




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

Toykea S. Jones, Chair
Lisa B. Smith, Vice Chair
Kay A. Kemper (*ex-officio*)
R. Bruce Bradley (*ex-officio*)
Carlton F. Bennett
Robert S. Corn
Unwana B. Dabney
Jerri F. Dickeski
Alton (Jay) Harris
P. Murry Pitts
Nina W. Brown (*Faculty Representative*)

FROM: Augustine O. Agho 
Provost

DATE: June 7, 2021

The purpose of this memorandum is to provide you with background information for our meeting on Wednesday, June 16, 2021.

I. Approval of Minutes of the April 22, 2021 Meeting

The minutes of the April 22, 2021 meeting will be presented for approval as previously distributed.

II. Closed Session

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

III. Reconvene in Open Session and Vote on Resolutions

IV. Consent Agenda

Included in the consent agenda materials are resolutions recommending 40 faculty appointments, 11 administrative appointments, and 17 emeritus/emerita appointments.

Office of the Provost and Vice President for Academic Affairs

2004 Koch Hall, Norfolk, VA 23529 • Phone: 757-683-3079 • Fax: 757-683-6888 • odu.edu/acadaffairs

V. Vote on Consent Agenda Resolutions

VI. Regular Agenda

The regular agenda includes proposed revisions to three policies: Evaluation of Tenured Faculty, Tenure, and Promotion in Rank.

VII. Vote on Regular Agenda Resolutions

VIII. Information Items

Information items include the Annual Report of Committee Actions and the Report on Promotions in Rank Effective for 2021-22. Provost Agho will present information on faculty/professional staff diversity and student diversity. Vice President Foster will give an overview of research developments.

C: John R. Broderick
Donna Meeks

OLD DOMINION UNIVERSITY
BOARD OF VISITORS
ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE
JUNE 16, 2021
AGENDA

- I. APPROVAL OF THE MINUTES OF APRIL 22, 2021
- II. CLOSED SESSION
- III. RECONVENE IN OPEN SESSION AND VOTE ON RESOLUTIONS
- IV. CONSENT AGENDA
 - A. Faculty Appointments (p. 4-12)
 - B. Administrative Appointments (p. 13-15)
 - C. Emeritus/Emerita Appointments (p. 16-28)
- V. VOTE ON CONSENT AGENDA RESOLUTIONS
- VI. REGULAR AGENDA
 - A. Proposed Revisions to the Policy on Evaluation of Tenured Faculty (p. 29-33)
 - B. Proposed Revisions to the Policy on Tenure (p. 34-47)
 - C. Proposed Revisions to the Policy on Promotion in Rank (p. 48-57)
- VII. VOTE ON REGULAR AGENDA RESOLUTIONS
- VIII. INFORMATION ITEMS
 - A. Annual Report of Committee Actions (p. 58-70)
 - B. Report on Promotions in Academic Rank Effective for 2021-22 (p. 71-72)
 - C. Report from the Provost
 - 1. Presentation on Faculty/Professional Staff Diversity and Student Diversity
 - D. Report from the Vice President for Research
 - 1. Overview of Research Developments

June 17, 2021

FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Salim Alsharif Lecturer Department of Electrical and Computer Engineering	\$85,000	6/10/21	12 mos

Dr. Alsharif received a Ph.D., an M.S. and a B.S. in Electrical Engineering from Florida Institute of Technology. Previously he was a Lecturer in the Department of Electrical and Computer Engineering at Tennessee Technological University. (new position)

Dr. Safdar Hussain Bouk Research Assistant Professor School of Cybersecurity	\$80,000	7/25/21	10 mos
--	----------	---------	--------

Dr. Bouk received a Ph.D. in Engineering and a Masters of Engineering from Keio University, Japan and a Bachelors of Engineering from Mehran University of Engineering and Technology. Previously he was a Research Professor in Information and Communication Engineering at Daegu Gyeongbuk Institute of Science and Technology, Republic of Korea. (Appointment is contingent upon successful work authorization.) (new position)

Ms. Lindy Brown Lecturer Department of STEM Education and Professional Studies	\$60,000	6/10/21	12 mos
--	----------	---------	--------

Ms. Brown received an M.S. in Library and Information Sciences from Florida State University, an M.Ed. in Student Personnel in Higher Education from the University of Florida and a B.S. in Sociology from Oregon State University. Previously she was an Adjunct Professor in Library and Information Studies at Old Dominion University.

Mr. Thomas Campbell Clinical Assistant Professor School of Rehabilitation Sciences	\$70,000	7/25/21	10 mos
--	----------	---------	--------

Mr. Campbell received an M.S. and a B.S. in Athletic Training from East Stroudsburg University of Pennsylvania and is expected to receive a Ph.D. in Kinesiology and Rehabilitation from Old Dominion University. Previously he was an Adjunct Faculty member in the School of Rehabilitation Sciences at Old Dominion University and an Instructor for ACES Preparatory

Workshops in Williamsburg.

Dr. Vickie Carnegie Visiting Assistant Professor School of Public Service	\$78,750	7/25/21	10 mos
---	----------	---------	--------

Dr. Carnegie received a Ph.D. in Public Affairs from the University of Central Florida, a J.D., Law, from Florida Agricultural and Mechanical University and a B.A. in Speech Communication from George Mason University. Previously she was an Adjunct Professor at Bellevue College.

Ms. Leigh Anne Chambers Visiting Assistant Professor Department of Art	\$57,000	7/25/21	10 mos
--	----------	---------	--------

Ms. Chambers received an M.F.A. in Visual Art from Vermont College of Fine Arts and a B.F.A. in Painting from East Carolina University. She has had several exhibitions of her work, most recently a Solo Show at the Fillipo Gallery at Randolph Macon College.

Ms. Kayla Culbertson Lecturer Department of Biological Sciences	\$48,000	7/25/21	10 mos
---	----------	---------	--------

Ms. Culbertson received an M.S. and a B.S. in Biology from Old Dominion University. Previously she was an Adjunct Instructor in the College of Sciences at Old Dominion University and Tidewater Community College.

Dr. Vanessa Dominguez Clinical Assistant Professor Department of Counseling and Human Services	\$70,000	7/25/21	12 mos
--	----------	---------	--------

Dr. Dominguez received a Doctorate in Counselor Education and Supervision from Old Dominion University and an M.A. in Couples, Marriage, and Family Therapy and a B.S. in Psychology from the University of Central Florida. Previously she a Counselor at Wholehearted Counseling in Virginia Beach. (Designated as Director of the Counseling and Human Services Training Clinic)

Dr. Jianfeng Gao Visiting Assistant Professor Department of Economics	\$76,448	7/25/21	10 mos
---	----------	---------	--------

Dr. Gao received a Ph.D. in Economics from Virginia Tech, an M.A. in Economics from the Chinese Academy of Social Sciences and a B.S. in Management Information Systems from Xi'an Jiaotong University. Previously he was a Visiting Assistant Professor in the Department of Economics at Old Dominion University.

Dr. Victoria Goode Associate Professor School of Nursing Tenure Track	\$140,000	7/25/21	10 mos
--	-----------	---------	--------

Dr. Goode received a Ph.D. from the University of Virginia and an M.S.N.A. and B.S.N. from Virginia Commonwealth University. Previously she was a Visiting Associate Professor in the School of Nursing at Old Dominion University and Program Director for the Nurse Anesthesia program and Associate Professor at Johns Hopkins University School of Nursing.

Dr. Emily Hardy Lecturer Department of Chemistry and Biochemistry	\$57,750	7/25/21	10 mos
---	----------	---------	--------

Dr. Hardy received a Ph.D. in Inorganic Chemistry from Auburn University and a B.S. in Chemistry from Old Dominion University. Previously she was a Lecturer in the Department of Chemistry and Biochemistry at Old Dominion University.

Dr. Yi He Assistant Professor Department of Computer Science Tenure Track	\$97,000	7/25/21	10 mos
--	----------	---------	--------

Dr. He received a Ph.D. in Computer Science from the University of Louisiana at Lafayette and a B.E. in Transportation Engineering from Harbin Institute of Technology. Previously he was a Teaching Assistant at the University of Louisiana at Lafayette. (Appointment is contingent upon successful work authorization.)

Mr. Francis Holman Lecturer School of Accountancy	\$70,000	7/25/21	10 mos
---	----------	---------	--------

Mr. Holman received an M.S. in Accounting from Old Dominion University, an M.B.A. from the College of William and Mary and a B.S. in Accounting from Brooklyn College. Previously he was Chief Financial Officer at VectorCSP, LLC. and an Adjunct Professor in the School of Accountancy at Old Dominion University.

Kazi Aminul Islam Research Associate School of Cybersecurity	\$80,000	7/25/21	10 mos
--	----------	---------	--------

Mr. Islam received a Masters of Engineering Science in Electrical Engineering from Lamar University, a Bachelor of Science in Electrical and Electronic Engineering from Khulna University of Engineering and Technology, Bangladesh and is expected to receive a Ph.D. in Electrical and Computer Engineering from Old Dominion University. Previously he was a

Dr. Lisa Morin Lecturer Department of Communication Disorders and Special Education	\$74,037	7/25/21	10 mos
--	----------	---------	--------

Dr. Morin received a Ph.D. and an M.S.Ed. in Special Education and a B.S. in Interdisciplinary Studies with a concentration in Early Childhood Education and Special Education from Old Dominion University. Previously she was Project Coordinator for *Project Prepare!* and an Adjunct Faculty member in the Department of Communication Disorders and Special Education at Old Dominion University.

Ms. Stephanie Moses Lecturer Department of Mathematics and Statistics	\$55,000	7/25/21	10 mos
---	----------	---------	--------

Ms. Moses received a Masters of Applied Statistics from Pennsylvania State University and a B.S. in Mathematics Education and a B.A. in General Mathematics from East Carolina University. Previously she was a Math teacher at Smyrna High School.

Mr. Alek Palmersmith Assistant Professor Ludwig F. Diehn School of Music Tenure Track	\$57,000	7/25/21	10 mos
--	----------	---------	--------

Mr. Palmersmith received an M.M. in Music Technology Innovation from the Berklee College of Music, Spain and a B.M. with dual major in Music Production and Engineering/Music Business and Management from Berklee College of Music, Boston. Previously he was Instructor of Audio Production and Music Production at Los Angeles Film School.

Dr. Jessica Parrott Assistant Professor School of Nursing Tenure Track	\$82,100	7/25/21	10 mos
---	----------	---------	--------

Dr. Parrott received a Doctorate of Nursing Practice, a Master of Science in Nursing and a Bachelor of Science in Nursing from Old Dominion University. Previously she was a Pediatric Nurse Practitioner at CHKD Pediatric Urgent Care, Program Director for the BSN Nursing Program at South University and an Adjunct Graduate Faculty member at Eastern Virginia Medical School.

Dr. Rachel Phillips Lecturer Department of Psychology	\$57,000	7/25/21	10 mos
---	----------	---------	--------

Dr. Phillips received a Ph.D. in Human Factors Psychology and an M.S. in Experimental

Psychology from Old Dominion University and a B.A. in Psychology from Randolph-Macon Woman's College. Previously she was a Visiting Assistant Professor in the Department of Psychology at Old Dominion University.

Dr. Tran Viet Xuan Phuong Research Assistant Professor School of Cybersecurity	\$80,000	7/25/21	10 mos
--	----------	---------	--------

Dr. Phuong received a Ph.D. in Cryptology and Cybersecurity from the Centre for Computer and Information Security Research University of Wollongong, Australia, a Master of Science in Information Security from Japan Advance Institute of Science and Technology and a B.Sc. in Software Engineering from the University of Science – Vietnam National University. Previously he was a Research Fellow at iC2, University of Wollongong and CSIRO, Australia. (Appointment is contingent upon successful work authorization) (new position)

Dr. Lora Pitman Visiting Research Assistant Professor Coastal Virginia Center for Cyber Innovation	\$63,000	7/25/21	10 mos
--	----------	---------	--------

Dr. Pitman received a Ph.D. in International Studies and an M.A. in Humanities from Old Dominion University and an LL.M. from Sofia University, Bulgaria. Previously she was an Academic Partner – Cognitive Warfare, NATO Innovation Hub and an Adjunct Assistant Professor at the University of Maine. (new position)

Dr. Md Masud Rana Research Assistant Professor School of Cybersecurity	\$80,000	7/25/21	10 mos
--	----------	---------	--------

Dr. Rana received a Ph.D. in Computer Science and Engineering from the University of Technology Sydney, Australia, a Master of Engineering from Kyung Hee University, South Korea and a Bachelor of Science in Engineering from Khulna University of Engineering and Technology, Bangladesh. Previously he was a Research Assistant Professor in Data Analytics at the University of North Texas.

Ms. Lauren Robins Lecturer Department of Counseling and Human Services	\$60,000	7/25/21	10 mos
--	----------	---------	--------

Ms. Robins received an M.A. in Clinical Mental Health Counseling from Regent University and a B.S. in Psychology from Old Dominion University; she is a Ph.D. candidate in Counselor Education and Supervision at Regent University. Previously she was an Adjunct Professor and Doctoral Candidate and Researcher in the School of Psychology and Counseling at Regent University. (Rank will be Visiting Assistant Professor if Ph.D. degree requirements are completed by 7/25/2021)

Dr. Jonathan Romero Clinical Assistant Professor School of Nursing	\$65,000	7/25/21	10 mos
--	----------	---------	--------

Dr. Romero received a D.N.P. from Regis College, an M.S.N. from Walden University, and a B.S. in Nursing from Fort Hays State University. Previously he was a Nursing Clinical Assistant Professor at Hampton University.

Dr. Nathapon Siangchokyoo Assistant Professor Department of Management	\$125,000	7/25/21	10 mos
--	-----------	---------	--------

Dr. Siangchokyoo received a Ph.D. and an M.E.M. in Engineering Management and Systems Engineering and a B.S. in Computer Science from Old Dominion University. Previously he was Assistant Professor of Management in the School of Business at State University of New York at Oswego. (Appointment is contingent upon successful work authorization.)

Mr. Gregory Stone Lecturer School of Accountancy Tenure Track	\$140,000	7/25/21	10 mos
--	-----------	---------	--------

Mr. Stone received a Master of Accounting and a Bachelor of Business Administration from East Tennessee State University and is expected to receive a Ph.D. in Accounting from the University of Central Florida. Previously he was an Instructor and Research Assistant in the Kenneth G. Dixon School of Accounting at the University of Central Florida. (Rank will be Assistant Professor if all Ph.D. degree requirements are completed by 7/25/2021)

Ms. Leanne Stone Lecturer School of Nursing	\$68,250	7/25/21	10 mos
---	----------	---------	--------

Ms. Stone received a Master of Science in Nursing from Old Dominion University and a Bachelor of Science in Nursing from the University of Virginia. Previously she was a Lecturer in the School of Nursing at Old Dominion University and a Registered Nurse at Children's Hospital of the King's Daughters.

Ms. Shobha Vatsa Lecturer School of Cybersecurity	\$60,000	7/25/21	10 mos
---	----------	---------	--------

Ms. Vatsa received an M.S. in Computer Science from the University of Missouri, an M.Tech. in Computer Engineering from Shobhit University, India and a Master of Computer Applications from Uttar Pradesh Technical University, India. Previously she was an Adjunct Professor at Union County College, STEM Division. (Appointment is contingent upon successful work authorization.) (new position)

Mr. Brian Walden Visiting Assistant Professor Ludwig F. Diehn School of Music	\$55,000	7/25/21	10 mos
---	----------	---------	--------

Mr. Walden received an M.M. from New England Conservatory of Music, a Graduate Diploma from the U.S. Naval War College, a B.A. in Music/Religious Studies from Saint Leo University and has completed all coursework for a Ph.D. in Music Education from George Mason University. Previously he was Associate Professor of Music and Director of Bands and Instrumental Studies at Samford University.

Mr. Mohan Yang Lecturer Department of STEM Education and Professional Studies Tenure Track	\$69,000	7/25/21	10 mos
--	----------	---------	--------

Mr. Yang received an MS.ED in Learning Design and Technology from Purdue University, an M.A. in Secondary Education and Teaching from Oakland University, a B.A. in Teaching Chinese as a Foreign Language from Guangdong University of Foreign Studies, and is expected to receive a Ph.D. in Learning Design and Technology from Purdue University. Previously he was a Teaching Assistant and Instructor at Purdue University. (Appointment is contingent on successful work authorization. Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by 7/25/2021.)

Dr. Xiao Yang Assistant Professor Department of Psychology	\$83,000	7/25/21	10 mos
--	----------	---------	--------

Dr. Yang received a Ph.D. and an M.S. in Biological Psychology from Virginia Polytechnic Institute and State University, an M.Ed. in Basic Psychology from Wuhan University and a B.S. in Human Movement Science from Capital Institute of Physical Education and Sports, China. Previously he was a Postdoctoral Research Associate in the Department of Psychiatry at the University of Pittsburgh School of Medicine. (Appointment is contingent upon successful work authorization.)

June 17, 2021

ADMINISTRATIVE FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Na-Twand Anderson Student Success Director and Instructor	\$53,040	5/25/2021	12 mos

Ms. Anderson received a B.S. in Psychology and an M.Ed. in Student Affairs both from Regent University. Previously, she worked for Norfolk State University as an Academic Advisor. (new position)

Mr. Kyle Barkle Assistant Director of Player Personnel and Assistant Instructor	\$42,500	5/13/2021	12 mos
---	----------	-----------	--------

Mr. Barkle received a B.S. in Sport Management from Old Dominion University. Previously, he worked as a Football Recruiting Assistant for ODU Athletics.

Ms. Megan Corbett Institutional Effectiveness and Accreditation Analyst and Instructor	\$63,666	5/10/2021	12 mos
--	----------	-----------	--------

Ms. Corbett earned a B.A. in English and an M.A. in Applied Linguistics both from Old Dominion University. Previously, she worked for the University's Office of Institutional Effectiveness and Assessment as the Data and Credentialing Specialist.

Ms. Katie Ferrara Student Success Director and Instructor	\$53,040	4/25/2021	12 mos
---	----------	-----------	--------

Ms. Ferrara received a B.A. in Communications from Illinois College and an M.S.Ed. from Old Dominion University. Previously, she worked for the University's Center for Advising Administration and Academic Partnerships as an Academic Success Coordinator.

Ms. Betty Fulgham Associate Controller and Instructor	\$122,500	4/20/2021	12 mos
---	-----------	-----------	--------

Ms. Fulgham received a B.S. in Business Administration from Virginia Union University and an M.B.A. from Strayer University. Previously, she worked in various roles at Norfolk State University, including Internal Control Compliance Officer, Assistant Controller, and Accounts Payable Manager.

Mr. Andrew Grizzard Student Success Director and Instructor	\$53,040	4/25/2021	12 mos
---	----------	-----------	--------

Mr. Grizzard received a B.S. in Communications from Virginia Commonwealth University and an M.Ed. in Counselor Education from Old Dominion University. Previously, he worked for the University's Center for Major Exploration as an Advisor/Success Coach.

Ms. Joy Johnson Assistant Director for Communications Housing and Residence Life and Instructor	\$48,000	5/25/2021	12 mos
--	----------	-----------	--------

Ms. Johnson received a B.S. in Sport Management and an M.S.Ed. both from Old Dominion University. Previously, she worked as the Special Events Program Coordinator for James City County.

Ms. Angela Musto Student Success Director and Instructor	\$53,040	5/10/2021	12 mos
--	----------	-----------	--------

Ms. Musto received a B.A. in Business Administration from Eastern Washington University and an M.S. in Occupational and Technical Education from Old Dominion University. Previously, she worked for the University's Batten College of Engineering and Technology as an Enrollment Coordinator. (new position)

Ms. Eryn Peters Assistant Director, Student Transition and Family Programs and Instructor	\$44,000	5/10/2021	12 mos
---	----------	-----------	--------

Ms. Peters received a B.S. in Psychology from Virginia Tech and an M.S.Ed. in Educational Leadership from Old Dominion University. Previously, she worked as a Graduate Assistant for the University's Department of Student Transition and Family Programs.

Ms. Solongo Tsolmon Student Success Director and Instructor	\$53,040	4/25/2021	12 mos
---	----------	-----------	--------

Ms. Tsolmon received a B.A. in Government from the College of William and Mary and an M.S.Ed. in Higher Education Administration from Old Dominion University. Previously, she worked for the University's Center for Major Exploration as an Advisor/Success Coach.

Ms. Ashley Vellines Assistant Athletic Development Officer – Events and Premium Seating and Instructor	\$55,000	5/10/2021	12 mos
---	----------	-----------	--------

Ms. Vellines earned a B.S. in Communications from the University of Richmond and an M.S. in Sport Leadership from Virginia Commonwealth University. Previously, she was self-employed. Ms. Vellines also worked as the Assistant Lacrosse Coach at ODU for five seasons and with Global Spectrum (now Spectra) at the Ted Constant Convocation Center (now Chartway Arena).

June 17, 2021

EMERITUS/EMERITA APPOINTMENTS

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the title of emeritus/emmerita for the following faculty members and faculty administrators. A summary of their accomplishments is included.

<u>Name and Rank</u>	<u>Effective Date</u>
Robert L. Ash Eminent Scholar Emeritus and Professor Emeritus of Mechanical and Aerospace Engineering	June 1, 2021
Kathryn Boone Librarian III Emerita	June 1, 2021
Robert F. Dunker Medical Director Emeritus of Student Health Services	June 1, 2021
Richard V. Gregory Professor Emeritus of Chemistry and Biochemistry	June 1, 2021
Cynthia M. Jones Eminent Scholar Emerita and Professor Emerita of Ocean and Earth Sciences	June 1, 2021
Elliott C. Jones Associate Professor Emeritus of Art	June 1, 2021
William Q. Judge Professor Emeritus of Management and Entrepreneurship and E.V. Williams Endowed Chair Emeritus of Strategic Management	June 1, 2021
Marilyn Marloff Professor Emerita of Communication and Theatre Arts	June 1, 2021

Garrett J. McAuliffe University Professor Emeritus and Professor Emeritus of Counseling and Human Services	June 1, 2021
George Steven Rhiel University Professor Emeritus and Associate Professor Emeritus of Information Technology and Decision Sciences	June 1, 2021
Bruce Seifert Professor Emeritus of Finance	June 1, 2021
Deanne Shuman Professor Emerita of Dental Hygiene	June 1, 2021
Donald H. Smith Associate Professor Emeritus of Sociology and Criminal Justice	June 1, 2021
Janis Krebs Smith University Distinguished Teacher Emerita and Senior Lecturer Emerita of English	June 1, 2021
J. Wallace Van Orden Professor Emeritus of Physics	June 1, 2021
Martha Walker Associate Professor Emerita of Rehabilitation Sciences	June 1, 2021
Garland White Associate Professor Emeritus of Sociology and Criminal Justice	June 1, 2021

ROBERT L. ASH

Robert L. (Bob) Ash received his BS degree in Mechanical Engineering from Kansas State University and his MS and PhD degrees in Mechanical Engineering from Tulane University. He joined Old Dominion College of Engineering as an Assistant Professor in 1967, rising through the ranks as an Associate Professor in 1970 and Professor in 1976. Ash was designated as an Eminent Professor in 1982 and Eminent Scholar in 1989. He served as Acting Dean of Engineering from 1983 to 1984, Chair of the Mechanical Engineering and Mechanics Department from 1984 to 1993, Associate Vice President for Research, Economic Development and Graduate Studies from 1995 to 1999, and Interim Associate Vice President for Research and Graduate Studies and then Interim Vice President for Research between 2001 and 2004.

Ash was granted a leave of absence from 1977 until 1979 to work as a National Research Council Senior Resident Research Associate at Jet Propulsion Laboratory (JPL), California Institute of Technology. In collaboration with JPL Engineer Warren L. Dowler, he was able to prove it was feasible to produce oxygen and chemical rocket propellant from local material on the surface of Mars (they invented In Situ Resource Utilization for round trip space travel). On April 26, 2021, the Mars Perseverance rover's MOXIE experiment successfully produced oxygen from Mars atmosphere based on Ash's invention. Between 1986 and 1989, approximately 50 undergraduate Mechanical Engineering capstone design students designed and tested a Mars Oxygen Processor, proving the feasibility of the 2021 Mars surface experiment.

Ash was a Cofounder of the Cooperating Hampton Roads Organizations for Minorities in Engineering (CHROME) in 1983. He served on the Board of Advisors for the University of Arizona's NASA Center for the Utilization of Local Planetary Resources from 1988 until 1994, serving as chair between 1993 and 1994. He co-authored the NASA proposal creating the Virginia Space Grant Consortium in 1988, serving on its Technical Advisory Board for 25 years, and chairing that board between 1992 and 1995. He also served on the Boards of Trustees for the Southeastern Universities Research Association and Oak Ridge Associated Universities from 1999 until 2004.

Ash has been recognized as an outstanding teacher seven times. He has been Principal Advisor for 33 MS and 13 PhD students and has served on more than 100 MS and PhD committees. He has been Principal Investigator on external research grants totaling more than \$6 million. He and his students have authored more than 100 refereed publications. In addition to Mars resource utilization contributions, Ash co-invented riblets for turbulent skin friction reduction, and more-recently has identified non-equilibrium pressure as a mechanism controlling the intensity of cyclonic flows, ranging from dust devils through hurricanes.

KATHRYN BOONE

Kathryn Boone holds a BS in Criminal Justice and a Graduate Certificate in Geographic Information Systems from Old Dominion University, and an MS in Library and Information Studies from Florida State University. She joined the University Libraries in 1980 as a student worker in the Interlibrary Loan Department. In 1983 she was hired as a full-time Library Assistant in the Government Publications Department. When that department merged with the

Reference Department in the early 1990's, Boone became Government Information Specialist. In 2011, she assumed a new Administrative and Professional Faculty role, Learning Commons Operations Manager, managing services and operations at the newly launched Learning Commons @ Perry Library. In 2017, as part of the Libraries' reorganization, Circulation Services and the Art and Music Branch Libraries were merged with the Learning Commons, resulting in a new position title for Boone, Head of Learning Commons and Branch Libraries Department. She was promoted to the rank of Librarian III in June 2020.

Under Boone's leadership, the Learning Commons @ Perry Library has grown significantly over the last ten years. When it opened, she was the only full-time employee, with service desk support provided by librarians and staff from Reference and Research Services, and five part-time employees who covered evening and overnight hours. Under her leadership, the Learning Commons @ Perry Library has come to be recognized by the University as an essential student resource. This is evidenced by the fact that in July 2020, following the three-month COVID-19 campus closure, the Learning Commons was among the first facilities to reopen. In addition to responsibilities of the positions she has held, Boone has served on a multitude of Libraries and University-wide committees, teams, task forces, and working groups, as well as contributed to regional and state professional organizations. She was honored as the Libraries Classified Staff Member of the Year in 1994 and 2007, and as Librarian/Faculty Administrator of the Year in 2012 and 2020. Boone's professional contributions have included presenting at scholarly conferences sponsored by the Virginia Library Association and Canadian Learning Commons Network.

ROBERT F. DUNKER

Robert F. Dunker, MD received a BS in Biology from the College of William and Mary. He earned his medical degree from the Medical College of Virginia (MCV) School of Medicine. Dunker completed his three-year Family Medicine residency at Riverside Regional Medical Center in Newport News in 1986. He was voted by his peers as the chief resident in the last year of his residency training.

Prior to joining ODU, Dunker worked as an emergency medicine physician and Assistant Director at Northwest Regional Hospital in Margate, Florida. Subsequently he relocated to Virginia and worked as the Medical Director of the Naval Ambulatory Care Clinics at NAS Oceana, Naval Station Norfolk Sewell's Point and NAB Little Creek and then went into private practice as a partner at First Colonial Family Practice from 1993 to 2005.

In 2005, Dunker became the first full-time physician and Medical Director of Old Dominion University Student Health Services. In addition, he volunteered his time to assist the ODU sports medicine staff as a team physician covering many NCAA sporting events, including the first home football game in 2008. He also played a role with the ODU Club Sports athletic trainers and Monarch Physical Therapy.

Dunker has held a faculty appointment as an Assistant Professor at EVMS since 1998 mentoring medical students. He is a member of the Honor Society of Phi Kappa Phi. He is a Fellow of the American Board of Family Medicine and has maintained board certification since 1986.

RICHARD V. GREGORY

Richard Gregory obtained his Bachelor's degree in Chemistry from Old Dominion University and his PhD in Physical Chemistry from Clemson University. His postdoctoral training was in polymer thermodynamics under the direction of Professor Garth Spencer. He joined Milliken Research Corporation as a Research Scientist and later as a Major Project Leader. In 1990 Gregory joined Clemson University, where he rose to the rank of Full Professor. He was the founding Director of the Department of Material Science and Engineering and was a co-principal investigator and major thrust leader on a National Science Foundation Engineering Research Center. These research centers are large ten-year major research centers funded by NSF.

Gregory joined Old Dominion University in 2003 as Dean of the College of Sciences and Professor of Chemistry and Biochemistry. He stepped down from his position as Dean in 2007 and became Chair of the Department of Chemistry and Biochemistry. While serving as Dean he established the College of Science's major instrumentation cluster (COSMIC) and founded the PhD program in Chemistry. Gregory stepped down as Chair of the Department of Chemistry and Biochemistry in 2011 in order to return to teaching and research.

Gregory has published over 100 papers and extended abstracts in the peer reviewed archival literature and has authored several major textbook chapters on his work in organic electronics and fiber based micro ring lasers used in optical communications. He trained dozens of PhD and Master's-level students while at Clemson and has trained several graduate students at ODU. He has served on several PhD committees in the Batten College of Engineering and Technology and is a faculty member of the College's Center for Applied Research.

Gregory is a Vietnam veteran who served in the United States Marine Corps. Among his several decorations and citations were the Vietnam Cross of Gallantry with Palm, the Presidential Navy Unit Citation and the Combat Action Ribbon.

CYNTHIA M. JONES

Cynthia M. Jones received a BA in Zoology (Honors Program: Honors thesis) from Boston University graduating Summa Cum Laude and Phi Beta Kappa. She received her MS and PhD in Oceanography from the Graduate School of Oceanography, University of Rhode Island. Her Post-doctoral work was at Cornell University. She joined Old Dominion as an Assistant Professor in the Oceanography Department in 1986, achieved the rank of Professor in 1998 and was designated an Eminent Scholar in 2003.

Recognition of Jones's accomplishments in teaching, research and service include the Outstanding Faculty Award from the State Council of Higher Education for Virginia, ODU's Outstanding Researcher Award (twice), Virginia Scientist of the Year, the Carnegie Foundation for the Advancement of Teaching Virginia Professor of the Year, American Fisheries Society (AFS) Best Paper (twice), Special Achievement Award by the National Marine Fisheries Service (NMFS), and election as a Fellow to the American Society for the Advancement of Science and to the American Fisheries Society.

Jones served as the major professor for 34 master's and doctoral committees at Old Dominion University and trained nine Post-doctoral students. She also served as co-director for a doctoral student from the University of Lisbon in Portugal and another from the Swedish Agricultural University. She has trained six visiting professors and doctoral students from foreign universities in her lab.

Jones was selected by the Governor to serve as a Commissioner on the Virginia Marine Resources Commission (VMRC). She served as U.S. representative to the Scientific Council of the North Atlantic Fisheries Organization and was elected as President of both the Marine Fisheries Section and the Early Life History section of AFS. Jones's administrative experience includes Director of the Center for Quantitative Fisheries Ecology (1998 to 2020), principal investigator of the Age and Growth program for the VMRC (1989 to 2019), and Associate Director of the Applied Marine Research Laboratory (1988-1998). Jones has served as a member of the National Academy of Sciences (NAS) Oceans Study Board, chaired two NAS committees and served as a member of eight NAS committees. She was awarded a Fulbright Senior Scholarship to Australia and special Professorship at the Agrocampus Rennes in France.

Jones's research concerns the fisheries stock assessment, ecology and management. She has 182 published papers, books, book chapters and technical reports, received 88 grant and contract awards totaling over \$21M, made 198 presentations at scientific meetings or invited seminars, and hosted 14 national and international workshops and conferences. She is among the most highly cited professionals in her field.

ELLIOTT C. JONES

Elliott C. Jones. Associate Professor of Art, studied at the Tyler School of Art at Temple University; he earned his BA in Fine Arts from then Norfolk State College (now Norfolk State University), graduating Magna Cum Laude, and received a Master of Fine Arts degree in Painting and Drawing from The Ohio State University.

Jones's work has been selected for national juried exhibitions from New York to the state of Washington. His work has been selected for regional exhibitions in Maryland, Virginia, and parts of the Southeast as well as in distinguished local arts centers such as the Virginia Beach Center for Contemporary Art (now Virginia MOCA), the Peninsula Fine Arts Center, the Chrysler Museum in Norfolk, Portsmouth Courthouse Galleries, the Charles Taylor Visual Arts Center in Hampton, and the Suffolk Art Gallery.

Jones is a winner of various awards for his work. Among his notable commissions is a pastel portrait of Hugo A. Owens, trailblazer and former Rector of the Board of Visitors, for placement in the Hugo A. Owens African American Cultural Center on campus. Jones was also included among artists mentioned in African American Today, A Celebration of History and Achievement, a special promotional supplement to the Virginian-Pilot Newspaper, January 30, 1997.

Jones had a 44-year career in higher education, 29 of those years at Old Dominion University. He served as the Chief Departmental Advisor in the Art Department for ten years and previously

served for seven years as Graduate Program Director. Jones also served as the Faculty Diversity Leader for the College of Arts & Letters and as a member of the President's Task Force for Inclusive Excellence.

In partnership with his colleagues, Jones made significant contributions to the delivery of the Foundations Curriculum in the Drawing & Design and Painting & Drawing programs. He was the recipient of the Shining Star Award – nominated by students for helping them succeed academically, professionally, or personally inside and outside of the classroom setting, presented by the Division of Student Engagement and Enrollment Services. He coordinated the Annual Undergraduate Research Symposium Student Art Exhibition from its inception for 13 years. For several years, he served as advisor to the Student Art League. Initiated by Jones, articulation agreements were reached with Tidewater Community College, Visual Arts Center, for Graphic Design in 2018 and Studio Arts in 2019. These agreements were designed to ease the transfer of TCC students in these areas to the Art Department at ODU.

Over the years, Jones has promoted numerous programs and activities in support of artists, conducted community arts workshops, organized exhibitions, and judged art shows throughout the region. He was a member of the Virginia Beach Center for Contemporary Art (now Virginia MOCA) Board for six years and is currently a member of the Virginia Beach Arts and Humanities Commission, having served off and on for 21 years, once as Vice Chair and once as Chair. He also serves as Chair of the Virginia Beach Arts and Humanities Commission's Public Art Committee.

WILLIAM Q. JUDGE

William Q. Judge is the E.V. Williams Endowed Chair of Strategic Management within the Strome College of Business and Professor of Management and Entrepreneurship in the Management Department. He obtained his MBA and PhD degrees at the University of North Carolina at Chapel Hill. During 1989-2006, he was a Professor of Strategic Management at the University of Tennessee at Knoxville. Prior to entering academia, he worked in the Strategic Planning Department at corporate headquarters for Armstrong World Industries.

Over the course of his career, Judge has earned teaching awards on six different occasions during which he has taught students at the undergraduate, master's, and doctoral levels as well as executives. He served as U.S. Fulbright scholar at MGIMO University in Moscow, Russia in 2001. He was a distinguished Visiting Scholar at Instituto Empresa in Madrid, Spain in 2013. Judge is the founding President of the International Corporate Governance Society, which is based at Old Dominion University. Most recently, he was appointed the founding Dean of the Fellows of the International Corporate Governance Society.

Judge has published over 100 scholarly articles in such leading journals as the Academy of Management Review, Academy of Management Journal, Strategic Management Journal, Journal of Management, Journal of Management Studies, and the Journal of International Business Studies. In addition, he is the author of the very popular teaching simulation entitled the Change Management Simulation, which is currently in its third edition and distributed by Harvard Business Publishing, and he has published numerous practitioner articles as well. Judge

currently serves on the Editorial Advisory Board for *Corporate Governance: An International Review* and served as Editor-in-Chief for that scholarly journal during 2007-12.

Judge has also published three books over his career – one in each of his areas of expertise. His first book, *The Leader's Shadow*, was aimed at understanding how executive character comes into play for Chief Executive Officers. His second book, *Building Organizational Capacity for Change*, summarized his ten-year examination of what makes some organizations open to change while others resist change. His third book, *Corporate Governance and Initial Public Offerings*, was an edited volume that examined corporate governance within IPOs from an international perspective.

Since coming to ODU in 2006, Judge has served as area coordinator of the Strategic Management doctoral program. During that fifteen-year period, he helped to train dozens of doctoral students both in and outside of the management area and helped place 17 strategic management doctoral students into AACSB-accredited business schools.

MARILYN MARLOFF

Marilyn Marloff earned a BFA in Dance and an MFA in Dance from the University of Oklahoma. She joined Old Dominion University in 1987 as the Dance Program Director. She was tenured in 2010 and promoted to Full Professor of Communication and Theatre Arts in 2015.

Marloff has had a distinguished career at Old Dominion University. She served as Dance's Program Director for 30 of the 34 years she has been at ODU and helped launch the Student Dance Association. She taught 22 different classes, having created many of them from scratch for the program. She was thrice nominated for University Professor.

Marloff has choreographed over 40 works and performed in more than 30 pieces. Her dance films, *The World of Dance* (1991), *Another World of Dance* (1994), and *Return to the World of Dance* (2012), have won over 15 awards and have been screened at esteemed festivals including Canadian International Festival of Films D'Art, 1st Festival Internacional de Video de Buenos Aires, Stuttgart Filmwinter and Houston International Film Festival.

GARRETT J. MCAULIFFE

Garrett J. McAuliffe, Professor of Counseling and Human Services, received a BA in Literature graduating Phi Beta Kappa from Queens College of the City University of New York, an MS in Student Development and Counseling from the State University of New York University at Albany, and an EdD in Counseling from the University of Massachusetts Amherst. He joined Old Dominion University in 1988, achieved the rank of Professor in 2004, and was designated as a University Professor in 2011.

McAuliffe has been one of the most significant contributors to the counseling profession. His book on *Preparing Counselors and Therapists: Creating Constructivist and Developmental Programs*, as well the companion book, *Classroom Strategies for Constructivist and*

Developmental Counselor Education have been widely used by faculty and students nationally and internationally. He has also written or edited other well-known books that are widely used in the field, including his book *Culturally Alert Counseling*, a multicultural and social justice text used throughout the country and globally. In addition to his books, McAuliffe has contributed many book chapters to the field, authored six training videos on culturally alert counseling, and published over 30 peer-reviewed articles. He has presented at approximately 130 conferences, mostly at the Association for Counselor Education and Supervision (ACES) and the American Counseling Association (ACA). Finally, McAuliffe has obtained numerous grants, all of which are related to the counseling profession.

While at ODU, McAuliffe taught and mentored many doctoral students. He served as Graduate Program Director, Coordinator of the Human Services program, and Coordinator of Admissions for the PhD in Counseling programs while taking additional leadership roles in diversity and inclusion efforts. On the international level, he created a Diversity Institute and course in Ireland and presented in five different countries on topics ranging from health-oriented human assessment, post-modern perspectives in counselor education, cultural de-centering, and multicultural counseling practices.

McAuliffe has received numerous awards over the years noting his accomplishments. Some of his awards from ODU are Shining Star Award from Student Engagement and Enrollment Services, Diversity Champion Award, Tonelson Award for Outstanding Teaching, and TELETECHNET Teacher of the Year. External awards include designation as a Fellow of the American Counseling Association, National Social Justice Ohana Award from Counselors for Social Justice, Research Award from the Southern Association for Counselor Education and Supervision, and National ACES Award for Research in Counselor Education.

GEORGE STEVEN RHIEL

George Steven (Steve) Rhiel received a BS in Mathematics from the University of Wisconsin River Falls, an MS in Mathematics from Winona State University, and a PhD in Research and Statistical Methodology from the University of Northern Colorado. He joined ODU's Department of Management Information Systems in 1977 as an Assistant Professor and achieved tenure along with the rank of Associate Professor in 1983. Recognition of his teaching excellence is established by his receiving the Outstanding Teaching Award in the College of Business and Public Administration three times and a number of Shining Star Awards, and by his designation as a University Professor in 2009.

Rhiel was instrumental in introducing online education into the College of Business. He was one of the first faculty members to create an online course in the college and created four such courses within his department. In addition, he served on the College Online Committee, which guided the creation of the college online programs. During the recent pandemic, Rhiel's online courses served as the main vehicles for educating business students in the core business statistics courses.

Rhiel served as the chair of the College of Business Faculty from 2003 to 2006 and served as the chair of the Department of Information Technology and Decision Sciences (ITS/DS) from 2006

to 2015. During his time as chair, the department's program in Maritime and Supply Chain Management was new and the department's program in Business Analytics was created. These programs flourished both in size and reputation during Rhiel's tenure as chair of the department. The Business Analytics program was the first data analytics program created at ODU and was the first undergraduate program in Business Analytics in the country.

Rhiel's research focused on alternate approaches to estimation and on university service for online programs. He published 58 papers and abstracts. In addition, he produced three technical reports for the US Navy in quality control of aircraft-part failures and produced three technical reports for ODU on predicting college success.

BRUCE SEIFERT

Bruce Seifert, Professor of Finance, received a BA in Economics from Carleton College and an MBA and PhD in International Business from the University of Michigan. He joined Old Dominion University in 1984 and achieved the rank of Professor in 1998. During his 37-year tenure, Seifert has been an outstanding teacher, researcher, and citizen of the University and the Strome College of Business. As a scholar he has published 29 journal articles and made over 70 presentations to various organizations.

Seifert has been committed to educating and providing students with opportunities to learn about the world beyond the U.S. His passion and commitment to international studies has been recognized in many ways, including being a recipient of the Provost's Award for Leadership in International Education. From 1997 until 2020 Seifert was the International Business Coordinator, responsible for developing the international business major, administering it, and advising the students. He organized the courses and planned international study abroad programs.

As a citizen of the University, Seifert took a leadership role on many committees in the College of Business and the University. He served on and chaired the College Promotion and Tenure Committee for several years and was a member of several committees dealing with international programs, the MBA Task Force, and many others.

DEANNE SHUMAN

Deanne Shuman received a BS in Dental Hygiene, an MS in dental hygiene, and a PhD in Urban Services – Management from Old Dominion University. She joined the University in 1976 as Assistant Professor of Dental Hygiene and Dental Assisting. She taught a variety of lecture and clinical courses in both the Dental Hygiene and Dental Assisting programs and held several positions, including Clinical Supervisor, First-Year Clinical Coordinator, Chief Academic Advisor, MS Program Director, Acting Chair, and Chair.

In 2011 Shuman was appointed Director of the PhD in Health Services Research program, which was housed under the College of Health Sciences' Dean's Office. During this time, she was asked to serve as Interim Dean of the College of Health Sciences. As PhD Program Director, Shuman moved out of the School of Dental Hygiene and became associated with the faculty of

the School of Community and Environmental Health. She served as Interim Chair and later Chair of the School of Community and Environmental Health and also served as Associate Director of the Joint ODU EVMS Master's in Public Health program and taught several courses in the program.

Shuman has been active in dental hygiene professional organizations at the local, state, and national levels and served as contributing editor of the Journal of Dental Hygiene for four years and editorial review board member of several professional dental hygiene journals. She served as a member and chair of the Council on Research, American Dental Hygienists' Association, which developed the first national research agenda for dental hygiene. While it has since been updated, it is still the guiding standard today.

Shuman was the lead designer of a dental instrument, the ODU Explorer 11/12, which is used in dental hygiene students' instrument kits and dental practices globally as a basic tool in oral health care delivery. She volunteered with Operation Smile and helped to create a free dental clinic in the Park Place community in Norfolk. With organizational leadership changes over the years, this clinic has thrived since its inception in 1999 as a significant safety net providing oral health services for individuals without dental insurance.

DONALD H. SMITH

Donald H. Smith earned a BA and MA in Sociology from California State University at Long Beach and a PhD in Sociology from Emory University. He joined Old Dominion as an Assistant Professor of Sociology and Criminal Justice in 1974, chaired the department from 1976 to 1982, and was promoted to Associate Professor in 1978. Smith taught 26 different courses and developed the online Criminal Justice undergraduate program, now a Signature Online program. He has been a champion for students and provided them the education they need in the modality that worked best for them. He won the Stern Award for Excellence in Teaching in 2014 and the University Teaching with Technology Award in 2007. He served on many department, college, and University committees and always supported junior faculty.

Smith is known for his research on a variety of criminal justice and international issues. He served as an expert witness in Virginia courts on issues such as eyewitness testimony, jury selection, change of venue, and more. Active in community organizations, Smith brought his survey research and statistical skills to local agencies to help them chart future directions. These included Norfolk city agencies, schools, libraries, and public radio. He was a recipient of a United States Information Agency Cultural Exchange Grant with University of Aleppo, 1992-1995.

JANIS KREBS SMITH

Janis Krebs Smith received her BA in English from Mary Baldwin College [now Mary Baldwin University] and her MA in English from Wake Forest University. She joined the Old Dominion faculty as an instructor in 1972 on a three-year appointment. Smith returned to Old Dominion in 1980 and for 25 years worked in Career Development Services. She was named Administrator of the Year in 1993.

In 2005, Smith returned to the Department of English, where she served as Lecturer and Chief Departmental Advisor. During that time, she taught composition, general education literature, and an introductory class for majors. Smith earned numerous Shining Star awards from students beginning in 2010. In 2010 she was also named Most Inspiring Faculty by a graduating senior. She was promoted to Senior Lecturer in 2017 and also in that year was designated a University Distinguished Teacher.

J. WALLACE VAN ORDEN

J. Wallace Van Orden received a BS in Physics from Utah State University and an MS and PhD in Physics from Stanford University for work in theoretical nuclear physics. He then became a Postdoctoral Research Associate at the University of Maryland, College Park from 1978 to 1981 before being appointed as an Assistant Professor of Physics from 1981-1988. During the 1987-1988 school year, he was a Visiting Scientist at the Continuous Electron Beam Accelerator Facility (CEBAF) in Newport News, Virginia, and has continued there as Staff Scientist since 1988.

Van Orden was appointed Associate Professor at Old Dominion University in 1990 as the first joint appointment between ODU and CEBAF (now Thomas Jefferson National Accelerator Facility) and was promoted to Professor in 1998. Van Orden was appointed as an Eminent Scholar at ODU in 2003 and in the same year became a Fellow of the American Physical Society. His work in theoretical intermediate-energy nuclear physics has resulted in 57 articles published in major refereed journals and more than 45 invited presentations at professional meetings. These works have been cited more than 3000 times according to Google Scholar. At ODU, Van Orden taught a number of different courses at both the undergraduate and graduate levels.

MARTHA WALKER

Martha Walker received a BS in Physical Therapy from the University of Oklahoma, and immediately started clinical practice treating people from around the state who came to Oklahoma Medical Center, a level one trauma center and teaching hospital. She then practiced for a year in Geneva, Switzerland at Hôpital Cantonal de Geneve, expanding her acute care knowledge and experience. Upon return to the United States, she practiced acute care and outpatient physical therapy at the Veteran's Administration hospital in Richmond, Virginia, where she also worked with people following cardiac and kidney transplantation.

After gaining experience as a clinician, Walker worked part time while earning an MS in Physical Therapy, emphasis area Biomechanics, from Virginia Commonwealth University. She then joined Old Dominion as an Assistant Professor of Physical Therapy in 1986, and later earned a PhD in Health-Related Sciences from Virginia Commonwealth University.

Over her 35-year career at ODU, Walker served as Department Chair and Graduate Program Director. Two major endeavors that she instigated were the development of the ODU Monarch

Physical Therapy Clinic and the PhD in Kinesiology and Rehabilitation. Both projects are thriving and contribute to the University's mission of education, research, and service.

Among her awards Walker received the Orthopedic Section of the American Physical Therapy Association's Rose Award for Excellence in Orthopedic Research, and the Science and Reason in Hampton Roads' Cranium Award for exemplary, thoughtful and rational communicating of pseudoscientific claims, phenomena or issues.

GARLAND WHITE

Garland White earned a BS in Physics and an MS in Sociology from Oklahoma State University and a PhD in Sociology from the University of Washington. He joined Old Dominion as an Assistant Professor of Sociology and Criminal Justice in 1973 and was promoted to Associate Professor in 1979.

White chaired the department of Sociology and Criminal Justice from 1995 to 1998, was Graduate Program Director from 1988-1990, and Director of Computer Labs for the College of Arts & Letters from 1982-1987. He taught a wide range of courses in Sociology and Criminal Justice and received several teaching awards including being named "Most Inspirational Teacher" four times by top students. He served on many department, college, and University committees and always supported junior faculty. White has published in the areas of communities and crime, crime prevention and environmental design, sports and domestic violence, and animal abuse.

June 17, 2021

APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON
EVALUATION OF TENURED FACULTY

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revisions to the policy on Evaluation of Tenured Faculty effective July 1, 2021.

Rationale: The changes to the policy on Evaluation of Tenured Faculty are proposed to address two issues.

1. Language has been added to address situations where a faculty member fails to provide information for the annual evaluation.
2. Information has been added to clarify expectations regarding the advancement of associate professors to full professor. The proposed language would require department/school chairs to offer feedback to associate professors who desire promotion on their progress to full professor and work with the faculty member to develop a plan for advancement.

NUMBER: 1413

TITLE: Evaluation of Tenured Faculty

APPROVED: June 12, 1980; Revised September 14, 1984; Revised November 19, 1987; Revised December 3, 1992; Revised April 8, 1993; Revised December 2, 1993; Revised April 6, 1995; Revised April 10, 1997; Revised April 12, 2001; Revised June 14, 2005, Revised April 6, 2007; Revised September 17, 2009; Revised December 10, 2009; Revised September 26, 2013; Revised December 4, 2014 (eff. 1/1/15)

I. Board of Visitors Policy

- A. An annual evaluation of the performance of all faculty members will be conducted in order that they may receive full credit and review for their contributions to the University and to their disciplines. The three criteria on which this evaluation will be based are teaching, research, and service.
- B. The initial responsibility for evaluation of faculty performance rests with the chair, on the basis of evidence supplied by the faculty member or collected elsewhere. The faculty member shall be given a copy of the chair's evaluation and may submit comments. Both the chair's evaluation and the faculty member's comments are submitted to the dean, who has the final responsibility for evaluation of faculty. A copy of the dean's evaluation should be sent to the faculty member in a timely fashion.

II. Procedures for Evaluation of Faculty

A. Annual Evaluation

- 1. In order to insure that all relevant information is included in the evaluation, all faculty members are required to submit once a year a faculty information sheet in which they detail the evidence in support of their performance in teaching, research, and service, together with whatever other information they wish to be taken into consideration by the chair and dean in the evaluation. These evaluations will be based on a faculty information sheet, student evaluations of teaching, up-to-date curricula vitae, peer evaluation of course portfolios, and such other information as the faculty or the chair wishes to include. The evaluations will comment on the performance of the faculty member in teaching, research and service and on progress toward meeting individual goals resulting from previous evaluations. If the faculty member fails to submit his or her annual evaluation materials, the chair and dean have the discretion to evaluate the faculty member's performance based on available evidence. For associate professors who desire promotion, feedback on their progress to full professor will be provided by the department/school chair in consultation with the chair of the department/school promotion and tenure committee. The department/school

chair will work with the faculty member to develop a plan for advancement to full professor.

B. Evaluation Process

1. The chair, using the faculty information sheet and whatever other information is obtainable, evaluates the performance of the faculty member during the previous year and writes up the evaluation into a formal statement of the contributions of the faculty member to the department, college, and university. In the case of chairs, these evaluations are written by the dean. Since evaluation of performance is one of the essential factors in determinations concerning tenure, promotion, reappointment, and salary increments, the chair and dean should make every effort to insure that the evaluations are clear, honest, and genuinely evaluative. A listing of facts without interpretation is helpful neither to the faculty member nor to the committees concerning personnel decisions.
2. The chair and the dean will interpret the cumulative record of annual evaluations along with the performance of the faculty member during the previous year (see section II.B.1), so that a clear picture of positive contributions and any deficiencies will emerge. An in-depth evaluation will be conducted if requested by the faculty member, the chair, or the dean. In no case will a faculty member be considered for promotion or other major personnel decision unless an in-depth evaluation as described in the policies on Evaluation of Teaching Effectiveness, Evaluation of Scholarly Activity and Research, and Evaluation of Service has been conducted in the previous twelve months.
3. The dean evaluates in writing the performance of the faculty member by either: endorsing the evaluation of the chair; or indicating areas in which the dean's evaluation differs from that of the chair.
4. After completing the evaluation of the faculty member's activities, the chair gives the faculty member a copy of the evaluation and discusses it with the faculty member. At this time, the faculty member and chair agree on a written set of goals for the coming year. If appropriate, the chair should make suggestions for improvement and give the faculty member a clear idea of ways in which the performance might be improved in future years.
5. Where deficiencies are noted, the chair should work with the faculty member to develop a plan to address the deficiencies and either provide resources to implement the plan, if necessary, or if resources are not available in the department recommend to the dean and provost that such resources are needed. If a pattern of deficiency in the performance of a tenured faculty member is documented from the cumulative annual evaluations, for a period of at least two years, the chair or dean shall call for an in-depth evaluation of the faculty member and may conduct a post-tenure review, as described in the Policy and Procedures on Post-Tenure Review. The chair should take particular care in the

counseling of non-tenured faculty members who are working toward the criteria for tenure.

6. Copies of the faculty information sheets, the chair's evaluation, the faculty member's comments, and the dean's evaluation are retained for the record in the faculty member's personnel file maintained in the dean's office.
7. An annual evaluation is not required in the year a candidate is evaluated for tenure or for promotion to the rank of professor.

C. Appeal of Unfavorable Evaluations

1. Any faculty member who is dissatisfied with the personal evaluation prepared by the chair may present in writing additional comments or evidence to the chair and to the dean.
2. Any faculty member who is dissatisfied with the personal evaluation prepared by the dean may present in writing additional comments or evidence to the dean and to the provost and vice president for academic affairs.

D. Criteria for Evaluation

1. All faculty members will be evaluated on the basis of teaching, research, and service. The weighting of these three areas will vary from one faculty member to another depending upon the needs of the department and the particular accountability of the individual faculty member in contributing toward the fulfillment of these needs.
 - a. Teaching - It is the responsibility of the chair to evaluate the information that is available concerning teaching. (For a detailed discussion on evaluation of teaching, see the "University Policy on the Evaluation of Teaching Effectiveness.")
 - b. Scholarly Activity and Research - It is the responsibility of the chair to evaluate the quality of the scholarly activity and research of the faculty member (a mere listing of publications or grants does not constitute evaluation). Each department should establish, with the approval of the dean and the provost and vice president for academic affairs, a clear statement of the criteria for evaluating scholarly activity and research in that department. These criteria should take into consideration both the mission of the department and the nature of the scholarly activity and research within the discipline or related disciplines and in appropriate interdisciplinary venues. The evaluation of scholarly activity and research in a department should be based on these criteria. In evaluation, emphasis should be placed on quality, not just quantity. See the Policy on Evaluation of Scholarly Activity and Research for more detailed information.

- c. Service - The category of professional service is more difficult to define than teaching or research, but deserves the same kind of rigorous evaluation and positive credit given to teaching and scholarly activities. The chair has the responsibility to seek out methods of evaluating quality of professional service, not merely to list the activities. The task is sometimes complicated by the fact that much professional service takes place outside the department. Ideally, each faculty member should exercise their professional expertise in all three areas of department, college and University service, community engagement, and service to the discipline. Where individual faculty members may be expected by the chair to play different roles, those specific roles should be defined and understood. In all cases, service should be judged on the basis of quality and effectiveness, not just quantity. When distance education technologies are used for providing service, evaluations should include items specific to these delivery formats. See the Policy on Evaluation of Service for detailed information.
 - i. Departmental, college and University Service
 - ii. Community engagement is defined as the application of a faculty member's professional skills to engage with the external community in a manner that both assists the community and is consistent with fulfillment of the University's mission. Community engagement in religious, political, or social organizations (although meritorious in itself) is not relevant to the faculty member's professional area.
 - iii. Service to the discipline

June 17, 2021

APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON
TENURE

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revisions to the policy on Tenure effective July 1, 2021.

Rationale: The proposed changes to the policy on Tenure are intended to clarify and update several sections in the policy.

Section III.E.3 – The current policy has three passages on early applications for tenure that are not consistent and are confusing to faculty who are considering applying early for tenure.

- Faculty members must have “met or exceeded the expectations of quantity and quality of achievements for teaching, scholarship, research, and service needed to qualify for tenure.”
- “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.”
- “It is the sense of the Board of Visitors that only demonstrably exceptional faculty or faculty with equivalent experience at a commensurate rank at another accredited institution of higher education or national institutions will be awarded tenure under this clause.”

Thus, the following statement has been added to the policy to define demonstrably exceptional.

Demonstrably exceptional is defined as meeting or exceeding expectations for quantity and quality of achievements for teaching, scholarship, research, and service needed to qualify for tenure prior to the conclusion of the normal probationary time period.

Section IV.B.2 – Verifying Authenticity and Veracity of Documents and Information Submitted in a Packet/Portfolio for Annual Review

Language has been added to specify that it is the responsibility of the faculty member to ensure that all information submitted by him or her in support of tenure is factually accurate and valid and to provide corroborating evidence. Fraudulent claims or non-valid claims can lead to faculty sanctions, including denial of tenure. The department chair and the department promotion and tenure committee share responsibility for verifying the accuracy of portfolio elements that are central to the tenure case.

Language has also been added to address the process if concerns are raised. If concerns are raised about the validity of a candidate's claims, it is the chair's responsibility to verify those claims. The tenure process will be paused while the chair verifies those claims.

Section V.E. – Input on P&T Committees Letter for Tenure from Faculty Members Who Did Not Participate in Committee Deliberations

The tenure policy currently includes language that those who do not participate in committee deliberations about tenure may not vote, but it is not clear whether they may still have input on the committee's letter. The proposed revisions add language to make it clear that only those faculty present as the candidate is being reviewed during the deliberations can participate in drafting or approving the recommendation letter from the committee.

NUMBER: 1411

TITLE: Tenure

APPROVED: 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 (eff. 5/1/12); Revised June 14, 2012; Revised September 26, 2013; Revised April 24, 2014 (eff. 7/1/14); Revised September 18, 2014; Revised April 23, 2015 (eff. 6/1/15); Revised June 9, 2016 (eff. 7/1/16); Revised June 14, 2018 (eff. 7/1/18); Revised June 13, 2019 (eff. 7/1/19); Revised June 18, 2020 (eff. 7/1/20)

I. Purpose of Tenure

The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission. For these reasons, tenure is usually 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 a faculty member was on a full-time tenure-track appointment in one of these ranks for at least one semester, may be counted as one year of the probationary period.

- B. The following do not count as part of the probationary period:
1. Time in the rank of assistant instructor, lecturer, master or senior lecturer, faculty of practice, clinical faculty, 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 (including nationally competitive fellowships) if the faculty member so chooses.
- C. A period of time, not to exceed one year¹, 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 a significant fraction 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, such as a parent, stepparent, child, spouse, or domestic partner.

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 total period for full-time probationary appointments (excluding periods not counted, see section III.B.) is six years, unless an approved extension is granted (see section III.C.). If the tenure decision is negative, a one-year terminal appointment is offered.
- E. The length of the probationary period may be reduced in any of the following instances:
1. A faculty member initially appointed to the rank of full professor may be considered for tenure in the second year of service and would be notified of a tenure decision according to the schedule in the Teaching and Research Faculty Handbook; if tenure is awarded, a tenure contract will be offered for a third year of service. In addition, the probationary period for a full professor may be eliminated, and an initial tenure appointment may be recommended to the Board if such an appointment has been requested by the chair, voted on by the departmental tenure committee, the college promotion and tenure committee, the University Promotion and Tenure Committee and approved in writing by the dean, the provost and vice president for academic affairs, and the president. It is the sense of the Board of Visitors that the procedure of eliminating the probationary period for tenure should be rarely used. (Please refer to the policy on Initial Appointment of Teaching and Research Faculty for additional information on an initial appointment with tenure.)
 2. A faculty member initially appointed to the rank of associate professor may be considered for tenure in the fourth year of service and would be notified of a tenure decision according to the schedule in the Teaching and Research Faculty

Handbook. 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.

3. 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 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 those who apply after the normal probationary time period, i.e., the total body of work must be equivalent to that expected after a normal probationary 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 or faculty with equivalent experience at a commensurate rank at another accredited institution of higher education or national institutions will be awarded tenure under this clause. Demonstrably exceptional is defined as meeting or exceeding expectations for quantity and quality of achievements for teaching, scholarship, research, and service needed to qualify for tenure prior to the conclusion of the normal probationary time period. Any faculty member considering an application for early consideration for tenure should first elicit feedback on this plan from the department chair, the dean, the provost and vice president for academic affairs, and the chair of the departmental Tenure Committee, in particular, in a case where no pre-tenure review has occurred yet.
4. A faculty member who applies for tenure before the end of the standard probationary period cannot withdraw from the tenure process after the provost and vice president for academic affairs has approved the final list of external reviewers (Section V.C.2.).

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. Scholarly and teaching activity up to six years before the tenure decision should be considered, which can include activity at another accredited institution of higher education or national research institutions. (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. It is the responsibility of the faculty member to ensure that all information submitted by him or her in support of tenure is factually accurate and valid, and to provide corroborating evidence (e.g., web links, complete citations, grant numbers, etc.) for all claimed accomplishments. The evidence should address the quality of the journals and the reputation of book and other such publishers. Fraudulent or non-valid claims can lead to faculty sanctions, including denial of tenure. The department chair should work with tenure candidates to ensure the completeness and accuracy of their portfolios. The department chair and the department promotion and tenure committee as a part of the regular review process should verify the accuracy of portfolio elements that are central to the tenure case. Should concerns be raised about the validity of a candidate's claims by external or internal reviewers, it is the chair's responsibility to verify those claims. The tenure process will be paused while the chair verifies those claims. 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 vita 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 based on the department's approved criteria for the evaluation of scholarly activity and research. In the case of the arts, reviewers may be asked to consider

works of art or performances. External reviewers will be asked to evaluate: a) the quality of the scholarship or creative work under review; and b) the scholarly reputation (regional, national, international) of the candidate.

- c. All candidates for tenure and promotion will be required to have their scholarship evaluated by no fewer than four external reviewers. If fewer than four reviews are received, the chair will choose additional reviewers alternately from the lists of the department promotion and tenure committee and of the candidates.
3. The determined long-term needs of the department, college, and University, including at least the following:
 - a. The long-term enrollment of the department.
 - b. The need for an additional specialist in the faculty member's area of specialization as a permanent member of the department in terms of the mission of the department, the college, and the university.
 - c. The tenure structure of the department. (Although no maximum percentage of faculty members on tenure is established, all committees and administrators considering tenure must take into account the need for flexibility in course offerings and the desirability of a tenure structure that will allow openings for new tenured faculty members in the ensuing decades so that new areas of specialization and new needs can be met. The position of other nontenured faculty members in the department, anticipated retirements, or other known departures, and projected new programs or changes in directions must be considered.)
 4. No person can be awarded tenure unless convincing evidence is provided of effective teaching.
 5. No faculty member can be awarded tenure unless convincing evidence is provided of successful performance in scholarly activity and research, as judged by the department's approved criteria for the evaluation of scholarly activity and research. It is the faculty member's responsibility to include these criteria in the research portfolio submitted to external reviewers and in the data file submitted internally. If these criteria changed during the faculty member's probationary period, he or she can choose which version to submit. All evaluations of the faculty member's research and scholarly activity, at every stage of the tenure process, should be guided by these criteria.

V. Procedures for Tenure Consideration²

- 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. The initial steps of the review process are normally conducted by the chair of the department or unit with which the candidate for tenure is affiliated, assuming the chair has tenure. If the chair is not tenured, he or she may not be involved in any aspect of the tenure decision. In that case, the dean of the college housing the department should appoint a tenured member of the department in question to act in the chair's stead. This faculty member shall not take part in any deliberations or votes of the departmental, college or University tenure committee. If the candidate for tenure is the chair of a department, the dean shall conduct the initial steps of the review process but will not write a separate recommendation at the departmental level.
- C. 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 or his/her replacement if the chair is not tenured (see section V.B.).
 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, including potential conflicts of interest. This documentation will become part of the tenure file. The chair (or replacement, see section V.B.) will select three reviewers from the candidate's list and three reviewers from the department tenure and promotion committee's list; the chair (or replacement, see section V.B.) 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. The final list of external reviewers, together with the documentation of personal and professional relationships by the candidate (as outlined above), should be included as part of the application package for all internal reviewers. External reviewers should not be close collaborators or (former) mentors of the candidate. In general, co-authors on publications should be excluded as external reviewers, except as permissible under the departmental statement on evaluation of research (see the Policy on the Evaluation of Scholarly Activity and Research). 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 (or replacement, see section V.B.) 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.
- D. 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 (or replacement, see section V.B.). 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 (or replacement, see section V.B.), will appoint enough additional tenured faculty members to form a committee of at least three members.
 3. 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.
 4. The tenured faculty of the department, or the members of the tenure committee, elect a chair of the committee among their members. It is the responsibility of that chair to direct the committee members to consider and apply the relevant sections in the Teaching and Research Faculty Handbook and the departmental statement on research evaluation in their comments and votes.
 5. No dean, associate dean, assistant dean, or other full-time administrator or department chair (or replacement, see section V.B.) shall attend or participate in the deliberation of the departmental, college, University Promotion and Tenure Committee, or the tenured faculty of the department serving as a group to consider tenure, except in those cases when such committees or groups may, at their discretion, request administrators or chairs to answer specific questions concerning tenure cases. The deliberations of all three committees are confidential and must not be shared with anyone outside of the committee.
 6. The college committee shall consist of one tenured faculty member from each department in the college. All members of college promotion and tenure committees shall be elected directly by the faculties they represent for a one-year term renewable twice for a total of three years. This member shall be chosen by majority vote of all full-time, tenure-track teaching and research faculty members of the department, present and voting, by secret ballot before April 15 of each year for the ensuing year. Every reasonable effort should be made to ensure that there are at least three full 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. The representative from a tenure candidate's department will participate in deliberations in the candidate's case but will not cast a vote.

7. 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.³ 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. The representative from a tenure candidate's college will participate in deliberations in the candidate's case but will not cast a vote.
 8. Any committee member who participates in the tenure process votes at most only once or any particular case.
 9. In order to ensure transparency, fairness, and equity in the internal review process, a faculty member or administrator who participates in the tenure process must disclose any potential conflict of interest that might undermine the credibility of the process. The chair of the department (or replacement, see section V.B.) will work in consultation with the dean of the college to decide whether the person should be excluded from serving on the review committee.
 10. The faculty member under consideration is informed whenever a committee is considering tenure and is given an opportunity to submit a statement (in electronic form) to the Provost's Office in support of their tenure case, or to correct any factual misinformation in previous recommendations. The Provost's Office will add such statements to the candidate's file.
 11. In case of material new accomplishments before the conclusion of the evaluation process, additional documentation may be added to the portfolio with the concurrence of the dean. Such additional material must be clearly marked as such and dated at the time of addition to the tenure file by the Provost's Office. If such additional documentation is considered, this must be clearly documented in the recommendation letters by the committee or individual (e.g. dean) who first see this new material.
- E. The committee or group of tenured faculty makes its recommendations to the chair (or replacement, see section V.B.) together with reasons for the recommendation (including a minority statement in the case of a non-unanimous vote). All committee members shall vote yes or no through a secret ballot, after participating (either in person or remotely) in the deliberation of the committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. The chair of the committee shall record the names of all members participating in the discussion and voting in the recommendation letter, as well as the total number of votes in favor and against. Only those faculty present as the candidate is being reviewed during the deliberations can participate in drafting or approving the letter. In instances of a non-unanimous vote, the minority opinion must be included in the committee recommendation and the minority must be given the option to write a minority opinion. A copy of the recommendation letter will be sent to the faculty member by the chair of the committee. Considering this recommendation, the

department chair (or replacement, unless the dean is acting in the chair's stead, see section V.B.) makes an additional evaluation and recommendation concerning tenure. A copy of that review and recommendation letter will be sent to the faculty member and the dean by the chair of the department.

- F. If either the tenured faculty (or their committee), or the chair (or replacement, see section V.B.), or both recommend tenure, the credentials of the faculty member together with the recommendations of the tenured faculty (or their committee) and the chair (or replacement, see section V.B.) are forwarded to the tenure committee of the college, which examines the facts and the recommendations and makes a recommendation to the dean. All eligible committee members shall vote yes or no through a secret ballot, after participating (either in person or remotely) in the deliberation of the committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. Members who are eligible to vote on a specific candidate's tenure application are defined in section V.D.4. In instances of a non-unanimous vote of all eligible voting members, the minority opinion must be included in the committee recommendation and the minority must be given the option to write the minority opinion. A copy of the recommendation letter will be sent to the faculty member by the chair of the committee.
- G. If neither the departmental committee nor the chair (or replacement, see section V.B.) 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 through a secret ballot. In instances of a non-unanimous vote, the minority opinion must be included in the committee recommendation and the minority must be given the option to write the minority opinion. 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.

- H. The dean of the college examines the facts and all previous recommendations and makes a recommendation concerning tenure, which is forwarded to the provost and vice president for academic affairs, with a copy to the faculty member.
- I. The University Promotion and Tenure Committee, consisting of one tenured full professor from each of the major degree-granting academic colleges, examines the facts and all previous recommendations and documentation and makes a recommendation (with reasons) concerning tenure, which is forwarded to the provost and vice president for academic affairs. All eligible committee members shall vote yes or no through a secret ballot, after participating (either in person or remotely) in the deliberation of the

- committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. Members who are eligible to vote on a specific candidate's tenure application are defined in section V.D.5. In instances of a non-unanimous vote of all eligible voting members, the minority opinion must be included in the committee recommendation and the minority must be given the option to write the minority opinion. The Office of the Provost will provide a copy of the recommendation letter to the dean of the college, the department chair and the faculty member.
- J. 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 (if tenured) and dean concerned.
 - K. 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 according to the schedule in the Teaching and Research Faculty Handbook 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.
 - L. If the determination of the provost and vice president for academic affairs is against tenure, the faculty member is notified according to the schedule in the Teaching and Research Faculty Handbook that a terminal contract will be offered for the ensuing year.
 - M. 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.
 - N. Copies of the recommendation by all committees, chairs, deans, and the provost shall be provided to the faculty member being considered for tenure. The faculty member will be provided opportunity to correct any factual misinformation in such recommendations by placing a letter in his or her tenure file at any stage, or up until March 1 to the Provost (November 22 for faculty hired mid-year).
 - O. 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.

VI. Pre-Tenure Review

- A. The concept of a major review of faculty performance is intended to serve the purpose of giving the faculty member a clear indication of progress toward tenure and to offer constructive suggestions for self-improvement.
- B. Non-tenured faculty members, without prior teaching experience, who are in their third year of probationary service at Old Dominion University will receive a major faculty review. This review will be conducted by the dean and will begin in the spring of the third year of faculty service (fall of the third calendar year of service for faculty hired mid-year). The review will include a meeting with the faculty member and chair. The review process, conducted by the department promotion and tenure committee, department chair, college promotion and tenure committee, and dean, will include an in-depth evaluation of teaching effectiveness, scholarly works, grant and contract efforts, and other professional activities. An evaluation report emphasizing the long-range impact of the faculty member on the University should be submitted to the provost and vice president for academic affairs by May 1 (December 1 for faculty hired mid-year) following the completion of the review at the college level with a copy provided to the faculty member at all evaluation levels. It is important that the review extend beyond certifying adequate teaching performance and focus on creative ability, productivity, and potential to excel.
- C. If a faculty member applies for tenure in or before their third year of probationary service at Old Dominion University, the pre-tenure review will not be conducted.

¹ In case of a national, state or local emergency that prevents or seriously hinders the normal activities of faculty members for a period of several months, the University may provide the option for all tenure-track faculty members to extend their tenure clock by a specified period of time equivalent to that lost to the emergency, irrespective of any other exclusion granted to a faculty member.

²See the Schedules for Faculty Personnel Actions in the appendix for specific dates and actions.

³The 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.

June 17, 2021

APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON
PROMOTION IN RANK

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revisions to the policy on Promotion in Rank effective July 1, 2021.

Rationale: The proposed changes to the policy on Promotion in Rank are intended to clarify and update several sections of the policy. In addition, information has been added so that the policy contains the same language as comparable sections in the policy on Tenure.

I.A.2 – The responsibilities for non-tenure track research faculty do not always include service or teaching. The proposed language adds a section to the policy regarding the evaluation of non-tenure track faculty for promotion in rank.

Changes to the following sections match the proposed revisions to the policy on Tenure.

- Section II.A.4 – Verifying Authenticity and Veracity of Documents and Information Submitted in a Packet/Portfolio for Annual Review
- Section II.D. – Input on P&T Committee Letters for Promotion from Faculty Members Who Did Not Participate in Committee Deliberations

NUMBER: 1412

TITLE: Promotion in Rank

APPROVED: September 26, 2013; Revised June 9, 2016 (eff. 7/1/16); Revised June 6, 2017 (eff. 7/1/17); Revised June 14, 2018 (eff. 7/1/18); Revised June 13, 2019 (eff. 7/1/19); Revised June 18, 2020 (eff. 7/1/20)

I. Board of Visitors Policy

A. All promotions in rank are based on evaluation of the faculty member's performance.

1. A tenure-track faculty member's performance in teaching, research, and service (as appropriate) is evaluated over the total time in the previous rank as compared to the criteria established by the Board of Visitors for the rank being considered and any other criteria established by the department or college.
 2. A non-tenure track research faculty member's performance in research, service (as appropriate) and teaching (as appropriate) is evaluated over the total time in the previous rank as compared to the criteria established by the Board of Visitors for the rank being considered and any other criteria established by the center.

B. Promotion to the rank of associate professor must occur at the time of the tenure award, and the policy on tenure applies.

C. Promotion to the rank of full professor is normally considered no earlier than during the sixth year of a faculty member's service as associate professor at Old Dominion University. Exceptions are made only under the following circumstances:

1. A faculty member who has held the rank of associate professor at another institution and was initially appointed to Old Dominion University at the rank of associate professor may be considered for promotion at the time of the award of tenure.
2. A faculty member of extraordinary merit may be considered for promotion to the rank of full professor before the sixth year as associate professor at Old Dominion University.

D. The president, upon the recommendation of the Faculty Senate, shall establish procedures for consideration of promotion to the rank of full professor (as well as for the designation as eminent scholar). Such procedures shall require consideration and recommendation by faculty members at the department and college level, the chair, the dean, and the University Promotion and Tenure Committee. The decision concerning promotion is to be made by the provost and vice president for academic affairs. If the provost and vice president for academic affairs decides against promotion, the faculty member may request a review by the president. The decision of the president is final.

II. Procedures for Promotion in Rank to Full Professor

A. Considerations Concerning Promotion

1. Each faculty committee and administrator considering a promotion case must specifically consider factors listed below as they apply to each case in the written recommendations that are submitted up the line to the provost and vice president for academic affairs. In the case of committees, the vote must be recorded in the recommendation, and the reasons produced by the minority members must be specified.
 2. Each committee and administrator making a recommendation concerning promotion considers evidence of the faculty member's performance over the total time in which the previous rank has been held as compared to the guidelines for the rank being considered as established by the Board of Visitors and any other guidelines established by the department or college.
 3. The total rank structure of the department should be considered.
 4. At the least, the committees and administrators should examine faculty information sheets, chair evaluations, dean's evaluations, and any other evidence submitted by the faculty member, the chair of the department, or any other relevant source. It is the responsibility of the department chair and the departmental promotion and tenure committee to provide an assessment of the quality of the publications for the faculty being considered for promotion. It is the responsibility of the faculty member to ensure that all information submitted by him or her in support of promotion is factually accurate and valid, and to provide corroborating evidence (e.g., web links, complete citations, grant numbers, etc.) for all claimed accomplishments. The evidence should address the quality of the journals and the reputation of book and other such publishers. Fraudulent or non-valid claims can lead to faculty sanctions, including denial of promotion. The chair should work with promotion candidates to ensure the completeness and accuracy of their portfolios. The chair and the department promotion and tenure committee as a part of the regular review process should verify the accuracy of portfolio elements that are central to the promotion case. Should concerns be raised about the validity of a candidate's claims by external or internal reviewers, it is the chair's responsibility to verify those claims. The promotion process will be paused while the chair verifies those claims.
- B. External evaluation of the faculty member's research and scholarly activity by nationally recognized experts in the field of specialization will be required.
1. The responsibility for initiating the external review, securing the reviewers, and forwarding complete review files to the dean, provost and vice president for academic affairs, and the University Promotion and Tenure Committee belongs to the department chair. If the department chair does not have the rank of full professor, all chair responsibilities for promotion to full professor will be delegated by the dean to a full professor in the department or from another department within the same college who will assume all of the chair's responsibilities described below. This appointed full professor, acting in the role of chair, cannot take part in any deliberations or votes of the departmental, college or University promotion

committees while the promotion case is being considered. In promotion of department chairs, the responsibility belongs to the dean.

2. External reviewers with academic positions must 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, including potential conflicts of interest. This documentation will become part of the promotion file. The chair (or designee, see 1 above) will select three reviewers from the candidate's list and three reviewers from the department tenure and promotion committee's list; the chair (or designee) will provide the list of reviewers to the dean. The dean will submit an agreed upon list to the provost and vice president for academic affairs for final approval prior to initiating the review process. The final list of external reviewers, together with the documentation of personal and professional relationships by the candidate (as outlined above), should be included as part of the application package for all internal reviewers. External reviewers should not be close collaborators or (former) mentors of the candidate. In general, co-authors on publications should also be excluded as external reviewers, except as permissible under the departmental statement on evaluation of research (see the Policy on the Evaluation of Scholarly Activity and Research). The selection of potential external reviewers must be completed before the end of the semester prior to the submission of credentials for promotion.
3. External reviews will be confidential; reviewers will be so advised. Requests for exception to the confidentiality of external reviews should be made directly to the provost and vice president for academic affairs before the reviewers are asked to submit evaluations. If an exception is approved, candidates for promotion will be allowed access to the substance of external reviews, but the authorship of specific external reviews and other identifying information contained therein will remain confidential. All external reviewers will receive a standard letter sent by the chair but prepared by the provost and vice president for academic affairs in consultation with the deans and a copy of the policy on external reviews so their responsibilities will be clear.
4. A curriculum vitae will be required of each external reviewer. Each reviewer will be asked to describe any personal or professional relationship with the candidate. It is the responsibility of the chair to include a curriculum vitae of each reviewer. For promotion of department chairs, the responsibility belongs to the dean.
5. External reviewers will be asked to evaluate all submitted material mailed to them. Candidates for promotion are responsible for the preparation of the research portfolio and curriculum vitae to be sent to external reviewers. In the case of the arts, reviewers may be asked to consider works of art or performances. External reviewers will be asked to evaluate: a) the quality of the scholarship or creative work under review; and b) the scholarly reputation (regional, national, international) of the candidate.

6. All candidates for promotion to full professor will be required to have their scholarship evaluated by no fewer than four external reviewers. If fewer than four reviews are received, the chair will choose additional reviewers alternately from the lists of the department promotion and tenure committee and of the candidate.
 7. The University and college administration will assist departments where reasonable expenses are necessary to obtain appropriate external reviews.
- C. A candidate for promotion in rank is initially considered by the faculty members in the department who hold the rank being considered or above.¹ Only faculty holding the rank of full professor are eligible to deliberate, review, or otherwise participate and vote on candidates for promotion to full professor.
1. In the case of large departments, the faculty members in the rank being considered or above may select a committee from their ranks to consider and make recommendations concerning promotion. In that case, it is the responsibility of the committee to elicit opinions from all faculty members holding the rank being considered or above.
 2. In departments where fewer than three members hold appointments in the rank being considered or above, the dean, in consultation with the chair (or designee; see section II.B.1.), will appoint enough additional faculty in the rank or above from other disciplines to form a committee of at least three.
 3. Candidates for promotion should provide a statement of potential external and/or internal reviewers with whom there is a conflict of interest, e.g., co-authors, co-investigators, etc.
 4. The group of faculty on the promotion committee elect a chair of the committee among their members. It is the responsibility of that chair to direct the committee members to consider and apply the relevant sections in the Teaching and Research Faculty Handbook and the departmental statement on research evaluation in their comments and votes.
 5. No dean, associate dean, assistant dean, or other full-time administrator or department chair (or designee; see section II.B.1.) shall attend or participate in the deliberation of either the departmental, college, or University Promotion and Tenure Committee. The deliberations of all three committees are confidential and must not be shared with anyone outside of the committee.
 6. The college committees shall consist of one tenured faculty member from each department in the college. All members of the college promotion and tenure committees shall be elected directly by the faculties they represent for a one-year term renewable twice for a total of three years. This member shall be chosen by majority vote of all full-time, tenure-track teaching and research faculty members of the department, present and voting, by secret ballot before April 15 of each year for the ensuing year. Every reasonable effort should be made to ensure that there are at least three full professors on the college committee. If the elected representative of a department will not be able to attend college committee

meetings for a significant time span, the department may elect a temporary replacement for that time span. No person shall serve on a college promotion and tenure committee for more than three years consecutively but is eligible for reelection after an absence of at least one year. Only faculty holding the rank of full professor are eligible to join the deliberations and the vote on candidates for promotion to full professor. If the home department of a candidate for promotion to full professor has no full professor representing it on the college committee, a member of the departmental promotion committee for that candidate (convened as described in section C.1. and C.2. above) shall be elected to serve as its representative only during the duration of the deliberations on that specific candidate. In any case, the representative from a promotion candidate's department will participate in deliberations in the candidate's case but will not cast a vote.

7. 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.² 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. The representative from a promotion candidate's college will participate in deliberations in the candidate's case but will not cast a vote.
 8. Any committee member who participates in the promotion process votes at most only once on any particular case.
 9. In order to ensure transparency, fairness, and equity in the internal review process, a faculty member or administrator who participates in the promotion process must disclose any potential conflict of interest that might undermine the credibility of the process. The chair of the department (or replacement, see Section II.B.1.) will work in consultation with the dean of the college to decide whether the person should be excluded from serving on the review committee.
 10. The faculty member under consideration is informed whenever a committee is considering promotion and is given an opportunity to submit a statement (in electronic form) to the Provost's Office in support of their promotion case, or to correct any factual misinformation in previous recommendations. The Provost's Office will add such statements to the candidate's file.
 11. In case of material new accomplishments before the conclusion of the evaluation process, additional documentation may be added to the portfolio with the concurrence of the dean. Such additional material must be clearly marked as such and dated at the time of addition to the promotion file by the Provost's Office. If such additional documentation is considered, this must be clearly documented in the recommendation letters by the committee or individual (e.g. dean) who first see this new material.
- D. The committee or faculty group makes its recommendation concerning promotion to the chair (or designee; see section II.B.1.) together with reasons for the

recommendation (including a minority statement in the case of a non-unanimous vote). All eligible committee members shall vote yes or no through a secret ballot after participating (either in person or remotely) in the deliberations of the committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. The chair of the committee shall record the names of all members participating in the discussion and voting in the recommendation letter, as well as the total number of votes in favor and against. Only those faculty present as the candidate is being reviewed during the deliberations can participate in drafting or approving the letter. In instances of a non-unanimous vote, the minority opinion must be included in the committee recommendation and the minority must be given the option to write the minority opinion. A copy of the recommendation letter will be sent to the faculty member by the chair of the committee. The department chair (or designee) evaluates independently the credentials of the faculty member, the rank structure of the department, and any additional evidence presented, either by the faculty member or from any other source, and makes a recommendation, with reasons, concerning promotion. A copy of that review and recommendation letter will be sent to the faculty member and the dean by the chair of the department.

- E. If either the departmental committee (or group), or the chair (or designee), or both recommend promotion, the faculty member's credentials together with the recommendation of the faculty committee and the chair (or designee) will be forwarded to a promotion committee of the college for consideration. This committee will make an independent evaluation and make a recommendation concerning promotion with reasons (including reasons of the minority), to the dean. The recommendations will indicate the vote of the committee. All eligible committee members should vote yes or no through a secret ballot after participating (either in person or remotely) in the deliberations of the committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. Members who are eligible to vote on a specific candidate's promotion application are defined in section II.C.5. In instances of a non-unanimous vote of all eligible voting members, the minority opinion must be included in the committee recommendation and the minority must be given the option to write the minority opinion.

- F. If neither the faculty committee (or group) nor the chair (or designee) recommend promotion, the faculty member will not be considered for promotion in the coming year unless a review by the college promotion committee and the dean is requested by the faculty member. If a review is requested, the departmental committee and the chair forward all documents to the promotion committee of the college, which examines them and makes a recommendation concerning promotion to the dean following the stipulations of II.E. above. The dean examines all documents, including the recommendation of the college committee, and makes a determination concerning promotion. If the dean's determination is negative and is in accordance with the recommendations of the departmental committee, the chair, and the college committee, then the faculty member is not promoted for the coming year. If the dean's determination is negative and is not in accordance with all previous recommendations, the faculty member may request a further review by the provost and vice president for academic affairs. The decision of the provost and vice president for academic affairs is final in such cases.

- G. The dean, considering all previous recommendations and all credentials, then makes a recommendation concerning promotion, which is forwarded, with reasons, to the provost and vice president for academic affairs.
- 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 promotion which is forwarded to the provost and vice president for academic affairs. All eligible committee members shall vote yes or no through a secret ballot after participating (either in person or remotely) in the deliberations of the committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. Members who are eligible to vote on a specific candidate's promotion application are defined in section II.C.6. In instances of a non-unanimous vote of all eligible voting members, the minority opinion must be included in the committee recommendation and the minority must be given the option to write the minority opinion.
- I. On the basis of all the evaluations and recommendations presented, and after consultation with staff, the provost and vice president for academic affairs makes a decision concerning promotion for the coming year. If the recommendations of the committees and administrators that have previously considered the case have not been in agreement with one another, or if the provost and vice president for academic affairs disagrees with the recommendations that have been in agreement with one another, the provost and vice president for academic affairs shall consult with the chair, the dean, and the University Promotion and Tenure Committee before reaching a final decision. The decision of the provost and vice president for academic affairs will consist of one of the following:
 - 1. promotion
 - 2. deferral
- J. If the decision of the provost and vice president for academic affairs is for promotion, the faculty member will receive the higher rank in the subsequent academic year. The decision of the provost and vice president for academic affairs will be reported to the president.
- K. The faculty member may request that the president review a negative decision by the provost and vice president for academic affairs. The decision of the president is final.
- L. All promotions are reported by the president to the Board of Visitors.
- M. Copies of the recommendations by all committees, chairs, deans and the provost and vice president for academic affairs shall be provided to the faculty member being considered for promotion. The faculty member will be provided opportunity to correct any factual misinformation in such recommendations by placing a letter in his or her promotion file at any stage, or up until April 1, to the provost and vice president for academic affairs.

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

III. Research Faculty

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

IV. Clinical Faculty

- A. Promotion to the rank of clinical professor from the rank of clinical associate professor and promotion to the rank of clinical associate professor from the rank of clinical assistant professor shall be upon the recommendation of the department promotion and tenure committee, department chair, college promotion and tenure committee, dean and University Promotion and Tenure Committee to the provost and vice president for academic affairs. If the provost and vice president for academic affairs decides against the promotion the person may request a review by the president. The decision of the president is final.
- B. The process for promotion to the rank of clinical professor and promotion to the rank of clinical associate professor will require external evaluation of the quality of the faculty member's scholarly activities from nationally recognized experts in the faculty member's field; procedures for the external review process can be found in section II.B. of this policy. The schedule for review will follow that for clinical faculty seeking promotion in rank.
- V. Lecturers may be promoted in rank to senior lecturer and senior lecturers may be promoted in rank to master lecturer. The applicable policies are contained in section "Evaluation of Lecturers, Senior Lecturers, and Master Lecturers and Promotion of Lecturers and Senior Lecturers."
- VI. Part-time instructional faculty may be promoted in rank (for example, from adjunct assistant professor to adjunct associate professor) upon recommendation of the chair and dean to the provost and vice president for academic affairs. Full documentation of the credentials of the faculty member being recommended for promotion is required. If the provost and vice president for academic affairs denies the promotion, the faculty member may request a review by the president. The decision of the president is final.

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

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

June 17, 2021

ANNUAL REPORT OF THE ACTIVITIES
OF THE ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE
2020-2021

<u>ITEM</u>	<u>MONTH OF BOARD OF VISITORS PROCEEDING</u>
<u>Request for Leaves of Absence</u>	
Larry Filer Associate Professor Department of Economics	September 2020
Jennifer Michaeli Associate Professor Department of Engineering Technology	September 2020
Brian Diller Assistant Professor F. Ludwig Diehn School of Music	April 2021
Gena Gerstner Assistant Professor Department of Human Movement Sciences	April 2021
<u>Faculty Appointments</u>	
12 Appointments	September 2020
3 Appointments	December 2020
14 Appointments	April 2021
40 Appointments	June 2021
<u>Non-Academic Appointments</u>	
Ms. Bonita Anthony Academic Advisor and Program Manager Computational Modeling and Simulation Engineering	September 2020
Mr. John Costanzo Coastal Virginia Center for Cyber Innovation Administrative Officer	September 2020

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

Mr. Joseph Diasanta CRM Manager for Enrollment Management	September 2020
Ms. Lexi George Assistant Athletic Trainer	September 2020
Mr. James Haeseker Director of Athletic Development	September 2020
Mr. Ryan Hardie Assistant Sports Performance Coach	September 2020
Ms. Sarah Kalafsky Professional Counselor	September 2020
Mr. Joseph Kosteczko Assistant Director of Digital Shipbuilding, Office of Research	September 2020
Mr. Brad Williamson Executive Director Maritime Industry Base Ecosystem Office of Research	September 2020
Mr. Eric Cosio Instructional Technology Specialist	December 2020
Mr. Andrew Garber Coordinator of LGBTQIA+ Programs and Services	December 2020
Mr. Ross Glegg Assistant Swimming Coach	December 2020
Ms. De'Ayra Hall Research Associate	December 2020
Ms. Ciera Harris Academic Advisor, Darden College of Education and Professional Studies	December 2020
Mr. Taylor Hawker Athletic Academic Advisor	December 2020

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Non-Academic Appointments (con't)

Ms. Roneeka Hodges
Assistant Women's Basketball Coach
December 2020

Mr. Roland Jones
Director of Women's Basketball Operations
December 2020

Ms. Emily Love
Admissions Coordinator for Student Guides
and the Campus Experience
December 2020

Ms. Lindsay Malcolm
Instructor of Early Care and Education
December 2020

Mr. Vamsi Manne
Coordinator for Leadership Programs,
Student Engagement and Enrollment Services
December 2020

Ms. Emilie Martin
Instructional Technology Specialist
December 2020

Ms. Brittanie Naff
Assistant Director for Marketing and Memberships
Recreation and Wellness
December 2020

Dr. Alex Nielsen
Lead Project Scientist, Virginia Modeling,
Analysis & Simulation Center
December 2020

Mr. Coulson Thomas
Director of Recreation and Wellness
December 2020

Ms. Rachel Walker
Assistant Women's Golf Coach
December 2020

Dr. Charles Anderson
Executive Director of Counseling Services
April 2021

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Non-Academic Appointments (con't)

Ms. Alexandra Butterfield
Training and Assessment Coordinator
ODUOnline

April 2021

Ms. Sarah Camp
Instructional Technology Specialist
Center for Learning and Teaching

April 2021

Ms. Christy Cheesman
Student Clinical Services Coordinator
School of Nursing

April 2021

Ms. Kate Couch
Civil Rights/Title IX Investigator
Institutional Equity and Diversity

April 2021

Ms. Shanna Crockett
Digital Media and Graphic Design Advisor
Tech Talent Program, Academic Affairs

April 2021

Ms. Venicia Ferrell
Research Associate,
Center for Educational Partnerships

April 2021

Mr. Toni Gaines
Director of Finance and Support Services
Auxiliary Business Services

April 2021

Ms. Nina R. Gonser
Associate Vice President for Academic Affairs

April 2021

Mr. Victor Irokansi
Assistant Football Coach

April 2021

Dr. Kevin Leslie
Executive Director, Hampton Roads
Biomedical Research Center

April 2021

Mr. Tyler Miller-Gordon
Senior Research Associate
Institutional Effectiveness and Assessment

April 2021

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

Mr. Fontel Mines Assistant Football Coach	April 2021
Ms. Alyssa Sebesto Assistant Women's Lacrosse Coach	April 2021
Dr. Smruti Shah Instructional Designer Center for Learning and Teaching	April 2021
Dr. Don Stansberry Vice President for Student Engagement and Enrollment Services (SEES)	April 2021
Dr. Jess Whitehead Executive Director, Institute for Coastal Adaptation and Resilience (ICAR)	April 2021
Mr. Alex Whitney Academic Advisor, Darden College of Education and Professional Studies	April 2021
Mr. Christopher Yost Coordinator for Tech Talent Transfer Initiatives Center for Advising Administration and Academic Partnerships	April 2021
Ms. Na-Twand Anderson Student Success Director	June 2021
Mr. Kyle Barkle Assistant Director of Player Personnel	June 2021
Ms. Megan Corbett Institutional Effectiveness and Accreditation Analyst	June 2021
Ms. Katie Ferrara Student Success Director	June 2021

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Non-Academic Appointments (con't)

Ms. Betty Fulgham
Associate Controller

June 2021

Mr. Andrew Grizzard
Student Success Director

June 2021

Ms. Joy Johnson
Assistant Director for Communications

June 2021

Ms. Angela Musto
Student Success Director

June 2021

Ms. Eryn Peters
Assistant Director, Student Transition and Family Programs

June 2021

Ms. Solongo Tsolmon
Student Success Director

June 2021

Ms. Ashley Vellines
Assistant Athletic Development Officer
Events and Premium Seating

June 2021

Mid-Year Tenure Awards

December 2020

Darden College of Education and Professional Studies

Dr. Anthony Perez
Department of Educational Foundations and Leadership

College of Health Sciences

Dr. Tina Gustin
School of Nursing

College of Sciences

Dr. Ted Rogers
Department of Physics

ITEM

April 2021

Tenure Awards

College of Arts and Letters

Staci Defibaugh
English

Michelle Fowler-Amato
English

Myles McNutt
Communication & Theatre Arts

Amy Milligan
Women's Studies

Alison Reed
English

Darden College of Education and Professional Studies

John Baaki
STEM Education & Professional Studies

Elizabeth Burns
STEM Education & Professional Studies

Batten College of Engineering and Technology

Dipankar Ghosh
Mechanical & Aerospace Engineering

Navid Tahvildari
Civil & Environmental Engineering

Hong Yang
Computational Modeling & Simulation Engineering

MONTH OF BOARD OF VISITORS PROCEEDING

ITEM

Tenure Awards (con't)

April 2021

College of Sciences

Ke Shi
Mathematics & Statistics

Jeremiah Still
Psychology

Xiang Xu
Mathematics & Statistics

Initial Appointment with Tenure

Richard Maass
Department of Political Science and Geography

December 2020

Initial Appointments with Tenure

June 2021

Posthumous Emeritus Appointment

Mark D. Havey
Eminent Scholar Emeritus, University Professor Emeritus
and Professor Emeritus of Physics

December 2020

Emeritus/Emerita Appointments for Retiring Faculty and Administrators

Sridharan Krishnaswami
Lecturer Emeritus of Management

September 2020

Kimberly Adams Tufts
Professor Emerita of Nursing

September 2020

Matilda Cox
Master Lecturer Emerita of English

December 2020

Dianne deBeixedon
Associate Professor Emerita of Art

December 2020

ITEM**MONTH OF BOARD OF VISITORS PROCEEDING**

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

Adolphus Hailstork
Eminent Scholar Emeritus and Professor Emeritus of Music

December 2020

Robert L. Ash
Eminent Scholar Emeritus and Professor Emeritus
of Mechanical and Aerospace Engineering

June 2021

Kathryn Boone
Librarian III Emerita

June 2021

Robert F. Dunker
Medical Director Emeritus of
Student Health Services

June 2021

Richard V. Gregory
Professor Emeritus of Chemistry and Biochemistry

June 2021

Cynthia M. Jones
Eminent Scholar Emerita and Professor
Emerita of Ocean and Earth Sciences

June 2021

Elliott C. Jones
Associate Professor Emeritus of Art

June 2021

William Q. Judge
Professor Emeritus of Management and
Entrepreneurship and E.V. Williams Endowed Chair
Emeritus of Strategic Management

June 2021

Marilyn Marloff
Professor Emerita of Communication and
Theatre Arts

June 2021

Garrett J. McAuliffe
University Professor Emeritus and Professor
Emeritus of Counseling and Human Services

June 2021

George Steven Rhiel
University Professor Emeritus and Associate Professor
Emeritus of Information Technology and Decision Sciences

June 2021

ITEM**MONTH OF BOARD OF VISITORS PROCEEDING**

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

Bruce Seifert
Professor Emeritus of Finance

June 2021

Deanne Shuman
Professor Emerita of Dental Hygiene

June 2021

Donald H. Smith
Associate Professor Emeritus of Sociology and
Criminal Justice

June 2021

Janis Krebs Smith
University Distinguished Teacher Emerita and
Senior Lecturer Emerita of English

June 2021

J. Wallace Van Orden
Professor Emeritus of Physics

June 2021

Martha Walker
Associate Professor Emerita of
Rehabilitation Sciences

June 2021

Garland White
Associate Professor Emeritus of
Sociology and Criminal Justice

June 2021

Named Professors

Colin Britcher
Professor of Mechanical and Aerospace Engineering
and P. Stephen Barna Endowed Professor

September 2020

Abdelmageed Elmustafa
Professor of Mechanical and Aerospace Engineering and
Mitsubishi Kasei Endowed Professor in Manufacturing Engineering

September 2020

Mileta Tomovic
Professor of Engineering Technology and
Mitsubishi Kasei Endowed Professor in
Manufacturing Engineering Technology

September 2020

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Honorary Degree Approval

John R. Broderick
Doctor of Humane Letters (*honoris causa*)

April 2021

Honorary Degree Approval

June 2021

Information Items Concerning Faculty

Report on Promotions in Academic
Rank Effective 2021-22

June 2021

Other Actions

Approved the Appointment of Faculty Representatives
to Board of Visitors Committees

September 2020

Approved Dual Employment

September 2020

Acted on Disciplinary Appeal

September 2020

Approved Reaffirmation of Board of Visitors Policy 1001,
The Mission of the University

December 2020

Approved Reaffirmation of Board of Visitors Policy 1002,
Major Goals of the University

December 2020

Approved Revisions to Board of Visitors Policy 1233,
Honorary Degrees: Criteria and Procedures

December 2020

Approved Renaming the School of Community and
Environmental Health the School of Public Health

December 2020

Approved Renaming the Department of Women's Studies
the Department of Women's, Gender and Sexuality Studies

December 2020

Approved Dual Employment

December 2020

Approved Establishment of a Faculty Code of Conduct

April 2021

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Other Actions (con't)

Approved Changing the Name of the Bachelor of Arts and Bachelor of Science Degrees in Women's Studies to Women's, Gender and Sexuality Studies April 2021

Approved Dual Employment April 2021

Proposed Revisions to the Policy on Evaluation of Tenured Faculty June 2021

Proposed Revisions to the Policy on Tenure June 2021

Proposed Revisions to the Policy on Promotion in Rank June 2021

Proposed Appointment of Faculty Representatives to Board of Visitors Committees June 2021

Received the Annual Report on Committee Actions June 2021

Report from the Provost December 2020

Committee members received information on the appointment of an unpaid clinical instructor in the School of Nursing, Jennifer Kiggans, State Senator in the Virginia General Assembly from Virginia Beach.

Provost Agho presented an update on diversity and inclusion and provided data on the gender and ethnicity of instructional faculty and administrative faculty hired and those that left the University, including reasons for their departure.

Report from the Provost April 2021

Provost Agho introduced Max Milder from EAB, the Education Advisory Board, who presented research and information related to funding marketing in higher education. EAB has conducted research on marketing and the student journey over the past decade. The organization can help schools generate leads and enroll new students. Mr. Milder discussed the multifaceted efforts and diverse outcomes that come from marketing. He addressed the challenge of comparing and benchmarking marketing budgets across institutions, noting this is difficult to do because universities typically do not release marketing spending information and organizational structures, and needs are so different. He indicated that linking marketing spending to actual student enrollment can also be difficult and added that ODU has an effective marketing plan that is known nationally for its excellence.

ITEM

**MONTH OF BOARD OF
VISITORS PROCEEDING**

Report from the Provost

June 2021

Austin Agho presented information on Faculty/Professional Staff Diversity and Student Diversity.

Report from the Vice President for Research

June 2021

Morris Foster provided an overview of Research Developments.

June 17, 2021

PROMOTIONS IN ACADEMIC RANK
EFFECTIVE 2021-2022

The President has approved the promotions in academic rank for the following faculty members, effective with the 2021-22 academic year.

Promotion to Professor

College of Arts and Letters

Tim Anderson
Department of Communication and Theatre Arts

Mengyan Dai
Department of Sociology and Criminal Justice

Angelica Huizar
Department of World Languages and Cultures

Andrew Lopenzina
Department of English

Dylan Wittkower
Department of Philosophy and Religious Studies

Strome College of Business

Soo-Hoon Lee
Department of Management

Michael McShane
Department of Finance

Darden College of Education and Professional Studies

Mark Rehfuss
Department of Counseling and Human Services

Xihe Zhu
Department of Human Movement Sciences

Batten College of Engineering and Technology

Sachin Shetty
Department of Computational Modeling and Simulation Engineering

Shu Xiao
Department of Electrical and Computer Engineering

College of Health Sciences

Qi Zhang
School of Community and Environmental Health

College of Sciences

Alexander Bochdansky
Department of Ocean and Earth Sciences

David Gauthier
Department of Biological Sciences

Alvin Holder
Department of Chemistry and Biochemistry

Cathy Lau-Barraco
Department of Psychology

James Lee
Department of Chemistry and Biochemistry

Yaohang Li
Department of Computer Science

Promotion to Librarian III

Abbie Basile
University Libraries

James Rhoades
University Libraries

Promotion to Librarian IV

Joleen McInnis
University Libraries