



Vice President for Policy and Governance
and Secretary to the Board of Visitors
Burruss Hall, Suite 319
800 Drillfield Drive (0125)
Blacksburg, VA 24061
540-231-6232 www.vppg.vt.edu
www.bov.vt.edu www.governance.vt.edu

September 1, 2025

The Honorable Luke E. Torian
Chair, House Appropriations Committee
General Assembly Building, Room 1223
201 North 9th Street
Richmond, Virginia 23219
DellTorian@house.virginia.gov

Dear Chairman Torian:

In accordance with Section 23.1-102.1 of the Code of Virginia, Virginia Tech has attached a list of positions and salaries of executive officers meeting the reporting criteria.

If you have any questions, please let me know.

Sincerely,

A handwritten signature in blue ink that reads 'Kim O'Rourke'.

Kim O'Rourke
Secretary to the Board of Visitors and
Vice President for Policy and Governance

Enclosure

cc: President Timothy D. Sands

Code of VA 23.1-102.1, Executive officers, salaries:

The governing board of each public institution of higher education shall report by September 1 of each year to the Chairmen of the House Committees on Appropriations and Education and the Senate Committees on Finance and Education and Health the salary by position of any executive officer of such institution that exceeds for the previous fiscal year the salary limit for the chief executive officer for such institution set forth in the general appropriation act.

Positions and salaries meeting the above criteria as of June 30, 2025:

<u>Executive Officer</u>	<u>Position</u>	<u>Base Salary</u>
Whit Babcock	Director of Athletics	\$1,096,040
Dr. Cyril R. Clarke	Executive Vice President and Provost	637,829
Dr. Lance Collins	Vice President and Executive Director of the Innovation Campus	804,580
Dr. Michael Friedlander	Vice President for Health Sciences and Technology	705,518
Bryan Garey	Vice President for Human Resources	402,858
Kay Heidbreder	University Legal Counsel	337,459
Frances Keene	Vice President for Student Affairs	370,600
Sharon Kurek	Vice President for Audit, Risk, and Compliance and Chief Risk Officer	363,625
Lu Liu	Dean of the College of Architecture, Arts, and Design, Council of Deans Representative	358,832
Kim O'Rourke	Vice President for Policy and Governance, Secretary to the Board of Visitors	305,222
Mark Owczarski	Interim Vice President of Marketing and Communications	298,700
Charles Phlegar	Senior Vice President for Advancement	838,970
Dr. Menah Pratt	Vice President for Strategic Affairs	477,079
Dr. Julie Ross	Dean of the College of Engineering and Special Advisor to the President	581,424
Amy Sebring	Executive Vice President and Chief Operating Officer	613,948
Dr. Daniel Sui	Senior Vice President and Chief Research and Innovation Officer	522,082
Dr. Lisa Wilkes	Vice President for Strategic Initiatives and Special Assistant to the President	455,441
Chris Yianilos	Vice President for Government and Community Relations	343,276



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September 1, 2025

The Honorable L. Louise Lucas
Chair, Senate Finance and Appropriations Committee
General Assembly Building, Room 1404
201 North 9th Street
Richmond, Virginia 23219
senatorlucas@senate.virginia.gov

Dear Chairwoman Lucas:

In accordance with Section 23.1-102.1 of the Code of Virginia, Virginia Tech has attached a list of positions and salaries of executive officers meeting the reporting criteria.

If you have any questions, please let me know.

Sincerely,

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Kim O'Rourke
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September 1, 2025

The Honorable Sam Rasoul
Chair, House Education Committee
General Assembly Building, Room 910
201 North 9th Street
Richmond, Virginia 23219
DeISRasoul@house.virginia.gov

Dear Chairman Rasoul:

In accordance with Section 23.1-102.1 of the Code of Virginia, Virginia Tech has attached a list of positions and salaries of executive officers meeting the reporting criteria.

If you have any questions, please let me know.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Kim O'Rourke', written over a light blue horizontal line.

Kim O'Rourke
Secretary to the Board of Visitors and
Vice President for Policy and Governance

Enclosure

cc: President Timothy D. Sands

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September 1, 2025

The Honorable Ghazala F. Hashmi
Chair, Senate Education and Health Committee
General Assembly Building, Room 616
201 North 9th Street
Richmond, Virginia 23219
senatorhashmi@senate.virginia.gov

Dear Chairwoman Hashmi:

In accordance with Section 23.1-102.1 of the Code of Virginia, Virginia Tech has attached a list of positions and salaries of executive officers meeting the reporting criteria.

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