec/Computer Engr Dept	Pedersen, Lori Mohr	44700.00	EN-Mech/Aero Engr Dept	Hellman, Deborah	215000.00	LW-Law School Central
Hershey, Frances H	58800.00	EN-Career Svcs Prgm	Veeraraghavan, Malathi	175600.00	EN-Elec/Computer Engr Dept	Perz, Rafal	32100.00	EN-Mech/Aero Engr Dept	Herrington, Philip Mills	43000.00	LW-Law School Central
Nixon, Roberta A (Bobbe)	67767.00	EN-Career Svcs Prgm	Wade, Harry H	66597.00	EN-Elec/Computer Engr Dept	Poplin, Gerald S	75000.00	EN-Mech/Aero Engr Dept	Heytens, Toby J	178500.00	LW-Law School Central
Reed, Peggy Jean	43000.00	EN-Career Svcs Prgm	Walker, Gloria R	44561.00	EN-Elec/Computer Engr Dept	Poulard, David	35000.00	EN-Mech/Aero Engr Dept	Holsapple, David E	42138.00	LW-Law School Central
Anderson, Eric Wilson	76000.00	EN-Chem Engr Dept	Wang, Jie	42021.00	EN-Elec/Computer Engr Dept	Reynolds, Roger Lynn	68250.00	EN-Mech/Aero Engr Dept	Howard, A E D	223000.00	LW-Law School Central
Bowman, Sara D	40000.00	EN-Chem Engr Dept	Weaver, Yadira (Yadi)	45800.00	EN-Elec/Computer Engr Dept	Richards, Larry G	102100.00	EN-Mech/Aero Engr Dept	Hulvey, Jennifer Markham	88000.00	LW-Law School Central
Buchanan, Roland H Jr	56375.00	EN-Chem Engr Dept	Weikle, Robert M	133000.00	EN-Elec/Computer Engr Dept	Riley, Patrick Owen	76400.00	EN-Mech/Aero Engr Dept	Huntley, Diane Carol	43500.00	LW-Law School Central
Cai, Yu	49100.00	EN-Chem Engr Dept	Williams, Ronald D	92300.00	EN-Elec/Computer Engr Dept	Rockwell, Robert D JR	84000.00	EN-Mech/Aero Engr Dept	Hurwitz, Deena R	103300.00	LW-Law School Central
Carra, Giorgio	158300.00	EN-Chem Engr Dept	Wilson, Stephen G	136300.00	EN-Elec/Computer Engr Dept	Roethlisberger, Dennis Harvey	60000.00	EN-Mech/Aero Engr Dept	Hyder, Mandana F	39347.00	LW-Law School Central
Davis, Robert J	190500.00	EN-Chem Engr Dept	Yoon, Se Young	60000.00	EN-Elec/Computer Engr Dept	Russell, Shawn D	59000.00	EN-Mech/Aero Engr Dept	Hynes, Richard M	192000.00	LW-Law School Central
Faulconer, Vickie S	40435.00	EN-Chem Engr Dept	Zhang, Jian-Zhong	62800.00	EN-Elec/Computer Engr Dept	Salzar, Robert S	101800.00	EN-Mech/Aero Engr Dept	Jeffries, John C Jr	329500.00	LW-Law School Central
Fernandez, Erik	147600.00	EN-Chem Engr Dept	Zhou, Qitui	62000.00	EN-Elec/Computer Engr Dept	Shaw, Carl G (Greg)	83000.00	EN-Mech/Aero Engr Dept	Johnson, Alex M	276500.00	LW-Law School Central
Ford, Roseanne M	188600.00	EN-Chem Engr Dept	Abramenko, Monika C	32000.00	EN-Engineering and Society	Sheffer, David Alan	72500.00	EN-Mech/Aero Engr Dept	Johnson, Teri L	61002.00	LW-Law School Central
Green, David L	93700.00	EN-Chem Engr Dept	Baritaud, Catherine D	50600.00	EN-Engineering and Society	Shin, Jae Ho	54000.00	EN-Mech/Aero Engr Dept	Johnston, Jason S	279100.00	LW-Law School Central
Hill, Ian Michael	43000.00	EN-Chem Engr Dept	Beck, Mary P	77500.00	EN-Engineering and Society	Slaughter-Scott, Jacqueline L	43350.00	EN-Mech/Aero Engr Dept	Kasik, Bryan Patrick	34500.00	LW-Law School Central
Koenig, Gary M Jr	117300.00	EN-Chem Engr Dept	Berne, Rosalyn W	73600.00	EN-Engineering and Society	Smith, Sebring Alden	49000.00	EN-Mech/Aero Engr Dept	Kendrick, Leslie	179500.00	LW-Law School Central
Kwon, Inchan	86600.00	EN-Chem Engr Dept	Brown, John K (Jack)	72800.00	EN-Engineering and Society	Steva, Lewis F	56109.00	EN-Mech/Aero Engr Dept	Kiesler, Diana J	37000.00	LW-Law School Central
Morris, Teresa L	51718.00	EN-Chem Engr Dept	Byrne, Arthur B	48299.00	EN-Engineering and Society	Subit, Damien L	80600.00	EN-Mech/Aero Engr Dept	Kim, Annie	85000.00	LW-Law School Central
Neurock, Matthew	181400.00	EN-Chem Engr Dept	Cahen, George L	144300.00	EN-Engineering and Society	Thacker, John G	125900.00	EN-Mech/Aero Engr Dept	Kitch, Edmund W	243500.00	LW-Law School Central
O'Connell, John P	172700.00	EN-Chem Engr Dept	Carlson, W B	142800.00	EN-Engineering and Society	Thacker, Sara Elizabeth	34000.00	EN-Mech/Aero Engr Dept	Kleppe, Michael T (Klepp)	72400.00	LW-Law School Central
Plaisance, Craig P	40000.00	EN-Chem Engr Dept	Cintron, Leslie G	40000.00	EN-Engineering and Society	Thornton, Kathryn C	153000.00	EN-Mech/Aero Engr Dept	Kordana, Kevin A	195100.00	LW-Law School Central
Shirts, Michael R	86600.00	EN-Chem Engr Dept	Cohoon, Joanne L	87600.00	EN-Engineering and Society	Untariou, Alexandrina	83500.00	EN-Mech/Aero Engr Dept	Ladner, Elizabeth Bonnelle	45000.00	LW-Law School Central
Tang, Wenjie	48000.00	EN-Chem Engr Dept	Cooke, Kathryn N	40000.00	EN-Engineering and Society	White, Joey Lee	62000.00	EN-Mech/Aero Engr Dept	Lambert, Lisa R	36843.00	LW-Law School Central
Xu, Lijun	51900.00	EN-Chem Engr Dept	Eisler, Matthew N	46100.00	EN-Engineering and Society	Wood, Houston G III	144900.00	EN-Mech/Aero Engr Dept	Lawson, Priscilla K (Polly)	76000.00	LW-Law School Central
Zipp, Robert F	30000.00	EN-Chem Engr Dept	Elzey, Dana M	121600.00	EN-Engineering and Society	Zhu, Jianzhong	51100.00	EN-Mech/Aero Engr Dept	Lawson, Scott E	37278.00	LW-Law School Central
Baber, Thomas T	92200.00	EN-Civil & Env Engr	Fulgham, Bernard Ives	55900.00	EN-Engineering and Society	Brown, Irene Shifflett	39690.00	EN-Post-Award Admin	Laycock, H Douglas (Doug)	296500.00	LW-Law School Central
Burden, Lindsay Ivey	60000.00	EN-Civil & Env Engr	Gorman, Michael E	104100.00	EN-Engineering and Society	Cline, Faye B	59950.00	EN-Post-Award Admin	Leach, Derek Brooks	72000.00	LW-Law School Central
Caste, Steven B	111700.00	EN-Civil & Env Engr	Groves, James F	118800.00	EN-Engineering and Society	Fitzgerald, Sherry D	45444.00	EN-Post-Award Admin	Leslie, Douglas L	195800.00	LW-Law School Central
Clarens, Andres F	106700.00	EN-Civil & Env Engr	Guadagni, Gianluca	48000.00	EN-Engineering and Society	Meredith, Shawn A	33186.00	EN-Post-Award Admin	Lipscomb, Ivan (Randy)	64300.00	LW-Law School Central
Colosi, Lisa M	106700.00	EN-Civil & Env Engr	Johnson, Deborah G	144300.00	EN-Engineering and Society	Ashley, Patricia N (Trish)	41261.00	EN-Pre-Award Admin	Listorti, Valerie	36221.00	LW-Law School Central
Culver, Teresa B	96800.00	EN-Civil & Env Engr	Maybee, John D	69000.00	EN-Engineering and Society	Davis, James Edward	28000.00	EN-Pre-Award Admin	Low, Peter W	173300.00	LW-Law School Central
Curran, Joanna Crowe	81200.00	EN-Civil & Env Engr	Mohajeri, Manouchehr	40000.00	EN-Engineering and Society	Harris, Pamela A (Pam)	48012.00	EN-Pre-Award Admin	Lowe, Jessica K	168000.00	LW-Law School Central
Danberg, James E	47448.00	EN-Civil & Env Engr	Moore, Stephanie Louise	86000.00	EN-Engineering and Society	Wilson, Robert Edward	57750.00	EN-Pre-Award Admin	Luu, Xinh T	80000.00	LW-Law School Central
Eranki, Pragnya Lavanya	55000.00	EN-Civil & Env Engr	Morris, Diana Dunn	60000.00	EN-Engineering and Society	Roberts, Richard A R (Rick)	48048.00	EN-Renovation/Techs	Mahoney, Julia D	202700.00	LW-Law School Central
Gibson, Patricia Lorene (Pat)	43155.00	EN-Civil & Env Engr	Neeley, Kathryn A	79800.00	EN-Engineering and Society	Rorner, Charles S	56910.00	EN-Renovation/Techs	Mahoney, Paul G	450000.00	LW-Law School Central
Gibson, Peggy D	45681.00	EN-Civil & Env Engr	Norton, Peter D	52000.00	EN-Engineering and Society	Bailey, Robert Reid (Reid)	88100.00	EN-Sys/Info Engr Dept	Martin, David A	249500.00	LW-Law School Central
Harris, Devin K	115000.00	EN-Civil & Env Engr	Pace, Vanessa P	42519.00	EN-Engineering and Society	Barnes, Laura	114700.00	EN-Sys/Info Engr Dept	McLernon, Mary Ellen	37000.00	LW-Law School Central
Lee, Jo Young	60000.00	EN-Civil & Env Engr	Pfaffenberger, Bryan	78800.00	EN-Engineering and Society	Beling, Peter A	111200.00	EN-Sys/Info Engr Dept	McNeill, Brian W	48000.00	LW-Law School Central
Lung, Wu-Seng	112100.00	EN-Civil & Env Engr	Pisano, Stacie	48000.00	EN-Engineering and Society	Brown, Donald E (Don)	201400.00	EN-Sys/Info Engr Dept	Min, GeeYoung	60000.00	LW-Law School Central
Miksad, Richard W	205500.00	EN-Civil & Env Engr	Redwine, Michael	72450.00	EN-Engineering and Society	Cogill, Randy Lee	81800.00	EN-Sys/Info Engr Dept	Mitchell, Paul Gregory	203800.00	LW-Law School Central
Miles, Kevin Thomas	42000.00	EN-Civil & Env Engr	Slutzky, David L	17000.00	EN-Engineering and Society	Corcoran, Terri A	45282.00	EN-Sys/Info Engr Dept	Monahan, John T	252600.00	LW-Law School Central
O'Donnell, Elizabeth Lotten	42500.00	EN-Civil & Env Engr	Thompson, Luisa D	60100.00	EN-Engineering and Society	Escudero Garzas, Jose Joaquin	52000.00	EN-Sys/Info Engr Dept	Moore, John Norton	207400.00	LW-Law School Central
Olsen, Kimberly K (Kim)	46580.00	EN-Civil & Env Engr	Gillet, Iva Louise	40973.00	EN-Grad Prgms Office	Evans, Erika B	46539.00	EN-Sys/Info Engr Dept	Moran, Karen Marie	118000.00	LW-Law School Central
Ozbulut, Osman E	100000.00	EN-Civil & Env Engr	Graves, Barbara A	43000.00	EN-Grad Prgms Office	Garcia, Alfredo	93600.00	EN-Sys/Info Engr Dept	Morley, John D	175000.00	LW-Law School Central
Park, Byungkyu (Brian)	90500.00	EN-Civil & Env Engr	Stanton, Lisa Carol	46474.00	EN-Grad Prgms Office	Gerber, Matthew Steven	86000.00	EN-Sys/Info Engr Dept	Morris, Edith L (Diddy)	72500.00	LW-Law School Central
Park, Hyungjun	81000.00	EN-Civil & Env Engr	Wicks, Joan E	43716.00	EN-Grad Prgms Office	Gerling, Gregory J	120000.00	EN-Sys/Info Engr Dept	Morris, Sherry Denise	37833.00	LW-Law School Central
Parkany, A Emily	105000.00	EN-Civil & Env Engr	Gregory, Richard Taylor	73716.00	EN-Info Technology	Guerlain, Stephanie	92400.00	EN-Sys/Info Engr Dept	Moulds, Loren Stack	63500.00	LW-Law School Central
Pinder, Marek-Jerzy	115440.00	EN-Civil & Env Engr	Komisar, Wade Barry	71356.00	EN-Info Technology	Haimes, Yacom Y	237900.00	EN-Sys/Info Engr Dept	Nachbar, Thomas B	197100.00	LW-Law School Central
Smith, Brian L	175700.00	EN-Civil & Env Engr	Mack, Robin W	74790.00	EN-Info Technology	Harrison, Elizabeth Davis	62332.00	EN-Sys/Info Engr Dept	Napier, Lisa Ann	36596.00	LW-Law School Central
Smith, James A	142600.00	EN-Civil & Env Engr	Rosen, Mitchel C	136700.00	EN-Info Technology	Hirst, Debra T	42397.00	EN-Sys/Info Engr Dept	Nelson, Caleb E	245300.00	LW-Law School Central
Beekwilder, Norman F	81900.00	EN-Comp Science Dept	Vanderveer, Matthew W	75600.00	EN-Info Technology	Horowitz, Barry M	259300.00	EN-Sys/Info Engr Dept	Newell, Pennie H	40000.00	LW-Law School Central
Bloomfield, Aaron S	76000.00	EN-Comp Science Dept	Agnew, Sean R	130700.00	EN-Mat Sci/Engr Dept	Jakovac, Ignac	61307.00	EN-Sys/Info Engr Dept	Oliar, Dotan	187500.00	LW-Law School Central
C, Michele	85700.00	EN-Comp Science Dept	Baber, Barry V	56670.00	EN-Mat Sci/Engr Dept	Jones, Rick A	80000.00	EN-Sys/Info Engr Dept	Olson, Kent C	98100.00	LW-Law School Central
Cohoon, James P	120100.00	EN-Comp Science Dept	Baragiola, Raul A	182800.00	EN-Mat Sci/Engr Dept	Krzysztofowicz, Roman	109000.00	EN-Sys/Info Engr Dept	Ortiz-Castillo, Agatha V	24097.00	LW-Law School Central
Cornell, Janet C	40000.00	EN-Comp Science Dept	Burns, James T	100000.00	EN-Mat Sci/Engr Dept	Lambert, James H	115100.00	EN-Sys/Info Engr Dept	Ortiz, Daniel R	277400.00	LW-Law School Central
Davidson, Jack W	180800.00	EN-Comp Science Dept	Cruz, Frances	42591.00	EN-Mat Sci/Engr Dept	Lau, Nathan Ka Ching	100000.00	EN-Sys/Info Engr Dept	Palombi, Cathy C	74200.00	LW-Law School Central
Donato, Brian John	65000.00	EN-Comp Science Dept	Dao, Nam N.H.	25600.00	EN-Mat Sci/Engr Dept	Learnmonth, Gerard P SR	105000.00	EN-Sys/Info Engr Dept	Parr, Stephen Telford	245000.00	LW-Law School Central
Evans, David E	113840.00	EN-Comp Science Dept	Dharmasena, Kumar P	112300.00	EN-Mat Sci/Engr Dept	Lewin, Gregory C	72000.00	EN-Sys/Info Engr Dept	Payne, George H	83500.00	LW-Law School Central
Gregg, Kimberly C (Kim)	47000.00	EN-Comp Science Dept	Dong, Liang	50000.00	EN-Mat Sci/Engr Dept	Louis, Garrick E	94500.00	EN-Sys/Info Engr Dept	Payne, Ruth Amy	61500.00	LW-Law School Central
Grimshaw, Andrew S	197500.00	EN-Comp Science Dept	Dorning, John J	150200.00	EN-Mat Sci/Engr Dept	Maulier, Jennifer Alison	40000.00	EN-Sys/Info Engr Dept	Prakash, Saikrishna B (Sai)	244800.00	LW-Law School Central
Gurumurthi, Sudhanva	96500.00	EN-Comp Science Dept	Dukes, Catherine A	58000.00	EN-Mat Sci/Engr Dept	Patek, Stephen D (Steve)	119200.00	EN-Sys/Info Engr Dept	Pritchette, Sheila M	44106.00	LW-Law School Central
Hiser, Jason D	107400.00	EN-Comp Science Dept	Eanes, Fred T (Tommy)	61964.00	EN-Mat Sci/Engr Dept	Purvis, Michael C	62500.00	EN-Sys/Info Engr Dept	Proffitt, Debbie L	35577.00	LW-Law School Central
Horton, Thomas B (Tom)	82800.00	EN-Comp Science Dept	Elrod, Meredith K	50000.00	EN-Mat Sci/Engr Dept	Scherer, William C	114300.00	EN-Sys/Info Engr Dept	Proffitt, Stephanie L	38000.00	LW-Law School Central
Humphrey, Marty A	122900.00	EN-Comp Science Dept	Fitz-Gerald, James M	116200.00	EN-Mat Sci/Engr Dept	Smith, Michael T	88100.00	EN-Sys/Info Engr Dept	Raoking, Matthew Scott	50000.00	LW-Law School Central
Knight, John C	182200.00	EN-Comp Science Dept	Fitzhugh-Higgins, Kimberly A	38600.00	EN-Mat Sci/Engr Dept	Suhler, Edward C	80000.00	EN-Sys/Info Engr Dept	Richard, Anne M	165000.00	LW-Law School Central
Koeritz, Christopher A	90000.00	EN-Comp Science Dept	Floro, Jerrold A (Jerry)	106100.00	EN-Mat Sci/Engr Dept	Weber, Jayne E	42995.00	EN-Sys/Info Engr Dept	Riley, Margaret F	120500.00	LW-Law School Central
Lawrence, Jason D	32425.00	EN-Comp Science Dept	Fox, Jeffrey James	110000.00	EN-Mat Sci/Engr Dept	White, K P	106600.00	EN-Sys/Info Engr Dept	Robinson, Mildred W	200300.00	LW-Law School Central
Li, Yubo	55000.00	EN-Comp Science Dept	Gangloff, Richard P	180400.00	EN-Mat Sci/Engr Dept	Frey, Carolyn Diane	44132.00	EN-Undergrad Office	Roper, John H	66700.00	LW-Law School Central
Martin, Worthy N	79700.00	EN-Comp Science Dept	Glover, David Layne	46791.00	EN-Mat Sci/Engr Dept	Lane, Mary E	49382.00	EN-Undergrad Office	Ruddy, Barbara Ann	81500.00	LW-Law School Central
Morris, Wendy Faith	37731.00	EN-Comp Science Dept	Howe, James M	158900.00	EN-Mat Sci/Engr Dept	Abraham, Kenneth S	300700.00	LW-Law School Central	Rutherglen, George A	290800.00	LW-Law School Central
Nguyen-Tuong, Anh	112700.00	EN-Comp Science Dept	Johnson, Robert E	133300.00	EN-Mat Sci/Engr Dept	Abrams, Karen L (Kerry)	189000.00	LW-Law School Central	Ryan, A. Sprightley	60000.00	LW-Law School Central
Palazzolo, Christine M	45921.00	EN-Comp Science Dept	Johnson, William Craig	161500.00	EN-Mat Sci/Engr Dept	Armacost, Barbara E	186900.00	LW-Law School Central	Ryan, James E (Jim)	270800.00	LW-Law School Central
Perkins, Brenda H	37209.00	EN-Comp Science Dept	Kelly, Robert G (Rob)	163200.00	EN-Mat Sci/Engr Dept	Ashbrook, Leslie	66700.00	LW-Law School Central	Ryan, Joseph William III	72000.00	LW-Law School Central
Robins, Gabriel	117900.00	EN-Comp Science Dept	Lakeaka-Takunju, Peter L	62000.00	EN-Mat Sci/Engr Dept	Ashley, Jonathan Aaron	66700.00	LW-Law School Central	Sayler, Robert W	81900.00	LW-Law School Central
Rose, Deborah Cailean	32754.00	EN-Comp Science Dept	Li, Jiwei	86500.00	EN-Mat Sci/Engr Dept</						



Name	Salary	Department	Name	Salary	Department
Marsh, Della J	45203.00	NR-Nursing: Admin	Ackerson, Betsy Virginia	70000.00	PV-Ofc of Exec VP & Provost
McDaniel, Theresa A	52072.00	NR-Nursing: Admin	Adams, James M (Milton)	235000.00	PV-Ofc of Exec VP & Provost
McEldowney, Kathryn W	39190.00	NR-Nursing: Admin	Austin-Johnson, Gladys Marie	53027.00	PV-Ofc of Exec VP & Provost
Norling, Margaret Foster	45000.00	NR-Nursing: Admin	Barker, Sherri P	45095.00	PV-Ofc of Exec VP & Provost
Oswalt, Jackie L	39400.00	NR-Nursing: Admin	Bateman, Mary Jo	44145.00	PV-Ofc of Exec VP & Provost
Repass, Gwendolyn N	67000.00	NR-Nursing: Admin	Bienvenue, Joan M	170000.00	PV-Ofc of Exec VP & Provost
Robbins-Lassetter, Julie Ann	48200.00	NR-Nursing: Admin	Campbell, John R.B.	85000.00	PV-Ofc of Exec VP & Provost
Schminkey, Donna L	58000.00	NR-Nursing: Admin	Cherry, Tasha Irene	52189.00	PV-Ofc of Exec VP & Provost
Schwab, Vicki Lynn	41325.00	NR-Nursing: Admin	Cullaty, Brian R	82000.00	PV-Ofc of Exec VP & Provost
Self, Abigail Clifford (Abby)	48000.00	NR-Nursing: Admin	Datu-Jackson, Shirley Amofa	37688.00	PV-Ofc of Exec VP & Provost
Shifflett, Robert W	38000.00	NR-Nursing: Admin	Davie, Deirdre C	44724.00	PV-Ofc of Exec VP & Provost
Thomas, Shannon	33125.00	NR-Nursing: Admin	Fraser, Gertrude J	212000.00	PV-Ofc of Exec VP & Provost
Walker, Hannah	37900.00	NR-Nursing: Admin	Harden, Margaret P	80000.00	PV-Ofc of Exec VP & Provost
Washington, Diane Denise	52000.00	NR-Nursing: Admin	Hawthorne, Laura F	49500.00	PV-Ofc of Exec VP & Provost
Anderson, Joel G	68000.00	NR-Nursing: Faculty	Hunt, Dawn Elizabeth	30000.00	PV-Ofc of Exec VP & Provost
Baernholdt, Marianne	79100.00	NR-Nursing: Faculty	Kielbasa, Jody Kevin	185000.00	PV-Ofc of Exec VP & Provost
Barbero, Edie Devers	72500.00	NR-Nursing: Faculty	Leeds Armstrong, Andrea	79900.00	PV-Ofc of Exec VP & Provost
Bauer-Wu, Susan	137500.00	NR-Nursing: Faculty	Legro, Jeffrey W (Jeffrey)	225000.00	PV-Ofc of Exec VP & Provost
Bottnott, Amy D	66200.00	NR-Nursing: Faculty	McInnis, Maurie D	225000.00	PV-Ofc of Exec VP & Provost
Boyer, Diane E	64200.00	NR-Nursing: Faculty	Mikulski, Jenny Ann	40810.00	PV-Ofc of Exec VP & Provost
Brashers, Valentina L (Tina)	103700.00	NR-Nursing: Faculty	Minturn, Richard S	110000.00	PV-Ofc of Exec VP & Provost
Bullock, Linda C	165900.00	NR-Nursing: Faculty	Persinger, Cynthia Dawn	58000.00	PV-Ofc of Exec VP & Provost
Burnett, Camille J	70000.00	NR-Nursing: Faculty	Roberts, Delores B	48006.00	PV-Ofc of Exec VP & Provost
Campbell, Cathy L	79100.00	NR-Nursing: Faculty	Seneviratne, Rajiva (Raj)	68709.00	PV-Ofc of Exec VP & Provost
Carroll, Theresa J	82700.00	NR-Nursing: Faculty	Siebert Rapoport, Linda A	60000.00	PV-Ofc of Exec VP & Provost
Childress, Reba Moyer	91400.00	NR-Nursing: Faculty	Simon, John D.	395000.00	PV-Ofc of Exec VP & Provost
Clark, Myra L	68000.00	NR-Nursing: Faculty	Stuart, Martha W (Wynne)	110000.00	PV-Ofc of Exec VP & Provost
Conway, Deborah C	70000.00	NR-Nursing: Faculty	Teahan, John W	85000.00	PV-Ofc of Exec VP & Provost
Cox, Kathleen B	72800.00	NR-Nursing: Faculty	Terry, Emma McQuade	44000.00	PV-Ofc of Exec VP & Provost
DeGennaro, Regina M	67900.00	NR-Nursing: Faculty	Turner, Elizabeth Hutton	222600.00	PV-Ofc of Exec VP & Provost
DeGuzman, Pamela B	68000.00	NR-Nursing: Faculty	Vaugh, Cynthia Lyn (Cindy)	62580.00	PV-Ofc of Exec VP & Provost
Drake, Emily E	79300.00	NR-Nursing: Faculty	Verity, Jonathan E (Jed)	80000.00	PV-Ofc of Exec VP & Provost
Eastham, Linda A	63300.00	NR-Nursing: Faculty	Webb, Anda L	210000.00	PV-Ofc of Exec VP & Provost
Epstein, Elizabeth G	67900.00	NR-Nursing: Faculty	Wilkerson, William R	75100.00	PV-Ofc of Exec VP & Provost
Erickson, Jeanne M	72500.00	NR-Nursing: Faculty	Wilmott, Erin Janae	44835.00	PV-Ofc of Exec VP & Provost
Fontaine, Dorothy K	278000.00	NR-Nursing: Faculty	Wolcott, David Andrew	85000.00	PV-Ofc of Exec VP & Provost
Friberg, Elizabeth E.	64200.00	NR-Nursing: Faculty	Apprey, Cheryl Burgan	97600.00	RS-VP for Research
Gibson, Mary E	72000.00	NR-Nursing: Faculty	Ball, Margaret Wood	74495.00	RS-VP for Research
Goehler, Lisa E	51750.00	NR-Nursing: Faculty	Banks, Robert J	43157.00	RS-VP for Research
Harmon, Rebecca B	72400.00	NR-Nursing: Faculty	Baughner, Timothy Gene	34444.00	RS-VP for Research
Haugh, Kathryn H	76300.00	NR-Nursing: Faculty	Beal, Beth J	60000.00	RS-VP for Research
Heath, Edna J (Janie)	155000.00	NR-Nursing: Faculty	Blackwood, Bronwyn L	74001.00	RS-VP for Research
Hinton, Ivora D (Ivry)	61600.00	NR-Nursing: Faculty	Blank, Jeffrey D	107900.00	RS-VP for Research
Hollen, Patricia J	119100.00	NR-Nursing: Faculty	Bowers, Gloria J	36148.00	RS-VP for Research
Hysell, Clay D	77200.00	NR-Nursing: Faculty	Canzi, Chiara	54000.00	RS-VP for Research
Jones, Randy	78900.00	NR-Nursing: Faculty	Crowell, Wriston (Mark)	280800.00	RS-VP for Research
Kane, Catherine F	99100.00	NR-Nursing: Faculty	Donnelly, Deborah B (Deb)	116200.00	RS-VP for Research
Keeling, Arlene W	146500.00	NR-Nursing: Faculty	Estes-Johnson, Helena V	60021.00	RS-VP for Research
Koh, Elyta H	130000.00	NR-Nursing: Faculty	Eubanks, Warren Ralph	156000.00	RS-VP for Research
Kulbok, Pamela A	137600.00	NR-Nursing: Faculty	Foley, Patricia L	140100.00	RS-VP for Research
Laughon, Kathryn S	76900.00	NR-Nursing: Faculty	Friedman, Jane E	70000.00	RS-VP for Research
Lee, Connie W	86000.00	NR-Nursing: Faculty	Gamble, Angela Rinker	62790.00	RS-VP for Research
Lorntz, Breyette	37500.00	NR-Nursing: Faculty	Gardiner, Sandra M (Sandy)	51600.00	RS-VP for Research
Mahone, Irma H	63500.00	NR-Nursing: Faculty	Harris, Megan Susanne	57750.00	RS-VP for Research
Maling, Barbara L	64000.00	NR-Nursing: Faculty	Hepler, Lindsey Jane	50000.00	RS-VP for Research
Mawell-Thompson, Carol Lynn	69500.00	NR-Nursing: Faculty	Hoffman, Susan R	87177.00	RS-VP for Research
O'Laughlen, Mary C	68300.00	NR-Nursing: Faculty	Howell, W N	94100.00	RS-VP for Research
Reid, Kathryn B	72400.00	NR-Nursing: Faculty	Hudson, David J (Dave)	176000.00	RS-VP for Research
Rose, Karen M	130000.00	NR-Nursing: Faculty	Hudson, Sarah B	69732.00	RS-VP for Research
Rovnyak, Virginia G	26700.00	NR-Nursing: Faculty	Hurst, Melissa D	65000.00	RS-VP for Research
Sheets, Elizabeth	55000.00	NR-Nursing: Faculty	Iseli, Mollie J	49189.00	RS-VP for Research
Snyder, Audrey E	83100.00	NR-Nursing: Faculty	Jackson, Maizie Harris	43833.00	RS-VP for Research
Southall, Vickie H	20400.00	NR-Nursing: Faculty	Joseph, Anjula U	88452.00	RS-VP for Research
Taylor, Ann G	127000.00	NR-Nursing: Faculty	Krueger, Sharon Ann	70980.00	RS-VP for Research
Thompson-Heisterman, Anita A	66200.00	NR-Nursing: Faculty	Landers, Lianne Walker	64900.00	RS-VP for Research
Tullmann, Dorothy F	73000.00	NR-Nursing: Faculty	LaRue, Silvia I	62790.00	RS-VP for Research
Baliles, Gerald L.	305000.00	PR-Miller Center	Lehmbeck, Jane F	79063.00	RS-VP for Research
Blackford, Sheila Mason	60000.00	PR-Miller Center	Leonard, Robert Thomas	103500.00	RS-VP for Research
Blackmon, Douglas Avery	123000.00	PR-Miller Center	Miller, Mary Jane (Corky)	55825.00	RS-VP for Research
Burke, Shirley Kohut	50891.00	PR-Miller Center	Mimms, Karen Coleman	84062.00	RS-VP for Research
Burns, Bonnie Fronfelter	32760.00	PR-Miller Center	Monroe, Jeffrey (Jeff)	74157.00	RS-VP for Research
Bush, Juliana Elisabeth	52500.00	PR-Miller Center	Moody, Emily	48974.00	RS-VP for Research
Canevari, Robert Terence Jr	49000.00	PR-Miller Center	Morris, Charles E	79544.00	RS-VP for Research
Carter Mulligan, Anne Mitchell	53550.00	PR-Miller Center	Munzner, Tamela D	44363.00	RS-VP for Research
Chancey, Andrew S	115000.00	PR-Miller Center	Ng, Hein Tsoeng (Medard)	71400.00	RS-VP for Research
Chidester, Jeffrey L.	100000.00	PR-Miller Center	Peede, Jon Parrish	138000.00	RS-VP for Research
Coleman, David G	38350.00	PR-Miller Center	Pittman, Penny Lynn	28927.00	RS-VP for Research
Craig, Bryan Allen	43000.00	PR-Miller Center	Plank, Jeffrey	153100.00	RS-VP for Research
Crocker, Ryan Clark	101250.00	PR-Miller Center	Pollok, Brian Andrew	43500.00	RS-VP for Research
Curtis, Kimberly Diane	45276.00	PR-Miller Center	Reyes, Paul	85000.00	RS-VP for Research
Gallagher, Sean Francis	59488.00	PR-Miller Center	Riggins, Mary J	46489.00	RS-VP for Research
Greco, Michael D	101000.00	PR-Miller Center	Ryan, Terry E	68973.00	RS-VP for Research
Holdsworth, Kevan D	58800.00	PR-Miller Center	Sembrowich, Eileen Claire	71549.00	RS-VP for Research
Hughes, Ken	54000.00	PR-Miller Center	Skalak, Thomas C	310000.00	RS-VP for Research
Jaquith, Waldo David Landers	74550.00	PR-Miller Center	Spinelli, Ronald J (Blaise)	51242.00	RS-VP for Research
Kuhn, Katrina Gosdin	48722.00	PR-Miller Center	Trella, Phillip	75000.00	RS-VP for Research
Lopez-Gottardi Chao, Cristina	68250.00	PR-Miller Center	Wagner, Cheryl D	95000.00	RS-VP for Research
Martin, Robert A JR	51000.00	PR-Miller Center	Westbrook, Tesha Chante'	43294.00	RS-VP for Research
Matthews, Kieran Kathleen	41000.00	PR-Miller Center	Wright, Allison E	48500.00	RS-VP for Research
Mckee, Guian A	78000.00	PR-Miller Center	Bassett, Kimberly C	63000.00	SA-African American Affairs
Owen, Rose Marie	93000.00	PR-Miller Center	Carter, Deanna	28000.00	SA-African American Affairs
Perry, Barbara Ann	89500.00	PR-Miller Center	Comfort, Angela Lynelle	38105.00	SA-African American Affairs
Reichert, Amber L	55000.00	PR-Miller Center	Lewis, Dion W	65000.00	SA-African American Affairs
Riley, Russell L	93000.00	PR-Miller Center	McClain, Oren Leondus	72000.00	SA-African American Affairs
Schantz, Kristine K	115000.00	PR-Miller Center	Casteen, Laura D (Laurie)	90000.00	SA-Dean of Students
Selverstone, Marc J	93000.00	PR-Miller Center	Drake, Megan	46000.00	SA-Dean of Students
Starkey, Jennifer Kate (Jen)	60900.00	PR-Miller Center	Eramo, Nicole P	90000.00	SA-Dean of Students
Wilson, Jane Rafal	50355.00	PR-Miller Center	Gibson, Michelle Harris	42280.00	SA-Dean of Students
Adkins, Lee Ann (Lee Ann)	50000.00	PR-President's Office	Groves, Allen W	170000.00	SA-Dean of Students
Baker, Violet L	40123.00	PR-President's Office	Guzman, Marc Paulo Queliza	38000.00	SA-Dean of Students
Birkhead, D. JoAnne	62515.00	PR-President's Office	Laushway, Francis A	90000.00	SA-Dean of Students
Birkhead, Linda A	115000.00	PR-President's Office	Mawyer, Sandra F	33600.00	SA-Dean of Students
Bowen, Jonathan D (Jon)	130000.00	PR-President's Office	Rheinheimer, Scott M	40200.00	SA-Dean of Students
Bowyer, Peter A	51718.00	PR-President's Office	Roa, Julie Viviana	41895.00	SA-Dean of Students
Brads, Melissa A (Missy)	85000.00	PR-President's Office	Saunders, Rhonda F	59000.00	SA-Dean of Students
Brand, Catherine Anna	150000.00	PR-President's Office	Vito, Adriana	88500.00	SA-Dean of Students
Cronk, Loretta A	63710.00	PR-President's Office	Citro, Michael J.	70000.00	SA-Fraternity & Sorority Life
Cross, Nargis J	85000.00	PR-President's Office	Driscoll, Danielle Cecile	37500.00	SA-Fraternity & Sorority Life
Duff, Nicholas Jeremy	90000.00	PR-President's Office	Ferguson, Matthew Raymond	45000.00	SA-Fraternity & Sorority Life
Duncan, Justina	63000.00	PR-President's Office	Hughes, Terry F	40402.00	SA-Hereford Res College
Eagle, Nancy Ruth	62000.00	PR-President's Office	Jones, Jill L	51718.00	SA-Inter Res College
Ferguson, Cynthia P (Cindy)	59735.00	PR-President's Office	Odahowski, Margaret M	49000.00	SA-Inter Res College
Ferguson, Gale H	55980.00	PR-President's Office	Castleman, Celia A	33000.00	SA-Residence Life
Fry, Joan B	142000.00	PR-President's Office	Comeau, Shawn C	41140.00	SA-Residence Life
Gilliam, Alexander G Jr	74200.00	PR-President's Office	Conde, Tiffany Sherisse	33000.00	SA-Residence Life
Harris, Susan G	188700.00	PR-President's Office	Gist, Vicki L	70000.00	SA-Residence Life
Jarino, Peggy Ann	31388.00	PR-President's Office	Hawes, Vicki	55700.00	SA-Residence Life
Jenkins, Sean Kirk	116000.00	PR-President's Office	Miller, Venus S	33000.00	SA-Residence Life
Lochte, S. Pace (Pace)	150000.00	PR-President's Office	Monger, Michele L	45428.00	SA-Residence Life
Rivers, Nancy A	190000.00	PR-President's Office	Olson, Sarah D	33112.00	SA-Residence Life
Sabato, Larry J	348200.00	PR-President's Office	Patel, Vinay	33000.00	SA-Residence Life
Smith, Stacy Marie	67000.00	PR-President's Office	Perez, Billie Gay (Gay)	118000.00	SA-Residence Life
Stafford, Jeffrey R	90000.00	PR-President's Office	Petters, Andrew Merrill	68500.00	SA-Residence Life
Sullivan, Teresa A.	485000.00	PR-President's Office	Thon, Denise J	36750.00	SA-Residence Life
Talbert, Susan Hartnett	75500.00	PR-President's Office	Travieso, Katherine	33000.00	SA-Residence Life
Teahan, Jerilyn F	88400.00	PR-President's Office	Ward, Cody	33000.00	SA-Residence Life
Witkower, Kathryn Ann	50451.00	PR-President's Office	Carter, Virginia E	76900.00	SA-VP Office
Yiu, Migiam	55000.00	PR-President's Office	Caruccio, Julie I	66300.00	SA-VP Office
McCance, Charles McGregor	145000.00	PR-University Communications	Comstock-Tirrell, Leslie May	58058.00	SA-VP Office
Bell, Andrew M	56400.00	PV-Ctr Politics	Davis, Susan M	130000.00	SA-VP Office
Brown, Mary Daniel	100600.00	PV-Ctr Politics	Grundy, Margaret Sears	73000.00	SA-VP Office
Carter, Nyshae L	37500.00	PV-Ctr Politics	Kitchens, Katherine E.	37080.00	SA-VP Office
Crossman, Glenn Allan	60000.00	PV-Ctr Politics	Lampkin, Patricia M	240000.00	SA-VP Office
Heubeck, Margaret F (Meg)	74500.00	PV-Ctr Politics	Morell, Christina	100800.00	SA-VP Office
Irby, Daman Allen	63509.00	PV-Ctr Politics	Norris, Scott Riley Mohajeri	62300.00	SA-VP Office
Jackson, Reginald G	50806.00	PV-Ctr Politics	Simpson, Kelly C	42000.00	SA-VP Office
James, Jennifer Denise	38403.00	PV-Ctr Politics	Strang, Jessica Lynn	41200.00	SA-VP Office
Kondik, Kyle D	59000.00	PV-Ctr Politics	White, Mary T	40514.00	SA-VP Office
Robinson, Danelia I	34185.00	PV-Ctr Politics			
Robinson, Timothy Minahan	38089.00	PV-Ctr Politics			
Skelly, Geoffrey Vaden	36976.00	PV-Ctr Politics			
Stroupe, Kenneth S (Ken)	130000.00	PV-Ctr Politics			

NOTABLE PROFESSORS		
	2012- 2013	2013 - 2014
Kenneth G. Elzinga (Economics)	\$186,000	\$192,200
Louis A. Bloomfield (Physics)	\$119,700	\$122,100
Siva Vaidhyanathan (Media Studies)	\$163,300	\$167,900
Larry J. Sabato (President's Office)	\$348,200	\$348,200
Sophia A. Rosenfeld (History)	\$81,600	\$92,000
Gweneth L. West (Drama)	\$86,200	\$87,900
George M. Cohen (Law)	\$202,100	\$202,100
Gary W. Gallagher (History)	\$192,300	\$160,400
Herbert Tico Braun (History)	\$79,000	\$81,600
Charles M. Grisham (Chemistry)	\$105,000	\$107,100
James H. Aylor (Engineering)	\$300,000	\$300,000
Michael H. Levenson (English)	\$146,500	\$151,400

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Sarah Hainbach and  
Kaelyn Quinn  
News Writers

The University Judiciary Committee elected third-year Nursing student Caroline Eckert as Vice Chair for first-years and third-year Medical student Matthew Thames as Vice Chair for trials Friday.

The appointments fill vacancies left by the resignation of third-year Batten student Shanice Hardy and an unfilled first-year vice chair position.

Eckert became involved in UJC as a first year, serving as a judge on the First Year Judiciary Committee.

"Coming to U.Va., I wanted to get involved in an organization that really represented our university's infamous student self-governance concept," Eckert said in an email. "The Vice Chair for First Years in office when I was a first year served as a mentor inside and outside the UJC, and I really want to be that

# UJC selects vice-chairs Eckert, Thames

*Vice-Chair for First-Years fills vacant seat, Vice-Chair for Trials replaces Batten student Hardy following resignation*

[this year] for these new U.Va. students."

Eckert said the primary job of her new position is to help organize fall recruitment and to choose and train new members of the First Year Judiciary Committee.

"My primary objective [for the term] will be to increase first-year involvement in the committee as a whole," Eckert said. "Often the FYJC is confined to their own case load, and doesn't get to experience and learn about the larger committee until their term is over at the beginning of their second year. I hope to change this and have them more involved in the UJC from the beginning."

This election marks Thames' first involvement in UJC. As vice

new judges.

"My goals are to be consistent

another step forward and holding a leadership position within UJC will enable me to help craft exactly how [the UJC] mission is carried out and ensure it is done so in an efficient and sustainable manner."

UJC Chair Timothy Kimble, a third year College student, said he wants to increase UJC outreach this term.

"Making students aware of the Standards of Conduct is important to maintain and promote the type of community that is reflective of our overall system of values," Kimble said in an email. "I think we can always get better at communicating that."

Kimble said that he is happy with the newly elected members.

"I like that we have four different schools represented in our Voting Members," Kimble said. "One issue that UJC has faced in the past is engagement with the graduate population. I think new perspective will shed light on how we might improve that."

The executive committee's term began April 1 and lasts for one year.



Marshall Bronfin | The Cavalier Daily

First-year Law student Patrick Greco, a senior counselor, third-year Nursing student Caroline Eckert, the vice-chair for first-years, and third-year College student Timothy Kimble, the new UJC Chair, met Sunday evening in Newcomb Hall.

chair for trials, his primary responsibilities include scheduling and coordinating trials and training

and transparent in how we uphold U.Va.'s standards of conduct," Thames said in an email. "Taking

## Honor Congress draws 120 community participants

*'What makes [single sanction] so difficult is it's so fundamentally important to the system,' Vice-Chair for Trials Nick Lee says*

Jenna Dickerson  
Senior Writer

The Honor Committee's Honor Congress drew more than 160 attendees to the Albert and Shirley Small Special Collections Library Thursday evening. Outgoing Honor Chair Evan Behrle said the turnout speaks to the enduring importance of the Honor system to the University community.

"This past year for me has been in part confronting skepticism that honor is, in the end, nothing more than a fool's errand ... that honor is a relic," said Behrle, a fourth-year College student. The attendance, surpassing the Committee's expectations, suggested otherwise. "[If that attendance] is not proof enough that honor is not dead, I don't know what is."

Forty of the 160 people in attendance were members of the Honor Committee. There were also two or three faculty members in attendance, Behrle said.

Attendees divided into 18 groups to enable participants' group discussions.

Each group discussed one of five issues with the Honor sys-

tem: faculty disillusionment and student ambivalence toward the system, disproportionality in reporting, inconsistency in verdicts rendered by juries, the low reporting rate particularly among the student body, and honor outreach and education. Members of the Honor Committee moderated each small group discussion.

Behrle said he thought the event witnessed many "productive and diverse conversations." Yet challenges remained when mediators tried to bridge polarized opinions about the Committee's policies.

"As a facilitator, it can be difficult to moderate a discussion about Honor," said second-year College student Ali Hazel, an Honor support officer. "From my experience, participants are often very bogged down by Honor's irrefutable structural problems, and conversations become rather unproductive."

Incoming Batten representative Liz Minneman, a third-year College student, said the system's structural problems necessitate change.

"[Honor] has so many problems," Minneman said. "It can't continue as it is now. It's not sus-

tainable."

Third-year College student Nick Lee, incoming vice chair for trials, spoke to the Committee's single sanction policy, a perennially contentious issue among students when discussing honor.

"[The policy is] controversial," Lee said. "What makes it so difficult is it's so fundamentally important to the system."

Overall, he said, the event may not have changed students' minds, but it allowed "both sides to know where the other is coming from."

Behrle said the biggest problem in Honor continues to be community disengagement. Student ambivalence and faculty disillusionment toward the Honor System threaten to undermine the system's structure, he said.

"This is a system that exists such that students can hold other students accountable to student standards," Behrle said. "If we do not actually hold each other to those standards ... then the system just can't possibly be fulfilling its purpose."

Any constitutional change to the Honor system, such as eliminating single sanction or moving away from randomly-selected student juries, requires a 60 percent

vote of the student body.

"The change ... can't come from us," Behrle said.

The Congress did not promise concrete results, but rather, suggests a way forward, Behrle said.

"Today was about ideas, and some of them are going to be general ... but they will help the new committee set a broad agenda," he said.

Chair-elect Nick Hine, a third-year College student, said the Congress would serve as a springboard forward for the incoming executive board, providing insight into what the community views as key issues for Honor.

"Tonight has energized me," Hine said. "It's definitely something that we are going to strongly consider doing next year."



Chanlee Luu | The Cavalier Daily

Students joined members of the Honor Committee to discuss problems the Committee faces, such as disproportionate reporting and student apathy at the Honor Congress on Thursday evening.





# Kirby throws no-no, No. 1 Cavs win two

Nathan Kirby has a powerful showing Friday night in the Virginia baseball team's 4-0 series-opening win against ACC-newcomer Pittsburgh. The sophomore southpaw slung a no-hitter while dispatching 18 Panther batters via strikeout, the highlight of a three-game road set. The No. 1 Cavaliers (27-5, 12-3 ACC) earned two more wins to retain a one-game lead over hard-charging Miami (21-12, 11-4 ACC) in the Coastal Division.

Kirby (6-1, 1.03 ERA) pitched the fifth Virginia no-hitter in the past 50 years while finishing one strikeout short of matching the

single-game ACC record — a mark originally established by the Cavaliers' Harry Thomas in 1974. Kirby struck out 10 consecutive batters between the second and fifth innings and ended the game by recording 13 straight outs.

Pittsburgh (16-15, 8-7 ACC) had just two base runners all evening — one by walk and one by error — as Kirby became the first Cavalier hurler to hold the opposition hitless since right-hander Will Roberts tossed a 10-strikeout perfect game against George Washington March 29, 2011.

Redshirt junior right-hander Joseph Harvey was similarly stingy in Pittsburgh's 2-1 Saturday victory, which halted Virginia's winning streak at nine games. The Cavaliers mustered just two singles, two walks and an unearned run in Har-

vey's seven innings of work. The game never ceased to be a pitcher's duel — it was knotted at 1-1 heading into ninth — but ended in the Panther's favor when junior third baseman Jordan Frabasilio lofted a walk-off sacrifice fly to center field with one out.

Sunday, Virginia turned to sophomore left-hander Brandon Waddell, who dominated Pittsburgh for eight innings — the longest outing of his career. Waddell faced just one batter more than the minimum while yielding two hits and no walks in the 3-0 victory.

Virginia travels to Harrisonburg, Va. Tuesday for a 6 p.m. midweek game against James Madison. The Cavaliers previously defeated the Dukes, 13-2, March 11 in Charlottesville.

—compiled by Matthew Morris



Ryan O'Connor | The Cavalier Daily

Sophomore left-hander Nathan Kirby threw the fifth Virginia no-hitter in the past 50 years Friday at Pittsburgh. Kirby struckout 18 batters in the process, one shy of the ACC single-game record.

# Virginia falls short against No. 5 Tar Heels 11-10

The No. 8 Virginia men's lacrosse team dropped its second conference game in a row Saturday, falling 11-10 to No. 5 North Carolina. The loss drops the Cavaliers to just 1-3 in ACC play.

North Carolina (8-2, 2-2 ACC) jumped out to an early lead, scoring less than three minutes into the game. Virginia (8-4, 1-3 ACC) senior midfielder Chris LaPierre fired home a shot with 7:03 to play in the first quarter to even the score at one. The Tar Heels quickly responded, though, and took a 3-1 lead into the second quarter.

The Cavaliers started the second quarter with a run of their own, again evening the score 4-4. It appeared that North Carolina would take a one-goal lead into the intermission, as junior attackman Jimmy Bitter scored his second goal of the game with just more than a minute to play. But Virginia won the ensuing faceoff and senior attackman Mark Cockerton put away the equalizer as time expired.

Senior attackman Mark Cockerton scored four goals and provided an assist in Virginia's 11-10 loss to No. 5 North Carolina.



Virginia took its first lead of the game 59 seconds into the third quarter, with sophomore attackman James Pannell tallying his first goal of the game. The teams continued trading body blows for the remainder of the third quarter and the Tar Heels carried a 9-8 lead into the final quarter.

Limited to just nine shots in the entire second half a week ago at Maryland, Virginia began the fourth quarter much more strongly against North Carolina. Cockerton and sophomore midfielder Greg Coholan both scored to give Virginia a 10-9 advantage with 3:38 to play.

The Tar Heels found life with time winding down, however, and tied the game a minute later. The tying goal re-energized North Carolina, and senior midfielder R.G. Keenan won the ensuing faceoff and scored the game-winner just five seconds later.

The Cavaliers won the following faceoff and had a chance to tie the game, but Pannell turned the

ball over with less than a minute to play. The Tar Heels committed a 30 second violation on their ensuing possession, giving Virginia

a final chance to force overtime, but another late turnover sealed the team's fate.

Virginia will be back in ac-

tion Friday when No. 3 Duke visits Klöckner Stadium. Faceoff is scheduled for 6 p.m.

—compiled by Ryan Taylor




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John Pappas | The Cavalier Daily

Senior midfielder Maddy Keeshan scored a hat-trick Saturday as No. 16 Cavaliers won their first ACC game of the season, 13-8 against No. 6 Notre Dame.

## Cavaliers stonewall No. 6 Notre Dame

Coach Julie Myers said before Saturday's game that for Virginia to secure the win, the team would have to hold a high-powered Notre Dame offense to under 10 goals. The No. 16 Cavaliers (7-6, 1-3 ACC) rose to the challenge, earning their third straight win against No. 6 Notre Dame (8-5, 1-4 ACC), 13-8.

The Cavaliers are above .500 for the first time this season. To reach the NCAA Tournament, they need two more wins with three regular season games and the ACC Tournament remaining.

Notre Dame outshot Virginia, 31-27, but senior goalkeeper Liz Colgan stonewalled the Irish, making 11 first-half saves to tally 16 on the day.

The Cavaliers dominated the draw controls, winning 16-of-23 — including 13-of-17 in the second half — while also committing

16 fewer fouls than Notre Dame.

Virginia jumped out to a 3-0 lead in the first nine minutes of the game, and went into halftime with a 4-1 lead. Senior midfielder Maddy Keeshan gave the Cavaliers their largest lead of the game when she scored to put Virginia up 10-3 with 20:30 left to play.

Keeshan, junior attacker Courtney Swan and sophomore attacker Kelly Boyd each scored a hat-trick in the victory — Swan's ninth of the season. Junior attacker Casey Bocklet also posted a goal and three assists for the second straight game.

Virginia will next face No. 5 Boston College (10-3, 2-3 ACC) Thursday at 7 p.m. in the final home game of the season at Klöckner Stadium. The program will honor its seniors in a pre-game ceremony.

—compiled by Robert Elder

## No. 4 men's tennis wins road pair at Clemson, Georgia Tech

The No. 4 Virginia men's tennis team narrowly avoided an upset bid Friday from No. 17 Clemson before ultimately prevailing 4-3. The team

then cruised to a 7-0 victory the next day against Georgia Tech.

The Cavaliers (17-2, 8-0 ACC) were handicapped by illness entering

the match, and were forced to field doubles teams that had little experience playing with each other. Unable to get much going in the double's portion of the match, Virginia dropped only its second doubles point in conference play this year.

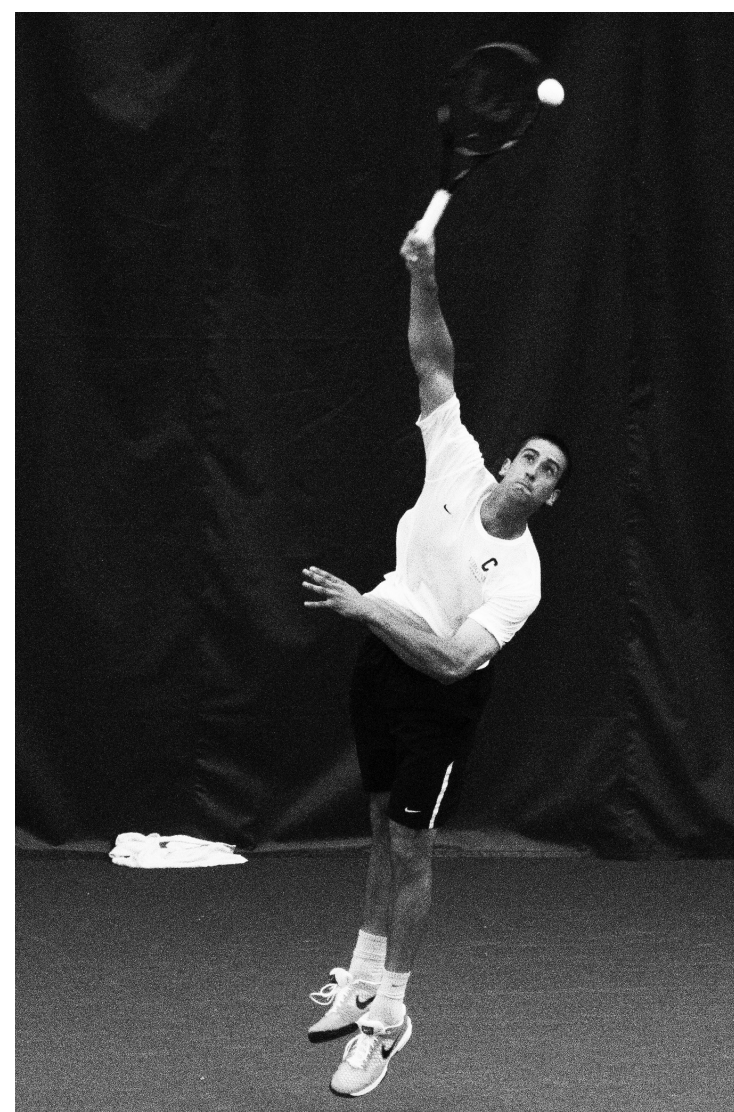
The Tigers (17-5, 4-3 ACC) continued to test the Cavaliers in singles play, scoring two more points. Tied at 3-3, the match came down to senior No. 24 Alex Domijan against No. 82 junior Hunter Harrington on the first court. After dropping the first set, Domijan came back and won the next two sets to clinch the match for the Cavaliers.

Virginia concluded its road trip Saturday by taking on No. 64 Georgia Tech. The Cavaliers were able to field much of their normal lineup against the Yellow Jackets (7-11, 1-7 ACC).

Junior Mitchell Frank and senior Justin Shane took down the No. 23 pair of junior Eduardo Segura and freshman Carlos Benito as Virginia bounced back from the previous day to win the doubles point. The Cavaliers never looked back after the doubles point, winning all six singles matches in straight sets to take the match, 7-0.

The Cavaliers will return to the Snyder Tennis Center this weekend for the final regular season home matches, hosting North Carolina State and Wake Forest.

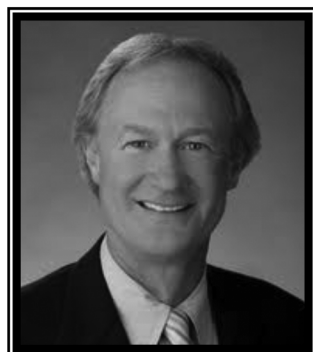
—compiled by Krishna Korupolu



Carla Yang | The Cavalier Daily

No. 24 senior Alex Domijan rebounded after losing the first set against No. 82 Clemson junior Hunter Harrington, winning the next two to clinch the match for Virginia, 4-3.

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# Men, women track teams place second at tri-meet

*Hazzard wins two individual events, one relay; Lavender runs season's fastest 400-meter*

**Matthew Wurzburger**  
Associate Editor

Lannigan Field was the scene for a showdown Saturday between three of the nation's finest public universities: Virginia, Cal and Michigan. Both the Virginia men's and women's track teams placed second in the tri-meet — a vast improvement from last year's showing in Berkeley, Calif.

California won the men's meet with 142 points, while Virginia trailed by 18 points for second and Michigan brought up the rear with 108 points. However, the Wolverines and their 157 points were victorious on the women's side. The Cavaliers sat behind Michigan with 132 points, and the Golden Bears finished a distant third with 85 points.

The performance of both teams stood in stark contrast to an abysmal showing in Berkeley last season, when Michigan and California left Virginia in the dust.

"It was pretty embarrassing to finish so low last season," junior Jordan Lavender said. "But today we showed a lot of people what we can do."

The men won six events total. Junior Payton Hazzard was the most valuable Cavalier, winning two individual events, the 200 and 400-meter dashes. His 46.93 mark in the 400-meter dash is among the top-five fastest national times this season.

"My goal is pretty simple: I want to run a fast time," Hazzard said. "This is the time to dig down and take my rightful place as being one of the nation's best."

Hazzard was also the anchor leg on the men's 4x400-meter relay. He received the baton in a dead heat with the California team only to pull away and win with a four-second margin. On the day, Hazzard accrued 21 points for his team.

"Big points win championships," coach Bryan Fetzter said. "[Hazzard] is a great, young man, and he continues to improve."

Virginia took two field events,

with freshman Filip Milhaljevic winning the shot put with a throw of 60' 7.75" — more than four feet farther than the runner up — and junior Christian Lavgna winning the pole vault with a 13' 9.25" jump, his best of the season. Senior Anthony Kostelac won the 800-meter run, crossing the finish line in 1:50.65.

The Virginia women's team won seven events, highlighted by Lavender's triumph in the 400-meter. Lavender set a personal best with a 52.57 — the second-fastest time in program history and the best collegiate time this season.

"I am extremely confident right now," Lavender said. "I feel like I'm starting right where I left off during [the indoor season]. I cannot wait to see what the future holds."

Lavender was also part of the winning 4x100-meter relay team of graduate student Dallas Rose, freshman Andrea Wright and sophomore Peyton Chaney. Lavender took the baton with her team trailing California, but she

surged to erase the deficit.

Not to be outdone, the 4x400 meter squad of freshman Chimere Ezumah, junior Vanessa Fabrizio, Chaney and Wright also claimed first place in a time of 3:41.01.

The Cavalier women won two events in the field. Senior Abbey Karin threw an even 155' in the javelin to cruise to a victory. Golden Bear junior Jaci Powell — the runner up — threw 15 feet behind Karin.

Rose outjumped fellow Cavalier sophomore Jessica Caldwell for the women's triple jump title, clearing a distance of 40' 10.25".

"We had a lot of folks who stepped up today," Fetzter said. "They did some things for the team and the betterment of it. For the past few weeks we've been talking about finding your role, and it's great that many of our athletes have found their role."

The team will travel to George Mason next weekend for a final tuneup before the ACC Championship meet in Chapel Hill, N.C.



Marshall Bronfin | The Cavalier Daily

Junior Payton Hazzard won both the 200 and 400-meter dashes, and ran anchor for the first-place men's 4x400-meter relay.



Courtesy Virginia Athletics

No. 50 freshman Rachel Pierson defeated Georgia Tech freshman Rasheeda McAdoo, 6-3, 6-0, Saturday to clinch the match for Virginia, 4-2.

**Kristen Cauley**  
Associate Editor

The No. 9 Virginia women's tennis team extended its winning streak to six matches by sweeping senior weekend with victories against No. 27 Georgia Tech and No. 15 Clemson. After scraping together a tough 4-2 win Saturday against the Yellow Jackets, the Cavaliers defeated a hot Clemson team Sunday, 5-2.

Virginia (15-4, 9-1 ACC) got off to a fast start against Georgia Tech (9-7, 6-4 ACC), claiming the doubles point before quickly capturing the first singles point. Despite the early 2-0 lead, the Cavaliers had their work cut out for them as the victory required a battle on every court.

"It's a tricky thing," coach Mark

Guilbeau said. "You want your kids to leave with a ton of confidence but you also want to be realistic and understand it was a lot of up and down and back and forth."

In doubles, senior Li Xi and sophomore Stephanie Nauta earned the first victory, defeating senior Muriel Wacker and sophomore Natasha Prokhnjevskaya, 8-3. An 8-4 win by sophomores Danielle Collins and Maci Epstein clinched the doubles point, allowing the Cavaliers to abandon the match at top court where the No. 9 duo of sophomore Julia Elbaba and freshman Rachel Pierson trailed fourth-ranked sophomores Kendal Woodard and Megan Kurey.

No. 33 Collins set the tone early for the singles competition, cruising to a 6-1, 6-0 victory against

## Women's tennis sweeps senior weekend

*Virginia bests No. 27 Georgia Tech, No. 15 Clemson, prepares for four-match road trip*

Prokhnjevskaya.

The Yellow Jackets did not lay down, however, defeating Epstein and Xi on the fifth and sixth courts, respectively, to even the score at 2-2. No. 3 Elbaba then fought her way to a 6-3, 6-4 victory against Woodard to recapture the lead.

With the match depending on the outcome on the third or fourth court, No. 50 Pierson defeated freshman Rasheeda McAdoo 6-3, 6-0 to clinch the win for Virginia.

"I didn't even realize that my match was the last deciding match," Pierson said. "My opponent is actually really good and she's tricky so I was trying to think more about strategy and not too much about what game it was and where I was in the match."

The next day, the Cavaliers welcomed a Clemson (17-4, 9-1 ACC) team that snapped their six-match winning streak last season. In their match Friday, the Tigers blanked No. 33 Florida State (11-9, 4-6 ACC), bringing a 10-match win streak and a perfect conference record to Charlottesville on Virginia's Senior Day.

"Clemson's gotten the best of U.Va. over a number of years," Guilbeau said. "Any coach could say that the next match is the biggest match of the year, but this [was] obviously a very big match."

Prior to the game, Virginia hon-

ored its four seniors — Marjorie Baker, Clare Spooner, Caryssa Peretz and Xi. Although the group has not seen much playing time this season, their contributions to the team extend far beyond the court.

"All the seniors have just helped me," Pierson said. "As a freshman [the transition] is such a big jump and you don't know what to expect. It's nice to have another support system on the team."

While the Cavaliers were able to tame the Tigers, the doubles competition served a preview for what Virginia could expect in singles. Collins and Epstein recorded the first doubles victory before No. 26 senior Yana Koroleva and junior Beatrice Gumulya upset Elbaba and Pierson, 8-6.

With the doubles point resting on the second court, Xi and Nauta secured the point by defeating junior Romy Koelzer and sophomore Tristen Dewar in a thrilling 8-7(3) tiebreaker.

"In the doubles, I told our team we kind of had to win it twice," Guilbeau said. "In the start we were doing really well, [Clemson] came back, and we still got it done."

Clemson struck first in the singles competition, evening the score to 1-1 when sophomore Jessy Rompies downed Epstein 6-3, 6-3.

Refusing to let the Tigers pull

ahead, Elbaba recaptured the lead for the Cavaliers with a decisive 6-4, 6-4 win against No. 46 Koroleva.

A 1-6, 6-1, 6-2 victory by Pierson allowed No. 45 Nauta clinched the win for Virginia on the third court by defeating No. 111 Gumulya 4-6, 6-3, 6-2. No. 64 Koelzer added one last point for the Tigers, defeating Collins, 7-6(5), 7-5.

Peretz tallied the Cavalier's final point, earning a sentimental victory on the sixth court to conclude the day.

"I haven't been able to play much this year so I was super honored to be able to get out on the court," Peretz said. "A lot of people think that [Senior Day] could be a distraction, but I think we handled it really well and came out with a bang."

Virginia now faces a daunting task in playing the rest of its ACC competition on the road. The two-week, four-match stretch includes taking on a tough No. 14 Miami (14-4, 8-2 ACC) team to conclude the regular season.

"Sometimes road trips bring your team even closer together," Guilbeau said. "We'll bond and spend some time talking about these last four good conference matches."

The Cavaliers return to action when the team travels to North Carolina to take on NC State and Wake Forest April 12 and 13.





## Comment of the day

“You know why we have a very low report rate? Because of single sanction. I probably would NEVER report an Honor offense because in my mind, that offense is not as severe as the consequence is. I am not going to have it on my conscience that I got a student kicked out of school, usually for something he/she has done by mistake or for something many people do all the time and get away with. Take away single sanction and reporting would go up. We call this a “community” of trust, but there is nothing community about removing someone who makes a mistake. The more admirable path to take would be of re-education, counseling, etc. to bring violators back into the fold.”

“Single Sanction Must Go” in response to Evan Behrle’s column “The Honor Congress”

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## LEAD EDITORIAL

# Speak and let speak

*The University of Minnesota Senate was right to reject a proposal to cancel Condoleezza Rice’s appearance*

On Thursday, the University of Minnesota Senate, which comprises faculty, students and staff, voted 122-21 to reject a proposal condemning an upcoming appearance by Condoleezza Rice, former Secretary of State. The proposal was submitted by a small group of activists in an organization called Students for a Democratic Society. The proposal accused Rice of participating in “efforts to mislead the American people about the presence of weapons of mass destruction in Iraq” and allowing “waterboarding and other torture tactics” to proceed. Because of these offenses, the proposal argued, Rice does not deserve the honor of speaking at the university.

The arguments in favor of allowing Rice to speak seem largely to be centered around upholding free expression and open dialogue, while the arguments in opposition to her appearance focus on the claim that

she should be formally reprimanded for her role in the Bush administration. The two arguments seem to miss each other rather than responding to each other, especially since Rice is not going to speak about United States foreign policy; the topic of her speech is the civil rights movement in the U.S.

Given the Students for a Democratic Society’s justification for their stance, a better argument in opposition to their proposal would be that if Rice is “a war criminal,” as faculty sponsor of the proposal William Messing claimed, her prosecution is up to the United States court system, not to the University of Minnesota. If the students feel Rice should be held accountable for her actions during her term as secretary of state, they ought to shift their activism away from the University of Minnesota and direct it toward the Department of Justice.

Rice is not the first public of-

ficial to be accused of misleading the American people. Former President Bill Clinton was impeached for lying about his affair with Monica Lewinsky, but was acquitted by the Senate. No formal action was brought against Rice after the American people learned the claim about weapons of mass destruction in Iraq was unfounded, nor was any action brought against other members of the administration, such as former White House Press Secretary Scott McClellan, who admitted he passed along false information to the public, or former President George W. Bush himself.

In none of the above cases has intentional dishonesty been conclusively proven. That debate may be ongoing, but it is not set to be debated at the University of Minnesota. There are instances where a speaker’s credibility is more suspect, but this is not one of those cases. Rice’s experience in the American political

system earned her a position of significant merit, and her personal background adds to the expertise she has to offer.

As a black woman who grew up in segregated Alabama and went on to hold high political office — in fact, as the first female African-American secretary of state — Rice has a perspective to offer on the state of civil rights in America that perhaps no one else can. The Senate rightly rejected the proposal, making a statement in favor of allowing the student body hear Rice’s opinions.

Students who do not think Rice is a credible speaker because of alleged dishonesty can opt out of attending the presentation. And those who do attend should be welcome to debate her remarks on civil rights in the appropriate manner and setting. But it is important to keep the two issues separate in order to allow such discussion to proceed.

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# Diversity is invisible

*Using race as a proxy for diversity ignores other important factors*

**BEN RUDGLEY**  
Viewpoint Writer

We too often regard diversity as something that we can detect from someone's visible attributes — his or her skin color, gender or ethnicity. Race is probably the most cited aspect of diversity; however, it is just one part of what might comprise someone's identity. Thus, the University's efforts to create a diverse student body or a company's efforts to create a diverse workplace ought to look more at a more holistic range of factors that may promote diversity. These factors may include, as well as race, gender, socioeconomic status, region or country of origin, sexual orientation, and perhaps what is most overlooked: diversity of experiences, interests and pursuits.

Diversity is more than one's racial identity or background; what makes an individual unique comes less from his or her belonging to a collective and more from his or her own experiences, beliefs and endeavors. Indeed, it is empowering to all students to be regarded as individuals and not members of groups (something that may happen more when people's diversity is condensed to their race or ethnicity).

That is not to say that the University's admissions process should

ignore race by any means: knowing an applicant's racial identity can tell you a lot about systematic historical inequalities that may still adversely affect him or her. Looking for racial diversity can help level the playing field to correct for significant historic disadvantages and inequalities certain races have had to deal with and continue to have as a burden.

However, I would argue that socioeconomic diversity can be, at times, more reliable than racial diversity as a measure of systemic disadvantages certain applicants may have. Also, there are applicants who benefit from the University's desire for racial diversity who are in stable, even affluent, economic conditions, while other applicants do not benefit from this desire but still endure socioeconomic conditions adverse to academic success. By emphasizing socioeconomic diversity, the University's admissions process would be better placed to admit more students who live below, or only just above, the poverty line (who, unfortunately, because of historical structural inequalities, are disproportionately racial minorities). Thus, socioeconomic diversity would be a fairer and more effective way of promoting diversity in a student body than racial diversity.

African-Americans and Hispanic Americans currently comprise

merely 6.2 percent and 5.7 percent respectively of the University's undergraduate population. Ironically, this lack of racial diversity at the University might be remedied by focusing on socioeconomic status rather than race.

Indeed, we would all be beneficiaries of such an approach, as educational institutions have been shown to perform better when there

way — just by merit of learning in classrooms with a wider spectrum of perspectives and socioeconomic backgrounds. The net effects of greater socio-economic diversity see improvements for the entire institution, so it follows that the University too would improve academically if it increased its socio-economic diversity.

Creating a more diverse student body, though, goes further than increasing the numbers of low-income students and racial minorities. Gender, sexual orientation and geographic background are all factors that are worthy of consideration, but — perhaps more importantly — we should focus on the more intangible, yet very real, personal characteristics that truly comprise individuality.

If there is a causal link, as the aforementioned study suggests, between diversity of perspectives and academic success, then surely we ought to look for intellectual nonconformity, unconventional academic passions and avant-garde pursuits outside of the classroom.



**[W]hat makes an individual unique comes less from his or her belonging to a collective and more from his or her own experiences, beliefs and endeavors.**

is greater socioeconomic diversity. Statistical studies nationwide assert that with an equilibrium of socioeconomic diversity (where there is a balance between low-income, middle-income and high-income students that mirror wider societal averages), low-income students do better academically, middle-class students' academic scores are largely unaffected, and everyone benefits — in a less tangible and quantifiable

## Rise of the computer

*The University should expand its computer science program and better encourage its students, particularly women, to earn CS degrees*

Computer science undergraduate enrollment in America is on the rise for the fifth straight year. This statistic, however, masks the true nature of the computer science crisis in America. The truth is that in the next 10 years there will be around one million more jobs than student graduates in the computer science industry. Moreover, women have become less and less involved in the field, diminishing the human resources available.

There appears to be ample incentive to seek a computer science degree — a recent 2014 study found that nine out of the 10 most lucrative degrees in America are in computer science at elite colleges — yet, women still drastically lag behind in earning such degrees. According to the National Center for Women and Information Technology, 18 percent of CS undergraduate degree recipients in 2010 were female, a drop from 37

percent in 1985. The percentage of female computer science graduate students here at the University also sits at 18 percent.

To combat this lack of female representation, Associate Professor Joanne Cohoon has focused on high school teacher workshops to help attract women to computing. Cohoon says that her husband, Associate Professor Jim Cohoon, has also developed an introductory course specifically targeted to students with no programming

experience.

"As a result of the prerequisite of no experience, the demographics of the course are gender balanced and [include] high representations of minority students relative to the Engineering School," Cohoon said.

The success of this introductory course, which attracted over 130 students this semester, proves that it is possible to attract women to computing. But the University's

efforts should not stop there. Offering different kinds of computing courses with no experience required would not only attract more participation from outside of the engineering school but also likely from women.

Cohoon also says that the "no-experience required" introductory course

"employs pedagogical approaches designed to be broadly appealing and effective." If these approaches have helped bring more women and diversity to computing in introductory classes, then they should be spread to others courses as well.

Certainly, before the University can add more courses and expand its efforts to attract more women, it must expand the computer science program itself.

The computer science department at the University includes only 300 undergraduate students and 100 graduate students, yet Associate Professor Mark Sherriff says that if you add up the enrollment of all CS courses, the computer science department has gone from

having a total enrollment of 3,862 in the 2011-2012 school year to 5,735 this year.

Though Sherriff says there are plans to grow both the computer science faculty and engineering school faculty over the next few years, it is crucial that the University take immediate action to accommodate the growing numbers. This means providing more computer science classes for the growing number of students interested in CS and catering to students who Sherriff explains are "frustrated by the restrictions we have to place on our classes, both caps and enrollment restrictions."

Specifically in Sherriff's CS Intro to Programming course, enrollment has gone from 140 students in his section in 2010 to 400 enrolled in the fall of next semester. "As every engineering student is required to take a CS1 course, the make-up of the course is representative of the make-up of the engineering school, plus quite a few students from the College. The only real change we've seen is an increase in enrollment from the College, which does tend

Though I cannot pretend to know what happens inside of an admissions office during the decision-making process, it is hardly a stretch to argue that personal essays, writing supplements and descriptions of non-athletic extracurricular involvements or jobs are sidelined while the greatest priority and attention is given to high school transcripts and other more conventional predictors of future academic success. One might argue that low-income students would actually be disadvantaged by the admissions office adding emphasis to these components of an application. This position, however, assumes that college counselor-edited essays are superior to original pieces and arrogantly asserts that low-income students might possess fewer academic or extracurricular passions. Looking at those overlooked measures of an applicant's merits would promote diversity which, in turn, would make the University a more welcoming, inclusive, socially aware and academically successful place.

To borrow a phrase from a hero in the history of education's trajectory towards greater integration, inclusivity and diversity: individuals, and their diversity, should not be judged "by the color of their skin, but by the content of their character."



**JARED FOGEL**  
Opinion Columnist

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# Questionable ideals

*The College of Charleston Board of Trustees should not have selected Glenn McConnell as their president*

In 2012, College of Charleston trustees drafted the Diversity Strategic Plan, a five-year initiative to recruit minority students, diversify the college's faculty and create an inclusive environment. Outsiders have praised the predominantly white institution for its efforts to overcome its disturbing racial legacy. It was only fifty years ago when the college purchased local houses to prevent blacks from living nearby. Vestiges of such racism persist, culturally and institutionally, but at least the college recognizes the problem and has formulated practicable solutions. We're making progress here in the 21<sup>st</sup> century.

Except for the fact that South Carolina Lt. Gov. Glenn McConnell is set to be the public school's next president.

In spite of significant protest from students and faculty, College of Charleston trustees have defended McConnell's recent election to the college's presidency. "We believe that Glenn McCon-

nell is the best person to lead the College of Charleston," said chair of the Board of Trustees Greg Padgett. Detractors of the decision have pointed to McConnell's polemical comments on Confederate history as the basis for their opposition.

A member of the Sons of Confederate Veterans, McConnell appeared on ABC News' Nightline in 1999 and said, of the Confederate flag: "I see honor, courage, valor... I don't see black and white.

I don't see racism." The following year, then-Senator McConnell successfully fought to have the flag in front of the State House, the building housing the South Carolina government. McConnell dismissed suggestions to display the Confederate flag in sealed cases, maintaining that "encasement represents entombment" and that he wanted "no part in symbolically burying the Confederate banner." McConnell's guest appearances on "The Political Cesspool," a white nationalist radio show, further call

into question his convictions.

It's impossible to separate ideals about honor, courage, and valor from the associations of racism that surround the Confederate flag. There's no denying that the Confederacy was a government rooted in the preservation of slavery, despite the ongoing revisionist history effort. Confederate Vice President Alexander Stephens said in his Cornerstone Address: "Our new government is founded upon...the great truth that the negro is not equal to the white man; that slavery, subordination to the superior race, is his natural and normal condition." Given McConnell's attachment to the Confederate flag — a heinous reminder of human slavery — and strong resistance from the College of Charleston community, the Board must consider rescinding its offer to McConnell.

The Board's selection of McConnell reopens the wounds that the

college has worked to heal. It's the death knell for the college's growing efforts to attract prospective minority students, damning any expectation of approaching the diversity of its peer schools.

Political views aside, McConnell carries no higher education experience or academic credentials. Per a research report the college released to press regarding its three presidential finalists, lack of

for a lack of academic experience. As one volunteer leader who met with McConnell and other finalists observed, "the academic community is a unique organism; I do not think one can lead faculty and staff without that experience." Revolving door politics should not spill into higher education. The role of a university president demands an awareness of the machinery of academia that McConnell does not possess. He is neither an educator nor an academic administrator. It's understandable that college faculty members have resisted the trustees' selection.

The reputation of the College of Charleston as a public institution increasingly committed to creating a welcoming community is at stake. The Board must lend its ears to the large contingent of students and faculty members who oppose the leadership of a neo-Confederate politician.

*Nazar Aljassar is an Opinion Columnist for The Cavalier Daily. He can be reached at [n.aljassar@cavalierdaily.com](mailto:n.aljassar@cavalierdaily.com).*



**NAZAR ALJASSAR**  
Opinion Columnist



**It's impossible to separate ideals about honor, courage, and valor from the associations of racism that surround the Confederate flag.**

experience in higher education presented a chief concern to college faculty.

Supporters of McConnell cited his political connections with the South Carolina state legislature as strengths for his candidacy. Political connections do not make up

# An empty plate

*The Cavalier Daily should have devoted more stories to the new contract for dining services*

**CHRISTOPHER BROOM**  
Public Editor

Another chapter in the ongoing story of the University's process for completing a new contract for dining services played out this past week. The reporting from The Cavalier Daily has been fairly thin as this process has taken place. And we've now learned that efforts by the Living Wage Campaign at the University to prevent Sodexo from obtaining the contract were misplaced, as Sodexo never submitted a bid. A couple of weeks ago there was a news story about the Living Wage Campaign efforts and a guest op-ed about their concerns with Sodexo's business practices as it related to low-wage employees.

Back in February there was a short news article noting that the University's contract with Aramark ends in July of this year. In it, University Spokesman McGregor McCance was quoted as saying details of the negotiations were confidential. And that seemed to be it. A couple of

weeks later, Dani Bernstein wrote an op-ed in which she urged the University to move on from Aramark over concerns about how Aramark treats its employees. In it she wrote, "The University has received several solicitations from other food providers, and if any of these companies has a better track record on workers' rights, the University should strongly consider hiring one of these food providers instead." If she had information about who those companies were, that would have been worth following up on. The next day the paper ran another opinion column by Gray Whisnant calling for substantial changes to a possible renewed contract with Aramark including better pay for workers and support for sustainable agriculture.

I noted in my March 2<sup>nd</sup> column that I would have liked to see more research into alternative companies in Bernstein's column. This same idea applies to all of the news reporting and the opinion columns on this topic. The new dining contract seems to me to be a vitally important topic at

the University affecting students, staff and faculty on a daily basis — arguably more than just about anything else at the University. Opinion pieces need better research to offer legitimate alternatives. And the news reporting on this topic has simply been lacking. I understand the University spokesman said details were confidential. Why are they confidential? The University is a public institution. What information is an institution required to provide when asked?

University Executive Vice President and Chief Operating Officer Patrick Hogan told a group from the Living Wage campaign that Sodexo had never submitted a bid. Perhaps this skirts some confidentiality rule as there isn't a contract in play, but it seems as though more informa-

tion may well have been available. If nothing else, information about what the University's priorities for the new contract are would be worth knowing. Hogan also told the group the University is negotiating with two companies but



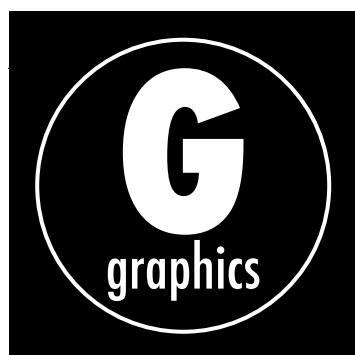
**Regardless of whether the administration would divulge specifics about contract negotiations, there was a lot more to this story that I think readers of the Cavalier Daily would have been interested in and well served to read.**

that the names of those companies wouldn't be revealed until a contract is finalized. That sounds ripe for investigative reporting, though time is quite short now as the process is nearing its conclusion, according to the article.

There are some stories and

some events at the University that are worth spending a lot of time on, and this is one of them. The first renewal of the dining contract in quite some time — and the possibility that it would be a new company for the first time since, I believe, 1988 — is a big deal. Given the focus of many students and others on workplace practices and treatment of employees along with concerns about classification of employees in the wake of the Affordable Care Act, there is clearly significant interest in the dining services contractor. Regardless of whether the administration would divulge specifics about contract negotiations, there was a lot more to this story that I think readers of The Cavalier Daily would have been interested in and would have wanted to read.

*Chris Broom is the Public Editor for The Cavalier Daily. He can be reached at [publiceditor@cavalierdaily.com](mailto:publiceditor@cavalierdaily.com) or on Twitter at @CDpubliceditor.*



MOSTLY HARMLESS BY PETER SIMONSEN

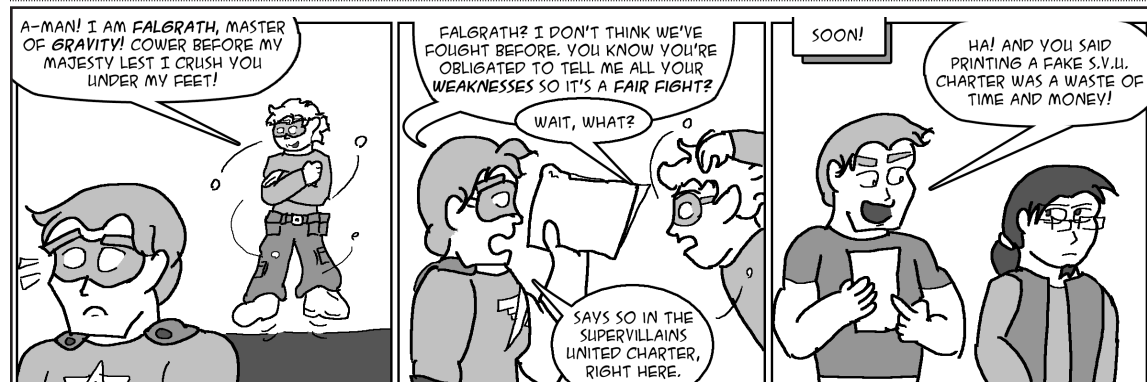
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"So Mr. Kent, what would you say is your greatest weakness?"

"Well obviously Kryptonite---uh... well... sometimes I just work too hard and uh..."



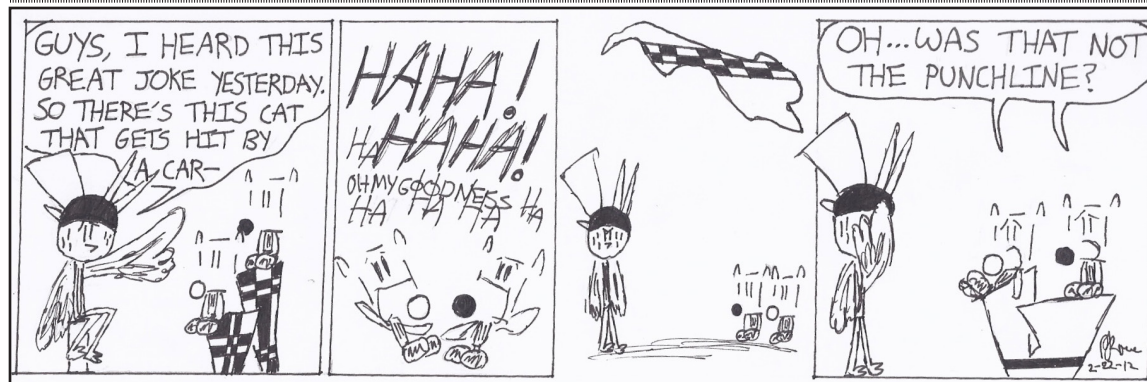
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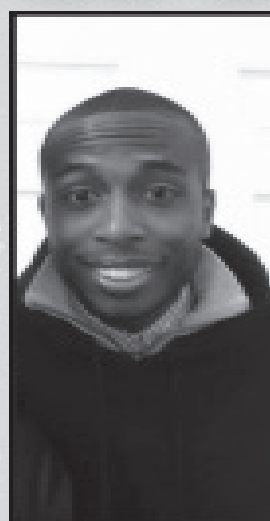
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## SPOTLIGHT



For fourth year College student William Proffitt, community services goes far beyond simply volunteering.

"I want to spread love and acceptance. We're all human beings, placed on this planet to care for each other and help each other succeed...I believe we have an obligation to help the less fortunate and underprivileged," said Proffitt.

One of Proffitt's goals is to help those who don't normally have a voice to tell their stories. Since his first year at UNA, Proffitt has been working towards accomplishing his goals through Brothers United Celebrating Knowledge & Success (BUCKS), of which he is the current president. Proffitt has served as a tutor and mentor to students, particularly Black and minority students, at a variety of middle and high schools in the greater Charlottesville community.

In the theme of helping those who do not normally have a voice, Proffitt was also heavily involved in the Restore AccessUNA campaign. As a member of the planning committee, Proffitt fought to restore the No Loan Policy that the Board of Visitors voted to eliminate. "I believe everyone deserves a living wage and the opportunity to succeed. I also strive to educate people about structural inequality and institutional barriers that privilege some while hurting others, particularly racial minorities," said Proffitt.

STUDENT COUNCIL

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**Lakshmi Kopparam**  
Staff Writer

# Research offers new light on stroke risks

*DNA sequences offer crucial clues to examining certain diseases, Williams says key is raising awareness*

Researchers at the Medical School have unveiled a key gene variation linked to an escalated risk of stroke. This detection adds to scientific understanding of the origin of overproduction of the enzyme homocysteine, which is related to cancer, dementia and stroke. Research also examined the conversion of the enzyme methionine into homocysteine — leading to discoveries which may greatly improve understanding of vascular

diseases.

"In the current study we identified five genes which are major drivers behind how humans metabolize methionine," said Stephen Williams, a postdoctoral fellow at the University's Cardiovascular Research Center and the University's Center for Public Health Genomics, in an email. "Sequence differences of these genes in people lead to differences in processing of methionine."

Past attempts to lower homocysteine have been unsuccessful, but Williams' approach of trying to stop an enzyme called methionine from converting to homocysteine have produced more promising results. Many diseases

are triggered by mistakes in the copying or winding of DNA. When methionine is converted from homocysteine, a component may be produced which alters how DNA is wound. Stopping this conversion could alleviate mistakes in DNA copying and therefore reduce the risk of certain diseases.

"One could see that if your genes make this [conversion] pathway work incorrectly, this may impact your epigenome, and thus put you at long-term risk for disease," Williams said.

Researches began by attempting to determine the cause behind varied metabolism of the conversion process. Around 5,000 participants' genomes were

reviewed, helping researchers to find five crucial genes. A "risk score" was then tabulated which assesses the risk for developing excess homocysteine based on gene variations. "Our biggest obstacle, like in many genetic studies, was trying to figure out how the differences in genetic code lead to actual biological differences in people," Williams said. "We came up with some really interesting new ways to model this in cells and are striving to show that people may be impacted in the same way."

Williams and his team made the discovery by looking into an unknown segment of the conversion pathway. If drugs could be used to stop the process

ahead of time, the risk of stroke can be reduced.

"We showed clinical relevance illustrating that one of the same genes that leads methionine processing differences is also a predictor of stroke," Williams said.

Such findings bring optimism to work in disease prevention.

"Awareness is the biggest key," Williams said. "As more and more people find out about their own DNA sequence, it is important to know what information is out there and be able to make informed decisions about any and all lifestyle changes a person may make based [on] solid science."

# HIV service group brings AIDS awareness to Grounds

*Local organization to provide free testing in LGBTQ Center Thursday to aid effort*

**Emily Dinning**  
Associate Editor

According to the World Health Organization, as of 2013, more than two million adolescents are living with HIV. AIDS-related deaths have increased 50 percent in the past nine years among adolescents, and according to the CDC website, 60 percent of ado-

lescents aged 13-24 who are HIV positive don't know it.

"It's important to start talking about youths because for every four people we test, it's someone who is college-aged who tests positive," said Peter DeMartino, chief executive officer of AIDS/HIV Services Group, a local organization committed to HIV and AIDS awareness and support.

On April 1, ASG opened a

general practice office, where patients can speak to a nurse practitioner about general health and receive counseling, psychological or psychiatric support. ASG provides for general health needs but focuses on sexual protection and drug use.

"[ASG is] a Charlottesville equivalent to a country doctor," DeMartino said.

"I think there should be more

partnerships between ASG and U.Va. to increase awareness," said Clay Cook, a fourth-year Education student and veteran ASG volunteer. "I don't see the representation of our age group in terms of the clientele that we see. There should be more awareness about HIV and AIDS at U.Va. because, as students, we have the resources: we can get free condoms and be tested at Student Health."

In honor of National Youth HIV & AIDS Awareness Day, ASG will hold testing for University students this Thursday from 11 a.m. to 4 p.m. at the LGBTQ Center in Newcomb Hall.

"The only way we will ever conquer HIV and AIDS is if people know their status," said Eric Mayes, ASG environmental strategies coordinator.

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Darby Witherspoon  
Feature Writer

# Student spearheads Corner Indie Fest

*Students join sponsors, business owners,  
consultants to plan indie music festival*

The idea started a year ago, when second-year College student Joanna Spotswood went to a networking lunch. She started a friendship with the girl randomly seated next to her, and the two started a year-long project that culminated Thursday in the Corner Indie Fest.

"[I was introduced to a girl who] had created this project called Un-resume through HackCville and [the] project [prompted students to ask]: what would you do if you could do anything, it wouldn't end up on your résumé and you could accomplish it?" Spotswood said.

For Spotswood, the answer was to start a music festival. She approached third-year College student and fellow music major Olivia Bona for help on the project.

"I [thought], 'I don't know

[Bona] that well but she's the girl for it,'" Spotswood said. "I just had this sense."

Bona, the current leader of Un-resume, also founded the Music and Performing Arts Council.

The pair was supported considerably by sponsors at HackCville, who helped the pair create contacts and find funding for their project. Bona and Spotswood teamed up with a group of business owners and consultants to put their plans in action.

"We got picked up by a corporate sponsor — these two guys who have their own consulting and management business," Bona said. "They helped us identify and accomplish really big goals that we probably could not have done on our own. From there, [they helped with] finding out what we need,

the kind of people we need, the timelines, the contacts. And then we went rogue."

Aside from professional support, the sponsorship sealed in the idea of the music festival and made plans concrete.

"I think most importantly what they did for us was show us that this idea was valid," Bona said. "Sometimes I feel like students, here especially, have these huge ideas that they think are not accomplishable because they've never done anything like it before."

Though the festival was smaller this year than either had originally hoped, Spotswood and Bona were able to showcase student talent, local talent and traveling talent. They scoped out musicians around Grounds, on Facebook and through word of mouth.



Charlotte Burchett | The Cavalier Daily

Second-year College student Joanna Spotswood and third-year College student Olivia Bona showcased student, local and traveling talent at the Corner Indie Fest Thursday.

The pair brought together first-year College student Alexia Willems and fourth-year College student George Guthrie. They were also successful in acquiring performances from Keelan Donovan, who has played in South by Southwest, and Robbie Phillips of the Dirty Lions.

"The girls saw me at the Pigeon Hole in November, [when] I was on tour," Donovan said. "They stopped and listened and they

asked me if I wanted to play in this festival. We've been talking ever since."

Spotswood said she finds the indie music genre especially captivating.

"I feel like it's some of the most pure music," Spotswood said. "I wanted acoustic music. There are no computers covering it up. It's the music that I love and [that] speaks to me."

## Middle Eastern Culture month commences

*Middle Eastern Leadership Council aims to collaborate with minority group, combat stereotypes about Middle East culture*

Joslyn Chesson  
Feature Writer

The Middle Eastern Leadership Council started the month-long celebration of Middle Eastern Cultural Month last week. The celebration will include an array of events including speakers, poetry nights and movie screenings.

After observing the Latino Student Alliance's month dedicated to Latin American culture, members of MELC wanted to make students on Grounds more aware of the Middle Eastern presence at the University.

"We thought that this would be a great time for us to showcase our culture, but also to bring up some political issues and bridge the gap between some organizations that we haven't worked with

in the past," Ghariban said.

The month began with a discussion of Islam 101, featuring a formerly Christian speaker who converted to Islam later in life. He spoke about how his life led him to embrace the religion of Islam and offered audience members a unique perspective on the subject.

"[The speaker] thought that Christianity led him to Islam," Ghariban said. "So, we brought him in to show both perspectives and it was more like a time to dispel some of the things that you see in the media."

A fundraising dinner will take place at the end of the month, with proceeds benefitting the Yarmouck refugee camp in Syria.

"[Yarmouck refugees have] been starving and I really want to raise money for them because my aunt is from Yarmouck," said

second-year College student Yahya Saad, MELC executive board member. "I've been there and it's very close to my heart, all of the people there, so it's my chance to help them."

An event last week titled Minority Voices showcased speakers from a variety of different organizations, including the Latino Student Alliance, Black Student Alliance and the Queer Allied Activism group, as well as speakers drawn from the larger Charlottesville community.

"We wanted to make sure that even though this is Middle Eastern Cultural Month, we think it's really important to bring all of the minority voices together," said MELC President Maryam Ghariban, a fourth-year Engineering student. "This event is supposed to show the individual voices and

kind of break down [the idea] that even though one person is from a specific community, we're not all like that one person."

Executive board member Amani Boudriga, a third-year College student, said MELC hopes this month will facilitate interconnectedness among the minority groups on Grounds.

"We thought it would be a really great opportunity for our umbrella organizations to sort of work together and connect and co-sponsor each other," Boudriga said. "We [thought that if we] included all of the other organization's major events into one big month it would also really help out with outreach to the bigger community."

In working with organizations such as the Queer Allied Activism group, Ghariban said the organi-

zation hopes to broach controversial topics not typically discussed in association with Middle Eastern culture.

"We're trying to reach those taboo subjects that Middle Easterners don't talk about," Ghariban said. "For instance, like that Middle Easterners and the LGBTQ community can't work together — we're trying to dispel that rumor."

The organization has already raised around \$14,000.

"We want to become more open and have more people know about us and come to the events and learn a thing or two," Saad said. "People think of U.Va. as a super preppy school where everybody looks the same, but there's a lot more diversity than people think and we want to bring that out."

www.cavalierdaily.com



## LOVE CONNECTION:

## JACK &amp; KATIE

## KATIE



Courtesy Katie

*Year:* Second  
*School:* Engineering  
*Major:* Systems Engineering  
*U.Va. Involvement:* Competitive Rock Climbing  
*Hometown:* Arlington  
*Ideal Date:* Someone with flaming red hair — the longer the better — and a mustache. I love mustaches. Preferably taller than me, though I can definitely work with someone shorter. I don't discriminate based on height. I need a date who will share my mutual love for all things small animal. My date needs to be pretty shy, because I love to talk, but not afraid to go in for the occasional hug when I'm looking cold/lonely.  
*Hobbies:* Putting things in a blender and seeing if it'll blend (or not), making up my own languages, coding/decoding various computer programs.  
*What makes you a good catch?* I've perfected the art of being happy, free, confused and lonely at the same time. I can do the Cotton-Eyed Joe backwards and in Spanish. I can smell a perfectly cooked eggplant from 12 miles away.  
*Describe yourself in one sentence:* The lovechild of Beyoncé and George Washington.

## First-year engineer faces setbacks at Sakura

Alex Stock  
 Love Guru

*Jake and Katie met at 6:30 p.m. at the Rotunda and went to Sakura.*

Jake: I signed up back in September because it was a recurring joke in high school that I'd be the one to do something like this.

Katie: I don't know who filled out the survey for me. I was very confused when I found out I was chosen, but I decided I'd do it anyway because it's fun.

Jake: I was surprised. [I filled out the survey] so long ago. I wondered, "Is this is actually happening?!" I thought, "Let's do this!"

Katie: I have never been on a blind date. A girl in my sorority went on [Love Connection] and her date was Joe Harris, so there was a little hope that there would be a prominent athlete, even though I knew the basketball team wasn't in town.

Jake: I got there a little early — just wanted to be safe. Katie got there around 6:30 and saw some of her friends and was joking with them about Love Connection. We were both confused about what we were supposed to do.

Katie: He was wearing nice clothes, but looked like he had come from class because he had a backpack on. He seemed nice, but kind of quiet at first.

Jake: I thought she was really cute. For me, I am really shy. I've never been able to approach a girl, but for some reason, this was so easy. Things seemed to flow immediately.

Katie: At first, he was kind of shy and not very talkative, but once he got more comfortable, he was fine. At first I felt like I was doing most of the talking, but it could be that I'm a chatty person.

Jake: The conversation seemed really natural. It flowed really well. We talked about how [during her first year] she lived about three suites down from where I live.

*U.Va. Involvement:* Host for the Monroe Society, The Inventor's Society, Club Wrestling, Jewish Religious Life Council and Zeta Beta Tau Fraternity

*Hometown:* Fairfax  
*Ideal Date:* Someone around my height (I can't fight my genetics...), cute with an athletic side. This person has to have something they are truly passionate about. I really think it's awesome when someone has devoted themselves to an activity and he/she shows it.

*Ideal Date Activity:* I'm a classy guy. Getting dressed up and eating a homemade, fancy dinner in a dimly lit room is a great way to set the mood (especially when you take a dorm room/lounge and decorate it like crazy). Following some good eats and conversation, we'd take a walk to a place where we can stargaze.

*Deal breakers?* Smokers and/or people with a lack of passion/drive are a no-go.

*Describe a typical weekend:* I live by the mantra work hard, play hard. Saturday is play and Sunday is work. Going out with friends, playing sports, seeing movies and relaxing with my hobbies make up most of the play. When Sunday comes around, it's back to the grind. Powerlifting, club meetings and homework truly make Sunday Funday.

*What makes you a less-than-perfect catch?* I'm a ginger. Case-in-point.

*What is your spirit animal?* Every time I start a new game in Pokemon Mystery Dungeon, the game sets me as a Charmander. Coincidence? I think not.

*Describe yourself in one sentence:* Gingers do have souls.

## JAKE

*Year:* First

*School:* Engineering  
*Major:* Computer Science

*U.Va. Involvement:* Host for the Monroe Society, The Inventor's Society, Club Wrestling, Jewish Religious Life Council and Zeta Beta Tau Fraternity

*Hometown:* Fairfax

*Ideal Date:* Someone around my height (I can't fight my genetics...), cute with an athletic side. This person has to have something they are truly passionate about. I really think it's awesome when someone has devoted themselves to an activity and he/she shows it.

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*Describe yourself in one sentence:* Gingers do have souls.



Courtesy Jake

either.

Jake: There was maybe a little bit of flirting; I'm not really a good judge of that. If I was flirting, I probably wouldn't have realized it.

Katie: I would probably not see myself going out with him again. We will probably just stay friends. If I see him, I'll say hi to him. He was a little too quiet for me. He paid for the dinner — that was very gentlemanly. Chivalry is not dead!

Jake: I could see myself going out with her again. There was maybe a little romantic connection. At the end, she said she hopes to see me again.

Katie: We said goodbye. He asked

for my number and I gave it to him. I don't think there was a spark or anything. He texted me. I didn't know what to say back, as I didn't want to lead him on in any way.

Jake: I would rate the date an 8.

Katie: It wasn't super horrible that I wanted to stab my eyeballs out with a chopstick. [There] wasn't super long pauses, but at the same time it wasn't super engaging and [such a] great time that I would want to keep having more and more. I'll give it a 4. I feel like he was talking down to me at points about being in third year E-School classes.

# Top 10 U.Va. Spring Instagrams



Annie Mester  
Life Columnist

## 1. The Rotunda-gram

I firmly believe that in accepting your admission to the University, you are subject to a few unspoken rules. One: to pledge allegiance to the flag of the United States of Thomas Jefferson. Two: to never speak ill of a Gusburger. And three: to Instagram the Rotunda at least 14 times before graduating. One must use every single filter in existence — both on Instagram and Snapchat — as well as capture it during each seasonal occasion, be it Lighting of the Lawn or #CAValanche. It is a rite of passage for University students and you're basically guaranteed upwards of 20 likes. Because *Hoo* doesn't like to brag about some UNESCO World Heritage site architecture?

## 4. The brunch-gram

The cardinal rule of brunch: it didn't happen unless you Instagrammed it. Is it OK to let your food get cold at the expense of finding the perfect angle to capture that pancake? Is it fine to stick an iPhone in your friend's face because their bacon egg and cheese looks a little more photogenic than yours? What about asking your waiter to arrange your waffles so they're perfectly symmetrical and then add a small swirl of syrup, then demanding him to redo it when the swirl went a little too far to the left and *ugh, can't you do anything right?*

## 7. The sports-gram

Trees are great. They give us oxygen, which, combined with naps, are pretty much all we need to live. And, considering the default test picture for each Instagram picture is a tree, it's almost like we're being asked (begged, if you will) to post pictures of such a natural phenomenon. Luckily for us, U.Va. is a pretty beautiful place and many organizations really like having garden parties. If said "garden party" happens to include brunch, you can knock off upwards of four things on this list. Because what's a garden party without brunch, flowers, a few drinks and a formal dress?

## 10. The library-gram

Probably soon be replaced by the "why is there a piece of the Berlin Wall in front of Alderman but who cares I still hate studying-gram." An ironic shot of some inspirational quote in a Clemons booth, a lonely shot of the empty stacks in Alderman, a hateful shot of someone chewing really loud in the silent area of Clark or even a desperate selfie trying to get some work done. Finals are coming, which means midterms are still happening and papers are all due on the same day. Similar to a night out, it is unwise to Instagram after having two or more drinks (in this case, we're talking coffees). Put the phone down, and hit the books. Instagram will be there when you get back.

## 2. The "studying" on the Lawn-gram

Also fondly referred to as the "tanning-gram" or the "can you tell that my legs look vaguely darker than when I Instagrammed them on Spring Break?-gram." Here's a secret that's probably not a secret: 93 percent of tan leg Instagrams contain one or more filters to give the façade of considerable UV exposure. Pictured legs are often accompanied by a Starbucks cup because, unfortunately, Starbucks Instagrams aren't a seasonal thing, and people get just as excited to take pictures of their frappuccinos as their pumpkin spice lattes. Personally, I don't really understand the artistic appeal of a misspelled name or some brown-ish liquid, but beauty is in the eye of the iPhone-holder.

## 5. The sports-gram

Now that basketball season is over, the greater University community can turn its attention to sports played on grass rather than a hardwood court. Luckily for us, we're still good (duh) at most spring sports, so our #champion Instagrams can continue. But the sports-gram is not limited to the Division 1 athlete. They can include a casual game of Frisbee or the scenic tree-lined path of an afternoon run.

## 8. The Foxfield-gram

The Foxfield Instagram is an art. You must choose a picture that not only captures as much Lilly Pulitzer as possible, but also shows just how much fun you're having and how few horses you're seeing. Choose wisely — there is zero doubt that your entire Instagram feed will be solely Foxfield pictures for about two #tbt weeks and three real weeks after the event, so you'll want to pick something that will stick out. For example, my roommate got into the Campus Cookies life-sized cookie suit. Chocolate chips make the best Lilly print, am I right?

## 3. The darty-gram

During the depths of winter, we often forget that weekends contain actual days and not just the hours of 10 p.m. to 2 a.m. So, when spring rolls around, students waste no time putting those lost days to use. The darty-gram — a whimsical term for "day party" — is typically characterized by a live band, a pair of sunglasses, a rooftop hangout and arm-displaying tank tops. Suns out, guns out, right?

## 6. The 5k-gram

The University's go-to spring philanthropy event is always the 5k run. Your friends and/or aggressive tablers on the Lawn will most likely convince/force you to sign up for at least five, so be selective with which 5k you choose to share with your social media friends. Even if you're covered in paint, sweating, crying, still feeling it from the night before or all of the above, there's no better time to showcase your foray into philanthropic exercise than by Instagramming yourself at the finish line. Multiple filters must be used to conceal your perspiration.

## 9. The formal-gram

There are three stages of picture taking at a formal. First, the 'getting ready' phase. This often occurs with half of your makeup/outfit and a fraction of your sanity on display. Second, the 'I found my date and we look vaguely cute and we're still standing upright' phase. These are often taken in a field of some sort, with the sun setting in the background. Last, the selfie phase. This is usually post cocktail hour, employed to pass the time while waiting for dinner after you've drunk-eaten all the bread. I'd recommend Instagramming something taken during Phase 2, as no one will be able to tell that you woke up the next morning still in your dress clutching a box of Christian's pizza.

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