AGENDA

Old Dominion University
Board of Visitors
September 22, 2016

BOARD OF VISITORS
OLD DOMINION UNIVERSITY
Thursday, September 22, 2016, 8:45 a.m.
Board Room, Webb University Center

AGENDA

I. Call to Order
Mary Maniscalco-Theberge, Interim Rector

II. Report of Nominating Committee and Officer Elections
Fred Whyte, Chair, Nominating Committee

III. Recess for Standing Committee Meetings
Mary Maniscalco-Theberge, Interim Rector

IV. Reconvene
Mary Maniscalco-Theberge, Interim Rector

V. Approval of Minutes – June 9, 2016 Meeting
Mary Maniscalco-Theberge, Interim Rector

VI. Rector's Report
Mary Maniscalco-Theberge, Interim Rector

VII. President's Report
John R. Broderick, President

VIII. Reports of Standing Committees

A. Audit Committee
Frank Reidy, Vice Chair

B. Academic and Research Advancement Committee
Carlton Bennett, Chair

1. Approval of Faculty Representatives to the Board of Visitors (p. 5)

Consent Agenda

2. Faculty Appointments (pp. 6-14)
3. Appointment of the Batten Endowed Chair in Cybersecurity (p. 15)
4. Appointment of the Batten Professorship in Jewish Studies (p. 16)
5. Administrative Faculty Appointments (pp. 17-27)
6. Emeritus Appointments (pp. 28-30)

Regular Agenda

7. Proposed Revision to the Policy on the Initial Appointment of Teaching and Research Faculty (pp. 31-37)

C. Administration and Finance Committee
Robert Tata, Chair

D. Student Enhancement & Engagement Committee
Lisa Smith, Chair

E. University Advancement Committee
Frank Reidy, Chair

IX. Closed Session
Mary Maniscalco-Theberge, Interim Rector

X. Reconvene in Open Session and FOIA Certification
Mary Maniscalco-Theberge, Interim Rector

XI. Recognition of New Officers
Mary Maniscalco-Theberge, Interim Rector

XIII. Old/Unfinished Business
Rector

XIV. New Business
Rector

XV. Adjournment
Rector

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REPORT OF THE NOMINATING COMMITTEE

The Board of Visitors Nominating Committee, comprised of Fred Whyte (Chair), David L. Bernd, Ross Mugler, and Yvonne Allmond, recommends the following slate of officers of the Board of Visitors for the 2016-2018 term:

RECTOR	Carlton F. Bennett
VICE RECTOR	Lisa B. Smith
SECRETARY	Yvonne Allmond

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APPROVAL OF FACULTY REPRESENTATIVES TO BOARD OF VISITORS COMMITTEES

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the following faculty representatives to Board of Visitors committees for the 2016-17 academic year, effective September 22, 2016: Academic and Research Advancement, Andres Sousa-Poza; Administration and Finance, John Lombard; Institutional Advancement, Sebastian Kuhn; and Student Advancement, Linda Miller-Dunleavy.

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FACULTY APPOINTMENTS

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

Name and Rank	Salary	Effective Date	Term
Mr. Nicholas A. Adams Lecturer of Sociology and Criminal Justice	$45,000	7/25/16	10 mos

Mr. Adams received an M.A. in Applied Sociology and a B.A. in Sociology and Criminal Justice from Old Dominion University and is expected to receive a Ph.D. in Sociology from the University of New Hampshire. Previously he was an Instructor in the Department of Sociology at the University of New Hampshire.

Dr. Thomas R. Allen Associate Professor of Political Science and Geography and Coordinator for Sea Level Rise/GIS activities	$92,000	7/25/16	10 mos

Dr. Allen received a Ph.D. in Geography from the University of North Carolina at Chapel Hill and a B.S. in Geography from Old Dominion University. Previously he was a Professor of Geography in the Department of Geography, Planning and Environment at East Carolina University. (new position)

Dr. Susan Braid Assistant Professor of Nursing (Tenure Track)	$110,000	7/25/16	10 mos

Dr. Braid received a Dr.P.H. from Johns Hopkins University, an M.P.H. from Columbia University, an M.S. in Nursing from the University of Pennsylvania and a B.S. in Nursing from Boston College. Previously, she was a Neonatal Nurse Practitioner with Pediatrix at Bon Secours Richmond Health System and the University of Maryland Medical Center and Assistant Professor of Nursing at the University of Maryland.

Dr. Alan L. C. Campbell Visiting Assistant Professor of Communication/Theatre Arts	$42,000	8/25/16	10 mos

Dr. Campbell received a Ph.D. from the School of Communication and the Arts and an M.A. in Communication/Film from Regent University, an M.Div. from Golden Gate Baptist Theological Seminary, and a B.A. in Humanities from Holy Apostles College and Seminary. Previously he was an Adjunct Instructor for Language and Speech in the Humanities Division at Tidewater Community College.

Name and Rank	Salary	Effective Date	Term
Dr. Ron Carlee Visiting Assistant Professor of Public Service	$125,000	8/25/16	10 mos

Dr. Carlee received a Doctor of Public Administration from George Mason University, a Master of Arts in Urban Studies from the University of Alabama-Birmingham and a Bachelor of Arts in English from the University of Montevallo. Previously he was the City Manager of Charlotte, North Carolina. (new position)

Dr. Julie M. Cavallario Visiting Assistant Professor of Physical Therapy and Athletic Training	$60,000	7/25/16	10 mos

Dr. Cavallario received a Ph.D. in Human Movement Sciences and an M.S.Ed. in Athletic Training from Old Dominion University and a B.S. in Physical Education, Athletic Training from the State University of New York at Cortland. Previously she was an Accreditation Associate and Communication Coordinator at the Commission on Accreditation of Athletic Training Education (CAATE) and an Adjunct Faculty member in the Department of Human Movement Sciences at Old Dominion University.

Dr. Lenese M. Colson Lecturer of Teaching and Learning	$48,000	7/25/16	12 mos

Dr. Colson received a Ph.D. in Information Studies and an M.S. in Library and Information Science from Florida State University, an M.A.Ed. in Curriculum and Instruction from Virginia Polytechnic Institute and State University and a B.S. in Computer Science from Norfolk State University. Previously she was a Lead Graduate Instructor in the School of Information at Florida State University.

Dr. Praveen Kumar Durgampudi Visiting Associate Professor of Community and Environmental Health	$98,404	8/10/16	10 mos

Dr. Durgampudi received a European Public Health (E.P.H.) degree from the French School of Public Health, France, a Master of Science in Public Health from Jagiellonian University, Poland, a Master of Public Health from the University of Sheffield, UK, and a Medical Degree (M.B.B.S.) from N.T.R. University of Health Sciences, India. Previously he was Track Director in Community and Preventive Medicine and Associate Professor in the Department of Public Health and Preventive Medicine at St. George's University.

Name and Rank	Salary	Effective Date	Term
Dr. Howard O. Goodwin Lecturer of Nursing	$65,000	7/25/16	12 mos

Dr. Goodwin received a Doctor of Nurse Anesthesia Practice from Virginia Commonwealth University, an M.S. in Nursing, Nurse Anesthesia and a B.S. in Nursing from Old Dominion University, and a B.A. in Psychology from Virginia Wesleyan College. Previously he was a Certified Registered Nurse Anesthetist at Southampton Memorial Hospital and Bon Secours – DePaul Medical Center. (Half-time appointment. Designated as Nurse Anesthesia Simulation Coordinator)

Dr. Richard P. Hale Assistant Professor of Ocean, Earth and Atmospheric Sciences (Tenure Track)	$78,500	12/15/16	10 mos

Dr. Hale received a Ph.D. and an M.S. in Geological Oceanography from the University of Washington and an Sc.B. in Geology-Biology from Brown University. Previously he was a Postdoctoral Researcher in the Department of Earth and Environmental Sciences at Vanderbilt University.

Dr. Matthew T. Hall Visiting Assistant Professor of Political Science and Geography	$50,000	7/25/16	10 mos

Dr. Hall received a Ph.D. in International Studies from Old Dominion University and an M.A. and a B.A. in Political Science from Virginia Tech. Previously he was an Assistant Director for the Graduate Program in International Studies and an Adjunct Faculty member at Old Dominion University.

Ms. Cheryl A. Hayes Visiting Assistant Professor of Dental Hygiene	$72,000	7/20/16	10 mos

Ms. Hayes received an M.Ed. from Temple University, a B.S. in Psychology/Sociology from New England College and an A.S. in Dental Hygiene from New Hampshire Technical Institute. Previously she was a full-time Adjunct Clinical Assistant Professor for the Dental Hygiene Program at the University of North Carolina, Chapel Hill.

Dr. Jessica Huffman Lecturer of Sociology and Criminal Justice	$45,000	7/25/16	10 mos

Dr. Huffman received a Ph.D. in Criminology and Criminal Justice, an M.A. in Applied Sociology and a B.S. in Criminal Justice from Old Dominion University. Previously she was a Lecturer and an Adjunct Faculty member in the Department of Sociology and Criminal Justice at Old Dominion University.

Name and Rank	Salary	Effective Date	Term
Mr. Thomas Kennedy Lecturer of Computer Science	$47,000	7/25/16	10 mos

Mr. Kennedy received an M.S. and a B.S. in Computer Science from Old Dominion University. Previously he was an Adjunct Instructor in the Department of Computer Science at Old Dominion University. (new position)

Dr. Barbara Kraj Associate Professor of Medical Diagnostic and Translational Sciences	$95,000	7/25/16	10 mos

Dr. Kraj received a Ph.D. in Heath Related Sciences/Clinical Laboratory Science from Virginia Commonwealth University and an M.S. in Biology/Molecular Biology from the University of Silesia, Poland. Previously she was an Associate Professor and Clinical Laboratory Science Program Director in the Department of Medical Laboratory, Imaging and Radiologic Sciences at Augusta University.

Ms. Deborah Ann Krzyzaniak Senior Lecturer of Medical Diagnostic and Translational Sciences	$70,500	7/25/16	10 mos

Ms. Krzyzaniak received an M.S. in Medical Laboratory Sciences from Old Dominion University and a B.S. in Cytotechnology from the Medical University of South Carolina. Previously she was a Cytotechnologist at the Medical University of South Carolina. (Salary includes $500 for serving as Cytotechnology Program Director)

Ms. Ellie Luethy Senior Lecturer of Medical Diagnostic and Translational Sciences	$71,500	7/25/16	10 mos

Ms. Luethy received a Masters of Health Sciences – Health Education & Management from the Medical University of South Carolina and a B.S. in Biology, Medical Technology from Furman University. Previously, she was Coordinator of CLS Distance Learning at Winston Salem State University. (Salary includes $500 for serving as Clinical/Educational Coordinator)

Ms. Celeste B. Luna Lecturer of Communication Disorders and Special Education	$60,000	8/10/16	12 mos

Ms. Luna received an M.S.Ed. in Speech/Language Pathology and a B.S. in Sports Medicine from Old Dominion University. Previously she was a Speech Language Pathologist and Acting Speech-Language Pathologist Team Leader for Sentara Healthcare. (Designated as Clinical Educator – ODU Speech and Hearing Clinic) (new position)

Name and Rank	Salary	Effective Date	Term
Mr. Caleb Magyar Lecturer of English	$42,000	7/25/16	10 mos

Mr. Magyar received an M.A. in English from the University of Louisville and a B.A. in English Literature and Language from the University of Virginia. Previously he was an Adjunct Instructor in the Department of English at Old Dominion University.

Dr. Kalpana Mahadevan Lecturer of Chemistry and Biochemistry	$47,000	8/10/16	10 mos

Dr. Mahadevan received a Ph.D. in Organic Chemistry and an M.Sc. in Chemistry from the Indian Institute of Technology, India and a B.Sc. in Chemistry from Stella Maris College (Autonomous), University of Madras, India. Previously she was an Adjunct Assistant Professor in the Department of Chemistry and Biochemistry at Old Dominion University.

Ms. Minori Marken Lecturer of World Languages and Cultures	$42,000	7/25/16	10 mos

Ms. Marken received an M.A. in Language Education from Indiana University and a B.A. in Secondary Education from Shizuoka University. Previously she was an Adjunct Instructor of Japanese at Old Dominion University.

Mr. Edward Austin Middleton Instructor of Economics	$82,000	7/25/16	10 mos

Mr. Middleton received an M.A. and a B.A. in Economics and is expected to receive a Ph.D. in Economics from George Mason University. Previously he was an Academic Instructor at George Mason University. (Rank will be Visiting Assistant Professor and salary will be $85,000 if all requirements for the Ph.D. are completed by December 31, 2016.)

Dr. Kitior Ngu Visiting Assistant Professor of Communication and Theatre Arts	$55,000	7/25/16	10 mos

Dr. Ngu received a Ph.D. in Communication from the University of Michigan and a B.A. in Film and Media Studies from Arizona State University. Previously she was a Graduate Student Instructor and Research Assistant at the University of Michigan.

Dr. Mohamed M. Rahoui Lecturer of Economics	$51,729	7/25/16	10 mos

Dr. Rahoui received a Ph.D. in Finance and an M.A. in Economics from Old Dominion University. Previously he was an Adjunct Faculty member in the Department of Economics and the Department of Finance at Old Dominion University.

Name and Rank	Salary	Effective Date	Term
Mr. Noah C. Renn Instructor of English	$44,000	7/25/16	10 mos

Mr. Renn received an M.F.A. in Creative Writing and a B.A. in English from Old Dominion University. Previously he was a Lecturer in the Department of English at Old Dominion University.

Ms. Genese Nichelle Rogers Instructor of Accountancy	$105,000	7/25/16	10 mos

Ms. Rogers received a Master's of Accountancy from The George Washington University, a Bachelor of Science in Accounting from Norfolk State University and is expected to receive a Doctorate of Philosophy in Accounting from Morgan State University. Previously she was a Research Assistant and Course Instructor at Morgan State University. (Rank will be Visiting Assistant Professor if all requirements for the Ph.D. are completed by December 31, 2016)

Mr. John Morgan Russell Senior Lecturer of Mathematics and Statistics	$55,000	7/25/16	10 mos

Mr. Russell received an M.S. in Statistical Science from George Mason University and a B.S. in Mathematics from Christopher Newport University. Previously he was an Instructor of Statistics at George Mason University.

Dr. Marina Saitgalina Assistant Professor of Public Service (Tenure Track)	$83,000	7/25/16	10 mos

Dr. Saitgalina received a Ph.D. in Public Administration and Management from the University of North Texas and an M.P.A. and a B.A. in State and Municipal Management from Siberian Academy for Public Administration, Russia. Previously she was an Assistant Professor at Oakland University and a Research Collaborator for The World Bank, Public Sector and Governance, Washington, D.C.

Mr. Stephen R. Schultz Lecturer of Marketing	$50,000	7/25/16	10 mos

Mr. Schultz received an M.B.A. in Finance and Marketing from the University of Chicago and a B.A. from Michigan State University. Previously he was Vice President of Sales at YUPO Corporation of America.

Name and Rank	Salary	Effective Date	Term
Dr. Joshua M. Steinfeld Assistant Professor of Public Service (Tenure Track)	$80,000	7/25/16	10 mos

Dr. Steinfeld received a Ph.D. in Public Administration from Florida Atlantic University, an M.S. in Finance from Johns Hopkins University, a Master of Professional Studies in Organizational Leadership from the University of Denver, and a B.S. in Business Administration from Boston University. Previously he was a Visiting Instructor in the School of Public Administration at the University of Central Florida.

Ms. Emily E. Steinhilber Research Assistant Professor, Commonwealth Center for Recurrent Flooding Resiliency	$100,000	7/10/16	12 mos

Ms. Steinhilber received a J.D. and a Masters in Environmental Law and Policy from Vermont Law School and a B.A. in Economics and History from The University of Virginia. Previously she was Assistant Director for Coastal Resilience Research in the Office of Research at Old Dominion University. (new position)

Mr. Randall R. Stowe, Jr. Lecturer of Mathematics and Statistics	$47,000	7/25/16	10 mos

Mr. Stowe received an M.S. in Computational and Applied Mathematics and a B.S. in Mathematics from Old Dominion University. Previously he was an Instructor in the Department of Mathematics and Statistics at Old Dominion University.

Ms. Elizabeth Blair Swoope Lecturer of Mathematics and Statistics	$47,000	7/25/16	10 mos

Ms. Swoope received an M.S. in Computational and Applied Mathematics from Old Dominion University and a B.A. in Mathematical Physics and Economics from Sweet Briar College. Previously she was a Lecturer of Mathematics and Statistics at Old Dominion University.

Dr. Adam Tiller Visiting Assistant Professor of Philosophy and Religious Studies	$50,000	7/25/16	10 mos

Dr. Tiller received a Ph.D. and an M.A. in Philosophy from the University of Virginia and a B.A in Philosophy from Virginia Commonwealth University. Previously he was an Instructor and Teaching Assistant in the Department of Philosophy at the University of Virginia.

Name and Rank	Salary	Effective Date	Term
Ms. Janae B. Tull Lecturer of Mathematics and Statistics	$47,000	7/25/16	10 mos

Ms. Tull received an M.A. in Mathematics from Wake Forest University and a B.S. in Secondary Math Education from Southeastern University. Previously she was a Teacher's Assistant in the Math Center at Wake Forest University.

Ms. Chelsea A. Valentine Lecturer of Information Technology and Decision Sciences	$60,000	7/25/16	10 mos

Ms. Valentine received a Master of Business Administration in Port Operations/Logistics/Supply Chain Management from Old Dominion University and a B.S. in Psychology from Virginia Polytechnic Institute and State University. Previously she was a Marine Operations and Vessel Specialist at CMA-CGM (AMERICA), LLC.

Ms. Domenica M. Webb Visiting Assistant Professor of Art	$50,000	7/25/16	10 mos

Ms. Webb received an M.F.A. from the Norfolk State University and Old Dominion University Joint Program and a B.F.A. from Old Dominion University. Previously she was an Adjunct Assistant Professor in the Department of Art at Old Dominion University.

Dr. Eric W. Weisel Research Associate Professor	$120,000	8/25/16	10 mos

Dr. Weisel received a Ph.D. in Engineering, Modeling and Simulation from Old Dominion University, an M.S. in Operations Research from Florida Institute of Technology and a B.S. in Mathematics from the United States Naval Academy. Previously he was Director of Applied Research at Old Dominion University. (Salary includes $30,000 for serving as Facilities Security Officer for VMASC and directing business development in data sciences for the Office of Research.) (new position)

Ms. Sabrina A. T. Wyche Lecturer of Nursing	$65,000	8/10/16	10 mos

Ms. Wyche received an M.S. in Nursing from Old Dominion University, a B.S. in Nursing from Carlow University of Pittsburgh, Pennsylvania, and is enrolled in a Doctor of Education in Organizational Leadership program at Grand Canyon University of Phoenix, Arizona. Previously she was an Associate Professor at Sentara College of Health Sciences.

Name and Rank	Salary	Effective Date	Term
Ms. Amy L. Yaroch-Meeker Lecturer of Nursing	$50,000	7/25/16	10 mos

Ms. Yaroch-Meeker received an M.S. in Nursing from Walden University and a B.S. in Nursing from Old Dominion University. Previously she was an Adjunct Faculty member in the School of Nursing at Old Dominion University and at Tidewater Community College.

Dr. Fred W. York, III Visiting Assistant Professor of Philosophy and Religious Studies	$50,000	7/25/16	10 mos

Dr. York received a Ph.D. in Historical Theology and Ethics from Garrett-Evangelical Theological Seminary, an M.T.S. in Ethics from Duke University and a B.A. in Religious Studies and Dramatic Arts from Trevecca Nazarene University. Previously he was an Instructor of Religious Studies at Virginia Wesleyan College.

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APPOINTMENT OF THE BATTEN ENDOWED CHAIR IN CYBERSECURITY
BATTEN COLLEGE OF ENGINEERING AND TECHNOLOGY

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Hongyi Wu as the 2016-21 Batten Endowed Chair in Cybersecurity. A summary of his career is included below for information purposes.

Dr. Wu received a Ph.D. in 2002 in Computer Science and Engineering from the State University of New York at Buffalo. He received an M.S. from the Department of Electrical and Computer Engineering at the State University of New York at Buffalo and a B.S. from the Department of Scientific Instrument at Zhejiang University, China.

Dr. Wu was an Assistant Professor at the Center for Advanced Computer Studies at the University of Louisiana at Lafayette (2002-2007) and Associate Professor (2007-2012) and Professor since 2012 at the same institution. He served as Director of The Center for Advanced Computer Studies at the University of Louisiana at Lafayette (2013-2014) and has held the Alfred and Helen M. Lamson Endowed Professorship in Computer Science there since 2008.

Dr. Wu has taught both undergraduate and graduate students and his teaching has been assessed highly by his students. He supervised eight successful graduate students. Dr. Wu has published 36 articles and received 14 grants totaling over $2 million and has received an NSF CAREER Award. He has an excellent service record, having organized several conferences.

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APPOINTMENT OF THE BATTEN PROFESSORSHIP IN JEWISH STUDIES
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 Amy K. Milligan as the 2016-21 Batten Professor in Jewish Studies. A summary of her career is included below for information purposes.

Dr. Milligan received a Ph.D. in American Studies from Pennsylvania State University – Harrisburg, an M.T.S. and a Certificate in Gender Studies from Duke University, and a B.S. in Religious Studies and German from Elizabethtown College. She previous served as the Director of Faculty Development and Support at Pennsylvania College of Health Sciences. Dr. Milligan also has experience as Visiting Assistant Professor of Women and Gender Studies and Adjunct Professor of Women and Gender Studies and Religious Studies at Elizabethtown College.

Dr. Milligan has taught many courses on or related Jewish Studies, including Contemporary Women and Global Religion, Holocaust and Genocide Studies, Introduction to Judaism, Introduction to Islam, Introduction to World Religions, and Religion in American Life and Thought. In addition, she served as a Fulbright Scholar in Germany. Dr. Milligan's scholarly credentials are superb. She has already published one book (as sole author) and has a co-edited volume forthcoming in 2017 (already contracted) along with journal articles and edited volumes.

As well, Dr. Milligan has been active in the communities where she has resided. Because of her successful record of community engagement, she has various awards, including the Interfaith Leadership and Service Award from Elizabethtown College, the Raphael Patai Prize in Jewish Folklore and Ethnology, and the Presidential Interfaith and Community Service Campus Challenge (recognition by the White House).

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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.

Name and Rank	Salary	Effective Date	Term
Ms. Katie Anderson Advisor/Success Coach and Instructor	$44,000	7/10/16	12 mos

Ms. Anderson received an M.S. in Counseling from James Madison University. Previously she served as an Academic Counselor at the University of California, San Diego.

Ms. Alyssa Armstrong Second Assistant Women's Rowing Coach and Assistant Instructor	$37,500	8/25/16	12 mos

Ms. Armstrong earned an M.S.Ed. in Physical Education from Old Dominion University and a B.S. in Sport and Recreation Management from the University of Iowa. Previously she served as a Graduate Assistant Coach for the University's women's rowing team. She also has experience as a women's rowing team member for the University of Iowa.

Mr. Aaron Arenas Admissions Counselor and Assistant Instructor	$35,700	7/25/16	12 mos

Mr. Arenas received a B.A. in Psychology and Governmental and International Politics from George Mason University. Previously he served in the Office of Enrollment Management at Drexel University as a recruitment coordinator and most recently as an admission counselor.

Mr. Sergey Avdeyev Assistant Tennis Coach and Assistant Instructor	$40,800	8/10/16	12 mos

Mr. Avdeyev received a B.A. in Sociology from the University of Oklahoma. Previously he served as a volunteer men's coach for the University of Oklahoma.

Dr. Nancy Badger Executive Director of Counseling Services and Assistant Professor	$125,000	8/9/16	12 mos

Dr. Badger received a Ph.D. in Counseling Psychology from Kent State University, a Master's degree in Student Personnel Administration, a Master's degree in School Psychology and a Bachelor's degree in Psychology from Ball State University. Previously she was Director of the Counseling Center at the University of Tennessee at Chattanooga.

Name and Rank	Salary	Effective Date	Term
Mr. Robert Batchelder Jr. Academic Advisor and Instructor	$45,000	8/25/16	12 mos

Mr. Batchelder received a B.S. in Business Administration from New Hampshire College and an M.S.Ed. from Notre Dame College. Previously he worked as an Academic Advisor/Success Coordinator for Saint Leo University.

Ms. Brittany Blount Director of Residence Education and Instructor	$80,000	7/10/16	12 mos

Ms. Blount received an M.S.Ed. in Educational Leadership and Policy Studies from Iowa State University. Previously she worked as the Assistant Director of Academic Initiatives for the University of Central Florida.

Ms. Natalie Boehm Program Manager and Instructor	$52,000	5/25/16	12 mos

Ms. Boehm received an M.P.A. from Old Dominion University. Previously she was the interim Program Manager for the E.V. Williams Center for Real Estate.

Mr. Kermit Buggs Assistant Football Coach, Defensive Secondary, and Assistant Instructor	$115,000	8/25/16	12 mos

Mr. Buggs received a B.S. in Exercise Science from Norfolk State University and an M.S.Ed. in Educational Leadership from Pennsylvania State University. Prior to serving in an interim role as Assistant Football Coach at Old Dominion University, he served as the Special Teams Coordinator for the University of Connecticut and as the defensive coordinator for Lock Haven University.

Ms. Abby Busch Assistant Director of Sports Performance and Instructor	$38,500	7/10/16	12 mos

Ms. Busch received an M.S. in Management of Sports Industries from the University of New Haven. Previously she worked as a Strength and Conditioning Intern for the University of Wisconsin at Madison.

Mr. Scott Bye Assistant Director of Student Conduct and Academic Integrity and Instructor	$42,000	8/25/16	12 mos

Mr. Bye received an M.S.Ed. in Higher Education from Old Dominion University and a B.A. in Health Sciences from Gettysburg College. Previously he served as the Interim Assistant Director for the Office of Student Conduct & Academic Integrity at Old Dominion University.

Name and Rank	Salary	Effective Date	Term
Mr. Scott Canner Director of Compliance and Assistant Instructor	$50,000	9/10/16	12 mos

Mr. Canner received a B.S. in Sport Administration from Ball State University and an M.S. in Sport Administration from Valparaiso University. Previously he worked as the Compliance Coordinator for the University of Illinois.

Mr. Dominic Carlina Residence Hall Director and Instructor	$32,000	7/10/16	12 mos

Mr. Carlina received an M.S.Ed. in Higher Education Administration from the University of Kansas. Previously he worked as the Assistant Complex Director at the University of Kansas.

Ms. Kimberlie Cochran Community and Student Success Director and Instructor	$53,040	8/10/16	12 mos

Ms. Cochran earned a B.S. and M.S.Ed. from Virginia Commonwealth University. Previously she worked as an Academic Coach for John Tyler Community College in Chesterfield, VA.

Mr. Tyler Colvin Assistant Sailing Coach and Assistant Instructor	$32,885	8/25/16	12 mos

Mr. Colvin received a B.S. in Environmental Engineering from the University of New Hampshire. Previously he served as the Program Director for the Encinal Yacht Club in Alameda, CA.

Mr. John Costanzo Associate Director, Student Enrollment and Success, and Instructor	$60,000	5/25/16	12 mos

Mr. Costanzo received a B.A. in History from Old Dominion University and an M.B.A. from Averett University. He previously served as Interim Associate Director at the ODU Virginia Beach Higher Education Center and as Assistant Director of the ODU Tri-Cities Higher Education Center.

Mr. Hank Crofford Professional Counselor and Instructor	$50,918	8/10/16	12 mos

Mr. Crofford received an M.A. in Mental Health and Addiction Counseling from Indiana Wesleyan University. Previously he worked as a Behavioral Therapist at St. Vincent New Hope/New Hope of Indiana in Indianapolis, IN.

Name and Rank	Salary	Effective Date	Term
Ms. Erin Cousins Educational Student-Athlete Support Specialist and Instructor	$50,000	7/10/16	12 mos

Ms. Cousins received an M.S.Ed. in Adult and Lifelong Learning and a Bachelor of Science in Business Administration from the University of Arkansas. Previously she worked as a Learning Specialist for the Academic Support and Career Development Unit at the University of Maryland.

Mr. Bratislav "Bato" Cvijetic Senior Project Scientist, Virginia Modeling, Analysis and Simulation Center, and Instructor	$75,000	6/10/16	12 mos

Mr. Cvijetic received an M.F.A. from the Savannah College of Art and Design and a B.F.A. in Illustration from the University of North Carolina at Charlotte. Previously he served as a Graphics Research Associate for North State University's Creative Gaming and Simulation Lab.

Ms. Tiffany Daniel Admissions Counselor and Assistant Instructor	$35,700	7/25/16	12 mos

Ms. Daniel received a B.A. in Communication with a Public Relations emphasis and a minor in Parks, Recreation and Tourism Studies from Old Dominion University. Previously she was an Admissions Counselor in the Office of Undergraduate Admissions at East Carolina University.

Ms. Chanel Derricott Residence Hall Director and Instructor	$32,000	7/10/16	12 mos

Ms. Derricott received an M.P.H. with a concentration in Health Management and Policy at Eastern Virginia Medical School. Previously she was a Patient Access Representative for Bon Secours Health System and a Hall Director at Old Dominion University.

Mr. Edward Deselding Senior Associate Athletic Director for External Relations and Assistant Instructor	$110,000	7/10/16	12 mos

Mr. Deselding received a B.A. in Communications from Bethany College. Previously he was the Director of Broadcasting at Old Dominion University and a news reporter and photographer for WTKR 3.

Ms. Maria Doran Advisor/Success Coach, Student Engagement and Enrollment Services, and Instructor	$44,000	6/10/16	12 mos

Ms. Doran received an M.S. in Counseling from Old Dominion University. Previously she served as an Academic Advisor in Support Services at Regent University.

Name and Rank	Salary	Effective Date	Term
Ms. Kristin Eden Athletic Academic Advisor and Instructor	$40,800	5/25/16	12 mos

Ms. Eden earned an M.S. in Recreation and Sport Administration from Western Kentucky University. Previously she was a Records Specialist for the Office of the University Registrar at Old Dominion University.

Ms. Amber Gregg Instructor of Early Care and Education	$44,000	8/25/16	12 mos

Ms. Gregg received a B.S. in Human Development and Family Science and an M.S.Ed. in Early Childhood Education from Ohio State University. Previously she served as a Pre-Service Teacher for Hilliard City Schools in Columbus, OH.

Ms. Mary Gregory MonarchTeach Master Teacher, Darden College of Education, and Instructor	$64,000	7/10/16	12 mos

Ms. Gregory earned an M.S.Ed. and a Certificate of Advanced Graduate Studies from Regent University. Previously she worked as the Pre-Medical, Health, and Engineering Professions Specialty Program Coordinator for Norfolk Public Schools.

Mr. James Haeseker Assistant Recruiting Coordinator, Football, and Instructor	$30,000	5/25/16	12 mos

Mr. Haeseker received an M.S. in Sports and Entertainment Management from the University of South Carolina. Previously he served as an Operations Recruiting Fellow for Wake Forest University.

Mr. Adam Hanson Student Success Advisor, Advising and Transfer Programs, and Instructor	$44,000	5/25/16	12 mos

Mr. Hanson received an M.S.Ed. in Counseling from Old Dominion University. Previously he held advising positions in the Office of Advising and Transfer Programs and the Strome College of Business at Old Dominion University.

Ms. Jasmine Harris Residence Hall Director and Instructor	$32,000	7/10/16	12 mos

Ms. Harris received an M.S. in Health Informatics and Information Management from East Carolina University. Previously she worked as a Campus Living Graduate Assistant for East Carolina University.

		Effective	

Name and Rank	Salary	Date	Term
Ms. LaToya Haynes Case Manager, Student \Engagement and Enrollment Services, and Instructor	$45,000	6/10/16	12 mos

Ms. Haynes received an M.S.W. from Stony Brook University. Previously she served as a Community Director for the Department of Residence Life at the University of Maryland College Park.

Ms. Kaila Henry Residence Hall Director and Instructor	$32,000	7/10/16	12 mos

Ms. Henry received an M.S.Ed. with a concentration in Student Affairs Administration from the University of Wisconsin at La Cross. Previously she worked as the Pride Center Graduate Assistant at the University of Wisconsin at La Cross.

Ms. Tyisha Heriveaux Student Clinical Services Coordinator and Instructor	$49,500	8/10/16	12 mos

Ms. Heriveaux received a B.A. in English from Hampton University and an M.B.A. from American InterContinental University. Previously she served as the Undergraduate Program Coordinator in the School of Nursing at Old Dominion University. (new position)

Ms. Mallory Hetzel Head Women's Golf Coach and Assistant Instructor	$66,300	8/22/16	12 mos

Ms. Hetzel received a B.A. in Advertising from the University of Georgia. Previously she served as the Director of Golf for Western Carolina University.

Ms. Sarah Hill Content Strategist, Distance Learning, and Instructor	$68,118	8/10/16	12 mos

Ms. Hill received a B.S. in Communication from Old Dominion University. Previously she was a Senior Producer for WAVY TV-10.

Ms. Jennifer Hudson Community and Student Success Director, Distance Learning, and Instructor	$53,040	8/25/16	12 mos

Ms. Hudson received a B.S. in Psychology from Mary Baldwin College and an M.A. in Human Services Counseling from Liberty University. Previously she was an Assistant Site Director for the University's distance learning program at Blue Ridge Community College in Weyers Cave, VA.

Name and Rank	Salary	Effective Date	Term
Mr. Kelvin Jefferson Assistant Men's Basketball Coach and Assistant Instructor	$101,800	5/25/16	12 mos

Mr. Jefferson received a B.S. degree in Journalism from Southern Connecticut State University. Previously he served as the Head Prep Basketball Coach for the South Kent School for Boys in South Kent, CT and as an Assistant Men's Basketball Coach for Colgate University, Stony Brook University, American University, and the University of Vermont.

Dr. Michele Kekeh Research Coordinator, Center for Global Health, and Assistant Professor	$50,000	7/25/16	12 mos

Dr. Kekeh received a Ph.D. in Public Health and Epidemiology from Walden University. Previously he served as the Senior Research Associate for Quality Measures, a strategic project management organization co-owned by the City of Chesapeake. (new position)

Ms. Ashley Langford Assistant Women's Basketball Coach and Instructor	$83,000	6/10/16	12 mos

Ms. Langford received an M.B.A. from Auburn University. Previously she served as the Assistant Women's Basketball Coach for the United States Naval Academy.

Mr. Christopher Litt Head Athletic Trainer for Football and Instructor	$62,000	7/25/16	12 mos

Mr. Litt received an M.S.Ed. in Physical Education from the University of Arkansas. Previously he worked as the Interim Head Football Athletic Trainer for the United States Military Academy's Army West Point Athletics Division.

Mr. Leo Lo Associate University Librarian for Services	$96,000	8/10/16	12 mos

Mr. Lo received an M.S. in Library and Information Studies from Florida State University, an M.F.A. in Screenwriting from Hollins University, a B.A. in Interdisciplinary Studies from the University of Texas at Arlington and is pursuing a Ph.D. in Human Nutrition from Kansas State University. Previously he was Head of the McLure Education Library and Associate Professor at the University of Alabama.

Name and Rank	Salary	Effective Date	Term
Mr. Trey Mayo III Director of Advising, College of Education, and Instructor	$62,500	8/25/16	12 mos

Mr. Mayo received a B.A. in Communication and an M.S.Ed. in Higher Education Administration from Old Dominion University. Previously he was an Academic Advisor and Program Manager for the Department of Modeling, Simulation, and Visualization Engineering at Old Dominion University.

Ms. LaShay McQueen Advisor/Success Coach, Student Engagement and Enrollment Services, and Instructor	$44,000	6/25/16	12 mos

Ms. McQueen received an M.S. in Counseling from Old Dominion University. Previously she served as the Director of Career Development at Virginia Wesleyan College.

Ms. K. Nicole Merchant Assistant Director of Facility and Event Operations, Recreation and Wellness, and Instructor	$45,600	6/20/16	12 mos

Ms. Merchant received an M.S. in Recreation and Sport Administration from Western Kentucky University. Previously she was Associate Director of the West Center for Operations at Winthrop University Recreational Services.

Ms. Nicole Moriarty Professional Counselor and Instructor	$49,920	7/10/16	12 mos

Ms. Moriarty received an M.S. in Professional Counseling from Southwest Missouri State University. Previously she worked as a Mental Health Counselor for Tidewater Physicians for Women.

Mr. Dominik Mueller Head Men's Tennis Coach and Instructor	$79,560	8/10/16	12 mos

Mr. Mueller received a B.A. in Finance and an M.S. in Sports Management from Baylor University. Previously he served as the Assistant Men's Tennis Coach at Baylor University.

Ms. Julie Perez Student Support Services Counselor, Academic Enhancement, and Instructor	$45,000	5/25/16	12 mos

Ms. Perez received an M.S.Ed. in Higher Education Administration from Northeastern University. Previously she was the Peer Assisted Study Session (PASS) Coordinator and a Transfer Admissions Counselor at Old Dominion University.

Name and Rank	Salary	Effective Date	Term
Mr. Lamarr Pottinger Director of Student-Development and Leadership Programs and Academic Advisor, and Instructor	$55,000	7/10/16	12 mos

Mr. Pottinger received an M.S. in Sport Management from Western Illinois University. Previously he served as the Assistant Director of Student-Athlete Services at Jacksonville State University.

Ms. Stephanie Reiley Residence Hall Director and Instructor	$32,000	8/8/16	12 mos

Ms. Reiley received an M.A. from Rowan University and a B.A. from Kutztown University. Previously she worked as an Area Coordinator at Wesley College in Dover, DE.

Ms. Jenna Rowlands Assistant Director, Career Development Services and Instructor	$40,000	7/25/16	12 mos

Ms. Rowlands received an Education Specialist certification, an M.S.Ed., and a B.A. in History from Old Dominion University. Previously she was a Career Advisor for the Darden College of Education.

Mr. Christopher Schaefer Assistant Director of Athletic Development and Instructor	$42,840	7/5/16	12 mos

Mr. Schaefer received an M.S.Ed. in Sports Management from Old Dominion University. Previously he worked for Old Dominion University on a contractual basis as the Assistant Director of Ticketing for Global Spectrum.

Ms. Dawnita Smith Director for Business Operations, Housing and Residence Life, and Instructor	$78,000	5/25/16	12 mos

Ms. Smith received an M.P.A. from Old Dominion University. Previously she was the Associate Director for Administrative Services for the Office of Housing and Residence Life at Norfolk State University.

Ms. Page Stooks Assistant Vice President for Development and Assistant Instructor	$125,000	6/25/16	12 mos

Ms. Stooks received a B.S. degree in Business Administration from Christopher Newport University. Previously she worked as the Director of Major Gifts for Old Dominion University and was a Chief Development Officer for ForKids, Inc, a non-profit organization helping families dealing with homelessness and poverty.

Name and Rank	Salary	Effective Date	Term
Mr. Travis Thomas Athletic Academic Advisor and Instructor	$40,800	7/10/16	12 mos

Mr. Thomas received an M.S.Ed. in Exercise Science from Auburn University at Montgomery. Previously he worked as the Athletic Academic Support Services Assistant at the University of Alabama.

Ms. Kathleen Wade Nurse Practitioner and Instructor	$75,000	8/10/16	11 mos

Ms. Wade received a B.S. in Nursing from Franklin University and an M.S. in Nursing as a Family Nurse Practitioner from Wright State University. Previously she worked as a Practitioner for the Sentara Medical Group of Family Medicine in Virginia Beach, VA.

Mr. Shixing Wen Associate University Librarian for Resources	$95,000	8/10/16	12 mos

Mr. Wen received an M.L.S. from Indiana University and an M.A. and B.A. from Hangzhou University. Previously he was Head of Technical Services at the University of Minnesota Duluth Library.

Mr. Timothy Wentz Assistant Athletic Media Relations Director and Assistant Instructor	$32,000	8/10/16	12 mos

Mr. Wentz received a B.A. in English from Virginia Commonwealth University. Previously he served as the Athletics Public Relations Assistant for Southern Methodist University.

Ms. Kara Werkmeister Residence Hall Director and Instructor	$32,000	7/10/16	12 mos

Ms. Werkmeister received an M.A. in Student Affairs and Higher Education from Slippery Rock University. Previously was a Graduate Resident Director at Slippery Rock University.

Mr. Curtis Whaley Assistant Director of Sports Performance and Instructor	$38,500	7/25/16	12 mos

Mr. Whaley received an M.A. in Sports Science and Pedagogy from Gardner-Webb University. Previously he was the Assistant Director of Strength and Conditioning at Gardner-Webb University.

Name and Rank	Salary	Effective Date	Term
Mr. Michael Willett Coordinator, Outdoor Adventure Program and Instructor	$40,000	7/10/16	12 mos

Mr. Willett received an M.S. in Parks, Recreation, and Tourism Management from Clemson University. Previously he was the Southern Adventures Program Director at Georgia Southern University.

Ms. Carroll Wilson Instructor of Early Care and Education	$44,000	8/25/16	12 mos

Ms. Wilson received an M.S.Ed. in Educational Technology from the University of Illinois, Champaign-Urbana. Previously she served as an Elementary School Teacher for Granby Elementary School in Norfolk, VA.

Dr. Rachawan Wongtrirat Assistant Director for International Initiatives, Intercultural Relations, and Assistant Professor	$57,559	7/10/16	12 mos

Dr. Wongtrirat received a Ph.D. in Higher Education Administration from Old Dominion University. Previously she served as the Assistant Director for International Education Initiatives at the University of North Carolina at Charlotte.

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EMERITUS 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 to the following faculty members. A summary of their accomplishments is included.

Name and Rank	Effective Date
William H. Brenner Professor Emeritus of Philosophy and Religious Studies	January 1, 2017
Dana Burnett Professor of Practice Emeritus of Educational Foundations and Leadership	September 1, 2016
William Leavitt Associate Professor Emeritus of Public Service	January 1, 2017
Gregory V. Selby Professor Emeritus of Mechanical and Aerospace Engineering	August 1, 2016

WILLIAM H. BRENNER

William H. Brenner received a B.A. (*magna cum laude*) in 1963 from the College of St. Thomas in St. Paul, and both an M.A. and Ph.D. at the University of Virginia, in 1965 and 1970. After a few years at St. Mary of the Plains Dodge City, Kansas as a philosophy instructor (1965-68 and 1969-70), he joined Old Dominion University as an Assistant Professor of Philosophy in 1970, achieving the rank of full Professor in 2001.

During his 46 years at Old Dominion, Brenner inspired many students to pursue philosophy, with a score going on to pursue graduate work in the subject. For many years he was Chief Departmental Advisor and leader of a humanities lecture series and of a philosophy discussion club. A participant in the Virginia Philosophical Association for many years, he served for one year as its president

Throughout his long career, Brenner was actively engaged in philosophical study and research. His publications include two books, a number of articles in philosophical journals, one anthology, and (with John Holley) a translation into English of a German introduction to Wittgenstein. His specialty was the philosophy of Ludwig Wittgenstein, especially as it applies to the philosophical investigation of religious and psychological concepts.

DANA BURNETT

For 44 years, as an administrator and faculty member, Dr. Dana Burnett has been a mentor, a friend, and a leader to generations of students at Old Dominion University, spanning an era of activism during the Vietnam War era to today's millennial generation. He is an admired, beloved, and trusted professor, especially among the countless doctoral students who have relied on his guidance to successfully defend their dissertations. His courses in leadership and student affairs administration are some of the most beloved by students. He will continue teaching his courses on leadership as an adjunct faculty member, and he will continue serving on dissertation committees in which he is already the chair or a committee member.

After graduating from Allegheny College in 1965, Dana was commissioned as a U.S. Naval officer and served on active duty for three years, including two extended tours in Vietnam. He earned his Master's and Ph.D. in Student Personnel Administration and Higher Education from Indiana University. He joined Old Dominion University as Director of Financial Aid and Placement in 1972. He was responsible for the leadership of Old Dominion's student body for over 30 years – from when he was named Dean of Student Affairs in 1974, to when became Vice President for Student Affairs 1984, to when he eventually transitioned to the Department of Educational Leadership, where he served as Department Chair from 2006-2011 and as a Professor of Practice.

Dana has given more than 60 professional presentations and has authored numerous publications. Among his numerous accomplishments, he received the Indiana University Robert H. Shaffer Distinguished Alumnus Award, an award named in honor of his mentor, Bob Shaffer, who served IU for many years as Dean of Students and as a faculty member in the higher education program, as well as the 2014 Virginia Student Services Conference Legacy Award.

WILLIAM M. LEAVITT

William M. Leavitt received a B.A. in Political Science from New York University in 1970, an M.P.A. in Public Administration from the University of Colorado in 1976, and a Ph.D. in Public Administration from the University of Colorado at Denver in 1986. Prior to joining the Old Dominion University faculty in 1993 as Assistant Professor of Public Administration, he served in the United States Peace Corps from 1970 to 1973 in Nicaragua and worked in a variety of management positions for the Denver Water Department in Denver, Colorado for almost 20 years. He earned the certified compensation professional designation from the American Compensation Association in 1990.

Leavitt achieved the rank of Associate Professor in 1999. During his tenure at Old Dominion University he served as the Graduate Program Director of the Master's program in Public Administration for 17 years and as the Graduate Program Director of the Master's program in Urban Studies for three years. He also served as the Department Chair for the Department of Urban Studies and Public Administration for six years and Director of the Advanced Certificate Program in Public Administration and Policy for seven years.

During his career, Leavitt chaired seven doctoral dissertation committees and served as a member on many more. He was elected to and served a term on the national council of Pi Alpha Alpha, the national honor society for public administration, and served on the council of the Hampton Roads chapter of the American Society for Public Administration. He has published numerous scholarly journal articles on topics related to public administration and has co-authored one book on grassroots collaboration. In addition, Leavitt has worked extensively with many of the local governments in the Hampton Roads region on management-related projects.

GREGORY VINCENT SELBY

Gregory Vincent Selby received a B.S. in Aerospace Engineering from the University of Virginia in 1971, an M.S. in Mechanical Engineering and Aerospace Engineering from the University of Delaware in 1979, a Ph.D. in Mechanical and Aerospace Engineering from the University of Delaware in 1982, a B.S. in Psychology from Old Dominion University in 1990, a B. S. in Theology from Tripp Bible Institute in 2012 and a Ph.D.in Theology from the Atlantic Coast Theological Seminary in 2014. He joined Old Dominion as an Assistant Professor of Mechanical Engineering and Mechanics in 1983 and achieved the rank of Professor of Mechanical Engineering in 1999. He served as Associate Chair of the Department of Mechanical Engineering and Mechanics from 1987 to 1992 and Chair of the Department of Mechanical Engineering from 1992 to 1997.

During his 33 years at Old Dominion University, Selby mentored many undergraduate and graduate students, especially while serving as the Director of the Underrepresented Minorities in Engineering Program (UMEP) from 1989 to 1990 and the Director and Founder of the Program for the Reduction of Attrition Among Minority Students in Engineering (PRAISE) from 1984 to 1989. He has been heavily involved in creating and coordinating STEM-related programs for elementary, middle and high school students, including the Institute for Young PHDs (Persons Having Dreams) in Science and Engineering and SOAR (Summer Opportunities in Aerospace and Marine Engineering) for Elementary and Middle School Achievers and High School Scholars. He is a founding member of CHROME (Cooperating Hampton Roads Organizations for Minorities in Engineering) and has been active in that organization since 1984.

Selby received the State Council of Higher Education for Virginia (SCHEV) Outstanding Faculty Award in 1992 and the Virginia Society of Professional Engineers Pletta Award in 1997 as the Virginia Engineering Educator of the Year. Selby also received performance awards from NASA during his 12 years of employment at Goddard Space Flight Center/Wallops Flight Facility, Lewis Research Center and Langley Research Center. His research and publications while associated with NASA and Old Dominion University have predominately been in the area of experimental fluid mechanics.

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APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON INITIAL APPOINTMENT OF TEACHING AND RESEARCH FACULTY

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revisions to the policy on Initial Appointment of Teaching and Research Faculty effective January 1, 2017.

Rationale: The revisions to the policy on Initial Appointment of Teaching and Research Faculty specify the process for the appointment and reappointment of faculty of practice. Faculty of practice is a relatively new faculty rank. Faculty of practice appointments are generally made for a specified term and do not lead to tenure or promotion during the specified term. Faculty members in such positions may be employed to work on a specific project or series of projects that could involve teaching, research or service or some combination of these activities. The proposed policy revisions would ensure that the process for appointment and reappointment of faculty of practice is in line with the current rules in the policy on Academic Rank and Criteria for Rank.

NUMBER: 1401

TITLE: Initial Appointment of Teaching and Research Faculty

APPROVED: June 12, 1980; Revised November 19, 1987; Revised April 12, 2002; Revised September 9, 2005; Revised April 7, 2011; Revised June 16, 2011; Revised April 23, 2015 (eff. 6/1/15)

I. Board of Visitors Policy

A. No one has the authority to make a firm offer of employment (subject to approval by the Board) except the provost and vice president for academic affairs, who acts by authority of the president. Any communication at the departmental or college level with potential appointees should make it clear that approval by the provost and vice president for academic affairs is required.

B. An initial faculty appointment should not be considered final until it has been approved by the Board of Visitors. All offers of employment and other communications with potential faculty members should specifically state this fact.

C. No administrative official shall have the authority to make a statement of expectation of tenure or a written/ oral commitment that implies in any way a promise of tenure except as described in paragraph D below. Except as described below, all initial appointments to the faculty shall be probationary and no award of tenure or promise of an award of tenure shall be made to a faculty member except in strict accordance with the Board of Visitors Policies on Tenure, to include review of credentials by all review bodies.

D. In the case of certain initial appointments to the rank of professor or associate professor, the president has the authority to eliminate the probationary period for tenure and to make a firm offer or promise of tenure subject to II.D.1.a-e of this policy and approval by the Board. It is the sense of the Board that this authority should be exercised rarely and only when the best interests of the university require it. All such cases must be reported to the Board for approval before tenure is awarded.

E. The president is accountable to the Board of Visitors for ensuring the appointment of faculty qualified to carry out the mission of the institution, for the implementation of the university's affirmative action plan in initial appointments, for maintenance of fiscal responsibility in assignment of faculty positions, and for the establishment of procedures to carry out board policy in initial appointments. The president may delegate some or all of these responsibilities to the provost and vice president for academic affairs.

II. Initial Appointment Procedures

A. Position Approval

1. Department. In a timetable established in accordance with the procedures for building the operating budget for the coming year, each department anticipating hiring new faculty for the coming year projects the positions it wishes to fill (including both new positions and replacements for retiring faculty members or others known to be leaving).

   a. These projections must be in accordance with the approved mission of the department and must be clearly related to demonstrable needs of the department, including at least a clear relationship between instructional faculty and projected FTE students in accordance with the departmental faculty/student ratios approved by the Office of the Provost and Vice President for Academic Affairs.

   b. Other justifications for positions may include establishment of new programs that may not immediately produce FTE students sufficient to justify the position, existence of substantial funded research for which time will be purchased by an outside agency, and important service activities required by the department within the university's mission.

2. Dean. The dean, once reports have been received from all departments, recommends to the provost and vice president for academic affairs in priority order new and replacement faculty positions for the coming year together with salaries required for each position. Copies of the departmental recommendations are included by the dean in the report to the provost and vice president for academic affairs.

3. On the basis of the projected needs of the following year, the provost and vice president for academic affairs requests a specific number of faculty positions and a budget for these positions from the president at the appropriate time in the annual budget process.

a. Within the budget and positions allocated to the provost and vice president for academic affairs by the president, the provost and vice president for academic affairs assigns positions and funds to each dean for new and replacement faculty positions.

b. The dean allocates these positions with general salary ranges to the departments in the college.

4. If position falls vacant because of an unexpected resignation or for any other cause, this fact is reported promptly to the provost and vice president for academic affairs.

a. The provost and vice president for academic affairs may then reassign the position to the college in which it previously existed, assign it to another college, or discontinue the position.

b. If the position is assigned to a college, the provost and vice president for academic affairs assigns additional funds to the dean of that college to cover the salary of this position. These funds are not necessarily equal to the salary of the departing faculty member.

c. The dean may then assign an additional position to the department within the college having the greatest need.

d. Positions falling vacant are not automatically assigned to the same college or department but are assigned on the basis of university and college priorities.

B. Recruitment and Interview Procedures

1. Once a position has been assigned to a department, the following recruitment procedure is instituted. A similar procedure will be followed for interdisciplinary faculty and joint appointments (see the Policy on Joint Appointments)[1].

2. A statement of critical requirements for the position is developed by the department chair or chairs in consultation with the faculty in the department and approved by the dean. The critical requirements should indicate clearly the primary responsibilities that the new faculty member will be expected to perform and the qualifications necessary for the performance of these responsibilities.

3. The department chair appoints a search committee.

a. The search committee consults the university's assistant vice president for institutional equity and diversity for advice concerning avenues for recruitment of qualified women and minority candidates and concerning the university's policies

[1]Refer to the Hiring Procedures for Instructional and Administrative Faculty for additional information.

and procedures for ensuring affirmative action in the recruitment process. Failure to follow the university's affirmative action policies and procedures will usually result in the refusal of the provost and vice president for academic affairs to write a contract for the faculty member recommended.

b. Advertisements are placed in appropriate professional journals by the Office of Academic Affairs upon the recommendation of the search committee. Specific procedures concerning recruitment advertising are available from the Office of Academic Affairs.

c. All other means are used by the department to conduct an active search for the largest possible pool of qualified candidates.

d. Credentials of candidates are carefully screened by the departments or interdepartmental search committee in order to determine the ones with the best qualifications for the open position.

e. After ensuring that appropriate affirmative action policies and procedures have been met, the chair, with the approval of the dean, then chooses one or more of the most qualified candidates to visit the campus. All final candidates for a position should visit the Old Dominion University campus. Because of fund limitations, it will usually not be possible to invite more than two or three candidates for one position.

4. The following procedures for campus visitations are followed:

a. The search committee must receive prior approval from the Office of Academic Affairs (who will check with the assistant vice president for institutional equity and diversity in order to ensure that procedures have been followed) for the expenditure of the travel funds before the candidate is invited.

b. The search committee has the responsibility for setting up the schedule of campus meetings with designated personnel.

c. All candidates meet with the chair, dean, all available faculty members of the department, and selected students. Candidates who will be expected to teach courses on the 500 level or above and candidates for associate professor and full professor are scheduled for appointments with the provost and vice president for academic affairs or a designee whenever possible.

d. The department chair informs the candidate of the University policies concerning moving expenses and other relevant matters. All candidates should be told that they may be assigned to day, evening, distance learning or off-campus classes as part of their regular loads.

e. As part of campus visitation and the interview process, candidates are expected to present a classroom lecture, conduct a seminar, or deliver a public talk so that their potential associates and students may observe their command of subject and clarity of presentation.

f. The department chair and search committee shall confirm a candidate's proficiency in spoken English.

C. Recommendations

1. The chair, after receiving and considering a written recommendation from the faculty of the department or the appointments committee and after ensuring that all affirmative action procedures have been followed, recommends to the dean the name of the most acceptable candidate and a possible salary range and includes the recommendation of the faculty or faculty appointments committee.

   a. If the dean approves the candidate, he or she assigns a salary within the budget previously assigned to the dean's office by the provost and vice president for academic affairs.

   b. The dean recommends to the provost and vice president for academic affairs on a prescribed form that a contract be written. Appended to this form is a copy of the recommendation of the faculty or of the appointments committee together with the recommendation of the chair.

   c. If the dean is requesting any special consideration, limitations, or exceptions to normal policy and procedure concerning the appointment, such recommendations should be transmitted to the provost and vice president for academic affairs at this time.

   d. Any recommendation that credit toward the probationary period for tenure for prior academic experience be granted shall also accompany the request that a contract be written.

2. The provost and vice president for academic affairs or the vice provost consults with the university's assistant vice president for institutional equity and diversity to ensure that proper affirmative action procedures have been followed.

   a. If all requirements are met, the provost and vice president for academic affairs writes the contract and sends it to the candidate, together with a covering letter specifying any unusual conditions or exceptions concerning the appointment, any credit toward the probationary period for tenure being granted for prior academic experience, and a deadline for returning the signed contract.

   b. If the signed contract is received by the specified deadline, it becomes effective when approved by the Board of Visitors.

D. Initial Appointment with Tenure

1. If the initial appointment is to the rank of professor or associate professor and the department wishes to award tenure at the time of appointment, request for an initial appointment at that rank with tenure must be initiated by the chair and reviewed by all tenure review bodies.

    a. The candidate's credentials must be provided to the department promotion and tenure committee and their recommendation and vote recorded and sent to the college promotion and tenure committee.

    b. The college promotion and tenure committee reviews the credentials and the recommendation of the department promotion and tenure committee and makes a recommendation. The recommendation and vote is recorded and all materials are forwarded to the dean.

    c. The dean makes a recommendation and forwards all materials to the University promotion and tenure committee.

    d. The University promotion and tenure committee reviews the materials and recommendations and makes a recommendation to the provost and vice president for academic affairs.
    e. The provost and vice president for academic affairs makes a recommendation to the president.

2. All reviews shall be based on the candidate's normal application materials and include a statement of research and teaching philosophy and letters of reference. Evidence of teaching and research excellence should be included. Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position. This policy applies to both internal candidates and external candidates. Current CVs for both the candidate and the references must be provided to all review bodies.

E. Initial Appointment of Adjunct Faculty and ~~Lecturers~~ Faculty of Practice

The following procedures are used for initial appointment of part-time faculty and faculty of practice:

1. Adjunct instructors and adjunct assistant instructors - The chair recommends the appointment of an adjunct instructor and adjunct assistant instructor to the dean. If the dean approves the appointment, he or she reports the appointment to the provost and vice president for academic affairs on the prescribed form.

2. Appointment to other ~~adjunct~~ ranks such as adjunct assistant professor, adjunct associate professor, adjunct professor, faculty of practice and visiting professors such as artist-in-residence, etc. is recommended by the department chair to the dean after

consultation with the faculty of the department. Initial appointment or reappointment of faculty of practice attached to a department must be reviewed and recommended for appointment or reappointment by the promotion and tenure committee of the department in question. If the dean approves, he or she recommends the appointment to the provost and vice president for academic affairs on a prescribed form. If the appointment is approved, the provost and vice president for academic affairs notifies the faculty member.

F. Initial Appointment of Research Faculty

1. Research faculty are normally supported in large part from non-Commonwealth funds or are expected to generate their own support from such funds.

2. The department chair recommends appointment of a full-time research faculty member to the dean. The dean recommends to the provost and vice president for academic affairs. The provost and vice president for academic affairs, consulting if appropriate with the vice president for research, makes the final decision concerning the appointment and, if the appointment is approved, notifies the faculty member.