

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

Carlton F. Bennett, Chair
David Bernd, Vice Chair
Ronald C. Ripley (ex-officio)
John F. Biagas (ex-officio)
Richard T. Cheng
Michael J. Henry
Mary Maniscalco-Theberge
Frank Reidy
Lisa B. Smith
Judith O. Swystun
Andres Sousa-Posa (*Faculty Representative*)

FROM: Chandra de Silva
Interim Provost

DATE: September 15, 2015

The purpose of this memorandum is to provide you with background information for our meeting on Thursday, September 24, 2015. The committee will meet from 9:00-10:30 a.m. in the River Rooms in Webb Center.

I. Approval of Minutes of the June 11, 2015 Meeting

The minutes of the June 11, 2015 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 39 faculty appointments, 41 administrative appointments and three emeritus appointments.

V. Regular Agenda

The regular agenda includes a proposal for a new M.S. program in Maritime Trade and Supply Chain Management.

VI. Information Items

Information items include a request for one leave of absence without compensation, the name change for the Office of Assessment to the Office of Institutional Effectiveness and Assessment, the report from the Provost, and the report from the Vice President for Research. The report from the Provost will include a presentation by Nancy Grden, Executive Director of the Strome Entrepreneurial Center.

VII. 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
SEPTEMBER 24, 2015
AGENDA

9:00-10:30 a.m. – River Rooms, Webb Center

- I. APPROVAL OF THE MINUTES OF JUNE 11, 2015
- II. CLOSED SESSION
- III. RECONVENE IN OPEN SESSION AND VOTE ON RESOLUTIONS
- IV. CONSENT AGENDA
 - A. Faculty Appointments (p. 4-11)
 - B. Administrative Appointments (p. 12-19)
 - C. Emeritus Appointments (p. 20-22)
- V. REGULAR AGENDA
 - A. Proposed M.S. Program in Maritime Trade and Supply Chain Management (p. 23-49)
- VI. INFORMATION ITEMS
 - A. Request for Leaves of Absence without Compensation (p. 50)
 - B. Name Change for the Office of Assessment to the Office of Institutional Effectiveness and Assessment
 - C. Report from the Provost
 1. Presentation by Nancy Grden, Executive Director of the Strome Entrepreneurial Center
 - D. Report from the Office of Research
- VII. TOPICS OF INTEREST TO BOARD OF VISITORS MEMBERS

September 24, 2015

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> |
|--|---------------|-----------------------|-------------|
| Ms. Dorolyn Alper Lecturer of Nursing | \$50,000 | 7/25/15 | 10 mos |

Ms. Alper received an M.S.N. in Nursing Administration in 2013 from Old Dominion University, an M.S. in Art Therapy and Counseling in 2002 from Eastern Virginia Medical School and a B.A. in Economics in 1995 from Randolph Macon Women's College. Since 2009, she has been an Associate Professor in the Graduate Art Therapy Program at Eastern Virginia Medical School, and she is also a Nursing Supervisor at Virginia Beach Psychiatric Center.

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| Dr. Nicole V. Austin Instructor Children's Learning and Resource Center | \$40,000 | 8/10/15 | 12 mos |
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Dr. Austin received a Ph.D. in Education in 2014 from Old Dominion University, an M.A. in Counseling in 2006 from Liberty University and a B.S. in Biology in 2003 from Lincoln University. Since 2014, she has been a Mentor for the Virginia Star Quality Initiative, Virginia Early Childhood Foundation/Children's Harbor at Tidewater Community College.

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| Dr. John Baaki Assistant Professor of STEM Education and Professional Studies Tenure Track | \$61,000 | 7/25/15 | 10 mos |
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Dr. Baaki received a Ph.D. in Instructional Technology in 2014 from Wayne State University, an M.A. in Training and Development in 2003 from Oakland University and a B.A. in Economics and Communication in 1990 from the University of Michigan. Since 2013, he has been a Lecturer in the Department of Instructional Technology at Wayne State University.

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| Dr. Galen Barry Visiting Assistant Professor of Philosophy and Religious Studies | \$50,000 | 7/25/15 | 10 mos |
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Dr. Barry received a Ph.D. and an M.A. in Philosophy, in 2015 and 2011 respectively, from the University of Virginia and a B.A. in Philosophy in 2008 from Oregon State University. He has been an Instructor and a Teaching Assistant at the University of Virginia since 2009.

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| Dr. Gary L. Burgess Visiting Associate Professor of Community and Environmental Health | \$71,588 | 7/25/15 | 10 mos |
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Dr. Burgess received a Ph.D. in Occupational Hygiene in 1997 from the University of Manchester, England, an M.S. in Health Science in 1985 from California State University and a B.S. in Environmental Health in 1981 from Old Dominion University. Previously he was an Industrial Hygienist at the University of Manchester and worked for the American Board of Industrial Hygiene in a voluntary capacity.

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| Dr. Elizabeth Ann Burns Assistant Professor of Teaching and Learning Tenure Track | \$61,800 | 8/10/15 | 10 mos |
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Dr. Burns received a Ph.D. in Education, an M.S.Ed. in Secondary Education and a B.A. in English, in 2014, 2009 and 1996 respectively, from Old Dominion University. Since 2014, she has been a Lecturer in the Department of Teaching and Learning at Old Dominion University. Prior to that, Dr. Burns was a Library Information Specialist at W.W. Burrows Elementary School, Department of Defense Education Activity.

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| Ms. Myleen C. Calderon Lecturer of Nursing | \$50,000 | 7/25/15 | 10 mos |
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Ms. Calderon received a Master of Science in Nursing-Education in 2010 from Hampton University/Walden University and a Bachelor of Science in Nursing in 1990 from Pines City Colleges, Philippines. Since 2012, she has been Charge Nurse and Clinical Coordinator in the Medical Surgical/Stroke/Telemetry Unit at Chesapeake Regional Medical Center.

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| Mr. Salim Chemlal Lecturer of Electrical and Computer Engineering | \$65,000 | 7/25/15 | 10 mos |
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Mr. Chemlal received a Ph.D. in Electrical and Computer Engineering, a Master of Engineering in Modeling and Simulation, a B.S. in Computer Engineering and a B.S. in Electrical Engineering, in 2015, 2011 and 2008 respectively, from Old Dominion University. Since 2012, he has been a Graduate Research Assistant in the Department of Electrical and Computer Engineering at Old Dominion University.

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| Dr. Brett Cook-Snell Lecturer of STEM Education and Professional Studies | \$47,000 | 7/25/15 | 10 mos |
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Dr. Cook-Snell received a Ph.D. in Education/Instructional Design and Technology in 2015 from Old Dominion University and a Master of Education and a Bachelor of Arts, in 2009 and 2007 respectively, from Regent University. Since 2012, he has been an Adjunct Instructor at Old Dominion University.

Dr. Michelle R. Danaher \$44,990 7/25/15 10 mos
Lecturer of Mathematics and Statistics

Dr. Danaher received a Ph.D., an M.S. and a B.S. in Statistics, in 2012, 2011 and 2009 respectively, from the University of Maryland. Since 2014, she has been an Adjunct Professor in the Department of Mathematics and Statistics at the University of Maryland and an Adjunct Professor at Montgomery College.

Dr. Jennifer J. Del Corso \$47,000 7/25/15 10 mos
Lecturer of Counseling and Human Services

Dr. Del Corso received a Ph.D. in Counseling Education and Supervision in 2010 from Regent University, an M.P.S. in Pastoral Studies in 2006 from Loyola University New Orleans, an M.Ed. in Community Counseling in 2003 from the College of William and Mary and a B.S. in Psychology in 2000 from Virginia Polytechnic Institute and State University. Since 2011, she has been an Adjunct Assistant Professor in the Department of Counseling and Human Services at Old Dominion University. (new position)

Mr. John Henry Doucette \$42,000 7/25/15 10 mos
Lecturer of English

Mr. Doucette received an M.F.A. in Creative Writing in 2012 from Old Dominion University and a B.A. in U.S. History in 2001 from Virginia Wesleyan College. Since 2013, he has been an Adjunct Assistant Professor of English and since 2014 an Adjunct Assistant Professor of Communication and Theatre Arts at Old Dominion University.

Mr. Carson Grubaugh \$50,000 8/10/15 10 mos
Visiting Assistant Professor of Art

Mr. Grubaugh received an M.F.A. in Painting in 2011 from Cranbrook Academy of Art and a B.A. in Art Practice and a B.A. in Philosophy in 2007 from the University of California, Berkeley. Since 2013, he has been an Adjunct Professor of Art at Modesto Junior College.

Ms. Jamie L. Henthorn \$40,000 7/25/15 10 mos
Instructor of English

Ms. Henthorn received an M.A. in Literature in 2008 from American University, a B.A. with a double major in Literature and Religion in 2005 from Emory and Henry College and is expected to receive a Ph.D. in English Studies in 2015 from Old Dominion University. She has taught English courses at Old Dominion University and Northern Virginia Community College.

Ms. Karen J. Higgins \$30,000 7/25/15 10 mos
Lecturer of Nursing

Ms. Higgins received a Master of Science in Nursing, Family Nurse Practitioner in 1993 from Old Dominion University and a B.S. in Nursing in 1985 from Bradley University. Since

2006, she has been an Adjunct Faculty member in the School of Nursing at Old Dominion University. (Half-time position)

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|--|----------|---------|--------|
| Ms. Laura Horan Lecturer of Nursing | \$50,000 | 7/25/15 | 10 mos |
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Ms. Horan received a Master of Science in Nursing Education and a Bachelor of Science in Nursing, in 2014 and 2011 respectively, from Grand Canyon University. Since 2014, she has been Lead Instructor in the LPN evening and weekend program at Riverside School of Health Careers and a Registered Nurse for Bon Secours Health System since 2012.

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| Dr. Gülşah Kemer Assistant Professor of Counseling and Human Services Tenure Track | \$65,000 | 7/25/15 | 10 mos |
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Dr. Kemer received a Ph.D. in Counseling and Counselor Education in 2012 from the University of North Carolina, Greensboro, an M.S. in Psychological Counseling and Guidance in 2006 from Middle East Technical University, Turkey and a B.A. in Psychological Counseling and Guidance in 2002 from Hacettepe University, Turkey. Since 2012, she has been an Assistant Professor in Counseling and Counseling Psychology at Arizona State University.

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|---|----------|---------|-------|
| Dr. Theresa Ann Kirchner Visiting Associate Professor of Marketing | \$40,000 | 7/25/15 | 5 mos |
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Dr. Kirchner received a Ph.D. in International Business and Marketing, an M.B.A., and a B.S.B.A. in Information Systems, in 2007, 2002 and 2001 respectively, from Old Dominion University. Since 2013, she has been an Associate Professor in the Department of Management at Hampton University.

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| Ms. Ann Marie Kumn Lecturer English Language Center | \$48,000 | 8/10/15 | 12 mos |
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Ms. Kumn received an M.A. in Applied Linguistics and a B.A. in English, in 2013 and 2011 respectively, from Old Dominion University. Since 2013, she has been an Adjunct Instructor of English as a Second Language and Adjunct Instructor of Linguistics at Old Dominion University.

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| Dr. Nicola Lai Associate Professor of Electrical and Computer Engineering Tenure Track | \$90,000 | 7/25/15 | 10 mos |
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Dr. Lai received a Ph.D. in Chemical Engineering in 2002 from the University of Pisa, Italy and a B.S. and M.S. in Chemical Engineering in 1998 from the University of Cagliari, Italy.

He has been a Research Assistant Professor in the Department of Biomedical Engineering since 2009 and an Adjunct Assistant Professor in the Department of Pediatrics since 2010 at Case Western Reserve University.

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|--|----------|---------|--------|
| Dr. Uyen Kim Le-Jenkins Lecturer of Nursing | \$37,000 | 7/25/15 | 10 mos |
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Dr. Le-Jenkins received a D.N.P., M.S.N. and B.S.N., in 2013, 1998, and 1996 respectively, from Old Dominion University. Since 2010, she has been a Nurse Practitioner at the Admiral Joel T. Boone Branch Health Clinic and an Adjunct Nursing Faculty member at South University. (Half-time position)

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|---|----------|---------|--------|
| Dr. Tian Luo Assistant Professor of STEM Education and Professional Studies Tenure Track | \$61,000 | 7/25/15 | 10 mos |
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Dr. Luo received a Ph.D. in Instructional Technology and an M.A. in Communication and Development Studies, in 2014 and 2010 respectively, from Ohio University, a B.A. in Journalism and Mass Communication in 2008 from Wuhan University, China, and a B.A. in English in 2008 from Huazhong Agricultural University, China. Since 2014, she has been an Instructional Design Consultant at Muhlenberg College.

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| Dr. Shuntay Z. McCoy Assistant Professor of Counseling and Human Services Tenure Track | \$58,000 | 7/25/15 | 10 mos |
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Dr. McCoy received a Ph.D. in Human Development and Family Studies in 2013 from the University of North Carolina at Greensboro, and an M.S. and B.S. in Social Work, in 2003 and 2001 respectively, from the University of Wisconsin-Madison. Previously she was an Assistant Professor for the Master of Social Work Program at Johnson C. Smith University.

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| Ms. Megan K. Mize Lecturer, Writing for College Success Academic Enhancement | \$41,000 | 8/25/15 | 12 mos |
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Ms. Mize received an M.A. in Literature in 2006 from Old Dominion University, a B.A. in English from The College of William and Mary in 2004 and is expected to receive a Ph.D. in English Studies from Old Dominion University. Since 2014, she has been ePortfolio Learning Coordinator in the Honors College. She has also been an Adjunct Faculty member in the Department of English at Old Dominion University.

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| Dr. Emily Renn Moore Lecturer of History | \$44,000 | 7/25/15 | 10 mos |
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Dr. Moore received a Ph.D. and an M.A. in History, in 2015 and 2003 respectively, from the College of William and Mary and a B.A. in History in 2001 from North Carolina State University. Previously she was an Adjunct Instructor in the Department of History at Old Dominion University.

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|---|----------|---------|--------|
| Mr. Anthony W. Nattania Lecturer of Philosophy and Religious Studies | \$42,000 | 7/25/15 | 10 mos |
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Mr. Nattania received an M.A. in Humanities, a B.A. in Philosophy, and a B.S. in Psychology, in 1996, 1998, and 1992, respectively, from Old Dominion University. Since 2001, he has been an Adjunct Professor in the Department of Philosophy and Religious Studies at Old Dominion University.

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| Dr. Marc A. Ouellette Visiting Assistant Professor of English | \$60,000 | 7/25/15 | 10 mos |
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Dr. Ouellette received a Ph.D. and an M.A. in English, in 2003 and 1998 respectively, from McMaster University, a B.A. in English in 1997 from the University of Waterloo and a B.Ed. in 2011 from Ontario Institute for Studies in Education at the University of Toronto. From 2003-2012, he was an Assistant Professor in the Department of English and Cultural Studies at McMaster University.

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| Dr. Ka Young Park Assistant Professor of Mathematics and Statistics Tenure Track | \$82,620 | 7/25/15 | 10 mos |
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Dr. Park received a Ph.D. and an M.S. in Statistics, in 2013 and 2012 respectively, from the University of Minnesota and an M.S. in Applied Statistics and a B.S. in Mathematics and Applied Statistics, in 2008 and 2006 respectively, from Yonsei University, South Korea. Since 2014, she has been a Postdoctoral Associate in the Department of Biostatistics at the University of Florida.

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| Ms. Ashley M. Poole Lecturer of Communication and Theatre Arts | \$40,000 | 7/25/15 | 10 mos |
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Ms. Poole received an M.A. in Lifespan and Digital Communication and a B.S. in Communication, in 2014 and 2011 respectively, from Old Dominion University. Since 2014, she has been an Adjunct Lecturer in the Department of Communication and Theatre Arts at Old Dominion University.

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| Mr. Gregory Raver-Lampman Lecturer English Language Center | \$48,000 | 8/10/15 | 12 mos |
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Mr. Raver-Lampman received an M.A. in Applied Linguistics (TESOL) in 2012 from Old Dominion University and a B.A. in Comparative Literature in 1979 from the University of California, Berkeley. Since 2011, he has been an Instructor in the English Language Center at Old Dominion University.

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| Ms. Jane M. Ritchie Lecturer of Art | \$42,000 | 7/25/15 | 10 mos |
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Ms. Ritchie received an M.F.A. in Metalsmithing in 2012 from Cranbrook Academy of Art and a B.F.A. in Sculpture and Metalsmithing in 2009 from Old Dominion University. Since 2012, she has been an Adjunct Professor in the Department of Art at Old Dominion University.

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| Mr. Frank A. Scaringello Lecturer of Counseling and Human Services | \$47,000 | 7/25/15 | 10 mos |
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Mr. Scaringello received an M.S.Ed. in Counseling in 2000 from Old Dominion University and a B.A. in History in 1977 from Montclair State College. Since 2001, he has been an Instructor and Lecturer in the Department of Counseling and Human Services at Old Dominion University. (new position)

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|--|----------|---------|--------|
| Dr. Jeremiah D. Still Assistant Professor of Psychology Tenure Track | \$78,000 | 7/25/15 | 10 mos |
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Dr. Still received a Ph.D. in Human Computer Interaction and an M.S. in Psychology, in 2009 and 2006 respectively, from Iowa State University and a B.S. in Psychology in 2004 from Missouri Southern State University. Since 2013, he has been an Assistant Professor in the Department of Psychology at San José State University.

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|---|----------|---------|--------|
| Dr. Mary L. Still Lecturer of Psychology | \$50,000 | 7/25/15 | 10 mos |
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Dr. Still received a Ph.D. and an M.S. in Cognitive Psychology, in 2009 and 2006 respectively, from Iowa State University and a B.S. in Psychology and a B.A. in English in 2004 from Missouri Southern State University. Since 2013, she has been a Lecturer in the Department of Psychology at San José State University. (new position)

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|---|----------|---------|--------|
| Dr. Corliss Tacosa Lecturer of Political Science and Geography | \$43,260 | 7/25/15 | 10 mos |
|---|----------|---------|--------|

Dr. Tacosa received a Ph.D. in International Studies from Old Dominion University, an M.A. in Government from the College of William and Mary and a B.A. in Political Science from

Fresno State College. Since 2006, she has been an Adjunct Assistant Professor and Visiting Assistant Professor in the Department of Political Science and Geography at Old Dominion University.

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| Ms. Janice Bell Underwood Lecturer of STEM Education and Professional Studies | \$57,000 | 7/25/15 | 10 mos |
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Ms. Underwood received an M.A. in Psychology/Special Education and a B.A. in Psychology, in 2002 and 1998 respectively, from Hampton University and is expected to receive a Ph.D. in Curriculum and Instruction in 2015 from Old Dominion University. Previously she was a Special Education Teacher for Hampton City Schools and an Adjunct Professor at Old Dominion University.

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|--|----------|---------|--------|
| Dr. Mitchell R. Williams Associate Professor of Educational Foundations and Leadership | \$72,500 | 7/25/15 | 10 mos |
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Dr. Williams received an Ed.D. in Adult and Community College Education in 2001 from North Carolina State University, an M.A.Ed. in Educational Administration in Higher Education in 1998 from Western Carolina University, an M.A. in Political Science in 1980 from Georgetown University and a B.A. in Government in 1978 from Hamilton College. Previously he was an Adjunct Faculty Member at Old Dominion University, Piedmont College, and Lenoir-Rhyne University and an Associate Professor at Old Dominion University.

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|--|----------|---------|--------|
| Dr. Donna L. Wolf Lecturer of Human Movement Sciences | \$45,000 | 7/25/15 | 10 mos |
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Dr. Wolf received a Ph.D. in Clinical Exercise Physiology in 2006 from the University of Pittsburgh, and an M.S. in Cardiac Rehabilitation, Exercise Science and a B.A. in Physical Education, in 2001 and 2000 respectively, from East Stroudsburg University. Since 2015, she has been an Adjunct Assistant Professor in the Department of Human Movement Sciences at Old Dominion University. She was also a Collateral Instructor in the Department of Kinesiology and Health Sciences at Virginia Commonwealth University.

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| Dr. Xiang Xu Visiting Assistant Professor of Mathematics and Statistics | \$75,000 | 8/8/15 | 10 mos |
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Dr. Xu received a Ph.D. in Mathematics from Pennsylvania State University in 2011, a Master's in Mathematics in 2006 from Fudan University and a Bachelor's in Applied Mathematics in 2002 from Shanghai Jiaotong University. Previously, he was a Postdoctoral Associate at Carnegie Mellon University and a Visiting Assistant Professor at Purdue University.

September 24, 2015

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. Sabrina Abney Psychologist and Assistant Professor | \$60,000 | 8/10/15 | 12 mos |

Dr. Abney received a Ph.D. in Clinical Psychology from Fuller Theological Seminary. Prior to joining Old Dominion University, she served as a therapist for Riverside Behavioral Health in Hampton, Virginia.

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| Mr. Arthur Anthony Noel Beltran Instructional Technology Specialist and Instructor Distance Learning | \$55,000 | 7/10/15 | 12 mos |
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Mr. Beltran received a Ph.D. in 2015 from the University of Houston. He was an Instruction Technology Assistant at the University of Houston from 2010 to 2015.

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| Ms. Steven M. Bookman University Archivist and Librarian I | \$50,000 | 8/25/15 | 12 mos |
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Mr. Bookman received an M.L.S. in 2007 from the University of Maryland, College Park and a B.A. in History in 2004 from Virginia Commonwealth University. Since 2007, he has been a University Archives Specialist for Special Collections Research Center, Earl Gregg Swem Library at the College of William and Mary.

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|---|----------|---------|--------|
| Mr. Daniel Cornier Head Athletic Equipment Manager and Instructor | \$40,000 | 7/25/15 | 12 mos |
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Mr. Cornier received an M.S.Ed. in Physical Education, Sport Management from Old Dominion University. Previously he was a Training Camp Intern with the New York Jets.

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| Ms. Kristyn Danson Director of Constituent Relations and Instructor | \$52,000 | 8/3/2015 | 12 mos |
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Ms. Danson received an M.P.A. from Old Dominion University. Previously she was the Communications Coordinator in the Frank Batten College of Engineering and Technology.

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| Ms. Shanice Davis Instructor of Early Care & Education Children’s Learning & Research Center | \$38,760 | 8/10/15 | 12 mos |
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Ms. Davis received a B.S. in Interdisciplinary Studies from Old Dominion University. She previously served as a Program Leader for the ODU Children’s Learning and Research Center.

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| Mr. Robert Doherty Prior Learning Assessment and Communications Manager and Assistant Instructor | \$48,000 | 8/10/15 | 11 mos |
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Mr. Doherty received a Bachelor of Science in Business Administration from Old Dominion University. He was previously employed as the Communications Manager in the College of Continuing Education & Professional Development at Old Dominion University.

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| Dr. Alex Dryden Psychologist and Assistant Professor | \$60,000 | 8/10/15 | 12 mos |
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Dr. Dryden received a Doctorate in Psychology (Psy.D.) from the Virginia Consortium Program in Clinical Psychology. Previously, he served on the clinical team at The Psychotherapy Center in Norfolk, Virginia.

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| Ms. Briana-Allyn Ellison Residence Hall Director and Instructor | \$32,000 | 7/23/15 | 12 mos |
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Ms. Ellison received a Masters of Art in Education, Higher Education and Student Affairs from Virginia Polytechnic Institute and State University. Previously, she served as an Assistant Residential Learning Coordinator at Virginia Polytechnic Institute and State University.

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|--|----------|---------|--------|
| Ms. Kadianne A. Francis Residence Hall Director and Instructor | \$32,000 | 7/10/15 | 12 mos |
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Ms. Francis received an M.A. in Student Affairs in Higher Education in 2012 from Indiana University of Pennsylvania and a B.A. in Political Science, Global and International Studies in 2009 from the State University of New York at Oswego. Since 2012, she has been a Residence Life Coordinator at Penn State University.

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| Mr. George French Associate Athletic Director for Operations and Instructor | \$60,000 | 7/25/15 | 12 mos |
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Mr. French received a Master of Science in Sport and Recreation Administration from Western Kentucky University. Previously he was the Director of Athletic Events at Western Kentucky University.

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| Mr. George J. Fowler University Librarian and Librarian III | \$132,600 | 8/10/15 | 12 mos |
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Mr. Fowler received an M.S. in Library Science and a B.S. in Information Science, in 1998 and 1997 respectively, from the University of North Texas and is a doctoral candidate in Higher Education at Old Dominion University. Previously he was Interim University Librarian and Associate University Librarian for Information Resources and Technology at Old Dominion University. (three-year appointment)

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|---|----------|---------|--------|
| Dr. Erika Frydenlund Senior Project Scientist and Assistant Professor Virginia Modeling, Analysis and Simulation Center | \$75,000 | 6/10/15 | 12 mos |
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Dr. Frydenlund received a Ph.D. in International Studies from Old Dominion University in 2015 and also holds graduate certificates in Women’s Studies and Modeling and Simulation from Old Dominion University. She previously worked as a government contractor for IDS International and Northrop Grumman Technical Services.

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| Ms. Felicia Garrett Professional Counselor and Lecturer | \$49,920 | 8/10/15 | 12 mos |
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Ms. Garrett received an M.A. in Professional Counseling from Liberty University. She was previously employed by Compass Youth & Family Services in Norfolk, where she served as an In-Home Clinician.

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|--|----------|---------|--------|
| Mr. Matthew Garvin Coordinator for Student Activities and Assistant Instructor | \$40,000 | 8/17/15 | 12 mos |
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Mr. Garvin received an M.A. in College Student Personnel in 2015 from Bowling Green State University. Previously he was a graduate assistant at Baldwin Wallace University and served as a Hall Director and advisor for two programming boards in the Office of Student Activities.

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| Mr. Kenneth Gilliam | \$33,000 | 6/10/15 | 12 mos |
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Coordinator for Student Organizations and Leadership and Instructor

Mr. Gilliam received a Master of Science in Education, Higher Education and Student Affairs, from Indiana University Bloomington in 2015. He previously worked as a Student Organizations Advisor for Student Life and Learning at Indiana University Bloomington.

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| Ms. Sheila Gray | \$38,760 | 8/10/15 | 12 mos |
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Instructor of Early Care & Education
Children's Learning & Research Center

Ms. Gray received a B.S. in Psychology from Old Dominion University. She previously served as a Program Leader for the ODU Children's Learning and Research Center.

| | | | |
|----------------------|----------|---------|--------|
| Ms. Catherine Greene | \$49,000 | 8/10/15 | 12 mos |
|----------------------|----------|---------|--------|

Coordinator for Student Organizations and Leadership and Lecturer

Ms. Green received an M.S. in Community Mental Health Counseling from St. Bonaventure University. She is currently a Ph.D. candidate in Counselor Education and Supervision at the College of William and Mary. Previously, she served as a clinical doctoral trainee at New Leaf Clinic.

| | | | |
|-----------------|----------|---------|--------|
| Mr. Adam Hanson | \$42,000 | 6/25/15 | 12 mos |
|-----------------|----------|---------|--------|

First-Year Student Academic Success Advisor and Instructor

Mr. Hanson received an M.S.Ed. in Counseling from Old Dominion University in 2015. Previously he was an Academic Advisor in the Strome College of Business.

| | | | |
|----------------------|----------|---------|--------|
| Mr. Jonathan Hartman | \$36,500 | 7/10/15 | 12 mos |
|----------------------|----------|---------|--------|

Assistant Athletic Trainer and Instructor

Mr. Hartman received a B.S. in Athletic Training from Plymouth State University and a Master of Science in Athletic Training from Old Dominion University. Previously he was a Graduate Assistant Athletic Trainer for football and men's and women's tennis at Old Dominion University.

| | | | |
|-------------------|----------|---------|--------|
| Ms. Kaylah Hughes | \$35,000 | 7/25/15 | 12 mos |
|-------------------|----------|---------|--------|

Athletic Operations and Events Coordinator and Instructor

Ms. Hughes received a B.A. in Exercise and Sport Science from the University of North Carolina at Chapel Hill. She most recently worked as the Business Development Intern with the

Washington Redskins. She was also a student office assistant in the football office and an intern in the athletic ticket office at the University of North Carolina. (new position)

| | | | |
|---|----------|---------|--------|
| Ms. Christina Koenig Recruitment Coordinator and International Advisor and Instructor | \$40,000 | 7/25/15 | 12 mos |
|---|----------|---------|--------|

Ms. Koenig received a Master of Engineering Management from Old Dominion University. Previously she was an Education Coordinator in the English Language Center at Old Dominion University.

| | | | |
|---|----------|---------|--------|
| Ms. Samantha Lewis Instructor of Early Care & Education Children's Learning & Research Center | \$38,760 | 8/10/15 | 12 mos |
|---|----------|---------|--------|

Ms. Lewis received a B.S. in Interdisciplinary Studies from Old Dominion University. She previously served as a Substitute Lead Teacher for the ODU Children's Learning and Research Center.

| | | | |
|---|----------|---------|--------|
| Dr. Anna Makhorkina Assistant Director, Peninsula Higher Education Center and Assistant Professor | \$40,992 | 9/10/15 | 10 mos |
|---|----------|---------|--------|

Dr. Makhorkina received a Ph.D. in International Studies and an M.A. in International Studies from Old Dominion University. She double majored in International Relations and Translation and Interpreting at the Lviv State University in the Ukraine. She previously served as an academic advisor in the Strome College of Business and has taught Introduction to International Politics for the Department of Political Science and Geography.

| | | | |
|--|----------|---------|--------|
| Mr. Michael Marron Assistant Baseball Coach and Instructor | \$63,000 | 7/25/15 | 12 mos |
|--|----------|---------|--------|

Mr. Marron received a B.A. in English from the College of Holy Cross and an M.A. in Liberal Studies from Stony Brook University. Since 2009, he has been an Assistant Baseball Coach at Stony Brook University.

| | | | |
|---|----------|---------|--------|
| Ms. Corrie V. Marsh Scholarly Communication and Collection Development Librarian and Librarian III | \$65,000 | 8/10/15 | 12 mos |
|---|----------|---------|--------|

Ms. Marsh received an M.S. in Information Sciences and Library Sciences in 1981 from Louisiana State University and a B.S. in Literatures and Social Sciences in 1975 from North Texas State University. Since 2013, she has been Associate Director for Information Services at Stephen F. Austin State University.

| | | | |
|---|----------|----------|--------|
| Ms. Natalie McGaughey Program Manager and Instructor Center for Real Estate and Economic Development | \$40,000 | 7/1/2015 | 12 mos |
|---|----------|----------|--------|

Ms. McGaughey received a B.A. in Political Science from Roanoke College in 2010 and an M.P.A. in 2014 from Old Dominion University. Previously she was the Development Coordinator for The Curtis Group, Inc., a local consulting firm that assists nonprofits with strategic planning and fundraising.

| | | | |
|---|----------|---------|--------|
| Ms. Shantya Plater Institutional Effectiveness and Accreditation Analyst and Instructor | \$60,600 | 8/25/15 | 12 mos |
|---|----------|---------|--------|

Ms. Plater received a Master of Arts in Urban Affairs from Norfolk State University. She previously was employed at Elizabeth State University as an Assessment Coordinator.

| | | | |
|---|---------|--------|-------|
| Delegate Kenneth R. Plum Contributing Author for the Old Dominion University State of the Region Report Strome College of Business | \$8,000 | 9/1/15 | 2 mos |
|---|---------|--------|-------|

Delegate Plum received a B.A. from Old Dominion University and an M.Ed. from the University of Virginia. He is a retired teacher and school administrator with Fairfax County Public Schools, where he served as Director of Adult and Community Education. Delegate Plum is a member of the Virginia House of Delegates, representing the 36th District. He has served in the House of Delegates from 1978-80 and 1982-present. He was a contributing author of the report from 2004-2013.

| | | | |
|--|----------|---------|--------|
| Ms. Gina Polychronopoulos Research Associate Center for Educational Partnerships | \$55,000 | 8/25/15 | 12 mos |
|--|----------|---------|--------|

Ms. Polychronopoulos received an M.S.Ed. in Counseling and an M.S in Psychology from Old Dominion University. She was previously employed as a Graduate Research Assistant for the Center for Educational Partnerships at Old Dominion University.

| | | | |
|---|----------|---------|--------|
| Ms. Margaret Roy Assistant Media Relations Director and Assistant Instructor Athletic Department | \$32,000 | 7/10/15 | 12 mos |
|---|----------|---------|--------|

Ms. Roy received a B.A. in Psychology from Randolph-Macon College. She has been an Assistant Director of Athletic Communications at Old Dominion University and was also a Sports Information Assistant at Washington & Lee University.

| | | | |
|--|----------|---------|--------|
| Ms. Danielle Simcic Residence Hall Director and Instructor | \$32,000 | 7/10/15 | 12 mos |
|--|----------|---------|--------|

Ms. Simcic received an M.A. in Higher Education Administration in 2015 from Rowan University and a B.A. in Political Science from East Stroudsburg University of Pennsylvania in 2012. Since 2013, she has been a Resident Director at Rowan University.

| | | | |
|---|----------|---------|--------|
| Ms. Dawnita Smith Assistant Director for Conference Services and Instructor | \$50,000 | 8/25/15 | 12 mos |
|---|----------|---------|--------|

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

| | | | |
|--|----------|---------|--------|
| Dr. Cullen Strawn Executive Director for the Arts and Assistant Professor College of Arts and Letters | \$65,000 | 7/25/15 | 12 mos |
|--|----------|---------|--------|

Dr. Strawn received a Ph.D. in Ethnomusicology (Minor in African Studies) and an M.A. in Folklore and Ethnomusicology respectively from Indiana University and a B.M. in Performance (Saxophone, Jazz Studies) from the UNC-Greensboro. Previously he was the Curator for North America, Musical Instrument Museum and a consultant on a variety of arts projects in all media forms.

| | | | |
|--|----------|---------|--------|
| Ms. Monica Taylor Student Support Specialist and Instructor Office of Educational Accessibility | \$36,760 | 7/10/15 | 12 mos |
|--|----------|---------|--------|

Ms. Taylor received a B.A. in Interdisciplinary Studies specializing in Psychology and Women's Studies from Virginia Tech. Previously she worked for the Still Hope Foundation as a Program Coordinator and as a Career Specialist for Dress for Success Hampton Roads. She was also an advisor for the Access College Foundation.

| | | | |
|---|----------|---------|--------|
| Mr. Stephen Villanueva Director of Football Operations and Instructor | \$35,000 | 7/25/15 | 12 mos |
|---|----------|---------|--------|

Mr. Villanueva received an M.S.Ed. in Physical Education, Sport Management from Old Dominion University. Previously he was the Interim Director of Football Operations in Athletics and a Graduate Assistant for football at Old Dominion University.

| | | | |
|---|----------|---------|--------|
| Ms. Sarah Widenhofer Instructor of Early Care & Education Children's Learning & Research Center | \$38,760 | 8/10/15 | 12 mos |
|---|----------|---------|--------|

Ms. Widenhofer received a Bachelor of Arts in Art Education from Old Dominion University. She previously served as a Substitute Lead Teacher for the ODU Children's Learning and Research Center.

| | | | |
|---|----------|---------|--------|
| Mr. Roberto Westbrook Assistant Director, Tri-Cities Higher Education Center and Instructor | \$50,000 | 8/25/15 | 12 mos |
|---|----------|---------|--------|

Mr. Westbrook received a B.S. in Commence from the University of Virginia and an M.A. in Mass Communications from the University of Florida. He was previously the owner of Roberto Westbrook Photography (Buenos Aires & Norfolk, Virginia) and a photo editor at The Legal Times (Washington, DC). (two-year appointment)

| | | | |
|--|----------|---------|--------|
| Mr. Jermaine Woods Assistant Women's Basketball Coach and Instructor | \$75,000 | 6/10/15 | 12 mos |
|--|----------|---------|--------|

Mr. Woods received a Bachelor of Science in Business Management from Norfolk State University. Since 2013, he has been an Assistant Women's Basketball Coach at Virginia Tech. Prior to that, Mr. Woods was the Head Coach for Girls Varsity Basketball at Maury High School in Norfolk.

| | | | |
|---|----------|---------|--------|
| Ms. Ariana Wright Equal Opportunity Officer and Assistant Professor | \$70,000 | 6/25/15 | 12 mos |
|---|----------|---------|--------|

Ms. Wright received a J.D. from William & Mary Law School in 2014. Previously she was an Extern and Postgraduate Fellow in the Office of Institutional Equity and Diversity at Old Dominion University.

| | | | |
|---|----------|---------|--------|
| Ms. Bo Ram Yi Case Manager and Instructor Student Engagement and Enrollment Services | \$40,000 | 6/25/15 | 12 mos |
|---|----------|---------|--------|

Ms. Yi received a B.A. from James Madison University and an M.P.A. from Old Dominion University. Previously she worked in the Office of the Vice President for Student Engagement & Enrollment Services and the Career Management Center at Old Dominion University.

September 24, 2015

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

| <u>Name and Rank</u> | <u>Effective Date</u> |
|---|-----------------------|
| A. James English Associate Professor Emeritus of Community and Environmental Health | August 1, 2015 |
| John R. Hackworth University Professor Emeritus and Associate Professor Emeritus of Engineering Technology | January 1, 2016 |
| Louis H. Janda Associate Professor Emeritus of Psychology | January 1, 2016 |

A. JAMES ENGLISH

A. James English received a B.Sc. in Biological Sciences from Lebanon Valley College in 1969 and an M.Sc. in Community Health Education with emphasis in Environmental Health from Old Dominion University in 1982. Prior to joining Old Dominion, English served with the Norfolk Department of Public Health for 14 years, most notably as the Deputy Director in 1982-1988 and Director of the Bureau of Environmental Health Service. He served in the U.S. Navy from 1969-1973.

English joined Old Dominion as an Assistant Professor in Environmental Health in 1988 and achieved the rank of Associate Professor in 2000. He served as the Director of the B.S. in Environmental Health Program from 2006-2015 and this year celebrated the 41st year of the program at Old Dominion. English was Co-Director of the EVMS ODU Joint Graduate Program in Public Health from 2010-2012. Additionally, he holds an Adjunct Assistant Professor appointment at Eastern Virginia Medical School. English was the Interim Chair of the School of Community and Environmental Health from 2008- 2011.

He has mentored many students to successful careers in the environmental health profession.

Throughout his career, English has been actively engaged in community and professional service. He served as a board member of the Virginia Public Health Association and was appointed by the Norfolk City Council as a member of the Norfolk Health Services Advisory Board from 2004 to present. In recognition of his accomplishments, the National Environmental Health Association conferred on him the inaugural award of the Joe E. Beck Education Award in 2015.

JOHN RICHARD HACKWORTH

John R. Hackworth, Associate Professor of Engineering Technology, received a B. S. degree in Electrical Engineering Technology in 1975 and a Master of Engineering (Electrical) in 1990, both from Old Dominion University. Prior to joining the Old Dominion University faculty in 1988 as an Assistant Professor, he served in the United States Marine Corps (Reserves), and was employed by General Electrical Company for 20 years as a Test Equipment Design Engineer and Plant Automation Engineer.

Hackworth was awarded tenure in 1992, and has since been the program director and chief academic advisor of the Electrical Engineering Technology program. In the early years of ODU's distance education program, TELETECHNET, he worked closely with other Engineering Technology faculty to pioneer many of the distance education delivery techniques that are still in use today. In 2000 he was designated as a University Professor. Since 2011 he has served on the Faculty Senate and on Faculty Senate Committee A.

Hackworth is the co-author of two electrical engineering textbooks that are currently in use by several electrical engineering technology programs at universities within the U.S. He is a member of the American Society of Engineering Educators and a senior member of the Institute of Electrical and Electronic Engineers.

LOUIS HUGO JANDA

Louis Janda received a B.S. in Psychology from Colorado State University in 1969, an M.A. in Psychology from Arizona State University in 1971, and a Ph.D. in Clinical Psychology from Arizona State University in 1972. He received his Licensure as a Clinical Psychologist from the State Board of Medicine in 1982. Prior to joining Old Dominion University Janda served as a Psychology Intern at the Jewish Hospital in St. Louis, Missouri.

Janda joined Old Dominion as an Assistant Professor of Psychology in 1973 and achieved the rank of Associate Professor in 1980. During his tenure, he has served as Graduate Program Director for the Master's Program; Director of Clinical Training for

the Virginia Consortium for Professional Psychology; Director of Undergraduate Specialty in Clinical Psychology; Chair of the Honors Program in Psychology; and Chair of Admissions and Financial Aid Committee at the Virginia Consortium for Professional Psychology.

During his 42 years at Old Dominion University, Janda has been a mentor and committee chair to countless master's and doctoral students for their theses and dissertations. Throughout his research career, he has published numerous journal articles covering Psychological Testing and Abnormal Psychology, along with other articles relating to the topics of guilt, sex anxiety, obesity, personal adjustment and social constraints to name a few. Janda has written approximately nine books and co-authored 10 books along with three software-related publications.

September 24, 2015

APPROVAL OF A NEW M.S. PROGRAM IN MARITIME TRADE AND
SUPPLY CHAIN MANAGEMENT

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposal for a new M.S. program in Maritime Trade and Supply Chain Management to be effective with the fall 2016 semester.

Rationale: Old Dominion University seeks approval to initiate a Master of Science in Maritime Trade and Supply Chain Management, scheduled to begin fall 2016 in Norfolk, Virginia. This proposed program would be administered by the Department of Information Technology and Decision Sciences within the Strome College of Business. This department also houses the undergraduate major in Maritime and Supply Chain Management and a Graduate Certificate in Maritime, Ports and Logistics Management.

The proposed program is on the cutting edge of supporting industries involved in port and supply chain management. It is the first of its kind in the Commonwealth of Virginia—and in the United States—and has been designed specifically for managers and supply chain professionals to expand their knowledge, update their skill sets, and enhance their work with transportation carriers, shippers, sourcing agents, warehouse managers as well as third parties and governments directly or indirectly involved in the movement of cargo and material flow.

Old Dominion University's Strome College of Business offers a number of strengths that are related to this Master of Science in Maritime Trade and Supply Chain Management. Most importantly, the University's Maritime Institute, established in 1994, has a mission "to provide world-quality maritime, ports and logistics management education, training, and research to meet regional, national, and international needs." The institute is a partnership between Old Dominion and the maritime industry in Hampton Roads, working in concert with organizations connected to regional ports. In addition, a number of Old Dominion faculty members are leaders in port economics, supply chain management, logistics planning, strategic sourcing, and other areas associated with this proposed program.

Further, the location of the university is a perfect fit for a graduate program in maritime trade and supply chain management. The Port of Virginia is ranked 3rd in the nation in both cargo shipping weight and dollar value in U.S. International Trade in Goods and

Services: April 2015, released by U.S. Census Bureau and the U.S. Bureau of Economic Analysis (BEA). Therefore, Old Dominion is close to significant shipping and transportation activities on the East Coast. This program will ensure that Old Dominion University continues to serve as a valuable resource to maritime and related industries in Hampton Roads, the Commonwealth of Virginia, North America, and beyond.

**STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA
PROGRAM PROPOSAL COVER SHEET**

| | |
|--|---|
| <p>1. Institution Old Dominion University</p> | <p>2. Program action (Check one): New program proposal ___X___ Spin-off proposal ___ Certificate proposal ___</p> |
| <p>3. Title of proposed program Maritime Trade and Supply Chain Management</p> | <p>4. CIP code 52.0203</p> |
| <p>5. Degree designation Master of Science (MS)</p> | <p>6. Term and year of initiation Fall 2016</p> |
| <p>7a. For a proposed spin-off, title and degree designation of existing degree program</p> <p>7b. CIP code (existing program)</p> | |
| <p>8. Term and year of first graduates Fall 2017</p> | <p>9. Date approved by Board of Visitors</p> |
| <p>10. For community colleges: date approved by local board date approved by State Board for Community Colleges</p> | |
| <p>11. If collaborative or joint program, identify collaborating institution(s) and attach letter(s) of intent/support from corresponding chief academic officers(s)</p> | |
| <p>12. Location of program within institution (complete for every level, as appropriate).</p> <p>Department of <u>Information Technology and Decision Sciences</u></p> <p>School(s) or colleges of <u>Strome College of Business</u></p> <p>Campus(s) or off-campus site(s) <u>On campus in Norfolk</u></p> <p>Distance Delivery (web-based, satellite, etc.) <u>none</u></p> | |
| <p>13. Name, title, telephone number, and e-mail address of person(s) other than the institution's chief academic officer who may be contacted by or may be expected to contact Council staff regarding this program proposal.</p> <p> Jeanie Kline, Ed.D., Special Assistant to the Vice Provost for Academic Affairs, 757.683.3261, jkline@odu.edu</p> | |

**PROPOSAL FOR THE MASTER OF SCIENCE
MARITIME TRADE AND SUPPLY CHAIN MANAGEMENT
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Description of the Proposed Program

Program Background

Old Dominion University (ODU) seeks approval to initiate a Master of Science in Maritime Trade and Supply Chain Management, scheduled to begin fall 2016 in Norfolk, Virginia. This proposed program would be administered by the Department of Information Technology and Decision Sciences within the Strome College of Business. This department also houses the undergraduate major in Maritime and Supply Chain Management and a Graduate Certificate in Maritime, Ports and Logistics Management.

The proposed program is on the cutting edge of supporting industries involved in port and supply chain management. It is the first of its kind in the Commonwealth of Virginia—and in the United States—and has been designed specifically for managers and supply chain professionals to expand their knowledge, update their skill sets, and enhance their work with transportation carriers, shippers, sourcing agents, warehouse managers as well as third parties and governments directly or indirectly involved in the movement of cargo and material flow.

Maritime trade, transportation, port operations and supply chain management represent a growing field in business analytics and decision making. The work requires valuable critical thinking and investigation in maritime and supply chain industries, including analyses of worldwide port networks and supply chains that contribute to enhanced productivity. While most supply chain attention is aimed at the movement of cargo on land, the proposed program has broadened the interest to both water and land transportation in supply chain management.

The importance of maritime supply chain management is highlighted by ever-increasing globalization and trade across multiple continents and by the significant use of transportation by sea throughout the world. Over 90% of global trade by volume is carried by sea, according to the International Maritime Organization's Maritime Knowledge Centre. "Shipping is truly the lynchpin of the global economy: without shipping, intercontinental trade, the bulk transport of raw materials and the import/export of affordable food and manufactured goods would simply not be possible."¹ The Centre notes that the movement of cargo increased dramatically from 1970 when over 2.5 million tons of goods were carried by sea to 2010 when nearly 8.5 million tons of goods were transported by sea.²

A maritime transport and supply chain is a network over which carriers, ports, shippers, manufacturers, wholesalers, and retailers are involved in the movement of cargo. The manufacturing industry in global supply chains depends on maritime transport services for both inbound and outbound logistics. With the expansion of the global transportation of goods, managers with graduate-level credentials will be essential.

¹<http://www.imo.org/KnowledgeCentre/ShipsAndShippingFactsAndFigures/TheRoleandImportanceofInternationalShipping/Documents/International%20Shipping%20-%20Facts%20and%20Figures.pdf>

²<http://www.imo.org/KnowledgeCentre/ShipsAndShippingFactsAndFigures/TheRoleandImportanceofInternationalShipping/Documents/International%20Shipping%20-%20Facts%20and%20Figures.pdf>

Logistics or supply chain work—much of which involves movement of cargo by sea—requires a baccalaureate degree as an entry-level credential.³ The proposed program is required at the graduate level because of the rise in managerial positions in maritime trade and supply chain management. The MS in Maritime and Supply Chain Management will educate students about the theory, skills, and practices necessary to handle the daily challenges in managing global supply chains. Students will be introduced to many components of the industry, including national and international regulations for the transportation of goods, demand management, port planning and operations, capacity management and equipment investment logistics and reverse logistics, inventory management, and international shipping. Additionally, students will learn how to identify problems, gather information, analyze data, interpret solutions, establish contingencies and effectively present results. This advanced knowledge will build upon the basic maritime trade and supply chain management foundation acquired at the undergraduate level or in experiences gained in the industry.

Rationale for the Program at Old Dominion University

Old Dominion University's Strome College of Business offers a number of strengths that are related to this Master of Science in Maritime Trade and Supply Chain Management. Most importantly, the University's Maritime Institute, established in 1994, has a mission "to provide world-quality maritime, ports and logistics management education, training, and research to meet regional, national, and international needs." The institute is a partnership between Old Dominion and the maritime industry in Hampton Roads, working in concert with organizations connected to regional ports. In addition, a number of Old Dominion faculty members are leaders in port economics, supply chain management, logistics planning, strategic sourcing, and other areas associated with this proposed program.

Further, the location of the university is a perfect fit for a graduate program in maritime trade and supply chain management. The Port of Virginia is ranked 3rd in the nation in both cargo shipping weight and dollar value in *U.S. International Trade in Goods and Services: April 2015*, released by U.S. Census Bureau and the U.S. Bureau of Economic Analysis (BEA).⁴ Therefore, Old Dominion is close to significant shipping and transportation activities on the East Coast. This program will ensure that Old Dominion University continues to serve as a valuable resource to maritime and related industries in Hampton Roads, the Commonwealth of Virginia, North America, and beyond.

A number of key operations in the region are expected to be served by the proposed program:

- The Port of Virginia, the third-largest container port on the U.S. East Coast, which has been expanding its capacity to handle increases in maritime cargo;
- Two of the world's largest container shipping lines, CMA-CGM and Zim Integrated Shipping Service, each of which has their North American headquarters in Norfolk;
- U.S. flag shipping line, Maersk Line Limited, with its headquarters in Norfolk;

³ <http://www.bls.gov/ooh/business-and-financial/logisticians.htm#tab-1>

⁴ <http://www.census.gov/foreign-trade/index.html>

- Norfolk Southern, the 4th largest U.S. railroad system that transports a significant amount of intermodal cargo; and
- The U.S. Coast Guard, along with other branches of the military.

In addition, a global retail company, Dollar Tree, is headquartered in Chesapeake, Virginia. Other companies are headquartered or have a significant presence in Hampton Roads: Target, the Virginia Maritime Association, the Virginia Pilot Association, CV International (a freight forwarder and customs broker), Givens (a third party logistics provider) and T Parker Host (ship agent). Finally, the largest shipbuilding and repair facilities in the United States are located in Hampton Roads.

Recently, the Naval Engineering and Marine Systems Institute (NEMSI) was established in the Batten College of Engineering and Technology at ODU. A partnership between NEMSI and ODU's Maritime Institute will expose students to the idea of a carrier in the maritime industry. The organizations that would be favorably impacted by the proposed degree are among those here, and are also represented on the Hampton Roads Maritime, Ports and Logistics Advisory Council.

Hampton Roads Maritime, Ports and Logistics Advisory Council

The Hampton Roads Maritime, Ports and Logistics Advisory Council was formed to enhance and provide increased visibility to regional maritime and port operations, management, and practices. It has also served as an economic engine for maritime operations in the region over its years of advisory work. Its members—several of whom have written in support of the proposed program—are representatives of regional port industries, governmental entities, and Old Dominion University. Current membership on the Council is available in Appendix A.

Mission

The Master of Science in Maritime Trade and Supply Chain Management is supportive of the mission of Old Dominion University in that it “serves its students and enriches the Commonwealth of Virginia, the nation, and the world through rigorous academic programs, strategic partnerships and active civic engagement.”

The degree aligns with this mission by: (1) providing students with the expertise to perform jobs in the U.S. and around the world where maritime trade and supply chain management takes place; (2) offering educational opportunities to early- and mid-career professionals in maritime trade and supply chain management fields; (3) providing advanced students with the background necessary to continue their graduate studies in a maritime studies doctoral program (in Europe and Asia, since there are no doctoral-level programs in this field in North America); (4) strengthening ODU's commitment to contributing to the economy and workforce of the Hampton Roads region and the Commonwealth of Virginia; and (5) enhancing the brand awareness of ODU's maritime management program worldwide.

Admissions Criteria

Criteria for acceptance into the Master of Science in Maritime Trade and Supply Chain Management include the following:

- Online graduate application and application fee
- A bachelor's degree from a regionally-accredited university in the U.S. or an equivalent foreign institution
- Official copies of transcripts of all colleges and universities attended
- Two letters of recommendation from individuals familiar with the applicant's professional and/or academic background
- A current resume
- A statement of professional goals
- GRE scores or GMAT scores, with a 50% or better attainment on quantitative reasoning
- Current scores on the Test of English as a Foreign Language (TOEFL) of at least 550 from applicants whose native language is not English (waived if an applicant has earned a college degree from an institution in an English-speaking country)

Students with previously completed work at a regionally-accredited institution may submit a request for a maximum of 12 elective credit hours to be transferred into the program. Such transfer hours would go through the admissions committee for approval, and if approved, added to the transcript.

Target Population

The primary candidates for the Master of Science in Maritime Trade and Supply Chain Management are those with managerial career goals in the maritime industry. Other candidates will be those in the U.S. Coast Guard and other branches of the military, individuals working for federal, state, or local government or for government contractors, and those who wish to gain expertise in project, logistics, and supply chain management. Ultimately, the proposed program is designed to produce professionals with the knowledge, skills, and training required to work with transportation carriers, ports and shippers as well as third parties and governments that are directly or indirectly involved in the movement—supply chain—of maritime trade.

In addition, Old Dominion students enrolled in the Bachelor of Science in Business Administration—with a focus on Maritime and Supply Chain Management—may be keenly interested in the link between their undergraduate program and this proposed program. For many, it will represent a natural progression, particularly if they are currently working in, or have plans to work in, the maritime field. This is likely to be the case with recent Chinese students who are enrolled in the undergraduate program in Maritime and Supply Chain Management at ODU, some of whom have expressed interest in continuing these studies at the graduate level.

Curriculum

The program has been designed to address the advanced educational needs of students and employers in the area of maritime trade and supply chain studies. This proposed program consists of 30 credit hours: five core courses (15 credit hours), four electives (12 credit hours), and one capstone course (3 credit hours).

The five core courses focus on the analysis of international shipping, port planning and competition, maritime-related organizations, ports and ocean container shipping, port operator costing and pricing, port carriers and shippers, supply chain management, forward and reverse logistics, global sourcing, and procurement practices, buyer-supplier relationships, cost/price considerations for the purchase of goods and services, international trade theory and commercial policy.

The four electives provide students with opportunities to learn about advanced information technology tools that are important components of global supply chain, as well as financial and analytical skills. Other options in this category include admiralty law, supply chain and maritime security, and risk management.

The capstone course addresses strategic management of maritime trade and supply chain management. The course brings together students in their final semester of study to synthesize knowledge from their previous coursework in order to better understand the causal relationships among the various areas of maritime trade and supply chain management and impacts on the maritime industry. The course is designed in such a way that like-minded scholars—faculty and students—serve as resources for one another as they complete readings, engage in discussions and work to produce individual culminating research papers.

The faculty who teaches the capstone course will be responsible for grading the project. The project counts 25% of the total grade of the course. The instructor will provide a guideline for the research project. Students are encouraged to discuss with the professor about their research topic before they develop their project. If a student fails the project, he/she may still pass the course by working with the faculty member to strengthen work on the selected project. The list of courses include the following:

Foundational Core Courses (15 Hours)

PORT 611: International Maritime Transportation (3 credits)
PORT 614: Port Planning and Economics (3 credits)
PORT 616: Supply Chain and Reverse Logistics (3 credits)
MSCM 641 Supply Chain Management and Logistics (3 credits)
ECON 650: International Economics (3 credits)

Elective Courses (12 Hours), to be selected in consultation with program advisor

ECON 502 Transportation Economics (3 credits)
IT 650 Database Management Systems (3 credits)
IT 660 Enterprise Information Systems (3 credits)
PORT 612 Port Operations and Management (3 credits)
PORT 613 International Maritime and Admiralty Law (3 credits)
PORT 615 Maritime Security and Risk Analysis (3 credits)
PORT 617 Transportation Intermediaries (3 credits)
PORT 619 Marine Insurance (3 credits)
PORT 668 Directed Research/Port Internship (3 credits)
PORT 695 Topics in Port and Maritime Management (3 credits)
PORT 697 Independent Study in Port and Maritime Management (3 credits)

MSCM 530 Strategic Sourcing and Purchasing Management (3 credits)
MSCM 568 Distribution Center and Material Handling Management (3 credits)

Capstone Core Course (3 Hours)

PORT 610: International Shipping and Supply Chain Management (3 credits)

Appendix B provides sample schedules for full-time and part-time students. Course descriptions may be found in Appendix C.

The proposed program is available to both full- and part-time students. Full-time students may plan to complete the degree within one calendar year (including summer); in fact, the University plans to promote this program as attainable in one year. Part-time students may fulfill all requirements within a two- to three-year span, depending on their pace of enrollment.

Student Retention and Continuation Plan

Pre-emptive approaches to student retention and continuation will represent a component of this program. Specific plans that will assist students who enter this program include:

- Requiring an orientation session for all new students to introduce the program, requirements, courses, and expectations;
- Providing up-to-date curricular requirements;
- Publicizing the long-range schedule so that full-time and part-time students can plan their enrollment and time to completion;
- Holding advising sessions each semester during students' program of study;
- Mentoring students in subject matter and career direction; and
- Creating a student association to share success stories and to provide opportunities for students to share strategies to complete the program.

When individual student performance demonstrates a lack of success, faculty will explore ways to encourage success. These include additional advising and mentoring of the student, and possible recommendations for putting a hold on enrollment for one or two semesters.

To remain in good standing after admission to the program, students must maintain a minimum, cumulative grade point average of 3.0 in all graduate course work attempted at the University. Students who fall below this minimum standard will have 12 credit hours to remedy this deficiency.

Additionally, students may earn no more than 2 courses with the grade of C or lower. Further, any student receiving a failing grade (F) in a course will be dismissed from the program.

Faculty

Six full-time faculty members hold credentials to teach in the Master of Science in Maritime Trade and Supply Chain Management. In addition, there are courses in the program that will be taught by faculty in economics, information technology, and decision sciences. Adjunct faculty may be hired to teach one or two elective courses, provided they are graduate certified at Old Dominion.

The faculty will work collaboratively to teach the core courses and to mentor students in the proposed program. Their brief CVs and their experience mentoring graduate students are found in Appendix D. Combined, they have an extensive record of scholarship with over 400 publications in peer-reviewed journals, a dozen texts in maritime and supply chain management fields. In addition, they have been awarded 37 externally- and internally-funded grants from prestigious organizations such as the National Science Foundation, Department of Transportation, U.S. Federal Highway Administration, and others. Appendix E provides data on these projects.

Faculty members have a combined total of 84 years of teaching experience in their respective fields. The group includes two professors, one of whom serves as chair of the Department of Information Technology and Decision Sciences, one associate professor and three assistant professors. Currently, the department is recruiting a tenure-track faculty member in Maritime and Supply Chain Management.

Collectively, these faculty members have both breadth and depth in the areas of maritime trade and supply chain management and have published extensively with a focus on supply chain/logistics research. An example is a published study by faculty member Ling Li on assessing the relational benefits of logistics services—including maritime transportation—perceived by manufacturers in supply chain⁵. Faculty member Wayne Talley authored two articles on the new idea of “Maritime Transport Chains: Carrier, Port and Shipper Choice Effects.^{6,7}” Three faculty members, Wayne Talley, ManWo Ng and Erika Marsillac, co-authored a study on “Port Service Chains and Port Performance Evaluation.⁸” A study on green supply chain initiatives via empty container reuse was authored by faculty members Ling Li and David Cook.⁹ These publications (included in Appendix F) have a significant impact on both the academic society and the industry. Several years ago, Old Dominion University was ranked 8th in port research among universities worldwide.¹⁰

In addition to scholarly research, the Old Dominion faculty has published a number of business cases based on the local industry. For example, “Perdue Farms: A Vertically Integrated Supply Chain” was published by faculty member, Ling Li and “Supplier Selection at Kerneos Inc.” by Ling Li and Erika Marcillac have been used as teaching material for the course of supply chain management and logistics.

The primary teaching responsibilities of Wayne Talley, ManWo Ng, and Hans Wang will be in the port planning, port operations, port investment, and shipping. They will maintain their current teaching responsibilities in the graduate port certificate program and undergraduate maritime supply chain management courses. The graduate port certificate courses will be part of

⁵ <http://www.sciencedirect.com/science/article/pii/S0925527311001277>

⁶ <http://www.sciencedirect.com/science/article/pii/S0925527313004507>

⁷ <http://www.sciencedirect.com/science/article/pii/S0925527312004793>

⁸ <http://www.sciencedirect.com/science/article/pii/S1366554514000775>

⁹ <http://www.sciencedirect.com/science/article/pii/S1366554514001136>

¹⁰ Announced at the 2011 annual meeting of the International Association of Maritime Economists (the world’s top-ranked maritime business academic association) held in Santiago, Chile.

the curriculum of the proposed program. Ling Li, David Cook, and Erika Marsillac will teach supply chain management, sourcing and purchasing, logistics, and reverse logistics core courses.

Program Administration

Old Dominion University assigns a Graduate Program Director (GPD) to each graduate program at the institution. The proposed program, therefore, will be managed by a GPD—someone currently on the faculty in the Department of Information Technology and Decision Sciences. This person will assume responsibility for the program and its administration. He or she will also have teaching responsibilities in the program.

A graduate committee, to include the GPD and other full-time faculty members in the department, will be formed to review applicants for admission, evaluate curriculum in meeting student and employer needs, conduct regular program assessments, and oversee other areas of this program.

The administrative assistant in the Department of Information Systems and Decision Sciences will support faculty and students in this program.

Workplace Competencies and Employment Skills

Graduates of the MS in Maritime Trade and Supply Chain Management will have the skills, ability, and competencies needed to:

1. Manage the complexities present in maritime trade and supply chains on sea, as well as over land
2. Design, plan, implement, and control maritime trade and supply chain processes using information technology, business analytics and financial tools
3. Develop analytical skills to manage data and uncertainty in port operations at locations throughout the world
4. Apply cross-disciplinary skills to make effective decisions and foster innovative solutions to maritime and supply chain challenges and opportunities
5. Develop written and oral communication skills to interact with supply chain partners
6. Enhance global awareness in maritime trade and supply chain management and assess economic impacts on maritime supply chains
7. Manage both logistics and reverse logistics within maritime transport network

Student Assessment

Students will be evaluated throughout the program using formative assessments, such as quizzes, tests, cases studies, papers, research project, and presentations. Student learning outcomes for this program follow. Graduates will be able to:

1. Analyze ethical and social responsibility issues in the area of maritime trade and supply chain management to minimize the impact on the environment and to promote social responsibility;
2. Communicate in writing their understanding of and decisions about maritime trade and supply chain management in a cohesive and well-structured manner;
3. Integrate principles and methods from a variety of disciplines to develop and implement best practices that solve maritime supply chain management complexities;

4. Analyze global maritime supply chain problems and make decisions that enhance productivity based on these analyses; and
5. Orally communicate their understanding of maritime trade and supply chain management, and explain business decisions in cohesive and well-structured presentations.

These student learning outcomes are provided in the following assessment map.

Map of MS in Maritime Trade and Supply Chain Management Program Core Courses

| Student Learning Objectives | Courses that Develop Competency Course Number and Title | Courses and Activities that Demonstrate Mastery Course Number and Title |
|---|--|---|
| <p>1. Ethics Analyze ethical and social responsibility issues in the area of maritime trade and supply chain management to minimize the impact on the environment and to promote social responsibility</p> | <p>MSCM 641 Supply Chain Management and Logistics PORT 616 Supply Chain and Reverse Logistics</p> | <p>MSCM 641 Article readings and presentation</p> <ul style="list-style-type: none"> • Analyze real-world maritime and supply chain management cases using ethics theory and concepts from readings (article reading and presentation). <p>PORT 616 Article readings and case study</p> <ul style="list-style-type: none"> • Use ethics standards to develop business strategies to enhance ethics standards in reverse logistics and supply chain management scenario (case study). • Present and debate on alternative methods to accomplish ethics in the maritime and supply chain industry (presentation) |
| <p>2. Written Communication Communicate in writing their understanding of and decisions about maritime trade and supply chain management in a cohesive and well-structured manner</p> | <p>PORT 614 Port Planning and Economics PORT 616 Supply Chain and Reverse Logistics</p> | <p>PORT 614 –</p> <ul style="list-style-type: none"> • Design an organizational plan for ports (research paper) • Using business management techniques to develop port investment strategies (exam) <p>PORT 616 –</p> <ul style="list-style-type: none"> • Analyze a current closed loop supply chain or reverse logistics topic, produce a written report, and give an in class presentation (Research project) |

| | | |
|---|---|--|
| <p>3. Analytical Problem Solving Integrate principles and methods from a variety of disciplines to develop and implement best practices that solve maritime supply chain management complexities</p> | <p>MSCM 641 Supply Chain Management and Logistics ECON 650 International Economics</p> | <p>PORT 611 –</p> <ul style="list-style-type: none"> • Conduct a thorough investigation of international shipping industry (group project, a ppt. presentation and a written paper) <p>ECON 650 -</p> <ul style="list-style-type: none"> • Synthesize specialized knowledge and training in maritime trade and supply chain management to propose an answer to an existing problem in international business (Exam). |
| <p>4. Global Perspective Analyze global maritime supply chain problems and make decisions that enhance productivity based on these analyses</p> | <p>PORT 611 International Maritime Transportation ECON 650 International Economics</p> | <p>PORT 611 –</p> <ul style="list-style-type: none"> • Conduct a thorough investigation of international shipping industry (group project, a ppt. presentation and a written paper) <p>ECON 650 -</p> <ul style="list-style-type: none"> • Synthesize specialized knowledge and training in maritime trade and supply chain management to propose an answer to an existing problem in international business (Exam). |
| <p>5. Oral Communication Orally communicate their understanding of maritime trade and supply chain management, and explain business decisions in cohesive and well-structured presentations</p> | <p>PORT 611 International Maritime Transportation</p> | <p>PORT 611 – group project presentation</p> <ul style="list-style-type: none"> • Demonstrate advanced competency in oral communication modes for exploring a wide assortment of maritime trade and transport scenarios and purposes |

Program Assessment

The program will be assessed by faculty and administrators in the Department of Information Technology and Decision Sciences, the Strome College of Business, and the Provost's office. The school review will be completed annually in the fall of each year starting with the second year students are admitted, 2017, and will consist of:

- Analyzing retention and attrition rates in order to maximize the positive influences and improve the negative ones that affect program completion
- Analyzing the results of the Old Dominion University Graduate Student Satisfaction Survey for areas where additional student support is needed
- Analyzing graduate job placement to assess if the program is preparing students with the knowledge, skills and abilities for jobs in maritime trade and supply chain management and evaluate the program's ability to meet market demands (following initial graduates' completion)

Results of these assessments will be used to evaluate the quality of the program, to stimulate program development, and to assess the role of the program in fulfilling Old Dominion University's institutional mission. The program review may (a) result in strategic decisions about the program, (b) identify areas of improvement, (c) make resource recommendations, (d) articulate considerations for expansion or consolidation, and/or (e) consider other aspects of programmatic quality with respect to policies and practices relative to:

- Student recruitment, admissions, advising, and retention;
- Enrollment projections including consideration of the context of the SCHEV 5-year benchmark and other on-going enrollment targets;
- Course descriptions and implementation;
- Curriculum changes and development;
- Faculty development and research activities;
- Facilities;
- Internal and external funding; and
- Description of strengths and weaknesses with attention to action items for the future.

The Dean and Associate Dean in the Strome College of Business will read the program review each year to ensure that benchmarks are met and excellence is maintained. The school's annual evaluation of the program will be sent each year to the Vice Provost for Academic Affairs for review. The program will be externally reviewed after five years of annual reports (fall of year 6 or 2021). This review will include a self-study, a visit from external reviewers, and an action plan developed in concert with the Graduate Program Director, program faculty, Dean and Associate Dean.

Benchmarks of Success

Benchmarks of success for the Master of Science in Maritime Trade and Supply Chain Management include the following student enrollment and graduate goals:

- 12-15 new students will be admitted each year

- The program will graduate a minimum of 8 students annually by the completion of the program's fourth year
- 80% of the students who begin the program will successfully complete the program within five years of matriculation
- 80% of graduates will be employed in positions using knowledge acquired in their graduate studies within one year of completion
- 80% of students will be satisfied with the program as determined by the university's Graduate Student Satisfaction Survey
- 80% of alumni will be satisfied with the program as determined by the university's Graduate Alumni Survey, administered within one year of completion
- 80% of employers will be satisfied with the level of education and skill of graduates, as measured by an employer survey administered within one year of hire.

After the first year and subsequent years, periodic evaluations of the success of the program in meeting these benchmarks will be undertaken. If program benchmarks are not achieved, the Graduate Program Director and the program faculty will examine the program's admissions policies, curriculum, instructional methods, advising practices, and course evaluations to determine where changes need to be made.

Expansion of an Existing Program

The proposed program does not represent an expansion of a degree program at Old Dominion University. The Department of Information Technology and Decision Sciences, however, offers the Graduate Certificate in Maritime, Ports and Logistics Management, which will continue to be available to students.

Relationship to Existing Degree Programs

The Department of Information Technology and Decision Sciences currently offers a major—Maritime and Supply Chain Management—in the Bachelor of Science in Business Administration. There is also a minor in this area for students who choose a different major. Students who select a major or a minor in this area may be interested in the proposed graduate degree.

Collaboration or Standalone

This is a standalone program. No other organization was involved in its development, and no other organization will collaborate in its operation.

Justification for the Proposed Program

Response to Current Needs (Specific Demand)

The proposed program represents a unique niche in higher education in the U.S. No other program in this area exists in the states, whereas they do exist in the Pacific Rim and in Europe. Few studies are available to cite as examples of specific demand for the program in the U.S. There appears to be evidence that jobs requiring a master's degree in the area of supply chain management will increase, and recently, master's degrees aimed at training leaders in this area have been launched at Michigan State University¹¹ and Virginia Commonwealth University,¹² among others around the country. Other graduate programs in business administration offer concentrations in supply chain management.

However, the location of Old Dominion University—next to one of the largest ports in the world—offers an opportunity for ODU to be on the cutting edge, perhaps the first in the country to offer a program that “marries” supply chain management with the discipline of maritime, ports, and logistics.

In the United States, the Commerce Department notes that “spending in the logistics and transportation industry totaled \$1.33 trillion in 2012, and represented 8.5 percent of annual gross domestic product” (GPD).¹³ This agency further describes the “highly integrated supply chain network in the U.S. that links producers and consumers through multiple transportation modes.” Specifically, the maritime subsector of the logistics and transportation industry includes “carriers, seaports, terminals, and labor involved in the movement of cargo and passengers by water. Water transportation carries about 78% of U.S. exports by tonnage, via both foreign-flag and U.S.-flag carriers.” This compares to freight rail moving approximately one-third of all U.S. exports.¹⁴

Given the significant role of maritime transportation within the realm of supply chains, the proposed program fills a role that is currently unmet in the U.S. Faculty anticipate that graduates of the program will be highly sought-after. The *Wall Street Journal* noted that companies are “scrambling to hire people with supply chain expertise.” The report quoted Teresa McCarthy, director of Bryant’s global supply chain management program: “Employers don’t want cobbled-together courses, they want a real, content-laden supply-chain program.”¹⁵ As noted above, it is impossible to gain a comprehensive knowledge of supply chain management without corresponding knowledge of the transportation most frequently employed to move goods and people—globally—from one location to another.

¹¹ http://www.michiganstateuniversityonline.com/lp/supply-chain-mgmt/career/all_breakthemold_t01_1409/?utm_source=supply%20chain%20digest-internet&utm_medium=email&utm_campaign=broad%20degree&mcguid=023d5599-7f53-48bd-9d1b-9466257e42e3&mcid=34028

¹² <http://business.vcu.edu/graduate-studies/master-of-supply-chain-management/>

¹³ <http://selectusa.commerce.gov/industry-snapshots/logistics-and-transportation-industry-united-states.html>

¹⁴ <http://selectusa.commerce.gov/industry-snapshots/logistics-and-transportation-industry-united-states.html>

¹⁵ Wall Street Journal, 6/5/2013 <http://www.wsj.com/articles/SB10001424127887324423904578523591792789054>

According to Christiane Beimel, vice-president at DHL Global Forwarding, “Supply chain managers are retiring faster than they can be replaced.” She added: “There simply aren’t enough young people to backfill the pipeline.”¹⁶ The talent shortage is particularly serious at the middle-management level as companies equivocate over how to develop high-potential entry-level employees into more senior roles within their organizations. Knowledge of maritime transportation within supply chain management represents an important component in this field and in the proposed program.

A faculty member at Nanyang Technological University in Singapore, Jasmine Siu Lee Lam, notes that the “maritime industry plays an essential role in facilitating international trade and commerce in the global economic system.”¹⁷ She continues: “In the supply chain dimension, shipping companies have to coordinate cargo, information, and financial flows along the chain interfacing with various parties such as shippers and ports. This leads to a highly complex problem in managing maritime supply chains.” The faculty at ODU believe the Master of Science in Maritime Trade and Supply Chain Management will serve as a robust launching point for managing these complexities.

In fact, an intricate issue in this field is Lam’s research that focuses on the emerging study of sustainability in maritime supply chains. She addresses areas such as cost and price, pollution reduction, efficient use of fuel, and health/safety/security in maritime trade. Such topics are covered in the proposed curriculum, particularly in the class that focuses on reverse logistics.

Employment Demand

Supply Chain 24/7, an industry journal, states that the ongoing transition to a knowledge-based, globalized economy carries with it changing dynamics in the supply chain profession. The authors note that the industry projects three out of four jobs in supply chain will change by 2015, and that 60 percent of all new jobs in the 21st century will require skills that only 20 percent of the workforce possesses. For supply chain as an industry, this means that being an industry rich in “hard” analytical skills is no longer sufficient. On the contrary, a set of skills, leadership, and cross-functional competencies are essential for supply chain professionals and organizational success. Already, there is a shortage of highly skilled workers who possess those broader business skills.¹⁸

Job prospects around the world are growing in response to growth in global economy. In Singapore, 300 job openings were featured at the inaugural Maritime Career Fair held in September 2014.¹⁹ The Master of Science in Maritime Studies at Nanyang Technological University, one of the four universities in Singapore, has become very attractive in recruiting students who will have outstanding career prospects. No similar program exists in the U.S.; therefore, it is likely that there are not many job ads specifically requires a graduate degree in maritime and supply chain management. The proposed program is intended to fill this need.

¹⁶ The Loadstar, 3/26/2015, <http://theloadstar.co.uk/supply-chain-threatened-by-perfect-storm-as-talent-leaves-industry/>

¹⁷ <http://dx.doi.org/10.1016/j.tre.2014.10.003> Transportation Research

¹⁸ Supply Chain 24/7, http://www.supplychain247.com/article/forecasting_a_supply_chain_talent_perfect_storm

¹⁹ http://www.news.gov.sg/public/sgpc/en/media_releases/agencies/mpa/press_release/P-20140926-1.html

According to the U.S. Department of Labor,²⁰ estimates of employment in this field include the following:

- **2012 to 2022:** Employment of logisticians is projected to grow 22 percent from 2012 to 2022, much faster than the average for all occupations.
- Employment growth will be driven by the vital role logistics plays in the transportation of goods in a global economy.

MHI and Deloitte estimated that 1.4 million jobs would be created in the logistics and supply chain management industries in the United States by 2018,²¹ with the presumption that a number of these will require a high-level educational and work background. As noted previously, such logisticians must have knowledge of the maritime industry and port operations, since they represent integral components of supply chain management.

Bloomberg Business reported on supply chain management in 2011, noting that “Supply chain management majors and MBAs are in demand...with a 100 percent placement for the supply chain MBAs” for those who graduated in May 2011, compared to 75 percent of marketing students that same year.²² Similarly, *U.S. News & World Report’s* Money section stated that “Most logisticians start with a bachelor’s degree in a field such as business, supply chain management, process engineering or industrial engineering. As logisticians rise into the management ranks, many get a Master of Business Administration or a certification in a range of specialties.²³ The proposed program is aimed at those who wish to gain a strong educational background in the area of maritime trade and supply chain management.

In the Commonwealth of Virginia, Governor McAuliffe recently announced the creation of Virginia International Trade Alliance (VITAL),²⁴ aimed at seeking to increase international trade in the Commonwealth. VITAL will be managed by the Virginia Economic Development Partnership (VEDP) and will collaborate with entities such as the Chamber of Commerce, Virginia Manufacturers Association, Virginia Maritime Association (Norfolk) and various state universities such as Old Dominion. VITAL will expand Virginia’s export assistance programs with qualified overseas partners and the Virginia Leaders in Export Trade (VALET) program. The goals for VITAL include: 1) growing Virginia exports by \$1.6 billion in five years, 2) creating 14,000 trade-supported jobs in five years and 3) increasing the number of companies enrolled in VEDP’s international trade programs to serve 390 companies per year. Faculty members in the Department of Information Technology and Decision Sciences anticipate that those with a master’s degree in the proposed program will likely be strong candidates for jobs in port-related international trade work.

²⁰ <http://www.bls.gov/ooh/business-and-financial/logisticians.htm#tab-6>

²¹ The 2015 MHI/Deloitte Annual Industry Report, <http://www2.deloitte.com/us/en/pages/about-deloitte/articles/press-releases/global-supply-chain.html>

²² <http://www.businessweek.com/business-schools/supply-chain-management-the-next-big-thing-09122011.html>

²³ <http://money.usnews.com/careers/best-jobs/logistician>

²⁴ <https://governor.virginia.gov/newsroom/newsarticle?articleId=11843>

Regional Employers

The Hampton Roads area includes organizations that are keenly interested in this program. Letters of support from several of these employers may be found in Appendix G.

As a supplement to these letters of support, a study conducted in January 2015 by the Social Science Research Center at Old Dominion University produced data that reflect interest among employers from the region in hiring individuals with the proposed Master of Science in Maritime Trade and Supply Chain Management. A total of 27 potential Hampton Roads employers responded to questions about the proposed program and about hiring a graduate of the program. Nearly 80% indicated that their organization would be somewhat (11) or very (10) interested in hiring an applicant with the MS in Maritime Trade and Supply Chain Management. Eighty-five percent said they would be somewhat (8) or very (15) likely to hire someone with this degree.

Approximately 80% of respondents (21) indicated that they have difficulty finding appropriate skills among typical applicants, and 81% (17) said this proposed program appears to address these deficits.

Employers represented fields such as transportation, logistics, freight intermediaries, and military. Results of the survey are found in Appendix H.

Appendix I contains current job descriptions and position announcements demonstrating a need for prospective employees with the knowledge that this degree program would provide. As previously noted, however, most postings do not identify this program because it does not exist in the U.S.

Student Demand

A student/alumni survey, conducted in January 2015, found strong support for the MS in Maritime Trade and Supply Chain Management among current and former students. There were 99 respondents and 40 reported being very interested in pursuing the proposed degree. Another 35 said they were somewhat interested in the degree. Twenty-two respondents said they would be very interested in applying for admission to the program and another 36 said they were somewhat interested in doing so. Finally, if admitted, approximately 52% would enroll as full-time students and 48% would expect to be part-time students. Results are available in Appendix J.

STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA
SUMMARY OF PROJECTED ENROLLMENTS IN PROPOSED PROGRAM

Projected enrollment:

| Year 1 | | Year 2 | | Year 3 | | Year 4 Target Year (2-year institutions) | | | Year 5 Target Year (4-year institutions) | | |
|-------------|------|-------------|------|-------------|------|--|------|------|--|------|------|
| 2016 - 2017 | | 2017 - 2018 | | 2018 - 2019 | | 2019 - 2020 | | | 2020 - 2021 | | |
| HDCT | FTES | HDCT | FTES | HDCT | FTES | HDCT | FTES | GRAD | HDCT | FTES | GRAD |
| 12 | 8 | 25 | 15 | 34 | 22 | 45 | 32 | — | 50 | 35 | 12 |

Assumptions

Retention: 90%

Part-time students: 75%

Full-time students: 25%

Expected time to graduation: 4 semesters FT and 6 or more semesters PT

Number of credit hours per semester: 9 fall and spring + 6 summer FT

6 fall and spring + 3 summer PT

Duplication

Currently, no college or university in the United States offers a graduate-level program in maritime trade and supply chain management. Only one institution in the U.S., the Maritime College at State University of New York offers a Master of Science in International Transportation Management. Outside the U.S., several universities across three continents offer graduate degrees in maritime trade, with supply chain management as a component of the content areas. These include National University of Singapore, Nanyang Technological University (Singapore), University of Tasmania (Australia), Buskerud and Vestfold University College (Norway), University of Antwerp (Belgium), Hong Kong Polytechnic University, and Jade University of Applied Sciences (Germany). The proposed Master of Science in Maritime Trade and Supply Chain Management at Old Dominion University will serve to fill the void in North America, and the University anticipates it will appeal to both domestic and international populations.

One Master of Science program in the Commonwealth of Virginia contains a component of this program. Virginia Commonwealth University recently launched a Master of Science in Supply Chain Management with a curriculum focused more on manufacturing supply chains, as indicated by their core courses. The aim is on the supply chain management of a manufactured product (e.g., managing the production of a product at a production site and managing the sale of the product at a retail site). There is no coursework related to maritime trade and logistics.

In contrast, the proposed program deals with the supply chain management of a service: transporting maritime cargo over maritime networks, where the network nodes are ports and the network links are waterways. It should be noted that the supply chain management of a service is a relatively new area of inquiry in the discipline of supply chain management.

According to members of the data warehousing unit at SCHEV (Tod Massa email on August 4, 2015), the program at VCU was approved during fall 2014 by Council as CIP 52.0203. No enrollments or graduates were reported in the 1415 reporting year.

Projected Resource Needs

Full-Time Faculty

No faculty members in the Department of Information Technology and Decision Sciences will have a teaching load that is solely devoted to the proposed program. Each faculty member teaches in undergraduate and graduate programs, as well as general education assignments.

Part-Time Faculty

Six faculty members in the department will teach partial loads in the proposed program. Combined, they will account for 3 FTE faculty.

Adjunct Faculty

Two or three adjunct faculty members are likely to teach in this program. These faculty members will require a minimum of a master's or a law degree and several years of managerial or legal experience in maritime supply chain management and/or port operations. The launch of this program will include .5 FTE adjunct faculty.

Graduate Assistants

One part-time graduate assistant is available when the program is launched.

Classified Positions

A classified person—administrative assistant—who supports the Department of Information Systems and Decision Sciences will assist with this program.

Targeted Financial Aid

No targeted financial aid is projected for this program.

Library

The University Libraries have adequate resources to support this program. Appendix K provides details related to these holdings.

Telecommunications

No new telecommunication equipment or software is needed.

Equipment (including computers)

No new equipment or related resources are needed to initiate and sustain this proposed program.

Space

No additional space is needed to initiate and sustain this proposed program.

Other Resources (specify)

No resources other than those described above will be required to launch or operate the proposed Master of Science in Maritime Trade and Supply Chain Management.

PROJECTED RESOURCE NEEDS FOR PROPOSED PROGRAM

Part A: Answer the following questions about general budget information.

- Has or will the institution submit an addendum budget request to cover one-time costs? Yes _____ No X
- Has or will the institution submit an addendum budget request to cover operating costs? Yes _____ No X
- Will there be any operating budget requests for this program that would exceed normal operating budget guidelines (for example, unusual faculty mix, faculty salaries, or resources)? Yes _____ No X
- Will each type of space for the proposed program be within projected guidelines? Yes X No _____
- Will a capital outlay request in support of this program be forthcoming? Yes _____ No X

| Part B: Fill in the number of FTE and other positions needed for the program | | | | |
|---|---------------------------------|--------------------|---|----------------------------|
| | Program Initiation Year | | Expected by Target Enrollment Year | |
| | 2016- 2017 | | 2020- 2021 | |
| | On-going and reallocated | Added (New) | Added (New)*** | Total FTE positions |
| Full-time faculty FTE* | | | | 0.00 |
| Part-time faculty FTE** | 3.00 | | 0.50 | 3.50 |
| Adjunct faculty | 1.00 | | | 1.00 |
| Graduate assistants (HDCT) | 1.00 | | | 1.00 |
| Classified positions | 0.25 | | | 0.25 |
| TOTAL | 5.25 | 0.00 | 0.50 | 5.75 |

*Faculty dedicated to the program. **Faculty effort can be in the department or split with another unit.
 *** Added **after** initiation year

Part C: Estimated resources to initiate and operate the program

| | Program Initiation Year 2016-2017 | | Expected by Target Enrollment Year 2020- 2021 | |
|---|--------------------------------------|------------|---|------------------|
| Full-time faculty | 0.00 | 0.00 | 0.00 | 0.00 |
| salaries | | | | \$0 |
| fringe benefits | | | | \$0 |
| Part-time faculty (faculty FTE split with unit(s)) | 3.00 | 0.00 | 0.50 | 3.50 |
| salaries | \$165,000 | | \$55,000 | \$220,000 |
| fringe benefits | \$61,215 | | \$20,201 | \$81,416 |
| Adjunct faculty | 1.00 | 0.00 | 0.00 | 1.00 |
| salaries | \$8,000 | | | \$8,000 |
| fringe benefits | \$612 | | | \$612 |
| Graduate assistants | 1.00 | 0.00 | 0.00 | 1.00 |
| salaries | \$10,000 | | | \$10,000 |
| fringe benefits | | | | \$0 |
| Classified Positions | 0.25 | 0.00 | 0.00 | 0.25 |
| salaries | \$7,500 | | | \$7,500 |
| fringe benefits | \$2,783 | | | \$2,783 |
| Personnel cost | | | | |
| salaries | \$190,500 | \$0 | \$55,000 | \$245,500 |
| fringe benefits | \$64,610 | \$0 | \$20,201 | \$84,811 |
| Total personnel cost | \$255,110 | \$0 | \$75,201 | \$330,311 |
| Equipment | | | | \$0 |
| Library | | | | \$0 |
| Telecommunication costs | | | | \$0 |
| Other costs | | | | \$0 |
| TOTAL | \$255,110 | \$0 | \$75,201 | \$330,311 |

Part D: Certification Statement(s)

The institution will require additional state funding to initiate and sustain this program.

Yes _____
Signature of Chief Academic Officer

No _____
Signature of Chief Academic Officer

If “no,” please complete Items 1, 2, and 3 below.

1. Estimated \$\$ and funding source to initiate and operate the program.

| Funding Source | Program initiation year | Target enrollment year 2020-2021 |
|--|--------------------------------|---|
| Reallocation within the department (<i>Note below the impact this will have within the department.</i>) | \$255,110 | \$255,110 |
| Reallocation within the school or college (<i>Note below the impact this will have within the school or college.</i>) | | |
| Reallocation within the institution (<i>Note below the impact this will have within the institution.</i>) | | \$75,201 |
| Other funding sources (<i>Please specify, to include extramural funding and philanthropy, and note if these are currently available or anticipated.</i>) | | |

2. Statement of Impact/Other Funding Sources.

Reallocation within the Department:

Current faculty in the Department of Information Technology and Decision Sciences are teaching courses in the proposed program and will continue to do so as the program grows. The faculty and administration anticipate no impact from this program.

Reallocation within the Institution:

A current position in the Batten College of Engineering and Technology will move to the Department of Information Technology and Decision Sciences. The position will be filled by a faculty member whose teaching responsibility will include courses in the proposed program. No impact is anticipated for the Batten College of Engineering and Technology.

3. Secondary Certification.

If resources are reallocated from another unit to support this proposal, the institution will **not** subsequently request additional state funding to restore those resources for their original purpose.

 X Agree _____
Signature of Chief Academic Officer

_____ Disagree _____
Signature of Chief Academic Officer

September 24, 2015

REQUEST FOR LEAVE OF ABSENCE WITHOUT COMPENSATION

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

| <u>Name and Rank</u> | <u>Leave of Absence</u> <u>From</u> <u>To</u> | <u>Contract Salary</u> |
|---|--|------------------------|
| Dr. Jin Wang Associate Professor Department of Mathematics and Statistics | Academic year 2015-2016 | \$81,000 |

Reason for Leave: Serve as Professor and UNUM Chair of Excellence in the Department of Mathematics at the University of Tennessee (second year of leave)