

MEMORANDUM

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

Mary Maniscalco-Theberge, Chair
Michael J. Henry, Vice Chair
Carlton F. Bennett, (*ex-officio*)
Lisa B. Smith, (*ex-officio*)
R. Bruce Bradley
Richard T. Cheng
Toykea S. Jones
Kay A. Kemper
Frank Reidy
Andres Sousa-Poza (*Faculty Representative*)

FROM: Augustine O. Agho
Provost

DATE: April 17, 2017

The purpose of this memorandum is to provide you with background information for our meeting on Thursday, April 27, 2017. The committee will meet from 10:00-11:15 a.m. in the Kate and John R. Broderick Dining Commons, Committee Room A (Room 2023).

I. Approval of Minutes of the December 8, 2016 Meeting

The minutes of the December 8, 2016 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, instructional faculty tenure trends for 1988-2017, the percentage of tenured instructional faculty within the six academic colleges for academic year 2016-17, instructional faculty by college and department for spring 2017, and ethnicity and gender of instructional faculty within the six academic colleges for academic year 2016-17 (spring semester).

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 24 faculty appointments, 31 administrative appointments, and 13 emeritus/emerita appointments.

VI. Vote on Consent Agenda Resolutions

VII. Regular Agenda

The regular agenda includes a proposal to rename the School of Community and Environmental Health the School of Public Health.

VIII. Vote on Regular Agenda Resolution

IX. Information Items

Information items include the report on Promotions in Rank and the report from the Provost. The report from the Provost will include information on tenure-track faculty hires and attrition.

X. 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 27, 2017
AGENDA

10:00-11:15 a.m. – Kate and John R. Broderick Dining Commons, Committee Room A
(Room 2023)

- I. APPROVAL OF THE MINUTES OF DECEMBER 8, 2016
- II. TENURE POLICIES AND PROCEDURES
 - A. Summary of Policies and Procedures on Tenure (p. 4-5)
 - B. Tenure Continuum (p. 6)
 - C. Instructional Faculty Tenure Trends 1988-2017 (p. 7-8)
 - D. Percentage of Tenured Instructional Faculty within the Six Academic Colleges for Academic Year 2016-17 (p. 9)
 - E. Instructional Faculty by College and Department, Spring 2017 (p. 10-11)
 - F. Ethnicity and Gender of Instructional Faculty within the Six Academic Colleges for Academic Year 2016-17 (Spring Semester) (p. 12)
- III. CLOSED SESSION
- IV. RECONVENE IN OPEN SESSION AND VOTE ON RESOLUTIONS
- V. CONSENT AGENDA
 - A. Faculty Appointments (p. 13-19)
 - B. Administrative Appointments (p. 20-26)
 - C. Emeritus/Emerita Appointments (p. 27-35)
- VI. VOTE ON CONSENT AGENDA RESOLUTIONS
- VII. REGULAR AGENDA
 - A. Proposal to Rename the School of Community and Environmental Health the School of Public Health (p. 36)
- VIII. VOTE ON REGULAR AGENDA RESOLUTION
- IX. INFORMATION ITEMS
 - A. Promotions in Academic Rank Effective for 2017-18 (p. 37-48)
 - B. Report from the Provost
 1. Tenure-Track Faculty Hires and Attrition
- X. 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. Faculty members may be considered for tenure only once.

External evaluation of the quality of the faculty member's research performance is required from nationally recognized experts in the faculty member's field. Research and scholarly performance measures include, but are not limited to: publications, presentations at professional meetings, grants and contracts, computer software and educational media, instructional research, interdisciplinary research, creative and artistic productions, translational research including patents awarded, and applied projects in technical and professional fields.

Convincing evidence of effective teaching is obtained using a combination of student opinion surveys, 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 mentoring of students, community engagement,

service to the discipline, and participation on departmental, college or University-level committees and task forces.

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, who makes a final determination concerning further consideration of tenure.

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

**Instructional Faculty
Tenure Trends 1988 - 2017**

Academic Year	Fall Enrollment	TOTAL Faculty	Tenured	Percentage	Tenure Eligible	Percentage	Non-Eligible	Percentage
1988-1989	16,364	587	358	60.99%				
1989-1990	16,239	605	365	60.33%				
1990-1991	16,729	614	376	61.24%				
1991-1992	16,686	603	364	60.36%	162	26.87%	77	12.77%
1992-1993	16,508	589	360	61.12%	160	27.16%	69	11.71%
1993-1994	15,974	611	373	61.05%	159	26.02%	79	12.93%
1994-1995	16,490	611	373	61.05%	143	23.40%	95	15.55%
1995-1996	17,077	592	368	62.16%	139	23.48%	85	14.36%
1996-1997	17,800	594	380	63.97%	137	23.06%	77	12.96%
1997-1998	18,556	604	377	62.42%	133	22.02%	94	15.56%
1998-1999	18,552	600	376	62.67%	130	21.67%	94	15.67%
1999-2000	18,873	615	379	61.63%	125	20.33%	111	18.05%
2000-2001	18,969	616	372	60.39%	126	20.45%	118	19.16%
2001-2002	19,627	628	378	60.19%	115	18.31%	135	21.50%

2002-2003	20,105	614	369	60.10%	113	18.40%	132	21.50%
2003-2004	20,802	627	378	60.29%	115	18.34%	134	21.37%
2004-2005	20,647	594	375	63.13%	100	16.84%	119	20.03%
2005-2006	21,335	619	377	60.90%	110	17.77%	132	21.32%
2006-2007	21,673	691	390	56.44%	144	20.84%	157	22.72%
2007-2008	22,287	704	386	54.83%	149	21.16%	169	24.01%
2008-2009	23,086	719	365	50.76%	164	22.81%	190	26.43%
2009-2010	24,013	710	376	52.96%	150	21.13%	184	25.92%
2010-2011	24,466	729	381	52.26%	167	22.91%	181	24.83%
2011-2012	24,753	746	385	51.61%	177	23.73%	184	24.66%
2012-2013	24,170	764	405	53.01%	168	21.99%	191	25.00%
2013-2014	24,828	802	400	49.88%	179	22.32%	223	27.81%
2014-2015	24,932	830	417	50.24%	180	21.69%	233	28.07%
2015-2016	24,672	847	421	49.70%	181	21.37%	245	28.93%
2016-2017	24,322	828	411	49.64%	169	20.41%	248	29.95%

Faculty data was compiled during Spring Semester for reporting to the Board of Visitors.

**PERCENTAGE OF TENURED INSTRUCTIONAL FACULTY *
 WITHIN THE SIX ACADEMIC COLLEGES
 FOR ACADEMIC YEAR 2016 - 2017**

SPRING, 2017

COLLEGE	TENURED	TENURE ELIGIBLE	NON- ELIGIBLE	TOTAL	% TENURED	% TOTAL
ARTS & LETTERS	98	40	81	219	44.75%	26%
BUSINESS	52	22	29	103	50.49%	12%
EDUCATION	49	39	32	120	40.83%	14%
ENGINEERING & TECHNOLOGY	67	29	12	108	62.04%	13%
HEALTH SCIENCES	32	15	44	91	35.16%	11%
SCIENCES	113	24	50	187	60.43%	23%
TOTAL	411	169	248	828	49.64%	100%

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

INSTRUCTIONAL FACULTY BY COLLEGE AND DEPARTMENT, SPRING 2017

COLLEGE	DEPARTMENT	Total	NE	TENURE TRACK	TENURED
A&L	Art	17	4	5	8
A&L	Communication & Theatre Arts	28	9	5	14
A&L	English	53	26	8	19
A&L	History	20	3	3	14
A&L	Music	18	7	2	9
A&L	Philosophy	14	9	2	3
A&L	Political Science	22	6	5	11
A&L	Sociology	26	7	5	14
A&L	Women's Studies	5	2	2	1
A&L	World Languages & Cultures	16	8	3	5
	TOTAL	219	81	40	98
BUAD	Accountancy	12	5	1	6
BUAD	Economics	14	3	4	7
BUAD	Finance	15	3	1	11
BUAD	Information Technology & Decision Sciences	25	9	5	11
BUAD	Management	17	5	6	6
BUAD	Marketing	11	2	2	7
BUAD	Public Service	9	2	3	4
	TOTAL	103	29	22	52
E&T	Civil & Environmental Engineering	15	1	6	8
E&T	Electrical & Computer Engineering	23	0	5	18
E&T	Engineering Fundamentals Division	3	3	0	0
E&T	Engineering Management & Systems Engineering	13	2	2	9
E&T	Engineering Technology	20	5	8	7
E&T	Mechanical & Aerospace Engineering	25	0	5	20
E&T	Modeling, Simulation & Visualization	9	1	3	5
	TOTAL	108	12	29	67
EDUC	Communication Disorders and Special Education	23	9	5	9

EDUC	Counseling and Human Services	23	4	10	9
EDUC	Educational Foundations and Leadership	13	0	4	9
EDUC	Human Movement Sciences	21	8	6	7
EDUC	STEM Education and Professional Studies	18	5	7	6
EDUC	Teaching and Learning	22	6	7	9
	TOTAL	120	32	39	49
HLTH	Community and Environmental Health	15	6	1	8
HLTH	Dental Hygiene	9	4	3	2
HLTH	Medical Diagnostic & Translational Sciences	14	3	2	9
HLTH	Nursing	38	26	6	6
HLTH	Physical Therapy and Athletic Training	15	5	3	7
	TOTAL	91	44	15	32
SCI	Biological Sciences	28	7	5	16
SCI	Chemistry/Biochemistry	25	5	3	17
SCI	Computer Science	20	7	1	12
SCI	Mathematics & Statistics	43	21	4	18
SCI	Ocean, Earth & Atmospheric Sciences	25	3	3	19
SCI	Physics	20	0	2	18
SCI	Psychology	26	7	6	13
	TOTAL	187	50	24	113
TOTAL	SPRING SEMESTER 2017	828	248	169	411

Note: College and Department totals do not include Assistant or Associate Deans.

ETHNICITY AND GENDER OF INSTRUCTIONAL FACULTY WITHIN THE SIX ACADEMIC COLLEGES FOR AY 2016 - 2017 (SPRING SEMESTER)

		% OF		% OF	TENURE	% OF	NON-	% OF	% OF	% OF		
	TOTAL	FACULTY	TENURED	FACULTY	ELIGIBLE	FACULTY	ELIGIBLE	FACULTY	Female	FACULTY	Minority	% OF
												FACULTY
WHITE MALE	340	41.06%	215	25.97%	53	6.40%	72	8.70%				
WHITE FEMALE	278	33.57%	94	11.35%	55	6.64%	129	15.58%	279			
AFRICAN-AMERICAN MALE	19	2.29%	12	1.45%	6	0.72%	1	0.12%				19
AFRICAN-AMERICAN FEMALE	36	4.35%	9	1.09%	9	1.09%	18	2.17%	36			36
HISPANIC MALE	13	1.57%	6	0.72%	3	0.36%	4	0.48%				14
HISPANIC FEMALE	10	1.21%	4	0.48%	2	0.24%	4	0.48%	10			10
ASIAN MALE	88	10.63%	51	6.16%	28	3.38%	9	1.09%				89
ASIAN FEMALE	43	5.19%	20	2.42%	13	1.57%	10	1.21%	43			43
OTHER MALE	0	0.00%	0	0.00%	0	0.00%	0	0.00%				0
OTHER FEMALE	1	0.12%	0	0.00%	0	0.00%	1	0.12%	1			1
NATIVE AMERICAN MALE	0	0.00%	0	0.00%	0	0.00%	0	0.00%				0
NATIVE AMERICAN FEMALE	0	0.00%	0	0.00%	0	0.00%	0	0.00%				0
TOTALS	828	100%	411	49.64%	169	20.41%	248	29.95%	369	44.57%	212	25.60%

03/08/2017
DPH

April 27, 2017

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>Effective Date</u>	<u>Term</u>
Mr. Nicholas Abbott Instructor of History Tenure Track	\$54,000	7/25/17	10 mos

Mr. Abbott received an M.A. in History from the University of Wisconsin-Madison, a B.A. in History from Lindenwood University and is expected to receive a Ph.D. in History from the University of Wisconsin-Madison. Previously he was an Instructor and Teaching Assistant at the University of Wisconsin-Madison. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Mr. Brendan N. Baylor Assistant Professor of Art Tenure Track	\$54,000	7/25/17	10 mos
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Mr. Baylor received an M.F.A. and an M.A. in Printmaking from the University of Iowa and a B.A. in Printmaking/Drawing from Portland State University. Previously he was a Hulings Teaching Fellow in Drawing and Printmaking at Northland College.

Dr. Jori S. Beck Assistant Professor of Teaching and Learning Tenure Track	\$61,000	7/25/17	10 mos
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Dr. Beck received a Ph.D. in Education from George Mason University, an M.A. in English-Literature from Seton Hall University and a B.A. in English from Susquehanna University. Previously she was an Assistant Professor of Teacher Education at the University of Nevada, Las Vegas.

Mr. Li-Wei Chen Instructor of Management Tenure Track	\$122,500	7/25/17	10 mos
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Mr. Chen received an M.B.A. from the Anderson School of Management, UCLA, a Bachelor of Business Administration from National Taiwan University and is expected to receive a Ph.D. in Organization and Management from Emory University. Previously he was the Database Manager for Entrepreneurship Database Program at Emory University and a Teaching

Assistant. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Ms. Dooyoung Choi Instructor of STEM Education and Professional Studies Tenure Track	\$64,000	7/25/17	10 mos
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Ms. Choi received an M.S. in Apparel Studies from the University of Minnesota, a B.S. in Home Economics from Inha University, Republic of Korea and is expected to receive a Ph.D. in Apparel Studies from the University of Minnesota. Previously she was an Adjunct Faculty member in the Department of Design, Housing and Apparel at the University of Minnesota. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Mr. Jared M. Ellison Instructor of Sociology and Criminal Justice Tenure Track	\$61,000	7/25/17	10 mos
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Mr. Ellison received an M.S. in Criminal Justice Administration and a B.S. in Criminology and Criminal Justice from Niagara University and is expected to receive a Ph.D. from the School of Criminology and Criminal Justice at the University of Nebraska. Previously he was a Research Assistant in the Nebraska Center for Justice Research at the University of Nebraska Omaha. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Dr. Kristie Gutierrez Assistant Professor of STEM Education and Professional Studies Tenure Track	\$65,000	7/25/17	10 mos
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Dr. Gutierrez received a Ph.D. in Science Education from North Carolina State University, an M.Ed. in Science Education from the University of North Carolina at Wilmington and a B.S. in Biology from the University of North Carolina at Chapel Hill. Previously she was a Postdoctoral Research Fellow, STEM Career Clubs, NSF ITEST Project and a Graduate Teaching Assistant at North Carolina State University.

Dr. Karen J. Higgins Lecturer of Nursing	\$77,000	7/25/17	10 mos
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Dr. Higgins received a Doctor of Nursing Practice from Chatham University, an M.S. in Nursing, Family Nurse Practitioner from Old Dominion University and a B.S. in Nursing from Bradley University. Previously she was a Lecturer and Adjunct Faculty member in the School of Nursing at Old Dominion University. (now permanent position)

Ms. Jeehye Kang Instructor of Sociology and Criminal Justice Tenure Track	\$61,000	7/25/17	10 mos
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Ms. Kang received an M.A. from the University of Maryland at College Park, a B.A. in Sociology from SUNY Stony Brook, a B.A. in Public Administration from Chungnam National University, South Korea, and is expected to receive a Ph.D. in Sociology from the University of Maryland at College Park. Previously she was a Research Assistant and Teaching Assistant in the Department of Sociology at the University of Maryland. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Dr. Elko Klijn Assistant Professor of Management Tenure Track	\$128,000	7/25/17	10 mos
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Dr. Klijn received a Ph.D. in International Business and an M.B.A. in Generic Management from Leeds University Business School, UK, a Ba in Business Economics from Haarlem Business School, The Netherlands and a Ba in Accounting and Finance from Leeds Metropolitan University. Previously he was an Associate Professor in International Business at Leeds University Business School.

Dr. Oleksandr G. Kravchenko Assistant Professor of Mechanical and Aerospace Engineering Tenure Track	\$82,500	7/25/17	10 mos
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Dr. Kravchenko received a Ph.D. and an M.S. in Aeronautical and Astronautical Engineering from Purdue University and an M.S. and B.S. in Aerospace Engineering from Kharkiv National Aerospace University, Ukraine. Previously he was a Research Associate in the Department of Macromolecular Science and Engineering at Case Western Reserve University.

Ms. Amy M. Lindstrom Instructor of English Tenure Track	\$60,000	7/25/17	10 mos
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Ms. Lindstrom received an M.A. in Linguistics from the University of Wisconsin, Madison, a B.A. in English from St. Cloud State University and is expected to receive a Ph.D. in Linguistics from the University of New Mexico. Previously she was a Teaching Assistant (primary instructor) in the Department of Linguistics at the University of New Mexico. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Mr. Ryan S. McCann	\$61,800	7/25/17	10 mos
Instructor of Physical Therapy and Athletic Training			
Tenure Track			

Mr. McCann received an M.S.Ed. in Athletic Training from Old Dominion University, a B.S. in Athletic Training from Northern Kentucky University and is expected to receive a Ph.D. in Rehabilitation Science from the University of Kentucky. Previously he was an Outreach Athletic Trainer for the University of Kentucky Orthopaedics and Sports Medicine and a PRN Athletic Trainer for Bluegrass Orthopaedics. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Dr. Alan Meca	\$80,000	7/25/17	10 mos
Assistant Professor of Psychology			
Tenure Track			

Dr. Meca received a Ph.D. in Applied Developmental Psychology and a B.A. in Psychology from Florida International University. Previously he was a Post-Doctoral Fellow in the Miller School of Medicine at the University of Miami.

Ms. Stephanie Morales	\$3,375	8/25/17	Three-year
Adjunct Instructor of Sociology	per course		Term
and Criminal Justice			

Ms. Morales received a B.A. from Norfolk State University and a J.D. from the College of William and Mary School of Law. She currently serves as the Commonwealth's Attorney for Portsmouth.

Dr. Brendan L. O'Hallarn	\$42,000	7/25/17	10 mos
Lecturer of Communication and Theatre Arts			

Dr. O'Hallarn received a Ph.D. in Education with a concentration in Sport Management and an M.Ed. in Sport Management from Old Dominion University and a B.A. in Journalism from Ryerson Polytechnic University, Toronto. Previously he was a Public Relations Specialist in the Office of University Relations at Old Dominion University.

Dr. Olaniyi Olayinka	\$79,000	7/25/17	10 mos
Assistant Professor of Community			
and Environmental Health			
Tenure Track			

Dr. Olayinka received an M.B.Ch.B. (MD) from Obafemi Awolowo University, Nigeria and an M.P.H. in Environmental and Occupational Health from Saint Louis University. Previously he was a Visiting Assistant Professor of Epidemiology and Global Health in the Center for Global Health at Old Dominion University and an Epidemic Intelligence Service Officer at the Centers for Disease Control and Prevention.

Dr. Allison Page Assistant Professor of Communication and Theatre Arts Tenure Track	\$56,000	7/25/17	10 mos
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Dr. Page received a Ph.D. and an M.A. in Communication Studies from the University of Minnesota and a B.A. in Music and French from the University of Iowa. Previously she was a Visiting Assistant Professor of New Media Studies in the School of Critical Social Inquiry at Hampshire College.

Ms. Tran Viet Xuan Phuong Post-Doctoral Research Associate Center for Cybersecurity Education and Research	\$45,000	1/10/17	12 mos
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Ms. Phuong received a Master of Science in Information Security from Japan Advance Institute of Science and Technology, a B.Sc. of Software Engineering from the University of Science – Vietnam National University and is expected to receive a Ph.D. in Information Security from the Centre for Computer and Information Security Research, University of Wollongong, Australia. Previously she was a Ph.D. Researcher at the University of Wollongong. (new position)

Dr. Krzysztof Jakub Rechowicz Research Assistant Professor Virginia Modeling, Analysis and Simulation Center	\$105,000	12/10/16	12 mos
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Dr. Rechowicz received a Ph.D. in Modeling and Simulation from Old Dominion University and an M.Eng. in Mechanics and Machine Construction from Warsaw University of Technology, Poland. Previously he was a Research Assistant Professor at the Virginia Modeling, Analysis and Simulation Center and an Adjunct Assistant Professor in the Department of Modeling, Simulation and Visualization Engineering at Old Dominion University.

Dr. Justin Remhof Assistant Professor of Philosophy and Religious Studies Tenure Track	\$55,699	7/25/17	10 mos
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Dr. Remhof received a Ph.D. in Philosophy from the University of Illinois at Urbana-Champaign and an M.A. in Philosophy and a B.A. in Philosophy and Sociology from the University of Wisconsin at Milwaukee. Previously he was a Lecturer in the Department of Philosophy at Santa Clara University.

Dr. Leryn J. Reynolds Assistant Professor of Human Movement Sciences Tenure Track	\$60,000	7/25/17	10 mos
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Dr. Reynolds received a Ph.D. in Exercise Physiology from the University of Missouri, an M.S. in Clinical Exercise Physiology from Ball State University and a B.S. in Kinesiology from the University of Illinois. Previously she was a Post-Doctoral Scholar in the Department of Pharmacology and Nutritional Sciences at the University of Kentucky.

Dr. Tracy Sohoni Assistant Professor of Sociology and Criminal Justice Tenure Track	\$61,000	7/25/17	10 mos
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Dr. Sohoni received a Ph.D. in Criminology and Criminal Justice from the University of Maryland, an M.A. in Sociology from the University of Washington at Seattle and a B.A. in Sociology and History from the University of Texas at Austin. Previously she was a Visiting Assistant Professor of Sociology at the College of William and Mary.

Mr. Matthew R. Twiford Lecturer of Music	\$43,000	7/25/17	10 mos
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Mr. Twiford received an M.A. in Audio Technology from American University and a B.S. in Music Production from Full Sail University. Previously he was a Lecturer of Music – Sound Recording Technology at Old Dominion University.

Dr. Cong Wang Assistant Professor of Computer Science Tenure Track	\$85,000	7/25/17	10 mos
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Dr. Wang received a Ph.D. in Electrical and Computer Engineering from SUNY Stony Brook University, an M.S. in Electrical Engineering from Columbia University and a B.Eng. in Information Engineering from The Chinese University of Hong Kong. Previously he was a Research Intern at Huawei Technologies Shannon Lab at U.S. R&D Center, CA.

Ms. Cathy Xuanxuan Wu Instructor of Political Science and Geography Tenure Track	\$53,000	7/25/17	10 mos
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Ms. Wu received an M.Phil. in Politics and Public Administration from the University of Hong Kong, a B.A. in International Politics from Peking University and is expected to receive a Ph.D. in Government from The University of Texas. Previously she was an Adjunct Instructor at St. Edward's University and a Supplemental Instructor and Teaching Assistant at the University of Texas. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Dr. Xiaohong Xu
Assistant Professor of Psychology
Tenure Track

\$80,000

7/25/17

10 mos

Dr. Xu received a Ph.D. in Industrial/Organizational Psychology from Texas A&M University, an M.S. in Cognition and Cognitive Neuroscience from Peking University and a B.S. in Psychology from South China Normal University. Previously she was a Postdoctoral Fellow in the Department of Psychology at Bowling Green State University.

April 27, 2017

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>
Ms. Megan Brammer Associate Director of Admissions and Instructor	\$62,000	1/25/17	12 mos

Ms. Brammer received an M.S.Ed. from Old Dominion University. Previously she served as the Assistant Director of Admissions and Events Coordinator at Virginia Wesleyan College.

Ms. Caitlin Chandler Executive Director of Strategic Communication and Marketing and Instructor	\$82,110	12/25/16	12 mos
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Ms. Chandler earned an M.B.A. from the University of Massachusetts in Amherst and a B.A. in Business Administration from Ohio University. She has been the Executive Director of Marketing and Communications at Old Dominion and previously was the Digital Marketing Specialist for Dollar Tree, Inc.

Ms. Carey Clow Major Gift Officer and Assistant Instructor	\$74,000	1/10/17	12 mos
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Ms. Clow received a B.A. in Psychology from Christopher Newport University. Previously, she worked as a Major Gifts Officer for ForKids, Inc. in Norfolk, VA.

Mr. Derrick Doctor Success Coach, Student Engagement and Enrollment Services and Instructor	\$44,000	1/10/17	12 mos
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Mr. Doctor received an M.A. in Counseling from Hampton University. Previously he served as Transfer Counselor at Hampton University. (new position)

Mr. Robert Doherty Manager, Prior Learning Assessment and University Testing Center and Assistant Instructor	\$53,000	1/10/17	12 mos
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Mr. Doherty earned a B.S. in Business Administration from Old Dominion University. Previously he served as a Communications Manager for the College of Continuing Education and Professional Development at Old Dominion University.

Dr. Laura Helton Edmonson Professional Counselor and Assistant Professor	\$50,900	3/10/17	12 mos
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Dr. Edmonson received a Psy.D in Clinical Psychology from the California School of Professional Psychology at Alliant International University. Previously she was a Case Management Coordinator for the University's Office of Counseling Services.

Ms. Ericha Forest Director of Web and Digital Strategy and Assistant Instructor	\$60,000	3/10/17	12 mos
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Ms. Forest earned a B.S. in Interactive Media and Design from James Madison University. Previously she was the Social Media Manager and Senior Web Communication Specialist in Marketing and Communication at Old Dominion University.

Ms. Meredith Hamlet Director of Donor Relations and Stewardship and Assistant Instructor	\$48,000	3/25/17	12 mos
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Ms. Hamlet earned a B.A. in Communications from North Carolina State University. Previously she was the Athletic Donor Relations Manager in the Development Office at Old Dominion University.

Ms. Etta Henry Director of Procurement Services and Instructor	\$115,696	2/10/17	12 mos
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Ms. Henry earned an M.P.A. from Old Dominion University and a B.A. in Education from Clemson University. She previously served as the Interim Director and the Contract Manager for the University's Department of Construction and Procurement Services.

Mr. Darius James Assistant Director of Athletic Development and Instructor	\$50,000	3/25/17	12 mos
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Mr. James received an M.A. in Higher Education Administration and a B.S. in Human Services from Old Dominion University. He has been serving as Assistant Director of Athletic Development and previously was an Athletic Coordinator for Florida State University.

Ms. Amanda Johnson Assistant Director for Business Operations, Housing and Residence Life and Instructor	\$50,000	1/10/17	12 mos
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Ms. Johnson received an M.S. in Management from the University of Maryland University College. Previously, she was an Assignment Coordinator for VCU's Department of Residential Life and Housing.

Mr. Marcus Jones Associate Director, Kaplan Orchid Conservatory and Assistant Instructor	\$60,000	4/10/17	12 mos
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Mr. Jones earned a B.S. in Horticulture from Virginia Tech. Previously he was the Greenhouse Conservator for the Kaplan Orchid Conservatory. (new position)

Dr. Abby Kindervater Retention Coordinator, Student Engagement and Enrollment Services and Assistant Professor	\$40,000	12/25/16	12 mos
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Dr. Kindervater received a J.D. from the University of Tennessee College of Law. Previously, she worked as the Coordinator for Off-Campus Student Life in Student Engagement and Enrollment Services.

Ms. Kelsey Kirland Assistant Director of Assessment and Instructor	\$72,000	3/25/17	12 mos
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Ms. Kirland earned an M.S. in Agricultural, Leadership and Community Education from Virginia Tech. Previously, she worked as the Assessment Coordinator for Virginia Tech's 4-VA Collaborative Initiative in Blacksburg, VA.

Ms. Alice Laubach Study Abroad Coordinator for Faculty-Led Programs and Instructor	\$42,000	12/10/16	12 mos
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Ms. Laubach earned an M.A. in International Studies from Old Dominion University and a B.F.A. in Music Performance from Carnegie Mellon University. Previously she was an Immigration Coordination for the Office of Visa and Immigration Service Advising at Old Dominion.

Mr. Travis Lauterbach Assistant Women's Golf Coach and Instructor	\$32,000	2/10/17	12 mos
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Mr. Lauterbach earned an M.B.A. and a B.A in Early Childhood Education from Harding University. He previously served as the Head Men's and Women's Golf Coach at Faulkner University in Montgomery, AL.

Ms. Margaret Libby Associate Vice President for Foundations and Chief Information Officer and Assistant Instructor	\$130,000	2/25/17	12 mos
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Ms. Libby earned a B.S. in Business Administration from Midwestern State University. She previously served as the Director of Accounting and Chief Financial Officer for ODU Foundations.

Ms. America Luna Director, Military Connection Center and Instructor	\$56,000	12/10/16	12 mos
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Ms. Luna received an M.S.Ed. and a B.S. in Human Services from Old Dominion University. Previously, she worked as an Education Support Specialist for Tidewater Community College in Virginia Beach.

Ms. Barbara Mann Grant Development Specialist and Instructor	\$60,000	3/25/17	12 mos
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Ms. Mann earned an M.B.A. and a B.S. in Biology from Virginia Commonwealth University. Previously, she worked as a Grant Writer for Tidewater Community College in Norfolk.

Ms. Sarah Martin Major Gift Officer and Instructor	\$76,000	12/10/16	12 mos
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Ms. Martin received an M.S.Ed. in Counseling from Old Dominion University and a B.A. in Psychology from West Virginia Wesleyan College. She previously served as the Director of Advancement for Regent University.

Mr. Tennant McVea First Assistant Men's Soccer Coach and Assistant Instructor	\$48,960	2/10/17	12 mos
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Mr. McVea earned a B.A. in Communications from Loyola University of Maryland. Previously, he worked as the Assistant Men's Soccer Coach at Elon University.

Ms. Denise Milisitz Major Gift Officer and Assistant Instructor	\$74,000	12/10/16	12 mos
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Ms. Milisitz received a B.A. in Political Science from Abilene Christian University. She previously served as the Director of Annual Giving for Eastern Virginia Medical School.

Ms. Morgan Morrison Interim Director of Advising and Retention and Instructor	\$53,000	1/25/17	12 mos
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Ms. Morrison received an M.S.Ed. in Higher Education from Old Dominion University. Previously she served as an Academic Success Advisor for the University's Department of Advising and Transfer Programs.

Dr. Jutta-Annette Page Executive Director, Barry Art Museum and Assistant Professor	\$100,000	3/1/17	12 mos
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Dr. Page earned an M.A. and Ph.D. in the History of Art and Architecture from Brown University. Previously she served as the Senior Curator of Glass and Decorative Arts at the

Toledo Museum of Art in Toledo, OH. Her research specialties include ancient to modern glass, the history of jewelry and European tapestries. (new position)

Ms. Marissa Pettinelli Academic Success Advisor Strome College of Business and Instructor	\$41,000	4/10/17	12 mos
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Ms. Pettinelli received an M.S.Ed. in Counseling from Old Dominion University. Previously she was a part-time Academic Advisor for the Strome College of Business.

Ms. Passion Studivant Director, Student Support Services and Instructor	\$69,000	1/25/17	12 mos
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Ms. Studivant earned an M.S.Ed. in School Counseling and a B.S. in Criminal Justice from Old Dominion University. Previously, she worked as a Professional School Counselor for Chesapeake Public Schools.

Ms. Solongo Tsolmon Success Coach, Student Engagement and Enrollment Services and Instructor	\$44,000	3/25/17	12 mos
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Ms. Tsolmon received an M.S.Ed. from Old Dominion University. She previously served as an Academic Advisor at Regent University. (new position)

Ms. Tiffany Wiggins Assistant Director, Student Transition and Family Programs and Instructor	\$44,000	12/25/16	12 mos
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Ms. Wiggins received an Ed.S. from Old Dominion University and is currently working on a Ph.D. in Higher Education from Old Dominion. She previously served as the Retention Coordinator for Student Engagement and Enrollment Services.

Ms. Julie Wiley Program Coordinator, College of Sciences Math and Science Resource Center and Instructor	\$60,000	12/10/16	12 mos
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Ms. Wiley received an M.S.Ed. in School Administration from Old Dominion University and a B.S. in Elementary Education from Longwood University. Previously, she was self-employed as the Director of Motivate Educate, LLC.

Ms. Kimberly Williamson Director, Children's Learning and Research Center and Instructor	\$75,000	12/25/16	12 mos
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Ms. Williamson earned an M.S.Ed. in Early Childhood Education from Boston College. Previously she worked as a Phonological Awareness Literacy Screening (PALS) Teacher for Diamond Springs Elementary School in Virginia Beach.

Mr. Lucas Zicher Assistant Women's Soccer Coach and Assistant Instructor	\$40,800	2/10/17	12 mos
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Mr. Zicher received a B.A. in Sports and Wellness Management from Trinity International University. Previously he was the Assistant Women's Soccer Coach for Coastal Carolina University.

April 27, 2017

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 and faculty administrators/faculty professionals. A summary of their accomplishments is included.

<u>Name and Rank</u>	<u>Effective Date</u>
Han P. Bao Professor Emeritus of Mechanical and Aerospace Engineering and Mitsubishi Kasei Professor Emeritus of Engineering Manufacturing	June 1, 2017
Kenneth G. Brown Professor Emeritus of Chemistry and Biochemistry	June 1, 2017
David F. Harnage Chief Operating Officer Emeritus	July 1, 2017
John F. Keeling, Jr. Senior Lecturer Emeritus of Management	June 1, 2017
Kurt J. Maly Professor and Eminent Scholar Emeritus of Computer Science and Kaufman Professor Emeritus of Computer Science	June 1, 2017
Mary E. Marshall Senior Lecturer Emerita of Philosophy and Religious Studies	June 1, 2017
Sharon Martin Community and Student Success Director Emerita	January 1, 2017
Susan Murray Senior Lecturer Emerita of Nursing	September 1, 2016
John M. Ritz Professor Emeritus of STEM Education and Professional Studies	June 1, 2017

Joanne Scheibman
Associate Professor Emerita of English

June 1, 2017

Carol Simpson
Professor Emerita of Ocean, Earth and Atmospheric Sciences
and Provost and Vice President for Academic Affairs Emerita

January 1, 2017

Judith M. St. George
Clinical Supervisor Emerita of Student Health Services

July 1, 2016

George William (GW) Thompson, III
Director Emeritus of the Center for Major Exploration

August 1, 2017

HAN P. BAO

Han Bao received a bachelor's, Master of Science, and Ph.D., all in industrial engineering, from the University of New South Wales, Sydney, Australia. He joined Old Dominion University as the Mitsubishi Kasei Endowed Professor, initially in the Department of Engineering Management, from 1992 to 1997, and then in the Department of Mechanical and Aerospace Engineering. Recognition of his accomplishments in teaching, research and service include the ASEE/NASA Faculty Fellowship for three consecutive summers of 1994 to 1996, the Honorary Membership of the International Advisory Board for Graduate Programs in Manufacturing Management at the University of South Australia in 1996, the Award of Excellence in Industrial Partnering from the Batten College of Engineering and Technology in 2000, the Award of American Society for Mechanical Engineering Faculty Advisor in 2002, a Certificate of Excellence in Promoting Undergraduate Research, and an appointment as U.S. Scholar for the Vietnam Education Foundation in 2015-2016.

Bao served as the major professor for 20 master's and 14 doctoral students at ODU. He also served as co-director for a doctoral student at the University of New South Wales, Sydney during his sabbatical leave at that university. His administrative experience includes the directorship of the Ship Maintenance, Repair and Operations Institute from 2006 to 2014, the chairing of the mechanical engineering Promotion and Tenure Committee from 2005 to 2008, member of the Faculty Senate from 2009 to 2013, and graduate program director for the Department of Mechanical and Aerospace Engineering from 2013 until retirement.

Bao's research has been focused on manufacturing systems and optimization of production processes. He has 112 published papers and technical reports, made 12 presentations at international scientific meetings, and has received 36 grants and contracts totaling over \$ 2.9 M.

KENNETH BROWN

Ken Brown received a B.A. in chemistry from Syracuse University and a Ph.D. in chemistry from Brown University. He joined Old Dominion as an associate professor of chemistry in 1982 and achieved the rank of professor in 1988. Recognition of his accomplishments in teaching, research and service include the ODU Faculty Research Award, NASA-Langley Co-Inventor of the year (twice), An Invention of the Year Award from Popular Science Magazine as well as two technology transfer awards from both the federal laboratory consortium and NASA-Langley.

Brown has served as the major research advisor for eight master's and doctoral students at Old Dominion University. He also served as co-advisor for a doctoral student from the College of William and Mary. Brown's administrative experience includes a stint as chair of the Department of Chemistry and Biochemistry from 1996-2006. During that period the Ph.D. program in chemistry was begun.

Brown's research concerns catalyst development for the extension of the lifetime of gas lasers, the catalytic reduction of automotive emission and application of the developed materials as the active element in gas sensors. He has 10 patents, 99 published papers and technical reports, received 20 grant and contract awards totaling over \$5M, and made 109 presentations at scientific meetings or invited seminars.

DAVID F. HARNAGE

David F. Harnage returned to higher education in 2011 as the Chief Operating Officer at Old Dominion University after working in the private sector to lead campus initiatives in public safety, community relations and operational coordination. He has successfully led several construction projects to include the New Education Building and the Broderick Dining Commons and developed the new campus master plan. He worked closely with President Broderick and the Vice Presidents to develop and execute the annual operating budget for the University.

Harnage joined Moseley Architects in 2005 after retiring from a 33-year career in higher education. He was responsible for business development in the higher education market and served on project teams that required his experience and expertise. He worked with university administrators on assessing campus conditions and helping institutions plan for their future capital program. During his time at Moseley, Harnage developed the largest account in the firm's history.

From 2002 until 2005 Harnage served as the Senior Vice President and Chief Fiscal Officer at Towson University. He served as a member of the executive leadership team with responsibilities for financial administration including budget development and management. Additional responsibilities included financial services, human resources, office of technology services, facilities management, auxiliary services, parking services, procurement, printing, mail services, public safety and environmental health and safety. In addition to planning the

university's multi-million dollar operations budget, he was responsible for capital planning including a new campus master plan and supporting a \$750 million capital plan.

From 2000 to 2002, Harnage served as the Executive Vice President for Administration and Finance at Longwood College. Accomplishments at Longwood College included enhancing cash reserves by \$1.3 million in 12 months, managing recovery efforts from a major fire that damaged or destroyed 200,000 square feet of campus buildings, restructuring the budget planning and reporting system and after updating the campus master plan, developing a broad-based six-year capital plan.

During his employment at Old Dominion University, from 1985 to 2000, Harnage held several positions with the most recent being Vice President for Administration and Finance and a computer science instructor. His most memorable accomplishment was the revised campus master plan, which included a 75-acre campus expansion and construction of buildings valued at \$150 million, planning and constructing an extension campus called the Virginia Beach Higher Education Center, an extensive campus beautification program, and enhancing University business practices to comply with Commonwealth audit standards.

Harnage has been recognized with the following awards: Phi Kappa Phi, 1983; Who's Who in the Computer Industry, 1990; Beta Gamma Sigma, 1999; Executive of the Year, Towson Business Association, 2004; Administrator of the Year, Towson University SGA, 2004; David F. Harnage Computing and Data Center, Old Dominion University Board of Visitors, 2009.

He received an M.Ed. in Educational Administration and a B.B.A. in Business Administration from the University of Georgia and holds an A.S. in Computer Science from Abraham Baldwin Agricultural College in Tifton, GA.

JOHN F. KEELING

John Keeling, senior lecturer of management, received an M.B.A. and a B.S. in civil engineering from Virginia Polytechnic Institute and State University. He joined Old Dominion University as an instructor of management in 1992. Prior to that time, Keeling served as a 1st Lt. in the U.S. Army and in management for 28 years with the Bell Telephone Companies, where he was the Area Manager for Eastern, VA for Verizon. While in that position, he was active in community service including serving as Chairman of the Board for The Hampton Roads Chamber of Commerce, The United Way, and, WHRO Public Television.

During his 24 years with Old Dominion, Keeling taught classes in Principles of Management, Organizational Behavior, Human Resource Management, and Labor Relations Management. Many of his classes were very large and presented through distance learning. On two occasions, he was selected as the University's outstanding instructor in TELETECHNET. He served a brief tour as director for the college's Executive Development Center, and, on numerous occasions, was the emcee for the college's awards banquet.

KURT J. MALY

Kurt J. Maly received the Dipl. Ing. degree from the Technical University of Vienna, Austria, and the M.S. and Ph.D. degrees from the Courant Institute of Mathematical Sciences, New York University, New York. He joined Old Dominion University in 1985 and has been Kaufman Professor and Eminent Scholar since 1991 and 1989 respectively. Maly served as chair of the Computer Science Department from 1985-2007.

Prior to joining Old Dominion, Maly was at the University of Minnesota, Minneapolis, both as faculty member and chair of the Computer Science Department. He has been Visiting Professor (Honorary Professor) at Chengdu University of Science and Technology, Chengdu, China, Hefei University of Technology, Hefei, China, and Guangxi Computer Institute, Nanning, China.

Maly's research interests include modeling and simulation, very high-performance networks, protocols, reliability, interactive multimedia remote instruction, Internet resource access, and software maintenance. His research has been supported by DARPA, NSF, NASA, CIT, ARPA and the U.S. Navy for well over \$10 million. He has published over 250 refereed papers, has graduated 20 Ph.D. students, and has obtained two patents.

MARY MARSHALL

Mary Marshall received a B.A. in philosophy from Old Dominion University, an M.F.A. in theatre arts from the University of Arizona, and a Ph.D. in philosophy from the University of Virginia. She joined Old Dominion as a visiting lecturer in 2003 and was promoted to senior lecturer in 2012. She taught philosophy courses at Virginia State University in 1996, 1999, and 2000 through 2002. Her teaching experience in philosophy includes Introduction to Philosophy, Introduction to Ethics, and Aesthetics.

Marshall's philosophical presentations include: "*The Art of Dance: Its Divergence from Aesthetic Sport*" presented at University of Maryland, Undergraduate Colloquium in 1989; "*Meaning and Mudpies: Truth and Fiction in the Arts*" presented at Blandy Farm in 1999 and at the Virginia Philosophical Association in 1999, and "*A Philosophical Look at Dance and Music*," a lecture at the sonata Music Club in Norfolk, 2013.

Marshall's particular philosophical interests include how meaning can be conveyed through dance without words, depiction of stories and ethics through dance without program notes—generally how dance can convey concepts through movement and music alone. Her M.F.A. recital, through original choreography and design, told the story of James Joyce's *The Dead* in "Distant Music," and *Limehouse Blues* took a comedic look at the upper class in the 1920s.

SHARON M. MARTIN

Sharon M. Martin received a B.S. from Marshall University, an M.H.E. from the Medical College of Georgia, and an Ed.D. from The University of Georgia. She joined Old Dominion

University in 2005 as a Distance Learning Site Director and later served as Community and Student Success Director at the ODU site located at Central Virginia Community College (CVCC). In 2013 she was appointed as Assistant Professor (Adjunct) in the College of Arts & Letters. She was a certified Master Advisor.

During her time at ODU, Martin maintained a student-focused approach to recruiting, advising, and teaching students to ensure their academic and personal success. ODU's Shining Star Recognition, a student-nominated award, served as a testimony to her dedication to students.

As a consummate professional, Martin's excellent leadership at the CVCC Site was evident as enrollment reached its highest level. She stressed teamwork by developing and sharing her leadership philosophy generated as a result of her successful participation in the Leadership Lynchburg program from the Lynchburg Chamber of Commerce. Her strong interaction with the community college yielded many tangible results, directly benefiting students. Martin elevated Old Dominion University to greater visibility within the community and service area.

Martin's scholarly activities were manifested in many presentations and training sessions at the local, state, and regional level. Examples include presentations at VCCS New Horizons, ODU's Faculty Summer Institute, and the National Academic Advising Association (NACADA). Her mastery of educational technology and creative skills benefited the entire site-based system enabling more efficient and effective management of operational information and resources, as well as enhancement of online teaching. She was awarded the Technology in Education (TIE) award from the VCCS.

SUSAN MURRAY

Susan Murray received a B.S. in Nursing and an M.S. in Nursing from Old Dominion University. She also completed graduate work in education and psychology and earned a post-masters certificate in nursing curriculum development. She began working for the School of Nursing in 1983 as a clinical nursing instructor and worked as adjunct clinical faculty from 1989-2003. In 2003, Murray was hired into a full-time faculty position as lecturer for the undergraduate nursing program and was promoted to senior lecturer in 2009. While serving as a clinical instructor for undergraduate nursing students was her passion, she also assumed the role of faculty preceptor for many graduate nursing students completing teaching practicums.

Murray received the Helen Yura Award for Excellence in Graduate Nursing and was inducted into Sigma Theta Tau International (STTI), The Nursing Honor Society, Epsilon Chi Chapter in 1981. In 2003 she was recognized with an Outstanding Faculty Member Award from a senior nursing student and was named the Most Inspiring Faculty Member by the College of Health Sciences graduate with the highest GPA in 2006. She served on many committees within the School of Nursing, College and University, most notably the College of Health Sciences Awards Committee and the University Parking Committee.

Murray's community service included membership on the Norfolk Commission on Aging and Physician's for Peace Global Nurse Education Committee. Since 2005 she has served as

Chairperson of the Board Directors for the Hampton Roads Specialty Hospital in Newport News. Other leadership positions included roles in the Virginia Nurse's Association and the Epsilon Chi Chapter of STTI.

JOHN M. RITZ

John M. Ritz, professor of STEM education and professional studies, received a B.S. in industrial education from Purdue University, an M.S. in industrial education from the University of Wisconsin-Stout, and an Ed.D. in technology education from West Virginia University. He joined Old Dominion University in 1977 and achieved the rank of professor in 1987.

During his tenure, Ritz mentored 40 students through their Ph.D. degrees. For this service he received the University Doctoral Mentoring Award. He also served the department by chairing it for 24 years. Because of his scholarly research efforts, Ritz has more than 200 publications and was inducted into the Academy of Fellows of the Technical Foundation of America, International Technology and Engineering Educators Association, and Virginia Technology and Engineering Educators Association. In 1993 he was selected as Technology Teacher Educator of the Year. He also earned the title of Distinguished Technology Educator. Through his research, Ritz brought outside funding to the University from the National Science Foundation, Department of Defense, and Virginia Department of Education totaling over \$2.6 million.

JOANNE SCHEIBMAN

Joanne Scheibman received a B.A. in linguistics and Spanish, an M.A. in linguistics, and a Ph.D. in linguistics (with distinction) from the University of New Mexico. She joined Old Dominion as an assistant professor of English in 2000, achieved the rank of associate professor in 2006 and was designated a University Professor in 2008.

Scheibman was the recipient of the College of Arts & Letters Robert L. Stern Award for Excellence in Teaching in 2004. As one of four linguists in the Department of English, she has taught a range of courses for English and Education majors, the M.A. program in Applied Linguistics, and the English Ph.D. She has been a member of 121 M.A. Applied Linguistics oral examination committees and has also served on exam committees for students in the department's M.A. and Ph.D. programs. She has chaired or been a member of 11 thesis and dissertation committees for M.A. and M.F.A. students in English and for Ph.D. students in the College of Education and in linguistic programs at other universities. Her service as graduate program director of the M.A. in applied linguistics (2007, 2009-2013) was highlighted by the mentoring of several cohorts of Fulbright students from countries, such as Namibia, Gaza, Afghanistan, Senegal, and Indonesia.

Scheibman's research concerns the role of language use in shaping meaning and grammatical structure. Her publication record includes a single-authored book, 16 referred articles and book chapters, and her research is consistently cited in top journals in linguistics, cognitive science, and education. She has presented her work at a variety of national and international conferences

and has been an invited speaker at symposia at Rice University, Stanford University, Lund University in Sweden, and the Universidade de Vigo in Spain.

CAROL SIMPSON

Carol Simpson received a B.S. in geology from the University of Wales and a Ph.D. in geology from the ETH, Zurich, Switzerland. She joined Old Dominion as provost and professor of ocean, earth and atmospheric sciences in 2008 and served in that role until 2015. Highlights of her accomplishments as Provost include establishment of the College of Continuing Education and Professional Development and the Center for Cyber Security Education and Research, co-chairing the University's Strategic Plan 2014-2019, and establishment of the Strome Entrepreneurial Center. Simpson also oversaw the successful 2012 SACSCOC Reaffirmation of Accreditation, established the Department of Modeling, Simulation and Visualization Engineering, established a Doctor in Engineering degree, created (with the Faculty Senate) a new category of Faculty of Practice, developed an emphasis on Academic Enhancement through effective advising, and established an annual Graduate Research Achievement Day.

Simpson has served as the major professor for five master's students, five doctoral students, and six post-doctoral fellows at previous universities. While serving as provost and professor at Old Dominion University, she co-advised two master's students and two undergraduate senior theses and was the major advisor for a third senior thesis. She created and taught a freshman course on Natural Disasters (UNIV 195) and recently developed the materials into a full, 4-credit, e-course book for the Ocean, Earth and Atmospheric Sciences department.

Simpson's administrative experience prior to joining Old Dominion University includes: Chair of the Department, Earth Sciences, Boston University (1995-1999); Associate Provost for Research and Graduate Education, Boston University (1999-2005); and Provost of Worcester Polytechnic Institute (2005-2008). After joining Old Dominion, she served on the Chief Academic Officers committee of the Colonial Athletic Alliance (2008-2013; chair in 2010-11), was a member of SCHEV's Instructional and Professional Advisory Committee (2008-2015), served on the SCHEV Outstanding Faculty Awards selection committee, and was selected to represent the provosts of all Virginia Public Colleges and Universities at a Special SCHEV meeting in 2013 on the future of higher education in Virginia. She chaired the Career Contribution Award Committee for the Geological Association of America's Structural Geology and Tectonics Division in 2009 and 2010 and continued her professional Editorial Board activities for the *International Journal of Earth Sciences* through 2010. Honors obtained while at Old Dominion include: Honorary Inductee of Phi Kappa Phi and the Golden Key International Honour Society (2009); "Most Powerful and Influential Woman" award (2010), National Diversity Council; 2011 NACADA Region 2 Outstanding Advising Advocate Award; and "Famous Former" (2012), Girl Scout Council of Colonial Coast.

Simpson's research concerns structural geology with an emphasis on high ductile strains in tectonic fault zones. She has obtained over \$2M in research grant funds and has more than 50 refereed publications and approximately 100 published conference presentations.

JUDITH M. ST. GEORGE

Judith M. St. George received a Bachelor of Science in Nursing from Boston College and a Master of Science in Nursing from Old Dominion University with completion of the Family Nurse Practitioner program. She joined the staff of Old Dominion University Student Health Services in 1997 as a Family Nurse Practitioner. She has been nationally certified continuously as a Family Nurse Practitioner by the American Nurses Credentialing Center since 1997. St. George was promoted to Clinical Supervisor at Student Health Services in 2001, with responsibility for supervising nurse practitioners and nurses. She served as a preceptor for numerous ODU Family Nurse Practitioner students in training. She received numerous accolades by name from students on satisfaction surveys. It is estimated that St. George had over 40,000 face-to-face health care visits with students. In addition, she worked diligently to help prepare the clinical area for multiple AAAHC accreditation site surveys. Over the almost 20 years that she was at Old Dominion University, St. George received several Class Act Awards, Immediate Recognition Awards, and was selected by her co-workers as the Yon Most Valuable Person for fall 2006. She also served the community by volunteering regularly at the Chesapeake Care Free Clinic, providing services for low income or uninsured women.

GEORGE WILLIAM (GW) THOMPSON III

GW Thompson earned a B.S. in psychology from Hampton University and attended the University of Maryland for a short period before being inducted into the U.S. Army. After serving three years in the Army, he earned a Master of Science in Education with an emphasis in guidance and counseling from Old Dominion University. He received a master of religious studies from the Virginia University of Lynchburg-Suffolk Extension in May 2002 and is currently enrolled in a master of divinity program at Virginia University of Lynchburg.

Thompson held several positions in advising during his 36 years at Old Dominion and currently serves as the Director of the Center for Major Exploration. He has taught freshman orientation, career exploration and human services counseling classes. He has also facilitated workshops on goal setting, career/major planning and academic success.

Thompson received many honors including the President's Diversity Champion Award in 2014 and the J. Worth Pickering Administrator of the Year Award in 1996. He was inducted into Phi Kappa Phi, the Educational Honor Society at Old Dominion University in 2002. In 2008, he received the National Academic Advising Association's Outstanding Advisor Administrator Award for the Mid-Atlantic region.

Thompson has presented at more than 20 national and regional conferences on topics such as the completion agenda, multicultural advising and major and career exploration.

April 27, 2017

APPROVAL TO RENAME THE SCHOOL OF COMMUNITY AND ENVIRONMENTAL HEALTH TO THE SCHOOL OF PUBLIC HEALTH

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves renaming the School of Community and Environmental Health the School of Public Health effective July 1, 2017.

Rationale:

The current name, School of Community and Environmental Health, no longer captures the programmatic offerings or faculty expertise within this unit. Additionally, the current name is dated in that community health has become integrated into the continuum that encompasses health care, population health, and public health. The School offers a range of public health programs, including a focus on global health, at both undergraduate and graduate levels. Faculty have a broad and comprehensive scope of study and scholarly activity in public health, which will be captured with this new name, School of Public Health. Ultimately, the proposed name more accurately represents the curriculum, scholarship, and service provided by faculty in the School.

April 27, 2017

PROMOTIONS IN ACADEMIC RANK
EFFECTIVE 2017-2018

The President has approved the promotions in academic rank for the following faculty members, effective with the 2017-18 academic year. A brief summary of each person's career at Old Dominion University for those promoted to professor and research associate professor is included.

Promotion to Professor

College of Arts and Letters

Thomas R. Allen
Department of Political Science and Geography

Since 2001, Dr. Allen has taught 22 courses at introductory and upper levels focused on environmental and coastal geography. He has also taught technical skills courses in geographic information systems (GIS), digital image processing, cartography, geovisualization, remote sensing, digital terrain modeling, and geospatial field techniques. As the chair and dean notes, Dr. Allen's Student Opinion Surveys both at Old Dominion University and East Carolina University have been strong, with quantitative scores above departmental and college means. As Associate Professor, he has been a member of 9 dissertation committees and 16 thesis committees. In 2001, he was awarded the University Instructional Technology Teaching Award at ODU.

At Old Dominion University, Dr. Thomas R. Allen served as Director of GIS Laboratory and Laboratory for Remote Sensing and Environmental Analysis (LaRSEA) (1996-2006), Program Director for Geography (2002-2006), and Faculty Affiliate and GIS Lead for Sea Level Rise for Commonwealth Center for Recurrent Flooding Resilience (CCRFR) (2016-present), and as member of several search and advisory committees. At East Carolina University, Dr. Allen served as Undergraduate Director of Geography (2013-2016), Director of Coastal and Marine Studies Interdisciplinary Minor (2015-present), Director of Coastal Resource Management Ph.D. Program (2014), Associate Director for Center for GIScience (2008-present), and as a member of many other committees. He has taken leadership roles in the Association of American Geographers, the Policy Board of the Albemarle-Pamlico National Estuary Program, and the Virginia Geographic Information Network. He has served as a reviewer for 26 journals and book publishers, and as a grant proposal reviewer for the National Oceanic and Atmospheric Administration, The National Science Foundation, and other institutions.

Since his promotion to Associate Professor in 2001, Dr. Allen has published 22 refereed articles, co-authored 5 book chapters, 2 map publications, 11 conference proceedings, and 10 technical reports. He has been the recipient of 38 external grants, including 23 as PI, and 5 internal grants, awarding him approximately \$4.14 million to date.

Peter Eudenbach
Department of Art

Since 2010, Mr. Eudenbach has taught eight different courses, three of which were 400/500 level courses. He teaches foundation courses such as ARTS 203: 3D Design, and ARTS 301: Introduction to Sculpture for beginning art students, to the capstone course for Studio Arts major, ARTS 400: Senior Show. He has developed a Topics course on Experimental Video as well as a course on Public Art for the Humanities Certificate Program. Student opinion surveys are difficult to interpret due to very low response rate, but scores appear to be in line with Department averages. Qualitative comments are mixed, with some students noting Mr. Eudenbach's availability and responsiveness to others commenting he was a harsh critic of their work.

As a studio artist and sculptor, Mr. Eudenbach's creative works and catalogues and supporting work that accompanies them, constitute the majority of his professional research. Since his promotion to Associate Professor in 2010, Mr. Eudenbach has had 4 solo exhibitions of his works in well-respected venues, including the Halsey Institute of Contemporary Art in Charleston, SC; Chrysler Glass Studio and the Hermitage Museum and Gardens in Norfolk, VA and the Redwood Library and Athenaeum in Newport, RI. His works have been included in 13 additional group exhibitions across Virginia, and in Washington, DC, Missouri, and Texas. His creative works have been featured in nine periodicals and news outlets with national prominence.

Mr. Eudenbach has provided important service to the university, his profession and the community. He served as an ambassador for the institution in 2014 when he was selected for the Faculty Exchange with the University of Kitakyushu in Japan, ODU's sister university. While there he taught an intensive one-week course, "Empire of Sights," on American art, reviewed teaching proposals from the Kitakyushu faculty, and met with university and local officials to promote mutual cultural understanding through the arts. He has served on the Department's Exhibitions and Visiting Artists Committees, including as Chair of that Committee, which enhances the cultural life of the entire Monarch Community. He arranged a visit by Brooklyn sculptor David McQueen to present his work on display at the Gordon Gallery. He also arranged for two nationally-known photographers, Tim Davis and Michael Mergen, to present their photography exhibit, "Affairs of State" to coincide with the timing of the recent presidential election, and convened a panel discussion that included both artists, as well as Dr. Jesse Richman from the Department of Political Science and Geography. He has served on multiple committees for the Faculty Senate. Mr. Eudenbach has been Chair of the Art Department during academic year 2016-2017. He accepted a fellowship for new chairs offered by the National Conference of Arts Administrators and has made connections with arts administrators from institutions across the country. He has engaged in the local community with administrators of local arts organizations, such as the Chrysler Museum of Art and the Hermitage Museum and Gardens to

discuss collaborative initiatives. In serving as the University's liaison to the Chrysler Museum, he has afforded Art Department students to have direct interactions with prominent artists and curators, and opportunities to assist with large scale installation of museum exhibits. He also serves as a member of the Public Art Commission for the City of Norfolk's Office of Cultural Affairs. He has been a jurist at exhibits, including the 2015 Elie Wiesel Visual Arts Competition, the Society for Cemetery Conservation (an historic preservation society), and regional student art competitions.

Christopher Hanna
Department of Communication and Theatre Arts

Mr. Hanna's career track at ODU has been unconventional, due to the terms of a unique partnership agreement created in 2004 between ODU President Runte and the Virginia Stage Company (VSC) for Mr. Hanna to serve as the Virginia Stage Company's Artistic Director, and continue to teach one class per semester at ODU. It was understood by all parties that Mr. Hanna's role as Artistic Director at VSC would be in replacement of, and equivalent to, his full teaching duties at ODU, because Mr. Hanna would be actively engaged with ODU students through VSC's ongoing productions. Mr. Hanna served as VSC's Artistic Director from 2005-2015.

Since becoming Associate Professor in 1999, Mr. Hanna has taught 5 different undergraduate courses in acting and theatrical directing, 1 undergraduate course in Communications, and 1 graduate course in directing. Mr. Hanna adapts the content for the acting studio courses based on the background, talents, and interests of the students enrolled, e.g., a focus on Shakespearean tragedy one semester and contemporary farce in a subsequent semester. His Chair describes his THEA 442 course, Principles of Directing, as a "capstone course for our theatre students and demands that they engage all the skills and knowledge they have attained over the course of four years in the pursuit of mounting theatrical scenes of intensity and authenticity." From 1999 to 2006, he served as ODU's Theater Program Director and contributed substantially to the development of the B.F.A in Acting degree, approved by SCHEV immediately prior to Mr. Hanna becoming Artistic Director at VSC. Mr. Hanna's teaching portfolios have been reviewed favorably over the years. Student evaluation scores, both quantitative and qualitative, have been strong consistently, before he became Artistic Director at VSC, during that time, and since his return. Quantitative scores are in the mid to high 4's on a 5 point scale and are above the department average. Qualitative comments reflect that Mr. Hanna inspires his students, but also has rigorous expectations. Student comments include: "I had to push myself to try new things, physically and emotionally, and it was worth it," "He was very insightful and pulled deep creativity from each of us," and, "He has really helped me discover new things about myself that I never knew existed."

An average of 500 ODU students attended VSC productions annually, as part of the University's General Education/Arts Perspective program. Mr. Hanna fostered interdisciplinary participation as well, by promoting symposia and productions involving students from Jewish Studies, Urban Studies, and the Creative Writing program. The unique arrangement with VSC allowed ODU theatre students not only to attend performances locally, but also to gain unprecedented real-time

access to key production elements, e.g., set design, staging, lighting, sound, etc. Sixty ODU students earned practicum credit and performing students earned “union points” that count toward entry into the Actor’s Equity Association. One ODU acting student garnered a glowing review in the Washington Post for her featured role in one of the VSC productions Mr. Hanna directed.

Mr. Hanna’s productivity is impressive, with over 90 stage productions since 1999, while Director of Theatre at ODU and as Artistic Director at VSC. He has extensive experience as actor, writer, and director, with works that have drawn regional and national attention, and has cultivated a valuable creative relationship with the Edinburgh Fringe Festival. He received the 2013 Alli Award for Creative Leadership from the Hampton Roads Cultural Alliance given to area leaders for extraordinary contributions to the arts and cultural industry. He was specifically cited for his “dedication of over 30 years in working in the arts and engaging communities in the power of live theater.” Since returning to full-time faculty status at ODU in Fall 2016, he has resumed service activities in the College, serving on the Long Range Planning Committee and the College Promotion and Tenure Committee.

Burton St. John
Department of Communication and Theatre Arts

Since 2011, Dr. St. John has taught 10 courses in the area of Public Relations Communications, from fundamental auditorium courses such as COMM 101 Introduction to Public Speaking, to core courses such as COMM 260 Understanding Media, COMM 302 Research Methods, COMM 303 Introduction to Public Relations, COMM 333 Persuasion, and COMM 355 Organizational Communication. Dr. St. John developed upper-level and graduate courses with Public Relations emphasis, such as a 400/500 course on Public Relations and Project Management. His 600-level course on Social Change and Communications Systems was developed initially for the Department’s graduate program in Life Span Digital Communication, but seeing it as a course with broader application, Dr. St. John has adapted it as an additional offering through the College of Continuing Education and Professional Development. He developed a course in “Crisis Communications and Ethics” in collaboration with Dr. Pearson, Chair of Philosophy and Religious Studies Department. Dr. St. John’s portfolio reviews have been consistently favorable, noting his dedication to students and updating course content to keep pace with the evolving field of Public Relations in the digital era. Dr. St. John’s student opinion surveys have shown mixed results, not unusual for courses with few respondents and it is evident from the grade distribution reports that Dr. St. John has rigorous standards that some review bodies express could have contributed to some of the low scores. Dr. St. John has nonetheless made efforts to improve his teaching by participation in faculty workshops and engaging with developments such as the ePortfolio initiative.

Since his promotion to Associate Professor in 2011, Dr. St. John has published 3 books, 12 peer-reviewed journal articles, 6 book chapters, 1 technical report, and 4 articles in trade journals or newspapers. He has delivered over a dozen invited or refereed papers at conferences, with one receiving the Top Paper – Electronic News Division award in 2015 at a national professional association conference. He has engaged in interdisciplinary efforts with colleagues across the

University obtaining 3 grants totaling \$134K in the area of sea level rise. His recent co-edited book, *Pathways to Public Relations: Histories of Practice and Profession* was the first public relations book ever nominated for the Association for Education in Journalism and Mass Communication's Tankard Award, recognizing work that breaks new ground, and was a finalist for that award in 2015.

Dr. St. John has provided important service to the University, his profession and to the community. He has served as Associate Chair of his department since 2015, managing scheduling of the Communications classes, reviewing adjunct faculty and monitoring teach load. He is an active faculty advisor and involved with the ODU Public Relations Student Society of America chapter. He has been served on two faculty searches, is a member of the College IRB review Committee, and is active with the ODU Resilience Collaborative. He has served as a reviewer of academic papers for across several divisions of the Association for Education in Journalism and Mass Communication, and for several journals of his profession, including *Public Relations Review*, the *Journal of Public Relations Research*, and *Journalism and Mass Communication Quarterly*. Dr. St. John demonstrated engagement with the local community through his service on the Sea Level Rise Pilot Project's Working Group for Citizen Engagement.

Darden College of Education

Abha Gupta

Department of Teaching and Learning

Since 2003, Dr. Gupta has taught 13 courses at the undergraduate and graduate level. Her Student Opinion Surveys are above a 4 on a 5-point scale. She is currently developing a new web-based course development for TLED 675: English Language Learners in the PreK-12 Classroom (2016-present) and developed TESOL Certification Program for licensed teachers (2015-present). In the most recent portfolio review, it concluded, "Dr. Gupta's materials indicate a strong teacher who is committed to her own professional practice and to providing high quality instruction to her students." As Associate Professor, she has been a member of four dissertation committees, including one as chair.

At Old Dominion University, Dr. Abha Gupta served as Graduate Program Director for the PreK-6 Program, Director of the Reading Center (1997-2005), Director for the American Reads Program (1997-2005), Department Representative for Canvas Pilot Committee (2015), member of the John R. Broderick Diversity Champion Award Selection Committee (2011-2016), member of the Faculty Senate Committee (2009-2011), college representative for university's Asian and Asian-American Faculty and Administrator Caucus (2012-2014), chair of three search committees, and chair of four college-level committees.

Dr. Gupta received recognition for her work with the Asian Caucus with the Champion of Diversity Award (2013) and a Certificate of Service and Appreciation for Leadership, Commitment and Contribution to a Diverse and Equitable University (2014) from the Asian

Caucus. She has served as an Editorial Board Member for *Researchers World: An international refereed research journal* (2010-present), reviewer for the *Journal of Education and Linguistics Research* (2016), *Cogent Education* (2015), and *Journal of Research in Childhood Education* (2014). Dr. Gupta served as Chair for the International Center for Cultural Studies (ICCS) Local Arrangement Committee (2011) and Co-Chair for ICCS Program Committee (2010-2011) for Taksha Institute. She consistently volunteers as a yoga instructor, at local schools, and at local festivals.

Since her promotion to Associate Professor in 2003, Dr. Abha Gupta has published 20 refereed articles with 4 more under review, co-authored 2 books, and 3 technical reports. She has presented research at a total of 34 conferences, including 10 international, 18 national, 5 in-state, and 1 online. She has been the recipient of eight external grants, including four as PI, awarding her approximately \$592,223 to date.

In terms of professional service, Dr. Gupta notes she has served on editorial boards of professional journals as the Department Committee recommended. Dr. Gupta states her professional service to the International Literacy Association (ILA) as leader of prominent committees is tantamount to a Board of Directors position in smaller professional organizations with more specialized focus observed in other disciplines. The ILA has 300,000 members in 75 countries, with membership drawing from a cross-section of school district employees, researchers, as well as university faculty. Most of the organization's work is done, of necessity, at the committee level; only 4 Board of Directors members elected each year. Dr. Gupta has been tapped as Co-Chair of ILA Committees three times and has been an invited speaker at an ILA conference.

KaaVonia Hinton **Department of Teaching and Learning**

Since 2010, Dr. Hinton has taught four courses including TLED 451/551: Developing Instructional Strategies for Middle and High School: English, TLED 432/532: Developing Instructional Strategies PreK-6: Language Arts, READ 618: Approaches to Teaching Literature and Writing, and READ 680: Reading to Learn across the Curriculum. Student Opinion Surveys are positive with her overall teaching effectiveness ratings in the 4's on a 5-point scale. One student praised, "Dr. Hinton-Johnson is an amazing professor with a wealth of knowledge and a creative mind. She not only inspires teacher candidates to learn, she inspires them to excel! She truly is an asset to the university." As Associate Professor, she has served on the dissertation and thesis committees for three graduate students.

At Old Dominion University, Dr. KaaVonia Hinton served as Chair (2015-present) and Assistant Chair (2014-2015) for the Department of Teaching and Learning and as Director of the Tidewater Writing Project. She served on the Teacher Education Council (2004-present), Dean's Futures Committee (2012), Diversity Committee (2012-2015), and three search committees. She has served on the editorial board (2015) for *Journal of Urban Learning, Teaching, and Research*, as book reviewer for *Voice of Youth Advocates*, *Kliatt*, and *FORWARD Magazine*, and manuscript reviewer for nine journals. Dr. Hinton served as chair of conference presentations for

the National Council of Teachers of English (NCTE), Virginia Association of Teachers of English (VATE), Assembly on American Literature, Assembly on Literature for Adolescents (ALAN), and American Educational Research Association (AERA). She also served on the Board of Directors for Kids Need to Read (2009-2015).

Since her promotion to Associate Professor in 2010, Dr. Hinton has published nine refereed articles with another in-press, five book chapters and/or essays, and two books. She has been the recipient of five grants, including four as PI awarding her approximately \$157,000 to date.

Lea Lee

Department of Teaching and Learning

Since 2004, Dr. Lee has taught 11 courses at the graduate level, including 10 she developed. Her Student Opinion Surveys rate her overall teaching effectiveness in the mid-4's on a 5-point scale. One student praised, "Dr. Lee's unique way of showing her appreciation for the English language helped me learn to think critically." As Associate Professor, she has been a member of seven dissertation committees, chair of one dissertation committee, member of one master's thesis committee, and chair of three master's research projects.

At Old Dominion University, Dr. Lea Lee has served on 44 separate committees including Employee Resource Group Committee (2016-present), President's Task Force on Inclusive Excellence (2012-present), co-chair of College Awards Committee (2016-present), Vice Chair (2011-2012) and Secretary (2010-2011) of College Faculty Governance Organization, and Strategic Plan for the Child Development and Child Study Center (2011-2014). She has served the Asian and Asian American Faculty Caucus as president (2010-2014), vice president (1998-2010), and treasurer (2010-2014). In 2011, Dr. Lee was the first recipient of the President's Champion of Diversity Award. She served as Director of Tidewater Writing Project (2013-present) and Graduate Program Director (2011-2013) for the M.S. in Education program. Dr. Lee actively participates in the American Educational Research Association (2015-present), International Reading Association (2009-2011), and Association for Childhood Education International (1999-present). She is a manuscript reviewer (2014-present) and manuscript review board editor (2014-present) for *Childhood Education* and *Journal of Research in Childhood Education*, manuscript reviewer (2002-2006) for *American Reading Forum* and *Yearbook of the College Reading Association*, and an editorial reviewer (2016-present) for *International Journal of Language and Linguistics* and *Teaching English as a Second or Foreign Language*.

Since her promotion to Associate Professor in 2004, Dr. Lea Lee has published 17 refereed journal articles, 4 book chapters with 2 in press, 4 conference proceedings, and 13 peer-reviewed book reviews. She has been the recipient of 10 grants, including 5 as PI, awarding her approximately \$590,450 to date.

Philip A. Reed
Department of STEM Education and Professional Studies

As Associate Professor, Dr. Philip A. Reed has taught 22 courses ranging from the 100 to 800 level. Student Opinion Surveys consistently rate him above a 4 on a 5-point scale. Dr. Reed has served as chair of 8 dissertation committees, co-chair of 2 dissertation committees, and as member of 26 dissertation committees. He also served as co-advisor for seven master's research projects. In 2011, the undergraduate student with the highest GPA from the Darden College of Education selected Dr. Reed as the Most Inspirational Faculty Member.

At Old Dominion University, Dr. Philip A. Reed served as Chair of the Department of STEM Education and Professional Studies (2009-2013), Graduate Program Director for Occupational and Technical Studies (2016-present), Program Director for Technology Education (2008-present), and Program Director for Industrial Technology (2008-2010). He has served as a member of five committees at the university level including ODU General Education Assessment Committee (GEAC) (2009-present), GEAC Subcommittee on Impact of Technology (2014-2015), Military Career Transition Program Advisory Committee (2011-2013), Child Study Center & Child Development Center Advisory Council (2009-present), and Outstanding Faculty Awards Committee (2007). Dr. Reed also served on 12 college-level and 18 department-level committees. He has served as an Editorial Review Board Member for *International Journal of Technology and Design Education* (2009-present) and *Journal of Technology Education* (2007-present) and Reviewer for Career and Technical Education Research (2015-present), *Journal of Computing in Higher Education* (2008), and *Research Methods for Technology Education* (2006). Dr. Reed has served on the State Curriculum Review Team (2014) and the Board of Examiners for the National Council for Accreditation of Teacher Education (2006-2011). He also served as program reviewer for Technology Education Research Conference, University of Brisbane, Australia (2014, 2012, 2010, 2008) and National Council for Accreditation of Teacher Education (2005-2012). Dr. Reed has been recognized with several awards including Distinguished Technology and Engineering Professional from International Technology and Engineering Educators Association (ITEEA) (2016), Technology and Engineering Educator of the Year for Council on Technology and Engineering Teacher Education (CTETE) (2013), Award of Distinction from International Technology Education Association (2009), and Service Certificate of Recognition from Virginia Association of Career and Technical Education Administrators (2009).

Since his promotion to Associate Professor in 2006, Dr. Reed has published 10 refereed journal articles, 11 book chapters with another under review, 1 book, and 4 refereed conference proceedings. He has presented at 18 international and national conferences. Dr. Reed has participated in five research grants as Co-PI with funding totaling \$1,086,353. He also served as Co-PI for a year on a five-year U.S. Department of Education grant totaling \$6,054,007.

Karen L. Sanzo
Department of Educational Foundations and Leadership

As an Associate Professor, Dr. Sanzo regularly teaches four courses at the graduate level, including ELS 835: Organizational Theory and Behavior in Education, ELS 878: Leadership for Teaching and Learning, ELS 700/800: Strategic Leadership and Management for School Improvement, and ELS 600: Principal Orientation and Instructional Leadership. She has served as chair for 12 dissertation committees. Dr. Sanzo's Student Opinion Surveys are positive with students rating her overall teach effectiveness above 4 on a 5-point scale. Students praise her passion, enthusiasm, knowledge, patience, and approachability. One student stated, "Dr. Sanzo was passionate, engaged and willing to help in any way."

Since her promotion in to Associate Professor 2011, Dr. Karen L. Sanzo has served as Entsminger Fellow (2015-present), Educational Foundations and Leadership Department Personnel Committee (2013-present), Educational Leadership Services Coordinator (2012-present), ODU Distance Learning Policy Committee (2012-present), Faculty Senate Member (2011-2014), chair of Darden College of Education Curriculum Committee (2010-2014), and three search committees, including the Darden College of Education Dean Search Committee. She has served as editorial review board member for four journals, journal reviewer for five journals, and program reviewer for four conferences. Her other service accomplishments include director of the United States Department of Education School Leadership Preparation and Development Network (2009-2016), expert advisor (2015) and recruitment and selection consultant for Philadelphia Leadership Academy (2015), UCEA Graduate Student Summit mentor, discussant, and panelist (2016), lead facilitator for the UCEA Professional Design Network (2016-2019), and research team member for the UCEA Preparation Program Initiative (2016-2020).

Dr. Karen L. Sanzo has published 10 peer-reviewed articles with 2 others in press or under review. She authored two books, *Strategies for developing and supporting school leaders: Stepping stones to great leadership* and *Formative assessment leadership*, five book chapters, and edited three books. She has participated in 16 research presentations. Dr. Sanzo received five grants totaling over \$1,650,000 in funding.

Silvana Watson
Department of Communication Disorders and Special Education

Since 2006, Dr. Silvana Watson has taught three undergraduate courses, four masters' courses, and four advanced masters/ doctoral courses. Her Student Opinion Surveys have been mixed with her overall teaching effectiveness ratings ranging from in the 2's to 5 on a 5-point scale with an overall average of 3.84 out of 5. She regularly attends workshops directed at improving her teaching. Several of her doctoral students provided letters supporting her promotion. One student stated, "I appreciate the content that she taught me as well as the experience that I had because of her investment in my success." Another shared, "Silvana Watson's outstanding achievements as a long-time faculty member of Old Dominion University as well as exemplary personal qualities are largely responsible for the successes that I have experienced over the last 13 years of my

career in Education.” One declares, “I cannot overstate the integral part she has always played in my professional growth as a Master’s and a Ph.D. student.” Dr. Watson has served as chair of two dissertation committees and as a member of three dissertation committees.

At Old Dominion University, Dr. Silvana Watson served as a member of the Faculty Working Group to Broadening Participation in Science, Technology, Engineering, and Mathematics (2016), Committee D: Scholarly Activity and Research Committee (2002-2003/ 2008-2010), Committee G: Faculty Issues (2013-2014), and Recreation Committee (2003-2007). In the college, she served on the College IRB Committee (2008-2011/2015-present) and Evaluation Committee (2005-2007). In her department, she has served on the Department Evaluation Committee (2015-present), member of five search committees, including one as chair, committee member for the Development of Online Master’s in Special Education (2012-2014), and member of the Special Education Program Committee for the Ph.D. in Special Education Concentration (2005-present). Dr. Watson served in multiple leadership roles for the Council for Learning Disabilities (CLD) including as President (2013-2014), President Elect (2012-2013), and Vice President (2011-2012). She also served as Vice President (2014-2015) for the Virginia Council for Learning Disabilities (VCLD) and continues to be a member of the organization. She is a member of the Council for Exceptional Children. Dr. Watson has served as a member of the Editorial Board for *Remedial and Special Education* (2013-present), Guest Co-Editor for *Preventing School Failure* (2010), and Ad-Hoc Editorial Reviewer for 14 academic journals. In addition, she has served as a book reviewer for Sage (2013, 2014) and Pearson/Merrill/Prentice Hall (2010-2015), a grant proposal reviewer for the National Science Foundation (2010), and conference proposal reviewer for Council for Learning Disabilities International Conference (2005-2007, 2011-2016).

Since her promotion to Associate Professor, Dr. Silvana Watson has published 15 refereed articles, 10 as first author, with another in press, co-authored 2 book chapters, 1 abstract, and 7 other academic publications. She has presented at 27 professional meetings. Dr. Watson was PI on an external grant from the U.S. Department of Education awarding \$2,143,221 and three internal grants totaling \$24,090.

College of Sciences

Ian K. Bartol

Department of Biological Sciences

As Associate Professor, Dr. Bartol has taught Marine Biology (BIOL 331), a large enrollment lecture course of 75-100 students, and Comparative Animal Physiology (BIOL 424/524). He also contributes to the Ecological Sciences graduate seminar course series. His Student Opinion Surveys consistently rate him in the high 4’s on a 5-point scale. Students praise his enthusiasm and passion for the subject with one student commenting, “He was very enthusiastic about the material which made me eager to learn.” As Associate Professor, he has been a member of 12 dissertation committees, 2 as chair, and 15 thesis committees, 7 as chair.

Since 2009, Dr. Ian K. Bartol served as Graduate Program Director for Ecological Sciences Ph.D. Program (Fall 2009-Summer 2015), as member of Departmental Seminar Committee (2016-present), Technology Committee (2015-present), Ecology Graduate Admissions Committee (2009-present), Curriculum Committee (2009-2015), College Graduate Committee (2009-2015), and three departmental search committees. He also was a member of the Department Promotion, Tenure, and Continuance Committee (2009-present) for which he served on nine sub-committees. Dr. Bartol served on National Science Foundation (NSF) Review Panel for the Physiological and Structural Systems Cluster of the Division of Integrative Organismal Systems (2012), outside reviewer for 12 NSF grant proposals (2005-2016), and manuscript reviewer for 14 academic journals. He has formed partnerships with TSI, Inc. to refine and enhance processing software with tools tailored for biological experimentalists, the Virginia Zoo that allows biology faculty and graduate students to work at and share resources with the Virginia Zoo, and Virginia Aquarium that allows for collaborative research involving aquarium animals. He has worked with *National Geographic Television* on a special on squid swimming and assisted the Perot Museum of Nature and Science in Dallas, Texas, to develop a science exhibit on Robosquid. Dr. Bartol has made presentations for the Young Scholars Program at a local middle school (2013-present), Mentoring Young Scientists Program with the Virginia Aquarium (2015-present), and at the NOAA Galveston Sea Turtle Facility.

Since his promotion to Associate Professor in 2009, Dr. Ian K. Bartol has published 11 articles in peer reviewed journals, 8 of which were published in the *Journal of Experimental Biology*, 19 abstracts, and 6 technical reports. He presented research papers at 20 professional meetings. He has been the recipient of 8 grants, all as PI, awarding him over \$1 million.

Jing He **Department of Computer Science**

Since 2009, Dr. He has taught five courses at the undergraduate and graduate level. She has also participated in graduate seminars, doctoral dissertation, and independent study for both graduate and undergraduate students. Dr. He's Student Opinion Surveys have been positive with an average overall teaching effectiveness rating of 4.12 on a 5-point scale. She has graduated four Ph.D. students and eight master's students. In 2010, Dr. He received the Shining Star Award.

At Old Dominion University, Dr. Jing He served as a member of the College of Sciences Diversity Task Group (2013-present), Employee Resource Group Diversity Task Force, (2016-present), ODU American Council on Education Internationalization Lab Task Force (2016-present), Graduate Committee (2011-present), chair of the Ph.D. Qualifying Exam Bioinformatics Area (2012-present), and three search committees. She also served ODU's Asian Caucus as secretary (2012-2016) and president (2016-present). Dr. He participated as a National Science Foundation (NSF) Panelist (2014-2016) and NSF proposal reviewer (2009, 2014). She is an Editorial Board Member (2008-present) for *International Journal of Data Mining and Bioinformatics* and Guest Editor for six different journal special issues. She served on six program committees including International Conference of Bioinformatics and Biomedicine (2015-2016) and International Symposium on Bioinformatics Research and Applications (2015).

Since joining Old Dominion University as Associate Professor in 2009, Dr. Jing He has published 21 refereed articles, 3 book chapters, and 18 refereed conference and workshop papers. She has been the recipient of two external grants, one from the National Science Foundation and one from the National Institute of Health, and two internal grants awarding her approximately \$2,113,602 to date. When she joined the university she transferred an additional \$100,000 from a National Science Foundation – Center for Research Excellence in Science and Technology grant that she was a part of as Co-PI at her former institution.

Promotion to Research Associate Professor - Office of Research

Shanan L. Chappell The Center for Educational Partnerships

Since 2011, Dr. Chappell has served as PI for two projects, Co-PI for six projects, and three as a quantitative analyst with funding totaling nearly \$1.8 million. Additionally, she was co-PI on a project awarded \$24,995,690 from U.S. Department of Education. She has four grants under review with proposed awards totaling more than \$5.4 million. In 2012, she received the Most Collaborative Grant Award and Largest Grant Award from the Darden College of Education. While at ODU, she published 6 peer reviewed articles with 2 more in progress, 11 technical reports, 4 media presentations, and 14 professional presentations. Four external reviewers comment positively on the quality of her publications. One reviewer points out, “Dr. Chappell has demonstrated a consistent and productive record of refereed publications.” Another states, “in terms of research publication, including technical reports, and grant activity, she is above the average for assistant professors going up for tenure here.” One observes, “The scholarly materials included for review are of very high quality.” Another comments, “Her journal publications and professional presentations indicate that she is making contributions to the research community.”

Dr. Chappell regularly teaches graduate courses, and has been central to the University’s Graduate Certificate Program in Military Children and Families. She has also served on two dissertation committees. She serves as a member of the American Educational Research Association and National Dropout Prevention Network. In 2015, she received the Crystal Star Award of Excellence in Dropout Recovery, Intervention, and Prevention from the National Dropout Prevention Center at Clemson University.