

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: May 26, 2017

The purpose of this memorandum is to provide you with background information for our meeting on Thursday, June 8, 2017. The committee will meet from 9:30-10:45 a.m. in the Kate and John R. Broderick Dining Commons, Committee Room A (Room 2023).

I. Approval of Minutes of the April 27, 2017 Meeting

The minutes of the April 27, 2017 meeting will be presented for approval as previously distributed.

II. Closed Session

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

III. Reconvene in Open Session and Vote on Resolutions

IV. Consent Agenda

Included in the consent agenda materials are resolutions recommending 14 faculty appointments, five administrative appointments, and two emerita appointments.

V. Vote on Consent Agenda Resolutions

VI. Regular Agenda

The regular agenda includes proposed revisions to the policy on Academic Rank and Criteria for ranks and proposed revisions to the policy on Promotion in Rank.

VII. Vote on Regular Agenda Resolutions

VIII. Information Items

Information items include the Annual Report on Committee Actions for 2016-17, the report from the Vice President for Research, and the report from the Provost. The Vice President for Research will present information on strategic research initiatives. The report from the Provost will include information on ODU faculty exit interviews from 2012-16.

IX. 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
JUNE 8, 2017
AGENDA

9:30-10:45 a.m. – Kate and John R. Broderick Dining Commons, Committee Room A
(Room 2023)

- I. APPROVAL OF THE MINUTES OF APRIL 27, 2017
- II. CLOSED SESSION
- III. RECONVENE IN OPEN SESSION AND VOTE ON RESOLUTIONS
- IV. CONSENT AGENDA
 - A. Faculty Appointments (p. 4-6)
 - B. Administrative Appointments (p. 7-8)
 - C. Emerita Appointments (p. 9-10)
- V. VOTE ON CONSENT AGENDA RESOLUTIONS
- VI. REGULAR AGENDA
 - A. Proposed Revisions to the Policy on Academic Rank and Criteria for Ranks (p. 11-16)
 - B. Proposed Revisions to the Policy on Promotion in Rank (p. 17-23)
- VII. VOTE ON REGULAR AGENDA RESOLUTIONS
- VIII. INFORMATION ITEMS
 - A. Annual Report on Committee Actions (p. 24-41)
 - B. Report from the Vice President for Research
 - C. Report from the Provost
 - 1. ODU Faculty Exit Interviews, 2012-16
- IX. TOPICS OF INTEREST TO BOARD OF VISITORS MEMBERS

June 8, 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> |
|--|---------------|-----------------------|-------------|
| Dr. Carolina Conte Lecturer of Communication and Theatre Arts | \$45,000 | 7/25/17 | 10 mos |

Dr. Conte received a Ph.D. in Interdisciplinary Arts, an M.A. in International Film Studies, and an M.A. in International Affairs – Latin American Studies from Ohio University. Previously she was a Film Instructor at Grand Canyon University. (new position)

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|---|----------|---------|--------|
| Dr. Fatou Diouf Lecturer of Information Technology and Decision Sciences | \$55,000 | 7/25/17 | 10 mos |
|---|----------|---------|--------|

Dr. Diouf received an M.B.A. from Old Dominion University and a Ph.D. in Electronics with a specialization in Electromagnetism, an M. Eng. in Electromagnetic Compatibility and a B.Sc. in Electrical Engineering from Université Blaise, France. Previously she was an Intern at Palladium Registered Investment and a Research Scientist and Consultant.

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| Dr. Praveen Kumar Durgampudi Associate Professor of Community and Environmental Health Tenure Track | \$98,550 | 6/10/17 | 10 mos |
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Dr. Durgampudi received a European Public Health (E.P.H.) degree from the French School of Public Health, France, a Master of Science in Public Health from Jagiellonian University, Poland, a Master of Public Health from the University of Sheffield, UK, and a Medical Degree (M.B.B.S.) from N.T.R. University of Health Sciences, India. Previously he was a Visiting Associate Professor of Community and Environmental Health and Interim Director of the Bachelor of Science in Health Sciences program at Old Dominion University.

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| Mr. Andrew Kissel Lecturer of Philosophy and Religious Studies | \$45,000 | 7/25/17 | 10 mos |
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Mr. Kissel received a B.A. in Philosophy from Georgetown University and is expected to receive a Ph.D. in Philosophy from The Ohio State University. Previously he taught in the Department of Philosophy at The Ohio State University.

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| Ms. Lucinda A. Rush Instruction Librarian and Librarian II | \$60,000 | 5/10/17 | 12 mos |
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Ms. Rush received a Master of Library and Information Science from the University of South Carolina, a Master of Music Education from Shenandoah University and a Bachelor of Music from Longwood College. Previously she was an Education Reference Librarian at Old Dominion University.

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| Ms. Katherine Iacono Thompson Visiting Assistant Professor of Communication and Theatre Arts | \$55,000 | 7/25/17 | 10 mos |
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Ms. Thompson received an M.Sc. in Dance Science from Trinity Laban, London and an M.F.A. in Dance Choreography and a B.A. in Dance from the University of Maryland. Previously she was an Adjunct Assistant Professor in the Department of Communication and Theatre Arts at Old Dominion University.

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| Dr. Jay K. Walker Assistant Professor of Economics Tenure Track | \$120,000 | 7/25/17 | 10 mos |
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Dr. Walker received a Ph.D. in Economics from the University of Memphis, an M.B.A. from the University of Mississippi and a B.S. in Economics and Finance from Arkansas Tech University. Previously he was an Assistant Professor of Economics at Niagara University. (Salary includes \$25,000 for participation in the Center for Economic Analysis and Policy)

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| Ms. Amy L. Yaroch-Meeker Lecturer of Nursing | \$64,890 | 7/25/17 | 10 mos |
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Ms. Yaroch-Meeker received a Master of Science in Nursing Education from Walden University and a Bachelor of Science in Nursing from Old Dominion University. Previously she was a Lecturer of Nursing at Old Dominion University.

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| Mr. Weize Yu Instructor of Electrical and Computer Engineering Tenure Track | \$86,000 | 7/25/17 | 10 mos |
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Mr. Yu received an M.S. in Microelectronics from the University of Chinese Academy of Sciences, a B.S. in Microelectronics from the University of Electronic Science and Technology of China and is expected to receive a Ph.D. in Electrical Engineering from the University of South Florida. Previously he was a Lab Instructor and Research Assistant at Virginia Polytechnic Institute and State University. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017.)

June 8, 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> |
|---|---------------|-----------------------|-------------|
| Dr. Gail Dodge Dean of the College of Sciences and Professor of Physics | \$225,000 | 5/25/17 | 12 mos |

Gail Dodge received a Ph.D. and an M.S. in physics from Stanford University and a B.A. in Physics from Princeton University. She joined the Physics Department at Old Dominion University in 1995. Dr. Dodge served as chair of the Physics Department from 2005 to 2011, establishing the Center for Accelerator Science. She was one of the co-founders of the Physics Learning Center, where students can drop in for tutoring help. She was honored in 2015 with the SCHEV Outstanding Faculty Award, given to faculty who exemplify the highest standards of teaching, research and service. She was also the recipient of the Gene. W. Hirschfeld Faculty Excellence Award from ODU in 2012 and the Francis Slack Award from the Southeastern Section of the American Physical Society in 2013.

From 2012 to 2014, Dr. Dodge served a two-year term as a visiting scientist and program manager at the National Science Foundation in Arlington, Virginia. There she was responsible for the \$17 million experimental nuclear physics program, including coordination with the Office of Nuclear Physics at the Department of Energy. Prior to working at NSF she served as a member of the Nuclear Science Advisory Committee, which advises DOE and NSF on priorities for nuclear science funding in the United States.

Dr. Dodge's research is in experimental nuclear physics. She is Principal Investigator or Co-PI of more than \$13M in grants and contracts and co-author on 135 refereed papers with more than 8000 citations. She established an NSF-funded Research Experience for Undergraduates program focusing on nuclear and accelerator physics in partnership with Jefferson Lab, which is now in its tenth year.

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| Ms. Kimberly Ross Director of Foundation Accounting and Chief Financial Officer and Instructor | \$96,500 | 5/15/17 | 12 mos |
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Ms. Ross received an M.B.A. from Old Dominion University. Previously, she worked as the Director of Accounting for the YMCA of South Hampton Roads, a non-profit organization with over \$49 million dollars in revenue.

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| Mr. Nnamdi Small Community and Student Success Director, Distance Learning and Instructor | \$53,040 | 5/10/17 | 12 mos |
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Mr. Small received an M.B.A. from Strayer University. Previously, he served as the Director of the Gladys P. Todd Academy at Germanna Community College in Fredericksburg, VA.

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| Mr. Daryl Thomas Assistant Wrestling Coach and Assistant Instructor | \$40,310 | 5/10/17 | 12 mos |
|---|----------|---------|--------|

Mr. Thomas received a B.A. from the University of Illinois at Champaign-Urbana. Previously, he was the Head Wrestling Coach for Lincoln College in Lincoln, IL.

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| Ms. JaRena Whitehead Director of Human Resources for Employee Relations and Strategic Initiatives and Instructor | \$103,500 | 5/15/17 | 12 mos |
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Ms. Whitehead received an M.B.A. from Florida International University as well as the Senior Professional in Human Resources certification. Previously, she served as the Chief Human Resources Officer at Florida Memorial University in Miami Gardens, FL. Ms. Whitehead has also worked as the Deputy Chief Human Resources Officer for Radford University and as a Human Resources Manager for the University of Miami.

June 8, 2017

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 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> |
|---|-----------------------|
| Suzanne Doviak Senior Lecturer Emerita of Mathematics and Statistics | June 1, 2017 |
| Deborah Polca Senior Associate Athletic Director Emerita | July 1, 2017 |

SUZANNE DOVIAK

Suzanne Doviak received an M.A. degree in Economics from Old Dominion University. She also took several advanced courses in the Darden College of Education at Old Dominion University.

Doviak joined Old Dominion University as Instructor of Economics in 1980. She taught economics until 1988 when she moved to the Department of Mathematics and Statistics as Instructor. She was promoted to Lecturer in 1999 and to Senior Lecturer in 2009. While at the Department of Mathematics and Statistics, she taught numerous mathematics courses ranging from College Algebra to Number Systems and Discrete Mathematics. Doviak served for many years as the key faculty member in the department who oversaw students in the Interdisciplinary Studies Teacher Preparation program. Her enthusiasm for teaching moved a generation of students to choose careers in teaching mathematics. Doviak received a number of grants involving increasing content knowledge in mathematics and science for in-service teachers. She also worked with many campus groups to provide remedial instruction in mathematics, including a number of courses taught to incoming Engineering Management students.

In addition to her teaching, Doviak was very active in service activities. She served on numerous committees at the department as well as the University level. She served on the Interdepartmental Relations Committee, chaired the Ad-hoc Committee on Attendance, served

as a coordinator for LADDERS, a program aimed at helping students on probation, and also served on NCATE, an Education re-accreditation committee. Doviak also served on the Board of the University Women's Caucus for many years.

DEBORAH POLCA

Deborah Polca, Senior Associate Athletic Director/Senior Women's Administrator, received a B.S degree in Education from Slippery Rock University and a Master's in Education with an emphasis in Sports Administration from Ohio University. Prior to joining Old Dominion, she held teaching, coaching and athletic administration positions at Villa Marie Academy, the University of Bridgeport, Saint Francis University, and Eastern Illinois University. Polca was named to the Saint Francis University Athletic Hall of Fame as an Athletic Administrator. While at Eastern Illinois, she was named to the NCAA Division I Women's Basketball Committee, which is responsible for selecting and seeding teams for the National Women's Basketball Tournament, and served a four-year term.

Polca joined Old Dominion University in 2004. She initially supervised as many as 12 sports as well as support staff in Athletic Training and Academics in any given year. With the decision to add football to ODU's intercollegiate sports, she was part of the planning for restructuring and adding to the department an additional women's sport, NCAA Varsity Rowing. Polca was named to the NCAA Division I Wrestling Committee, which is responsible for seeding and selections to the National Tournament, and served a four-year term. This appointment made her the first female to be named to the Division I wrestling committee.

Polca was involved in the restructuring of the Athletic Department to assist with managing the increase in the number of student-athletes housed and joining a new conference. She was tasked with finding new conferences for varsity sport programs that Conference USA did not sponsor. Those programs were Field Hockey (Big East), Wrestling (Mid-American Conference), Women's Rowing (Big 12), Women's Lacrosse (Atlantic Sun), Men's Swimming and Dive (Atlantic Sun), and the core conference (Conference USA) for the rest of the sports. In all of her positions, Polca was involved with conference affiliations and subcommittees and oversight for post-season participation.

June 8, 2017

APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON ACADEMIC RANK
AND CRITERIA FOR RANKS

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revisions to the Policy on Academic Rank and Criteria for Ranks, effective July 1, 2017.

Rationale: The proposed revisions establish additional non-tenure track faculty ranks, specifically clinical professor, clinical associate professor, and clinical assistant professor. Faculty members must have a terminal degree in order to be eligible for these clinical ranks. The primary focus of these ranks is scholarship associated with professional practice expertise and service. Faculty members in these positions will devote most of their time to clinical teaching, supervision and service.

The additional clinical faculty ranks will assist with the recruitment of doctoral-educated individuals who would not otherwise consider non-tenure track lecturer appointments, but who are needed to meet SACSCOC and discipline-related educational requirements specific to faculty credentials for graduate-level teaching. The additional ranks will also incentivize faculty by providing additional career advancement opportunities within the non-tenure rankings for those with a terminal degree who focus their positions within clinical supervision, administration, or instruction.

In addition to the establishment of the clinical faculty ranks, the policy has been revised to state that no more than 35% of the faculty can be in non-tenure track faculty positions and that no specific college should employ more than half of its faculty in non-tenure track positions.

Academic Rank and Criteria for Ranks

NUMBER: 1410

June 12, 1980; Revised February 24, 1984; Revised June 20, 1985; Revised December 13, 1988; Revised September 27, 1990; Revised March 11, 1991; Revised April 9, 1992; Revised April 8, 1993; Revised April 10, 1997; Revised April 9, 1998; Revised December 10, 1998; Revised April 12, 2001;

APPROVED: Revised December 14, 2001; Revised April 12, 2002; Revised June 14, 2002; Revised December 12, 2003; Revised September 22, 2006; Revised June 15, 2007; Revised December 7, 2007; Revised September 17, 2009; Revised April 8, 2010; Revised April 4, 2012 (eff. 5/1/12); Revised December 6, 2012 (eff. 1/1/13); Revised September 26, 2013; Revised September 18, 2014; Revised June 9, 2016 (eff. 7/1/16)

- I. Board of Visitors Policy and Criteria for Academic Rank (Tenure-track Faculty)
 - A. Full-time faculty members holding the following academic ranks are eligible to be considered for tenure after a suitable probationary period, and time at Old Dominion University in these ranks is counted toward the probationary period unless procedures for reduction in the probationary period are followed (see Policy on Initial Appointment of Teaching and Research Faculty).
 1. Professor - This rank is one of the highest honors that the University can bestow.
 - a. Professors are teacher-scholars of genuinely national standing who have made recognized contributions to the University and to their disciplines. They are expected to have demonstrated excellence in teaching, to have performed recognized and outstanding research and scholarly activity in their fields of specialization, and to have been pre-eminent in professional service. Except under most unusual circumstances, the highest terminal degree in the field is required.
 2. Associate Professor - Appointment or promotion to the rank of associate professor is an honor based on demonstrable performance.
 - a. Criteria include an established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas. Except under most unusual circumstances, the highest terminal degree normally attainable in the field is required.
 3. Assistant Professor - Appointment or promotion to the rank of assistant professor is the usual rank upon initial hiring.
 - a. Criteria – This rank usually requires the highest terminal degree normally held in the field or its clear equivalent. Evidence of promise in teaching, research, and service is required. Faculty members holding the rank of assistant professor may be considered for tenure only if promotion to associate professor is simultaneously considered.
- II. Board of Visitors Policy and Criteria for Academic Rank (Non-tenure-track Faculty)
 - A. Full-time faculty members holding the following ranks are not eligible for tenure, but time at Old Dominion University in these ranks may be counted as part of the probationary period for tenure, except as noted in paragraph 1.a. below. No more than 35% of faculty can be non-tenure-track faculty, and no specific academic college should employ more than half of its faculty as non-tenure-track faculty.
 1. Instructor - Appointment to the rank of instructor is based on evidence of promise in teaching. Instructors normally hold master's degrees in their areas of specialization. There are three types of instructors at Old Dominion University:
 - a. Faculty members normally lacking the highest terminal degree who are employed to teach undergraduate courses, usually on the freshman and sophomore levels -
- They normally receive annual appointments for a period of three years, but in exceptional circumstances they may be reappointed for a maximum of three additional annual contracts. They must be informed in writing at the time of the original appointment that their positions are not permanent and that they will not be eligible to be considered for tenure.
 - b. Instructors who are terminal degree candidates – Candidates for a terminal degree may be given annual appointments as instructors if they can provide evidence that they will complete all requirements for the terminal degree within the first year of teaching at Old Dominion University. An instructor in this category who completes this work, and whose department recommends reappointment, is given a second annual contract as an assistant professor and is eligible for tenure at the end of the usual probationary period. An instructor in this category who completes all degree requirements during the first semester at Old Dominion

University is given the title of assistant professor for the second semester. An instructor in this category who does not complete all requirements for the terminal degree within the first year of employment is normally not reappointed for a second year, but a second annual contract as instructor may be granted with the approval of the chair, dean and provost and vice president for academic affairs; if all requirements for the degree are completed within the second year, the instructor is promoted to the rank of assistant professor. If all degree requirements are not completed during the second year, a third and terminal contract as instructor may be granted but the faculty member is not eligible for consideration for promotion or tenure.

- c. Tenure-track, master's-level instructors -- In certain professional departments in which the master's degree is the terminal degree, faculty members who have three years or less of full-time teaching experience at the college level are normally appointed initially to the rank of instructor. Such faculty members are eligible for promotion to the rank of assistant professor after two years in the instructor's rank on the recommendation of the chair and dean and on the approval of the provost and vice president for academic affairs. In exceptional cases, where professional experience is clearly demonstrated, the requirement of prior experience may be waived with the approval of the chair, dean, and provost and vice president for academic affairs.
2. The following full-time academic ranks do not carry tenure, but if a faculty member who has held one of these ranks is subsequently appointed to a tenure-track position as described in section I.A., time spent at Old Dominion University in one of these ranks may be counted as part of the probationary period for tenure.
 - a. Visiting professor - This rank is reserved for scholars of distinction who agree to come to the University for one year or less in order to serve a particular need in a college or department. Credentials equal to those required of a full professor are required.
 - b. Visiting associate professor - This rank is reserved for scholars of distinction who agree to come to the University for one year or less in order to serve a particular need in a college or department. Credentials equal to those required of an associate professor are required.
 - c. Visiting assistant professor - This rank is reserved for scholars of distinction who agree to come to the University for one year or less in order to serve a particular need in a college or department. Credentials equal to those required of an assistant professor are required.
 3. The following academic ranks do not carry tenure, and time at Old Dominion University in these ranks is not counted as part of the probationary period for tenure. All appointments and reappointments are contingent upon available funding.
 - a. Assistant instructor - This is a full-time rank requiring at least a bachelor's degree in the area of specialization. Except under unusual circumstances, assistant instructors do not teach courses carrying degree credits.
 - b. Lecturer - This is a full-time rank that requires an appropriate master's degree and evidence of teaching ability. Demonstrated expertise in a specific field may also be required.
 - c. Senior lecturer - This is a full-time rank that requires an appropriate master's degree, demonstrated expertise in the field, a sustained record of effective performance in teaching and professional service, evidence of continued development and study in the field, and a minimum of five years' experience at the rank of lecturer or equivalent. Persons appointed to this rank are expected to assume a predominantly instructional role, at undergraduate or graduate levels, and participate in other professional service activities normally assigned to or expected of full-time faculty.
 - d. Master Lecturer -- This is a full-time rank that requires an appropriate master's degree, demonstrated expertise in the field, a sustained record of superior performance in teaching and professional service, evidence of recognition within teaching or professional service, evidence of continued development and study in the field, and a minimum of five years' experience at the rank of senior lecturer or equivalent. Persons appointed to this rank are expected to assume a predominantly instructional or leadership role, at undergraduate or graduate levels, and participate in other professional service activities normally assigned to or expected of full-time faculty.

- e. Faculty of Practice - Faculty of practice are appointed at the rank of professor, associate professor, or assistant professor. Such appointments are generally made for a specified term and do not lead to tenure or promotion during the specified term. A faculty of practice appointment may be for a term of one to three years and may be renewable under exceptional circumstances. Faculty members in such positions may be employed to work on a specific project or series of projects that could involve teaching, research or service or some combination of these activities. If used in teaching, they need to meet all University credential requirements. Employment of such faculty in project-related positions may be limited by the funds available. Faculty of practice may serve on some University-wide committees and, depending on college and department policies, may serve on some department and college committees. They cannot vote on appointments, retention, promotion, or tenure of faculty. Initial appointment or reappointment of faculty of practice must be reviewed and recommended for appointment or reappointment by the promotion and tenure committee of the department in question. A tenure-track faculty member who is denied tenure shall not be eligible for a faculty of practice appointment for five years after being denied tenure. Faculty of practice appointments should not exceed 10% of the total number of tenured/tenure-track positions in a college.
- f. Intercollegiate coach - This is a full-time rank normally requiring a master's degree and a record of demonstrated performance in the area of specialization. Persons holding this rank devote half time or less to the instruction of credit students. These positions are normally funded from both Commonwealth and non-Commonwealth sources.
- g. The University supports the involvement of distinguished practitioners from many disciplines and fields as academics as a means to enrich the experiences of students. Examples of such practitioners are as follows.
 1. Artist-in-residence - The holder of this position is a distinguished practitioner of the fine arts, employed either full time or part time by the University. In most cases, an artist-in-residence devotes half time or less to the instruction of credit students. The rest of the time, for a full-time faculty member, is devoted to noncredit course work and other public service activities; to unstructured instruction to University students; to professional service to the community; and to any combination of these activities. The main criterion for reappointment is pre-eminence in an artistic field, and the normal academic credentials, such as advanced degrees or experience in university teaching, are not necessarily required.
 2. Performer-in-residence - The description of this position is basically equivalent to that of artist-in-residence, except that the holder is a distinguished practitioner of the performing arts whose service to the University and the community may include performances available to the University community and to the region.
 3. Writer-in-residence - The description of this position is basically equivalent to that of artist-in-residence, except that the holder is a creative writer of distinction.
- h. Research Faculty
 1. Research professor - Faculty members in this position, which may be either full time or part time, are devoting most of their efforts to research and are normally not teaching more than one course a semester. These positions are normally funded from non-Commonwealth funds. A research professor must meet the research criteria demanded of a full professor in the relevant department.
 2. Research associate professor - This position has the same credentials and expectations as that of research professor except that designation at this rank must also meet the research criteria for appointment to the rank of associate professor in the department(s) to which the research associate professor is attached.
 3. Research assistant professor - This position has the same credentials and expectations as that of research associate professor except that this designation must also meet the research criteria for assistant

professor in the department(s) to which the research assistant professor is attached.

4. Personnel with the title of research professor, research associate professor and research assistant professor may chair doctoral and master's committees provided they are certified as graduate faculty. Research personnel are subject to all University, college and department policies and procedures governing graduate teaching, program implementation, and oversight of graduate research and must undergo the same formal academic review and graduate certification review as required of tenured and tenure-track faculty members.
5. Research associate - This position has the same characteristics as that of research assistant professor except that those holding it meet the criteria for instructor in the department(s) to which they are attached.
6. Postdoctoral Research Associate - This position is generally reserved for a person who has recently completed his or her doctoral degree. While the primary employment activity will be research related, some teaching may be allowed. In general, these positions are funded through non-Commonwealth funds.

i. Clinical Faculty

1. Clinical Professor – Faculty members in this position are devoting most of their time to clinical teaching, supervision and service. They are expected to have demonstrated excellence in teaching, to have performed recognized and outstanding scholarly activity in their fields of specialization, and to be pre-eminent in professional service. Recognition at the national or international level for teaching, service and scholarly accomplishments is required.
2. Clinical Associate - Faculty members in this position are devoting most of their time to clinical teaching, supervision and service. Criteria include an established high quality performance in teaching and service and pre-eminence in at least one of these areas. The candidate is expected to have scholarly accomplishments with a demonstrated or emerging prominence in his or her field at the state, regional, national or international level as appropriate.
3. Clinical Assistant - This position requires a terminal degree. Faculty members in this position are devoting most of their time to clinical teaching, supervision and service, Evidence of promise in teaching, scholarly work, and service is required.
4. Personnel with the title of clinical professor, clinical associate professor and clinical assistant professor may chair capstone projects in their clinical fields provided they are certified as graduate faculty. Clinical personnel are subject to all University, college and department policies and procedures governing graduate teaching, program implementation, and oversight of graduate research and must undergo the same formal academic review and graduate certification review as required of tenured and tenure-track faculty members.

j. Adjunct Faculty

1. Adjunct professor - This rank is awarded to persons engaged in part-time teaching or special services who meet the criteria demanded of a full professor in the department(s) to which they are attached.
2. Adjunct associate professor - This position is awarded to persons engaged in part-time teaching or special services who meet the criteria established for associate professor in the department(s) to which they are attached.
3. Adjunct assistant professor - This position is awarded to persons engaged in part-time teaching or special services who meet the criteria

established for assistant professor in the department(s) to which they are attached.

4. Adjunct instructor - This position is held by part-time faculty members who meet the criteria established for instructor in the department(s) to which they are attached.
 5. Adjunct assistant instructors - This position is held by part-time faculty members who meet the criteria established for assistant instructor in the department(s) to which they are attached.
 6. Adjunct clinical faculty, adjunct community faculty - The titles adjunct clinical faculty or adjunct community faculty (as appropriate), with their respective ranks, may be awarded to persons engaged in part-time teaching or special services relating to the practical instruction of students, and who meet the professional and academic criteria for those ranks established in the department(s) to which they are attached. These titles pertain to persons who are not normally paid a salary by the university, but who supervise activities designed to give students practical experience in a given profession.
- b. Other - The president may recommend to the Board of Visitors the establishment of other non-tenured positions to allow the appointment of persons distinguished in their fields but not covered by any of the above.

June 8, 2017

APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON PROMOTION IN
RANK

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revisions to the Policy on Promotion in Rank, effective July 1, 2017.

Rationale: Because of the proposed changes to the policy on Academic Rank and Criteria for Ranks to create additional non-tenure track faculty ranks of clinical professor, clinical associate professor, and clinical assistant professor, the proposed changes to the policy on Promotion in Rank establish the criteria for promotion to clinical associate professor and clinical professor.

Promotion in Rank

NUMBER: 1412

APPROVED: September 26, 2013; Revised June 9, 2016 (eff. 7/1/16)

- I. Board of Visitors Policy
 - A. Except for promotion to the rank of assistant professor, all promotions in rank are based on evaluation of the faculty member's performance in teaching, research, and service over the total time in the previous rank as compared to the criteria established by the Board of Visitors for the rank being considered and any other criteria established by the department or college.
 - B. Promotion to the rank of associate professor must occur at the time of the tenure award.
 - C. Promotion to the rank of full professor is normally considered no earlier than during the sixth year of a faculty member's service as associate professor at Old Dominion University. Exceptions are made only under the following circumstances:
 1. A faculty member who has held the rank of associate professor at another institution and was initially appointed to Old Dominion University at the rank of associate professor may be considered for promotion at the time of the award of tenure.
 2. A faculty member of extraordinary merit may be considered for promotion to the rank of full professor before the sixth year as associate professor at Old Dominion University.
 - D. The president, upon the recommendation of the Faculty Senate, shall establish procedures for consideration of promotion to the rank of full professor (and designation as eminent scholar). Such procedures shall require consideration and recommendation by faculty members at the department and college level, the chair, the dean, and the University Promotion and Tenure Committee. The decision concerning promotion is to be made by the provost and vice president for academic affairs. If the provost and vice president for academic affairs decides against promotion, the faculty member may request a review by the president. The decision of the president is final.
- II. Procedures for Promotion in Rank
 - A. These procedures apply to promotion to the rank of full professor. Promotion to the rank of assistant professor is made by the provost and vice president for academic affairs following recommendation by the chair and dean. These procedures are designed to implement the Board of Visitors policy concerning promotion. The board policy is governing in all promotion cases.
 - B. Considerations Concerning Promotion
 1. Each faculty committee and administrator considering a promotion case must specifically consider factors listed below as they apply to each case in the written recommendations that are submitted up the line to the provost and vice president for academic affairs. In the case of committees, the vote must be recorded in the recommendation, and the reasons produced by the minority members must be specified.
 2. Each committee and administrator making a recommendation concerning promotion considers evidence of the faculty member's performance over the total time in which the previous rank has been held as compared to the guidelines for the rank being considered as established by the Board of Visitors and any other guidelines established by the department or college.

3. The total rank structure of the department should be considered.
 4. At the least, the committees and administrators should examine faculty information sheets, chair evaluations, dean's evaluations, and any other evidence submitted by the faculty member, the chair of the department, or any other relevant source. It is the responsibility of the department chair and the departmental promotion and tenure committee to provide an assessment of the quality of the publications for the faculty being considered for promotion. The evidence should address the quality of the journals and the reputation of book and other such publishers.
- C. In the case of promotion to full professor, external evaluation of the faculty member's research and scholarly activity by nationally recognized experts in the field of specialization will be required.
1. The responsibility for initiating the external review, securing the reviewers, and forwarding complete review files to the dean, provost and vice president for academic affairs, and the University Promotion and Tenure Committee belongs to the department chair. In promotion of department chairs, the responsibility belongs to the dean.
 2. External reviewers with academic positions will hold the same rank or higher than the promotion rank for which the faculty member is being considered; exceptions should be justified by the dean. The department tenure and promotion committee and the candidate will prepare separate lists of potential reviewers. The candidate will review both lists and will document personal and professional relationships with all potential reviewers. The chair will select three reviewers from the candidate's list and three reviewers from the department tenure and promotion committee's list; the chair will provide the list of reviewers to the dean. The dean will submit an agreed upon list to the provost and vice president for academic affairs for final approval prior to initiating the review process. As a general rule, external reviewers should not be co-authors or former mentors of the candidate. The selection of potential external reviewers must be completed before the end of the semester prior to the submission of credentials for promotion.
 3. External reviews will be confidential; reviewers will be so advised. Requests for exception to the confidentiality of external reviews should be made directly to the provost and vice president for academic affairs before the reviewers are asked to submit evaluations. If an exception is approved, candidates for promotion will be allowed access to the substance of external reviews, but the authorship of specific external reviews and other identifying information contained therein will remain confidential. All external reviewers will receive a standard letter sent by the chair but prepared by the provost and vice president for academic affairs in consultation with the deans and a copy of the policy on external reviews so their responsibilities will be clear.
 4. A curriculum vitae will be required of each external reviewer. Each reviewer will be asked to describe any personal or professional relationship with the candidate. It is the responsibility of the chair to include a curriculum vitae of each reviewer. For promotion of department chairs, the responsibility belongs to the dean.
 5. External reviewers will be asked to evaluate all submitted material mailed to them. Candidates for promotion are responsible for the preparation of the research portfolio and curriculum vitae to be sent to external reviewers. In the case of the arts, reviewers may be asked to consider works of art or performances. External reviewers will be asked to evaluate: a) the quality of the scholarship or creative

work under review; and b) the scholarly reputation (regional, national, international) of the candidate.

6. All candidates for promotion will be required to have their scholarship evaluated by no fewer than four external reviewers. If fewer than four reviews are received, the chair will choose additional reviewers alternately from the lists of the department promotion and tenure committee and of the candidate.
7. The University and college administration will assist departments where reasonable expenses are necessary to obtain appropriate external reviews.

D. A candidate for promotion in rank is initially considered by the faculty members in the department who hold the rank being considered or above:ⁱ Only faculty holding the rank of professor are eligible to deliberate and vote on candidates for promotion to professor.

1. In the case of large departments, the faculty members in the rank being considered or above may select a committee from their ranks to consider and make recommendations concerning promotion. In that case, it is the responsibility of the committee to elicit opinions from all faculty members holding the rank considered or above.
2. In departments where fewer than three members hold appointments in the rank being considered or above, the dean, in consultation with the chair, will appoint enough additional faculty in the rank or above from other disciplines to form a committee of at least three.
3. Candidates for promotion should provide a statement of potential external and/or internal reviewers with whom there is a conflict of interest, e.g., co-authors, co-investigators, etc.
4. No dean, associate dean, assistant dean, or other full-time administrator or department chair shall attend or participate in the deliberation of either the departmental, college, or University Promotion and Tenure Committee. The deliberations of all three committees are confidential and must not be shared with anyone outside the committee.
5. The college committees shall consist of one tenured faculty member from each department in the college. All members of the college promotion and tenure committees shall be elected directly by the faculties they represent for a one-year term renewable twice for a total of three years. This member shall be chosen by majority vote of all full-time, tenure-track teaching and research faculty members of the department, present and voting, by secret ballot before April 15 of each year for the ensuing year. There should be at least three professors on the college committee. No person shall serve on a college promotion and tenure committee for more than three years consecutively but is eligible for reelection after an absence of at least one year. Only faculty holding the rank of professor are eligible to join the deliberations and the vote on candidates for promotion to professor. If the home department of a candidate for promotion to full professor has no full professor representing it on the college committee, a member of the departmental promotion committee for that candidate (convened as described in sections D.1. and D.2. above) shall be elected to serve as its representative.
6. The University Promotion and Tenure Committee shall consist of one tenured faculty professor from each of the major degree-granting academic colleges. This member shall be elected by his/her college's promotion and tenure committee(s) by September 15. The University Promotion and Tenure Committee shall elect one of its members as chair.ⁱⁱ No person shall serve on the University Promotion and Tenure Committee for more than three years consecutively but is eligible for reelection after an absence of at least one year.

7. The faculty member involved is informed whenever a committee is considering promotion in rank and is given an opportunity either to appear before that committee (or group) considering the case, or to submit a statement in writing in support of eligibility for promotion, or to correct any factual misinformation in previous recommendations.
 8. In case of material developments before the conclusion of the evaluation process, additional documentation may be added to the portfolio with the concurrence of the department chair and dean.
- E. The committee or faculty group makes its recommendation concerning promotion to the chair together with reasons for the recommendation (including a minority statement in the case of a non-unanimous vote), and specifies the vote of the committee. All committee members should vote yes or no. The chair evaluates independently the credentials of the faculty member, the rank structure of the department, and any additional evidence presented, either by the faculty member or from any other source, and makes a recommendation, with reasons, concerning promotion.
 - F. If either the departmental committee (or group), or the chair, or both recommend promotion, the faculty member's credentials together with the recommendation of the faculty committee and the chair will be forwarded to a promotion committee of the college for consideration. This committee will make an independent evaluation and make a recommendation concerning promotion with reasons (including reasons of the minority), to the dean. The recommendations will indicate the vote of the committee. All committee members should vote yes or no.
 - G. If neither the faculty committee (or group) nor the chair recommend promotion, the faculty member will not be considered for promotion in the coming year unless a review by the college promotion committee and the dean is requested by the faculty member. If a review is requested, the departmental committee and the chair forward all documents to the promotion committee of the college, which examines them and makes a recommendation concerning promotion to the dean. All committee members should vote yes or no. The dean examines all documents, including the recommendation of the college committee, and makes a determination concerning promotion. If the dean's determination is negative and is in accordance with the recommendations of the departmental committee, the chair, and the college committee, then the faculty member is not promoted for the coming year. If the dean's determination is negative and is not in accordance with all previous recommendations, the faculty member may request a further review by the provost and vice president for academic affairs. The decision of the provost and vice president for academic affairs is final in such cases.
 - H. The dean, considering all previous recommendations and all credentials, then makes a recommendation concerning promotion, which is forwarded, with reasons, to the provost and vice president for academic affairs.
 - I. The University Promotion and Tenure Committee, consisting of one tenured full professor from each of the major degree-granting academic colleges, examines the facts and all previous recommendations and documentation, and makes a recommendation (with reasons, including minority reasons, if any) concerning promotion which is forwarded to the provost and vice president for academic affairs. All committee members should vote yes or no.
 - J. On the basis of all the evaluations and recommendations presented, and after consultation with staff, the provost and vice president for academic affairs makes a decision concerning promotion for the coming year. If the recommendations of the committees and administrators that have previously considered the case have not been in agreement with one another, or if the provost and vice president for academic affairs disagrees with the recommendations that have been in agreement with one another, the provost and vice president for academic affairs shall consult with the chair, the dean, and the University Promotion and Tenure Committee before reaching a final decision. The decision of the provost and vice president for academic affairs will consist of one of the following:

1. promotion
 2. deferral
- K. If the decision of the provost and vice president for academic affairs is for promotion, the faculty member will receive the higher rank in the subsequent academic year. The decision of the provost and vice president for academic affairs will be reported to the president.
 - L. The faculty member may request that the president review a negative decision by the provost and vice president for academic affairs. The decision of the president is final.
 - M. All promotions are reported by the president to the Board of Visitors.
 - N. Copies of the recommendations by all committees, chairs, deans and the provost shall be provided to the faculty member being considered for promotion. The faculty member will be provided opportunity to correct any factual misinformation in such recommendations by placing a letter in his or her promotion file at any stage, or up until April 1 to the provost.
 - O. The above procedures at the department and college level may be suitably adapted for faculty members who hold interdisciplinary or interdepartmental appointments. The adapted procedures should be recommended by the promotion and tenure committee of the college or colleges involved and approved by the dean or deans and the provost and vice president for academic affairs. Procedures above the college level will be the same as those designated above in all cases.

III. Research Faculty

- A. Promotion to the rank of research professor from the rank of research associate professor and promotion to the rank of research associate professor from the rank of research assistant professor shall be upon the recommendation of the department, chair, college promotion and tenure committee, dean and University Promotion and Tenure Committee to the provost and vice president for academic affairs. If the provost and vice president for academic affairs decides against the promotion, the person may request a review by the president. The decision of the president is final.
- B. The process for promotion to the rank of research professor and promotion to the rank of research associate professor will require external evaluation of the quality of the faculty member's research performance from nationally recognized experts in the faculty member's field; procedures for the external review process can be found in section II.C. of this policy.
- C. For those research faculty who only have appointments in one of the University-level research centers, the following promotion policy will apply. Research centers will establish a promotion committee to review faculty promotions and make recommendations to the center director. Appointments to this committee will follow the guidance of section II.D. of this policy pertaining to departments. This promotion committee should include at least one member from the academic department(s) most closely aligned to the center to ensure promotion considerations are being applied equitably between the faculty assigned to that department and those assigned to the center. In centers where fewer than three members hold appointments in the rank being considered or above, the center director will solicit members of the department(s) most closely aligned to the center, in consultation with the chair(s) of those department(s), to form a committee of at least three. The center director will review faculty promotion recommendations and will recommend to the vice president for research those members who have met the promotion criteria. The vice president for research will forward a recommendation regarding promotion to the Office of Academic Affairs for review by the University Promotion and Tenure Committee and the provost and vice president for academic affairs. The University Promotion and Tenure Committee will forward a recommendation to the provost and vice president for academic affairs. If the decision of the provost and vice president for academic affairs is for promotion, the faculty member will receive the higher rank in the subsequent academic year. The faculty member may request that the president review a negative decision by the provost and vice president for academic affairs. The decision of the president is final.

IV. Clinical Faculty

- A. Promotion to the rank of clinical professor from the rank of clinical associate professor and promotion to the rank of clinical associate professor from the rank of clinical assistant professor shall be upon the recommendation of the department promotion and tenure committee, department chair, college promotion and tenure committee, dean and University Promotion and Tenure Committee to the provost and vice president for academic affairs. If the provost and vice president for academic affairs decides against the promotion, the person may request a review by the president. The decision of the president is final.
- B. The process for promotion to the rank of clinical professor and promotion to the rank of clinical associate professor will require external evaluation of the quality of the faculty member's scholarly activities from nationally recognized experts in the faculty member's field; procedures for the external review process can be found in section II.C. of this policy. The schedule for review will follow that of assistant, associate, and full professors.

- IV. Part-time instructional faculty may be promoted in rank (for example, from adjunct assistant professor to adjunct associate professor) upon recommendation of the chair and dean to the provost and vice president for academic affairs. Full documentation of the credentials of the faculty member being recommended for promotion is required. If the provost and vice president for academic affairs denies the promotion, the faculty member may request a review by the president. The decision of the president is final.

¹ See the Schedules for Faculty Personnel actions in the appendix for specific dates and actions.

²The members of the faculty who are elected to serve on the University Promotion and Tenure Committee shall serve for the subsequent academic year. The promotion and tenure committee elected by each individual degree-granting college serve for an entire year, not for the spring semester of one year and the fall semester of the following year.

June 8, 2017

ANNUAL REPORT OF THE ACTIVITIES
OF THE ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE
2016-2017

| <u>ITEM</u> | <u>MONTH OF BOARD OF VISITORS PROCEEDING</u> |
|---|---|
| <u>Faculty Appointments</u> | |
| 41 Appointments | September 2016 |
| 8 Appointments | December 2016 |
| 24 Appointments | April 2017 |
| 14 Appointments | June 2017 |
| | |
| <u>Non-Academic Appointments</u> | |
| Ms. Katie Anderson Advisor/Success Coach | September 2016 |
| Ms. Alyssa Armstrong Second Assistant Women's Rowing Coach | September 2016 |
| Mr. Aaron Arenas Admissions Counselor | September 2016 |
| Mr. Sergey Avdeyev Assistant Tennis Coach | September 2016 |
| Dr. Nancy Badger Executive Director of Counseling Services | September 2016 |
| Mr. Robert Batchelder Jr. Academic Advisor | September 2016 |
| Ms. Brittany Blount Director of Residence Education | September 2016 |

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Non-Academic Appointments (con't)

| | |
|--|----------------|
| Ms. Natalie Boehm Program Manager | September 2016 |
| Mr. Kermit Buggs Assistant Football Coach, Defensive Secondary | September 2016 |
| Ms. Abby Busch Assistant Director of Sports Performance | September 2016 |
| Mr. Scott Bye Assistant Director of Student Conduct and Academic Integrity | September 2016 |
| Mr. Scott Canner Director of Compliance | September 2016 |
| Mr. Dominic Carlina Residence Hall Director | September 2016 |
| Ms. Kimberlie Cochran Community and Student Success Director | September 2016 |
| Mr. Tyler Colvin Assistant Sailing Coach | September 2016 |
| Mr. John Costanzo Associate Director, Student Enrollment and Success | September 2016 |
| Mr. Hank Crofford Professional Counselor | September 2016 |
| Ms. Erin Cousins Educational Student-Athlete Support Specialist | September 2016 |
| Mr. Bratislav "Bato" Cvijetic Senior Project Scientist Virginia Modeling, Analysis and Simulation Center | September 2016 |
| Ms. Tiffany Daniel Admissions Counselor | September 2016 |

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Non-Academic Appointments (con't)

| | |
|--|----------------|
| Ms. Chanel Derricott Residence Hall Director | September 2016 |
| Mr. Edward Deselding Senior Associate Athletic Director For External Relations | September 2016 |
| Ms. Maria Doran Advisor/Success Coach Student Engagement and Enrollment Services | September 2016 |
| Ms. Kristin Eden Athletic Academic Advisor | September 2016 |
| Ms. Amber Gregg Instructor of Early Care and Education | September 2016 |
| Ms. Mary Gregory MonarchTeach Master Teacher Darden College of Education | September 2016 |
| Mr. James Haeseker Assistant Recruiting Coordinator, Football | September 2016 |
| Mr. Adam Hanson Student Success Advisor Advising and Transfer Programs | September 2016 |
| Ms. Jasmine Harris Residence Hall Director | September 2016 |
| Ms. LaToya Haynes Case Manager Student Engagement and Enrollment Services | September 2016 |
| Ms. Kaila Henry Residence Hall Director | September 2016 |
| Ms. Tyisha Heriveaux Student Clinical Services Coordinator | September 2016 |

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Non-Academic Appointments (con't)

| | |
|---|----------------|
| Ms. Mallory Hetzel Head Women's Golf Coach | September 2016 |
| Ms. Sarah Hill Content Strategist Distance Learning | September 2016 |
| Ms. Jennifer Hudson Community and Student Success Director Distance Learning | September 2016 |
| Mr. Kelvin Jefferson Assistant Men's Basketball Coach | September 2016 |
| Dr. Michele Kekeh Research Coordinator Center for Global Health | September 2016 |
| Ms. Ashley Langford Assistant Women's Basketball Coach | September 2016 |
| Mr. Christopher Litt Head Athletic Trainer for Football | September 2016 |
| Mr. Leo Lo Associate University Librarian for Services | September 2016 |
| Mr. Trey Mayo III Director of Advising College of Education | September 2016 |
| Ms. LaShay McQueen Advisor/Success Coach, Student Engagement and Enrollment Services | September 2016 |
| Ms. K. Nicole Merchant Assistant Director of Facility and Event Operations, Recreation and Wellness | September 2016 |
| Ms. Nicole Moriarty Professional Counselor | September 2016 |

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Non-Academic Appointments (con't)

| | |
|---|----------------|
| Mr. Dominik Mueller Head Men's Tennis Coach | September 2016 |
| Ms. Julie Perez Student Support Services Counselor Academic Enhancement | September 2016 |
| Mr. Lamarr Pottinger Director of Student-Development and Leadership Programs and Academic Advisor | September 2016 |
| Ms. Stephanie Reiley Residence Hall Director | September 2016 |
| Ms. Jenna Rowlands Assistant Director Career Development Services | September 2016 |
| Mr. Christopher Schaefer Assistant Director of Athletic Development | September 2016 |
| Ms. Dawnita Smith Director for Business Operations Housing and Residence Life | September 2016 |
| Ms. Page Stooks Assistant Vice President for Development | September 2016 |
| Mr. Travis Thomas Athletic Academic Advisor | September 2016 |
| Ms. Kathleen Wade Nurse Practitioner | September 2016 |
| Mr. Shixing Wen Associate University Librarian for Resources | September 2016 |
| Mr. Timothy Wentz Assistant Athletic Media Relations Director | September 2016 |
| Ms. Kara Werkmeister Residence Hall Director | September 2016 |

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Non-Academic Appointments (con't)

| | |
|---|----------------|
| Mr. Curtis Whaley Assistant Director of Sports Performance | September 2016 |
| Mr. Michael Willett Coordinator Outdoor Adventure Program | September 2016 |
| Ms. Carroll Wilson Instructor of Early Care and Education | September 2016 |
| Dr. Rachawan Wongtrirat Assistant Director for International Initiatives, Intercultural Relations | September 2016 |
| Ms. Susan Boyd Executive Director of Housing and Residence Life | December 2016 |
| Mr. Stephen Chilmaid First Assistant Women's Rowing Coach | December 2016 |
| Dr. Erin Crede Grant Development Specialist for Engineering | December 2016 |
| Mr. Rohit Dalal Enrollment Planning and Data Analyst Student Engagement and Enrollment Services | December 2016 |
| Ms. Danielle Faulkner Research Compliance Coordinator Office of Research | December 2016 |
| Ms. Jennifer George Creative Director Center for Learning and Teaching | December 2016 |
| Ms. Tiffany Hampton Associate Budget Officer | December 2016 |
| Ms. Tammy Hanna Academic Advisor and Program Manager Modeling, Simulation and Visualization Engineering | December 2016 |

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Non-Academic Appointments (con't)

| | |
|---|---------------|
| Ms. Dong Liu Assistant Director of Institutional Research | December 2016 |
| Dr. Keiwana Perryman Coordinator for Student Organizations and Leadership | December 2016 |
| Ms. Leslie Person Admissions Coordinator for Student Guides and the Campus Experience | December 2016 |
| Delegate Kenneth R. Plum Contributing Author for the Old Dominion University State of the Commonwealth Report Strome College of Business | December 2016 |
| Ms. Elise Rankins Assistant Director for Conference Services, Housing and Residence Life | December 2016 |
| Ms. Shannon Sauerwald Director for Webb University Center and Auxiliary Services | December 2016 |
| Ms. Brittany Shearer Academic Advisor | December 2016 |
| Ms. Megan Shearin Marketing Coordinator Housing and Residence Life | December 2016 |
| Mr. Brett Smiley Gift Planning Officer | December 2016 |
| Ms. Tracy Williams Instructor of Early Care and Education | December 2016 |
| Dr. Jing Zhao Associate Director of Institutional Research | December 2016 |
| Ms. Xiyu Zheng Research Associate Institutional Research | December 2016 |

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Non-Academic Appointments (con't)

| | |
|--|------------|
| Ms. Megan Brammer Associate Director of Admissions | April 2017 |
| Ms. Caitlin Chandler Executive Director of Strategic Communication and Marketing | April 2017 |
| Ms. Carey Clow Major Gift Officer | April 2017 |
| Mr. Derrick Doctor Success Coach Student Engagement and Enrollment Services | April 2017 |
| Mr. Robert Doherty Manager, Prior Learning Assessment and University Testing Center | April 2017 |
| Dr. Laura Helton Edmonson Professional Counselor | April 2017 |
| Ms. Ericha Forest Director of Web and Digital Strategy | April 2017 |
| Ms. Meredith Hamlet Director of Donor Relations and Stewardship | April 2017 |
| Ms. Etta Henry Director of Procurement Services | April 2017 |
| Mr. Darius James Assistant Director of Athletic Development | April 2017 |
| Ms. Amanda Johnson Assistant Director for Business Operations Housing and Residence Life | April 2017 |
| Mr. Marcus Jones Associate Director Kaplan Orchid Conservatory | April 2017 |

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Non-Academic Appointments (con't)

| | |
|---|------------|
| Dr. Abby Kindervater Retention Coordinator Student Engagement and Enrollment Services | April 2017 |
| Ms. Kelsey Kirland Assistant Director of Assessment | April 2017 |
| Ms. Alice Laubach Study Abroad Coordinator for Faculty-Led Programs | April 2017 |
| Mr. Travis Lauterbach Assistant Women's Golf Coach | April 2017 |
| Ms. Margaret Libby Associate Vice President for Foundations and Chief Information Officer | April 2017 |
| Ms. America Luna Director Military Connection Center | April 2017 |
| Ms. Barbara Mann Grant Development Specialist | April 2017 |
| Ms. Sarah Martin Major Gift Officer | April 2017 |
| Mr. Tennant McVea First Assistant Men's Soccer Coach | April 2017 |
| Ms. Denise Milisitz Major Gift Officer | April 2017 |
| Ms. Morgan Morrison Interim Director of Advising and Retention | April 2017 |
| Dr. Jutta-Annette Page Executive Director Barry Art Museum | April 2017 |

ITEM**MONTH OF BOARD OF VISITORS PROCEEDING****Non-Academic Appointments (con't)**

| | |
|---|------------|
| Ms. Marissa Pettinelli Academic Success Advisor Strome College of Business | April 2017 |
| Ms. Passion Studivant Director Student Support Services | April 2017 |
| Ms. Solongo Tsolmon Success Coach Student Engagement and Enrollment Services | April 2017 |
| Ms. Tiffany Wiggins Assistant Director Student Transition and Family Programs | April 2017 |
| Ms. Julie Wiley Program Coordinator College of Sciences Math and Science Resource Center | April 2017 |
| Ms. Kimberly Williamson Director Children's Learning and Research Center | April 2017 |
| Mr. Lucas Zicher Assistant Women's Soccer Coach | April 2017 |
| Dr. Gail Dodge Dean of the College of Sciences and Professor of Physics | June 2017 |
| Ms. Kimberly Ross Director of Foundation Accounting and Chief Financial Officer | June 2017 |
| Mr. Nnamdi Small Community and Student Success Director Distance Learning | June 2017 |

MONTH OF BOARD OF VISITORS PROCEEDING

ITEM

Non-Academic Appointments (con't)

Mr. Daryl Thomas
Assistant Wrestling Coach

June 2017

Ms. JaRena Whitehead
Director of Human Resources for Employee Relations
and Strategic Initiatives

June 2017

Mid-year Tenure Awards

December 2016

College of Engineering and Technology

Dr. Christian W. Zemlin
Department of Electrical and Computer Engineering

College of Health Sciences

Dr. Daniel M. Russell
School of Physical Therapy & Athletic Training

College of Sciences

Dr. James W. Lee
Department of Chemistry and Biochemistry

Dr. Tamer M. Nadeem
Department of Computer Science

Tenure Awards

April 2017

College of Arts and Letters

Gary A. Beck
Department of Communication and Theatre Arts

Elizabeth Black
Department of World Languages and Cultures

Luis Guadaño
Department of World Languages and Cultures

MONTH OF BOARD OF VISITORS PROCEEDING

ITEM

April 2017

Tenure Awards (con't)
College of Arts and Letters (con't)

Anne H. Muraoka
Department of Art

Randolph R. Myers
Department of Sociology and Criminal Justice

Strome College of Business

Wu He
Department of Information Technology and Decision Sciences

Meagan M. Jordan
School of Public Service

Ryan L. Klinger
Department of Management

Darden College of Education

Brandon M. Butler
Department of Teaching and Learning

Edward L. Hill
Department of Human Movement Sciences

Kaprea F. Hoquee
Department of Counseling and Human Services

Michael F. Kosloski, Jr.
Department of STEM Education and Professional Studies

Jeffrey L. Moe
Department of Counseling and Human Services

Batten College of Engineering and Technology

Michel A. Audette
Department of Modeling, Simulation and Visualization Engineering

MONTH OF BOARD OF VISITORS PROCEEDING

ITEM

Tenure Awards (con't)
Batten College of Engineering and Technology (con't)

April 2017

Chung-Hao Chen
Department of Electrical and Computer Engineering

Xixi Wang
Department of Civil and Environmental Engineering

College of Health Sciences

Ann M. Bruhn
School of Dental Hygiene

Matthew C. Hoch
School of Physical Therapy and Athletic Training

Tara L. Newcomb
School of Dental Hygiene

College of Sciences

Alvin A. Holder
Department of Chemistry and Biochemistry

James F. Paulson
Department of Psychology

Eric L. Walters
Department of Biological Sciences

Academic Appointments with Tenure

Thomas R. Allen
Department of Political Science and Geography

December 2016

Barbara Kraj
Department of Medical Diagnostic and Translational Sciences

April 2017

Academic Appointments with Tenure

June 2017

MONTH OF BOARD OF VISITORS PROCEEDING

ITEM

Emeritus/Emerita Appointments for Retiring Faculty and Administrators

| | |
|---|----------------|
| William H. Brenner Professor Emeritus of Philosophy and Religious Studies | September 2016 |
| Dana Burnett Professor of Practice Emeritus of Educational Foundations and Leadership | September 2016 |
| William Leavitt Associate Professor Emeritus of Public Service | September 2016 |
| Gregory V. Selby Professor Emeritus of Mechanical and Aerospace Engineering | September 2016 |
| Paul Champagne Professor Emeritus of Management | December 2016 |
| Carolyn Eakin Director Emerita of Technology and Data Analysis | December 2016 |
| Richard A. Massey Associate Vice President Emeritus of Foundations | December 2016 |
| Han P. Bao Professor Emeritus of Mechanical and Aerospace Engineering and Mitsubishi Kasei Professor Emeritus of Engineering Manufacturing | April 2017 |
| Kenneth G. Brown Professor Emeritus of Chemistry and Biochemistry | April 2017 |
| David F. Harnage Chief Operating Officer Emeritus | April 2017 |
| John F. Keeling, Jr. Senior Lecturer Emeritus of Management | April 2017 |
| Kurt J. Maly Professor and Eminent Scholar Emeritus of Computer Science and Kaufman Professor Emeritus of Computer Science | April 2017 |

MONTH OF BOARD OF VISITORS PROCEEDING

ITEM

Emeritus/Emerita Appointments for Retiring Faculty and Administrators (con't)

Mary E. Marshall April 2017
Senior Lecturer Emerita of Philosophy
and Religious Studies

Sharon Martin April 2017
Community and Student Success Director Emerita

Susan Murray April 2017
Senior Lecturer Emerita of Nursing

John M. Ritz April 2017
Professor Emeritus of STEM Education and Professional Studies

Joanne Scheibman April 2017
Associate Professor Emerita of English

Carol Simpson April 2017
Professor Emerita of Ocean, Earth and Atmospheric Sciences
and Provost and Vice President for Academic Affairs Emerita

Judith M. St. George April 2017
Clinical Supervisor Emerita of Student Health Services

George William (GW) Thompson, III April 2017
Director Emeritus of the Center for Major Exploration

Suzanne Doviak June 2017
Senior Lecturer Emerita of Mathematics and Statistics

Deborah Polca June 2017
Senior Associate Athletic Director Emerita

Posthumous Emerita Appointment

Karen A. Polonko December 2016
University Professor Emerita and Professor
Emerita of Sociology and Criminal Justice

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Named Chairs

Hongyi Wu
Batten Endowed Chair in Cybersecurity, 2016-21

September 2016

Amy K. Milligan
Batten Professor in Jewish Studies, 2016-21

September 2016

Honorary Degree Recipients

Barry M. Kornblau, retired chairman and
CEO of Summit Realty Group, Inc.
Doctor of Humane Letters (*honoris causa*)

December 2016

Ting Xu, founder and president of Evergreen Enterprises and
CEO and Co-Owner of Plow and Hearth
Doctor of Humane Letters (*honoris causa*)

December 2016

Honorary Degree Recipients

June 2017

Information Items Concerning Faculty

Summary of Policies and Procedures on Tenure

April 2017

Tenure Continuum

April 2017

Instructional Faculty Tenure Trends for 1988-2017

April 2017

Percentage of Tenured Instructional Faculty within the
Six Academic Colleges for Academic Year 2016-17

April 2017

Instructional Faculty by College and Department, Spring 2017

April 2017

Ethnicity and Gender of Instructional Faculty within the
Six Academic Colleges for Academic Year 2016-17
(Spring Semester)

April 2017

Report on Promotions in Academic
Rank Effective 2017-2018

April 2017

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Other Actions

| | |
|--|----------------|
| Approved the appointment of faculty representatives to Board of Visitors Committees | September 2016 |
| Approved revisions to the Policy on Initial Appointment of Teaching and Research Faculty | September 2016 |
| Approved a Master of Science in Exercise Science | December 2016 |
| Approved a Master of Science in Speech-Language Pathology | December 2016 |
| Approved the appointment of the faculty representative to the Board of Visitors Administration and Finance Committee | April 2017 |
| Approved Dual Employment | April 2017 |
| Proposed Revisions to the Policy on Academic Rank and Criteria for Ranks | June 2017 |
| Proposed Revisions to the Policy on Promotion in Rank | June 2017 |
| Received the Annual Report on Committee Actions | June 2017 |

Report from the Provost

September 2016

Provost Austin Agho presented information on Old Dominion University faculty salaries by college and discipline for 2015-16 in comparison with faculty salaries at doctoral universities and region IV universities. Committee members discussed issues related to salary compression, salary equity, and implications for faculty recruitment and retention.

Vice Provost Brian Payne announced that the University has received funding from the National Institute of Standards and Technology in the cybersecurity area. He also reported that the Times Higher Education of London World University ranking was just released, and Old Dominion University is one of five Virginia institutions on the list.

Report from the Provost

December 2016

Provost Austin Agho introduced Andy Casiello, Associate Vice President for Distance Learning, who presented information on distance learning at the University. More than 100 program options and 900 courses are available online. Instructional design teams are actively working on online program development in more than 20 areas. Online program promotion is ongoing. Registrations for online courses have increased each year. Overall, 21% of our students are

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MONTH OF BOARD OF VISITORS PROCEEDING

Report from the Provost (con't)

December 2016

enrolled in online classes only, 22% take both face-to-face and online classes, and 57% take face-to-face classes only. Challenges faced by distance learning are increasing competition and a declining transfer population. Enrollment will be needed from a broader student market, both nationally and internationally. Highlights of rankings and recognition received by distance learning are as follows.

- Ranked #31 for Best Online Bachelor's Programs by U.S. News & World Report in 2015
- Recognized seven times as a Military Friendly School by Victory Media from 2010-16
- Ranked #16 for Best Value Online Colleges by Value Colleges in 2015-16
- Ranked #20 for Most Affordable Online Bachelor's Programs by CollegeChoice.net in 2015-16.

Report from the Provost

April 2017

Committee members received the report on promotions in rank effective for 2017-18. Provost Agho provided information on the following:

- The percentage of tenured full-time faculty.
- Trend analysis of the gender and ethnicity of the full-time faculty
- Faculty transition trends, including resignations, retirements and terminations
- The percentage of tenure-track faculty who achieved tenure

Report from the Provost

June 2017

Provost Agho will provide information on ODU faculty exit interviews from 2012-16.

Report from the Vice President for Research

September 2016

Vice President for Research Morris Foster provided an update on research activities at the University. New initiatives are underway in four areas: Cybersecurity, Data Science and Security, Resilience, and Port Logistics and Supply Chain and Marine Engineering. Opportunities within the state include the Virginia Research Investment Fund and the Go Virginia initiative. The University currently has 10 active NIH R01 gold standard grants in fiscal year 2016, which is an increase over previous years. Dr. Foster also discussed a pilot faculty incentives program to reward faculty for external funding success.

Report from the Vice President for Research

June 2017