

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)  
Carlton F. Bennett  
Richard T. Cheng  
J. William Cofer  
Mary Maniscalco-Theberge  
Frank Reidy  
Lisa B. Smith  
Andres Sousa-Posa (Faculty Representative)

FROM: Carol Simpson  
Provost

DATE: September 9, 2014

The purpose of this memorandum is to provide you with background information for our meeting on Thursday, September 18, 2014. The committee will meet from 10:30-11:30 a.m. in the York/Potomac River Room in Webb Center.

#### I. Approval of Minutes of the June 12, 2014 Meeting

The minutes of the June 12, 2014 meeting will be presented for approval as previously distributed.

#### II. Closed Session

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

#### III. Reconvene in Open Session and Vote on Resolution

#### IV. Consent Agenda

Included in the consent agenda materials are resolutions recommending 31 faculty appointments and 56 administrative appointments.

## V. Regular Agenda

The regular agenda includes proposed revisions to the policy on Academic Rank and Criteria for Ranks, proposed revisions to the policy on Tenure, a request to rename the Department of Accounting as the School of Accountancy and the Department of Urban Studies and Public Administration as the School of Public Service, a request to rename the Regional Studies Institute as the Center for Economic Analysis and Policy, and a request to rename the Experiential Learning Office as Prior Learning Assessment.

## VI. Information Items

Information items include one request for a leave of absence without compensation, the report from the Provost, and the report from the Office of Research.

## VII. Topics of Interest to Board of Visitors Members

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

C:     John R. Broderick  
       Donna Meeks

OLD DOMINION UNIVERSITY  
BOARD OF VISITORS  
ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE  
SEPTEMBER 18, 2014  
AGENDA

10:30-11:30 a.m. – York/Potomac River Rooms

- I. APPROVAL OF THE MINUTES OF JUNE 12, 2014
- II. CLOSED SESSION
- III. RECONVENE IN OPEN SESSION AND VOTE ON RESOLUTIONS
- IV. CONSENT AGENDA
  - A. Faculty Appointments (p. 4-10)
  - B. Administrative Appointments (p. 11-22)
- V. REGULAR AGENDA
  - A. Proposed Revisions to the Policy on Academic Rank and Criteria for Ranks (p. 23-28)
  - B. Proposed Revisions to the Policy on Tenure (p. 29-36)
  - C. Request to Rename the Department of Accounting as the School of Accountancy and the Department of Urban Studies and Public Administration as the School of Public Service (p. 37)
  - D. Request to Rename the Regional Studies Institute as the Center for Economic Analysis and Policy (p. 38)
  - E. Request to Rename the Experiential Learning Office as Prior Learning Assessment (p. 39)
- VI. INFORMATION ITEMS
  - A. Report from the Provost
    - 1. Request for Leave of Absence Without Compensation (p. 40)
  - B. Report from the Vice President for Research
- VII. TOPICS OF INTEREST TO BOARD OF VISITORS MEMBERS

September 18, 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>
Ms. Melanie Fernandes Arisueño Lecturer English Language Center	\$40,000	7/25/14	10 mos

Ms. Arisueño received an M.A. in Linguistics in 2005 from Syracuse University and a B.A. in Spanish in 1998 from LeMoyne College. Since 2010, she has been an Adjunct Instructor of English in the English Language Center at Old Dominion University.

Ms. Dianne Berger-Hill Lecturer of Sociology and Criminal Justice	\$45,000	7/25/14	10 mos
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Ms. Berger-Hill received an M.A. in Applied Sociology and a B.S. in Sociology/Criminal Justice, in 2013 and 2011 respectively, from Old Dominion University. She has been an Adjunct Instructor and Graduate Teaching Assistant in the Department of Sociology and Criminal Justice at Old Dominion University since 2011.

Dr. Douglas Allan Brent Visiting Professor of English	\$76,000	6/25/14	10 mos
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Dr. Brent received a Ph.D. in Rhetoric and Composition and a B.A. in English Literature, in 1988 and 1974 respectively, from the University of British Columbia and an M.A. in English Literature in 1976 from Carleton University. Since 1984, he has been a Professor in the Department of Communication and Culture at the University of Calgary.

Ms. Elizabeth Ann Burns Lecturer of Teaching and Learning	\$47,500	7/25/14	10 mos
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Ms. Burns received an M.S.Ed. in Secondary Education and a B.A. in English, in 2009 and 1996 respectively, and is expected to receive a Ph.D. in Education in 2014 from Old Dominion University. Since 2010, she has been a Library Information Specialist at W.W. Burrows Elementary School, Department of Defense Education Activity.

Dr. Christina Schoux Casey Visiting Assistant Professor of English	\$55,000	7/25/14	10 mos
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Dr. Casey received a Ph.D. in Linguistics in 2013 from the University of Pittsburgh, an M.A. in English/TESOL in 2004 from George Mason University and a B.A. in Classics in 2001 from St. John's College. Since 2013, she has been a Visiting Assistant Professor in the Department of Linguistics and Technical Communication at the University of North Texas.

Ms. Denise M. Claiborne Lecturer of Dental Hygiene	\$60,200	7/25/14	10 mos
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Ms. Claiborne received an M.S. and B.S. in Dental Hygiene and a B.S. in Psychology, in 2011 and 2010 respectively, from Old Dominion University and is pursuing a Ph.D. in Health Services Research at Old Dominion University. Since 2012, she has been a Lecturer in the School of Dental Hygiene at Old Dominion University. (includes stipend of \$3,000 for serving as Director of Clinics)

Mr. Chad M. Driscoll Lecturer of Nursing	\$67,000	6/10/14	12 mos
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Mr. Driscoll received a Master of Health Science in 2002 from La Roche College, a Certificate in Nurse Anesthesia in 2002 from St. Francis Hospital and a B.S.N. in 1997 from St. Louis University. Since 2011 he has been part-time Simulation Instructor for the Nurse Anesthesia Program. Mr. Driscoll is also the Lead Certified Registered Nurse Anesthetist at Sentara Careplex and Sentara Bayside Hospital. (Designated as Simulation Instructor for the Nurse Anesthesia Program) (half-time appointment)

Ms. Maria L. Fornella-Oehninger Lecturer of Political Science and Geography	\$42,000	7/25/14	10 mos
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Ms. Fornella-Oehninger received an M.A. in Political Science, International Studies in 1990 from Old Dominion University. Since 2011, she has been an Adjunct Professor of Political Science at Old Dominion University.

Dr. Daniel R. E. Foster Assistant Professor of Engineering Technology Tenure Track	\$70,000	7/25/14	10 mos
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Dr. Foster received a Ph.D., an M.S. and a B.S. in Welding Engineering, in 2014, 2008 and 2007 respectively, from The Ohio State University. In 2013, he was a Graduate Teaching Assistant at The Ohio State University.

Dr. Ross J. Gore Research Assistant Professor VMASC	\$100,000	6/25/14	12 mos
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Dr. Gore received a Ph.D. and M.C.S. in Computer Science, in 2011 and 2007 respectively, from the University of Virginia and a B.S. in Computer Science in 2003 from the University of Richmond. Since 2013, he has been a Visiting Assistant Professor at Gettysburg College. Prior to that, Dr. Gore was a Post-Doctoral Researcher at Old Dominion University.

Dr. Benjamin D. Hamlington Assistant Professor of Ocean, Earth and Atmospheric Sciences Tenure Track	\$76,500	7/25/14	10 mos
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Dr. Hamlington received a Ph.D. in Aerospace Engineering Sciences in 2011 from the University of Colorado at Boulder and an M.S. in Mechanical Engineering and B.S. in Aerospace Engineering in 2007 from Washington University in St. Louis. Since 2013, he has been a Research Scientist II for the Cooperative Institute for Research in Environmental Sciences at the University of Colorado at Boulder.

Ms. Jessica M. Huffman Lecturer of Sociology and Criminal Justice	\$45,000	7/25/14	10 mos
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Ms. Huffman received an M.A. in Applied Sociology and a B.S. in Criminal Justice, in 2002 and 2000 respectively, from Old Dominion University and is expected to receive a Ph.D. in Criminology and Criminal Justice in 2014 from Old Dominion University. Since 2010, she has been an Adjunct Faculty member in the Department of Sociology and Criminal Justice at Old Dominion University.

Dr. Frank B. Kalupa Visiting Professor of Communication/Theatre Arts	\$70,000	8/25/14	10 mos
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Dr. Kalupa received a Ph.D. in Communication and an M.A. in Journalism, in 1979 and 1971 respectively, from the University of Southern California and a B.S. in Philosophy in 1969 from the University of Wisconsin, Madison. Since 2006, he has been a Professor in the School of Communication Studies at James Madison University.

Dr. Jennifer Katz Lecturer of Biological Sciences	\$60,000	8/25/14	12 mos
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Dr. Katz received a Ph.D. in Anatomy and Neurobiology in 2005 from Boston University and a B.S. in Biology/Chemistry in 1997 from Barry University. Since 2013, she has been an Adjunct Professor of Human Anatomy and Physiology in the Department of Biology at Tidewater Community College.

Ms. Stacey Minton McNeil Lecturer of Mathematics and Statistics	\$43,000	8/25/14	10 mos
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Ms. McNeil received an M.S. in Pure Mathematics in 1997 from Florida State University and a B.S. in Mathematics and Computer Science in 1993 from the University of Mobile. From 2011-2013, she was a Mathematics Teacher at Bayside Academy, and she has taught as a Mathematics Instructor at the University of West Florida.

Ms. Paige H. O'Shaughnessy Instructor of Accounting	\$60,000	8/25/14	10 mos
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Ms. O'Shaughnessy received an M.B.A. with a concentration in Accounting in 2004 from Old Dominion University and a B.B.A. in Accounting in 1984 from James Madison University. Since 2006, she has been a Teacher at Virginia Beach City Public Schools, and she has also been an Adjunct Lecturer in Accounting at Tidewater Community College.

Mr. Anthony J. Pachuta Lecturer of Medical Diagnostic and Translational Sciences	\$52,000	6/25/14	12 mos
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Mr. Pachuta received an M.A. in Human Resource Development in 1999 from Webster University and a B.S. in Secondary Education Grades 7-12 in 1983 from the University of Concord. In 2013, he received a B.S. in Health Sciences from Old Dominion University and completed the Ophthalmic Technology program at Eastern Virginia Medical School. Since 2013, he has been an Ophthalmic Clinical Instructor at Eastern Virginia Medical School.

Mr. Noah C. Renn Instructor of English	\$42,000	7/25/14	10 mos
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Mr. Renn received an M.F.A. in Creative Writing and a B.A. in English, in 2011 and 2007 respectively, from Old Dominion University. Previously he was an Adjunct Assistant Professor in the Department of English at Old Dominion University, Tidewater Community College and Thomas Nelson Community College.

Ms. Kelly S. Rippard Lecturer of Teaching and Learning	\$49,000	7/25/14	10 mos
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Ms. Rippard received an M.A. in English and an M.S. in Secondary Education, in 2010 and 2007 respectively, from Old Dominion University, a B.A. in English in 2006 from Christopher Newport University and is expected to receive a Ph.D. in Curriculum and Instruction in 2014 from Old Dominion University. Since 2012, she has been an Instructional Designer and a Curriculum Operations Specialist at ECPI University.

Dr. Matthew William Schmidt Associate Professor of Ocean, Earth and Atmospheric Sciences	\$90,000	8/25/14	10 mos
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Dr. Schmidt received a Ph.D. in Geology in 2005 from the University of California, Davis, an M.S. in Geology in 1997 from the University of South Florida and a B.S. in Geology and Fine Arts in 1993 from Vanderbilt University. Since 2007, he has been an Associate and Assistant Professor in the Department of Oceanography at Texas A&M University.

Dr. Manasi Sheth-Chandra Assistant Professor of Community and Environmental Health Tenure Track	\$70,000	7/25/14	10 mos
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Dr. Sheth-Chandra received a Ph.D. and an M.S. in Computational and Applied Mathematics, Statistics, in 2011 and 2010 respectively, from Old Dominion University. Since 2012, she has been a Statistician at Booz Allen Hamilton. Dr. Sheth-Chandra has also been an Adjunct Assistant Professor at Old Dominion University.

Ms. Jennifer Spiegel Lecturer English Language Center	\$40,000	7/25/14	10 mos
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Ms. Spiegel received an M.A. in Applied Linguistics and a B.A. in English, in 2007 and 2005 respectively, from Old Dominion University. Since 2007, she has been an Instructor and an Adjunct Instructor in the English Language Center at Old Dominion University.

Ms. Alisha P. Springle Lecturer of Communication Disorders and Special Education	\$57,000	8/10/14	12 mos
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Ms. Springle received an M.S. in 1997 from Purdue University and a B.S. in 1995 from Bowling Green State University. Since 2012, she has evaluated and provided therapy for students with communication disorders for the School Board of Highland County.

Dr. Nancy L. Sweeney Professor of Practice in Nursing	\$100,000	12/25/14	10 mos
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Dr. Sweeney received a Ph.D. in Preventive Medicine and an M.S. in Nursing in 1995 and 1977 respectively, from The Ohio State University and a B.S. in Nursing in 1969 from St. John College of Cleveland. Since 2005, she has been Dean of the College of Nursing and Allied Health at Urbana University. (Designated as Director of the Nurse Executive DNP Program)



Ms. Elizabeth Blair Swoope Lecturer of Mathematics and Statistics	\$41,600	7/25/14	10 mos
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Ms. Swoope received an M.S. in Computational and Applied Mathematics from Old Dominion University and a B.A. in Mathematical Physics and Economics from Sweet Briar College. Since 2002, she has been the Mathematics Department Chair at Norfolk Collegiate School. Ms. Swoope has also been an Adjunct Mathematics Professor at Thomas Nelson Community College and Old Dominion University.

Dr. Navid Tahvildari Assistant Professor of Civil and Environmental Engineering Tenure Track	\$80,000	6/25/14	10 mos
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Dr. Tahvildari received a Ph.D. in Civil Engineering in 2011 from Texas A&M University, an M.Sc. in Civil Engineering in 2007 from Sharif University of Technology and a B.Sc. in Civil Engineering in 2005 from Amirkabir University, Iran. Since 2011, he has been a Postdoctoral Scholar in the Environmental Fluid Mechanics Laboratory at Stanford University.

Ms. Beth M. Tremblay Lecturer of Nursing	\$62,400	8/25/14	10 mos
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Ms. Tremblay received an M.S. in Nursing in 2011 from Old Dominion University and a B.S. in Nursing in 1995 from the University of Southern Maine. Since 2011, she has been an Adjunct Faculty member in the School of Nursing at Old Dominion University and an R.N. in the Intensive Care Unit at Sentara Hospital.

Ms. Heather M. Weddington Lecturer of English	\$42,000	7/25/14	10 mos
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Ms. Weddington received an M.F.A. in Creative Writing and a B.A. in English, in 2011 and 2002 respectively, from Old Dominion University. Since 2011, she has been an Adjunct Professor in the Department of English at Old Dominion University.

Ms. Leslie L. West Instructor of Accounting	\$60,000	7/25/14	10 mos
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Ms. West received an M.S. in Accounting in 2002 from Old Dominion University, a B.S. in Accounting in 2001 from Virginia State University and is pursuing a Ph.D. in Business Administration from Hampton University. In 2014, she has been an Adjunct Faculty member in the Department of Accounting at Old Dominion University, and from 2012-2014, she was Instructor of Business Administration at Hampton University.

Ms. Lori J. Wood	\$69,915	7/25/14	12 mos
Assistant Professor of Practice Medical Diagnostic and Translational Sciences			

Ms. Wood received an M.S.Ed. and a B.S. in Health Sciences, in 2012 and 1998 respectively, from Old Dominion University and completed the Ophthalmic Technology Program from Eastern Virginia Medical School/Old Dominion University in 1997. Since 2002, she has been Director and Assistant Professor of the Ophthalmic Technology Program at Eastern Virginia Medical School/Old Dominion University and an Adjunct Faculty member at Old Dominion University.

Ms. Charlotte Young	\$40,000	7/25/14	10 mos
Lecturer English Language Center			

Ms. Young received an M.A. in Applied Linguistics and TESOL in 2007 from Old Dominion University and a B.Sc. in Business Studies and Sociology in 2000 from the University of Surrey, London. Since 2008, she has been an ESL Instructor in the English Language Center at Old Dominion University.

September 18, 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>
Mr. Brandon M. Adams Assistant Director of Facility Operations Recreation and Wellness and Instructor	\$44,720	7/25/14	12 mos

Mr. Adams received an M.S. in Education, Sports Management in 2008 from Old Dominion University and a B.S. in Physical Education and Sports Pedagogy in 2005 from Grand Valley State University. Since 2008, he has been Assistant Director for Intramural and Extramural Sports at Old Dominion University.

Ms. Michelle Barr First Assistant Women's Soccer Coach and Assistant Instructor	\$53,000	7/10/14	12 mos
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Ms. Barr received a B.A. Hons Degree in Leisure Management and Sports Development in 2008 from Loughborough College, England. Since 2011, she has been National Youth Coach and Program Manager for the Scottish Football Association. Ms. Barr was also Assistant Women's Soccer Coach at Dartmouth College from 2005-2010.

Mr. Oliver L. Borden Admissions Counselor and Assistant Instructor	\$35,000	9/10/14	12 mos
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Mr. Borden received a B.A. in History in 2014 from Old Dominion University. Since 2010, he has been a Resident Assistant for the Office of Housing and Residence Life at Old Dominion University.

Ms. Rachel Bowman Assistant Athletic Trainer and Instructor	\$43,600	7/10/14	12 mos
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Ms. Bowman received an M.S. in Exercise Science and Health Promotion in 2012 from California University of Pennsylvania and a B.S. in Sports Medicine in 2002 from Palm Beach Atlantic University. Since 2006, she has been Assistant Athletic Trainer at Methodist University.

Mr. Zohn Burden Offensive Pass Game Coordinator/ Wide Receivers Coach and Assistant Instructor	\$70,000	7/10/14	12 mos
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Mr. Burden received a B.A. in Psychology from Virginia Military Institute. Since 2012, he has been Wide Receivers/Offensive Pass Game Coordinator at Old Dominion University. Prior to that, Mr. Burden was a Wide Receivers Coach at the University of Richmond.

Mr. Scott J. Bye Assistant Director, Office of Student Conduct and Academic Integrity and Instructor	\$36,000	6/25/14	12 mos
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Mr. Bye received an M.S.Ed. in Higher Education Administration/Student Affairs in 2014 from Old Dominion University and a B.A. in Health Sciences in 2011 from Gettysburg College. Most recently, he served as the Webb Information Desk Manager and the Graduate Assistant for Programming in the Office of Leadership and Student Involvement at Old Dominion University. He also served as a Graduate Intern in the Office of Student Conduct and Academic Integrity.

Mr. Casey J. Cegles Director of Major Gifts, Athletic Development and Instructor	\$70,000	6/10/14	12 mos
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Mr. Cegles received a Master of Education in 2013 from Virginia Commonwealth University and a B.S. in Business Administration in 2009 from Towson University. Since 2012, he has held positions as Assistant Director and Director for the Old Dominion Athletic Foundation.

Ms. Daniela Cigularova Director, Transfer Advising and Articulation and Instructor	\$59,000	7/10/14	12 mos
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Ms. Cigularova received an M.S. in Student Affairs in Higher Education in 2006 from Colorado State University and a B.S. in Banking and Finance in 1998 from the University of Economics, Varna, Bulgaria. Since 2012, she has been Associate Director for Student Enrollment and Success at the Virginia Beach Higher Education Center.

Mr. Brian Cohen Assistant Men's Tennis Coach and Instructor	\$40,000	7/10/14	12 mos
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Mr. Cohen received an M.E.M. in Environmental Management in 2011 from Duke University and a B.A. in Environmental Studies in 2007 from Bucknell University. Since 2011, he has been Assistant Men's Tennis Coach at Washington and Lee University.

Ms. Jennifer K. Cohen Interim Associate Director of Student Activities and Leadership and Instructor	\$44,000	7/25/14	12 mos
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Ms. Cohen received an M.S. in Higher Education Administration in 2011 from Old Dominion University and a B.S. in International Relations and Diplomacy in 2007 from Seton Hall University. Since 2011, she has been Coordinator of Greek Life and Community Service in the Office of Student Involvement at the University of North Georgia.

Mr. Jeff Comissiong Assistant Head Coach/Defensive Line and Assistant Instructor	\$120,000	6/25/14	12 mos
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Mr. Comissiong received a Bachelor's Degree in Political Science in 2013 from the University of Maine. Since 2013, he has been Assistant Head Coach – Defensive Line at Old Dominion University. Prior to that, Mr. Comissiong was Assistant Football Coach – Defensive Line at Boston College.

Mr. John P. Costanzo Associate Director Virginia Beach Higher Education Center and Instructor	\$55,000	7/10/14	12 mos
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Mr. Costanzo received an M.B.A. in 1997 from Averett University and a B.A. in History in 1987 from Old Dominion University. Since 2013, he has been Assistant Director of the Tri-Cities Higher Education Center at Old Dominion University.

Ms. Elaine Deppe Assistant Sports Performance Coach and Instructor	\$40,000	8/25/14	12 mos
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Ms. Deppe received an M.S. in Applied Sport Science (Kinesiology) and a B.S. in Fitness Specialist (Kinesiology), in 2011 and 2007 respectively, from Indiana University. Since 2008, she has been an Assistant Strength and Conditioning Coach at the Indiana University Department of Intercollegiate Athletics.

Mr. Carl A. Dieso	\$78,000	9/25/14	12 mos
Director for Business Operations Office of Housing and Residence Life and Instructor			

Mr. Dieso received an M.A. in Higher Education Administration in 2000 from New York University and a B.S. in Natural Sciences in 1998 from Xavier University. Since 2008, he has been Associate Director of Housing at the University of Cincinnati.

Ms. Pamela Shannon Etheridge	\$65,000	8/25/14	12 mos
Student Clinical Services Coordinator School of Nursing and Instructor			

Ms. Etheridge received an M.S. in Nursing in 2013 from the University of Phoenix and a B.S. in Nursing in 1998 from East Carolina University. Since 2013, she has been Clinical Nursing Adjunct Faculty at the College of the Albemarle, and she has been a Community Health Care Nurse at Sentara Albemarle Medical since 2009.

Ms. Collen Farrell	\$40,000	7/10/14	12 mos
Athletic Academic Advisor and Instructor			

Ms. Farrell received a Master of Science in Higher Education in 2014 from Old Dominion University and a Bachelor's in Sports and Leisure Studies in 2008 from The Ohio State University. Since 2012, she has been Academic Athletic Advisor and Graduate Assistant at Old Dominion University.

Mr. Thomas M. Farrell	\$58,000	8/10/14	12 mos
Project Manager – Student Engagement and Enrollment Services and Instructor			

Mr. Farrell received an M.B.A. in 1992 from Vanderbilt University, a B.S. in Business Administration/Marketing in 1981 from the University of Illinois, Champaign-Urbana and completed a Certification course in Project Management Professional (PMP) in 2013. Since 2011, he has served as the USCG Disability Evaluations Branch Chief at USCG Personnel Services in Arlington, VA.

Dr. Bridget Giles	\$100,000	8/25/14	12 mos
Research Assistant Professor Virginia Modeling, Analysis and Simulation Center			

Dr. Giles received a Ph.D. in Biomedical Sciences in 2001 from Eastern Virginia Medical School, an M.A. in Biology in 1994 from Hampton University and a B.S. in Biology in 1993

from Virginia Commonwealth University. Since 2011, she has been a Senior Project Scientist/Program Manager at the Virginia Modeling, Analysis and Simulation Center at Old Dominion University.

Ms. Jennifer L. Grimm Director of the Peer Educator Program	\$52,000	9/10/14	12 mos
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Ms. Grimm received a Master of Education in College Student Personnel and a Bachelor of Business Administration in Marketing and Human Resource Management, in 2011 and 2009 respectively, from Ohio University and is enrolled in a Ph.D. program in Educational Policy and Leadership at Marquette University. Since 2012, she has been Supplemental Instruction (SI) Coordinator, Academic Resources at Carroll University.

Mr. Alexander Harris, Jr. Assistant Director for Special Programs English Language Center and Instructor	\$56,000	6/25/14	12 mos
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Mr. Harris received an M.A. in English with an emphasis in Applied Linguistics/TESOL and a B.S. in Biology, in 2006 and 1988 respectively, from Old Dominion University. Since 2012, he has been Interim Assistant Director for Special Programs in the English Language Center at Old Dominion University.

Ms. Keyanna Hawkins Counselor, Student Support Services and Instructor	\$43,284	8/25/14	12 mos
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Ms. Hawkins received an M.A. in Human Services in 2014 from Liberty University and a B.S. in Human Services in 2012 from Old Dominion University. Since 2012, she has been a Counselor Assistant in Student Support Services at Old Dominion University.

Ms. Suzanne M. Helms Associate Director for Fiscal Operations Housing and Residence Life and Assistant Instructor	\$70,000	8/25/14	12 mos
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Ms. Helms received a B.S.B.A. in Accountancy in 1978 from UNC Chapel Hill. Since 2013, she has been in Academic Affairs/Resource Management at UNC Wilmington, and she was also Enterprise Risk Management Officer and Director of Campus Services at UNC Wilmington.

Dr. Sandra L. Hogins Professional Counselor and Assistant Professor	\$49,920	8/10/14	12 mos
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Dr. Hogins received a Psy.D. and an M.A. in Clinical Psychology, in 2014 and 2012 respectively, from the American School of Professional Psychology at Argosy University, an M.S.Ed. in Counseling in 2009 from Old Dominion University and a B.A. in Psychology in 2007 from the University of Arkansas at Little Rock. Since 2013, she has been a Pre-Doctoral Clinical Psychology Intern at American University Counseling Center.

Mr. John Hunting Admissions Counselor and Assistant Instructor	\$35,000	8/25/14	12 mos
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Mr. Hunting received a B.S. in Park, Recreation and Tourism Studies in 2014 from Old Dominion University. Since 2014, he has been Program Assistant for Student Organizations in the Office of Leadership and Student Involvement at Old Dominion University.

Mr. Craig A. Jordan Senior Project Scientist VMASC and Instructor	\$75,000	7/10/14	12 mos
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Mr. Jordan received an M.S. in Modeling and Simulation in 2012 from Old Dominion University and a B.S. in Civil Engineering in 2005 from the University of Connecticut. Since 2012, he has been a Senior Project Scientist in the Transportation Department at Virginia Modeling, Analysis, and Simulation Center (VMASC).

Mr. Martin J. Kazsubowski Executive Director of the Center for Economic Development and Instructor	\$130,000	8/4/14	12 mos
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Mr. Kazsubowski received an M.S. in Engineering Management in 1994 from George Washington University and a B.S.E. in Aerospace Engineering in 1982 from the University of Michigan. Previously, he served as President of General Ideas, Director of Innovation Strategies at Kaufman & Canoles Consulting, President and Executive Director of the Hampton Roads Technology Council and the Founding Director of the Hampton Roads Technology Incubator.

Mr. Keith M. Krepcho Lecturer College of Health Sciences Success Advisor	\$40,000	6/10/14	12 mos
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Mr. Krepcho received a Masters of Divinity in 2012 from Southwestern Baptist



Theological Seminary and a B.S. in Pastoral Ministry in 2004 from Southeastern University. Since 2012, he has been an Academic Advisor in the College of Health Sciences at Old Dominion University.

Mr. Nicholas B. Le Aquatics Coordinator and Instructor	\$38,000	7/25/14	12 mos
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Mr. Le received an M.S. in Sport Management and a B.S in K-12 Physical Education, in 2012 and 2011 respectively, from Florida State University. Since 2013, he has been Aquatics Director at the YMCA in Fort Mill, SC.

Mr. Joshua Lowe Admissions Counselor and Assistant Instructor	\$35,000	8/10/14	12 mos
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Mr. Lowe received a B.A. in Spanish and Political Science in 2010 from the University of North Carolina at Charlotte. Since 2012, he has been an Admissions Counselor at North Carolina A&T State University.

Mr. Christopher J. Lynch Senior Project Scientist VMASC and Instructor	\$75,000	7/10/14	12 mos
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Mr. Lynch received an M.S. in Modeling and Simulation and a B.S. in Electrical Engineering, in 2012 and 2011 respectively, and is pursuing a Ph.D. in Modeling and Simulation from Old Dominion University. Since 2013, he has been a Senior Project Scientist at the Virginia Modeling, Analysis, and Simulation Center (VMASC).

Ms. Lauren Mayes Coordinator of Fitness and Wellness and Instructor	\$42,000	7/10/14	12 mos
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Ms. Mayes received a Master's in Physical Education, Exercise Science and Wellness in 2012 from Old Dominion University and a B.S. in Exercise, Sport, and Health Education in 2010 from Radford University. Since 2012, she has been Assistant Director for Fitness at Appalachian State University.

Mr. James Tennant McVea Second Assistant Men's Soccer Coach and Assistant Instructor	\$40,480	7/25/14	12 mos
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Mr. McVea received a B.A. in Communication in 2009 from Loyola University of Maryland. Since 2013, he has been Volunteer Assistant Men's Soccer Coach at Old Dominion

University. Mr. McVea has also been a Club Coach for Beach FC in Virginia Beach.

Mr. Kevin N. Mondragon Admissions Counselor and Assistant Instructor	\$35,000	8/25/14	12 mos
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Mr. Mondragon received a B.A. in International Studies in 2014 from Old Dominion University. He held extensive student leadership positions, working since 2012 with the Latino Student Alliance.

Mr. Richard A. Nagy, Jr. Defensive Coordinator and Assistant Instructor	\$120,000	6/10/14	12 mos
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Mr. Nagy received a B.S. in Political Science in 1987 from Trinity College. Since 2013, he has been Defensive Coordinator at Old Dominion University. Prior to that, he was a Defensive Coordinator and Assistant Defensive Coordinator at Western Michigan University.

Mr. Darrell Perkins Assistant Football Coach and Assistant Instructor	\$70,000	7/18/14	12 mos
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Mr. Perkins received a B.S. in Business Marketing in 1990 from the University of Wyoming. From 2010-2013, he was Defensive Backs Coach at the University of Connecticut and has 14 years of college coaching experience.

Ms. Marissa A. Pettinelli Children's Learning and Resource Center Site Manager and Instructor	\$38,000	7/25/14	12 mos
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Ms. Pettinelli received an M.S.Ed. in School Counseling in 2013 from Old Dominion University and a B.S. in Health Promotion and Education in 2001 from the University of West Florida. Since 2013, she has been a School Counselor Intern at Chesterfield Academy and Great Bridge High School, and she has also served as a School Counselor Substitute at Great Bridge High School.

Delegate Kenneth R. Plum Contributing Author for the Old Dominion University State of the Region Report Strome College of Business	\$7,000	5/1/14	2.5 mos
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Delegate Plum received a B.A. from Old Dominion University and an M.Ed. from the University of Virginia. He is a retired teacher and school administrator with Fairfax County Public Schools, where he served as Director of Adult and Community Education. Delegate Plum

is a member of the Virginia House of Delegates, representing the 36<sup>th</sup> District. He has served in the House of Delegates from 1978-80 and 1982-present. He has been a contributing author each year since 2004.

Mr. Reneldo Randall Director of Advising, College of Sciences and Instructor	\$46,000	8/10/14	12 mos
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Mr. Randall received an M.B.A. in 2009 from Strayer University and a B.S. in Computer Information Systems in 2003 from the University of Virginia at Wise. Since 2011, he has been Incoming Student Advising Manager at Regent University, and he is CEO of Real People Educating Others.

Mr. John W. Richardson, III Assistant Men's Basketball Coach and Instructor	\$124,800	6/10/14	12 mos
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Mr. Richardson received an M.S. in Sports Management in 2003 from Old Dominion University and a B.S. in Health and Physical Education in 1995 from Elizabeth City State University. Since 2012, he has been Assistant Men's Basketball Coach at Old Dominion University. Prior to that, he was Assistant Men's Basketball Coach at Virginia Tech.

Ms. Shannon E. Roberts Athletic Academic Advisor and Instructor	\$40,000	7/10/14	12 mos
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Ms. Roberts received an M.Ed. in Sport Leadership in 2012 from Virginia Commonwealth University and a B.S. in Sport Management in 2011 from West Virginia University. Since 2013, she has been Athletic Academic Advisor at Old Dominion University. Prior to that, she was an Assistant Academic Coordinator at North Carolina State University.

Mr. Jose R. Roman Interim Assistant Director Peninsula Higher Education Center and Assistant Instructor	\$40,992	8/10/14	12 mos
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Mr. Roman received a B.A. in Interdisciplinary Studies in 2014 from Old Dominion University. Previously he held positions in Veterans Academic and Office Support in the Military Connection Center and Student Veteran Consultant in the Career Management Center at Old Dominion University.

Ms. Lesley A. Rosenberg Lecturer English Language Center	\$40,000	7/25/14	10 mos
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Ms. Rosenberg received an M.A. in English Linguistics in 1994 from Old Dominion University and a B.S. in Sociology in 1987 from James Madison University. Since 2013, she has been a Lecturer in the English Language Center at Old Dominion University.

Dr. Elizabeth M. Saltzman Grant Development Specialist College of Health Sciences and Assistant Professor	\$50,000	6/25/14	12 mos
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Dr. Saltzman received a Ph.D. and an M.S. in Pharmacology from the University of Rochester, School of Medicine and Dentistry and a B.S. in Chemistry from the State University of New York, College at Oswego. Previously she was an Adjunct Professor at the State University of New York, College at Brockport and Corinthian Colleges, Inc., Everest Institute and a Senior Research Scientist/Project Leader at Vaccinex, Inc.

Dr. Margaret B. Shaeffer Special Assistant to the Dean Darden College of Education and Professor	\$85,000	8/25/14	12 mos
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Dr. Shaeffer received a Ph.D. in Teacher Education/Early Childhood, an M.S. in Elementary Education/Preschool Handicapped and a B.S. in Speech Pathology/Audiology from the University of North Dakota. Since 2005, she has been Associate Dean in the College of Education at James Madison University.

Mr. Timothy M. Siverd, Jr. Residence Hall Director and Instructor	\$32,000	6/25/14	12 mos
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Mr. Siverd received an M.A. in Higher Education and Student Affairs in 2014 from The Ohio State University and a B.A. in Government and English in 2012 from the College of William and Mary. Since 2012, he has been an Assistant Hall Director for University Housing at The Ohio State University.

Ms. Denise Dwight Smith Director of the Career Management Center	\$100,000	9/10/14	12 mos
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Ms. Smith received an M.S. in Counseling from Shippensburg University and a B.A. in Psychology from Millersville University. Since 1993, she has been Director of the University Career Center for Work, Service, and Internships at the University of North Carolina at Charlotte.

Ms. Elizabeth A. Smith Interdisciplinary Initiatives Administrator and Instructor	\$75,000	9/10/14	12 mos
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Ms. Smith received an M.S. in Physical Oceanography in 1987 from Florida State University and a B.S. in Marine Science in 1982 from the University of South Carolina. Since 2010, she has served as Program Manager for Coastal and Environmental Research Programs with the Southeastern Universities Research Association (SURA), and she also serves as the Old Dominion University Climate Change and Sea Level Rise Initiative Coordinator.

Mr. Bryant L. Stith Assistant Men’s Basketball Coach and Assistant Instructor	\$90,000	6/10/14	12 mos
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Mr. Stith received a B.A. in Sociology in 1992 from the University of Virginia. Since 2013, he has been an Assistant Men’s Basketball Coach at Old Dominion University. Prior to that, he was Head Varsity Boys Basketball Coach at Brunswick High School and played professional basketball in the NBA.

Mr. James A. Tripp Director of Engineering Services Distance Learning and Instructor	\$65,000	6/25/14	12 mos
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Mr. Tripp received an M.P.A., an M.A. in Geography and a B.S. in Applied Economics from East Carolina University. Since 2011, he has been a Senior Network Operations Center Technician in Distance Learning at Old Dominion University.

Mr. Drew Turner Interim Director of Athletic Development and Assistant Instructor	\$55,000	7/10/14	12 mos
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Mr. Turner received a B.S. in Business Administration in 2013 from the University of South Carolina. Since 2013, he has been Assistant Director of Athletic Development for the Old Dominion Athletic Foundation (ODAF). Prior to that, he was Iron Dukes Annual Fund Assistant for Duke University Athletics.

Ms. Kelsey A. Utlak Instructor of Early Care and Education Children’s Learning and Resource Center	\$30,000	8/25/14	12 mos
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Ms. Utlak received a B.S. in Interdisciplinary Studies in 2011 from Old Dominion University. She previously was a Teacher Assistant at Virginia Commonwealth University and a Residential Flex Counselor for Intercept Youth Services.

Ms. K. Danielle Vaughan Assistant Athletic Trainer and Instructor	\$36,000	8/10/14	12 mos
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Ms. Vaughan received an M.S. in Athletic Administration and Coaching in 2014 from Western Kentucky University and a B.S. in Athletic Training in 2012 from the University of Evansville. Since 2012, she has been a Graduate Assistant Athletic Trainer at Western Kentucky University.

Dr. Runell Steed Washington Psychologist and Assistant Professor	\$60,000	6/25/14	12 mos
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Dr. Washington received a Psy.D. and an M.A. in Clinical Psychology, in 2013 and 2011 respectively, from Regent University and a B.A. in Christian Counseling and a B.A. in Theology in 2008 from John Wesley College. Since 2012, she has been a Clinical Supervisor at Christian Psychotherapy Services in Virginia Beach.

Ms. Sherri N. Watson Student Success Advisor Center for Major Exploration and Instructor	\$39,760	6/10/14	12 mos
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Ms. Watson received an M.S. in Counseling in 2012 from Regent University and a B.S. in Human Services and Communications in 2009 from Old Dominion University. Since 2012, she has been a Program Advisor in the School of Education at Regent University.

Ms. Kimberly J. Williamson Interim Assistant Director of Administration Children's Learning and Research Center	\$55,238	9/10/14	12 mos
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Ms. Williamson received an M.Ed. in Early Childhood Education in 1994 from Boston College and a B.A. in Sociology in 1990 from UMASS Boston. Since 2010, she has been an Instructor of Early Childhood Education at the Children's Learning and Research Center at Old Dominion University.

Dr. Robert Wojtowicz Associate Vice Provost for Graduate Studies and Professor of Art (Tenured)	\$112,000	7/10/14	12 mos
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Dr. Wojtowicz received a Ph.D. in History of Art and an M.A. and B.A. in American Civilization, in 1990 and 1983 respectively, from the University of Pennsylvania and an M.A. in Art History and Archaeology in 1984 from Columbia University. Since 2006, he has been Associate Dean for Research and Graduate Studies in the College of Arts and Letters at Old Dominion University.

September 18, 2014

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

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revisions to the Policy on Academic Rank and Criteria for Ranks, effective September 18, 2014.

Rationale: The proposed revision concerns the section of the policy that describes the rank of Professor and would remove language that seems repetitive and could be confusing. The statement proposed for removal reads as if demonstrable contribution and excelling are so distinct that one could excel without making a demonstrable contribution.

## Academic Rank and Criteria for Ranks (Board of Visitors Policy, #1410)

- I. Board of Visitors Policy and Criteria for Academic Rank (Tenure-track Faculty)
  - A. Full-time faculty members holding the following academic ranks are eligible to be considered for tenure after a suitable probationary period, and time at Old Dominion University in these ranks is counted toward the probationary period unless procedures for reduction in the probationary period are followed (see Policy on Initial Appointment of Teaching and Research Faculty).
    1. Professor - This rank is one of the highest honors that the University can bestow.
      - a. Professors are teacher-scholars of genuinely national standing who have made recognized contributions to the University and to their disciplines. They are expected to have demonstrated excellence in teaching, to have performed recognized and outstanding research and scholarly activity in their fields of specialization, and to have been pre-eminent in professional service. ~~All appointed or promoted to the rank of professor are expected to have made some demonstrable contribution in each area and to excel in all three areas.~~ Except under most unusual circumstances, the highest terminal degree in the field is required.
    2. Associate Professor - Appointment or promotion to the rank of associate professor is an honor based on demonstrable performance.
      - a. Criteria include an established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas. Except under most unusual circumstances, the highest terminal degree normally attainable in the field is required.
    3. Assistant Professor - Appointment or promotion to the rank of assistant professor is the usual rank upon initial hiring.
      - a. Criteria – This rank usually requires the highest terminal degree normally held in the field or its clear equivalent. Evidence of promise in teaching, research, and service is required. Faculty members holding the rank of assistant professor may be considered for tenure only if promotion to associate professor is simultaneously considered.
- II. Board of Visitors Policy and Criteria for Academic Rank (Nontenure-track Faculty)
  - A. Full-time faculty members holding the following ranks are not eligible for tenure, but time at Old Dominion University in these ranks may be counted as part of the probationary period for tenure, except as noted in paragraph 1.a. below.
    1. Instructor - Appointment to the rank of instructor is based on evidence of promise in teaching. Instructors normally hold master's degrees in their areas of specialization. There are three types of instructors at Old Dominion University:
      - a. Faculty members normally lacking the highest terminal degree who are employed to teach undergraduate courses, usually on the freshman and sophomore levels -  
- They normally receive annual appointments for a period of three years, but in exceptional circumstances they may be reappointed for a maximum of three additional annual contracts. They must be informed in writing at the time of the original appointment that their positions are not permanent and that they will not be eligible to be considered for tenure.
      - b. Instructors who are terminal degree candidates – Candidates for a terminal degree may be given annual appointments as instructors if they can provide evidence that they will complete all requirements for the terminal degree within the first year of teaching at Old Dominion University. An instructor in this category who completes this work, and whose department recommends reappointment, is given a second annual contract as an assistant professor and is eligible for tenure at the end of the usual probationary period. An instructor in this category who completes all degree requirements during the first semester at Old Dominion University is given the title of assistant professor for the second semester. An instructor in this category who does not complete all requirements



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

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

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

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

h. Adjunct Faculty

1. Adjunct professor - This rank is awarded to persons engaged in part-time teaching or special services who meet the criteria demanded of a full professor in the department(s) to which they are attached.
2. Adjunct associate professor - This position is awarded to persons engaged in part-time teaching or special services who meet the criteria established for associate professor in the department(s) to which they are attached.
3. Adjunct assistant professor - This position is awarded to persons engaged in part-time teaching or special services who meet the criteria established for assistant professor in the department(s) to which they are attached.
4. Adjunct instructor - This position is held by part-time faculty members who meet the criteria established for instructor in the department(s) to which they are attached.
5. Adjunct assistant instructors - This position is held by part-time faculty members who meet the criteria established for assistant instructor in the department(s) to which they are attached.
6. Adjunct clinical faculty, adjunct community faculty - The titles adjunct clinical faculty or adjunct community faculty (as appropriate), with their respective ranks, may be awarded to persons engaged in part-time teaching or special services relating to the practical instruction of students, and who meet the professional and academic criteria for those ranks established in the department(s) to which they are attached. These titles pertain to persons who are not normally paid a salary by the

university, but who supervise activities designed to give students practical experience in a given profession.

- i. Other - The president may recommend to the Board of Visitors the establishment of other nontenured positions to allow the appointment of persons distinguished in their fields but not covered by any of the above.

-Approved by the Board of Visitors  
September 26, 2013

September 18, 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 September 18, 2014.

Rationale: The proposed revisions would require a summary of minority opinion from the department committee and the college committee when there is a split vote on a tenure recommendation. A minority report is required from these committees when dealing with promotion to professor and is also required from the University committee in tenure cases. Thus, including the summary of minority opinion in the Tenure policy brings consistency to the policies and procedures on tenure and promotion.

# 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. 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. 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 the 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 has had full-time teaching experience in a nontenure-track position at Old Dominion University; or who has had full-time teaching experience at the rank of instructor or above at Old Dominion University prior to a break in service, may have the probationary period reduced by 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 the 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 the 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 contract 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.

#### **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 will be required to have their scholarship evaluated by no fewer than four external reviewers. If fewer than four reviews are received, the chair will choose additional reviewers alternately from the lists of the department promotion and tenure committee and of the candidate.
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. Procedure for Tenure Consideration<sup>1</sup>**

- 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 provide this list of reviewers to the dean. The dean will submit an agreed upon list to

- the provost and vice president for academic affairs for final approval prior to initiating the review process. As a general rule, external reviewers should not be co-authors or former mentors of the candidate. The selection of potential external reviewers must be completed before the end of the semester prior to the submission of credentials for 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.
  3. No dean, associate dean, assistant dean, or other full-time administrator or department chair shall attend or participate in the deliberations of the departmental, college, or University Promotion and Tenure Committee, or of 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 committees 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.<sup>2</sup> 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 recommendation to the chair. In instances of a split vote, a summary of minority opinion must be included. 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. The committee or group of tenured faculty makes its recommendation to the chair. In cases of a split vote, a summary of minority opinion must be included. All committee members should vote yes or no. Considering this recommendation, the chair makes an additional evaluation and recommendation concerning tenure.

- F. If neither the departmental committee nor the chair recommends tenure for the faculty member, tenure is not granted in the ensuing year. 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, with reasons, 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, 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.
- 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 recommendations 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

Revised April 24, 2014 effective July 1, 2014

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<sup>1</sup>See the Schedules for Faculty Personnel Actions in the appendix for specific dates and actions.

<sup>2</sup>The 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.

September 18, 2014

APPROVAL TO RENAME THE DEPARTMENT OF ACCOUNTING TO THE SCHOOL OF ACCOUNTANCY AND TO RENAME THE DEPARTMENT OF URBAN STUDIES AND PUBLIC ADMINISTRATION TO THE SCHOOL OF PUBLIC SERVICE

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves renaming the Department of Accounting to the School of Accountancy and Renaming the Department of Urban Studies and Public Administration to the School of Public Service effective September 18, 2014.

Rationale: The Board of Visitors renamed the College of Business and Public Administration to the Strome College of Business at its meeting on June 13, 2014. The renaming of the Department of Accounting to the School of Accountancy and the Department of Urban Studies and Public Administration to the School of Public Service is proposed in order to enhance visibility for these programs in the Strome College of Business.

While the College is accredited by the Association to Advance Collegiate Schools of Business (AACSB), the accounting program has its own and a separate accreditation by AACSB. Old Dominion University is one of 176 Business schools worldwide that have been separately accredited in Business and Accounting.

The public administration component of the Strome College of Business is also separately accredited by the Network of Schools of Public Policy, Affairs, and Administration, previously known as the National Association of Schools of Public Affairs and Administration (NASPAA). NASPAA is an international association of schools of public policy and administration at universities in the United States and abroad. The organization is the recognized accreditor of master's degree programs in public policy, public affairs, and public administration. Its stated mission is to ensure excellence in education and training for public service and to promote the ideal of public service. Old Dominion University's Master of Public Administration (MPA) program – offered by the Department of Urban Studies and Public Administration – is one of five NASPAA-accredited programs in the Commonwealth of Virginia.

Given the differences in the accreditation for the programs in Accounting and Public Administration and the public-orientation of the public administration programs (as opposed to the business orientation of the Strome College of Business), the College is seeking to change the department names to the School of Accountancy and the School of Public Service. This reflects the new structure of the Strome College of Business where AACSB-accredited programs more related to business administration are organized as departments and other programs with separate accreditations are organized within Schools.

September 18, 2014

APPROVAL TO RENAME THE REGIONAL STUDIES INSTITUTE TO  
THE CENTER FOR ECONOMIC ANALYSIS AND POLICY

RESOLVED that, upon the recommendation of the Academic and Research  
Advancement Committee, the Board of Visitors approves renaming the Regional Studies  
Institute to the Center for Economic Analysis and Policy effective September 18, 2014.

Rationale: The Regional Studies Institute houses the State of the Region Report and the Economic Forecasting Project. Over time, the activities of the Regional Studies Institute have broadened gradually and now include quite a few projects that have a statewide focus including tourism, the port and the coal industry. Professor Gary Wagner of the Economic Forecasting Project also now is one of a select few participants in the Philadelphia Federal Reserve's national economic panel.

The most important change, however, is the new "State of the State" report that will be produced beginning in 2015 under the sponsorship and support of the Virginia Chamber of Commerce. In essence, the State of the State reports will do the same things for the Commonwealth as the highly successful State of the Region reports have done for Hampton Roads – economic forecasting and analysis of issues. The Institute will continue to do the State of the Region report (published each year in early October), but now also will produce a State of the State report in early December each year. The Chamber will sponsor breakfasts and lunches around Virginia in the same fashion that the Hampton Roads Chamber of Commerce sponsors the initial presentations in Hampton Roads.

It is increasingly apparent that the work of the Regional Studies Institute no longer will be solely regional. Hence, the name change to the Center for Economic Analysis and Policy is requested. The new name will lead to enhancing the reputation of the Strome College of Business and bring additional recognition to the College and Old Dominion University.

September 18, 2014

APPROVAL TO RENAME EXPERIENTIAL LEARNING TO PRIOR LEARNING  
ASSESSMENT

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves renaming the Office of Experiential Learning to Prior Learning Assessment effective September 18, 2014.

Rationale: Currently, the term “experiential” is used by multiple offices on campus. The Office of Experiential Learning uses the term for assessing college-level knowledge gained through work, life experience and self-study and awards experiential learning academic credit. The Career Management Center offers Experiential Education Internships and Cooperative Education, and uses experiential learning to refer to credit earned at ODU for faculty supervised work experience such as cooperative education and internships. Colleagues in ODU’s Housing and Residence Life also utilize the term experiential learning for co-curricular activities hosted in the residence halls. The request to change the name of the Office of Experiential Learning to Prior Learning Assessment will reduce the confusion students have with the function of the office.

The Council for Adult and Experiential Learning (CAEL), which created standards for awarding credit through assessment, refers to Prior Learning Assessment as learning gained outside of a traditional academic environment. Prior Learning Assessment is the process of evaluating and credentialing learning gained in a variety of contexts. These contexts include both formal and informal experiences that could take place in work settings, military training, community involvement, independent study or certification by professional organizations. The use of the term “Prior Learning Assessment” would encompass these learning contexts and alleviate confusion by students, faculty and staff regarding credit earned based on internships/cooperative experiences to those awarded based on life learning.

September 18, 2014

REQUEST FOR LEAVE OF ABSENCE WITHOUT COMPENSATION

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

<u>Name and Rank</u>	<u>Leave of Absence</u> <u>From</u> <u>To</u>	<u>Contract Salary</u>
Dr. Jin Wang Associate Professor Department of Mathematics and Statistics	Academic year 2014-2015	\$81,000

Reason for Leave:      Serve as Professor and UNUM Chair of Excellence in the Department of Mathematics at the University of Tennessee