

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

Andrea M. Kilmer, Chair
David L. Bernd, Vice Chair
Fred J. Whyte (ex-officio)
Barry M. Kornblau (ex-officio)
Richard T. Cheng
Dee D. Gilmore
J. William Cofer
Mary Maniscalco-Theberge
Frank Reidy
Andres Sousa-Posa (Faculty Representative)

FROM: Carol Simpson
Provost

DATE: April 8, 2014

The purpose of this memorandum is to provide you with background information for our meeting on Friday, April 24, 2014. The committee will meet from 9:00-10:30 a.m. in the President's Dining Room in Webb Center.

I. Approval of Minutes of the December 5, 2013 Meeting

The minutes of the December 5, 2013 meeting will be presented for approval as previously distributed.

II. Tenure Policies and Procedures

Materials related to tenure to be discussed include a summary of the University's policies and procedures on tenure, an outline showing the tenure continuum, information on the percentage of tenured instructional faculty within the six academic colleges for academic year 2013-14, information on the ethnicity and gender of instructional faculty within the six academic colleges for academic year 2012-13 and academic year 2013-14, instructional faculty tenure trends from 2007-2014, and information on the percentage of tenured faculty at doctoral institutions in Virginia.

III. Closed Session

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

IV. Reconvene in Open Session and Vote on Resolutions

V. Consent Agenda

Included in the consent agenda materials are resolutions recommending 29 faculty appointments, 21 administrative appointments, appointment of the Batten Endowed Professor of Electrical and Computer Engineering, three emeritus/emera appointments, and one posthumous emeritus appointment.

VI. Regular Agenda

The regular agenda includes a proposed new policy on Priority Preregistration for Active Duty, Veterans, Reservists, and Virginia National Guard Service Members, a request to rename the College of Continuing Education as the College of Continuing Education and Professional Development, a request to rename the Office of International Student & Scholar Services as the Office of Visa & Immigration Service Advising, proposed revisions to the Policy on Tenure, and proposed revisions to the Policy on Posthumous Degree or Certificate of Recognition or Achievement for Terminally Ill and Deceased Students.

VII. Information Items

Information items include the report on Promotions in Rank Effective for 2014-15, the report from the Provost, and the report from the Vice President for Research. The report from the Provost will include an update on the 2014-19 Strategic Plan.

VIII. Topics of Interest to Board of Visitors Members

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

C: John R. Broderick
Donna Meeks

OLD DOMINION UNIVERSITY
BOARD OF VISITORS
ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE
APRIL 24, 2014
AGENDA

9:00-10:30 a.m. – President’s Dining Room

- I. APPROVAL OF THE MINUTES OF DECEMBER 5, 2013
- II. TENURE POLICIES AND PROCEDURES
 - A. Summary of Policies and Procedures on Tenure (p. 4-5)
 - B. Tenure Continuum (p. 6)
 - C. Percentage of Tenured Instructional Faculty Within the Six Academic Colleges for Academic Year 2013-14 (p. 7)
 - D. Ethnicity and Gender of Instructional Faculty within the Six Academic Colleges for Academic Year 2012-13 and 2013-14 (p. 8-9)
 - E. Instructional Faculty Tenure Trends 2007-2014 (see attachment, p. 10)
 - F. Percentage of Tenured Faculty at Doctoral Institutions in Virginia (p. 11)
- III. CLOSED SESSION
- IV. RECONVENE IN OPEN SESSION AND VOTE ON RESOLUTIONS
- V. CONSENT AGENDA
 - A. Faculty Appointments (p. 12-18)
 - B. Administrative Appointments (p. 19-23)
 - C. Appointment of the Batten Endowed Professor in Electrical and Computer Engineering (p. 24)
 - D. Emeritus/Emerita Appointments (p. 25-27)
 - E. Posthumous Emeritus Appointment (p. 28)
- VI. REGULAR AGENDA
 - A. Proposed New Policy on Priority Preregistration for Active Duty, Veterans, Reservists, and Virginia National Guard Service Members (p. 29a-b)
 - B. Request to Rename the College of Continuing Education as the College of Continuing Education and Professional Development (p. 30)
 - C. Request to Rename the Office of International Student & Scholar Services as the Office of Visa & Immigration Service Advising (p. 31)
 - D. Proposed Revisions to the Policy on Tenure (p. 32-39)
 - E. Proposed Revisions to the Policy on Posthumous Degree or Certificate of Recognition or Achievement for Terminally Ill and Deceased Students (p. 40-42)
- VII. INFORMATION ITEMS
 - A. Report on Promotions in Rank Effective for 2014-15 (p. 43-55)
 - B. Report from the Provost
 - 1. Update on the 2014-19 Strategic Plan
 - C. Report from the Vice President for Research
- VIII. TOPICS OF INTEREST TO BOARD OF VISITORS MEMBERS

SUMMARY OF POLICIES AND PROCEDURES ON TENURE

1. Purpose of tenure

To protect academic freedom

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

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

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

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

2. Criteria for the award of tenure

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

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

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

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

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

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

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

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

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

3. Review process

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

4. Appeals

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

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

TENURE CONTINUUM

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

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

Exceptions can be made in the following cases.

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

**PERCENTAGE OF TENURED INSTRUCTIONAL FACULTY *
 WITHIN THE SIX ACADEMIC COLLEGES
 FOR ACADEMIC YEAR 2013 - 2014**

SPRING, 2014

COLLEGE	TENURED	TENURE ELIGIBLE	NON- ELIGIBLE	TOTAL	% TENURED
ARTS & LETTERS	91	49	74	214	42.52%
BUSINESS & PUBLIC ADMINISTRATION	51	21	27	99	51.52%
EDUCATION	54	40	23	117	46.15%
ENGINEERING & TECHNOLOGY	60	27	12	99	60.61%
HEALTH SCIENCES	30	20	35	85	35.29%
SCIENCES	114	22	52	188	60.64%
TOTAL	400	179	223	802	49.88%

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

VPAA-DPH
4/5/2013

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

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

**04/05/2013
DPH**

**ETHNICITY AND GENDER OF INSTRUCTIONAL FACULTY WITHIN THE
SIX ACADEMIC COLLEGES FOR AY 2013 - 2014 (SPRING SEMESTER)**

	TOTAL	% OF FACULTY	TENURED	% OF FACULTY	TENURE ELIGIBLE	% OF FACULTY	NON- ELIGIBLE	% OF FACULTY
WHITE MALE	342	42.64%	214	26.68%	69	8.60%	59	7.36%
WHITE FEMALE	276	34.41%	96	11.97%	52	6.48%	128	15.96%
AFRICAN-AMERICAN MALE	20	2.49%	12	1.50%	6	0.75%	2	0.25%
AFRICAN-AMERICAN FEMALE	29	3.62%	8	1.00%	5	0.62%	16	2.00%
HISPANIC MALE	15	1.87%	6	0.75%	5	0.62%	4	0.50%
HISPANIC FEMALE	9	1.12%	2	0.25%	3	0.37%	4	0.50%
ASIAN MALE	77	9.60%	47	5.86%	24	2.99%	6	0.75%
ASIAN FEMALE	34	4.24%	15	1.87%	15	1.87%	4	0.50%
NATIVE AMERICAN MALE	0	0.00%	0	0.00%	0	0.00%	0	0.00%
NATIVE AMERICAN FEMALE	0	0.00%	0	0.00%	0	0.00%	0	0.00%
TOTALS	802	100%	400	49.88%	179	22.32%	223	27.81%

**04/04/2014
DPH**

**Instructional Faculty
Tenure Trends 2006 - 2014**

Academic Year	Tenured	Tenure Eligible	Non-Eligible	TOTAL
2006-2007	390	144	157	691
2007-2008	386	149	169	704
2008-2009	365	164	190	719
2009-2010	376	150	184	710
2010-2011	381	167	181	729
2011-2012	385	177	184	746
2012-2013	405	168	191	764
2013-2014	400	179	223	802

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

**Percentage of Tenured Faculty: 2012-13
Doctoral Institutions in Virginia***

	Total Full-Time Faculty	Percentage
College of William and Mary	Not Reported	
George Mason University	1210	56%
University of Virginia	1038	73%
Virginia Commonwealth University	1081	43%
VPI & SU	1418	61%
Old Dominion University	614	65%

Source: ACADEME: Bulletin of the AAUP (March-April 2013)

*Does not include Lecturers or Research Faculty

April 24, 2014

FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Michael J. Allen Instructor of Political Science and Geography Tenure Track	\$54,000	7/25/14	10 mos

Mr. Allen received an M.A. in Geography in 2010 and is expected to receive a Ph.D. in Geography in 2014 from Kent State University. He earned a B.S. in Earth-Science Meteorology in 2008 from California University of Pennsylvania. He has served as a Teaching Assistant at Kent State University and at California University of Pennsylvania since 2007. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by July 1, 2014)

Dr. Christopher G. Bailey Assistant Professor of Electrical and Computer Engineering Tenure Track	\$85,000	7/25/14	12 mos
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Dr. Bailey received Ph.D. in Microsystems Engineering in 2012 and a B.S. in Mechanical Engineering in 2003 from Rochester Institute of Technology. He earned an M.S. in Materials Science Engineering in 2006 from the University of Rochester. Since 2012, he has been a National Research Council Postdoctoral Fellow at the Naval Research Laboratory in Washington, D.C.

Dr. Yongcun Cheng Post-Doctoral Research Associate Ocean, Earth and Atmospheric Sciences	\$50,000	4/10/14	12 mos
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Dr. Cheng received a Ph.D. in Physical Oceanography in 2007 from Ocean University of China and a B.S. in Meteorology in 2002 from Institute of Meteorology, PLA University of Science and Technology. Since 2010, he has been a Postdoctoral Fellow at the National Space Institute, Technical University of Denmark.

Ms. Michelle P. Covi Instructor of Ocean, Earth and Atmospheric Sciences Climate Change and Sea Level Rise Initiative	\$65,000	2/1/14	10 mos
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Ms. Covi received an M.S. in Zoology (Marine Ecology) in 1992 from the University of Georgia, a B.S. in Biology in 1988 from the University of Rochester and is expected to receive a Ph.D. in Coastal Resources Management from East Carolina University. Since 2008, she has been Outreach Coordinator at North Carolina Atlas, East Carolina University. (Rank will be Assistant Professor of Practice if all requirements for the Ph.D. degree are completed by May 31, 2014)

Dr. Susan J. Daniel Associate Professor of Dental Hygiene Tenure Track	\$115,500	1/25/14	12 mos
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Dr. Daniel received a Ph.D. in Clinical Health Sciences in 2013 from the University of Mississippi, an M.S.Ed. in Curriculum and Instruction in 1979 from the University of Kentucky and a B.S. in Dental Auxiliary Teacher Education in 1977 from the University of North Carolina. Since 2010, she has been an Assistant Professor in the Department of Dental Hygiene College of Allied Health at the University of Tennessee Health Science Center and has also been an Adjunct Associate Clinical Professor in the Department of Dental Ecology at the University of North Carolina Chapel Hill. (Designated as Chair of the School of Dental Hygiene)

Dr. Ayman M. T. Ahmed Elmesalami Lecturer of Computer Science	\$49,000	1/10/14	10 mos
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Dr. Elmesalami received a Ph.D. in Electrical and Computer Engineering in 2004 from Kansas State University and a B.S. in Electronics and Communications Engineering in 1996 from the University of Zagazig, Egypt. Since 2007, he has been a Sessional Lecturer in the School of Computer Science at the University of Guelph, Ontario, Canada.

Dr. Dipankar Ghosh Assistant Professor of Mechanical and Aerospace Engineering Tenure Track	\$81,000	7/25/14	10 mos
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Dr. Ghosh received a Ph.D. in Mechanical Engineering in 2009 from the University of Florida, an M.S. in Materials Science and Engineering in 2004 from Indian Institute of Technology and a B.S. in Chemical Technology in 2002 from Calcutta University. Since 2013, he has been a Postdoctoral Scholar in the Division of Engineering and Applied Science at California Institute of Technology. Previously, Dr. Ghosh was a Postdoctoral Associate in the Department of Materials Science and Engineering at the University of Florida.

Dr. Emily Goodman-Scott Assistant Professor of Counseling and Human Services Tenure Track	\$58,000	1/10/14	10 mos
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Dr. Goodman-Scott received a Ph.D. and an M.A.Ed. in Counselor Education, in 2013 and 2008 respectively, from Virginia Polytechnic Institute and State University and a B.S. in Communication Studies in 2003 from James Madison University. She has been an Adjunct Faculty member at Old Dominion University and at Johns Hopkins University. She has also served as a Counselor and Clinical Supervisor in public and private settings.

Dr. Roderick S. Graham Assistant Professor of Sociology and Criminal Justice Tenure Track	\$56,000	7/25/14	10 mos
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Dr. Graham received a Ph.D. in Sociology in 2009 from the City University of New York Graduate Center, an M.A. in Sociology in 2003 from the University of South Carolina and a B.S. in Biology Education in 1998 from South Carolina State University. He is currently an Assistant Professor at Rhode Island College.

Dr. Filmon G. Habtemichael Post-Doctoral Research Associate Civil and Environmental Engineering	\$48,000	1/1/14	12 mos
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Dr. Habtemichael received a Ph.D. in Transportation Systems in 2013 from Instituto Superior Tecnico, Technical University of Lisbon and a B.Sc. in Civil Engineering in 2006 from the University of Asmara. He has conducted research throughout his doctoral studies in simulation-based and mathematical modeling of transportation systems.

Dr. Kristin E. Heron Assistant Professor of Psychology Tenure Track	\$75,000	7/25/14	10 mos
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Dr. Heron received a Ph.D. and an M.S. in Clinical Psychology, in 2011 and 2006 respectively, from Syracuse University and a B.A. in Psychology in 2004 from State University of New York. Since 2011, she has been a Research Associate and Associate Director of the Dynamic Real-time Ecological Ambulatory Methodologies (DREAM) Program at the Social Science Research Institute, Pennsylvania State University. She has also served as Research Associate in the Department of Biobehavioral Health and as a Postdoctoral Behavioral Health Therapist at Penn State.

Dr. Johanna M. Hoch	\$60,000	7/25/14	10 mos
Assistant Professor of Physical Therapy and Athletic Training Tenure Track			

Dr. Hoch received a Ph.D. in Rehabilitation Sciences in 2012 from the University of Kentucky, an M.S. in Recreation and Sports Science in 2008 from Ohio University and a B.S. in Human Performance and Sports Sciences in 2006 from Ohio Northern University. Since 2012, she has served as Administrative Assistant for the Commission on Accreditation of Athletic Training Education (CAATE) and Director of Clinical Education, Post Professional Athletic Training Program as well as Assistant Adjunct Faculty in the School of Physical Therapy and Athletic Training at Old Dominion University.

Dr. Joseph R. Hodes	\$51,000	7/25/14	10 mos
Visiting Assistant Professor of History			

Dr. Hodes received a Ph.D. in Humanities in 2011 and a B.A in Religious Studies in 2000 from York University. He earned an M.A. in Middle Eastern History in 2003 from Tel Aviv University. From 2012-2014, he has been a Visiting Assistant Professor at Tulane University.

Dr. Jody K. Howard	\$75,000	7/25/14	10 mos
Associate Professor of Teaching and Learning Tenure Track			

Dr. Howard received a Ph.D. in Library and Information Management in 2008 from Emporia State University, a Masters of Library Science and Information Management in 1981 from the University of Denver, an M.Ed. in Educational Media in 1975 from the University of Colorado and a B.A. in English in 1971 from Metropolitan State College. Since 2011, she has been Director of the Palmer School of Library and Information Science and Associate Dean of the College of Education, Information and Technology, Long Island University.

Ms. Rachel E. Kane-Frieder	\$108,000	7/25/14	10 mos
Instructor of Management Tenure Track			

Ms. Kane-Frieder received a B.S. in Business Administration in 2009 from the University of Florida and is expected to receive a Ph.D. in Business Administration in 2014 from Florida State University. During her doctoral studies, Ms. Kane-Frieder has conducted research and taught at Florida State. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2014)

Dr. Timothy M. Komarek	\$120,000	7/25/14	12 mos
Assistant Professor of Economics Tenure Track			

Dr. Komarek received a Ph.D. and an M.S. in Agricultural, Food and Resource Economics, in 2012 and 2010 respectively, from Michigan State University and a B.A. in Economics in 2006 from Calvin College. Since 2012, he has been an Assistant Professor in the

Department of Marketing and Economics at Valdosta State University. Prior to that, Dr. Komarek was a Graduate Research Assistant at Michigan State University. (Salary includes a \$30,000 stipend for participating in the Old Dominion University Forecasting Project and State of the Region Report.)

Dr. Jill M. Krahwinkel	\$64,250	5/25/14	12 mos
Senior Lecturer of Counseling and Human Services			

Dr. Krahwinkel received a Ph.D. in Counseling and Counselor Education in 2013 from North Carolina State University, an M.Ed. in Mental Health Counseling in 2006 from Western Kentucky University and a B.A. in Psychology in 2003 from Murray State University. She is the Clinical Site Supervisor at North Carolina Central University and Director of Outpatient Services for Fellowship Health Resources in Raleigh, NC.

Dr. Venkat Maruthamuthu	\$81,000	7/25/14	10 mos
Assistant Professor of Mechanical and Aerospace Engineering Tenure Track			

Dr. Maruthamuthu received a Ph.D. in Chemical and Biomolecular Engineering in 2009 from the University of Illinois at Urbana-Champaign and a B.S. and M.S. in Chemical Engineering in 2003 from the Indian Institute of Technology Madras, India. Since 2009, he has been a Postdoctoral Fellow at The Institute for Biophysical Dynamics at the University of Chicago. From 2010-2012, Dr. Maruthamuthu was an American Heart Association Fellow.

Dr. Sharon McQueen	\$61,000	7/25/14	10 mos
Assistant Professor of Teaching and Learning Tenure Track			

Dr. McQueen received a Ph.D. in Library and Information Studies in 2012 from the University of Wisconsin-Madison, and an M.L.I.S. and B.A., in 1999 and 1997 respectively, from the University of Wisconsin-Milwaukee. She is a Lecturer in the Department of Library and Information Studies at Rutgers University and an Honorary Fellow in the School of Information Studies at the University of Wisconsin-Madison.

Mr. Moises O. Mina, Jr.	\$45,000	7/25/14	10 mos
Lecturer of Sociology and Criminal Justice			

Mr. Mina received an M.A. in Applied Sociology in 1999 from Old Dominion University, a B.A. in Sociology in 1996 from Saint Leo University and is expected to receive a Ph.D. in Criminology in 2014 from Old Dominion University. He has been a Lecturer and an Adjunct Instructor at Old Dominion University and Saint Leo University.

Ms. Megan S. Nutzman Instructor of History Tenure Track	\$52,000	7/25/14	10 mos
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Ms. Nutzman received an M.A. in Classics in 2008 from the University of Chicago, a Master of Theology in 2005 from Holy Cross Greek Orthodox School of Theology and a B.A. in History and Political Economy in 1999 from Hillsdale College. She is expected to receive a Ph.D. in Classics in 2014 from the University of Chicago. She has been an Instructor and a Teaching Assistant in the Department of Classics at the University of Chicago. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by September 1, 2014)

Dr. Sean R. Sadri Assistant Professor of English/ Communication and Theatre Arts Tenure Track	\$56,000	7/25/14	10 mos
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Dr. Sadri received a Ph.D. in Mass Communication in 2012 from the University of Florida, an M.S. in Broadcast Journalism in 2008 from Syracuse University and a B.A. in English and Communication in 2006 from the University of California. Since 2013, he has been an Adjunct Professor and Academic Advisor at the University of Florida.

Dr. Huseyin Sarper Lecturer Engineering Fundamentals Division	\$70,000	7/25/14	10 mos
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Dr. Sarper received a Ph.D. and an M.S. in Industrial Engineering and Operations Research, in 1988 and 1982 respectively, from Virginia Polytechnic Institute and State University and a B.S. in Industrial Engineering in 1980 from The Pennsylvania State University. He is currently a Professor of Engineering at Colorado State University.

Dr. Kathryn Simms Research Associate Center for Global Health	\$50,000	1/25/14	10 mos
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Dr. Simms received a Ph.D. in Education in 2010 from Old Dominion University, a Ph.D. in Finance in 1996 from The University of Georgia. She also earned an M.T.A. in Tax Accounting and a B.S. in Accounting, in 1988 and 1987 respectively, from The University of Alabama. Since 2013, she has been a Grant Development Specialist with the Office of Research at Old Dominion University. Dr. Simms is also the owner of The Research Center in Chesapeake, VA.

Ms. Kerstin Steitz Instructor of Foreign Languages and Literatures Tenure Track	\$52,000	7/25/14	10 mos
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Ms. Steitz received an M.A. in Germanic Languages and Literature in 2008 and is expected to receive a Ph.D. in Germanic Languages and Literature in 2014 from the University of Virginia. Her undergraduate degree is in Comparative Literature from Freie Universitat Berlin.

She has been a Graduate Student Associate, Research Assistant and Instructor at the University of Virginia. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by July 25, 2014)

Dr. Kristine Sunday	\$61,000	7/25/14	10 mos
Assistant Professor of Teaching and Learning Tenure Track			

Dr. Sunday received a Ph.D. in Art Education, an M.S. in Curriculum and Instruction and a B.S. in Human Development and Family Studies, in 2011, 2006 and 1999 respectively, from The Pennsylvania State University. Since 2011, she has been Assistant Professor of Education at The Pennsylvania State University.

Ms. Pamela VanHaitisma	\$58,000	7/25/14	10 mos
Instructor of English Tenure Track			

Ms. VanHaitisma received an M.A. in English in 2009 from San Francisco State University, an M.S. in Women's Studies in 2002 from The Ohio State University and a B.A. in English in 2000 from Saginaw Valley State University. She is expected to receive a Ph.D. in English in 2014 from the University of Pittsburgh. Since 2010, she has been an Instructor at the University of Pittsburgh. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2014)

Dr. Seth H. Weinberg	\$100,000	5/25/14	12 mos
Research Assistant Professor Virginia Modeling, Analysis and Simulation Center			

Dr. Weinberg received a Ph.D. in Biomedical Engineering in 2012 from The Johns Hopkins University and a BSE in Biomedical Engineering in 2006 from Duke University. Since 2012, he has been a Postdoctoral Research Associate at The College of William and Mary, Biomathematics Initiative. Prior to that, Dr. Weinberg was a Graduate Research Assistant in the Cardiac Bioelectric Systems Lab at The Johns Hopkins University.

Dr. Yusuke Yamani	\$75,000	7/25/14	12 mos
Assistant Professor of Psychology Tenure Track			

Dr. Yamani received a Ph.D. in Psychology and an M.S. in Human Factors, in 2013 and 2010 respectively, from the University of Illinois at Urbana-Champaign. He earned a B.A. in Psychology and a B.A. in Philosophy in 2008 from The State University of New York at Geneseo. Since 2013, he has been a Post-Doctoral Research Associate in the Arbella Human Performance Laboratory at the University of Massachusetts at Amherst.

April 24, 2014

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. Khaled S. Abul-Hassan Director of Patents and Licensing and Assistant Professor	\$130,000	5/1/14	12 mos

Dr. Abul-Hassan received an M.B.A. in 2007 from Lally School of Management and Technology, RPI, a Ph.D. in Molecular Medicine and an M.Sc. Research in Biotechnology, in 1999 and 1997 respectively, from the University of Manchester, UK and a B.Sc. in Zoology in 1990 from AIN Shams University, Egypt. Since 2007, he has been Business Development/Licensing Manager at Rensselaer Polytechnic Institute. Prior to that, he served as a Strategy/Marketing Consultant and a Patent/Licensing Consultant.

Dr. Jane Susan Bray Dean of the Darden College of Education and Professor of Teaching and Learning (untenured)	\$210,000	12/25/13	12 mos
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Dr. Bray received an Ed.D. in Education in 1994 from Lehigh University, an M.S. in Education and a B.S. in Elementary Education, in 1974 and 1972 respectively, from Kutztown University. Since 2013, she was Interim Dean for the Darden College of Education at Old Dominion University. Prior to that, Dr. Bray was Dean for the School of Education and Associate Provost and Professor of Elementary and Early Childhood Education at Millersville University of Pennsylvania.

Ms. Ashley Brewer Information Delivery Services Librarian and Librarian I	\$55,000	12/10/13	12 mos
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Ms. Brewer received a Master of Library and Information Science in 2013 from the University of Washington and Bachelor of Arts in Theater in 2007 from Stanford University. From 2011-2013, she was a manager and web content manager for Atlanta Beach Swimwear. Previously, she was a Database Research and Analysis Consultant for Urovalve, a special sales assistant for Chronicle Books, and a weekend supervisor at the Stanford University Art and Architecture Library.

Mr. Kermit E. Buggs Secondary Football Coach	\$90,000	1/10/14	12 mos
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Mr. Buggs received a Master of Education in 2006 from The Pennsylvania State University and a B.S. in Exercise Science in 1995 from Norfolk State University. Since 2013, he has been a Special Teams Coordinator/Running Backs Coach at the University of Connecticut. Prior to that, Mr. Buggs was as Defensive Coordinator/Secondary Coach at Lock Haven University.

Mr. Jeremy D. Dickerson Director of Undergraduate Admissions and Instructor	\$95,000	2/10/14	12 mos
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Mr. Dickerson received a Master of Education, Higher Education in 2005 from the University of Arkansas and a Bachelor of Arts in German in 2004 from Hendrix College. Previously, he served as Associate Director of Admissions for Information Management and Assistant Dean of Admissions at the University of Arkansas.

Dr. Emily A. Eddins Assistant Director for Service Learning and Assistant Professor	\$43,000	1/25/14	12 mos
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Dr. Eddins received a Ph.D. and an M.S. in Human Dimensions of Natural Resources, in 2013 and 2009 respectively, from Colorado State University and a B.A. in Geography in 2006 from Miami University. Since 2013, she has been a Service Learning Program Assessment Specialist at Campus Compact of the Mountain West. Prior to that, Dr. Eddins, was a Cultural Diversity Graduate Research Assistant in the Department of Human Dimensions of Natural Resources at Colorado State University.

Mr. Ulrick Edmonds Linebackers Coach	\$70,000	12/6/13	12 mos
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Mr. Edmonds received an M.Ed. in College Student Personnel Administration and a B.S. in Psychology and Criminal Justice from James Madison University. Since 2004, he has been a Recruiting Coordinator/Tight Ends and Recruiting Coordinator/Running Backs at James Madison University.

Ms. Angie Hind Head Women's Soccer Coach	\$85,000	3/3/14	12 mos
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Ms. Hind received a B.A. in Sport in the Community in 1998 from the University of Strathclyde in Scotland. Since 2013, she has been Head Women's Coach and Academy Manager at Rangers FC. Prior to that, Ms. Hind was Assistant National Coach for the Scottish Football Association. From 2005-2010, she served as the Head Women's Soccer Coach at Dartmouth College.

Dr. Morris W. Foster Vice President for Research and Professor of Community and Environmental Health	\$260,000	7/1/14	12 mos
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Dr. Foster received a Ph.D. and M.Phil., in 1988 and 1984 respectively, from Yale University and a B.A. in 1981 from the University of Oklahoma. Dr. Foster has served in a number of capacities at the University of Oklahoma, most recently as Special Assistant to the President, Associate Vice President for Research (Norman campus), Associate Vice President for Strategic Planning, Deputy Director for Cancer Prevention and Control for the Peggy and Charles Stephenson Cancer Center, Deputy Director of the Oklahoma Shared Clinical and Translational Resource, and Professor of Anthropology. He also is chair of the Ethics Advisory Board for Illumina Inc., the leading manufacturer of sequencing instruments.

Mr. Michael W. Joseph Associate Director of Auxiliary Services and Instructor	\$77,000	5/25/12	12 mos
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Mr. Joseph received an M.B.A. from Virginia Commonwealth University and a B.A. in English Literature from the College of William and Mary. Since 2010, he has been a Business Specialist in Auxiliary Services at Old Dominion University.

Ms. Shelley Ann Jules-Plag University Space Officer and Instructor	\$65,000	2/3/14	12 mos
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Ms. Jules-Plag received a Master of Architecture in 2010 from New School of Architecture and Design, a BSc. in Interior Design in 2007 from the University of Nevada Reno, an MSc. in Geographic Information Systems and a BSc. in Surveying and Land Information, in 1996 and 1992 respectively, from the University of the West Indies. Since 2012, she has been a Fellowship Recipient at the University of Witwatersrand, Johannesburg, South Africa.

Mr. Christopher Lawton Science Reference Services Librarian	\$49,500	3/25/14	12 mos
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Mr. Lawton received an M.S. in Library and Information Science in 2013 from Syracuse University and a B.A. in Music in 2010 from Franklin Pierce University. Since 2012, he has been an Editor/Blogger at Hack Library School and was an administrative intern at Frederick County Public Library.

Ms. Lisa Litwiller Associate Director of Admissions – Marketing and Assistant Instructor	\$55,000	12/10/13	12 mos
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Ms. Litwiller received a B.S. in Education from Frostburg State University. Previously she served as the Interim Communications Director at First Presbyterian Church in Norfolk.

Prior to that, Ms. Litwiller was an Account Executive with Seventh Point Advertising, Marketing and Public Relations.

Ms. Shevonne Morgan Assistant Director of Marketing and Membership, Recreation and Wellness and Instructor	\$45,000	5/10/14	12 mos
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Ms. Morgan received an M.A. in Urban Affairs in 2007 from Norfolk State University and a B.A. in Communication/Marketing in 1998 from Saint Augustine's College. Since 2012, she has been Senior Membership Director for the YMCA of South Hampton Roads. Prior to that, Ms. Morgan was a Market Research and Database Strategy Manager for the City of Virginia Beach.

Mr. Matthew Newton CRM Manager and Technical Analyst for Enrollment Management and Assistant Instructor	\$70,000	4/25/14	12 mos
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Mr. Newton received a Bachelor of Business Administration from Haworth College of Business, Western Michigan State in August 2010. Since 2008, he has served as the Webmaster and CRM Administrator at Western Michigan University, Extended University Programs.

Mr. William L. Nuckols Authorization and Compliance Manager and Instructor	\$55,000	3/10/14	12 mos
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Mr. Nuckols received a J.D. in 2000 from Southern Illinois University, a B.A. in History in Secondary Education and Political Science in 1996 and is expected to receive a Ph.D. in Higher Education Administration in 2014 from Old Dominion University. Since 2013, he has been Research Associate for the Entrepreneurism Task Force, Hampton Roads Community Foundation and Special Assistant to the Associate Vice President of Distance Learning at Old Dominion University.

Ms. Tracie Ortiz Instructional Designer and Instructor	\$65,000	12/10/13	12 mos
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Ms. Ortiz received a Master's Degree in Deaf Studies and Habilitation – Communication Disorders in 1996 from Lamar University and a Bachelor's Degree in Business Administration – Marketing in 1992 from St. Mary's University. She is expected to receive a Ph.D. in Educational Technology from the University of Hawaii in May 2014. Since 2011, she has been an Instructional Designer in the Center for Learning and Teaching (CLT) at Old Dominion University.

Ms. Julie M. Perez Transfer Admission Counselor and Assistant Instructor	\$37,000	2/10/14	12 mos
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Ms. Perez received a Bachelor of Arts in Urban Studies in 2009 from Rutgers University. Since 2010, she has been an Academic Advisor at Camden County Community College and at Wake Technical Community College.

Mr. Stephen G. Riegler Associate Director of Operations Recreation and Wellness and Instructor	\$53,000	2/24/14	12 mos
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Mr. Riegler received an M.S. in Sport Management from California University of Pennsylvania and a B.S. in Physical Education from Coastal Carolina University. Since 2012, he has been Assistant General Manager – Leagues and Operations and Sports Director for Virginia Beach Field House.

Dr. Stephanie L. Sanders Associate Director of Diversity Initiatives and Assistant Professor	\$64,000	5/10/14	12 mos
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Dr. Sanders received a Ph.D. in Curriculum and Instruction from Ohio University, and an M.S. and B.S. in Speech-Language-Hearing Science from the University of Central Arkansas. Since 2012, she has been Assistant Director for Diversity and Inclusion at Ohio University.

Ms. Kathleen C. Williamson Director of Human Resources for Employee Relations and Strategic Initiatives and Assistant Instructor	\$103,000	4/10/14	12 mos
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Ms. Williamson received a B.A. in Political Science from The American University. She has 25 years of experience in human resources with 16 years in higher education within the Commonwealth of Virginia. Since 2003, Ms. Williamson has worked in human resources at Old Dominion University, in the roles of Compensation Manager, Employee Relations Manager and most recently as Interim Director of Human Resources.

April 24, 2014

APPOINTMENT OF BATTEN ENDOWED PROFESSOR OF ELECTRICAL AND
COMPUTER ENGINEERING

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Hani Elsayed-Ali as the Batten Endowed Professor of Electrical and Computer Engineering. A summary of his career is included below for information purposes.

Dr. Hani Elsayed-Ali is currently Professor and Eminent Scholar of Electrical and Computer Engineering in the Batten College of Engineering and Technology. He also serves as Director of the Applied Research Center.

He received unanimously supportive recommendations received from the departmental promotion and tenure committee, the department chair, the college dean, and the University's Named Chair Selection Committee for his appointment as the Batten Endowed Professor of Electrical and Computer Engineering. In addition to winning the designation of Eminent Scholar, Dr. Elsayed-Ali has been recognized by the University and external constituents for his research excellence on several occasions, receiving the 16th Annual Research Award in 2000 and the Excellence in Innovation in Hampton Roads Award from the Hampton Roads Technology Council in 2006. He has mentored more than 40 graduate students and in 2012 received the University's Doctoral Mentoring Award. Dr. Elsayed-Ali has distinguished himself nationally and internationally through over 100 scholarly articles and external research expenditures in excess of \$8 million. He also holds five patents and is a major contributor to three international collaboration programs.

April 24, 2014

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

<u>Name and Rank</u>	<u>Effective Date</u>
David R. Basco Professor Emeritus of Civil and Environmental Engineering	June 1, 2014
Janet M. Bing Professor Emerita of English	June 1, 2014
Carol A. Doll Professor Emerita of Teaching and Learning	June 1, 2014

DAVID R. BASCO

David R. Basco, professor of civil and environmental engineering, joined Old Dominion University in 1986, specializing in coastal engineering. He was founding director of the Coastal Engineering Center, a position he still holds. He previously taught at Texas A&M for 17 years.

Basco has conducted research in the area of water wave mechanics, the physical and numerical modeling of wave breaking phenomena, the stochastic design of coastal structures, the numerical simulation of free surface, long and short wave phenomena in rivers, estuaries and in near shore coastal regions and has conducted research in several other areas associated with coastal engineering. His major current research interest has been the development of a coastal storm severity index based on hydrodynamics to combine elevated water levels, and wave conditions over the storm duration to supplement the wind-based scales presently employed.

Basco is the author of five books (or book chapters) including parts of the Coastal Engineering Manual (2006, Corps of Engineers). He has authored/co-authored 89 journal and proceedings papers and 115 technical reports. He currently is completing the manuscript for a textbook "Design of Coastal Structures" to be published by World Scientific Publishing Co. in 2014. He is a member of the Board of Directors of the Coastal Engineering Journal, Elsevier Publ. Co. Basco established the online, internet-based Certificate in Coastal Engineering. He also created the only online master's degree program in coastal engineering offered in the United States.

JANET M. BING

Janet Bing received a B.A. in English from Coe College in 1959 and an M.A. in English from Stanford University in 1960. She served in the Peace Corps Afghanistan from 1962-66 and received a Ph.D. in linguistics from the University of Massachusetts in Amherst in 1979. Before coming to Old Dominion, she taught at the University of Massachusetts, the University of New Hampshire, and the University of Minnesota.

Bing joined Old Dominion University as an Assistant Professor of English linguistics in 1982 and achieved the rank of Professor in 1996. She served as Graduate Program Director for English from 1991-1994 and Graduate Program Director for Applied Linguistics from 1998-2009. She was an active member of the Women's Caucus and taught in the Women's Studies Program.

During her years at Old Dominion University, Bing was instrumental in developing an M.A. in Applied Linguistics and later became a member of the doctoral faculty for the Ph.D. in English. She won the Robert L. Stern Teaching Award and was designated a University Professor in 2000. She published three books and numerous articles on linguistics, cross-cultural communication, humor, and women's studies.

CAROL A. DOLL

Carol A. Doll earned a B.A. in Elementary Education from Michigan State University in 1972, an M.L.S from Western Michigan University in 1974, and a Ph.D. with a Library Science major from the University of Illinois-Champaign in 1980.

Doll joined Old Dominion as Professor of School Library in 2007. She served as Graduate Program Director of the School Library program beginning in Spring 2008 until her retirement in 2014. Doll was involved in many professional organizations including the American Library Association, for which she was awarded the Distinguished Service Award for her work on the Association for Library Service to Children. She also served as Secretary for the American Association of School Librarians, Educators of Library Media Specialists Section, Chicago, IL and as committee chair for the American Educational Research Association REISL Nominating Committee.

During Doll's six years at Old Dominion University, she was actively engaged in research and grants in the area of School Librarians and was part of teams receiving significant funding from the Institute of Museum and Library Services (IMLS). She was also an active researcher and published/presented work both as sole author and collaboratively with fellow faculty and doctoral students at a wide variety of journals and conferences.

April 24, 2014

POSTHUMOUS EMERITUS APPOINTMENT

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the posthumous granting of the title of emeritus to the following faculty member. A summary of his accomplishments is included.

Name and Rank

Effective Date

Samuel F. Coppage, Jr.
Associate Professor Emeritus of Information Technology
and Decision Sciences

Posthumous

Samuel Coppage, Associate Professor of Information Technology and Decision Sciences, received a B.S. in Mathematics from Virginia State University and a Master's of Science and Ph.D. in Computer Science from the Courant Institute of Mathematical Sciences at New York University in 1978. Prior to joining the faculty at Old Dominion in 1983, he worked at Bell Labs and as a private information systems consultant in New York City.

In many ways Coppage was the conscience of the College and University on curricular matters, ever mindful of the consequences of actions. He served for many years as a member and chair of the Curriculum Committee of the Department of Information Systems, as a member and Chair of the Undergraduate Curriculum Committee of the College of Business and Public Administration, and as a member of Committee A of the Faculty Senate: the Undergraduate Curriculum Committee. His lengthy list of service includes: past President of the Coalition of Black Faculty and Administrators; member of the President's Task Force for Minority Recruiting; and a member of the President's Advisory Committee for Affirmative Action/Equal Opportunity.

Coppage made many contributions to the Hampton Roads community. He served as a Commissioner of the Norfolk International Airport Authority; on the Boards of Directors of NATOFest (formerly Norfolk Azalea Festival), the Norfolk Sister City Association, and the Feldman Chamber Music Society; and on the Community Advisory Board for Tidewater Community College (Norfolk). He was one of the first life-time members of the Youth Branch of the NAACP. In 2009 Coppage was the recipient of the Martin Luther King Jr. Award from Tidewater Community College.

April 24, 2014

PROPOSAL FOR A NEW POLICY ON PRIORITY PREREGISTRATION FOR ACTIVE
DUTY, VETERANS, RESERVISTS, AND VIRGINIA NATIONAL GUARD SERVICE
MEMBERS

RESOLVED that, upon the recommendation of the Academic and Research
Advancement Committee, the Board of Visitors approves the new policy on Priority
Preregistration for Active Duty, Veterans, Reservists, and Virginia National Guard Service
Members, effective April 24, 2014.

Rationale: Old Dominion University is required to comply with the implementation of Code of Virginia § 23-9.2:3.7 C in establishing a policy that recognizes the scheduling difficulties and obligations encountered by active duty members of the United States armed forces. The State Council for Higher Education in Virginia (SCHEV) has issued guidelines that require state colleges and universities to establish course registration policies that provide reasonable accommodation to students who are active-duty military members, veterans, reservists and Virginia National Guard members. The State Council also requires attestation that the policy has been approved by the governing board in satisfaction of the legislation.

PRIORITY PREREGISTRATION FOR ACTIVE DUTY, VETERANS, RESERVISTS AND VIRGINIA NATIONAL GUARD SERVICE MEMBERS

The 2012 General Assembly established Virginia code 23-9.2:3.7 C, which states:

The governing boards of each public institution of higher education shall, in accordance with guidelines developed by the State Council of Higher Education for Virginia, implement policies that recognize the scheduling difficulties and obligations encountered by active duty members of the United States armed forces.

The State Council of Higher Education for Virginia in consultation with the Military Education Advisory Committee (MEAC) has issued guidelines that require state colleges and universities to establish course registration policies that provide reasonable accommodation to students who are active-duty military members, veterans, reservists and Virginia National Guard members.

Old Dominion University wishes to facilitate priority preregistration for currently enrolled, degree-seeking military students according to the following procedures:

- **Priority preregistration will** begin no sooner than Monday of the first week of preregistration provided documentation has been received and approved in the Office of the University Registrar.
- **Preregistration will be based on the student's class standing** (senior, junior, sophomore, freshman) and will permit the student to participate during the earliest registration time slot for his or her class. Time tickets will be assigned using rules to assign the appropriate time slot. All graduate students are invited to register on the first day of preregistration.

To qualify for priority preregistration:

- **Active Duty, Reservist and National Guard students** must provide proof of current active duty status to the Office of the University Registrar prior to preregistration each semester. With valid Military ID, students will be granted a priority registration time slot.
- **Veterans receiving federal VA educational benefits** to include but not limited to Chapter 30, Chapter 31, Chapter 32, Chapter 33, Chapter 1606 and Chapter 1607 will automatically receive priority preregistration if benefits have been received at Old Dominion University during the current semester (for example, priority preregistration will be granted if the student has submitted the benefits certification form for the spring semester and wishes to preregister for the fall semester).
 - **GI Bill benefits recipients** who have submitted the Veterans Clearance form to the Office of the University Registrar by the deadline will be granted a priority window registration time slot. The VA Clearance Form is available at:
<http://www.odu.edu/content/dam/odu/offices/university-registrar1/docs/veterans-clearance-form.pdf>
- **Veterans who do not use federal VA educational benefits** must provide a copy of the DD214, retired military identification card or the DMV issued veteran card.
- **In order to participate in priority preregistration**, students who are qualified must self-identify as indicated and provide requested documentation by the following deadlines:
 - **Fall preregistration: March 15**
 - Generally fall preregistration will begin no later than the second week of April for currently enrolled degree seeking students.

- **Spring/Summer preregistration: October 15**
 - Generally, spring preregistration will begin no later than the second week of November for currently enrolled degree seeking students. Summer preregistration is ongoing and concurrent with spring preregistration.

All students must have been advised, have no restrictive holds on the student account and be otherwise eligible to register in order to participate in preregistration. Entering freshman students may register during their Preview orientation date.

Each semester all documents should be mailed or delivered to the Veterans Certifying Officer, Office of the University Registrar, 116 Rollins Hall, Norfolk, VA 23529 or faxed to 757-683-5357. The VA Certifying Officer is responsible for all requests regarding priority preregistration.

Communication about the priority preregistration process will be published in the University Catalogs, available online on the Veterans Services pages <http://www.odu.edu/military/students/veterans-services>, and through direct communication via email to the ODU email address to all currently qualified and enrolled students.

Staff in the Office of the University Registrar, Military Connections and the Office of Admissions will be trained to communicate the policy to students who may be qualified for this benefit.

April 24, 2014

APPROVAL TO RENAME THE COLLEGE OF CONTINUING EDUCATION TO THE COLLEGE OF CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves renaming the College of Continuing Education to the College of Continuing Education and Professional Development effective April 24, 2014.

Rationale: The College of Continuing Education was recently approved and has not yet been formally created. In reviewing the plans for hiring the new Dean along with recommendations from an earlier task force, it is recognized that the phrase “Professional Development” should be in the title of the new college. This new name is justified on four different grounds.

- Adding the phrase “professional development” to the title of the new College is consistent with the mission of the new College, which includes providing high quality professional development opportunities to nontraditional learners.
- Many of the programs offered through the College will be professional development workshops and trainings. Including the phrase “professional development” in the name will ensure that nontraditional learners understand the types of programs offered in the new College.
- The new name recognizes the many different reasons that individuals seek out continuing education offerings, which can be for both personal and professional development.
- Many professions make a distinction between “professional development hours” and “continuing education units.” Because the new College will be flexible and responsive to many different professions, it is important that the name broadly reflect the types of opportunities that will be available in the new College.

Renaming the College will have no financial ramifications beyond the costs that were anticipated when the College was initially created.

April 24, 2014

APPROVAL TO RENAME THE OFFICE OF INTERNATIONAL STUDENT AND
SCHOLAR SERVICES (ISSS) AS THE OFFICE OF VISA AND IMMIGRATION SERVICE
ADVISING (VISA)

RESOLVED that, upon the recommendation of the Academic and Research
Advancement Committee, the Board of Visitors approves renaming International Student and
Scholar Services (ISSS) as the Office of Visa and Immigration Service Advising (VISA)
effective July 1, 2014.

Rationale: The request to rename the Office of International Student and Scholar Services as
the Office of Visa and Immigration Service Advising is made in order to more
accurately reflect the work currently done in the office related to federal
regulations and compliance matters. The primary responsibilities of the office
now concern advising students and faculty about compliance issues related to
immigration, tax and employment of internationals, insurance regulation, and
monitoring for J Exchange Visitors.

April 24, 2014

APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON TENURE

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revisions to the policy on Tenure effective July 1, 2014.

Rationale: The revisions proposed for the policy on Tenure concern the language in the policy that allows for shortening the probationary period in the case of exceptional merit and performance. The current language has become restrictive and has been interpreted in some departments as a requirement that candidates who wish to be considered early for tenure must be even more exceptional at that time than if they wait and apply for tenure with no shortening of the probationary period.

Instead, meeting the necessary standards of merit and performance that are required for tenure in a shortened probationary period should be considered exceptional in itself. Rather than trying to define “exceptional merit and performance,” there should be a common standard for the award of tenure, and those who achieve the standard should be awarded tenure regardless of the length of time of the probationary period.

The policy has also been revised to state that individuals should be considered for tenure only once.

Tenure

(Board of Visitors Policy, #1411)

- I. Purpose of Tenure - The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the University, to protect academic freedom, and to enable the University to retain a permanent faculty of distinction in order to accomplish its mission. For these reasons, tenure is awarded only after a suitable probationary period, and the decision to award tenure is based both on the merit of the individual faculty member and on the long-term needs and mission of the department, the college, and the University.
- II. Eligibility for Tenure
 - A. Only faculty members who hold the ranks of assistant professor, associate professor, or full professor are eligible to be considered for tenure. Assistant professors will be awarded tenure only if they are simultaneously being promoted to the rank of associate professor.
 - ~~B.~~ Faculty members may be considered for tenure only once.
 - ~~C.~~~~B.~~ Under certain circumstances administrative faculty holding rank in a department at the assistant professor (if promotion to the rank of associate professor is being simultaneously considered), associate professor, or full professor level may be considered for tenure, as specified by the Board of Visitors policy concerning administrative faculty.
 - ~~D.~~ ~~C.~~ Since tenure is granted as a faculty member in an academic department or program, the award of tenure does not imply continuance in any full-time or part-time administrative position, nor does it imply continuance of any specific work assignment within or outside the department in which tenure is granted.
- III. Probationary Period
 - A. The probationary period begins with the initial full-time, tenure-track appointment at Old Dominion University at the rank of instructor, assistant professor, associate professor, or full professor; only time spent in a tenure-track position at one of these ranks is counted as part of the probationary period.

Subject to agreement by the University and the faculty member, any academic year in which a faculty member was on a full-time tenure-track appointment in one of these ranks for at least one semester, may be counted as one year of the probationary period.
 - B. The following do not count as part of the probationary period:
 1. Time in the rank of assistant instructor, faculty of practice, artist-in-residence, performer-in-residence, writer-in-residence, research professor, research associate professor, research assistant professor, research associate, or any part-time position.
 2. Time in appointment as an administrator, that is, in a position designated as a teaching/research administrative position or as a classified position in the state personnel system. (Time spent in a teaching and research faculty position as defined in the state personnel system will count as part of the probationary period, even if administrative responsibilities are assigned as part of that position; normally, departmental administrative positions such as chair or assistant chair will thus count as part of the probationary period.)
 3. Time in a position that involves no teaching of credit courses, for example as a teacher of children or a therapist in the Children's Learning and Research Center or as a teacher of exclusively noncredit course work.
 4. Time spent on leave of absence.
 5. Time spent on faculty exchanges if the faculty member so chooses.

- C. A period of time, not to exceed one year, may be excluded from the probationary period, upon the approval of the provost and vice president for academic affairs subject to the following conditions.
1. That the faculty member submits a request in writing to the department chair. The department chair and the dean shall forward the request with a recommendation to the provost and vice president for academic affairs.
 2. The request must be the result of the occurrence of a serious event. A "serious event" is defined as a life-altering situation which requires the faculty member to devote more than eight hours of each day to alleviate the impact of the event for a period greater than six weeks and less than one year. These events may include the birth of a child, adoption of a child under the age of six years, serious personal illness or care of an immediate family member including parent, stepparent, child, or spouse.
 3. The faculty member shall provide documentation to justify the time requested and the seriousness of the event.
 4. The request shall be made no later than one year from the first day of the serious event.
 5. The faculty member must have been adequately performing the duties assigned prior to the first day of the serious event.
 6. Faculty who are awarded this exclusion shall have no requirements or expectations beyond those of any probationary faculty member.
 7. Work accomplished during the excluded period may be cited in the tenure case.
 8. Requests for exclusion may be made at any time during each academic year. No request shall be made after the application for tenure has been submitted.
 9. Decisions will be made within 60 days of the receipt of the faculty member's request by the department chair.
 10. The decision of the provost and vice president for academic affairs is final.
- D. The maximum length of the probationary period is seven academic years. The faculty member is informed of the decision of the provost and vice president for academic affairs on tenure by April 30 of the sixth year of probationary service. The faculty member will receive either a tenure contract or a terminal contract in the seventh year.
- E. The length of the probationary period may be reduced in any of the following instances:
1. A faculty member who has full-time teaching experience at the rank of instructor or above at another collegiate institution, or at Old Dominion University prior to a break in service, may have the probationary period reduced by either one or two years. If the probationary period is to be reduced, the reduction must be recommended by the chair and dean and approved by the provost and vice president for academic affairs at the time of the initial appointment. Unless such a reduction has been approved and the faculty member has been so notified in writing at the time of initial appointment, reduction for prior service will not be granted.
 2. A faculty member initially appointed to the rank of full professor may be notified of a tenure decision by April 30 of the second year of service; if tenure is awarded, a tenure contract will be offered for a third year of service. In addition, the probationary period for a full professor may be eliminated, and an initial tenure appointment may be recommended to the Board if such an appointment has been requested by the chair, voted on by the departmental tenure committee, the college promotion and tenure committee, the University Promotion and Tenure Committee and approved in writing by the dean, the provost and vice president for academic affairs, and the president. It is the sense of the Board of Visitors that the procedure of eliminating the probationary period for tenure should be rarely used.
 3. A faculty member initially appointed to the rank of associate professor may be notified of a tenure decision by April 30 of the fourth year of service. If tenure is approved, a tenure con-

tract will be offered for the fifth year. In addition, the probationary period for an associate professor may be eliminated, and an initial tenure appointment may be recommended to the board if such an appointment has been requested by the chair, voted on by the departmental tenure committee, the college promotion and tenure committee, the University Promotion and Tenure Committee and approved in writing by the dean, the provost and vice president for academic affairs, and the president. It is the sense of the Board of Visitors that the procedure of eliminating the probationary period for tenure should be rarely used.

4. A faculty member may apply for early consideration for tenure, if the faculty member believes that he or she has met or exceeded the expectations of quantity and quality of achievements for teaching, scholarship, research, and service completed at Old Dominion University needed to qualify for tenure before the end of the normal probationary time period. The criteria for the award of tenure for such faculty will be the same as for those who apply after the normal probationary time period. A faculty member who applies for early consideration for tenure and is denied tenure will be offered a terminal contract for the ensuing year. It is the sense of the Board of Visitors that only demonstrably exceptional faculty will be awarded tenure under this clause. The probationary period for tenure may be shortened in the case of exceptional merit and performance. It is the sense of the Board of Visitors that this procedure be followed only in the case of demonstrably exceptional faculty.

IV. Criteria for the Award of Tenure

- A. The following criteria are used in the evaluation of every candidate for tenure. Each faculty committee and administrator considering a tenure case must specifically address each of these criteria as they apply to that case in the written recommendations that are submitted up the line to the provost and vice president for academic affairs. Committee votes must be recorded in the recommendations. In cases in which a vote is not unanimous, reasons for negative votes must be included.

- B. Criteria to be used are as follows:

1. Since tenure may be awarded only to faculty members who hold the rank of associate or full professor or who are being simultaneously appointed to one of those ranks, any faculty member awarded tenure must meet the minimum requirements for the rank of associate professor.
2. Merit - Merit of the faculty member in teaching, research and service over the entire probationary period and the contributions made by the faculty member in these areas to the University. (For definition of teaching, research, and service and a discussion of methods of evaluation, see policies and procedures concerning evaluation of faculty members, evaluation of teaching, evaluation of scholarly activity and research, and evaluation of service.) In addition to information supplied by faculty information sheets, the chair's evaluation and other material presented by the department, an opportunity shall be made available for the faculty member to provide in writing any other material in support of the tenure candidacy. It is the responsibility of the department chair and the departmental promotion and tenure committee to provide an assessment of the quality of the publications for the faculty being considered for tenure. The evidence should address the quality of the journals and the reputation of book and other such publishers. In case of material developments, additional documentation may be added to the portfolio before the conclusion of the evaluation process with the concurrence of the department chair and dean.

External evaluation of the quality of the faculty member's research performance will be required from nationally recognized experts in the faculty member's field. Candidates for tenure are responsible for the preparation of the research portfolio and curriculum vitae to be sent to external reviewers. Candidates for tenure should provide a statement of potential external and/or internal reviewers with whom there is a conflict of interest, e.g., co-authors, co-investigators, etc.

- a. A curriculum vitae will be required of each external reviewer. Each reviewer will be asked to describe any personal or professional relationship with the candidate. It is the responsibility of the chair to include a curriculum vitae of each reviewer. For tenure of department chairs, the responsibility belongs to the dean.

- b. External reviewers will be asked to evaluate all submitted material mailed to them. In the case of the arts, reviewers may be asked to consider works of art or performances. External reviewers will be asked to evaluate: a) the quality of the scholarship or creative work under review; and b) the scholarly reputation (regional, national, international) of the candidate.
 - c. All candidates for tenure and promotion will be required to have their scholarship evaluated by no fewer than four external reviewers. If fewer than four reviews are received, the chair will choose additional reviewers alternately from the lists of the department promotion and tenure committee and of the candidates.
3. The determined long-term needs of the department, college, and University, including at least the following:
- a. The long-term enrollment of the department.
 - b. The need for an additional specialist in the faculty member's area of specialization as a permanent member of the department in terms of the mission of the department, the college, and the University.
 - c. The tenure structure of the department. (Although no maximum percentage of faculty members on tenure is established, all committees and administrators considering tenure must take into account the need for flexibility in course offerings and the desirability of a tenure structure that will allow openings for new tenured faculty members in the ensuing decades so that new areas of specialization and new needs can be met. The position of other nontenured faculty members in the department, anticipated retirements, or other known departures, and projected new programs or changes in directions must be considered.)
4. No person can be awarded tenure unless convincing evidence is provided of effective teaching.
5. In departments offering graduate work, no faculty member can normally be awarded tenure unless convincing evidence is provided of successful performance in research. (Exceptions can be made only if the department can demonstrate a long-term need for an additional tenured faculty member who will not be teaching graduate students.)

V. Procedures for Tenure Considerationⁱ

- A. The provost and vice president for academic affairs, fifteen months prior to the date for giving notification of the tenure decision, shall formally advise the professor that the limit of the probationary period is approaching, and explain what procedures should be followed by those wishing to be considered for tenure.
- B. External review process
 - 1. The responsibility for initiating the external review, securing the reviewers, and forwarding complete review files to the dean, provost and vice president for academic affairs, and the University Promotion and Tenure Committee belongs to the department chair.
 - 2. External reviewers with academic positions will hold the same rank or higher than the promotion rank for which the faculty member is being considered; exceptions should be justified by the dean. The department tenure and promotion committee and the candidate will prepare separate lists of potential reviewers. The candidate will review both lists and will document personal and professional relationships with all potential reviewers. The chair will select three reviewers from the candidate's list and three reviewers from the department tenure and promotion committee's list. The chair will consult with the dean on the list of reviewers chosen prior to initiating the review process. As a general rule, external reviewers should not be co-authors or former mentors of the candidate. The selection of potential

external reviews must be completed before the end of the semester prior to the submission of credentials for tenure.

3. External reviews will be confidential; reviewers will be so advised. Requests for exception to the confidentiality of external reviews should be made directly to the provost and vice president for academic affairs before the reviewers are asked to submit evaluations. If an exception is approved, candidates for tenure will be allowed access to the substance of external reviews, but the authorship of specific external reviews and other identifying information contained therein will remain confidential. All external reviewers will receive a standard letter sent by the chair but prepared by the provost and vice president for academic affairs in consultation with the deans and a copy of the policy on external reviews so their responsibilities will be clear.
 4. The University and college administration will assist departments where reasonable expenses are necessary to obtain appropriate external reviews.
- C. Initial consideration of tenure cases is conducted by the tenured faculty of the department.
1. The tenured faculty of a department may determine that a tenure committee of a specified size will be selected from their membership to conduct the tenure deliberations and make recommendations to the chair. In this case, the entire full-time department faculty will elect the committee. It is the responsibility of this committee to determine the opinions of tenured members of the department not serving on the committee.
 2. In departments where fewer than three members are tenured, the dean, in consultation with the chair, will appoint enough additional tenured faculty members to form a committee of at least three members.
 3. No dean, associate dean, assistant dean, or other full-time administrator or department chair shall attend or participate in the deliberation of the departmental, college, University Promotion and Tenure Committee, or the tenured faculty of the department serving as a group to consider tenure, except in those cases when such committees or groups may, at their discretion, request administrators or chairs to answer specific questions concerning tenure cases.
 4. The college committee shall consist of one tenured faculty member from each department in the college. All members of college promotion and tenure committees shall be elected directly by the faculties they represent for a one-year term renewable twice for a total of three years. This member shall be chosen by majority vote of all full-time, tenure-track teaching and research faculty members of the department, present and voting, by secret ballot before April 15 of each year for the ensuing year. There should be at least three professors on the college committee. No person shall serve on a college promotion and tenure committee for more than three years consecutively but is eligible for reelection after an absence of at least one year.
 5. The University Promotion and Tenure Committee shall consist of one tenured full professor from each of the major degree-granting academic colleges. This member shall be elected by his/her college's promotion and tenure committee(s) by September 15. The University Promotion and Tenure Committee shall elect one of its members as chair.ⁱⁱ No person shall serve on the University Promotion and Tenure Committee for more than three years consecutively but is eligible for reelection after an absence of at least one year.
- D. The committee or group of tenured faculty makes its recommendations to the chair. All committee members should vote yes or no. Considering this recommendation, the chair makes an additional evaluation and recommendation concerning tenure.
- E. If either the tenured faculty (or their committee), or the chair, or both recommend tenure, the credentials of the faculty member together with the recommendations of the tenured faculty (or their committee) and the chair are forwarded to the tenure committee of the college, which examines the

facts and the recommendations and makes a recommendation to the dean. All committee members should vote yes or no.

- F. If neither the departmental committee nor the chair recommends tenure for the faculty member, tenure is not granted in the ensuing year. ~~If the faculty member is being considered in the year preceding the limit of his or her probationary period, as defined by the Board of Visitors policy on tenure, that~~ The faculty member is given a terminal contract for the ensuing year unless a further review is requested.

If the faculty member requests further review, all materials, including departmental and chair evaluations and recommendations are forwarded to the college tenure committee, which makes a separate recommendation to the dean. All committee members should vote yes or no. The dean then makes a decision concerning tenure and informs the faculty member.

If either the decision of the college committee or that of the dean is positive, the faculty member's case is considered in accordance with the procedures in the following paragraphs. If both decisions are negative, the faculty member may request, within two weeks, a further review by the provost and vice president for academic affairs, who makes a final determination concerning further consideration of tenure.

- G. The dean of the college examines the facts and all previous recommendations and makes a recommendation concerning tenure, which is forwarded to the provost and vice president for academic affairs.
- H. The University Promotion and Tenure Committee, consisting of one tenured full professor from each of the major degree-granting academic colleges, examines the facts and all previous recommendations and documentation and makes a recommendation (with reasons, including minority reasons, if any) concerning tenure, which is forwarded to the provost and vice president for academic affairs.
- I. The provost and vice president for academic affairs, after examining all submitted documents and consulting with appropriate staff members, makes a determination concerning tenure for the faculty member. If the recommendations from all committees and administrators previously acting on the case have not all been the same, or if the provost and vice president for academic affairs disagrees with the recommendations that have been the same, then the provost and vice president for academic affairs shall consult with the University Promotion and Tenure Committee and with the chair and dean concerned.
- J. If the determination of the provost and vice president for academic affairs is in favor of tenure, the provost and vice president for academic affairs forwards the faculty member's name to the president for presentation to the Board of Visitors as a candidate for tenure. The Board of Visitors will act on the case by April 30 (mid-December for mid-year tenure candidates) of the year in which it is being taken up. Upon approval of the Board of Visitors, the faculty member is offered a tenure contract for the coming year.
- K. If the determination of the provost and vice president for academic affairs is against tenure, ~~and the decision is made in the year preceding the end of the limit of the probationary period,~~ the faculty member is notified by April 30 (mid-December for mid-year tenure candidates) that a terminal contract will be offered for the ensuing year. ~~A faculty member who has not reached the limit of the probationary period may be offered either one subsequent annual contract or a terminal contract for the ensuing year.~~
- L. The faculty member may request, within two weeks, that the president review a negative decision of the provost and vice president for academic affairs. The president should make a decision on the review within one month. If the president upholds the decision of the provost and vice president for academic affairs, the faculty member may request a further review by the Board of Visitors or its designated committee within two weeks. (Refer to the policy on Communications with the Board of Visitors for procedural information.) The decision of the Board of Visitors or its designated committee is final.
- M. Copies of the recommendation by all committees, chairs, deans, and the provost shall be provided to the faculty member being considered for tenure. The faculty member will be provided opportunity to correct any factual misinformation in such recommendations by placing a letter in his or her tenure file at any stage, or up until March 1 to the provost (November 22 for faculty hired mid-year).

- N. The above procedures at the departmental and college level may be suitably adapted for faculty members who hold interdisciplinary or interdepartmental appointments. The adapted procedures should be recommended by the promotion and tenure committee of the college or colleges involved and approved by the dean or deans and the provost and vice president for academic affairs. Procedures above the college level will be the same as designated above in all cases.

- Adopted by the Board of Visitors

June 12, 1980

Revised February 24, 1984

Revised November 19, 1987

Revised December 13, 1988

Revised September 27, 1990

Revised April 9, 1998

Revised December 10, 1998

Revised April 12, 2002

Revised April 11, 2003

Revised June, 14, 2005

Revised September 9, 2005

Revised September 22, 2006

Revised June 15, 2007

Revised December 7, 2007

Revised September 17, 2009

Revised April 8, 2010

Revised April 4, 2012

Revised June 14, 2012

Revised September 26, 2013

ⁱSee the Schedules for Faculty Personnel Actions in the appendix for specific dates and actions.

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

April 24, 2014

APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON POSTHUMOUS
DEGREE OR CERTIFICATE OF RECOGNITION OR ACHIEVEMENT FOR
TERMINALLY ILL AND DECEASED STUDENTS

RESOLVED that, upon the recommendation of the Academic and Research
Advancement Committee, the Board of Visitors approves the proposed revisions to the
Policy on Posthumous Degree or Certificate of Recognition or Achievement for
Terminally Ill and Deceased Students, effective April 24, 2014.

Rationale: The proposed revisions were recommended by the Faculty Senate. They
felt the President should be the University official who approves
exceptions to the policy and communicates with the next of kin.

NUMBER: 1408

TITLE: Posthumous Degree or Certificate of Recognition or Achievement for Terminally Ill and Deceased Students

APPROVED: June 16, 2006; Revised December 7, 2007; Revised September 26, 2013

Posthumous Degree - When a student has completed all degree requirements but dies before graduation, the University may award the degree posthumously.

Certificate of Recognition - In those instances when a student who is close to completing a degree is terminally ill or dies before completing the degree, the University may award a Certificate of Recognition. The following criteria must be met for receiving the Certificate of Recognition. Any exceptions must be approved by the ~~Provost and Vice President for Academic Affairs~~ President.

Undergraduate Students

1. The student must have completed at least 90 hours of college credit with at least 30 hours at ODU.
2. The student must have completed 75% of the credit hours required for the major.
3. The student must be in good academic (2.00 GPA) and disciplinary standing.
4. The student must be enrolled at ODU at the time of death or diagnosis of terminal illness.

Graduate Students

1. The student must be degree seeking.
2. The student must have completed at least 75% of the requirements for the degree (for the master's student this will be a minimum of 24 credits; for the doctoral student this will be a minimum of 36 credits).
3. The student must be in good academic (3.00 GPA) and disciplinary standing.
4. The student must be enrolled at ODU at the time of death or diagnosis of terminal illness.

Certificate of Achievement - In those instances when a student is terminally ill or dies before completing the degree but does not qualify for a Certificate of Recognition, the University may award a Certificate of Achievement. The following criteria must be met for receiving the Certificate of Achievement. Any exceptions must be approved by the ~~Provost and Vice President for Academic Affairs~~ President.

Undergraduate and Graduate Students

1. The student must be in good academic (2.00 undergraduate/3.00 graduate) and disciplinary standing.
2. The student must have completed the equivalent of two semesters of full-time (24 credits undergraduate/18 credits graduate) at Old Dominion University.
3. The student must have died or been diagnosed with a terminal illness within 12 months of the last registration.

Procedures

Procedures for the award of a posthumous degree, Certificate of Achievement, or Certificate of Recognition are as follows:

1. The University Registrar normally identifies the student for the degree or certificate and contacts the student's academic department to recommend review.
2. After review, the department chair forwards the recommendation for the degree or certificate to the dean (or designee) for approval.
3. On behalf of the faculty, the dean of the appropriate college recommends the award of the degree or certificate.
4. The ~~Provost and Vice President for Academic Affairs~~ President or delegate will communicate with the next of kin.
5. The degree or certificate will be presented only to the next of kin or their delegate.
6. Arrangements for presentation of a posthumous degree or certificate are made by staff from the appropriate college and the Division of Student Engagement and Enrollment Services in consultation with the Office of Academic Affairs and the next of kin or their delegate.

April 24, 2014

PROMOTIONS IN ACADEMIC RANK
EFFECTIVE 2014-2015

The President has approved the promotions in academic rank for the following faculty members, effective with the 2014-15 academic year. A brief summary of each person's career at Old Dominion University is included.

Promotion to Professor

College of Arts and Letters

James Erland Baesler
Department of Communication and Theatre Arts

Dr. Baesler joined Old Dominion University in 1990 as Assistant Professor and was promoted to Associate Professor, with tenure, in 1996. Over his time at ODU, he has taught a wide range of courses in Communication, from introductory freshman through advanced graduate level. He developed 5 of the 20 different courses he has taught, several of which contribute to the new Master's program in Lifespan and Digital Communication. His chair writes that Dr. Baesler has "developed memorable (and very popular) courses in his specific field of spiritual communication." He consistently receives very high accolades from his students, who praise his patience, helpfulness, and enthusiasm for the material. One writes "I have never been in a 4:20-7:00 class that seemed like it just breezed by. Dr. B really can guide a discussion and make learning fun." Students in different courses have similar comments, including "The Dr. has a vibe that resonated with most students which created a natural energy," and "Dr. Baesler always encourages us to think from different perspectives." His colleagues agree, applauding him for his pedagogy, style and course organization, and they have twice nominated him, in 2003 and 2006, for University Professor designation.

Since his promotion to Associate Professor, Dr. Baesler has published the book *Theoretical Explorations and Empirical Investigations of Communication and Prayer*, Studies in Religion and Society, Vol. 64 (2003, Edwin Mellon Press), 2 book chapters, and 14 peer-reviewed journal articles in the leading journals in his field; his articles have been published at a steady and consistent pace. He has also published a technical report, 2 editorial reviews, and has presented 18 research papers at national conferences. He has been persistent in seeking external funding to support his scholarly work, although has not been successful in recent years.

Dr. Baesler has provided exemplary service since his promotion to Associate Professor. He has served his department as Acting Chair (1997) and by chairing the Department Promotion and Tenure committee (twice), the Standards committee, and two faculty search committees, as well

as thorough membership on several other departmental committees. He has been an effective departmental advisor for over 12 years and now advises approximately 60 students a year. He has twice chaired the College Promotion and Tenure committee, has served on the Dean's Advisory Council (2002-2005) and has served on several college-level committees. Dr. Beasler has served on Faculty Senate, has regularly served as Marshal for the university's Commencement ceremonies, and has contributed to the Film Festival, among other activities. In service to his profession, he has been guest editor for a special issue of the *Journal of Communication & Religion* (2012) and a frequent reviewer for the leading journals in his field, as well as a book reviewer for two leading publishers. He has served as a reviewer for several conferences, as consultant for the staff of The Well Retreat Center, and has contributed survey items to the annual Hampton Roads Survey by the Social Science Research Center. He was one of 3 scholars invited to give a plenary session at the 2010 annual meeting of the Southern Communication Association and is a regularly invited speaker for the Old Dominion University community and for the community at large.

Andrey Kasparov
Department of Music

Since his promotion to Associate Professor, Dr. Kasparov has taught 12 different courses for the music department, from freshman to graduate student level. Several of his classes have single or very small enrollments, as is appropriate for instruction in applied piano and composition, but others have more substantial enrollments. He developed and conducts a New Music Ensemble, which now performs every semester. Dr. Kasparov has evolved into an admired and effective instructor who is rigorous and can be intimidating at times, but whose sense of humor and passion for music is apparent to his students. He also coordinates the adjunct faculty for the three areas of Music Theory, Composition, and Applied Piano, and he has developed and taught a Basic Musicianship course for students who have little or no background in music, which was also very well received. Comments from students indicate their appreciation for his passion, saying he is "a fantastic instructor" and "fun to take lessons from," and that he takes time to make sure they are prepared for concerts. He has mentored talented students and helped them to pursue advanced study around the world. His chair, department committee, and dean all agree that he is an inspirational teacher.

Since his last promotion, Dr. Kasparov has created 8 compact disc recordings, as a member of the Invencia Piano Duo with his wife Oksana Lutsyshyn, on prestigious national labels such as Albany Records and Naxos Records. He has authored the liner notes for 5 CDs. His most recent 4 CD set was released by Naxos and received international acclaim. He has received several grants from the University and has brought world-class performers to the University. He has performed both as a soloist and as member of the piano duo on a consistent basis on both the national and international stage.

Dr. Kasparov has provided excellent service since his promotion to Associate Professor. In addition to his oversight of the music theory, composition and applied piano areas, he has served on the college's Technology committee and its Library committee. He has served on the Faculty Senate and on the Diehn Concert Series committee. He has been an advisor to the Berlin Prize and Rome Prize Committees, and the John Simon Guggenheim Memorial Foundation. He has also served on the classical Music Performance Panel of the Mid-Atlantic Foundation in Baltimore, MD, and has

provided his expertise to the Northern Virginia Music Teachers Association and the National Association of Negro Musicians. In service to the Hampton Roads community, he is co-director of the Norfolk Chamber Consort and has worked with the Peninsula Music Teachers Association, and the College of William & Mary's Concerto competition.

Nancy Klein
Department of Music

Dr. Klein joined Old Dominion University in 1986 as Assistant Professor of Music and Director of Choral Activities, and was promoted to Associate Professor of Choral Music Education, with tenure in 1992. She holds American Orff-Schulwerk Certification, Level II in music education from Old Dominion University (1993). Since her promotion to Associate Professor, she has been Director of Choirs and has taught 23 different courses on a regular basis. After joining ODU, Dr. Klein systematically revised and reorganized the department's "failing instrumental and choral music education program" (in the words of the departmental committee report) into one of the top music teacher training programs in the Commonwealth. Her students consistently praise her enthusiasm and interest in helping them succeed. She has twice received the Most Inspiring Faculty award (2005, 2006) from the top honors student in her college. She received the College of Arts and Letters' 2008 Joel S. Lewis Award for Excellence in Student Mentoring and the 2010 Robert L. Stern Award for Excellence in Teaching. She also received the 2010 Shining Star Award for commitment to student growth and development. In 2011, Dr. Klein received University Professor designation in recognition of her Outstanding Teaching. All levels of review agree that Dr. Klein is a truly dedicated, inspirational, and exceptionally effective teacher and mentor.

Dr. Klein is a music educator, master-teacher, and conductor. Her work and recordings with high school and college-aged students form the major part of her scholarly research. Since her last promotion, Dr. Klein has produced 7 CDs, three of which are editions of *The Sound of America: Honor Bank and Chorus* European Concert Tours (2009, 2010, and 2012), featuring performances in Rothenberg, Germany, the Basilica of St. Mark in Venice Italy, and the Kongress-Saal at Grindelwald, Switzerland, among other venues. The *Stormworks Chapter 5:8, Writings on the Wall* two-CD set was recorded in Tokyo, Japan in 2005 and features singers from Shenandoah University, Old Dominion University, and the 143-member Japanese Air Self Defense Force Band. Although the departmental committee's letter says that Dr. Klein "helped train" the students, in fact Dr. Klein trained all of the singers for this recording, which was nominated for a *Pulitzer Prize in Music* (2005) and for the 49th *Grammy Awards* (2006). The DVD version was nominated for the 50th *Grammy Awards* (2008), won 2 *Telly Film Awards* for History/Biography and Music Concert (2008) and received the 2008 *AVA Gold Award for Music Documentary*. She has also engaged in traditional written scholarship through two book chapters and two journal essays, and has delivered papers, conducted workshops, and made presentations at the European Music Educators Annual Conference, the National Conference on Arts Education, the International Conference for Arts and Humanities, the College Music Society Annual Conference, the Center for Sacred Music National Conference, and the Virginia Music Educators Association Conference. She has performed on nearly 60 occasions in national and international venues, and at least 30 occasions in regional venues. Dr. Klein led the University

Choir in an invited performance at the College Music Society's 54th National Conference (2011) and the 28th Anniversary Concert Series of *MidAmerica Productions* in New York's Avery Fisher Hall (2011). She trained singers for the ODU Concert Choir, Christopher Newport University Singers, and Richmond Symphony Chorus collaboration with the Virginia Symphony in a performance of Mahler's '*Eighth Symphony*' in 2012.

Dr. Klein has served as Graduate Program Director since 2005, advising all of the department's graduate students. She serves on the Teacher Education Council and on the University's Interfaith Initiative. She received the 2010 Old Dominion University Office of Student Activities Appreciation Award. In 2012, she single-handedly wrote the self study for the Master of Music Education program in her department. She has directed the University Choir at more campus events than is possible to list here and regularly performs at the University Commencement ceremonies. In service to the community, she is sought after as a consultant and clinician by all of the area school systems. She has served as Director of the Chancel Choir, Orchestra and Men's Chorus for Kempsville Presbyterian Church since 1991, serves as Choral Editor for the Virginia Music Education Association (VMEA) Notes, is former president of the VMEA college section, and received the Music Educators National Conference -Virginia Music Educators Association "25 years of Excellence" Award. She is also a Board member for the Sherman Greene Chorale. She has adjudicated five music competitions annually for the North American Music Festival as well as adjudicating numerous national choral competitions. She is a member of the American Choral Directors Association and has been a Guest Conductor with MidAmerica Productions, Inc. She has also been guest conductor for Symphonicity, the Symphony Orchestra of Virginia Beach. In 2013, Dr. Klein was recognized by the Cultural Alliance of Greater Hampton Roads with the Vianne B. Webb Lifetime Achievement ALLI Award.

Victoria Time

Department of Sociology and Criminal Justice

Dr. Time joined Old Dominion University in 1997 as Assistant Professor and was promoted to Associate Professor, with tenure, in 2003. Since her promotion to Associate Professor, she has taught 8 different courses across the full range from freshman to graduate level. She has also led 5 Study Abroad programs to London and Amsterdam, and taught a course at the University of Kitakyshu, Japan in 2008. She has chaired one graduate student committee to completion, has been a member on 6 other graduate committees, and has supervised 5 undergraduate independent study students. Her chair and dean consider her to be a very demanding, rigorous, and effective teacher. Her students are equally positive about her teaching effectiveness. They say that her classes are "interesting and informative," that she "is knowledgeable" and "welcomes questions by anybody," and "has an excellent way of teaching." Other comments include "Victoria Time is by far the best professor I have had at Old Dominion University," "[I] actually learned the material instead of memorizing," and "[she] makes a very difficult class engaging and interesting." She received the 2005 Robert L. Stern Award for Excellence in Teaching, was recognized by the Office of International Programs for Study Abroad Program Leadership in

2006, received the Ruth Harrell Favorite Professor Award in 2007, and in 2009 was designated University Professor. She has twice received the Shining Star award (2008, 2012). I concur with all levels of review that Dr. Time has excelled in the area of teaching.

Dr. Time's research is in the area of criminological theory and law. Since her promotion in 2003, she has published 12 refereed journal articles, 7 as first or sole author, and 6 book chapters. She has a forthcoming book contract for *Legal & Women's Issues in African Current Affairs* with Edwin Mellen Press. She has also published 2 book reviews, 6 encyclopedia entries, 2 conference proceedings, and 3 technical reports. She has presented 15 research papers at national and international conferences. Dr. Time was mentioned as one of "The most prolific female scholars in elite criminology and criminal justice journals, 2000-2010" in a 2012 *Journal of Criminal Justice Education* publication. She has been active in seeking external funding for her work and has received several small grants from the Navy Expeditionary Combat Command for Cultural Competency Training in Gabon and Benin.

Dr. Time has served her department on many different committees, including as a member and several times chair on numerous search committees, as a member of the departmental Masters Committee and Executive Committee, and as chair of the Scholarship Committee. She served as director of the Bachelor of Arts in International Studies (2008-2010), and was chair of the Faculty Senate Library Committee (2011) among numerous other service activities. She has also worked directly with students on co-curricular activities as coordinator for the Criminal Justice Alpha Phi Sigma honors society since 1998, Interim Alpha Kappa Delta Faculty Advisor in 2009, and Faculty Advisor for the ODU chapter of Students against Drunk Driving (SADD) 2003-2005. She has served as Judge and Reader for the award to best student essay on "Globalization" organized by the Office of International Affairs (2008), and as Judge to determine winners of the 2009 Study Abroad scholarships. Dr. Time has served her profession as a conference panel and session chair and is a frequent reviewer for the leading journals in her field. She has also served the local community in a number of ways. The departmental, college, and university committees, and her chair, indicate that they appreciate her service to the University and to the community.

College of Engineering and Technology

Oscar Gonzalez

Department of Electrical and Computer Engineering

Dr. Gonzalez joined Old Dominion University in 1988 as Assistant Professor and was promoted to Associate Professor in 1993. Since his last promotion, he has taught 18 different courses over a wide range of topics in systems and controls, at both the undergraduate and graduate levels. Several of his courses have been offered through distance learning; he has used Course Capture technology and online collaboration tools to improve teaching effectiveness and student interaction in this modality. Dr. Gonzalez has mentored several undergraduate research projects funded through the NASA Langley Aerospace Research Summer Scholarship Program, and since 1999 has advised 13 two-semester-long senior design Autonomous Robotic Car Teams. His chair, department committee, and dean say that he is an organized and rigorous instructor.

Students consistently rate him extremely highly, either close to or at the top of the opinion survey scale, saying that his courses are rigorous and made them think critically, and that Dr. Gonzalez is “always willing to help.” He received the College of Engineering Most Inspiring Faculty award in 1997 and in 2011 received a departmental Excellence in Teacher Award. Since his promotion in 1993, he has graduated 4 Ph.D. students and 12 M.S. students, and has supervised 5 Master of Engineering projects. He is currently supervising the dissertation of one Ph.D. student and 2 Master’s theses. Dr. Gonzalez has clearly demonstrated excellence in teaching.

Dr. Gonzalez conducts research in systems and control theory and their applications. His most recent work focuses on improving aviation safety through increased reliability of the flight control computer. Since he became Associate Professor, he has published 12 peer-reviewed articles, with 8 of these since 2008 - several of which are in top-ranked journals. He has also published a book chapter, 8 technical reports, and 53 conference papers. Although his conference publications are spread evenly over the years, there are two gaps in Dr. Gonzalez’s journal publication record: from 1991 to 2000, and again from 2002 to 2008. However, in the past 6 years his productivity in this area has been consistently high and, as noted by the external reviewers, he has placed his publications in the most prestigious journals in his field. Dr. Gonzalez has been very active and successful in obtaining external funding for his research, winning over \$280,000 as Principal Investigator. He has also submitted many collaborative grant proposals and has obtained over \$2.7 million as a Co-PI, primarily from NASA, but also from the Commonwealth of Virginia and industry. He was elected as Senior Member of the Institute of Electrical and Electronic Engineers (IEEE) in 2002.

Dr. Gonzalez has demonstrated outstanding service to the University and to his profession. He has served as his department’s Graduate Program Director since 2011, has been Chair of the Graduate Program Committee, and a member of the Undergraduate Committee and Faculty Portfolio Review Committee. He was Director for the department’s Local Area Network for 10 years, from 1990-2000. He organized the department’s *Institute of Electrical and Electronics Engineers (IEEE)* Robotic Car Exhibit for their Open House. At the college level, he has been a member of the Engineering Graduate Program and Informational Technology committees, among others, and has served on numerous committees for the University, including the Course Evaluation System Committee, Technology Committee, Strategic Planning Committee, and SACS Reaffirmation Committee. Dr. Gonzalez has been very active in IEEE, his professional society, where he has three times served as an elected member of the Board of Governors of the IEEE Control System Society. He has also served as Finance Chair of the 53rd International IEEE Conference on Decision and Control (2006), as Publications Chair, and as a member of the organizing committee for IEEE International Conferences on Control Applications, among several other important professional service activities. One of the external reviewers writes, with emphasis: “The importance of the prestige this type of service brings to Old Dominion University cannot be overstated.”

Steve Hsiung
Department of Engineering Technology

Dr. Hsiung joined Old Dominion University in 2003 as Associate Professor, with tenure. Since that time he has taught 9 different undergraduate courses, including the Senior Capstone Project. He has offered several of his courses by online delivery as well as face-to-face. It should be noted that the Engineering Technology department does not have a graduate program at this time, however Dr. Hsiung has been an active mentor to undergraduate researchers in his laboratory. Students in his courses consistently say he is enthusiastic and passionate about his subjects and makes the material interesting. A typical comment is “Even boring topics can be made more interesting by Dr. Hsiung.” In 2011, Dr. Hsiung received the ODU Provost’s Award for Outstanding Undergraduate Research Mentor, the Faculty Research Mentor Award, and the Teaching with Technology award. His department chair, committee, and dean all agree that he is an exceptionally dedicated and effective teacher.

Dr. Hsiung’s research is in the area of application-oriented engineering technology education. He has published 14 papers, 10 as first author, in high-quality peer-reviewed journals and 17 peer-reviewed conference papers since joining Old Dominion University. He received a 2006 Best Selected Paper from the Electrical, Electronics and Computer Technology (EECT) Division of the National Association of Industrial Technology (now known as the Association of Technology, Management, and Applied Engineering, or ATMAE.) He has also presented 15 papers at regional and national meetings. Dr. Hsiung has been active in seeking external grant funding for his research and has been highly successful, obtaining over \$1 million, including a prestigious National Science Foundation “Transforming Undergraduate Education in STEM” (TUES) Type 2 award; these have a success rate of about 5%. He has been twice awarded the department’s Excellence in Discovery Award (2010, 2011).

Dr. Hsiung has served the University and his profession extensively. He has chaired the department’s promotion and tenure committee and its web site committee, and the College’s Informational Technology committee. He has also represented ODU on the Homeland Security/Defense Education Consortium and on the Sensor Science and Technology Forum in Hampton Roads. He is a frequent journal article and grant proposal reviewer and served as Associate Editor for the ATMAE *Journal of Industrial Technology* from 2008-2011, receiving their Leadership Services Recognition award in 2011. He also served as ATMAE’s EECT Division President (2004-2006) and past president (2006-2008) among many other professional service activities. Within the local community, he served on the Board of Directors (2006-2009) and was Academic Director (2003-2005) for the Tidewater Chinese School.

College of Health Sciences

Carolyn Rutledge
School of Nursing

Dr. Rutledge joined ODU’s full time faculty as an Associate Professor in 2002 after previously serving as an Adjunct Assistant Professor (1993-2002), and was awarded tenure in 2008. She has

been Board Certified as a Family Nurse Practitioner since 1988 and has held an affiliate appointment as Assistant Professor with Eastern Virginia Medical School since 1988. In 2014, Dr. Rutledge won one of the State Council for Higher Education in Virginia's Outstanding Faculty Awards, the Commonwealth's highest award to recognize superior accomplishments in teaching, research, and public service.

Dr. Rutledge has developed and taught a wide variety of different graduate level courses and has received consistently positive chair and peer evaluations. Her students comment that she is knowledgeable, rigorous, accessible, and highly effective as an instructor and mentor. Comments include: "She cares about her students doing well and she does all she can to help us along the way if there is anything I need help with, Dr. Rutledge will be there" "My instructor loves and is energetic about research. She pushes us. Nothing is spoon fed" and "This course and the DNP has open my eyes to evidence based practice in everything I do at work. I find myself seeking out research all the time. It has changed my practice." Numerous other students also comment positively on her enthusiasm and her ability to help them improve their writing and critical thinking skills. Dr. Rutledge has chaired the committees of 2 Ph.D. and 24 Doctor of Nursing Practice graduates. She works effectively with students to assist them in dissertation publication and in presenting their work at conferences, which is highly commendable, and she was awarded the University's 2011 Doctoral Mentoring Award for her work in mentoring doctoral students.

Dr. Rutledge's research focuses on health outcomes to reduce health disparities for vulnerable and disadvantaged populations, particularly in rural areas. Her work covers three main areas: at-risk teens, the elderly, and those with sleep disorders. Since her promotion to Associate Professor in 2002, Dr. Rutledge has published 19 refereed journal articles with another in press. She is the first author on 7 of the published papers. She has also published 3 refereed abstracts, 2 book chapters, one as senior author, and presented her research at almost 80 professional conferences in regional, national, and international venues. Several of her presentations have won awards at state-level conferences, including two in 2013. Dr. Rutledge has been very active in seeking external funding and has had considerable success as Co-Principal Investigator on almost \$10 million in external research and teaching grants. The majority of these funds were from the Department of Health and Human Services' (DHHS) Advanced Practice Nursing Program, Advanced Education Nursing Program, and Undergraduate Nursing Program. She has also been awarded \$26,828 as Co-PI with an EVMS faculty member for her research on patient insomnia, \$24,948 as Co-PI on a DHHS grant to study clinical experiences in federally funded community health centers, and in 2013 received \$40,000 as Co-PI from the Alzheimer's and Related Diseases Research Award Fund.

Dr. Rutledge has been very active in service. At the school level, she has chaired the graduate faculty committee and the graduate curriculum committee, and she was instrumental in the creation of a very successful Doctor of Nursing Practice program. She is currently the lead Graduate Program Director, the Director of MSN in Nursing Administration, and co-Director of the Doctorate in Nursing Practice Program. She has served on the school's promotion and tenure committee, among other committees. She has chaired the college promotion and tenure committee and has served on the college graduate curriculum committee, among others. At the

university level, she has served on Faculty Senate committee D (Scholarly Activity and Research), on the Graduate Administrators Council, on the Honorary Degree Committee and on the 2009-2014 Strategic Planning Committee. In her profession, Dr. Rutledge serves on the Commission on Collegiate Nursing Education as an accreditation site reviewer, has held several positions for the National Organization of Nurse Practitioner Faculty and is a frequent reviewer for journal article submissions to the leading journals in her field. Dr. Rutledge has also been active in service to the community, through her clinical practice at Ghent Family Practice at EVMS where she serves one day per week as a Nurse Practitioner. She is actively involved with the Missions of Mercy, collaborates with the Department of Family and Community Medicine at EVMS, is a regular consultant for the annual Safety Harbor Leadership Conference, and was a consultant for Ball State University's new Doctor of Nursing Practice program. She has also given invited talks at Portsmouth Naval Medical Center, EVMS, Longwood University, East Carolina University, and the University of North Dakota, among other venues. As one external reviewer notes "Through her work as a faculty member and practicing clinician in the service setting, Dr. Rutledge utilizes her expertise to influence policy changes and curricula revisions to shape the future of nursing practice." Dr. Rutledge has provided exemplary service to her university and to her profession.

Bonnie Van Lunen
School of Physical Therapy and Athletic Training

Dr. Van Lunen joined Old Dominion University as Assistant Professor in 1999 and was promoted to Associate Professor in 2006. She has taught 20 different graduate level courses over a wide range of topics in athletic training, designing several of these and routinely teaching 3 to 4 courses per semester as part of the Master's of Athletic Training and Ph.D. programs in the Darden College of Education (2006-2011) and College of Health Sciences (2012-present). Her chair, school committee, and dean say that she is an effective and rigorous instructor. Students comment that she is enthusiastic, knowledgeable, and willing to listen to their opinions, and say they find her courses beneficial and applicable to the clinical setting. Dr. Van Lunen has supervised 8 Ph.D. students to graduation as committee chair or co-chair, and is currently supervising another 7 Ph.D. students. Dr. Van Lunen has clearly demonstrated excellence in teaching.

Dr. Van Lunen conducts research on lower extremity assessment and evidence-based practice in athletic training. Since she was promoted to Associate Professor, she has published more than 40 refereed articles, with 11 of these in the past year. A high percentage of her publications have her students as first author, and she is last author on 22 of her articles. Her chair writes that in this discipline it is the recognized policy for the lead author to be placed last or second last on publications. Dr. Van Lunen has a book contract with SLACK Inc. for a textbook on *Evidence-Guided Practice in Athletic Training* that is scheduled for release in 2014. She has also published more than 90 abstracts at professional meetings. She has been very active in seeking external funding for athletic training assistantships, receiving a total of over \$3.8 million since 2007. She has also been very active as Principal Investigator or Co-Principal Investigator on numerous grant proposals to support her research. She has received numerous small grants and

subcontracts as a Co-PI, and is a Co-PI on one large, \$1.76 million award. Dr. Van Lunen was named a Fellow of the National Athletic Trainers' Association (FNATA) in 2012 for "excellence in research and education and outstanding leadership and service to the profession."

Dr. Van Lunen has provided exemplary service to the University and to her profession. Since 1999, she has served as the Graduate Program Director for the Master of Education program, Physical Education concentration (also known as the Athletic Training Post-Professional Degree Program). She founded the Human Movement Sciences PhD track in 2006 and served in that role until the program transferred to the College of Health Sciences in 2012. She has been a member of the Faculty Senate on Committee C and the Preparing Future Faculty Committee. Her leading responsibilities in service were recognized by the award of the Darden College of Education Service Award in 2010. She has served on committees for the National Athletic Trainers' Association (NATA) Post-Professional Education Committee (2010-present) and NATA Executive Committee on Education in Athletic Training (2010-present). She received the NATA Service Award in 2008. She has also held numerous chair duties, including the Post-Professional Education Review Committee (2006-2012), Subcommittee for Accreditation of Athletic Training Residencies (2006-2010), and the Tidewater Sports Medicine Association (2008-2012). Dr. Van Lunen is a regular site visitor of Post Professional Athletic Training accreditations nationally, often assuming the role of committee chair. She is a frequent reviewer for journal and grant proposal submissions, and serves on the editorial board for *Athletic Training and Sports Health Care Journal* (since 2008), *Journal of Sport Rehabilitation* (2008-current) and *Athletic Training Education Journal* (2011-current).

College of Sciences

Guijun Wang

Department of Chemistry and Biochemistry

Prior to joining Old Dominion University in 2012 as Associate Professor, Dr. Wang was appointed as Assistant Professor (2002) and promoted to Associate Professor (2006-2012) at the University of New Orleans. She previously held Postdoctoral Research Associate positions at Michigan State University (1999-2000) and Yale University (2000-2002). During these periods, she developed a very strong record of teaching. She has taught organic chemistry and biochemistry courses at the undergraduate and graduate levels, drug synthesis courses at the graduate level, and has mentored undergraduate, graduate and post-doctoral researchers in her laboratory. She has served as a graduate student dissertation committee member for more than 35 Ph.D. and Masters students; 6 of her students have earned the Ph.D., 3 have received the M.S. Since joining ODU, Dr. Wang has taught a sophomore-level organic chemistry course, a graduate course in medicinal chemistry, as well as a senior seminar and supervised undergraduate and graduate research. She has an active research group of 5 graduate students, a visiting scholar, and 2 undergraduate students. Dr. Wang was an effective teacher before joining ODU, and her chair and department committee agree that she remains a dedicated and thorough instructor who makes every effort to help her students master course content.

Dr. Wang's area of research is synthetic organic chemistry with an emphasis on natural product synthesis and their analogs for drug delivery, and the synthesis of novel photosensitizers and fluorescent probes. Her current work is supported by grants from the National Institutes of Health (NIH) and the National Science Foundation (NSF). She is the recipient of 20 patents, 19 of which are held jointly with her graduate advisor with one solely in her own name, and she filed a new provisional patent as first inventor in 2013. Dr. Wang has published over 40 papers – 5 of them since joining ODU in 2012, in highly ranked, peer-reviewed journals, and has presented over 50 papers at national and international meetings. She has also published 2 book chapters and has given more than 20 invited talks at prestigious meetings, both nationally and internationally. She has been active and very successful in seeking external support for her research, having received over \$1,000,000 to date, to include grants from the American Heart Association and Brown Foundation, in addition to NIH and NSF.

In addition to her teaching and scholarly work, Dr. Wang has been active in service to her profession. She serves as faculty seminar coordinator and on the graduate recruiting committee for her department. She has organized two regional meetings of the Southwest section of the American Chemical Society and served as a session chair for the 1st Annual World Congress of Catalytic Asymmetric Synthesis in Beijing, in 2010. She has organized symposia and chaired sessions at prestigious Gordon Conferences. Dr. Wang has been a panelist and a regular reviewer for the National Science Foundation and is a frequent reviewer for a number of the leading scientific journals in her field. She has also arranged industry and academic collaborations for her graduate students with Boehringer Ingelheim Pharmaceuticals, Inc.

Promotion to Research Associate Professor

Rafael Diaz

Virginia Modeling, Analysis, and Simulation Center (VMASC)

Dr. Diaz's has taught graduate level courses for ODU and EVMS and has guided Modeling and Simulation doctoral and Master's students in independent study courses. He has also taught Logistics for the Department of Engineering Management, and Supply Chains for the Maritime and Supply Chain Management program for the College of Business and Public Administration. He is currently designing two new courses, Humanitarian Logistics/Disaster Preparedness and Healthcare Supply Chains, drawing from his research to demonstrate the connection between theory and practice for his students.

Dr. Diaz has contributed to sponsored research as a PI and as a Co-PI on over \$1.7 million in awards. He has published over a dozen peer reviewed journal articles and over 70 other technical manuscripts, including book chapters, conference papers, extended abstracts and technical reports. He specializes in the areas of modeling and simulation applications to manufacturing supply chains, chronic disease management, and institutional healthcare settings. He set the foundation for an important new product, the Chronic Disease Intervention Forecasting tool, in collaboration with colleagues from Eastern Virginia Medical School (EVMS).

Dr. Diaz has also been extremely active in proposal preparation, participating in almost 50 proposals to external funding agencies. He has served as an active member of the VMASC Capstone conference each year since his appointment to ODU, is a frequent guest panelist and speaker for joint Centers of Disease Control-National Institutes for Health events, and facilitated the creation of the VMASC Advanced Analytic Research Laboratory, which he currently directs. In addition, Dr. Diaz is currently mentoring undergraduate and graduate students, he has chaired the Emerging Applications Symposium at the Spring Simulation Conference for two years, and he is an Associate Editor for the *Journal of SIMULATION*, among other professional activities.

Promotion to Senior Lecturer

College of Art and Letters

Sarah Appleton
Department of English

Vaughan Frederick
Department of Women's Studies

College of Education

Sabra Gear
Department of Communication Disorders and Special Education

Jennifer Kidd
Department of Teaching and Learning

College of Health Sciences

Janice Hawkins
School of Nursing

Denise Isibel
School of Nursing

College of Sciences

Tatyana Lobova
Department of Biological Sciences

Douglas Mills
Department of Biological Sciences

College of Sciences cont.

Suzanne Morrow
Department of Psychology

Josh Wallach
Department of Chemistry and Biochemistry