

TO: Members of the Academic and Research Advancement  
Committee of the Board of Visitors

Kenneth E. Ampy, Chair  
Dee D. Gilmore, Vice Chair  
Fred J. Whyte (ex-officio)  
Barry M. Kornblau (ex-officio)  
Frank Batten, Jr.  
David L. Bernd  
John F. Biagas  
Luke M. Hillier  
Frank Reidy  
Andres Sousa-Posa (Faculty Representative)

FROM: Carol Simpson  
Provost

DATE: April 15, 2013

The purpose of this memorandum is to provide you with background information for our meeting on Friday, April 26, 2013. The committee will meet from 10:00-11:30 a.m. in the Presidents' Room in Webb Center.

#### I. Approval of Minutes of the December 6, 2012 Meeting

The minutes of the December 6, 2012 meeting will be presented for approval as previously distributed.

#### II. Tenure Policies and Procedures

Materials related to tenure to be discussed include a summary of the University's policies and procedures on tenure, an outline showing the tenure continuum, information on the percentage of tenured instructional faculty within the six academic colleges for academic year 2012-13, information on the ethnicity and gender of instructional faculty within the six academic colleges for academic year 2011-12 and academic year 2012-13, instructional faculty tenure trends from 2006-2013, and information on the percentage of tenured faculty at doctoral Institutions in Virginia.

#### III. Closed Session

The members of the Academic and Research Advancement Committee will receive information related to the items to be discussed in closed session.

#### IV. Reconvene in Open Session and Vote on Resolutions

#### V. Consent Agenda

Included in the consent agenda materials are resolutions recommending 29 faculty appointments, 31 administrative appointments, seven emeritus/emerita appointments, and the appointment of the Louis I. Jaffe Professor.

#### VI. Regular Agenda

The regular agenda includes proposed revisions to the Policy on Reappointment and Nonreappointment of Faculty, proposed revisions to the Policy on Remunerative Outside Employment, a proposed new policy on Outside Employment for Administrative and Professional Faculty, and a proposal to rename the Office of Computing and Communications Services as Information Technology Services.

#### VII. Information Items

Information items include information on one leave of absence without compensation, the report on Promotions in Rank Effective for 2012-13, the report from the Provost, and the report from the Vice President for Research. The report from the Provost will include updates on discussions regarding a College of Extended Education and MOOCs (Massive Open Online Courses).

#### VIII. Topics of Interest to Board of Visitors Members

Committee members will have an opportunity to discuss topics of interest.

C: John R. Broderick  
Donna Meeks

OLD DOMINION UNIVERSITY  
BOARD OF VISITORS  
ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE  
APRIL 26, 2013  
AGENDA

10:00-11:30 a.m. – Presidents’ Room

- I. APPROVAL OF THE MINUTES OF DECEMBER 6, 2012
- II. TENURE POLICIES AND PROCEDURES
  - A. Summary of Policies and Procedures on Tenure (p. 4-5)
  - B. Tenure Continuum (p. 6)
  - C. Percentage of Tenured Instructional Faculty Within the Six Academic Colleges for Academic Year 2012-13 (p. 7)
  - D. Ethnicity and Gender of Instructional Faculty within the Six Academic Colleges for Academic Year 2011-12 and 2012-13 (p. 8-9)
  - E. Instructional Faculty Tenure Trends 2006-2013 (see attachment, p. 10)
  - F. Percentage of Tenured Faculty at Doctoral Institutions in Virginia (p. 11)
- III. CLOSED SESSION
- IV. RECONVENE IN OPEN SESSION AND VOTE ON RESOLUTIONS
- V. CONSENT AGENDA
  - A. Faculty Appointments (p. 12-18)
  - B. Administrative Appointments (p. 19-25)
  - C. Emeritus/Emerita Appointments (p. 26-30)
  - D. Appointment of Louis I. Jaffe Professor (p. 31)
- VI. REGULAR AGENDA
  - A. Proposed Revisions to the Policy on Reappointment or Nonreappointment of Faculty (p. 32-35)
  - B. Proposed Revisions to the Policy on Remunerative Outside Employment (p. 36-38)
  - C. Proposed New Policy on Outside Employment for Administrative and Professional Faculty (p. 39-40)
  - D. Proposal to Rename the Office of Computing and Communications Services as Information Technology Services (p. 41)

VII. INFORMATION ITEMS

- A. Request for Leave of Absence Without Compensation (p. 42)
- B. Report on Promotions in Rank Effective for 2013-14 (p. 43-49)
- C. Report from the Provost
  - 1. College of Extended Education
  - 2. MOOCs (Massive Open Online Courses)
- D. Report from the Vice President for Research

VIII. TOPICS OF INTEREST TO BOARD OF VISITORS MEMBERS

## SUMMARY OF POLICIES AND PROCEDURES ON TENURE

### 1. Purpose of tenure

To protect academic freedom

To retain a permanent faculty of distinction in order to carry out the University's mission

To recognize the performance of faculty who have given years of dedicated service to the University

Tenure is awarded only after a suitable probationary period, normally six years.

The decision to award tenure is based both on the merit of the individual faculty member in teaching, research and service and on the long-term needs and mission of the department, the college and the University.

### 2. Criteria for the award of tenure

Tenure may be awarded only to faculty who hold the rank of associate or full professor or who are being simultaneously appointed or promoted to one of those ranks. The minimum requirements for Associate Professor are:

Established high quality of performance in teaching, research, and service and pre-eminence in at least one of those areas.

Except under the most unusual circumstances, the highest terminal degree normally attainable in the field is required.

No faculty can be awarded tenure unless the minimum requirements for Associate Professor are met.

External evaluation of the quality of the faculty member's research performance is required from nationally recognized experts. Research and scholarly performance measures include, but are not limited to: peer reviewed publications, citation index statistics, books published, scholarly articles contributed, conference proceedings, research grants applied for and obtained, invited exhibitions, performances.

Convincing evidence of effective teaching is obtained using a combination of: student evaluations; teaching portfolio; peer evaluations; and the chair's assessment of teaching effectiveness. Use of alternative course delivery modes and/or development of new course materials is considered positively.

Evidence of high quality service includes participation on departmental or university-

level committees, contributions to the faculty member's professional organizations; and outreach to the community.

The determined long-term needs of the Department, College and University are also taken into consideration in the awarding of tenure.

### **3. Review process**

Tenured faculty in the department  
Department chair  
College tenure committee  
Dean of the college  
University Promotion and Tenure Committee  
Provost  
President  
Board of Visitors

### **4. Appeals**

If neither the departmental committee nor the chair recommends tenure, the faculty member may request further review by the College Promotion and Tenure Committee and the Dean. If either the decision of the College Committee or the Dean is positive, the faculty member's case is considered. If both decisions are negative, the faculty member may request a further review by the Provost.

The faculty member may request that the President review a negative decision of the Provost. If the President upholds the decision of the Provost, the faculty member may request a further review by the Board of Visitors or the Academic and Research Advancement Committee. The decision of the Board or the Committee is final.

## TENURE CONTINUUM

The following shows the six-year probationary period and timing of the review steps for a typical entering faculty member seeking to achieve tenure.

	Initial tenure-track appointment
Year 1	Annual review for reappointment
Year 2	Annual review for reappointment
Year 3	Annual review for reappointment
End of Year 3	In-depth pre-tenure review
Year 4	Annual review for reappointment
Year 5	Annual review for reappointment
Beginning of Year 6	Tenure review begins
End of Year 6	Tenure decision made
Year 7	Tenured appointment or terminal year begins

Exceptions can be made in the following cases.

- An initial appointment with tenure
- A reduction in the six-year probationary period on the basis of prior service
- A faculty member requests an early decision on tenure
- A faculty member requests that a period of time, not to exceed one year, be excluded from the probationary period as a result of the occurrence of a serious event, such as birth of a child, adoption of a child under the age of six, serious personal illness or care of an immediate family member

**PERCENTAGE OF TENURED INSTRUCTIONAL FACULTY \*  
 WITHIN THE SIX ACADEMIC COLLEGES  
 FOR ACADEMIC YEAR 2012/2013**

**SPRING, 2013**

<b>COLLEGE</b>	<b>TENURED</b>	<b>TENURE ELIGIBLE</b>	<b>NON- ELIGIBLE</b>	<b>TOTAL</b>	<b>% TENURED</b>
<b>ARTS &amp; LETTERS</b>	92	48	61	201	<b>45.77%</b>
<b>BUSINESS &amp; PUBLIC ADMINISTRATION</b>	51	23	26	100	<b>51.00%</b>
<b>EDUCATION</b>	53	33	23	109	<b>48.62%</b>
<b>ENGINEERING &amp; TECHNOLOGY</b>	64	23	10	97	<b>65.98%</b>
<b>HEALTH SCIENCES</b>	30	16	32	78	<b>38.46%</b>
<b>SCIENCES</b>	115	25	39	179	<b>64.25%</b>
<b>TOTAL</b>	<b>405</b>	<b>168</b>	<b>191</b>	<b>764</b>	<b>53.01%</b>

\*FULL, ASSOCIATE, AND ASSISTANT PROFESSORS, INSTRUCTORS, SENIOR LECTURERS AND LECTURERS



**ETHNICITY AND GENDER OF INSTRUCTIONAL FACULTY WITHIN THE  
SIX ACADEMIC COLLEGES FOR AY 2011 - 2012 (SPRING SEMESTER)**

	<b>TOTAL</b>	<b>% OF FACULTY</b>	<b>TENURED</b>	<b>% OF FACULTY</b>	<b>TENURE ELIGIBLE</b>	<b>% OF FACULTY</b>	<b>NON- ELIGIBLE</b>	<b>% OF FACULTY</b>
<b>WHITE MALE</b>	332	44.50%	211	28.28%	72	9.65%	49	6.57%
<b>WHITE FEMALE</b>	251	33.65%	89	11.93%	55	7.37%	107	14.34%
<b>AFRICAN-AMERICAN MALE</b>	20	2.68%	13	1.74%	5	0.67%	2	0.27%
<b>AFRICAN-AMERICAN FEMALE</b>	27	3.62%	9	1.21%	5	0.67%	13	1.74%
<b>HISPANIC MALE</b>	12	1.61%	5	0.67%	3	0.40%	4	0.54%
<b>HISPANIC FEMALE</b>	4	0.54%	2	0.27%	2	0.27%	0	0.00%
<b>ASIAN MALE</b>	72	9.65%	44	5.90%	23	3.08%	5	0.67%
<b>ASIAN FEMALE</b>	28	3.75%	12	1.61%	12	1.61%	4	0.54%
<b>NATIVE AMERICAN MALE</b>	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>NATIVE AMERICAN FEMALE</b>	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>TOTALS</b>	<b>746</b>	<b>100%</b>	<b>385</b>	<b>51.61%</b>	<b>177</b>	<b>23.73%</b>	<b>184</b>	<b>24.66%</b>

03/15/2012  
DPH

**ETHNICITY AND GENDER OF INSTRUCTIONAL FACULTY WITHIN THE  
SIX ACADEMIC COLLEGES FOR AY 2012 - 2013 (SPRING SEMESTER)**

	<b>TOTAL</b>	<b>% OF FACULTY</b>	<b>TENURED</b>	<b>% OF FACULTY</b>	<b>TENURE ELIGIBLE</b>	<b>% OF FACULTY</b>	<b>NON- ELIGIBLE</b>	<b>% OF FACULTY</b>
<b>WHITE MALE</b>	339	44.37%	222	29.06%	67	8.77%	50	6.54%
<b>WHITE FEMALE</b>	253	33.12%	92	12.04%	50	6.54%	111	14.53%
<b>AFRICAN-AMERICAN MALE</b>	21	2.75%	14	1.83%	4	0.52%	3	0.39%
<b>AFRICAN-AMERICAN FEMALE</b>	27	3.53%	8	1.05%	5	0.65%	14	1.83%
<b>HISPANIC MALE</b>	11	1.44%	6	0.79%	2	0.26%	3	0.39%
<b>HISPANIC FEMALE</b>	5	0.65%	2	0.26%	3	0.39%	0	0.00%
<b>ASIAN MALE</b>	76	9.95%	47	6.15%	22	2.88%	7	0.92%
<b>ASIAN FEMALE</b>	32	4.19%	14	1.83%	15	1.96%	3	0.39%
<b>NATIVE AMERICAN MALE</b>	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>NATIVE AMERICAN FEMALE</b>	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>TOTALS</b>	<b>764</b>	<b>100%</b>	<b>405</b>	<b>53.01%</b>	<b>168</b>	<b>21.99%</b>	<b>191</b>	<b>25.00%</b>

**04/05/2013  
DPH**

**Instructional Faculty  
Tenure Trends 2006 - 2013**

<b>Academic Year</b>	<b>Tenured</b>	<b>Tenure Eligible</b>	<b>Non-Eligible</b>	<b>TOTAL</b>
<b>2006-2007</b>	390	144	157	691
<b>2007-2008</b>	386	149	169	704
<b>2008-2009</b>	365	164	190	719
<b>2009-2010</b>	376	150	184	710
<b>2010-2011</b>	381	167	181	729
<b>2011-2012</b>	385	177	184	746
<b>2012-2013</b>	405	168	191	764

*Data was compiled during Spring Semester for reporting to the Board of Visitors.*

**Percentage of Tenured Faculty: 2011-12  
Doctoral Institutions in Virginia\***

	Total Full-Time Faculty	Percentage
College of William and Mary	582	68%
George Mason University	1155	58%
University of Virginia	1059	69%
Virginia Commonwealth University	1366	41%
VPI & SU	1365	62%
Old Dominion University	599	63%

Source: ACADEME: Bulletin of the AAUP (March-April 2012)

\*Does not include Lecturers or Research Faculty

April 26, 2013

## FACULTY APPOINTMENTS

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the following faculty appointments.

<u>Name and Rank</u>	<u>Salary</u>	<u>Date</u>	<u>Term</u>
Dr. Orlando Ayala Assistant Professor of Engineering Technology Tenure Track	\$68,500	7/25/13	10 mos

Dr. Ayala received a Ph.D. and an M.Sc. in Mechanical Engineering, in 2005 and 2001 respectively, from the University of Delaware and a B.S. in Mechanical Engineering in 1995 from the Universidad de Oriente, Venezuela. Since 2010, he has been a Postdoctoral Researcher in the Department of Mechanical Engineering at the University of Delaware.

Dr. Sharon M. Blumenthal Lecturer of English	\$43,000	7/25/13	10 mos
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Dr. Blumenthal received an Ed.D. in Curriculum and Instruction in 2012 from The George Washington University, an M.A. in English Literature in 2001 from Old Dominion University and a B.A. in English Education in 1995 from the University of North Carolina at Charlotte. Since 2012 she has been a Lecturer of English at Old Dominion University. Prior to that, Dr. Blumenthal taught English at Tidewater Community College.

Dr. Laura C. Chezan Assistant Professor of Communication Disorders and Special Education Tenure Track	\$65,000	7/25/13	10 mos
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Dr. Chezan received a Ph.D. and an M.Ed. in Special Education, in 2012 and 2007 respectively, from the University of South Carolina, and an M.Ed. and B.S. in Special Education and B.S. in Psychology, in 2003 and 2002 respectively, from Babes-Bolyai University of Cluj-Napoca, Romania. Since 2008, she has been a Program Coordinator for the CarolinaLIFE grant program in the Department of Special Education at the University of South Carolina.

Dr. Teddy S. Cotter	\$65,000	1/10/13	10 mos
Lecturer of Engineering Management and Systems Engineering			

Dr. Cotter received a Ph.D. in Engineering Management and Systems Engineering in 2005 from Old Dominion University, an M.S. in Engineering Management in 1994 from the University of Massachusetts, an M.B.A. and B.S. in Interdisciplinary Studies, in 1989 and 1986 respectively, from the University of South Carolina and a B.S. in Electronics Technology in 1983 from Southwest Missouri State University. Since 2007, he has been an Adjunct Assistant Professor in the Department of Engineering Management and Systems Engineering at Old Dominion. From 1994-2012, he was employed by Mitsubishi Chemical America.

Ms. Helen Crompton	\$60,000	7/25/13	10 mos
Instructor of Teaching and Learning Tenure Track			

Ms. Crompton received an M.Ed. in Elementary Education in 2009 from Elon University and a B.A. in Elementary Education in 2001 from Manchester Metropolitan University, UK. Since 2009, she has been a doctoral student in Education at the University of North Carolina at Chapel Hill and is expected to receive a Ph.D. in Culture, Curriculum, and Change in May 2013. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by July 25, 2013)

Ms. Melinda Daniels	\$35,000	12/25/12	10 mos
Lecturer English Language Center			

Ms. Daniels received an M.A. in Applied Linguistics and a B.A. in English, in 2010 and 2009 respectively, from Old Dominion University. Since 2010, she has been an Adjunct Instructor in the English Department and the English Language Center at Old Dominion University.

Dr. Darryl (Deri) C. Draper	\$63,000	7/25/13	10 mos
Assistant Professor of STEM Education and Professional Studies Tenure Track			

Dr. Draper received a Ph.D. and an M.A. in Instructional Systems, in 2010 and 1994 respectively, from Pennsylvania State University and a B.A. in Art History in 1991 from Temple University. Since 2011, she has been an Assistant Professor of Instructional Technology at Northern Illinois University.

Dr. Judith Dunkerly-Bean Assistant Professor of Teaching and Learning Tenure Track	\$59,000	7/25/13	10 mos
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Dr. Dunkerly-Bean received a Ph.D. and an M.Ed. in Curriculum and Instruction: Literacy and a B.S. in Elementary Education, in 2011, 2005 and 2001 respectively, from the University of Nevada, Las Vegas. Since 2012, she has been a faculty member for Innovations International Charter School of Nevada. Prior to that, she was a Visiting Lecturer and Adjunct Faculty member at the University of Nevada, Las Vegas.

Dr. Siqi Guo Research Assistant Professor Frank Reidy Research Center for Bioelectrics	\$60,000	1/10/13	10 mos
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Dr. Guo received an M.D. in Clinical Medicine in 1991 from the Zhejiang Medical University, China and an M.S. in Oncology in 1997 from the Academy of Military Medical Sciences. Since 2009, he has been a Postdoctoral Associate in the Frank Reidy Center for Bioelectrics at the Old Dominion University Research Foundation.

Mr. Randy C. Haddock Lecturer Engineering Fundamentals Division	\$64,000	7/25/13	10 mos
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Mr. Haddock received an Ed.S. in Educational Leadership in 2006 from the University of Virginia and a Master of Engineering and Bachelor of Science in Civil Engineering Technology, in 2000 and 1985 respectively, from Old Dominion University. Since 2007, he has been a Math Teacher at Bayside High School in Virginia Beach.

Dr. Tina S. Haney Lecturer of Nursing	\$70,000	12/25/12	10 mos
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Dr. Haney received a Doctor of Nursing Practice in 2011 from Old Dominion University, a Master's of Science in Nursing in Pediatric Clinical Nurse Specialist in 1987 from the University of Virginia and a B.S. in Nursing in 1984 from Virginia Commonwealth University – Medical College of Virginia. She has been an Assistant Director of Nursing Education at the Medical Careers Institute School of Health Sciences at ECPI since 2008 and an Adjunct Faculty for the RN-BSN On-Line Program at Utica College since 2011.

Mr. Charles B. Harris Instructor of Mathematics and Statistics	\$40,000	12/25/12	10 mos
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Mr. Harris received an M.S. in Computational and Applied Mathematics and a B.S. in Mathematics, in 2012 and 2011 respectively, from Old Dominion University. Since 2011, he has been a Graduate Teaching Assistant in the Department of Mathematics and Statistics at Old Dominion University.

Dr. Chunqi Jiang Associate Professor of Electrical and Computer Engineering Tenure Track	\$90,000	7/25/13	10 mos
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Dr. Jiang received a Ph.D. in Electrical Engineering in 2002 from Old Dominion University, an M.S. in Electrical Engineering in 1998 from the University of Electronic Science & Technology of China and a B.S. in Electronic Engineering from Changchun Institute of Optics & Fine Mechanics in 1995. Since 2008, he has been a Research Associate and Assistant Professor in the Department of Electrical Engineering – Electrophysics at the University of Southern California.

Dr. Kerem Ozan Kalkan Assistant Professor of Political Science and Geography Tenure Track	\$52,000	7/25/13	10 mos
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Dr. Kalkan received a Ph.D. in Political Science in 2010 from the University of Maryland, an M.A. in Political Science in 2005 from Bilkent University and a B.S. in Political Science in 2003 from Middle East Technical University. Since 2012, he has been a Visiting Assistant Professor at Stony Brook University.

Mr. Donald R. Lam Visiting Assistant Professor of Political Science and Geography	\$50,000	7/25/13	10 mos
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Mr. Lam received an M.A. in International Studies in 1994 from Old Dominion University, a J.D. in 1982 from the University of Baltimore School of Law and a Bachelor of Business Administration in 1978 from The Pennsylvania State University. Since 1991, he has been a Visiting and Adjunct Professor of Political Science at Old Dominion University.

Mr. Yating Liu Instructor of STEM Education and Professional Studies Tenure Track	\$64,000	7/25/13	10 mos
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Mr. Liu received an M.A. in Mathematics Education and an M.S. in Mathematics, in 2012 and 2011 respectively, from The Ohio State University and a B.S. in Mathematics and Applied Mathematics in 2008 from Peking University, China. He is expected to receive a Ph.D. in Mathematics Education from The Ohio State University in 2013. Since 2008, he has been a Graduate Research Associate at The Ohio State University. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 31, 2013)



Dr. Janet M. Moloney Visiting Assistant Professor of Chemistry and Biochemistry	\$32,000	12/25/12	10 mos
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Dr. Moloney received a degree in Veterinary Medicine in 2008 from the University College Dublin, Ireland, a Ph.D. in Chemistry in 1998 from the University of Durham, U.K. and a B.Sc. in Chemistry in 1995 from London Metropolitan University, U.K. Since 2008, she has been an Adjunct Faculty Professor in the Department of Chemistry and Biochemistry at Old Dominion University.

Ms. Emily Renn Moore Instructor of History	\$40,000	7/25/13	10 mos
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Ms. Moore received an M.A. in History in 2003 from The College of William and Mary, a B.A. in History in 2001 from North Carolina State University and is a Ph.D. candidate in history at the College of William and Mary. In 2010-11, she was a Visiting Instructor and an Adjunct Instructor in the Department of History at Old Dominion University.

Dr. Mary Beth Pennington Lecturer of English	\$51,600	7/25/13	10 mos
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Dr. Pennington received a Ph.D. in English – Rhetoric and Writing in 2010 from the University of North Carolina at Greensboro, and an M.A. in English and a B.A. in Communications, in 2004 and 2000 respectively, from Virginia Tech. Since 2010, she has been an Assistant Professor at Virginia Military Institute.

Mr. Daniel Richards Instructor of English Tenure Track	\$54,000	7/25/13	10 mos
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Mr. Richards received an M.A. and B.A. in English, in 2009 and 2007 respectively, from the University of Windsor and is expected to receive a Ph.D. in English in 2013 from the University of South Florida. Since 2009, he has been a Graduate Teaching Associate in the Department of English at the University of South Florida. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by September 1, 2013)

Dr. Iurii Semenov Research Assistant Professor Frank Reidy Research Center for Bioelectrics	\$60,000	2/10/13	10 mos
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Dr. Semenov received a Ph.D. and an M.Sc. in Biophysics, in 2002 and 1996 respectively, from Kyiv National University, Ukraine. Since 2012, he has been a Postdoctoral Researcher in the Frank Reidy Research Center for Bioelectrics at Old Dominion University. Prior to that he was a Postdoctoral Researcher at the University of Texas Health Sciences Center.

Ms. Jennifer Spiegel English Language Center	\$35,000	12/25/12	10 mos
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Ms. Spiegel received an M.A. in Applied Linguistics and a B.A. in English, in 2007 and 2005 respectively, from Old Dominion University. She has been a Practicum Mentor and an Adjunct Instructor in the English Language Center at Old Dominion University since 2007 and an iBT TOEFL Writing Rater for ETS since 2008.

Ms. Jill Stefaniak Instructor of STEM Education and Professional Studies Tenure Track	\$61,000	7/25/13	10 mos
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Ms. Stefaniak received a Masters of Training and Development in 2008 from Oakland University, a Bachelor of Commerce in 2006 from the University of Windsor and is expected to receive a Doctorate of Education in Instructional Technology from Wayne State University. Since 2011, she has been a Director of Education Training at the Oakland University William Beaumont School of Medicine. She has also been an Adjunct Instructor at Wayne State and Oakland University. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 31, 2013)

Dr. Eunyong (Christine) Sung Assistant Professor of STEM Education and Professional Studies Tenure Track	\$62,000	7/25/13	10 mos
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Dr. Sung received a Ph.D. in Retailing in 2012 from Michigan State University, an M.S. in Apparel Merchandising in 2004 from Indiana University and a B.S. in Textiles and Clothing in 2000 from Catholic University of Daegu, Korea. Since 2009, she has been a Lecturer and Instructor of Record in the Department of Advertising, Public Relations & Retailing at Michigan State University.

Dr. Ian E. Sutherland Assistant Professor of Educational Foundations and Leadership Tenure Track	\$64,000	7/25/13	10 mos
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Dr. Sutherland received a Doctor of Education in 2011 from Lehigh University, an M.Ed. in 2005 from George Mason University, and a B.A. in Psychology in 1999 from The Pennsylvania State University. Since 2008, he has been Principal and Director for Academic Affairs at Brent International School in Manila, Philippines. Dr. Sutherland has also taught at Lehigh University.

Dr. Chuanyi Tang Assistant Professor of Marketing Tenure Track	\$102,000	7/25/13	10 mos
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Dr. Tang received a Ph.D. in Retailing in 2010 from the University of Arizona, a Master's in Management in 2004 from Renmin University of China and a Bachelor's in Engineering in 1997 from Donghua University, China. He has been a Visiting Assistant Professor of Marketing in the School of Business at Indiana University Southeast and a Postdoctoral Researcher and Instructor at the University of Florida.

Ms. Lindsay E. Usher Instructor of Human Movement Sciences Tenure Track	\$59,000	7/25/13	10 mos
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Ms. Usher received an M.S. in Recreation, Park and Tourism Management in 2010 from The Pennsylvania State University and a B.A. in Recreation Administration and B.A. in Dramatic Art in 2004 from the University of North Carolina at Chapel Hill. She is expected to receive a Ph.D. in Recreation, Park and Tourism Management from The Pennsylvania State University in 2013. Since 2008, she has been an Instructor and Graduate Assistant at The Pennsylvania State University. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 31, 2013)

Mr. Brandon K. Yoder Instructor of Political Science and Geography Tenure Track	\$50,000	7/25/13	10 mos
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Mr. Yoder received an M.A. in Foreign Affairs in 2009 from the University of Virginia and a B.S. in Biology in 2003 from Cornell University. He is expected to receive a Ph.D. in International Relations from the University of Virginia in 2013. From 2011-2013, he held the University of Virginia Quantitative Collaborative Graduate Fellowship. Mr. Yoder has also taught as an Adjunct Instructor, Graduate Instructor and Teaching Assistant at the University of Virginia. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by September 1, 2013)

Ms. Charlotte Young Lecturer English Language Center	\$35,000	12/25/12	10 mos
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Ms. Young received an M.A. in Applied Linguistics and TESOL in 2007 from Old Dominion University and a B.Sc. in Business Studies and Sociology in 2000 from the University of Surrey, London. Since 2008, she has been an Adjunct ESL Instructor in the English Language Center at Old Dominion University.

April 26, 2013

## ADMINISTRATIVE FACULTY APPOINTMENTS

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the following administrative faculty appointments.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. William Jefferson Burton Director of Baseball Operations and Olympic Sports Marketing and Assistant Instructor	\$55,000	1/25/13	12 mos

Mr. Burton received a B.S. in Recreation and Park Administration in 1988 from Western Kentucky University. Since 2006, he has been Associate Athletic Director at Western Kentucky University.

Dr. Sally L. Caradona Program Manager, Military Family and Child Initiatives, Center for Educational Partnerships and Assistant Professor	\$60,000	1/15/13	12 mos
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Dr. Caradona received an Ed.D. in Educational Administration and Policy Studies in 2012 from George Washington University, an M.A.T. in 1998 from National-Louis University and a B.A. in Liberal Studies/Education in 1991 from the University of Central Florida. She has been an Instructional Coach and has taught in Norfolk and Suffolk Public Schools.

Mr. Jeffrey K. Comissiong Assistant Head Coach/Defensive Line and Assistant Instructor	\$100,000	4/10/13	12 mos
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Mr. Comissiong received a Bachelor's degree in Political Science in 1997 from the University of Maine. Since 2007, he has been Assistant Football Coach – Defensive Line at Boston College. Prior to that, Mr. Comissiong was Assistant Football Coach – Defensive Line at Harvard University.

Ms. Bethany T. Cornett Interim Assistant Director, Undergraduate Advising, College of Business & Public Administration and Assistant Instructor	\$35,000	2/10/13	12 mos
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Ms. Cornett received a B.A. in Political Science in 2008 from Longwood University and is expected to receive a Master of Science in Education – Higher Education in 2013 from Old Dominion University. Since 2012, she has been a Graduate Assistant in the College of Business and Public Administration Undergraduate Advising Office at Old Dominion University.

Ms. Catherine C. Craft Associate Director of Outreach Northern Virginia/DC Area and Assistant Instructor Office of Alumni Relations	\$48,000	1/10/13	12 mos
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Ms. Craft received a B.A. in Spanish from Randolph-Macon Woman’s College. Since 2005, she has been a Major Gifts Officer at Old Dominion University. Prior to that, Ms. Craft, was Director of Development for the Virginia Arts Festival, Director of Annual Giving at Virginia Wesleyan College and Director of Development at Norfolk Collegiate School.

Mr. Charles E. Crawford, Jr. Assistant Director for Residence Education and Instructor	\$40,000	5/10/13	12 mos
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Mr. Crawford received a Master of Science in Organizational Leadership in 2008 from Southern New Hampshire University and a Bachelor of Arts in Criminal Justice in 2006 from Franklin Pierce University. Since 2008, he has been Residence Hall Director for Housing & Residence Life at Old Dominion University.

Ms. Jeanette G. Dias Research Associate for Institutional Research and Instructor	\$48,500	12/25/12	12 mos
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Ms. Dias received an M.B.A. in 2007 from Old Dominion University and a B.S. in Physics in 2003 from the University of Minnesota. Since 2009, she has been Assistant Director of Information Technology and Assessment for Student Engagement and Enrollment Services at Old Dominion University.

Ms. Elisabeth Vадnais Dickie Director of Educational Accessibility and Instructor	\$65,000	1/10/13	12 mos
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Ms. Dickie received an M.S. in Special Education in 1995 from the University of Maryland, College Park and a B.S. in Special Education in 1988 from Vanderbilt University. Since 2009, she has been Acting Director and Acting Assistant Director in the Office of Educational Accessibility at Old Dominion University.



Ms. Purshara C. Kiraly CRM Manager and Technical Analyst for Enrollment Management and Assistant Instructor	\$55,000	2/10/13	12 mos
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Ms. Kiraly received a B.S. in Sociology in 2008 and is currently pursuing a B.S.B.A. in Information Systems and Technology from Old Dominion University. Since 2010, she has been the Graduate Enrollment Technical Assistant for Enrollment Management at Old Dominion University.

Mr. Peter C. Lawrence Major Gift Officer and Assistant Instructor	\$67,500	2/10/13	12 mos
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Mr. Lawrence received a B.S. in Business Administration in Accounting in 1984 from Georgetown University. Since 2000, he has been owner of Casserly Consulting in Virginia Beach. Prior to that, Mr. Lawrence was Executive Director for the Resort Leadership Council in Virginia Beach.

Mr. Michael P. Lawson Residence Hall Director and Instructor	\$32,000	1/10/13	12 mos
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Mr. Lawson received an M.B.A. and an accelerated Bachelor of Science in Accounting in 2009 from Long Island University – C.W. Post Campus. Since 2009, he has been a Residence Hall Director at Stony Brook University.

Mr. John C. Lee Assistant Director, Peer Educator Program and Instructor	\$40,000	1/25/13	12 mos
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Mr. Lee received an M.S. and B.S. in Recreation Administration, in 2001 and 1999 respectively, from Georgia Southern University and is pursuing a Ph.D. in Higher Education Administration at Old Dominion University. Since 2011, he has been Coordinator for the Peer Educator Program at Old Dominion University.

Dr. Christy Low Instructional Designer and Assistant Professor	\$60,000	1/15/13	12 mos
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Dr. Low received a Ph.D. in Education in 2006 from Capella University, a Master of Arts in Teaching in 1992 from Marycrest International University and a B.A. in Computer Information Systems/Business Administration in 1990 from Mount St. Clare College. Since 2006, she has been an Assistant Professor in Education at Montana State University.

Ms. Kimberly Mills Aquatics Coordinator and Assistant Instructor	\$35,000	1/10/13	12 mos
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Ms. Mills received a B.S. in Exercise Science and Psychology in 2011 from Old Dominion University and is expected to receive an M.S in Campus Recreation and Leadership in 2014 from James Madison University. Since 2012, she has been a Graduate Assistant of Aquatics and Safety at James Madison University. She was also the Head Lifeguard and an Instructor at the Student Recreation Center at Old Dominion University.

Mr. Travis Myernick Assistant Men's Soccer Coach and Assistant Instructor	\$37,000	3/1/13	12 mos
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Mr. Myernick received a Bachelor's degree in Sport Management in 2006 from Wingate University. Since 2011, he has been First Assistant Men's Soccer Coach at Rider University. He was also a Volunteer Assistant Men's Soccer Coach at Wake Forest University.

Mr. Richard A. Nagy, Jr. Assistant Defensive Coordinator and Assistant Instructor	\$90,000	12/25/12	12 mos
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Mr. Nagy received a B.S. in Political Science in 1987 from Trinity College. Since 2010, he has been Defensive Coordinator and Assistant Defensive Coordinator at Western Michigan University. Prior to that, Mr. Nagy was Defensive Coordinator/Linebackers Coach at Hofstra University.

Ms. Bridget K. Nemeth Director of Recreation & Wellness and Instructor	\$77,000	3/25/13	12 mos
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Ms. Nemeth received an M.S. in Recreation and Leisure Services, Recreation Management in 2003 from Texas State University and a B.S. in Secondary Education, History in 2001 from the University of Maryland, College Park. Since 2012, she has been Interim Director of Recreation and Wellness. Prior to that she was Assistant Director of Outdoor Adventure Programs at Old Dominion University.

Mr. James G. Rhoades, Jr. Social Sciences Reference Services Librarian	\$55,000	2/10/13	12 mos
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Mr. Rhoades received a Master of Library & Information Science in 2005 from Florida State University and a Bachelor of Arts in Philosophy & Foreign Languages and Literatures in 2003 from the University of Delaware. Since 2006, he has been Associate University Librarian in the Robert Manning Strozier Library at Florida State University Libraries.



Ms. Manisha Sharma Major Gift Officer, College of Health Sciences and Instructor	\$75,000	3/25/13	12 mos
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Ms. Sharma received an M.A. in Community Psychology from the University of Massachusetts and a B.A. in Psychology from Colby College. Since 2008, she has been Director of Development at Saint Louis University School of Medicine. Prior to that, Ms. Sharma was Associate Director of Funding Research and Proposals for Big Brothers Big Sisters of Eastern Missouri.

Dr. Kathryn Simms Grant Writer, College of Health Sciences and Assistant Professor	\$50,000	1/10/13	12 mos
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Dr. Simms received a Ph.D. in Education in 2010 from Old Dominion University, a Ph.D. in Finance in 1996 from the University of Georgia, and an M.T.A. (Tax Accounting) and a B.S. in Accounting, in 1988 and 1987 respectively, from the University of Alabama. Since 2012, she has been an Owner/Research Scientist at the Research Center in Chesapeake. Prior to that, Dr. Simms was a Research Scientist in the College of Liberal Arts Research Center at Norfolk State University.

Ms. Amy Tran Swensen Assistant Field Hockey Coach and Assistant Instructor	\$40,000	3/25/13	12 mos
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Ms. Swensen received a Bachelor of Arts in Communication Studies in 2002 from the University of North Carolina, Chapel Hill. Since 2009, she has been Volunteer Assistant Field Hockey Coach at Old Dominion University. Ms. Swensen is also Field Hockey Coach and GoalKeeper Specialist at Focus Field Hockey.

Dr. JaNaé Monique Taylor Psychologist and Assistant Professor	\$60,000	6/10/13	12 mos
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Dr. Taylor received a Ph.D. in Counseling Psychology and a Master of Education in Community Counseling, in 2007 and 2003 respectively, from the University of Georgia and a B.A. in Psychology in 2001 from Tuskegee University. Since 2012, she has been a Professional Counselor and Outreach Coordinator in the Office of Counseling Services at Old Dominion University. Prior to that, Dr. Taylor was a Staff Clinician for Student Counseling Services at Mississippi State University.

Ms. Sher Vogel Outreach Coordinator Office of International Programs and Instructor	\$38,000	3/10/13	12 mos
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Ms. Vogel received a Masters in Public and International Affairs and a B.A. in Mass Communication and International Studies, in 2009 and 2007 respectively, from Virginia Polytechnic Institute and State University. Since 2009, she has been a Volunteer Leader and Coordinator and Health Organization Development Coordinator for Peace Corps Ethiopia.

Mr. Bruce L. White University Records Manager Office of Computing and Communication Services and Instructor	\$65,000	1/25/13	12 mos
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Mr. White received an M.B.A. and a Master of Arts in Procurement/Contracting Management from Webster University and a Bachelor in Business Administration, Operations Management from St. Mary's University. Since 2011, he has been Records Manager at the Project Management Institute. Prior to that, Mr. White was Director of Records Management at Apria Healthcare Corporation. He is a Certified Records Manager (CRM) and a Project Management Professional (PMP).

Ms. Erica Woods-Warrior Director, Peer Educator Program and Instructor	\$50,000	1/25/13	12 mos
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Ms. Woods-Warrior received a Master of Urban Studies and a Master of Public Administration, in 2008 and 2002 respectively, from Old Dominion University, a B.A. in Sociology in 1997 from the College of William and Mary and has completed coursework toward an Ed.D. from Liberty University. Since 2010, she has been Program Director for the Hampton University Program for the Retention and Enrichment of Successful Students (PRESS). Ms. Woods-Warrior has also been an Assistant Professor in the Department of Political Science and History at Hampton University.

Dr. Wenxia (Joy) Wu Instructional Designer and Assistant Professor	\$60,000	1/25/13	12 mos
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Dr. Wu received a Ph.D. in Curriculum and Instruction in 2009 from Iowa State University, a Master of Science in Education – Instruction in 2004 from the University of Wisconsin-Superior and a B.A. in Teaching English as a Second Language in 1997 from Beijing Normal University, China. Since 2008, she has been an Instructional Design Faculty member at Franklin University.

April 26, 2013

## EMERITUS/EMERITA APPOINTMENTS

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the granting of the title of emeritus/emerita to the following faculty members. A summary of their accomplishments is included.

<u>Name and Rank</u>	<u>Effective Date</u>
Nicholas Bountress Professor Emeritus of Communication Disorders and Special Education	July 1, 2013
Samir Ibrahim Professor Emeritus of Mechanical and Aerospace Engineering	June 1, 2013
Osama A. Kandil Eminent Scholar Emeritus and Professor Emeritus of Mechanical and Aerospace Engineering	January 31, 2013
Larry Lee Associate Professor Emeritus of Mathematics and Statistics	June 1, 2013
Kathy L. Pearson University Professor Emerita and Associate Professor Emerita of History	June 1, 2013
R. James Swanson University Professor Emeritus and Professor Emeritus of Biological Sciences	June 1, 2013
Donald Swift Eminent Scholar Emeritus and Professor Emeritus of Ocean, Earth and Atmospheric Sciences	June 1, 2013

## NICHOLAS G. BOUNTRESS

Nicholas G. Bountress, professor of communication disorders and special education, received an Ed.D. in speech-language pathology from the University of North Texas, an M.S. degree in speech-language pathology from Southern Connecticut State University, and a B.S. in English from Central Connecticut State University. He joined Old Dominion University in 1975 for the purpose of establishing the program in Speech-Language Pathology (Communication Sciences and Disorders) so that it could meet the standards for accreditation of the American Speech-Language and Hearing Association (ASHA). That goal of ASHA accreditation was met in 1983 and the program has continued to meet or exceed accreditation standards since that time.

Bountress has served as graduate program director of the Speech-Language Pathology program since 1979 and as chair of the Department of Communication Disorders and Special Education since 2007. He is a Fellow of the American Speech-Language and Hearing Association and was named an Outstanding Centennial Alumnus of the University of North Texas, an award that recognized the 100 outstanding graduates of the university's College of Arts and Sciences from 1890-1990. Bountress is also a recipient of the Sara and Rufus Tonelson Award, which is presented to faculty members in the Darden College of Education for achievements in teaching, research and service. His body of research includes more than 120 research articles and paper presentations, one book, four book chapters and four contributions to the *Buros Mental Measurement Yearbook*. He has served as a journal and convention paper reviewer and as an editorial consultant for ASHA, associate editor of the state professional journal, chair and member of numerous national and state committees and task forces, and a member of ASHA's Legislative Council, among other professional contributions.

## SAMIR IBRAHIM

Samir Ibrahim, professor of mechanical and aerospace engineering, received a B.S. with honor and an M.S. in Mechanical Engineering from the University of Alexandria, Egypt in 1964 and a Ph.D. in Mechanical Engineering from the University of Calgary, Canada. He joined Old Dominion University as an assistant professor in 1976 and achieved the rank of full Professor in 1985.

Throughout his career, Ibrahim established a time domain based technique, well known and now very famous in his area of expertise. This led him to become one of the most internationally recognized faculty in his field. He was invited as a Keynote Speaker four times during his career. During his 37 years of service at Old Dominion University, Ibrahim inspired a generation of students to become successful engineers.

## OSAMA A. KANDIL

Osama A. Kandil joined the engineering faculty at Old Dominion University in 1978. During his 34 years of service to the University, he progressed from Associate Professor to Professor, earning designation as an Eminent Scholar in 1990. Kandil was the founding chairman of the Aerospace Engineering Department, serving in that capacity between 1993 and 2002. His overarching achievements have distinguished him as an excellent teacher and scholar. He was responsible for producing 20 Ph.D.s and more than a dozen M.S. graduates.

Kandil was Principal Investigator on more than \$2 million in externally-sponsored research. He authored three book chapters, 30 journal articles, and more than 150 published proceedings, conference papers and referable reports. He is a recognized expert on the use of computational techniques in the study of complex aerodynamic systems with notable achievements in the use of panel methods, and computational modeling of complex fluid-structural interactions involving vortex-dominated flows spanning both incompressible and compressible flow regimes. Most recently, he and his students have pioneered the use of the Tricomi Equation in predicting the sonic boom signature associated with advanced supersonic aircraft designs.

## LARRY D. LEE

Larry Lee received a B.S. in mathematics from Illinois State University, an M.S. in mathematics from Illinois State University, and a Ph.D. in statistics from the University of Missouri-Columbia. Lee joined Old Dominion as an associate professor of mathematics and statistics in 1986.

During his 27 years at Old Dominion University, he supervised the research of one doctoral student and served on the doctoral committees of many other students. For much of his career, Lee was actively engaged in research in the areas of multivariate models, reliability theory, and stochastic point process models. He published several papers in statistics journals and received two grants concerning software reliability assessment methods. Lee served as vice-president and president of the Statistics Section of the Virginia Academy of Science in 1993–1995. He received NASA Langley's highest award for research, the H. J. E. Reid Award, in 1991 for a co-authored paper concerning the quantification of lightning-aircraft electrodynamic.

## KATHY L. PEARSON

Kathy L. Pearson received a B.A. in history from Clemson University in 1976, an M.A. in Medieval English Literature from Northwestern State University of Louisiana in 1978, and a Ph.D. in history from Emory University in 1990. She joined Old Dominion University as an Assistant Professor of History in 1992 and achieved the rank of Associate Professor of History in 1998. She wrote a book called Conflicting Loyalties in Early Medieval Bavaria: A View of Socio-Political Interaction, ca 680-900 (1999). Her commitment to community outreach was evident in her service as the coordinator of Odyssey: The Hellenic Cultural Studies Program at Old Dominion University from 1999 to 2002, and her frequent consultation with history teachers in local schools. From the early 1990s to the spring semester of 2013, Pearson inspired numerous students in her many classes on ancient and medieval European history. She won the prestigious Stern Award for Excellence in Teaching in the College of Arts & Letters in 1997 and also served as a University Professor of History from 2004 to 2008.

## R. JAMES SWANSON

R. James Swanson, professor of biological sciences, adjunct professor of physical therapy, and adjunct professor of obstetrics and gynecology at Eastern Virginia Medical School (EVMS), received a B.S. from Wheaton College, an M.S. and Ph.D. from Florida State University, and a B.S.N. from Old Dominion University. He joined Old Dominion University in 1975 and was Director of the Andrology Laboratory at the Jones Institute for Reproductive Medicine from 1982 to 1996 and Director of the Joint Ph.D. Program in Biomedical Sciences at ODU/EVMS from 2002 to 2009. He has taught courses in Gross Human Anatomy, Advanced Human Physiology, Endocrinology and Small Animal Surgery for programs at ODU in nurse anesthesiology, physical therapy, and biological sciences and at EVMS in the OBGYN Department. Swanson is the Director of the Mouse Embryo Laboratory for toxicity testing (1979 to present) and maintains research in the reproductive arena using mammalian gametes and embryos. Most recently he has worked with nanoparticles and nanosecond pulse effects on embryonic and adult models using rodents, zebrafish, nematodes and parasites. This has led to potential treatment for melanoma cancer and alternative non-lethal techniques to TASER<sup>®</sup> for neuromuscular disruption.

Swanson has authored or co-authored over 100 peer-reviewed journal articles, over a dozen book chapters and two specialty texts in the field of reproduction. He has mentored 11 undergraduate research students, 47 M.S. students, 15 Ph.D. students, and 13 post-doctoral scholars and is currently mentoring two M.S. and seven Ph.D. students and one post-doctoral scholar. He received the graduate mentoring award in 2010 and was designated as a University Professor in 2008. Swanson has taught and conducted research with his peers in Caracas, Venezuela; Tiggersburg, Republic of South Africa; Kiev, Ukraine; and Urumqi, Hangzhou and Nanjing in the People's Republic of China.

## DONALD SWIFT

Donald Swift, eminent scholar and professor of ocean, earth, and atmospheric sciences, received an A.B. from Dartmouth College, an M.A. from Johns Hopkins University, and a Ph.D. from the University of North Carolina – Chapel Hill. He first joined Old Dominion University in 1968 and served as Slover Professor of Oceanography from 1968 to 1971. He returned to the University in 1986 and served as Slover Professor from that time to the present.

Swift and his students studied the effect of rising sea level on the Atlantic and Pacific Coasts of North America and the movement and accumulation of sediment on the ocean floor. He and his students were also active in linking the record of ancient sea level changes to ocean deposits uplifted and seen in the Rocky Mountains. His research was funded by the National Science Foundation, The Office of Naval Research, and the Department of Energy.

Swift is author or co-author of over 100 peer-reviewed publications. He was elected a Fellow of the Geological Society of America and awarded the Francis P. Shepard medal for Excellence in Marine Geology (1989) and the Francis J. Pettijohn medal for Excellence in Sedimentology (2010). In 2008, Swift received the ODU Community Service Award presented in recognition of the Sondra Ford Swift Self-Improvement Challenge, a program designed in collaboration with David Hoover as a prison ministry for teaching inmates to read and named in honor of Swift's deceased wife.

April 26, 2013

APPOINTMENT OF LOUIS I. JAFFE PROFESSORSHIP  
COLLEGE OF ARTS AND LETTERS

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Steve A. Yetiv as Louis I. Jaffe Professor. A summary of his career is included below for information purposes.

Dr. Steve Yetiv is University Professor of Political Science and International Studies. His research explores energy security, American foreign policy and decision making, the Middle East, globalization, and theory.

Dr. Yetiv has been given various awards for his efforts. He received Harvard University awards for excellence in teaching (1992 and 1993); the U.S. Secretary of State's Open Forum Distinguished Public Service Award from the U.S. State Department for "contributions to national and international affairs"(1996); the Virginia Social Science Association's Scholar Award (1999); the Choice Outstanding Academic Book awards (in 1998 and in 2005); the Robert L. Stern Award for Outstanding Teacher from ODU's College of Arts & Letters (2007); the Burgess Award for outstanding researcher in the College of Arts & Letters (2010); and ODU's University Professor designation (2010-). In 2012, he was named a recipient of the Virginia Outstanding Faculty Award.

Among his works, *Explaining Foreign Policy* (Johns Hopkins University Press, 2004, 2nd ed., 2011) develops an integrated and interdisciplinary approach that uses multiple perspectives to reveal how countries make decisions. The book has been used at more than 45 universities including Yale, Georgetown, Cornell, and the University of St. Andrews.

*Crude Awakenings* develops and applies a framework for examining threats to global oil security (Cornell University Press, 2004; 2010 in paperback; 2013 Pentagon Press and Cornell). *The Petroleum Triangle* (Cornell University Press, 2011), explains how global oil and globalization have contributed fundamentally to the rise of Al-Qaeda terrorism.

His forthcoming book (Johns Hopkins University Press, late 2013) is *Errors of Decision*. It reveals how cognitive biases such as overconfidence have undermined decision making and hurt U.S. national security more than is currently understood, and explores how decision making can be improved at the individual and national level.

Dr. Yetiv has been a consultant to the U.S. Departments of State and Defense; the U.S. General Accounting Office; and CNN International where he worked on a documentary that won an Edward R. Murrow Overseas Press Club Award. He has published over 250 opinion-editorial pieces which include pieces in *The New York Times*, *USA Today*, *The Washington Post*, *Los Angeles Times*, the *International Herald Tribune* and over forty articles in the *Christian Science Monitor*.



April 26, 2013

APPROVAL OF PROPOSED REVISION TO THE POLICY ON REAPPOINTMENT  
OR NONREAPPOINTMENT OF FACULTY

RESOLVED that, upon the recommendation of the Academic and Research  
Advancement Committee, the Board of Visitors approves the proposed revision to the  
Policy on Reappointment or Nonreappointment, effective June 1, 2013.

Rationale: The proposal to revise the Policy on Reappointment or Nonreappointment  
of Faculty consists of the removal of a section from the policy. The  
section proposed for removal is 6.c., as follows.

Any academic year in which a faculty member has been under full-  
time contract to the University for one full semester or more will  
be counted as a full academic year for the purposes of this  
provision.

The inclusion of this language in the policy is confusing and could be  
interpreted to mean that faculty who are notified of nonreappointment in  
their second year must be given a terminating appointment of one year.  
The intent of the policy is that only faculty with two or more academic  
years of service would receive a terminating appointment of one year upon  
notification of nonreappointment.

**NUMBER:** 1402

**TITLE:** Reappointment or Nonreappointment of Faculty

**APPROVED:** June 12, 1980; Revised June 20, 1985; Revised June 16, 2011

I. Board of Visitors Policy

A. Nature of Appointment

1. Unless tenure has been awarded by the university, all appointments of full-time faculty are on an annual, temporary, or probationary basis, renewable one year at a time at the discretion of the university.
2. In some cases, appointments for a period of less than one academic year may be made, for example initial appointments at mid-year or emergency one-semester appointments.

II. Guidelines

- A. Consideration of reappointment or nonreappointment will be according to a timetable distributed by the Office of the Provost and Vice President for Academic Affairs.<sup>1</sup> Consideration takes place early in the second semester for faculty members in their first year of service and early in the first semester for faculty members in the second or subsequent year of service.
- B. Initial consideration will be by the departmental tenure and promotion committee.
- C. In the case of financial constraints or demonstrable overstaffing of departments, the dean or the provost and vice president for academic affairs may require that the number of probationary tenurable and nontenable faculty members in the department be reduced.
- D. Faculty members who were appointed as instructors with the expectation that the terminal degrees would be completed may not be reappointed before the award of the degree unless prior approval has been obtained from the provost and vice president for academic affairs. (See the Board of Visitors Policy and Procedures Concerning Academic Rank and Promotion in Rank)
- E. If the critical requirements of the position of a probationary tenurable faculty member are changed so as to affect the primary duties expected of the faculty member, and hence his or her consideration for tenure, the faculty member shall be fully and promptly informed of the changes in writing at least one semester before the changes are implemented.

III. Procedures

- A. Reappointment or Nonreappointment of Probationary Tenure-Track Faculty<sup>2</sup>
  1. The departmental committee and all subsequent persons considering the case will take into consideration the formal evaluations of the faculty member's performance by the chair and the dean, faculty information sheets, and any other relevant data, as well as the needs of the department.
  2. These procedures will be suitably adapted for faculty members who hold interdisciplinary, interdepartmental or joint appointments or who hold appointments in a department with two or fewer tenured faculty members. The adapted procedures should be recommended by the promotion and tenure committee of the college or

colleges involved and approved by the dean or deans concerned and the provost and vice president for academic affairs.

3. Each department conducts an annual review of the probationary tenure-track faculty in that department. This review is based on the performance of the individual faculty member and the needs of the department and is initially conducted by a committee consisting of tenured members of the department.
4. The departmental committee recommends to the chair one of the following actions:
  - a. That the faculty member be considered for tenure through normal channels, if a sufficient probationary period has elapsed. (In this case, the faculty member is considered for tenure through the normal tenure procedures, and the remainder of this section does not apply.)
  - b. That the faculty member be offered an additional annual contract without tenure.
  - c. That the faculty member not be reappointed, that is, not be offered an additional contract if in the first or second year of service or offered a terminal contract for the succeeding year if in the third or subsequent year of service.
  - d. A copy of the committee's recommendation shall be supplied to the faculty member.
5. Considering the written recommendation of this committee, the performance of the faculty member and the needs of the department, the chair makes a recommendation to the dean concerning reappointment or nonreappointment of each individual probationary tenure-track faculty member and provides the faculty member with a copy of the recommendation.
6. Considering the recommendation of the departmental committee and of the chair as well as the needs of the college, the dean makes a decision concerning reappointment or nonreappointment of each individual probationary tenure-track faculty member, notifies each faculty member in writing of this decision, and provides the provost and vice president for academic affairs with a copy of the decision letter.
  - a. If the dean decides not to reappoint a faculty member, the faculty member may request a review by the provost and vice president for academic affairs. The decision of the provost and vice president for academic affairs is final.
  - b. Notice of the dean's decision concerning reappointment or nonreappointment of probationary tenure-track faculty members shall be according to the following schedule:
    1. Not later than March 1 of the first academic year of service.
    2. Not later than December 15 of the second academic year of service.
    3. Terminating appointment of one year, with notice by December 15, after two or more academic years of service.
  - ~~c. Any academic year in which a faculty member has been under full-time contract to the university for one full semester or more will be counted as a full academic year for the purposes of this provision.~~

B. Reappointment or Nonreappointment of Nontenure-track Faculty

1. Each department conducts an annual review of the nontenure-track faculty members in that department. This review is based on the performance of the individual faculty member and the needs of the department and is initially conducted by a committee consisting of tenured members of the department.
2. The departmental committee recommends to the chair one of the following actions:
  - a. That the faculty member be offered an additional annual contract.
  - b. That the faculty member not be reappointed, that is, not be offered an additional annual contract.
3. A copy of the committee's recommendation shall be supplied to the faculty member.
4. Considering the written recommendation of this committee, the performance of the faculty member, and the needs of the department, the chair makes a recommendation to the dean concerning reappointment or nonreappointment of each individual nontenure-track faculty member and provides the faculty member with a copy of the recommendation.
5. Considering the recommendations of the departmental committee and of the chair, as well as the needs of the college, the dean makes a decision concerning reappointment or nonreappointment of each individual nontenurable nontenure-track faculty member, notifies each faculty member in writing of this decision, and provides the provost and vice president for academic affairs with a copy of the decision letter.
  - a. If the dean decides not to reappoint a faculty member, the faculty member may request a review by the provost and vice president for academic affairs. The decision of the provost and vice president for academic affairs is final.
  - b. Notice of the dean's decision concerning reappointment or nonreappointment of nontenurable faculty members shall be according to the following schedule:
    1. Not later than March 1 of the first academic year of service.
    2. Not later than December 15 of the second or subsequent academic year of service.

<sup>1</sup>See the Schedules for Faculty Personnel actions in the appendix for specific dates and actions.

<sup>2</sup>For a definition of the academic ranks, types or appointment, and specific procedure variations, see the Policy and Procedures Concerning Academic Rank and Promotion and Rank.

April 26, 2013

APPROVAL OF PROPOSED REVISION TO THE POLICY ON REMUNERATIVE  
OUTSIDE EMPLOYMENT

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revision to the Policy on Remunerative Outside Employment, effective June 1, 2013.

Rationale: The revisions to the Policy on Remunerative Outside Employment were proposed initially by the Faculty Senate as part of their review of policies in the Faculty Handbook. An ad hoc committee worked to revise and reorganize the Handbook to make it a more accessible, streamlined, and focused document for the faculty.

Many of the revisions to the Policy on Remunerative Outside Employment are not substantive but consist of reorganizing the policy so that it is clearer. Several more substantive changes have been made and are summarized as follows.

- The title of the policy has been changed to remove the word remunerative.
- There are currently two policies on outside employment. The two policies are similar, but only one of the two policies was approved by the Board of Visitors. The two policies have been combined into one policy.
- The section of the policy on administrative and professional (AP) faculty has been removed. AP faculty should not have been included in the policy, and a separate policy has been developed for outside employment activities for this group.
- Language has been added to the policy to clarify that faculty members teaching part time or full time for another institution while employed by Old Dominion must obtain prior approval of the Provost. Further, a faculty member who accepts a full-time position elsewhere without prior approval will be considered to have resigned his or her position with the University.

TITLE: **Remunerative Outside Employment**

APPROVED: **April 22, 1971; Revised September 26, 1972;  
Revised September 14, 1984**

*Statement:* This policy recognizes the necessity of providing some opportunities for approved outside employment by full-time faculty but also recognizes the need for the University to be sure that faculty are devoting their full attention and energy to supporting the instructional, research, and service programs of the University. The intention of this policy is to ensure that there is no conflict of interest between a faculty member's outside employment activities and the job for which he or she is being employed at the University. Again, there is a need for the university to be sure that the faculty and administrative employees are devoting their full attention to supporting the instructional, research, and service programs of the institution.

- A. Deans and department chairs should review their areas to assure that no situations exist where faculty are doing work that would interfere with completion of their University duties. The same level of attention should be devoted to assuring that there is no misuse of University equipment, supplies, or facilities by faculty.

~~The Board of Visitors policy on Outside Employment provides that such employment should not exceed 20 percent of the individual's time per week, provided that he or she obtains the necessary approvals from the dean or vice president, as appropriate.~~

B. Guidelines

~~A full-time faculty member's primary responsibility is to the university; however, there are occasions when a faculty member may engage in outside remunerative employment. Outside employment means work for any non-university entity whether or not such work is performed on campus, and includes self-employment. Faculty members participating in outside remunerative employment are to adhere to the following set of guidelines:~~

1. Work supported by grants and contracts awarded to the University does not constitute outside activity.
2. The remunerative outside employment should not exceed 20 percent of the faculty member's time per week.
3. A faculty member who engages in outside employment will not use the name of the University in such a manner as to suggest institutional endorsement.
4. The department chair and dean shall review each outside activity. Requests that clearly interfere with the faculty member's ability to fulfill his/her responsibilities to the University will not be approved. If a request is denied the faculty member should receive a written explanation of the basis for the denial. Written permission must be granted from the department chair and dean for each outside activity. ~~If the chair or dean does not approve grant permission for a particular activity, the faculty member~~

may appeal to the provost and vice president for academic affairs. In the instances where University services, supplies, or equipment are to be used, the faculty member must notify the chair of what facilities are to be used and why they are needed.

5. ~~Work supported by grants and contracts awarded to the university does not constitute outside activity. No faculty member may engage in part-time or full-time teaching for another institution during the semesters he or she is employed by the University without prior approval of the provost and vice president for academic affairs. Any faculty member who accepts a full-time position elsewhere without prior approval will be considered to have resigned his or her position with the University. A faculty member will not engage in teaching or research for another institution or agency, except for participation in university approved interinstitutional programs.~~
6. If University space, services, supplies, or equipment are to be used to perform the outside activity for compensation, and where the work is in the interest of the University, permission must be obtained from the Office of Academic Affairs and arrangements made for payment of a reasonable fee for such use. University nonfaculty personnel will not be used to support remunerative outside employment activities by the faculty.
7. Each college's annual report will include a summary of the college faculty's remunerative outside employment activities.
8. ~~This policy also applies to persons holding faculty administrator positions. The mechanisms outlined in this policy may be appropriately modified to fit the circumstances of individual cases regarding who grants permission and hears appeals. The appropriate official in such cases will normally be the vice president responsible for that area of university activity.~~

April 26, 2013

APPROVAL OF PROPOSED NEW POLICY ON OUTSIDE EMPLOYMENT FOR  
ADMINISTRATIVE AND PROFESSIONAL FACULTY

RESOLVED that, upon the recommendation of the Academic and Research  
Advancement Committee, the Board of Visitors approves the proposed new Policy on  
Outside Employment for Administrative and Professional Faculty, effective June 1, 2013.

Rationale: When the Board of Visitors Policy on Remunerative Outside Employment related to faculty was reviewed as part of the Faculty Senate's examination of policies in the Faculty Handbook, it was discovered that the policy mistakenly included administrative and professional (AP) faculty. Thus, a new policy on Outside Employment for Administrative and Professional (AP) faculty is proposed. The proposed new policy documents and formalizes the longstanding practice that has been followed for AP faculty seeking approval for outside employment.



## Outside Employment Policy for Administrative and Professional Faculty

Statement: This policy recognizes the necessity of providing some opportunities for approved outside employment by administrative and professional faculty (AP faculty) but focuses on the need to devote attention and energy of such persons to the important work of the University. The intention of this policy is to ensure that there is no conflict of interest between an AP faculty member's outside employment activities and the job for which he or she is being employed at the University. Board of Visitors Policy 1421 on Outside Employment does not apply to AP faculty. AP faculty members participating in outside employment are to adhere to the following set of guidelines:

1. An AP faculty member's primary responsibility is to the University; however, there are occasions when AP faculty may engage in outside remunerative employment.
2. Outside employment means work for any non-University entity whether or not such work is performed on campus, and includes self-employment.
3. AP faculty may not engage in any other employment during the hours for which they are employed by Old Dominion University.
4. An AP faculty member may not engage in other employment outside his or her Old Dominion University work hours if such employment is deemed to affect the AP faculty member's work performance or is determined to be in violation of the Old Dominion University Conflict of Interest Policy, Code of Ethics or the Virginia Conflict of Interests Act.
5. No property or resources belonging to or under contract to the Commonwealth or University may be used for outside employment activities.
6. An AP faculty member who engages in outside employment may not use the name of the University in such a manner as to suggest institutional endorsement.
7. When authorized outside employment occurs during normal working hours for the University, annual, personal or recognition leave shall be submitted and charged for time away from normally scheduled duties.
8. AP faculty are responsible for obtaining supervisory approval for outside employment before the work begins. Written documentation that describes the nature of the outside employment, the duration of the outside employment, and when the outside employment will be performed must be submitted for approval to the supervisor and the vice president responsible for that area of University activity. The Old Dominion University Approval for Outside Employment Form may be used for this purpose. Approval must be renewed annually, if applicable.
9. The approved documentation must be submitted to the Department of Human Resources for filing in the employee's personnel file, with a copy kept on file in the individual's unit.

Failure to comply with this University policy and guidelines may lead to disciplinary action.

April 26, 2013

APPROVAL TO RENAME THE OFFICE OF COMPUTING AND COMMUNICATIONS  
SERVICES TO  
INFORMATION TECHNOLOGY SERVICES

RESOLVED that, upon the recommendation of the Academic and Research  
Advancement Committee, the Board of Visitors approves renaming the Office of Computing and  
Communications Services to Information Technology Services effective May 1, 2013.

Rationale: The proposed name change, Information Technology Services, reflects the work  
of the organization for the application, management development, and support of  
the broad range of technologies, data, and services utilized at Old Dominion  
University. Information Technology Services identifies the organization with  
naming practices used in higher education and in other businesses. The proposed  
name is consistent with those of similar entities within other higher education  
institutions in Virginia.

April 26, 2013

REQUEST FOR LEAVE OF ABSENCE WITHOUT COMPENSATION

The President has approved the following request for leave of absence without compensation.

<u>Name and Rank</u>	<u>Leave of Absence</u> <u>From</u> <u>To</u>	<u>Contract Salary</u>
Gail Dodge Professor of Physics	7/25/13-5/24/14	\$98,107

Reason for Leave:                      Serve as Program Director for the Experimental Nuclear Program at National Science Foundation for a second year.

April 26, 2013

PROMOTIONS IN ACADEMIC RANK  
EFFECTIVE 2013-2014

The President has approved the promotions in academic rank for the following faculty members, effective with the 2013-14 academic year. A brief summary of each person's career at Old Dominion University is included.

**Promotion to Professor**

**College of Arts and Letters**

**Dr. Maura E. Hametz  
Department of History**

Dr. Hametz joined ODU in 1996 at the rank of Assistant Professor and was promoted to Associate Professor with tenure in 2002. Her principal area of research is 19<sup>th</sup>- and 20<sup>th</sup>-century European history. Since her promotion to Associate Professor Dr. Hametz has published 3 books: *In the name of Italy: Nation, Family, and Patriotism in a Fascist Court* (Fordham University Press, 2012); *Jewish Intellectual Women in Europe, 1860-2000: Twelve Biographical Essays* (Edwin Mellen Press, 2012); and *Making Trieste Italian, 1918-1954* (Royal Historical Society, London, 2005). She has also published 15 refereed articles or book chapters, 5 essays, 16 book reviews. In the same period she has presented 30 research papers, almost half of which were invited, at local, national, and international meetings. She became an Elected Fellow of the Royal Historical Society (London) in 2007.

Dr. Hametz was the Principal Investigator on a multi-authored grant from ODU's Office of Research in support of the university's Sea Level Rise initiative, and received a Summer Research Fellowship from that office in 2006. She also obtained \$4,000 to co-direct ODU's Opera Theatre production of *Letters to Warsaw* from the United Jewish Federation of Tidewater. In recognition of her interdisciplinary work, Dr. Hametz received the 2009 Outstanding Contributions to Interdisciplinarity Award from the College of Arts and Letters.

Dr. Hametz has excelled in teaching. She has taught more than 20 different 19<sup>th</sup>- and 20<sup>th</sup>-century history courses across the full spectrum from introductory undergraduate to graduate level. She has mentored 8 graduate theses. Her teaching evaluations show that she creates an engaged scholarly environment in which she encourages, and is rewarded by, active student participation. Her chair notes that she successfully integrates her teaching and research. In recognition of her contributions to the teaching mission of the College of Arts and Letters, she was awarded the 2012 Robert L. Stern Award for Excellence in Teaching.

Dr. Hametz has excelled in the area of service. She directed the B.A. in International Studies from 2001-2006 and served as Director of the Institute for Jewish Studies and Interfaith Understanding from 2007-2012. In recognition of her many service activities she received the 2007 Dean's Award for Outstanding Service.

**Dr. Manuela Mourao**  
**Department of English**

Dr. Mourao joined ODU in 1996 as an Assistant Professor and was promoted to Associate Professor with tenure in 2001. She has taught eight different courses over a wide range of literary areas including Women Writers, Theories of Literature, Interpretation of Literary Works, Introduction to British Literature II, Nineteenth-Century British Literature, Nineteenth-Century British Novel, Victorian Literature, and Literature Seminar: Victorian Gothic. Her department faculty and dean acknowledge her exceptional performance in the classroom. She is both challenging to and supportive of her students, setting high expectations and equipping students with the critical thinking skills they will need beyond the collegiate experience. Dr. Mourao is considered to be among the very best teachers, and she is equally adept in the undergraduate and graduate classrooms.

Since her promotion to Associate Professor in 2001, Dr. Mourao has branched out into interdisciplinary work that combines the visual arts with literary studies, as well as interdisciplinary studies of race, gender, and post-colonialism. Dr. Mourao has also produced one co-edited book (with Dr. Ed Jacobs), a critical edition of the popular Victorian novel *Jack Sheppard* by William Harrison Ainsworth. She has published two journal articles, one book chapter and one scholarly entry in a reference work.

Dr. Mourao has a very strong record of service to the university through her role as Associate Department Chair and as Acting Chair when the late Dr. Richards was on extended leave following surgery. Her duties as Associate Chair are considerable and include class scheduling and coordination with the English Emphasis Area Coordinators, and Program Directors, among others. She is also a member of the Board of Directors for the Todd Rosenlieb Dance Company in Norfolk.

## **College of Business and Public Administration**

### **Dr. Yuping Liu-Thompkins Department of Marketing**

Dr. Liu-Thompkins was appointed Assistant Professor at ODU in 2002 and was promoted to Associate Professor with tenure in 2008. Since her promotion to Associate Professor, she has published 6 refereed journal articles and 2 book chapters and has presented 12 papers at national and international conferences. Two of her journal articles are published in the top journal in her discipline; she was the sole author of one and the lead author on the other. Her work is frequently cited by other researchers and by major media outlets. She has been active in seeking internal and external funds to support her scholarly work; in 2010 she received a \$7,500 Research Grant from the Marketing Science Institute and a \$5,000 Empower MediaMarketing Research Grant from the American Academy of Advertising. She received the ODU 2012 Faculty Proposal Preparation Program award and won a Wharton Customer Analytics Initiative SiriusXM Research Opportunity award. She was also selected as a Society for New Communications Research Fellow (2010-2012) and invited to the 2012 Thought Leaders Summit in Social Media ThinkLab.

Dr. Liu-Thompkins has taught a variety of courses at the undergraduate and graduate level, in both face-to-face and distance learning modes. She has chaired or co-chaired 3 doctoral dissertation committees and has served as a committee member on two others. Her department chair and review committee speak highly of her course materials, saying she “is one of our department’s finest teachers.” In recognition of her excellence as a teacher and mentor, Dr. Liu-Thompkins was awarded the ODU 2009 CBPA Outstanding Faculty Teaching Award.

Dr. Liu-Thompkins is an editorial board member for the *Journal of Marketing Communications* and an ad-hoc reviewer for a wide variety of professional journals related to marketing and advertising. She has served as a reviewer for numerous conferences and competitions, and has given her time and experience to the broader community through her work with Girl Scouts of Colonial Coast, Young Audiences of Virginia, Optima Health, and other local and regional organizations. She has also given interviews on “*With Good Reason*” and for a *Colloquy* cover story.

## **College of Education**

### **Dr. Gail K. Dickinson Department of Teaching and Learning**

Dr. Dickinson joined ODU in 2004 at the rank of Assistant Professor and was promoted to Associate Professor with tenure in 2006. Her area of research is in school library management. Since her promotion to Associate Professor Dr. Dickinson has published two books, a book chapter, and 7 refereed articles. She has also contributed 6 articles to non-refereed journals, two

External Review Panel Accreditation reports for the American Library Association, and has presented almost 40 juried papers, invited talks (including keynote presentations), and workshops at regional and national meetings. She was awarded the Jesse H. Shera Award for Distinguished Published Research from the Library Research Round Table / American Library Association in May 2012. Dr. Dickinson has been very active and successful in obtaining external grants to support her research. She is Co-Principal Investigator on two large awards from the Institute of Museum and Library Services: *Librarianship Upgrades for Children and Youth Libraries* (\$568,748), and *Exploratory Study of the Relationship between National Board Certification in Library Media and Information Science and Student Academic Achievement* (\$291,000), as well as on several other smaller awards. In recognition of her success in obtaining external support, she received the 2008 Largest Grant Award from the Darden College of Education.

Dr. Dickinson has taught 8 different graduate courses in Library Sciences and Research Methods. She has demonstrated leadership in successfully transitioning her courses to online and hybrid delivery modes and in the inclusion of social networking techniques to keep her students engaged in the materials outside of class time. Her colleagues describe her courses as challenging and rigorous; her students hold her in high regard as an instructor, saying that she is a well-organized and effective teacher. She is a popular mentor for doctoral students, not only within ODU, but for students at other universities as well. She was selected to present at the Provost's Conversation on Teaching and Learning in 2012 and has twice won the Shining Star award from the ODU Office of Student Affairs, in 2010 and 2011.

Dr. Dickinson has excelled in the area of service. She is the President-elect of the American Association of School Librarians and has given considerable committee service to that organization, to the American Library Association, and to other professional organizations over the years. In recognition of her service to her college she received the 2008 Darden College of Education Service Award.

**Dr. John Nunnery**  
**Department of Educational Foundations and Leadership**

Dr. Nunnery joined ODU in 2001 at the rank of Assistant Professor and was promoted to Associate Professor with tenure in 2007. He assumed the role of Interim Director for the PREPS/CTQEL in 2009, assisting with that entity's reorganization into the Center for Educational Partnerships (CEP), and became Executive Director of the CEP in 2010.

Dr. Nunnery's principal area of research is in school improvement, with special emphasis on student achievement. Since his promotion to Associate Professor in 2007, he has authored or co-authored 8 refereed journal articles, on 4 of which he was first author, plus 3 book chapters, and 13 technical reports. He has been the Principal Investigator or Co-PI on more than \$27 million in external grants, including the highly competitive and prestigious Investing in Innovation (i3) grant from the U.S. Department of Education, for which he also was given the 2012 Darden College of Education's Largest Grant and Most Collaborative Grant awards. He was a University nominee and Finalist for the 2012 SCHEV Outstanding Faculty Award.

Dr. Nunnery is a dedicated and effective teacher. He has taught a wide range of courses at the graduate level. Although he has had no formal teaching requirements since assuming the role of Executive Director in 2009, he contributes to teaching research methods, statistics, and educational leadership. He has served on the dissertation committees for 13 doctoral students since 2007, chairing two of them. His teaching portfolio evaluations show that he is a rigorous yet supportive teacher who is well liked by his students. As recognition of his dedication to excellence in teaching he received the College's Sara and Rufus Tonelson Award in 2009 for Excellence in Teaching, Research and Service and the 2007 Charles E. Clear Award for Substantial and Sustained Contributions to Educational Research from the Virginal Educational Research Association.

In his professional service, Dr. Nunnery is a member of the National Advisory Panel for *Operation Educate the Educators*, a combined White House, Military Child Education Coalition, and American Association of Colleges of Teacher Education initiative. He was a 2011 member of the Virginia State Literacy Team for the Virginia Department of Education and has served twice, in 2008/9 and in 2006/7, as President of the Comprehensive School Reform Special Interest Group of the American Educational Research Association. He is also Associate Editor of the *Journal of Education for Students Placed at Risk*, and an ad-hoc reviewer for two other leading journals in his professional field.

## **College of Engineering and Technology**

### **Dr. Sylvain Marsillac Department of Electrical and Computer Engineering**

Dr. Marsillac joined ODU in January 2011 at the rank of Associate Professor, with tenure in the Department of Electrical and Computer Engineering. He previously served as Assistant Professor of Physics (2005-2008) at the University of Toledo, OH with an Adjunct appointment in their Department of Electrical and Computer Engineering, and was promoted to Associate Professor of Physics in 2008.

Dr. Marsillac developed a good record of teaching while at the University of Toledo, where he taught several courses at the undergraduate and graduate level. Since joining Old Dominion University, he has continued to be an excellent instructor, having taught 4 different courses at both the undergraduate and graduate level. Students comment positively on his enthusiasm, energy and love of his subject and say that he teaches them to think critically and also makes the classes fun. Prior to joining ODU, Dr. Marsillac graduated 8 Ph.D. and 3 Masters students and he is currently advising a post-doctoral fellow, 3 Ph.D. and 2 Masters students at ODU. Another of his Masters students graduated in 2012. He frequently includes his students on his publications. In recognition of his effectiveness in teaching, in 2012 he was given both the department's Excellence in Teaching Award and the University's Excellence in Promoting Undergraduate Research Award.



As noted in his recent tenure dossier, Dr. Marsillac brought to ODU a very strong record of publications in his specialty of thin film photovoltaics and in-situ real-time measurements. Since joining ODU in January 2011 he has published 17 peer reviewed journal articles for a total of over 70 articles since 1995, many in high-impact journals and showing an increasingly high citation index. He has also presented 22 peer reviewed conference papers since joining ODU. Before joining ODU, Dr. Marsillac participated in obtaining 13 awards (5 as PI) totaling over \$30M in external funding, of which over \$5M was for his own work. Since joining ODU, he has received more than \$3 million in funding from sources such as the U.S. Department of Energy, the National Science Foundation, Trabant Solar, the Commonwealth Research Commercialization Fund, and the Department of Defense, among others. In recognition of his research accomplishments, he was given the 2012 College Excellence in Research Award.

Dr. Marsillac has been very active in service to his profession, co-chairing the MRS Symposium on Thinfilm Compound Photovoltaics and the IEEE Photovoltaic Specialist Conferences, and participating in the NSF-sponsored Program on Research Experience for Undergraduate Students. He is Associate Editor of the *IEEE Journal of Photovoltaics*, will chair the Area 2 “*Chalcogenide Thin Film Solar Cells and Related Materials*” of the 39<sup>th</sup> IEEE Photovoltaic Specialist Conference in 2013, and is also a frequent reviewer for professional journals.

## **College of Sciences**

### **Dr. Bryan E. Porter Department of Psychology**

Dr. Porter joined ODU in 1996 at the rank of Assistant Professor and was promoted to Associate Professor with tenure in 2002. He was a visiting professor at the Middle East Technical University in Akara, Turkey in 2009.

Dr. Porter’s principal area of research is applied psychology in the area of pedestrian and traffic safety. Since his promotion to Associate Professor, he has edited a book: *Handbook of Traffic Psychology* (Elsevier Academic Press, 2011), and has contributed 7 book chapters and 11 refereed articles in top-ranked journals. He has also contributed a journal editorial, 16 technical reports under contract, 17 conference abstracts, and has presented over 50 papers at national and international conferences including 2 invited keynote addresses. Dr. Porter has also been extremely active and successful in obtaining external grants to support his research, receiving over \$2.3 million since 2002, principally from the Virginia Department of Motor Vehicles.

Dr. Porter has excelled in teaching. He has taught a wide range of courses, from undergraduate to graduate level. Since 2002, Dr. Porter has chaired three undergraduate honors’ theses, seven undergraduate supervised research or topics/practicum students, five master’s theses and four doctoral dissertations. These collaborations with students have frequently resulted in conference papers/posters and journal publications. He has mentored more than 70 undergraduate and graduate students in his laboratory and has served on 30 graduate student committees. His teaching evaluations are consistently very high indeed. Students comment that he is always

available, enthusiastic, and encouraging of critical thinking and they nominated him to receive the Shining Star award in 2009 and 2011. Dr. Porter was chosen as the *Outstanding Teacher of the Year* by Student Disability services in 2002, was a university finalist for the SCHEV 2003 Outstanding Faculty Award, and was designated University Professor in 2006 in recognition of his excellence in teaching.

Dr. Porter has also excelled in the area of service. He has twice served as Assistant Department Chair (2002-2004 and 2005-2009) and three times as Graduate Program Director (2002-2004, 2005, and 2010 - present). As service to his profession, Dr. Porter was conference convener and chair of the 4<sup>th</sup> International Conference on Traffic and Transport Psychology (ICTTP) held in Washington, DC in 2008 and was a member of the organizing committee for the 5<sup>th</sup> ICTTP held in Groningen, The Netherlands, in 2012. He became Co-Editor of the journal *Transportation Research Part F: Traffic Psychology and Behaviour* in 2012 and has served on the editorial board of the *Family and Community Health Journal*.