AGENDA

Old Dominion University
Board of Visitors
April 26, 2018

BOARD OF VISITORS
OLD DOMINION UNIVERSITY
Thursday, April 26, 2018, 9:00 a.m.
Kate and John R. Broderick Dining Commons

AGENDA

A. Call to Order
Carlton Bennett, Rector

B. 2019-2019 Tuition & Fees Presentation
Gregory DuBois, Vice President for Administration & Finance

C. Recess for Standing Committee Meetings
Carlton Bennett, Rector

D. Reconvene
Carlton Bennett, Rector

E. Approval of Minutes – December 7, 2017 Meeting
Carlton Bennett, Rector

F. Rector's Report
Carlton Bennett, Rector

Revisions to Board Policy 1012 – Resolution Adopting Executive Order Number One (2014), "Equal Opportunity" (pp. 5-6)

G. President's Report
John R. Broderick, President

H. Reports of Standing Committees

1. Audit Committee
Bruce Bradley, Vice Chair

2. Academic and Research Advancement Committee
Michael Henry, Chair

a. Tenure Recommendations (pp.7-45)
b. Honorary Degree Recommendation (pp. 46-47)
c. Dual Employment (p. 48)

Consent Agenda

a. Faculty Appointments (pp. 49-56)
b. Administrative Faculty Appointments (pp. 57-62)
c. Emeritus/Emerita Appointments (pp. 63-69)

Regular Agenda

d. Proposed Revisions to Policy on Posthumous Degree or Certificate of Recognition or Achievement for Terminally Ill and Deceased Students (pp. 70-72)

3. Administration and Finance Committee
Robert Tata, Chair

4. Student Enhancement & Engagement Committee
Jay Harris, Vice Chair

5. University Advancement Committee
Toykea Jones, Chair

Resolution to Name the Honors College as the Perry Honors College (p. 73)

I. Election of Nominating Committee
Carlton Bennett, Rector

J. Closed Session
Yvonne Allmond, Secretary

K. Reconvene in Open Session and FOIA Certificate
Carlton Bennett, Rector

L. Old/Unfinished Business
Carlton Bennett, Rector

M. New Business
Carlton Bennett, Rector

N. Adjourn
Carlton Bennett, Rector

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RESOLUTION TO APPROVE REVISIONS TO BOARD OF VISITORS POLICY 1012, RESOLUTION ADOPTING EXECUTIVE ORDER NUMBER ONE (2014), "EQUAL EMPLOYMENT OPPORTUNITY"

NUMBER: 1012

TITLE: Resolution Adopting Executive Order Number One (2018), "Equal Opportunity"

APPROVED: June 20, 1990; Revised April 7, 1994; Revised June 12, 2014

RESOLVED, that upon the recommendation of the president, the Board of Visitors adopts as policy the Governor's Executive Order Number One (2018), "EQUAL OPPORTUNITY" as stated below:

EQUAL OPPORTUNITY

Importance of the Initiative

By virtue of the authority vested in me as Governor, I hereby declare that it is the firm and unwavering policy of the Commonwealth of Virginia to assure equal opportunity in all facets of state government. The foundational tenet of this Executive Order is premised upon a steadfast commitment to foster a culture of inclusion, diversity, and mutual respect for all Virginians.

This policy specifically prohibits discrimination on the basis of race, sex, color, national origin, religion, sexual orientation, gender identity or expression, age, political affiliation, or against otherwise qualified persons with disabilities. The policy permits appropriate employment preferences for veterans and specifically prohibits discrimination against veterans.

State appointing authorities and other management principals are hereby directed to take affirmative measures, as determined by the Director of the Department of Human Resource Management, to emphasize the recruitment of qualified minorities, women, disabled persons, and older Virginians to serve at all levels of state government. This directive does not permit or require the lowering of bona fide job requirements, performance standards, or qualifications to give preference to any state employee or applicant for state employment.

Allegations of violations of this policy shall be brought to the attention of the Office of Equal Employment Services of the Department of Human Resource Management. No state appointing authority, other management principal, or supervisor shall take retaliatory actions against persons making such allegations.

Any state employee found in violation of this policy shall be subject to appropriate disciplinary action.

The Secretary of Administration is directed to review and update annually state procurement, employment and other relevant policies to ensurefor compliance with the non-discrimination mandate contained herein, and shall report to the Governor his or her findings together with such recommendations as he or she deems appropriate. This review shall ensure that state procurement policies fully implement and align with the non-discrimination directives in the Virginia Public Procurement Act, including its prohibitions on discrimination based on race, religion, color, sex, sexual orientation, gender identity or expression, national origin, age, disability, status as a service disabled veteran, or any other basis prohibited by state law relating to discrimination in employment. The Director of the Department of Human Resource Management shall assist in this review.

No state employee or agent within the Executive Branch may engage in discrimination in the provision of public services based on race, religion, color, sex, sexual orientation, gender identity or expression, national origin, age, political affiliation, disability, or veteran status. Any state employee or agent who engages in such discrimination will be subject to appropriate disciplinary action. The Department of Human Resource Management is directed to promulgate, review and update appropriate policies in the Commonwealth's Standards of Conduct to implement these requirements in accordance with any other applicable laws and regulations.

This Executive Order supersedes and rescinds Executive Order No. 16 (2014~~0~~), Equal Employment Opportunity, issued by Governor Terence R. McAuliffe~~Robert F. McDonnell~~ on January 11, 2015~~February 5, 2010~~.

Effective Date of the Executive Order

This Executive Order shall become effective upon its signing and will remain in full force and effect until~~unless~~ amended or rescinded by further executive order.

Given under my hand and under the Seal of the Commonwealth of Virginia this 13~~11~~th day of January, 2018~~2014~~.

Ralph S. Northam, Governor
~~Terence. R. McAuliffe~~
~~Governor~~

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TENURE RECOMMENDATIONS

RESOLVED, that upon the recommendation of the Provost, the Academic and Research Advancement Committee recommends that the Board of Visitors approve the award of tenure and promotion to associate professor for the following faculty members at Old Dominion University. The tenure and promotion will be effective with the Fall 2018 semester.

College of Arts and Letters

Brett Bebber
Department of History

Vittorio Colaizzi
Department of Art

Kathleen Slauson-Blevins
Department of Sociology and Criminal Justice

Elizabeth Zanoni
Department of History

Strome College of Business

Juan Du
Department of Economics

Jing Zhang
Department of Management

Weiyong Zhang
Department of Information Technology and Decision Sciences

Darden College of Education

Jamie Colwell
Department of Teaching and Learning

Helen Crompton
Department of Teaching and Learning

Christopher Glass
Department of Educational Foundations and Leadership

Lamar Reams
Department of Human Movement Sciences

Jill Stefaniak
Department of STEM Education and Professional Studies

Batten College of Engineering and Technology

Vukica Jovanović
Department of Engineering Technology

Gangfeng Ma
Department of Civil and Environmental Engineering

Michael Seek
Department of Engineering Technology

College of Sciences

XiaoXiao Hu
Department of Psychology

Girish Neelakanta
Department of Biological Sciences

Hameeda Sultana
Department of Biological Sciences

DR. BRETT BEBBER
DEPARTMENT OF HISTORY

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. Brett Bebber, currently Assistant Professor in the Department of History in the College of Arts and Letters.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor "is based on established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Brett Bebber received a B.A. (2000) in History and a B.A. (2000) in Religious Studies from Hope College, Holland, Michigan, an M.A. (2004) in Modern European History and a Ph.D. (2008) in Modern European History from University of Arizona. Before he joined Old Dominion University in 2012, he served as an Assistant Professor (2008-2012) at Presbyterian College, Clinton, South Carolina.

Dr. Bebber has taught seven undergraduate courses and four graduate courses since joining Old Dominion University. His teaching evaluations are positive with an average student opinion survey rating of 4.79 on a 5-point scale for overall teaching effectiveness. Students praise his enthusiasm, passion, energy, and knowledge. One student stated, "Dr. Bebber is the most natural educator I have ever had the privilege of learning under." Another student commented, "His excitement for the subject matter made the class excited about discussing the subject matter and he never came to class without his excitement for teaching." Dr. Bebber served on one master's thesis committee as chair, seven thesis committees as secondary advisor, nine master's thesis exam committees as primary examiner, and seven master's thesis exam committees as third examiner. In 2016, he received the Robert L. Stern Award for Excellence in Teaching from the College of Arts and Letters, the college's highest teaching honor.

Dr. Bebber's research is focused on the twentieth-century social and cultural history of modern Britain and the British Empire. Since 2012, Dr. Bebber has published eight peer-reviewed journal articles and book chapters, as well as eleven book reviews. He was chief editor of the published, peer-reviewed collection, *Leisure and Cultural Conflict in Twentieth-Century Britain*. He has presented his research at 12 national and international conferences. Dr. Bebber has obtained funding as PI on three internal and external grants totaling $18,300. Dr. Bebber's research has been recognized with the Alumni Association New Faculty Award (2015) and his selection as a Royal Historical Society (UK) Fellow (2017).

Dr. Bebber's six external reviewers expressed unanimous support for tenure, in particular praising his publishing success and impact on the field. A reviewer stated, "Although he is trained as a historian, his work possesses an interdisciplinary appeal that speaks to a broad range of scholars interested in popular culture, public policy, media and sports." One reviewer observed, "I found Dr. Bebber's wide-ranging and thoughtful scholarly output to be exemplary." Another shared, "His current research project on race relations organizations in modern Britain and their transatlantic connections strikes me as innovative and exciting." One reviewed commented, "This is an exceptional rate of publication by disciplinary standards, and I see nothing to indicate that it will decline in the future." A reviewer noted, "The research output is significant with broad-ranging impact and, moving forward, I am certain that Professor Bebber's writing will continue to have great influence on our field of study." Another reviewer summarized, "In short, you have an exceptionally able young historian of international repute."

Dr. Brett Bebber has provided service to the University, his profession, and the community. In the Department of History, he served on the team that developed the World War I Commemoration Program (2014-2018), and was chief author on the Old Dominion University's Town-N-Gown Society grant that helped to fund the program. In support of this program, he served as lead curator for "The Power of Persuasion: Propaganda Posters for World War I" a teaching exhibit shown in the Perry Library for the month of November 2015. Dr. Bebber also served as panel chair (2014) for the World War I Symposium at Macarthur Memorial Center. At the University level, he has served on many committees, including College of Arts and Letters Technology Committee (2014-2016), Institute for Jewish and Interfaith Studies Advisory Committee (2013-2016), and Faculty Senate Library Representative (2012-2013). Dr. Bebber serves his profession in the leadership roles of executive board member (2012-present) of the Southern Humanities Conference, treasurer (2017-present) and program co-chair (2014-2016) for Mid-Atlantic Conference on British Studies, and marketing and exhibitions coordinator (2016) for the North American Conference of British Studies. He also served as chair for conference panels, an editorial consultant, and a reviewer for publications. In the community, Dr. Bebber has given several talks on World War I and postwar Britain.

The Department Committee (11-0), the College Committee (8-0) and the University Promotion and Tenure Committee (6-0) all voted in favor of awarding tenure and promotion. The chair and the dean recommend promotion with tenure.

In accord with the assessment of external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. Brett Bebber for tenure and promotion to the rank of Associate Professor in the Department of History in the College of Arts and Letters.

DR. VITTORIO COLAIZZI
DEPARTMENT OF ART

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. Vittorio Colaizzi, currently Assistant Professor in the Department of Art in the College of Arts and Letters.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor "is based on established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions

in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Vittorio Colaizzi received a B.A. (1992) in Studio Art from Mary Washing College, Fredericksburg, VA, a M.F.A. (2000) in Painting and Ph.D. (2005) in Art History from Virginia Commonwealth University, Richmond, VA. Before he joined Old Dominion University in 2012, he served as an Adjunct Professor (2000-2006) at Virginia Commonwealth University, Temporary Assistant Professor (2005-2006) at St. Mary's College of Maryland, St. Mary's City, Maryland, Assistant Professor (2007-2012) and Interim Chair (2008-2009) at Winona State University, Winona, Minnesota.

Dr. Colaizzi has taught ten undergraduate courses and four graduate courses since joining Old Dominion University. He developed and taught the undergraduate course ARTS 204: Foundational Concepts that has become a required course for the Department of Art's foundations curriculum. His teaching evaluations are positive with an average Student Opinion Survey rating of 4.18 on a 5-point scale for overall teaching effectiveness. Students praise his enthusiasm, feedback, and knowledge.

Dr. Colaizzi's research focus is on abstract painters and their impacts to contemporary visual culture. Since 2012, Dr. Colaizzi has published two books, one peer-reviewed journal article with another in-press, one invited catalogue, one invited essay, and three book reviews. He has chaired one conference session and presented two conference papers. Dr. Colaizzi has obtained funding as PI on an internal grant totaling $6,000.

Dr. Colaizzi's six external reviewers expressed unanimous support for tenure, in particular praising his publishing success. A reviewer stated, "Dr. Colaizzi's forthcoming publication *Robert Ryman* through Phaidon Press will certainly be a pillar for future research on the artist and will make Dr. Colaizzi a known entity among contemporary art scholars." One reviewer commented, "I was most impressed by Dr. Colaizzi's forthcoming monograph on Robert Ryman, a 344-page manuscript and lavishly illustrated survey of an elusive artist's entire career, with reproductions seamlessly embedded in eight analytical essays that persuasively unpack the ambitions of not only this radical artist but also many of his predecessors and successors," and, "Dr. Colaizzi seems to me to be a rare, valuable, and supremely talented scholar." Another reviewer shared, "… it is highly likely that Dr. Colaizzi will earn not only national, but also international repute for his work," when talking about his monograph. Another shared on the same monograph, "The book will be a valuable addition to the scholarship on Ryman and will become an obligatory reference source for all those interested in this key figure of the American art scene of the 60s." One reviewer noted, "Dr. Colaizzi's strict scholarly focus has paid off in terms of rigor and depth of expertise, allowing him to place his research in such prestigious journals as *American Art* and *Woman's Art Journal*." A reviewer summarized, "In short, I feel confident that Professor Colaizzi is a productive scholar with a growing reputation, an increasing pace of production, something useful to say, and important venues in which to publish it."

Dr. Colaizzi has provided service to the University, his profession, and the community. In the University, he has served on many committees, including Research and Publications Committee (2013-2017), Visiting Artist Committee (2013-present), ODU NASAD Accreditation Committee (2013-present), and the Exhibitions Committee (2012-present). Dr. Colaizzi served his profession by

providing notes on Amy Brandt's, former curator of contemporary art at the Chrysler Museum, manuscript and by co-chairing a panel for the meeting of Southern Conference of Art Colleges. In the community, Dr. Colaizzi served on the selection committee for the Norfolk Arts Offsite and Transit Galleries, arranged *Making and Meaning: Selections from the Chrysler Museum,* curated the exhibition *Pro-Forma: Context and Meaning in Abstraction,* and served as a visiting critic for the Glass Studio Resident Artist Program and the Chrysler Glass Studio.

The Department Committee (7-1), the College Committee (8-0) and the University Promotion and Tenure Committee (6-0) all voted in favor of awarding tenure and promotion. The chair and the dean recommend promotion with tenure.

In accord with the assessment of external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. Vittorio Colaizzi for tenure and promotion to the rank of Associate Professor in the Department of Art in the College of Arts and Letters.

DR. KATHLEEN SLAUSON-BLEVINS
DEPARTMENT OF SOCIOLOGY AND CRIMINAL JUSTICE

Analysis and Recommendation:

The following contains my recommendation for the tenure application of Dr. Kathleen Slauson-Blevins, currently Assistant Professor in the Department of Sociology and Criminal Justice in the College of Arts and Letters.

The ODU *Faculty Handbook* states that "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook,* p. 46]. The promotion to the rank of Associate Professor "is based on established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook,* p. 28]

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Slauson-Blevins received a B.S. in Sociology and Psychology (2002) and an M.A. in Sociology (2005) from Iowa State University in Ames, Iowa, and a Ph.D. in Sociology (2011) from the University of Nebraska in Lincoln, Nebraska. Prior to joining the ODU faculty in 2012 as Assistant Professor, Dr. Slauson-Blevins was a Lecturer in the Department of Sociology at the University of Nebraska – Lincoln, (2011-2012), an Adjunct Professor at Des Moines Area Community College in Boone, Iowa (2005-2012), Research Assistant and Instructor in the Department of Sociology at the

University of Nebraska – Lincoln (2005-2010) and Teaching Assistant and Instructor in the Department of Sociology, at Iowa State University (2003-2005).

Dr. Kathleen Slauson-Blevins has taught four upper division courses in family and women's issues and SOC 695 Sociology of Reproduction at the graduate level. She has served on a successfully completed thesis committee for one graduate student and is currently chairing thesis committees for two graduate students. Her teaching evaluations are positive with an average student opinion survey rating of 4.73 on a 5-point scale for overall teaching effectiveness. Her portfolio reviews were very positive, with the reviewers observing that her materials consistently challenge students to demonstrate substantive knowledge as well as critical thinking, and that she refreshes her course content to reflect current issues. She has successfully incorporated different teaching approaches for her online classes with large enrollment by creating smaller discussion groups so that students can communicate easily and sending an introductory email to students at the beginning of the semester asking if they have any concerns about the online format or the syllabus. Both approaches have generated positive feedback from students who conveyed a sense of personal connection to peers and to her as the instructor.

Dr. Slauson-Blevins' research focus is on the sociological aspects of reproduction, particularly how women and couples make decisions to seek medical interventions for infertility and whether to pursue adoption. Since 2012, Dr. Slauson-Blevins has published eight articles in peer-reviewed journals of high regard in the field, and is the first author on three articles and second author on three others. She has obtained two grants of $6K each from the College of Arts & Letters. She has made eleven presentations at professional meetings. Five external reviewers praised her research productivity and enthusiastically supported her application for tenure. One stated, "Professor Slauson-Blevins has a demonstrated research record that is striking in its productivity, relevance, and impact." Another reviewer was impressed with her "very productive and impressive rate of scholarly productivity, particularly for faculty who have a 3-3 teaching load" and described her as "an engaged and active scholar." The third praised her independent research, noting, "I have paid particular attention to the articles on which she is first author, and these are excellent. These articles are well-written and well-argued, and the analysis is nicely done." Another reviewer stated her research "provides statistically-grounded, empirical evidence investigating common assumptions in the field. This type of research propels one to a national and international status and I commend Professor Slauson-Blevins on carving such a path for herself in the field." The final reviewer was impressed that her work is published in "some of the highest ranking journals in the area…which demonstrates that her work is of high quality" and observed that "the quantity and quality of Slauson-Blevins' publications exceed what would be required for tenure at most universities."

Dr. Slauson-Blevins has given service to the department, college, and university, as well as to her profession and the community. Her service to the department and college includes participation on two faculty search committees, service on the Applied Sociology MA Committee since 2012, and she has recently become the faculty leader for the Sociology Honor Society. She is the co-director of the department's internship program and advises approximately 75 students a year. Of note, she was a contributor to the University Women's Caucus Lactation Committee, which led to the creation of a University policy establishing lactation rooms accessible to students, faculty and staff across campus. She has been a manuscript reviewer for five different journals. She has engaged with several

community service groups, such as the Hampton Roads Community Foundation, and utilizes these opportunities to foster potential internship and research collaborations.

The Department Committee recommended 12-0 in favor of the award of tenure. The College Committee (8-0) and the University Promotion and Tenure Committee (6-0) were both unanimously in favor. The chair and the dean recommend tenure and promotion.

In accord with the assessment of external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. Kathleen Slauson-Blevins for tenure and promotion to the rank of Associate Professor in the Department of Sociology and Criminal Justice in the College of Arts and Letters.

DR. ELIZABETH ZANONI
DEPARTMENT OF HISTORY

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. Elizabeth Zanoni, currently Assistant Professor in the Department of History in the College of Arts and Letters.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor "is based on established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Elizabeth Zanoni received a B.A. (2001) in American Studies from University of Notre Dame, Notre Dame, Indiana, an M.A. (2005) in History from Western Michigan University, Kalamazoo, Michigan, and a Ph.D. (2011) in History from University of Minnesota, Minneapolis, Minnesota. She served as a Postdoctoral Fellow (2015-2016) in the Department of Historical and Cultural Studies at University of Toronto Scarborough, Canada.

Dr. Zanoni has taught nine undergraduate courses and four graduate courses since joining Old Dominion University. Her teaching evaluations are positive with an average Student Opinion Survey rating of 4.45 on a 5-point scale for overall teaching effectiveness. Students praise her enthusiasm, passion, kindness, and knowledge. Dr. Zanoni served as lead advisor for six thesis committees,

second or third reader for three thesis committees, primary examiner on six exam committees, and third examiner on five exam committees. In 2014, her teaching was recognized with a Shining Star in Teaching Award.

Dr. Zanoni's research is focused on migration, gender, and food consumption by Italian migrants. Since 2011, Dr. Zanoni has published two peer-reviewed journal articles, three book chapters, three book reviews, and two encyclopedia entries. She also has a book, *Migrant Marketplaces: Food and Italians in North and South America*, in-press. She has presented her research at 16 national and international conferences, including 4 invited presentations. Dr. Zanoni has obtained funding as PI on four external and internal grants totaling $44,900. In 2015, she received the John G. Cawelti Award from the Best Textbook/Primer of the Popular Culture Association/American Culture Association for her book chapter, *Making Italian America: Consumer Culture and the Production of Ethnic Identities*.

Dr. Zanoni's six external reviewers expressed unanimous support for tenure, in particular praising her writing clarity and the new direction she has established concerning the impact of food on history. A reviewer stated, "Dr. Zanoni is an accomplished historian, cutting a new and unique path in the histories of food, migration, and commerce." One reviewer, referring to her monograph, *Migrant Marketplaces: Food and Italians in North and South America*, praised, "Illinois [Press] boasts a reputation as one of the best outlets for studies of international migration, and Zanoni's work fits that bill by offering a comparative, theoretically sophisticated, and innovative discussion of migrant marketplaces." Another shared on the same monograph, "Dr. Zanoni's book is a welcome addition, then, to the exploration of how consumer cultures shift to accommodate geography and politics." One reviewed commented, "I hope that her work will inspire other scholars in the impressive number of analytical and regional fields she inhabits, including immigration, food studies, gender studies, business and consumption history, as well as Italian, U.S., and Argentine history, to do the same." A reviewer noted, "Professor Zanoni's scholarship not only contributes to our understanding of gender, migration, and consumerism (especially food), but also pushes our field into new directions, which few historians have tried to explore." Another reviewer said, "Zanoni is able to quite seamlessly situate her work within a historical and structural context that is both intimate and broad, spanning multiple communities within different though connected national and transnational histories."

Dr. Elizabeth Zanoni has provided service to the University, her profession, and the community. In the University, she has served on many committees, including Practicum (Internship) Director (2013-2015) and Undergraduate Advisor (2011-2017) for the Department of History, Chair of Practicum (2013-2015) for the College of Arts and Letters, and Chair (2016-2017) of the Library Committee. Dr. Zanoni serves her profession as a manuscript reviewer for several journals, application reviewer (2016) for the National Endowment for the Humanities' Fellowship Program, and organizer (2016) of "Migrant Marketplaces" Workshop at the University of Toronto, Canada. She also served as chair for conference panels, an editorial consultant, and a reviewer for publications of her profession. In the community, Dr. Zanoni gave a public talk at the 2014 MacArthur Memorial World War I Symposium.

The Department Committee (11-0), the College Committee (8-0) and the University Promotion and Tenure Committee (6-0) all voted in favor of awarding tenure and promotion. The chair and the dean recommend promotion with tenure.

In accord with the assessment of external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. Elizabeth Zanoni for tenure and promotion to the rank of Associate Professor in the Department of History in the College of Arts and Letters.

DR. JUAN DU
DEPARTMENT OF ECONOMICS

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. Juan Du, currently Assistant Professor in the Department of Economics in the Strome College of Business.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor is based on "established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Juan Du received a B.A. (2002) in Economics from Fudan University, Shanghai, China, an M.A. (2003) in Economics and a Ph.D. (2008) in Economics from the University of California. Before she joined Old Dominion University in 2011, she served as a visiting assistant professor (2008-2011) at the College of New Jersey.

Dr. Du has taught three undergraduate courses, two cross section (undergraduate and graduate) courses, and one graduate course. Her teaching evaluations are positive with an average student opinion survey rating of 3.92 on a 5-point scale for overall teaching effectiveness. Students praise her kindness, knowledge, and teaching style. Dr. Du served on two dissertation committees and one thesis committee.

Dr. Du's research is focused on health economics and applied econometrics. Since 2011, Dr. Du has published 12 peer-reviewed journal articles. Her articles were published in high quality journals, including *Economic Inquiry*, *Health Economics*, and *European Journal of Public Health*. She has

presented her research at 15 national and international conferences. Dr. Du has obtained funding on two internal and external grants totaling $32,500.

Dr. Du's four external reviewers expressed unanimous support for tenure, in particular praising the timeliness and sophistication of her research. A reviewer stated, "Dr. Du has made substantial contributions to research related to health production, health care decisions, health care utilization, and econometrics." One reviewer praised, "I found particularly interesting her work on time and goods as inputs into health production and the effect of wages on health behaviors (like smoking). These are both important areas in need of high-quality research." Another shared, "Her work is methodologically sophisticated showing that she has a strong command of the econometric techniques necessary to answer a wide array of questions." One reviewed summarized, "She is an accomplished economist, has made very important contributions in the economics of behavioral health, and I predict that she will enjoy many more years as a highly productive and impactful scholar."

Dr. Juan Du has provided service to the University and her profession. At the University, she has served as a member of the Graduate Committee (2012-present), Student Recruitment and Retention Committee (2016-present), Assessment of Student Learning (2015-2016), Information and Technology Committee (2011-2012), Diversity Committee (2012-present), and a search committee (2016-2017). Dr. Du serves her profession as a reviewer for seven journals.

The Department Committee (6-0), the College Committee (5-2) and the University Promotion and Tenure Committee (6-0) all voted in favor of awarding tenure and promotion. The chair and the dean recommend promotion with tenure.

In accord with the assessment of external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. Juan Du for tenure and promotion to the rank of Associate Professor in the Department of Economics in the Strome College of Business.

DR. JING ZHANG
DEPARTMENT OF MANAGEMENT

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. Jing Zhang, currently Assistant Professor in the Department of Management in the Strome College of Business.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor is based on "established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Jing Zhang received a B.A. (1996) in Industrial Economics and an M.A. (1999) in Business Policy from Renmin University of China, Beijing, China, and a Ph.D. (2004) in Business Policy from National University of Singapore. Before she joined Old Dominion University in 2012, she served as a research fellow (2003-2005) at Cass Business School, City University, London, UK, RCUK research fellow (2005-2007) at Lancaster University Management School, Lancaster, UK, Visiting Professor (2010, 2011) at Tsinghua University, Beijing, China, and Assistant Professor (2007-2012) at Iowa State University, in Ames, Iowa.

Dr. Zhang has taught three undergraduate courses, including a writing intensive course, and one graduate course. She developed and taught MGMT 838: Strategic Entrepreneurship. Her teaching evaluations are positive with an average student opinion survey rating of 4.2 on a 5-point scale for overall teaching effectiveness. Students praise her helpfulness, knowledge, and positive attitude. Dr. Zhang served on five dissertation committees.

Dr. Zhang's research is focused on social networks and entrepreneurial finance. Since 2012, Dr. Zhang has published eight peer-reviewed journal articles. Her articles were published in high quality journals, including *Entrepreneurship Theory and Practice* and *Journal of World Business*. She has presented her research at 13 national and international conferences. Dr. Zhang has obtained funding as PI on two internal grants totaling $18,000. She has received several honors and awards in recognition of her research, including Entsminger Fellow (2016) and Faculty Research Award Nominee (2017) for Old Dominion University and a 2017 finalist for OMT Best Entrepreneurship Paper Award from the Academy of Management Conference.

Dr. Zhang's four external reviewers expressed unanimous support for tenure, in particular commending her creative research style. A reviewer stated, "She is a creative and insightful scholar, working at the intersection of entrepreneurship, technology strategy, and innovation studies." One reviewer observed, "She demonstrates that she can do a variety of work (qualitative and quantitative) and that the depth and contributions of her studies have built over time." Another shared, "Jing has taken risks to collect unique data to come up with new research ideas in a number of important different contexts." One reviewer commented, "She finds more creative questions for the theoretical and empirical foundations she has established, and given continuing interest in this field, is likely to produce more rigorous research in the future."

Dr. Jing Zhang has provided service to the University, her profession, and the community. At the University, she has served as a member of the Department of Management's Ph.D. student recruitment committee (2013-present), Strome College of Business Standards and Procedures committee (2015-present), Strome College of Business IT committee (2012-2014), and four search committees. Dr. Zhang serves her profession as a member (2009-2016) of the editorial board of *Long Range Planning*, Elsevier Science, and as a reviewer for more than 20 journals. In the community,

Dr. Zhang volunteers for the Asian Business Association of Hampton Roads (2014), the Tidewater Chinese School (2012-present), and Norfolk and Virginia Beach Public Schools (2012-present).

The Department Committee (5-0), the College Committee (7-0) and the University Promotion and Tenure Committee (6-0) all voted in favor of awarding tenure and promotion. The chair and the dean recommended promotion with tenure.

In accord with the assessment of external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. Jing Zhang for tenure and promotion to the rank of Associate Professor in the Department of Management in the Strome College of Business.

DR. WEIYONG ZHANG
DEPARTMENT OF INFORMATION TECHNOLOGY AND DECISION SCIENCES

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. Weiyong Zhang, currently Assistant Professor in the Department of Information Technology and Decision Sciences in the Strome College of Business.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor is based on "established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Weiyong Zhang received a B.S. (1993) and M.S. (1996) in Management Information System from Fudan University, Shanghai, China, and a Ph.D. (2006) in Business Administration (Operations and Management Science) from the University of Minnesota in Minneapolis, Minnesota. Before he joined Old Dominion University in 2012, he served as a teaching assistant, research assistant, and instructor (2000-2005) at the University of Minnesota and an assistant professor (2005-2012) at Virginia Commonwealth University in Richmond, Virginia.

Since arriving at ODU in 2012, Dr. Zhang taught three upper division courses and three graduate courses in the areas of business analytics and operations management, and he developed one course BNAL 415/515: Advanced Business Analytics with Big Data Applications, offered jointly at the undergraduate and graduate levels. Dr. Zhang's teaching evaluations are strong, with an average

student opinion survey rating of 4.41 on a 5-point scale for overall teaching effectiveness. Of note, Dr. Zhang proactively seeks anonymous mid-semester feedback in his classes, asking students to specify what is working, what is not working, and what changes are needed. He shares the feedback with the class and uses the information to improve effectiveness during the semester. Students have favorably commented on his engagement in the classroom and responsiveness to questions outside the classroom. Dr. Zhang received the Asian Caucus Teaching Excellence Award in 2016.

Dr. Zhang's research focus is business analytics, with particular emphasis on application of empirical modeling and management theories to the unique developing economy in China. Since arriving at ODU, Dr. Zhang has eight published articles in respected journals with high impact factors, and citations suggest a growing reputation in his field. His collaborations with researchers in China have resulted in published works, and his roles have included identifying gaps in existing literature and proposing topics for study, providing expertise on the theoretical design and empirical approach, and then his collaborators carry out the data collection in China. Dr. Zhang then reviews the data collected and confirms the validity of the information, summarizes the findings, develops some parts of the manuscript and edits for final publication. He has presented his work at eight professional conferences.

Five external reviewers assessed Dr. Zhang's portfolio, with four providing favorable reviews and one providing a less definitive endorsement. The first reviewer stated, "There is no doubt that Dr. Zhang has excelled in his chosen field. His research is innovative and he has made a substantial impact in the field." The second reviewer commented about three of Dr. Zhang's publications, "My opinion is that these papers represent some of the major contributions of Professor Zhang's research. The topics are very timely, trendy and relevant. The results are not only theoretically substantive but also relevant for decision makers. Professor Zhang collaborated with scholars in China and his research provides unique contribution to the study of developing countries." Another reviewer stated, "These articles demonstrate that Dr. Zhang has a strong background in statistical methodology, in developing theoretical models, and in conducting empirical research," and also observed, "His extensive conference presentations and proceedings, primarily at the Decision Sciences Institute Conferences, illustrate that he interacts with the broader community as a representative of his institution. This is noteworthy, in my opinion." Another reviewer commented favorably on the high-impact journals, but also observed, "most of the journals where Dr. Zhang has published his articles would not be considered mainstream journals." The same reviewer noted, "Most of these papers employ strong empirical research methods and are based on sound theoretical frameworks," but also observed, "The subjects of Dr. Zhang's published articles are quite varied" and went on to list the topics of internet venture growth, IT productivity paradox using contingency theory, entrepreneurial performance in a developing economy context, employee turnover risk evaluation, and inventory management modeling, and concludes that "Dr. Zhang's research record is rather mixed." The final reviewer summarized, "Overall, all the six papers submitted for evaluation are of very high and consistent quality, clearly presented, and successfully achieve the purpose of research in the topical area, and contribute significantly to the knowledge in the topical area, often with strong and valuable managerial/practical implications."

Dr. Weiyong Zhang has provided service to the college, university and his profession. His recommendation letter from the college committee commended him for his willingness to take over a course mid-semester when an adjunct faculty member departed unexpectedly. He is his department's

liaison to the Perry Library, and he serves on the College's Library and Research Committee and the Human Subject Research Committee. In his profession, he is an active member of the Decision Sciences Institute and has served on their Publications Committee. He is Director of Membership for the International Chinese Information Systems Association. Most notably, he has been a frequent reviewer for multiple high-quality professional journals since his arrival at ODU.

The department committee unanimously (11-0) recommended awarding tenure and promotion. The college committee recommended against awarding tenure in a split vote (3 in favor, 4 against). This committee found that his teaching and service were acceptable, but differed on their assessment of his research productivity. Four members concluded Dr. Zhang had not met the standard of being a national scholar because he was not the lead author on any of his publications during the probationary period and that there was not a sufficient quality of publication to merit tenure and promotion. The other 3 members found that Dr. Zhang had made significant contributions to each of his publications as documented in his tenure portfolio and that he had received positive evaluations from external reviewers who were from peer universities or had a high level of research expertise in Dr. Zhang's research area. The University Promotion and Tenure Committee recommended against awarding tenure (1 in favor, 4 against, and 1 abstention). The University Committee was in agreement that Dr. Zhang had met the standards for teaching and service. The four members who voted against awarding tenure expressed concerns about Dr. Zhang's contribution to his publications since he was not first author and that the journals where his research was published were "not particularly reflective of high quality work." One member determined the external reviews had indicated sufficient support and that his publication record was acceptable. The chair and the dean recommended promotion with tenure.

In his rebuttal letter, Dr. Zhang noted that "the research guideline of IT&DS gives more merit to lead authorship, but it is never a requirement for tenure & promotion." Commenting on the college committee's question about the expertise and/or academic affiliation of the external reviewers, Dr. Zhang noted the individuals invited to review and comment on his research were approved by the Dean and Provost. He also refuted the college committee's assessment that his "research portfolio lacked quality and impact" by noting that all of the articles were published in journals approved by his department.

In accord with the prevailing assessment by the external reviewers and in concurrence with the recommendations of the chair and dean, and the recommendation of the department committee, I am pleased to recommend Dr. Weiyong Zhang for tenure and promotion to the rank of Associate Professor in the Department of Information Technology and Decision Sciences in the Strome College of Business.

DR. JAMIE COLWELL
DEPARTMENT OF TEACHING AND LEARNING

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. Jamie Colwell, currently Assistant Professor in the Department of Teaching and Learning in the Darden College of Education.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor "is based on established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Jamie Colwell received a B.A. (2004) in English, Cum Laude, a certification (2005) in Secondary English Education, an M.A. (2007) in English, Summa Cum Laude, and a Ph.D. (2012) in Curriculum and Instruction, Literacy, Summa Cum Laude, from Clemson University, Clemson, South Carolina. Before she joined Old Dominion University in 2012, she served as an English Teacher (2005-2008) at Eastside High School in Greenville County, South Carolina, an Instructor (2009-2010), Moore Fellow (2008-2012), and Graduate Research Assistant (2008-2012) in the Eugene T. Moore School of Education at Clemson University.

Dr. Colwell has redesigned and taught TLED 408: Reading and Writing in the Content Areas, READ 628: New Literacies, Digital Technologies and Learning, READ 685: Organization and Supervision of Reading Programs, TLCI 805: Critical Issues: Curriculum Research, and TLCI 828: Contemporary Issues in Literacy Research. Her teaching evaluations are positive with an average Student Opinion Survey rating of 4.77 on a 5-point scale for overall teaching effectiveness. Students praise her enthusiasm, passion, knowledge, and use of engaging, hands-on activities. Dr. Colwell serves on seven dissertation committees, including one as chair. In 2016, she received a Shining Star Award for Outstanding Teaching.

Dr. Colwell's research is focused on disciplinary and digital literacy in teacher and student education. Since 2012, Dr. Colwell has published 16 peer-reviewed journal articles, 6 book chapters, 1 book, and 1 conference proceeding. She is listed as first author for 11 of her published articles and 2 of her book chapters. Her work has been published in top-tier journals including *Teachers College Record*, *Journal of Literacy Research*, and *Reading Research Quarterly*. She has presented her research at 23 national conferences. Dr. Colwell has obtained funding as PI and Co-PI on five internal and external grants totaling $148,472. Additionally, she was a consultant on two grants totaling $197,527.

Dr. Colwell's four external reviewers expressed unanimous support for tenure and praised the quantity and quality of her publications. A reviewer stated, "She has established herself as a reputable scholar within the field of content area, literacy, disciplinary literacy, teacher preparation, and certain research methodologies." One reviewer praised, "Not only has Dr. Colwell been prolific, the quality of journals in which she has published is quite impressive for a junior faculty." Another shared, "Her research trajectory, which explores the learning and activity of both pre-service and in-service teachers, has the potential for widespread implementation at a crucial time in our field's development, because this research illuminates factors that support teachers' use of technology in ways that, in turn, maximize student learning." Another reviewer summarized, "Dr. Jamie Colwell has developed a reputation as one who can effectively share high quality ideas with the field and regularly participates in the professional conversation about literacy and scaffolding instruction."

Dr. Jamie Colwell has provided service to the University, her profession, and the community. In the Department of Teaching and Learning, she serves as the Graduate Program Director (2016-present) for the Curriculum and Instruction Ph.D. Program, Literacy Coaching Certificate Coordinator (2017-present), Chair (2013-2016) of the Curriculum Committee, member (2012-2013) of the Department Budget Committee, and several search committees. At the University level, she serves as a member (2013-2017) of the Darden College of Education Curriculum Committee, Affiliate Faculty Advisor (2012-present) for the Study Abroad Program for Teaching and Learning in Carpi, Italy, and faculty participant (2014) for the Institute on Writing and Critical Thinking in the Major. Dr. Colwell serves her profession by serving as chair-elect (2016-2017) and steering committee member (2015-present) of the Formative Experiment and Design-Based Research Innovative Community Group for the Literacy Research Association, a member of three editorial review boards, and reviewer for numerous journals. In the community, Dr. Colwell has served as a literacy consultant (2012-2014) for summer reading for Virginia Beach Public Library.

The Department Committee (9-0), the College Committee (5-0) and the University Promotion and Tenure Committee (6-0) all voted in favor of awarding tenure and promotion. The chair and the dean recommend promotion with tenure.

In accord with the assessment of external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. Jamie Colwell for tenure and promotion to the rank of Associate Professor in the Department of Teaching and Learning in the Darden College of Education.

DR. HELEN CROMPTON
DEPARTMENT OF TEACHING AND LEARNING

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. Helen Crompton, currently Assistant Professor in the Department of Teaching and Learning in the Darden College of Education.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor "is based on established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Helen Crompton received a B.A. (2001) in Elementary Education from Manchester Metropolitan University, United Kingdom, a Post Graduate Certification in Education (2003) from Liverpool University, United Kingdom, an M.Ed. (2009) in Elementary Education from Elon University, North Carolina, and a Ph.D. (2013) in Educational Technology and Mathematics Education from University of North Carolina at Chapel Hill. Before she joined Old Dominion University in 2013, she served as a teacher at Brownhill Special School (1994-2003) and Belfield School (2004-2006) in Rochdale, England, and at Carrboro Elementary School (2006-2009) in North Carolina.

Dr. Crompton has taught TLED 430/530: PK-12 Instructional Technology, LIBS 602: Production of Instructional Materials, TLED 617: Digital Age Teaching and Learning. Her teaching evaluations are positive with an average Student Opinion Survey rating of 4.72 on a 5-point scale for overall teaching effectiveness. Students praise her enthusiasm, passion, knowledge, and use of the flipped classroom format. Dr. Crompton served as a member of 10 dissertation committees. Dr. Crompton received the Teaching with Technology Award (2015) from Old Dominion University, Teaching Innovation and Excellence Award (2015) from the Darden College of Education, and two Shining Star Awards (2015, 2016). Additionally, she received Outstanding Leader of the Year (2015) awarded by the Virginia Society for Teaching in Education and STEM Excellence Award and Making it Happen Award (2017) from the International Society for Technology in Education (2017).

Dr. Crompton's research focus is in the field of educational technology, mobile learning, and STEM. Since 2013, Dr. Crompton has published 23 peer-reviewed journal articles, 3 books, 21 refereed book chapters, 1 non-refereed book chapter, 1 book review, 11 abstracts, 4 research reports, 15 conference proceedings, and 23 non-refereed papers. She is first author for 18 of her published peer-reviewed articles, 3 of her books, and 10 of her book chapters. Dr. Crompton has presented her work at 44 conferences at the national and international level. She also presented as an invited speaker at 20 conferences and as a keynote speaker at 10 conferences. Dr. Crompton has obtained funding as PI and Co-PI on six internal and external grants totaling over $2.5 million. In recognition of her research, she has received the American Research Association Division C Outstanding Poster Award (2014), Publications Award (2016), Instructional Publications Award (2017), and Sara Rufus Tonelson Award (2017) from the Darden College of Education, and the New Faculty Award (2017) from Old Dominion University. Additionally, she is the recipient of the 2018 State Council of Higher Education for Virginia (SCHEV) Outstanding Faculty Award.

Dr. Crompton's four external reviewers expressed unanimous support for tenure, and praised the quantity and quality of her publications. A reviewer stated, "Dr. Crompton's research work is that of a prolific and thorough researcher who has contributed a substantial body of consistently high quality work." One reviewer praised, "Dr. Crompton has achieved visibility in the mobile learning community in the U.K. and beyond through her various activities." Another shared, "Dr. Crompton presents and publishes with her students, mentoring them in the impact of technology on the educational processes, as well as nurturing teacher leaders in the national and international discussions concerning the role of technology standards in the lives of all educators." In response to her publication record, one reviewer noted, "I have not reviewed any scholars for tenure and promotion prior to this time who have produced at that high of a level in their initial tenure years at a university." This same reviewer commented, "Without a doubt, this highly digital world needs young and talented researchers such as Dr. Helen Crompton; researchers who will be the creative superstars of the future."

Dr. Crompton has provided service to the University, her profession, and the community. In the Darden College of Education, she served as a member of two search committees (2015-2016), Budget Committee (2013, 2015), Technology Committee (2013, 2015-2016), College Strategic Plan Writing Group (2015-2016), and founder and leader (2013-2017) of the Team Tenure: Non-tenured faculty support group. Dr. Crompton serves her profession as well, including serving as a member (2015-2017) on a panel of experts for the Horizon Project Advisory Board, member of a program committee for International Workshop on Mobile Learning (2014), International Conference on Interactive Mobile Communication, Technologies and Learning (2015), International Association for Blended Learning Conference (2016), and World Conference on Mobile and Contextualized Learning (2016). She is also a reviewer for several journals and organizations. In the local community, Dr. Crompton served on the STEM Advisory Board (2014-2015) and the Digital Inclusion Advisory Board (2014-2015) for Norfolk Public Schools. She also served as an instructional coach for Verizon Innovative Learning Schools (2013-2014) and Verizon Mobile Learning Academy (2014-2016).

The Department Committee (9-0), the College Committee (5-0) and the University Promotion and Tenure Committee (6-0) all voted in favor of awarding tenure and promotion. The chair and the dean recommend promotion with tenure.

In accord with the assessment of the external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. Helen Crompton for tenure and promotion to the rank of Associate Professor in the Department of Teaching and Learning in the Darden College of Education.

DR. CHRISOPHER GLASS
DEPARTMENT OF EDUCATIONAL FOUNDATIONS AND LEADERSHIP

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. Christopher Glass, currently Assistant Professor in the Department of Educational Foundations and Leadership in the Darden College of Education.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor "is based on established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Christopher Glass received a B.A. (1996) in Finance, Cum Laude from University of Texas-Austin, an M.A. (1999) in Finance, Summa Cum Laude, from Biola University, La Mirada, California, and a Ph.D. (2012) in Higher, Adult, and Lifelong Education from Michigan State University. Before he joined Old Dominion University in 2012, he served as a graduate assistant (2007-2012) at Michigan State University.

Dr. Glass has taught CCL 830: Community College Politics and Policy, CCL 895: Community College Teaching Institute, HIED 708/808: Contemporary Issues in Higher Education, HIED 725/825: Higher Education Policy, HIED 743/843: International Higher Education Administration, HIED 757/857: Sociocultural Contexts for Teaching and Learning, HIED 771/871: American Higher Education in a Global Context, HIED 794/894: Organization and Administration in Higher Education, and HIED 668/868: Internship in Higher Education. His teaching evaluations are positive with an average student opinion survey rating of 4.84 on a 5-point scale for overall teaching effectiveness. Students praise his helpfulness and compassion for his students, passion and enthusiasm for the course materials, and lively and engaging discussions in the classroom. Dr. Glass has served as 32 dissertation committees, including 16 as chair. He has been recognized with the Provost's Award for Leadership in International Education (2016), John R. Broderick Champion of Diversity Award (2015), Sara and Rufus Tonelson Award (2016), Shining Star Award (2014, 2015), and Faculty of the Year Award (2012-2013).

Dr. Glass' research focus is on internationalization of higher education and the belongingness of international students. Since 2012, Dr. Glass has published 16 peer-reviewed journal articles, 6 professional (non-peer reviewed) articles, 1 book chapter, 1 book, and 1 book review. He is first author on eight of his peer-reviewed articles and five of his professional articles. Dr. Glass also is

first author of his book and book chapter. He has presented his research at 15 refereed conferences, 11 professional conferences, and 9 invited presentations. He was a contributor on one grant funded by China Scholarship Council for $400,000. His research has been recognized with the Innovative Research in International Education Award (2016) from NAFSA: Association of International Educators and Editor's Choice Award (2014) from the Journal of International Students in Higher Education.

Dr. Glass's four external reviewers expressed unanimous support for tenure. A reviewer stated, "The journals he has published in are of good reputation and quality, and cover a diverse academic panorama." One reviewer praised, "Dr. Glass' record of scholarly contribution is very impressive." Another shared, "He has been willing to push boundaries by using multiple scholarly approaches in exploring and emphasizing belongingness for international students." Another reviewer declared, "He is certainly on trajectory to establish himself as a recognized international expert in the field, especially as it relates to his primary focus on the experiences and development of international students."

Dr. Glass has provided service to the University and his profession. In the Department of Educational Foundations and Leadership, he serves as the Graduate Program Director (2013-present) for the Higher Education Program and Community College Leadership Program, member (2013-present) of the Departmental Policy Committee, and member of several search committees. At the College and University level, he serves as a member of 15 committees, including serving as chair (2016-present) of the ACE Internationalization Laboratory Curriculum, Co-Curriculum, and Learning Outcomes Subcommittee. Dr. Glass serves his profession by serving a reviewer for 12 academic publications, 3 academic conferences, 1 academic publisher, and 1 foundation. He has served on the Editorial Board (2013-present) for the *Journal of International Students*, the selection committee for the 2017 TLS KC's Innovative Research in International Education Award, and participated in the national panels AACC Dialogue on Future of Doctoral Education (2016) and ASHE/NAFSA Collaboration Global Learning and International Educational Mobility (2014-2015).

The Department Committee (5-0), the College Committee (5-0) and the University Promotion and Tenure Committee (6-0) all voted in favor of awarding tenure and promotion. The chair and the dean recommend promotion with tenure.

In accord with the assessment of external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. Christopher Glass for tenure and promotion to the rank of Associate Professor in the Department of Educational Foundations and Leadership in the Darden College of Education.

DR. LAMAR REAMS
DEPARTMENT OF HUMAN MOVEMENT SCIENCES

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. Lamar Reams, currently Assistant Professor in the Department of Human Movement Sciences in the Darden College of Education.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor "is based on established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Lamar Reams received a B.A. (2002) in Psychology from University of Tennessee, in Knoxville, Tennessee, an M.S. (2008) in Kinesiology and Physical Education with an emphasis in Sport Management from Northern Illinois University in DeKalb, Illinois, and a Ph.D. (2012) in Sport and Exercise Science with an emphasis in Sport Administration from University of Northern Colorado in Greeley, Colorado. Before he joined Old Dominion University in 2012, he served as a Behavioral Health Counselor at Glen Oaks Hospital (2002-2005) and Edward Hospital (2006-2007), Research Assistant (2007-2008) at Northern Illinois University, and Assistant Coach (2007-2009) for the Men's Basketball team at Aurora University, Graduate Manager (2009-2010) of the Men's Basketball team, Co-Director (2011-2012) of Sport Administration, and Teaching and Research Assistant (2009-2012) at University of Northern Colorado.

Dr. Reams has taught SMGT 414: Sport Marketing, SMGT 455: Sport in Contemporary Society, SMGT/SRM 746/846: Strategic Marketing in Sport, SMGT/SRM: 775/875: Management and Leadership in Sport and Recreation. His teaching evaluations are positive with an average Student Opinion Survey rating of 4.7 on a 5-point scale for overall teaching effectiveness. Students praise his enthusiasm, passion, approachability, and use of engaging, hands-on activities. Dr. Reams serves on three dissertation committees, including one as co-chair.

Dr. Reams' research is focused on marketing and consumer behavior in relation to combat sports. Since 2012, Dr. Reams has published 11 peer-reviewed journal articles, with an additional 2 in-press, 2 technical reports, and 10 abstracts. His work has been published in top-tier journals including *European Sport Management Quarterly*, *Sport Marketing Quarterly*, *International Journal of Sport Management and Marketing*, *Journal of Sport Behavior*, and *International Journal of Sport*

Communication. He has presented his research at 15 professional meetings. Dr. Reams has obtained funding as PI and Co-PI on two external grants totaling $11,000.

Dr. Reams' six external reviewers expressed unanimous support for tenure, in particular praising the quantity and quality of his publications. One of the reviewers stated, "His materials demonstrate a significant contribution to the discipline as he has a critical mass of work published in quality, peer-reviewed international journals and has presented a significant number of quality presentations at adjudicated international conferences." Another reviewer praised, "With his publications to date, Dr. Reams has laid a good foundation to continue to expand this line of research, and ultimately become a leading expert in the marketing of combat sports." A third reviewer shared, "He has proven to be a dedicated professional furthering the cause of sport from both theoretical and practical perspectives." Another reviewer said, "He is an active researcher doing work in an area where there is an opportunity to develop an international reputation as a leading scholar." One reviewer noted, "He is a recognized scholar in the field of sport marketing and, in particular, with regard to marketing and consumer behavior within combat sports." The final reviewer summarized, "I feel that Dr. Reams has a strong record that exceeds expectations and, therefore, merits tenure and promotion to associate professor."

Dr. Lamar Reams has provided service to the University, his profession, and the community. In the Department of Human Movement Sciences, he serves as the Graduate Program Director (Current) for the Sport's Management Program, Undergraduate Sport Management Club Advisor (2012-2015), and several search committees. At the University level, he serves as a member of the Darden College of Education Diversity Committee (2014-2017) and Faculty Evaluation Committee (2014-2016), Graduate Studies Task Force (2017), and Academic Suspension and Appeals Committee (2012-2013). Dr. Reams serves his profession by serving as ad-hoc reviewer for multiple journals, editorial board member for *Journal of Issues in Intercollegiate Athletics* and *Journal of Amateur Sport*, and abstract reviewer (2016, 2017) and faculty-student mentor (2017) for North American Society for Sport Management. In the community, Dr. Reams has served as a volunteer at ticket sales fundraisers for Out House Families Women's Shelters (2013), Children's Hospital of the King's Daughters (2014), and the Susan G. Komen Foundation (2014, 2015). He also volunteered at the Silver Gloves State Boxing Tournament (2016) and Spartyka XXVII Weigh-Ins (2017).

The Department Committee (5-0), the College Committee (5-0) and the University Promotion and Tenure Committee (6-0) all voted in favor of awarding tenure and promotion. The chair and the dean recommend promotion with tenure.

In accord with the assessment of external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. Lamar Reams for tenure and promotion to the rank of Associate Professor in the Department of Human Movement Sciences in the Darden College of Education.

DR. JILL STEFANIAK
DEPARTMENT OF STEM EDUCATION AND PROFESSIONAL STUDIES

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. Jill Stefaniak, currently Assistant Professor in the Department of STEM Education and Professional Studies in the Darden College of Education.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor "is based on established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Jill Stefaniak received Bachelors of Commerce (2006) from University of Windsor, Ontario, Canada, a Masters in Training and Development (2008) from Oakland University, Rochester, Michigan, and a Graduate Certificate for Online Training (2012) and Ph.D. in Instructional Technology (2013) from Wayne State University, Detroit, Michigan. Before she joined Old Dominion University in 2013, she served as a teaching assistant (2004-2006) at the University of Windsor, a graduate research assistant (2007-2008), adjunct instructor (2009-2012), and Director of Education Training (2011-2013) at Oakland University, a graduate assistant (2008) and Assistant Director of Education (2008-2011) at Beaumont Health Systems, and a teaching assistant (2012) adjunct instructor (2012-2013) at Wayne State University.

Dr. Stefaniak has taught two courses at the undergraduate level and nine at the graduate level. Her teaching evaluations are positive with an average student opinion survey rating of 4.61 on a 5-point scale for overall teaching effectiveness. Students praise her knowledge, experience, enthusiasm, and helpfulness. Since joining Old Dominion University, Dr. Stefaniak has served as chair of 20 dissertation committees, member of 7 dissertation committees, member of 1 thesis committee, and advisor for 4 master's projects. Additionally, she successfully chaired 17 research residency projects for doctoral students.

Dr. Stefaniak's research is focused on instructional strategies utilized in medical education, utility of cognitive apprenticeships as an instructional framework in higher education, and the role that needs assessments play in the design of instructional and non-instructional interventions. Since 2013, Dr. Stefaniak has published 23 peer-reviewed journal articles, 9 book chapters, and 2 books. She is first author for 11 of her journal articles, 6 of her book chapters, and is sole editor of her books. She has

presented her research at over 30 national and international conferences. Dr. Stefaniak has obtained funding as PI and Co-PI on five internal grants totaling $26,500.

Dr. Stefaniak's five external reviewers expressed unanimous support for tenure, in particular praising the quality of her publications and her impact of the field. A reviewer stated, "Her work shows a strong and consistent trend of contributing research to our field, and she has found ways to make her work practical and useful to both her professional community and her local community." One reviewer praised, "Her accomplishments are certainly above average for similar research university faculty at this point in their career. I fully expect that 6 to 7 years from now, a reviewer examining Dr. Stefaniak's work will find it to be of higher quality, more insightful, and presented in a style and manner that leads to even greater impact." Another shared, "A common theme I see across all of Stefaniak's work, regardless of the setting, is a genuine desire to help people – performance technologist, faculty, health and social service providers – use evidence-based practices to better serve their populations." One reviewer cited, "She is one of the strongest candidates for promotion and tenure I have reviewed in my forty years as a professor and department chair." Another reviewer summarized, "It is no doubt that if Dr. Stefaniak was up for promotion and tenure at my institution, she would exceed all expectations and it would be considered a 'slam dunk'."

Dr. Jill Stefaniak has provided service to the University, her profession, and the community. In the Department of STEM Education and Professional Studies, she serves as the Graduate Program Director (2016-present) for the Instructional Design and Technology Program, Chair (2016-present) of the Curriculum Committee, and Co-Chair (2016-present) of the Graduate Committee. At the college and university levels, she has served in many committees including as Chair of the College of Education Human Subjects Committee (2017-present), Chair (2017-present) of the College of Education Curriculum Committee, Secretary (2015-2016) of the Faculty Governance Organization, member (2016-present) of the Distance Learning Needs Assessment Task Force, and member (2015-present) of the Distance Learning Policy Advisory Committee. Dr. Stefaniak serves her profession as reviewer for several journals and actively participating on committees for the Association for Education Communications and Technology. In the community, Dr. Stefaniak is on the Board of Directors for Designers for Learning (2014-present).

The Department Committee (4-0), the College Committee (5-0) and the University Promotion and Tenure Committee (5-0-1) all voted in favor of awarding tenure and promotion. The chair and the dean recommend promotion with tenure.

In accord with the assessment of external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. Jill Stefaniak for tenure and promotion to the rank of Associate Professor in the Department of STEM Education and Professional Studies in the Darden College of Education.

DR. VUKICA JOVANOVIC
DEPARTMENT OF ENGINEERING TECHNOLOGY

Analysis and Recommendation:
The following contains my recommendation for the tenure application of Dr. Vukica Jovanovic, currently Assistant Professor in the Department of Engineering Technology in the Batten College of Engineering and Technology.

The ODU *Faculty Handbook* states that "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor "is based on established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28]

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Jovanovic received a Master in Industrial Engineering from University of Novi Sad in Novi Sad, Serbia (2001) and Ph.D. in Mechanical Engineering Technology from Purdue University, in West Lafayette, Indiana (2010). Prior to joining ODU as an Assistant Professor in 2012, she was Assistant Professor at Trine University from 2011-2012, and a Graduate Fellow (2009-2010) and Graduate Research Assistant (2006-2010) at Purdue University.

Since her arrival at ODU in 2012, she has taught five courses in engineering technology, and initiated and developed a Mechatronics area of specialization in the Mechanical Engineering Technology program. She created two new courses in Mechatronics: MET: 426 Introduction to Mechatronics and MET: 427 Mechatronics Systems Design. Dr. Jovanovic is an accomplished instructor, evidenced by consistent ratings of excellent for her teaching portfolios and student opinion surveys above department and college averages. She received the University's Teaching with Technology award in 2015 for her innovative video tutorials posted to Blackboard and her YouTube channel, and for her development of synchronous and asynchronous courses. She has shared her assignments and teaching portfolio with new faculty in her department and led a team of faculty who have developed a series of supplemental instructional videos. The Engineering Technology program at ODU is an undergraduate program, but she serves as a committee member for one Ph.D. student. Dr. Jovanovic has been active in student mentorship of undergraduates by serving as Senior Design Project Advisor or Co-Advisor for 49 students who have completed their degrees. She has been utilizing funding from the Office of Naval Research since 2015 to provide support for a diverse group of ten undergraduate and two graduate student researchers who are forging education pathways for maritime mechatronics technicians through outreach and mentorship of Granby High School students.

Dr. Jovanovic's research focus is in robotics, automation, mechatronics and development of training for specialists in the workforce to utilize advanced technology in their jobs. Since 2012, Dr. Jovanovic has published 2 book chapters, 20 peer-reviewed journal articles with one more in-press, and 40 peer-reviewed research papers at professional conferences. Dr. Jovanovic has been successful in obtaining grant funding, serving as PI or Co-PI on 21 projects with a total funding of $1.77M, of which her share is $499K, demonstrating sustainability of her research program. Four external reviewers evaluated her portfolio and all endorsed her tenure and promotion to Associate Professor. One reviewer stated, "Dr. Jovanovic has established herself as a respected scholar in the areas of mechatronics, robotics, automation and PLM [product lifecycle management.]. Her work has been disseminated in a wide variety of national and international journals and conference proceedings, and she has maintained a consistently high presence at national conferences. She compares very favorably with other scholars in the field who have been promoted to associate professor." Another echoes, "All her scholarly work is a good mix of theory, research, and practitioner based papers." A third reviewer described her as a "well-achieved and promising faculty member" who is "very energetic and a good asset to the Department of Engineering Technology at Old Dominion University." The final reviewer summarized, "Dr. Jovanovic' s activity in grant applications at all levels – federal through local – is also impressive and demonstrates relevancy to the engineering technology profession…With her current trajectory, I predict that she will continue to garner more and larger grants."

All of the reviewers commend Dr. Jovanovic for her achievements in service. For her department and college, she has served as undergraduate advisor and on several search committees, and has served for several years on the Human Subjects Research Committee. She has served on the Faculty Senate Committee on Promotion since 2013. She has traveled to schools across the Hampton Roads area to engage students with technology demonstrations, with audiences ranging from preschoolers at the ODU Children's Learning and Research Center, through high school age students attending STEM programs and their parents. She has been active as well in a range of activities bringing students to ODU's campus, e.g., Black Currency Day, ODU BLAST (Building Leaders to Advance Science and Technology), and a range of Engineering Open House activities. Her level of community engagement is commendable. Her professional service includes serving on two National Science Foundation panels and as a subject matter expert for panels convened by the Virginia Department of Education and the U.S. Department of Labor. Through the Institute of Electrical and Electronics Engineers (IEEE), Dr. Jovanovich hosted a Hampton Roads student poster competition to showcase undergraduate and graduate student research. In 2016, she designed a robotic competition where 460 students from 44 universities built robots during the year and brought them to Norfolk for a competition. She has served several times as chair or co-chair at various professional conferences, programs and symposiums.

The Department Committee recommended 6-0 in favor of the award of tenure. The College Committee (6-0) and the University Promotion and Tenure Committee (6-0) were both unanimously in favor. The chair and the dean recommend tenure and promotion.

In accord with the assessment of external reviewers and in concurrence with the recommendation of the chair and the unanimous recommendation of the department, college, and university promotion and tenure committees, I recommend Dr. Vukica Jovanovic for tenure at the rank of Associate

Professor in the Department of Engineering Technology in the Batten College of Engineering and Technology.

DR. GANGFENG MA
DEPARTMENT OF CIVIL AND ENVIRONMENTAL ENGINEERING

Analysis and Recommendation:

The following contains my recommendation for the tenure application of Dr. Gangfeng Ma, currently Assistant Professor in the Department of Civil and Environmental Engineering in the Batten College of Engineering and Technology.

The ODU *Faculty Handbook* states that "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor "is based on established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28]

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Ma received a B.S. (2003) and an M.S. (2006) in Civil Engineering from Tongji University, in Shanghai, China. He received a Ph.D. in Civil Engineering from the University of Delaware, in Newark, Delaware. Prior to joining ODU as an Assistant Professor in 2012, he was a Research Assistant in the Center for Applied Coastal Research at the University of Delaware from 2008-2012 and Research Assistant in the Department of Civil and Coastal Engineering at the University of Florida in Gainesville, Florida in 2006-2007.

Since his arrival at ODU in 2012, he has taught six courses in civil engineering, two at the undergraduate level, including CEE 330: Hydromechanics, a foundational course required for all civil and environmental engineering students. In the area of coastal engineering, he has taught three graduate courses and one course, CEE 482/582: Design of Coastal Structures, offered jointly at the undergraduate and graduate levels. Dr. Ma is the Director of the College's Coastal Engineering Institute, and in this role, he manages the Coastal Engineering Certificate Program, which has been completed by 59 students. This program, offered online through a series of four courses taken over a two-year period, is aimed at providing practicing engineers the opportunity to study coastal engineering at the graduate level to gain a better understanding of the physical science, economic, environmental, and other factors that influence coastal engineering projects. Dr. Ma has developed and taught two new courses offered through the Coastal Engineering Certificate Program. He updates his course materials to ensure currency, and his student opinion surveys have been slightly above the department and college averages, and have improved over time, with a notable 5.0

instructor effectiveness score in his most recent CEE: 330 Hydromechanics course. He has mentored two Ph.D. students and one Master's degree student. He has chaired the Master Project Committees for five students. He currently serves on the dissertation committee for one doctoral student.

Dr. Ma's research focus is coastal engineering, specifically wave dynamics and resiliency in coastal areas following storm surge, tsunami, and sea level rise. Since 2012, Dr. Ma has published 27 peer-reviewed journal articles and 4 conference proceedings. Of note, he was lead author on the most-downloaded paper in 2013 published in the Ocean Modelling journal, and that paper is now the second most-cited paper from that journal. Additionally, he was a contributing author on a paper that was the most-downloaded paper in 2015 published in the Marine Geology journal and it is the eighth most-cited paper from that journal. Both journals are among the most prestigious in the coastal engineering profession. Dr. Ma's most well-known work is on development of the wave computer model called NHWAVE, which simulates wave processes from deep water to shoreline. He has been a key collaborator on this project, along with coastal engineers from other established research institutions such as University of Delaware and Louisiana State University, and they have made the modeling program freely available in order to promote additional research in the field. Dr. Ma has diligently pursued grant applications, and his yield of $235K over five years is just below the average faculty research expenditures in the College. Six external reviewers evaluated Dr. Ma's portfolio and are unanimous in their support for his tenure and promotion to Associate Professor. The first reviewer stated, "I would rank his research capability and quality near the top among researchers of his age, both nationally and internationally. Furthermore, his generosity and ambition to give away his numerical model NHWAVE and make it a community model to help the research and engineering community should deserve great appreciation." Another commented that Dr. Ma's "funding level is solid, especially since funding levels for numerical modeling studies are typically lower than field or laboratory studies that are more cost intensive." Two more reviewers commend his publication record, with one citing it as "an excellent publication record for someone only five years in an academic career" and another observing, "I can think of only one other Assistant Professor with this strong a citation record at this career stage." Another reviewer noted, "…most of his papers were published in the most prestigious journals in coastal engineering and oceanography. I would rank his publications as outstanding." The final reviewer summarized, "Dr. Ma is a rising star in the field of coastal engineering, and he shows great promise as a future thought leader in the area of computational simulation of coastal phenomena."

Dr. Ma has been active in service to the University and professional organizations. He has served on several committees, including departmental faculty search committees, the Faculty Development Committee for the college, and on the University High Performance Computing Advisor Committee. He has been a reviewer for National Science Foundation (NSF) proposals and reviewed papers from multiple professional journals. He has been actively involved in community outreach activities with the Climate Change and Sea Level Rise Initiative (CCSLRI) and the Mitigation and Adaptation Research Institute (MARI) at ODU. In Spring 2015, he organized a "Coastal Resilience and Sustainability" seminar series in the Civil and Environmental Engineering department, which brought high-ranking speakers from the federal government together to address their activities in mitigation and adaptation to sea level rise. The seminar garnered positive attention and attendance by not only the ODU campus community, but scientists, engineers, and stakeholders from throughout the Hampton Roads area.

The Department Committee (8-0), the College Committee (6-0) and the University Promotion and Tenure Committee (6-0) all voted in favor of awarding tenure and promotion. The chair and the dean recommend promotion with tenure.

In accord with the assessment of external reviewers and in concurrence with the recommendation of the chair and the unanimous recommendation of the department, college, and university promotion and tenure committees, I recommend Dr. Gangfeng Ma for tenure at the rank of Associate Professor in the Department of Civil and Environmental Engineering in the Batten College of Engineering and Technology.

DR. MICHAEL SEEK
DEPARTMENT OF ENGINEERING TECHNOLOGY

Analysis and Recommendation:

The following contains my recommendation for the tenure application of Dr. Michael Seek, currently Assistant Professor in the Department of Engineering Technology in the Batten College of Engineering and Technology.

The ODU *Faculty Handbook* states that "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor is based on "established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Seek received a B.S., M.S., and Ph.D. in Civil Engineering, all from Virginia Polytechnic Institute and State University ("Virginia Tech") in Blacksburg, Virginia. Prior to joining ODU as an Assistant Professor in 2012, he was Assistant Professor at East Tennessee State University from 2009-2012, and a Teaching Scholar (2006) and Graduate Research Assistant (2002-2006) at Virginia Tech. He was also employed as a structural engineer from 2007-2012.

Since his arrival at ODU in 2012, Dr. Seek has taught 10 undergraduate courses in Civil Engineering Technology. Following a department realignment of teaching loads effective in Fall 2015, he assumed the responsibility of teaching the Senior Design Project for Engineering Technology in addition to his 2 regular 3-credit courses. His student opinion surveys are an average of 4.13 in overall teaching effectiveness. He has received a Shining Star Award for his teaching. His teaching portfolios have been rated favorably. The Engineering Technology program at ODU is an undergraduate program that reaches professionals working in industry so classes have large

enrollments and most are taught via distance modality with many students choosing the asynchronous option.

Dr. Seek's expertise is in structural engineering, with a focus on cold formed steel roof systems. His scholarly works have targeted practioners in the metal building industry. This is an appropriate form of applied engineering research by a faculty member in the Engineering Technology Department. Dr. Seek's most significant professional work has been the production of the Design Guide for Cold-Formed Steel Roof Framing Systems, 2nd Edition, developed for the American Iron and Steel Institute (AISI). The Metal Building Manufacturers Association provided a faculty research fellowship to Dr. Seek as the lead author to complete the project. Dr. Seek was a contributing author to the 2009 first edition of this book, stemming from his dissertation work, and in collaboration with his advisor and a fellow graduate student. For the second edition, on which Dr. Seek is lead author, he was asked to incorporate elements from a separate structural design guide, update all materials to reflect the latest technological developments, and combine them into a single reference book. He also added multiple new chapters and sections of new materials. AISI design guides serve as specialized interpretations of the legal specifications that govern the design of metal building structures and serve as practical reference tools for not only industry users, but insurance underwriters and building code officials as well. The review process is rigorous because of substantial legal ramifications for the industry. The Design Guide was reviewed by a steering committee that consists of a combination of experts from academics, engineering, managers, and members of governing boards. In August 2016, Dr. Seek submitted the final draft of the 307-page book to the industry steering committee charged with reviewing the book. Because of the tenure decision date approaching, and without the book having reached "in-press" status, the chair of the steering committee sent me a status update, confirming that Dr. Seek's draft had been "extensively reviewed by the steering group" and that the "review comments are being compiled and reconciled." He stated the book "will be an essential design tool to the metal building industry." In light of importance of this book to the profession, the necessary exacting level of accuracy of this book, and with the onus of the book's completion resting with the industry review group at this point, I have determined that this book should be credited in Dr. Seek's tenure portfolio. He has also collaborated in interdisciplinary coastal resilience and photovoltaics activities with colleagues at ODU. Since joining ODU, Dr. Seek has two peer-reviewed journal articles. He was first author of an article published in the February 2016 American Society of Civil Engineers Journal of Structural Engineering, generally viewed as the pre-eminent journal of the profession. He has seven published conference proceedings. He has gained approval for graduate instruction in the department of Civil and Environmental Engineering and has served as a non-voting member of a master's degree committee in that department. Dr. Seek has received a personal share of $178K in external grant funding for his structural engineering projects, and his collaborative efforts in coastal resiliency and photovoltaics.

Dr. Seek's five external reviewers gave him favorable reviews. The first reviewer commended Dr. Seek's grant funding by stating, "Engineering technology programs focus on industry practice, and civil engineering technology is one of those programs that have very limited sources for external research funding…Considering these factors, Dr. Seek has done a better job than the average civil engineering technology faculty peers." A second reviewer observed about Dr. Seek's book, "Such design guides, by their nature, are expected to be of high quality as they are considered primary reference materials by civil engineering design professionals…" and "…considering his authorship

of industry wide design guidelines and his professional service on various standard committees, I suspect he is likely developing or has developed a national reputation in the field of cold-formed steel roof structures." The third reviewer commented, "Upon review of the timeliness of his various papers, one observes a consistency of submittals, with at least two significant papers and/or books in each year since 2014 (inclusive). This consistency provides evidence of overall reputation in his field." The fourth reviewer commended another project on which Dr. Seek provided structural engineering consultation in 2015 for a public art installation, "His work on foundations and connections for three sculptures by Santiago Calatrava in New York City are especially intriguing and impressive. Any connection to work by the world-renowned Calatrava should be viewed as a career defining moment and worthy of commendation." The same reviewer favorably evaluated his research accomplishments in the context of teaching, noting, "His research has been performed while handling the heavy teaching load that is commensurate with faculty found in most Engineering Technology programs which emphasize a higher level of time commitment to undergraduate education and leaves little time for high-end scholarly activity." The final reviewer summarized, "Using a combination of laboratory testing, analytical and modeling techniques, Dr. Seek has significantly advanced the state of knowledge of the structural behavior of systems of cold formed steel roof purlins, insulation, roof decking and their connections. His work has been published in many peer reviewed scholarly publications, including a number of different structural conference proceedings and respected journals. However, the strongest evidence for his national, and perhaps international, expert reputation is the contract to develop the second edition to the American Iron and Steel Institute *Design Guide*, making a significant contribution to the building design and construction practice."

Dr. Seek has provided excellent service to the college, university and his profession. His departmental and college level of service include: member of two faculty search committees and the Civil Engineering Technology Curriculum Committee for the department, and college Senior Capstone Committee and Structures Lab Committee. He has served his profession by being actively involved with the American Iron and Steel Institute Committee on Specifications since 2004. He served on the American Society of Civil Engineers Thermal Bridging Task Group, session chair and moderator at national and international conferences, and reviewer for three professional journals. In terms of community engagement, he has trained local veterans and students at several Norfolk high schools about using "green infrastructure" plantings to reduce flooding and increase resiliency. He volunteered through a local bicycling advocacy group to help the City of Norfolk implement its plan to improve pedestrian and bicycle paths across the local area.

The Department Committee vote was evenly split (3-3). The Committee members agreed that his teaching, external funding, and service were all within or exceeded expectations. The Committee was equally divided as to whether the number of journal articles were sufficient to meet the requirements of scholarly performance. The College Committee voted 4-2 in favor of tenure, with the minority finding, "the level of referred [sic] journal publications should have been more than achieved given the fact that Dr. Seek had received feedback regarding this issue in the pre-tenure review." The University Promotion and Tenure Committee voted unanimously (0-6) against the award of tenure. The Committee found that his teaching was acceptable, but his service was "considered very weak." The University Committee repeated the College Committee's finding that "the level of referred [sic] journal publications should have been more than achieved given the fact

that Dr. Seek had received feedback regarding this issue in the pre-tenure review." The chair and the dean recommended tenure and promotion.

I have conducted my own review of Dr. Seek's materials and conferred with the chair, dean and university committee, as stipulated in the *Faculty Handbook* when all of the levels of review are not in agreement with each other. Dr. Seek's external reviewers were supportive of his promotion, as were the chair and dean. After careful consideration, I have determined that Dr. Michael Seek has demonstrated effectiveness in teaching and an acceptable level of service. As a faculty member with primary responsibility in an undergraduate program, Dr. Seek's scholarly contribution of producing an extensive, comprehensive, and detailed design guide that will immediately inform the ways in which the national metal building industry designs its structures is surely evidence of a scholar with national stature whose work has relevance and practical application.

In accord with the assessment by the external reviewers and in concurrence with the recommendation of the chair, dean and the college promotion and tenure committee, I recommend Dr. Michael Seek for tenure at the rank of Associate Professor in the Department of Engineering Technology in the Batten College of Engineering and Technology.

DR. XIAOXIAO HU
DEPARTMENT OF PSYCHOLOGY

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. XiaoXiao Hu, currently Assistant Professor in the Department of Psychology in the College of Sciences.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor is based on "established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Hu received a B.S. (2007) in Psychology from Peking University, Beijing, China, an M.S. (2009) and Ph.D. (2012) in Industrial/Organizational Psychology from George Mason University, Fairfax, Virginia. She joined Old Dominion University in 2012 as an Assistant Professor.

Dr. Hu has taught PSYC 317: Quantitative Methods, PSYC 728/828: Regression and Correlational Design, and PSYC 763/863: Personnel Psychology. The quantitative scores and qualitative comments are very good. Her teaching evaluations are positive with student opinion surveys consistently rating her at or above the department and college means. Dr. Hu has served on 4 Ph.D. dissertation committees, 14 thesis committees, including 3 as chair, and 11 guidance/qualifying exam committees, including 1 as chair. In addition to her work mentoring graduate students, she has supervised 12 undergraduate research assistants.

Dr. Hu's research focus is in the areas of emotion and positive effects of behavior in the workplace. Since 2012, Dr. Hu has published 12 peer-reviewed journal articles, including 9 as first or co-first author. She has published four articles as first-author in the *Journal of Organizational Behavior*, a top journal in her field. The Journal of Business and Psychology recognized her research with the 2015 Editor's Commendation. She has presented her research at over 20 professional meetings. She has obtained funding as a co-PI on three external grants totaling over $1.1 million from the National Science Foundation, Department of Defense-Department of the Navy, and the Air Force Office of Scientific Research. In 2017, the College of Sciences recognized Dr. Hu with the Early Career Distinguished Research Award.

Dr. Hu's six external reviewers expressed unanimous support for tenure, in particular commending the sophistication of her work and her success and meaningful contributions to her field in such a short time. One reviewer stated, "She has a solid track record of funding and has clearly established herself as an independent researcher with a bright future." Another commented that Dr. Hu is "quite skillful and efficient at extracting more than one publication out of each research project – something I must admit that I am envious of," and summarized, "Overall, I am very impressed with Dr. Hu's level of productivity, the quality of her research as indicated by the rigor of the journals in which she has consistently published in, her leadership on these publications, as well as her extramural support record." One reviewer observed, "Her contributions to the field in her short time as an academic are substantial. She is well on her way to being a nationally recognized scholar." In Dr. Hu's work with positive effects in the workplace a reviewer shared, "I was particularly struck by both the theoretical richness of her work and the range of methods she has used, including experience sampling methods, field experiments, and studies or supervisor-subordinate dyads." Another reviewer praises, "I am quite favorably impressed with what Dr. Hu has accomplished during her short career. She has obviously established a vibrant program of research with some clear foci." One reviewer commented, "With her published work in the last few years, Dr. Hu has established herself as one of the top scholars in the area of affect in the workplace!"

Dr. XiaoXiao Hu has provided service to the University and her profession. At the University level, she has served on the Industrial/Organizational Psychology Program Committee (2012-present), Faculty Advisor for the Industrial/Organizational Psychology Student Association (2013-present), Honors Committee (2016-present), Faculty Affairs Committee (2017-present), and a Faculty Search Committee (2016). Dr. Hu served her profession by serving on a program committee (2014) for the International Conference on Emotions and Work Life, Student Scholarship Judging Committee (2013) for the Society for Human Resource Management, and Chair (2012-2013) and Vice Chair (2013-2016) of the Psychology Section of the Virginia Academy of Science. She also serves on the Editorial Board (2013-present) for the *Journal of Business and Psychology* and serves as Senior Ad Hoc Reviewer (2016-present) for *Journal of Organizational Behavior*.

The Department Committee (13-0), the College Committee (7-0) and the University Promotion and Tenure Committee (6-0) all voted in favor of awarding tenure and promotion. The chair and the dean recommended promotion with tenure.

In accord with the assessment by the external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. XiaoXiao Hu for tenure and promotion to the rank of Associate Professor in the Department of Psychology in the College of Sciences.

DR. GIRISH NEELAKANTA
DEPARTMENT OF BIOLOGICAL SCIENCES

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. Girish Neelakanta, currently Assistant Professor in the Department of Biological Sciences in the College of Sciences.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor is based on "established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Neelakanta received a B.S. (1997) in Microbiology and M.S. (1999) in Microbiology and Biotechnology from Bangalore University, India, and Ph.D. (2005) in Microbial Genetics and Genomics from University of Cologne, Germany. Prior to joining Old Dominion University as Assistant Professor in 2012, he was a researcher in the Section of Infectious Diseases, Department of Internal Medicine at Yale University School of Medicine in New Haven, Connecticut, as a Postdoctoral Associate (2005-2007), Postdoctoral Fellow (2007-2010), and Associate Research Scientist (2010-2012).

Dr. Neelakanta has taught BIOL 315: General Microbiology, BIOL 395: Topics: General Microbiology, BIOL 462/562: Microbial Genetics, BIOL 465/565: Biotechnology, and BIOL 771/871: Vector-Borne Diseases. His teaching evaluations are positive with an average student opinion survey rating of 4.15 on a 5-point scale for overall teaching effectiveness. Dr. Neelakanta serves as chair of two dissertation committees, member of three dissertation committees, chair of one thesis committee, member of three thesis committees, co-chair of one advisory committee, and chair

of one advisory committee. In addition, he served as major advisor for one undergraduate research project.

Dr. Neelakanta's research focus is in the area of vector-borne diseases and the interactions with their vertebrate hosts. Since 2012, Dr. Neelakanta has published 15 peer-reviewed journal articles, 2 book chapters, 3 technical reports, 1 patent, and 14 abstracts. He has obtained funding as a PI on a National Institutes of Health R01, five-year grant for over $1.9 million. In 2017, the College of Sciences recognized Dr. Neelakanta with the Early Career Distinguished Research Award.

Dr. Neelakanta's six external reviewers expressed unanimous support for tenure and noted his enthusiasm, knowledge, success, and large impact his research has made in the understanding of vector-borne diseases. A reviewer stated, "I consider Dr. Neelakanta's research accomplishments to be outstanding." One reviewer applauded his work with the tick-borne bacteria *Anaplasma phagocytophilum* and *Borrelia burgdorgeri* stating, "Girish's research has contributed significantly to our understanding of this remarkable group of bacteria that can thrive in ticks and mammals, and is expected to advance research on tick molecular physiology and biology as well." One reviewer noted, "Dr. Neelakanta has demonstrated his capability to be a successful independent researcher and his willingness to work collaboratively as part of a research team." Another shared, "Dr. Neelakanta's knowledge, bench skills, vision, enthusiasm, self-discipline and commitment to his research program ensure that he will continue to grow professionally and be highly productive." Another reviewer summarized, "He deserves the promotion for his high productivity output, hard work and academic interest. There is no question, that as in the past he will continue to provide the best scholarly services to your Department and Old Dominion as well as the US and the International scientific community."

Dr. Girish Neelakanta has provided service to the University, his profession, and the community. At the University, he has served on the a search committee (2017), Operations and Awards Committee (2017-present), Chair of the Seminar Committee (2013-2015), Sub-Committee to review teaching portfolio (2013-present), Faculty Judge for the Biology Graduate Student Organization Symposium (2013, 2014, 2016), and Animal User Committee (2014). He served as a member (2013-present) of the ODU Asian Caucus and Faculty Participant (2012-present) for the ODU Indian Student Association. Dr. Neelakanta served his profession by serving on as Co-Councilor (2016-2017) and Vice-Chair (2017-present) of the Virginia Entomology Society, Co-Chair (2016) of the Vector Biology and Vector-pathogen Interactions Section of the American Society for Rickettsiology Meeting. He also was a co-organizer for the "Arthropods and immune response symposium" (2015) and "Arthropod-microbe symposium" (2014) for the Entomological Society of America Eastern Branch meetings. Dr. Neelakanta is an ad-hoc peer reviewer for several academic journals.

The Department Committee (17-1), the College Committee (7-0) and the University Promotion and Tenure Committee (6-0) all voted in favor of awarding tenure and promotion. The chair and the dean recommended promotion with tenure.

In accord with the assessment by the external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. Girish Neelakanta for tenure and promotion

to the rank of Associate Professor in the Department of Biological Sciences in the College of Sciences.

DR. HAMEEDA SULTANA
DEPARTMENT OF BIOLOGICAL SCIENCES

Analysis and Recommendation:

The following contains my recommendation for the tenure and promotion application of Dr. Hameeda Sultana, currently Assistant Professor in the Department of Biological Sciences in the College of Sciences.

The ODU *Faculty Handbook* states, "The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission." [*Faculty Handbook*, p. 46]. The promotion to the rank of Associate Professor is based on "established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas." [*Faculty Handbook*, p. 28].

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member's contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Sultana received a B.S. (1997) in Biology and an M.S. (1999) in Applied Genetics from Bangalore University, India, and a Ph.D. (2004) in Medical Biochemistry from University of Cologne, Germany. Before joining Old Dominion University as Assistant Professor in 2012, she served as a Research Scientist (2004-2005) at the Institute for Medical Biochemistry at the University of Cologne. She also served as a Postdoctoral Associate (2005-2009), Research Postdoctoral Associate (2009-2011), and Associate Research Scientist (2011-2012) at Yale University School of Medicine, New Haven, Connecticut.

Dr. Hameeda Sultana has taught BIOL 405W: Seminar, BIOL 463/563: Cell Signaling in Host Pathogen Interactions, BIOL 475/575: Neurobiology, and BIOL 730/830: Emerging Infectious Diseases. She developed the courses BIOL 463/563, BIOL 475/575, and BIOL 730/830 to fill the department's need for upper level biomedical courses. Her average student opinion survey rating is 3.65 on a 5-point scale for overall teaching effectiveness. The course BIOL 475/575 was designed to emphasize student independent research and learning with Dr. Sultana teaching for one month of the semester and student presentations for the rest of the semester. Unfortunately, students consistently comment about their disappointment and dissatisfaction in the course format. Dr. Hameeda serves as chair of three dissertation committees, member of five dissertation committees, chair of three thesis committees, member of two thesis committees, and chair of two advisory committees. In addition, she served as research advisor for two undergraduate students.

Dr. Sultana's research focus is in the area of vector-borne diseases and tick and mosquito-borne pathogens. Since 2012, Dr. Sultana has published 13 peer-reviewed publications, 3 invited reviews, 3 book chapters, 3 technical reports, and 22 abstracts. She was first author on four of her peer-reviewed publications and one of her book chapters. Additionally, she was sole author for one of her book chapters. Dr. Sultana has obtained funding as a Co-Investigator on a National Institutes of Health R01, five-year grant for over $1.9 million. In 2017, Dr. Sultana was recognized with the Early Career Distinguished Research Award by the College of Sciences, and the Asian Caucus Early Investigator Research Award.

Two of Dr. Sultana's four external reviewers expressed support for tenure, in particular praising her publication success. A reviewer stated, "Despite her early career stage, Dr. Sultana has accumulated an impressive record of scholarly activity with her research, grantsmanship, teaching, and advising activities." One reviewer noted, "She is a strong scientist working in a very important and timely area of infectious diseases---the mechanism and control of infections and transmission of arthropod-borne viruses including WNV, Dengue virus and Zika virus." The other two external reviewers shared their concerns on her low research output and lack of success in acquiring funding. One reviewer shared, "Dr. Sultana is bright and imaginative but has had a difficult start as an independent scientist." Another reviewer summarized, "Overall, I find the candidate's package to be relatively strong in terms of service, student mentoring (with the caveat of a low number of student publications), and instruction, but relatively weak in terms of research output (i.e, primary publications), demonstrating leadership and independence, and success in garnering research funding." It is important to note that the Dean's recommendation letter specifically addresses the concerns raised by the two reviewers, stating, "Two of the letters were more mixed in their assessment. Both pointed to her lack of funding since coming to ODU. However, after her package was submitted to the external reviewers, the large five-year grant from NIH was awarded." The Dean's letter continues, "…both felt that her publication record was weak. These two letter writers are largely discounting published work that is a continuation of Dr. Sultana's postdoc years at Yale. In my judgement, the strength of Dr. Sultana's postdoctoral training and the diversity of her interests has enabled her to establish a highly complex experimental program at ODU that is now bearing fruit."

Dr. Hameeda Sultana has provided service to the University, her profession, and the community. At the University, she has served as a member of the Departmental Operations and Awards Committee (2013-2014, 2017-present), Departmental Seminar Committee (2015-2017), search committee for a biomedical sciences lecturer (2017-present), and on four portfolio review committees. She also is a member and participant in the ODU Asian Caucus (2012-present), ODU Indian Student Association (2012-present), and ODU Women Caucus (2013-present). Dr. Sultana served her profession by serving as Meeting Secretary (2018-present) and Meeting Co-Chair (2016-present) for Virginia Academy of Sciences (VAS)/Virginia Entomological Society (VES), Invited Meeting Organizer, Session Chair, and Moderator (2017) for NIAID/NIH exRNA Research meeting, and Invited Advisory Board Member (2016-present) for Archivum Immunologiae et Therapiae Experimentalis (AITE). She also served as a symposium organizer and chair for two professional meetings and ad-hoc peer reviewer for multiple scientific journals. In the community, she volunteers at Larchmont Elementary School (2015-present) by participating in fundraisers and reading science books to kindergarteners and first graders. In addition to sharing science with elementary school children, she performs biology experiments for the preschoolers at ODU's Children's Learning and Research Center (2012-present).

The Department Committee (10-8), the College Committee (7-0) and the University Promotion and Tenure Committee (6-0) all voted in favor of awarding tenure and promotion. The chair and the dean recommended promotion with tenure.

In accord with the prevailing assessment by the external reviewers and in concurrence with the recommendation of the chair and dean and the recommendation of the department, college, and university promotion and tenure committees, I am pleased to recommend Dr. Hameeda Sultana for tenure and promotion to the rank of Associate Professor in the Department of Biological Sciences in the College of Sciences.

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HONORARY DEGREE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the award of an honorary degree to the individual noted below. A summary of the nominee's career is attached to this resolution for information purposes.

Ms. Tamron Hall, award winning journalist
Doctor of Humane Letters *(honoris causa)*

Tamron Hall

Award-winning journalist, Tamron Hall, has been the host of *Deadline: Crime with Tamron Hall* on Investigation Discovery since September 2013. The series, now in its fifth season, takes an in-depth look at crimes that touched the nation. She also brought her signature reporting style to the *Guns on Campus: Tamron Hall Investigates* special that explored the importance of securing one's personal safety on public property. The report brought together two survivors with differing viewpoints in the debate on campus safety.

From 2014 to 2017, Ms. Hall was a co-host of the third hour of NBC News' *TODAY*. She was the first African-American female to hold this position. She was also the anchor of *MSNBC Live with Tamron Hall.* In 2015, she received the Edward R. Murrow Award for Reporting: Hard News in Network Television for her segment on domestic violence as part of *TODAY's Shine a Light* series. Ms. Hall hosted several special reports for MSNBC and NBC News including *Education Nation: Teacher Town Hall,* which was nominated for an Emmy Award in 2011, and she served as a correspondent for the NBC News special, *The Inauguration of Barack Obama*. The latter won an Emmy for Outstanding Live Coverage in October 2010.

Prior to joining MSNBC in July 2007, Ms. Hall spent 10 years at WFLD in Chicago where she held a number of positions including host of the three-hour *Fox News in the Morning* program. In addition, she served as both the weekday morning anchor and a noon anchor. While at WFLD, she secured a one-on-one interview with then Senator Obama shortly before he announced his run for the presidency. Ms. Hall was nominated for an Emmy for her consumer report segment, *The Bottom Line*, which she launched in 1999. Before moving to Chicago, she spent four years as a general assignment reporter at KTVT in Dallas. She began her broadcasting career at KBTX in Bryan, Texas, as a general assignment reporter.

Ms. Hall was the recipient of Temple University's prestigious *Lew Klein Alumni in the Media Award* in 2010 and, in 2015, was appointed to the University's Board of Trustees. She is involved with several charitable organizations that strive to end homelessness and illiteracy, as well as others that fight domestic abuse. She has been recognized by Day One, a New York-based advocacy group for victims of domestic violence, for her work and support of their efforts. Most recently, Ms. Hall launched *The Tamron Renate Fund* with Safe Horizon, in honor of her sister, to help victims and

families affected by domestic violence. She is also an active member of the National Association of Black Journalists.

Ms. Hall is a native of Luling, Texas, and she holds a Bachelor of Arts degree in broadcast journalism from Temple University.

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BOARD OF VISITORS
OLD DOMINION UNIVERSITY
RESOLUTION APPROVING DUAL EMPLOYMENT

WHEREAS, pursuant to Virginia Code §2.2-3106(C)(2) immediate family members may both work at Old Dominion University if (i) they are engaged in teaching, research, or administrative support positions, (ii) this Board finds it is in the best interests of Old Dominion University to allow the dual employment, and (iii) the immediate family member does not have sole authority to supervise, evaluate or make personnel decisions regarding the other, and

WHEREAS, the following individuals both work in the same department and neither has authority to evaluate, supervise or make personnel decisions regarding the other,

Karen Karlowicz and Mitchell Gary Karlowicz, wife and husband,

BE IT RESOLVED, that the Board of Visitors of Old Dominion University finds that it is in the best interests of the University and the Commonwealth for the dual employment of the above named to exist.

BE IT FURTHER RESOLVED, that the dual employment of those listed above is recognized and approved effective retroactively to the date of their respective hire.

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FACULTY APPOINTMENTS

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

Name and Rank	Salary	Effective Date	Term
Delegate Dawn Adams Adjunct Assistant Professor of Nursing	$3,375 per course	Spring 2018 semester	5 mos

Dr. Adams received a Doctor of Nursing Practice from Old Dominion University, certification as a health counselor from Columbia Teachers College via the Institute of Integrated Nutrition, post-masters certification as an adult nurse practitioner from Virginia Commonwealth University, a Master of Science in Nursing from the University of Virginia, and a Bachelor of Science in Nursing from James Madison University. She is a member of the Virginia House of Delegates, representing the 68th District. Dr. Adams previously served as the Director for the Office of Integrated Health at the Department of Behavioral Health and Developmental Services for the Commonwealth of Virginia.

Dr. Sean Banaee Assistant Professor of Community and Environmental Health (Tenure Track)	$85,000	7/25/18	10 mos

Dr. Banaee received a Ph.D. in Environmental Health and Safety/Industrial Hygiene from the University of California at Los Angeles, an M.S. in Occupational Health Engineering from Tehran University of Medical Sciences and a B.S. in Occupational Health Engineering from the University of Shahid Beheshti. Previously he was a part-time faculty member at Petroleum University. (Salary includes $5,000 for serving as Program Director for the B.S. in Environmental Health.

Dr. Jessica L. Beard Lecturer of Biological Sciences	$48,000	12/25/17	10 mos

Dr. Beard received a Ph.D. in Ecological Sciences from Old Dominion University and a B.S. in Biology from Georgia College and State University. Previously she was an adjunct faculty member in the Department of Biological Sciences at Old Dominion University.

Name and Rank	Salary	Effective Date	Term
Dr. Doris U. Bolliger Associate Professor of STEM Education and Professional Studies	$88,000	7/25/18	10 mos

Dr. Bolliger received a Doctor in Education in Curriculum and Instruction from the University of West Florida, a Master of Arts in Administrative Management from Bowie State University and a Bachelor of Science in Management from Park University. Previously she was an Associate Professor of Instructional Technology in the College of Education at the University of Wyoming.

Dr. Abby Braitman Assistant Professor of Psychology (Tenure Track)	$82,500	7/25/18	10 mos

Dr. Braitman received a Ph.D. in Applied Experimental Psychology and an M.S. in Experimental Psychology from Old Dominion University and a B.A. in Psychology from the University of Maryland. Previously she was a Research Assistant Professor of Psychology at Old Dominion University. (new position)

Dr. Samuel Brown Professor of Public Service	$169,000	7/25/18	10 mos

Dr. Brown received a Ph.D. in Public Policy from the University of Maryland, Baltimore County, an M.B.A. from the University of Baltimore and a Bachelor's degree in Economics from Towson State University. Previously he was Director of the Hugo Wall School of Public Affairs and tenured Professor of Public Affairs at Wichita State University and tenured Associate Professor at the University of Baltimore. (Salary includes $4,000 for serving as Chair of the School of Public Service)

Ms. Emily D. Campion Instructor of Management (Tenure Track)	$123,000	7/25/18	10 mos

Ms. Campion received a Bachelor of Arts in Journalism from Indiana University and is expected to receive a Ph.D. in Organization and Human Resources at the University of Buffalo. Previously she taught management courses at the University at Buffalo. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2018)

Dr. Julie M. Cavallario Assistant Professor of Physical Therapy and Athletic Training (Tenure Track)	$76,000	7/25/18	10 mos

Dr. Cavallario received a Ph.D. in Human Movement Science and an M.S.Ed. in Physical Education, Athletic Training from Old Dominion University and a B.S. in Athletic Training from the State University of New York at Cortland. Previously she was a Visiting Assistant Professor of Physical Therapy and Athletic Training and Director of Clinical Education at Old Dominion University. (Salary includes $8,000 for serving as Athletic Training Program Director)

Name and Rank	Salary	Effective Date	Term
Dr. Raymond Cheng Associate Professor of Mathematics and Statistics (Tenure Track)	$74,592	12/25/17	10 mos

Dr. Cheng received a Ph.D. and an M.S. in Mathematics and a B.A. in Mathematics and Physics from the University of Virginia. Previously he was an Associate Professor of Practice in the Department of Mathematics and Statistics at Old Dominion University.

Dr. Sophie Clayton			
Lecturer of Ocean, Earth and Atmospheric Sciences	$25,152	4/1/18	4 mos
Assistant Professor of Ocean, Earth and Atmospheric Sciences (Tenure Track)	$80,000	7/25/18	10 mos

Dr. Clayton received a Ph.D. in Physical Oceanography from Massachusetts Institute of Technology, a B.Sc. in Ocean Sciences from Bangor University, United Kingdom, and a B.A. in Fine Art from Middlesex University, London. Previously she was a Postdoctoral Research Fellow in the School of Oceanography at the University of Washington.

Dr. Brian Diller Assistant Professor of Music (Tenure Track)	$58,000	7/25/18	10 mos

Dr. Diller received a Doctor of Musical Arts from the University of Cincinnati-College Conservatory of Music, a Master of Music in Wind Conducting from Ithaca College and a Bachelor of Music in Music Education and a Bachelor of Music in Piano Performance from Miami University. Previously he was a Visiting Instructor of Bands at Tennessee Tech University.

Dr. Walter J. D'Lima Assistant Professor of Finance (Tenure Track)	$131,000	7/25/18	10 mos

Dr. D'Lima received a Ph.D. in Business Administration from The Pennsylvania State University, an M.S. in Applied Financial Mathematics and an M.S. in Statistics from the University of Connecticut, and an M.S. and B.S. in Statistics from the University of Mumbai. Previously he was George E. Scharpf Family Visiting Assistant Professor in Real Estate at the University of Notre Dame.

Dr. Supradeep Dutta Assistant Professor of Management (Tenure Track)	$127,500	7/25/18	10 mos

Dr. Dutta received a Doctorate in Management from Purdue University and a B.E. in Production and Industrial Engineering from Delhi College of Engineering, India. Previously he was an Assistant Professor at the State University of New York, Buffalo.

Name and Rank	Salary	Effective Date	Term
Dr. Margaret E. Gesing Lecturer of Educational Foundations and Leadership	$58,000	12/25/17	10 mos

Dr. Gesing received a Ph.D. in Higher Education from Old Dominion University, an M.Ed. in Adult Learning and Development from Cleveland State University and a B.S. in Home Economics and Consumer Science from Miami University. Previously she was Instructor of Record and a Teaching Assistant in the Educational Foundations and Leadership Department at Old Dominion University.

Dr. Rosaleen Keefe Assistant Professor of English (Tenure Track)	$62,000	12/25/18	10 mos

Dr. Keefe received a Ph.D. in English Literature from the University of Rhode Island, an M.A. in English Literature from the University of Massachusetts, Boston and a B.A. in Humanities and Catholic Culture from Franciscan University of Steubenville. Previously she was a Lecturer in the Writing and Rhetoric Department at the University of Rhode Island.

Dr. Andrew Kissel Assistant Professor of Philosophy and Religious Studies (Tenure Track)	$55,000	7/25/18	10 mos

Dr. Kissel received a Ph.D. in Philosophy from The Ohio State University and a B.A. in Philosophy from Georgetown University. Previously he was a Lecturer in the Department of Philosophy and Religious Studies at Old Dominion University.

Dr. Murat Kuzlu Assistant Professor of Engineering Technology (Tenure Track)	$72,100	7/25/18	10 mos

Dr. Kuzlu received a Ph.D., M.S. and B.S. in Electronics and Telecommunications Engineering from Kocaeli University, Turkey. Previously he was a Research Assistant Professor in the Advance Research Institute at Virginia Tech.

Dr. Selena J. Layden Assistant Professor of Communication Disorders and Special Education (Tenure Track)	$67,000	7/25/18	10 mos

Dr. Layden received a Ph.D. in Educational Policy, Planning, and Leadership and a B.S. in Psychology from the College of William and Mary and an M.S. in Applied Behavior Analysis from St. Cloud State University. Previously she was Assistant Director for Training and Collateral Assistant Professor in the Autism Center for Excellence at Virginia Commonwealth University.

Name and Rank	Salary	Effective Date	Term
Dr. Yuhong Li Assistant Professor of Information Technology and Decision Sciences (Tenure Track)	$125,000	12/25/17	10 mos

Dr. Li received a Ph.D. in Business Information Technology from Virginia Tech, an M.A. in Management Science from Capital University of Economics and Business, China and a B.S. in Management Information Systems from Xi'an Jiaotong University, China. Previously she was a Visiting Assistant Professor at Oakland University.

Dr. Jihea Maddamsetti Assistant Professor of Teaching and Learning (Tenure Track)	$62,000	7/25/18	10 mos

Dr. Maddamsetti received a Ph.D. in Curriculum Instruction and Teacher Education from Michigan State University, an M.A. in English Language Education from Korea University, Seoul and a B.A. in English Language Education from Hong Ik University, Seoul. Previously she was a Research Assistant for the Harvard Advanced Leadership Initiative at Harvard University.

Ms. Katelyn Smither Makovec Lecturer of Human Movement Sciences	$50,000	7/25/18	10 mos

Ms. Makovec received an M.S.Ed. and a B.S. in Health and Physical Education from Old Dominion University. Previously she was a Lecturer of Human Movement Sciences at Old Dominion University.

Dr. Jessica C. Martinez Assistant Professor of Physical Therapy and Athletic Training (Tenure Track)	$69,800	7/25/18	10 mos

Dr. Martinez receive a Ph.D. in Kinesiology from the University of Connecticut, an M.S. in Athletic Training from A.T. Still University and a B.S. in Athletic Training from Boston University. Previously she was Assistant Professor, Clinical Education Coordinator and Internship Coordinator in the Department of Kinesiology and Physical Education at Northern Illinois University. (Salary includes $8,000 for serving as Director of Clinical Education for Athletic Training.)

Mr. Matthew Perry Nerem Lecturer of Physics	$50,000	12/25/17	10 mos

Mr. Nerem received an M.S. in Physics from the College of William and Mary, a B.S. in Physics from Michigan Technological University and is expected to receive a Ph.D. in Physics from the College of William and Mary. Previously he was a Graduate Teaching Assistant in the Physics for Life Science Labs at the College of William and Mary. (new position)

Name and Rank	Salary	Effective Date	Term
Mr. Yet Tien Nguyen Instructor of Mathematics and Statistics (Tenure Track)	$84,500	7/25/18	10 mos

Mr. Nguyen received an M.S. in Statistics from Iowa State University, a B.S. in Mathematics from Vietnam National University and is expected to receive a Ph.D. in Statistics from Iowa State University. Previously he was a Research Assistant in the Laurence H. Baker Center for Bioinformatics and Biological Statistics at Iowa State University. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2018)

Ms. Ruth Osorio Instructor of Women's Studies (Tenure Track)	$66,000	7/25/18	10 mos

Ms. Osorio received an M.A. in English from San Francisco State University, a B.A. in English from California Polytechnics State University and is expected to receive a Ph.D. in English from the University of Maryland, College Park. Previously she was Assistant Director for the Academic Writing Program at the University of Maryland, College Park. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2018)

Mr. Nathan Owens Lecturer of World Languages and Cultures	$21,420	12/25/17	5 mos

Mr. Owens received an M.A. in French Linguistics from the University of Illinois at Urbana-Champaign and a B.A. in French and a B.A. in Classics from Southern Illinois University at Carbondale. Previously he was an Adjunct Instructor in the Department of World Languages and Cultures at Old Dominion University. (new position)

Dr. Jeremy Saks Assistant Professor of English (Tenure Track)	$59,750	7/25/18	10 mos

Dr. Saks received a Ph.D. in Journalism/Mass Communications and an M.S. in Journalism from Ohio University and a B.A. in Communication from Denison University. Previously he was a Teaching Assistant in Journalism at Ohio University.

Mr. Thomas Ian Schneider Instructor of Finance (Tenure Track)	$140,000	7/25/18	10 mos

Mr. Schneider received a B.S. in Quantitative Finance and Mathematics from James Madison University and is expected to receive a Ph.D. in Finance from Boston College, Carrol School of Management. Previously he was a Teaching Assistant at Boston College in the Carroll School of Management. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2018)

Name and Rank	Salary	Effective Date	Term
Dr. Rachel S. White	$66,000	7/25/18	10 mos

Assistant Professor of Educational Foundations and Leadership (Tenure Track)

Dr. White received a Ph.D. in Education Policy from Michigan State University, an M.A. in Education Policy and Leadership from The Ohio State University and a B.A. in Public Policy from the University of Michigan. Previously she was a Postdoctoral Scholar-Research Associate at the University of Southern California Rossier School of Education.

Ms. Quintan Ana Wikswo	$45,000	7/25/18	5 mos

Visiting Professor of English

Ms. Wikswo received an M.F.A. in Creative Writing from San Francisco State University and a B.A. Interdisciplinary from the University of Texas at Austin. Previously she was Visiting Artist Lecturer in Creative Writing at the Santa Fe University of Art and Design. (Designated as the Mina Hohenberg Darden Endowed Professor of Creative Writing. (One-third time appointment)

Ms. Brandi Woodell	$62,000	7/25/18	10 mos

Instructor of Sociology and Criminal Justice (Tenure Track)

Ms. Woodell received an M.A. in Sociology from the University of New Orleans, a B.A. in Sociology and Philosophy from Centenary College of Louisiana and is expected to receive a Ph.D. in Sociology from the University of Nebraska-Lincoln. Previously she was an Instructor of Record in the Sociology Department at the University of Nebraska-Lincoln. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2018)

Dr. Clayton Wright	$50,000	12/25/17	10 mos

Lecturer of Biological Sciences

Dr. Wright received a Ph.D. in Biomedical Science from Eastern Virginia Medical School and a B.S. in Biology from Livingstone College. Previously he was an Assistant Professor in Health Sciences at South University.

Mr. Christopher A. B. Zajchowski	$60,000	7/25/18	10 mos

Instructor of Human Movement Sciences (Tenure Track)

Mr. Zajchowski received an M.S. in Experiential Education–Decision-making Science from Minnesota State University, a B.A. in Independent-International Literature; Environmental Studies from Colby College and is expected to receive a Ph.D. in Parks, Recreation, and Tourism from the University of Utah, Salt Lake City. Previously he taught in the Department of Parks, Recreation, and Tourism at the University of Utah. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2018)

Name and Rank	Salary	Effective Date	Term
Ms. Yilun Zhou Instructor of Human Movement Sciences (Tenure Track)	$60,000	7/25/18	10 mos

Ms. Zhou received an M.S. in Statistics and an M.S. in Sport Management from the University of Illinois at Urbana-Champaign and is expected to receive a Ph.D. in Sport Management from the University of Illinois at Urbana-Champaign. Previously she taught Recreation, Sport and Tourism courses at the University of Illinois at Urbana-Champaign. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2018)

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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.

Name and Rank	Salary	Effective Date	Term
Mr. John Allen, Jr. Assistant Football Coach – Wide Receivers, and Assistant Instructor	$58,000	1/25/18	12 mos

Mr. Allen received a B.S. in Office Systems Management from James Madison University. Previously, he worked as the Offensive Line Coordinator for Delaware State University.

Ms. Latia Allen Student Success Advisor, Center for Advising Administration and Academic Partnerships, and Instructor	$44,000	3/10/18	12 mos

Ms. Allen received an M.Ed. from Regent University. Previously, she worked as a Career and Education Advisor for Zeiders Enterprises, Inc.

Dr. Carin Barber Project Manager, Student Engagement and Enrollment Services, and Assistant Professor	$63,650	1/10/18	12 mos

Dr. Barber earned a B.S. in Marketing Education and an M.Ed. in Educational Leadership and Policy Studies from Virginia Tech and a Ph.D. in Educational Leadership from Eastern Michigan University. Previously, she served as a Policy and Planning Specialist for ODU's Housing and Residence Life division.

Mr. Scepter Brownlee Assistant Women's Basketball Coach and Assistant Instructor	$85,000	4/2/18	12 mos

Mr. Brownlee received a B.A. in Sociology from the University of San Francisco. Previously, he was the Assistant Athletic Director and Varsity Basketball Coach for King's Ridge Christian School in Alpharetta, GA. Mr. Brownlee also coached at Georgia State University, Southeast Missouri State University, and the University of Tennessee at Knoxville.

Mr. Michael Dal Santo, Jr. Coordinator of Technology and Data Analysis, Enrollment Management, and Assistant Instructor	$80,000	1/10/18	12 mos

Mr. Dal Santo received a B.S. in Industrial Engineering from Lehigh University. Previously, he worked as the Associate Director of Undergraduate Admissions Operations for the Stevens Institute of Technology.

Name and Rank	Salary	Effective Date	Term
Dr. Sarah Ferguson MonarchTeach Master Teacher and Assistant Professor	$60,000	12/25/17	12 mos

Dr. Ferguson earned a B.S. in Mathematics from Shippensburg University, an M.S. in Mathematics Education from Towson University, and a Ph.D. in Mathematics Education Curriculum and Instruction from Old Dominion University. Previously, she served as a teacher for MonarchTeach at ODU and as the Math Content Manager for Cyber School. (new position)

Dr. Larry "Chip" Filer Associate Vice President for Economic Development and Entrepreneurship, and Associate Professor of Economics (Tenured)	$185,000	1/10/18	12 mos

Dr. Filer earned a B.A. in Economics and Political Science from Westminster College, and an M.A. and Ph.D in Economics from the University of Kentucky. Previously, he served as Senior Fellow in the Dragas Center for Economic Analysis and Policy and Chair of the Economics Department. Dr. Filer also previously served as MBA Director and Associate Dean for the University's Strome College of Business. He specializes in Macroeconomics, Federal Reserve Policy, and Banking. He currently serves on the board of the Hampton Roads Global Commerce Council and as a member of the Hampton Roads Community Foundation's Industry Clusters Sub-Committee.

Mr. David Flanagan Senior Project Scientist and Assistant Facility Security Officer, Virginia Modeling, Analysis and Simulation Center, and Instructor	$68,000	11/25/17	12 mos

Mr. Flanagan earned a B.S. in Criminal Justice from Old Dominion University. Previously, he worked as a Project Scientist and as a Research Associate for ODU's Virginia Modeling, Analysis and Simulation Center.

Ms. Jan Johnson Director of Alumni Relations and Assistant Instructor	$60,000	4/10/18	12 mos

Ms. Johnson earned a B.S. in Child Development and Psychology from Radford University. Previously, she worked as the University Events Coordinator for the Office of Community Engagement and as the Director of Development for An Achievable Dream Academy in Newport News, VA.

Name and Rank	Salary	Effective Date	Term
Dr. Katherine Hawkins Vice Provost for Faculty Affairs and Strategic Initiatives and Professor of Communication and Theatre Arts	$190,000	6/25/18	12 mos

Dr. Hawkins received a Ph.D. and an M.A. in Speech Communication from the University of Texas at Austin and a B.A. in Psychology and Sociology from the University of Virginia. Previously she was a Full Professor and Dean of the College of Humanities and Behavioral Sciences at Radford University. She was also Full Professor and Chair of the Department of Communication Studies at Clemson University.

Ms. Pamela Martin Director of Digital Marketing, Distance Learning and Assistant Instructor	$85,000	2/25/18	12 mos

Ms. Martin received a Bachelor of Science in Business Administration from Old Dominion University. Previously, she worked as the Director of Digital Marketing for NewCity in Blacksburg, VA. (new position)

Mr. Jared Mays Admissions Counselor and Assistant Instructor	$36,414	1/10/18	12 mos

Mr. Mays received a B.S. in Political Science from Old Dominion University. Previously, he served as an Admissions Counselor for Old Dominion University. (new position)

Ms. Jessica McGee Advisor/Success Coach, Student Engagement and Enrollment Services, and Instructor	$44,000	1/10/18	12 mos

Ms. McGee earned a B.S. in Human Services and an M.S.Ed. in Educational Leadership from Old Dominion University. Previously, she worked as an Honors College Advisor for ODU. (new position)

Mr. Michael Moore Associate University Registrar and Instructor	$71,500	4/10/18	12 mos

Mr. Moore received a B.A in English and Creative Writing from Ohio University, an M.B.A. in Accounting from Strayer University in Washington, DC and is pursuing a Ph.D. in Higher Education. Previously, he served as the Academic Services Manager for the University Registrar's Office.

Name and Rank	Salary	Effective Date	Term
Ms. Hatice Murphy	$70,000	4/10/18	12 mos
Assistant Director of Community Outreach and Engagement, Distance Learning, and Instructor			

Ms. Murphy received a B.A. in Economics and Finance and an M.B.A. in Business Management from George Mason University. Previously, she worked as the Director of Infuze International, an international consulting firm. (new position)

Ms. Samantha Palmucci	$36,000	1/10/18	12 mos
Retention Coordinator, Student Engagement and Enrollment Services, and Assistant Instructor			

Ms. Palmucci received a B.A. in Communications from Monmouth University and is expected to receive an M.S.Ed. in Higher Education Leadership in Student Affairs from Old Dominion University. Previously she served as the Assistant Coordinator of Distinguished Events for the American Cancer Society, Web Development and Social Media Specialist for CentraState Healthcare System, and Marketing/Sales Strategist for Rowena's.

Delegate Kenneth R. Plum	$16,000	4/1/18-6/1/18	4 mos
Contributing Author for the Old Dominion		6/15/18-8/15/18	
University State of the Commonwealth Report, Strome College of Business			

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

Mr. Humberto Portellez	$101,308	1/10/18	12 mos
University Registrar and Assistant Professor			

Mr. Portellez earned a B.A. in International Relations from Florida International University and a J.D. in Law from the University of Miami. Previously, he served as the Associate University Registrar for the University Registrar's Office. He has also worked as a Registrar for the University of Maine at Fort Kent.

Mr. Michael Ruffin	$62,500	1/3/18	12 mos
Director of Innovative Technology, College of Education, and Instructor			

Mr. Ruffin earned a B.A. in Biology from Asbury College and an M.S.Ed. in Curriculum and Instruction from Old Dominion University. Previously, he served as the Curriculum Integration Technology Teacher for Hampton Public Schools.

Name and Rank	Salary	Effective Date	Term
Ms. Summer Steelman Assistant Director, Career Development Services and Liaison to Sciences and Health Sciences and Instructor	$43,800	1/10/18	12 mos

Ms. Steelman earned a B.A. in Psychology from Hawaii Pacific University and an M.S. in Counseling Psychology and an M.Ed. in Student Development and Leadership from Angelo State University. Previously, she served as the Career Program Coordinator for the University's Career Development Services department.

Ms. Latanya Supthin MonarchTeach Master Teacher and Instructor	$60,000	12/25/17	12 mos

Ms. Sutphin earned a B.S. in Physics from Emory & Henry College, a B.S. in Chemistry from Old Dominion University, and an M.Ed. in Curriculum and Instruction Mathematics from Concordia University. Previously, she served as a STEM Master Teacher for ODU and as a Mathematics Teacher for Amherst County Public Schools. (new position)

Mr. Samuel Thomas Assistant Women's Soccer Coach and Assistant Instructor	$41,616	2/10/18	12 mos

Mr. Thomas received a B.A. in Art from Principia College. Previously, he served as the Assistant Women's Soccer Coach for Southern Illinois University.

Mr. W. Scott Thomas Advisor/Success Coach, Center for Major Exploration, and Instructor	$44,000	1/10/18	12 mos

Mr. Thomas earned a B.S. in Physical Education and an M.S.Ed. in Sport and Recreation Management from Old Dominion University. Previously, he worked as the Sports and Team Director for the Greenbrier Family YMCA. (new position)

Dr. Bonnie Van Lunen Dean of the College of Health Sciences and Professor of Physical Therapy and Athletic Training (Tenured)	$226,000	6/10/18	12 mos

Dr. Van Lunen received a Ph.D. in Sports Medicine and a Master of Education in Athletic Training from the University of Virginia and a B.S. in Physical Education from Castleton State College. Previously she served as Professor and Chair of the School of Physical Therapy and Athletic Training, Interim Assistant Dean of Graduate Education within the College of Health Sciences, Graduate Program Director of the Post-Professional Athletic Training Program and Graduate Program Director of the Health Services Research Doctoral Program at Old Dominion University.

Name and Rank	Salary	Effective Date	Term
Ms. Vanessa Walker Associate Controller and Assistant Instructor	$130,000	2/10/18	12 mos

Ms. Walker earned a Bachelor of Science in Business Administration from Old Dominion University. Previously, she served as the Assistant Controller for Old Dominion University. She has served in several other capacities at the University, including Financial Reporting Supervisor, Senior Fiscal Technician, and Accounts Payable Clerk. Ms. Walker is a licensed Certified Public Accountant and is also a Chartered Global Management Accountant.

Ms. Halldora Webster Business Manager, Center for Educational Partnerships, and Instructor	$55,000	2/25/18	12 mos

Ms. Webster received a B.S. in Information Systems Management from the University of Maryland University College and an M.S.Ed. in Higher Education from Old Dominion University. Previously, she served as the Business Operations Manager for the Center for Educational Partnerships at ODU. (new position)

Mr. Frank Wilson, Jr. Assistant Football Coach and Assistant Instructor	$35,000	1/10/18	12 mos

Mr. Wilson earned a B.A. in Psychology from the University of Dayton. Previously, he served as the Special Teams Quality Control Coach for ODU Football. (new position)

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EMERITUS/EMERITA APPOINTMENTS

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

Name and Rank	Effective Date
Larry Atkinson Eminent Scholar Emeritus and Professor Emeritus of Ocean, Earth and Atmospheric Sciences	June 1, 2018
Joseph Cosco Associate Professor Emeritus of English	June 1, 2018
James Duffy Associate Vice President Emeritus for Academic Affairs	July 1, 2018
Morel Fry Assistant University Librarian Emerita for Administration	March 1, 2018
Thomas Isenhour Professor Emeritus of Chemistry and Biochemistry	June 1, 2018
Gayle McCombs University Professor Emerita and Professor Emerita of Dental Hygiene	June 1, 2018
Roland Mielke University Professor Emeritus and Professor Emeritus of Modeling, Simulation and Visualization Engineering	June 1, 2018
Thomas Somma Associate Professor Emeritus of Medical Diagnostic and Translational Sciences	June 1, 2018
Maureen D. Stiner Senior Lecturer Emerita of Finance	June 1, 2018
Dennis Zeisler University Professor Emeritus and Professor Emeritus of Music	June 1, 2018

LARRY P. ATKINSON

Larry P. Atkinson is the Samuel and Fay Slover Professor of Oceanography and Eminent Scholar in the Department of Ocean, Earth and Atmospheric Sciences. He received a B.S. and M.S. in oceanography from the University of Washington and a Ph.D. from Dalhousie University in Halifax, Nova Scotia, Canada. Prior to coming to Old Dominion University in 1985, he was professor at the Skidaway Institute of Oceanography in Savannah, Ga.

Atkinson was the founding director of Old Dominion University's Center for Coastal Physical Oceanography (CCPO) and served as chair of the department. In 2010 he started initiatives at ODU focusing on sea level rise, flooding and climate change. He has spent considerable time mentoring younger faculty in this area of research, education and outreach and in initiating interdisciplinary efforts at ODU. Atkinson helped initiate the Hampton Roads Adaptation Forums in collaboration with Virginia Sea Grant and the Hampton Roads District Planning Commission. The forums serve the decision makers of the region as they deal with increased flooding.

Atkinson is a member of The Oceanography Society, the American Meteorological Society, the Marine Technology Society and the American Association for the Advancement of Science (AAAS). He is a Fellow of the AAAS. He was editor of Oceanography (1993-1997) and Editor (1988 - 1990) and Senior Editor (1990-92) of the Journal of Geophysical Research - Oceans. Atkinson has served on and was chair of the Department of Interior Science Advisory Committee for Outer Continental Shelf oil and gas production. From 2001 to 2004 he was the National Science Foundation (NSF) representative to the inter-agency Ocean.US office creating the Integrated Ocean Observing System for the U.S. Atkinson is chair of the NSF Ocean Observatories Initiative Facility Board. He is also on the NOAA Hydrographic Services Review Panel, which is Federal Advisory Committee.

Atkinson is the author or co-author of over 90 reviewed publications including many that are highly cited. He currently is Principal Investigator on two grants, one with NOAA and one with NSF. He is also currently co-PI on two grants, one with NOAA and one with the Department of Homeland Security. Since 1986, Atkinson has been awarded approximately $4.2M as a PI and $2.1M as co-PI.

JOSEPH COSCO

Joseph Cosco, associate professor of English, earned an A.B in English from Dartmouth College, an M.A. in English literature from Columbia University, and a Ph.D. in American studies from the College of William and Mary. He also pursued post-graduate work in Anglo-Irish Literature at Trinity College, Dublin. Cosco twice served as a visiting professor at Old Dominion before joining the faculty as an assistant professor of English in 1998. He achieved the rank of associate professor in 2004. In addition to his teaching at Old Dominion, Cosco was a visiting lecturer at the University of Essex, England (November 2003), and at the University of Kitakyushu, Japan (August 2005).

Cosco is the author of the book, *Imagining Italians: The Clash of Romance and Race in American Perceptions, 1880-1910* (State University of New York Press, 2003), as well as a number of scholarly articles, book reviews, and conference presentations on subjects including folk singer Woody Guthrie, reformer/photographer Jacob Riis, writer Mark Twain, and, more generally,

depictions of Italian-Americans in American culture. Prior to transitioning into university teaching and research, Cosco was a newspaper journalist and freelance writer whose news and feature articles, commentary pieces, and personal essays appeared in The New York Times, The Washington Post, regional newspapers, and national and regional magazines.

Cosco was nominated for the ODU College of Arts and Letters Stern Award for teaching excellence, earned several Shining Star teaching awards, and was named "Most Inspiring Professor" by a winner of the Old Dominion's top student award, the Kaufman Prize. During his tenure at Old Dominion, Cosco served as program director of the Masters in English program, coordinator of the minor in American studies, adviser to the Mace & Crown student newspaper, editor of the College of Arts and Letters alumni newsletter, and copy editor for Monarch Magazine, the University's alumni publication.

JAMES DUFFY

James P. Duffy received a B.A. in urban affairs from Virginia Tech and a master of public administration from Old Dominion University. He joined Old Dominion in 1999 as the University's associate budget officer where he revised the presentation of the University's Operating Plan & Budget document. He also integrated data extractions from the University's newly implemented Banner system to routinely produce myriad financial reports in tandem with the University hierarchy. This framework became the blueprint for a collaborative development with University IT to deploy "business intelligence" software that enabled users to select from customized budget reports tracking budgets and cost centers.

Duffy transitioned to the role of associate vice president for academic affairs in 2011. In this role he provided financial leadership for all Academic Affairs operations and specifically lent daily support and collaboration to the provost, vice provosts, deans and associate deans, division directors, department chairs, college/division financial managers, numerous faculty with research and grant initiatives, and multiple professional staff from the Educational Foundation and the Old Dominion University Research Foundation. His office managed all 850+ faculty contracts as well as the adjunct faculty payroll (680). Duffy managed the Academic Affairs budget planning process with and mentored many colleagues.

Duffy's Academic Affairs tenure was marked by a commitment to integrating data and analysis into daily financial operations and performance monitoring. As a testament to the higher education administration environment, he firmly believed that multiple lenses must be utilized in assessing and prioritizing Academic Affairs resource allocation. To that end he continuously devised multiple datasets integrating revenues, costs, enrollments, student credit hours and the like to assist academic leaders in reviewing programs and to enhance planning. Duffy, in partnership with colleagues, implemented the Educational Advisory Board Academic Performance Solutions information platform enabling graphic data trends across all academic colleges and departments.

MOREL FRY

Morel Fry, assistant university librarian for administration, received a B.A in anthropology from the University of Wisconsin-Madison and an M.L.S from the University of Denver. She obtained a certificate in museum studies from Northwestern University in 2016. Fry joined Old Dominion University in 1986 as the management services librarian. Before ODU, she served as director of administrative services at the Nebraska Library Commission.

Fry was instrumental in many projects in the Libraries, none more so than the successful ideation, development, and launch of the Learning Commons @ Perry Library. She received recognition as Librarian of the Year in 1992, 2009 and 2013. She served the profession as president of the Virginia Library Association (VLA) and held several other offices in VLA. Her University service included being ODU's institutional representative to the Virginia Network of Women in Higher Education since 2009. Fry was a member of the University Women's Caucus Board since 2006 and served as president in 2007-2008. She served on the board of the Association of University Administrators, Faculty Senate Committee I, the University Parking Appeals Committee, and the Academic Integrity Council as a member and Chair.

THOMAS ISENHOUR

Thomas L. Isenhour, professor of chemistry and biochemistry, is an analytical chemist with a B.S. degree from the University of North Carolina and a Ph.D. from Cornell. He has served as department chair at the University of North Carolina and Duquesne University. He has been dean of arts & sciences at Kansas State University and dean of sciences at Utah State University and Old Dominion University. His most recent administrative assignment was a five-year term as provost and vice president for academic affairs at Old Dominion University.

Isenhour's expertise includes nuclear analytical chemistry, spectroscopy, and data interpretation. He is a teacher, researcher, administer, and consultant to industry and government. He has taught more than 10,000 students in chemistry, environmental science, mathematics and the history of science. In research, Isenhour has published 182 articles and 15 books. His books have been translated into Russian, Polish, and Czech. He has directed 28 Ph.D. dissertations and 10 M.S. theses. His research has attracted grants ranging from $20,000 to $500,000 per year. He is an award winning actor and has authored four plays that have been produced.

Isenhour has served on many national boards, the chemistry committee for GRE, and as a counselor for the College Board. During the 80's he edited *The Journal of Chemical Information and Computer Science*. On leave he was an endowed visiting professor at Hebrew University in Jerusalem, a program director at the National Science Foundation, and the provost/dean for the establishment of the American University in Bulgaria. He has recently been a member of People-To-People Ambassador delegations to China, South Africa, Brazil, and India. On leave, following the completion of his term as provost, he wrote his latest book, *The Evolution of Modern Science.* Presently, an Arabic translation of this book is under consideration.

Isenhour's honors include membership in Phi Beta Kappa, an Alfred P. Sloan Research Fellowship, the American Chemical Society Award in Analytical Chemistry, and an Outstanding Performance Award at the National Science Foundation.

GAYLE MCCOMBS

Gayle McCombs, professor of dental hygiene, began her career in dental hygiene with an Associate degree from Florida Community College in Jacksonville and obtained a B.S. from the University of West Florida and a Master of Science from the University of North Carolina. Her academic career began as a clinical instructor at Pensacola Junior College, followed by three years as an instructor at Florence Darlington Technical College of Dental Hygiene and Dental Assisting. She later served as a visiting assistant professor and assistant research professor at UNC-Chapel Hill and an instructor at Guilford Technical Community College. McCombs joined Old Dominion University in 1998 as an assistant professor.

During her tenure at ODU, McCombs was promoted to associate professor in 2004, earned full professor rank in 2010 and was designated a university professor in 2011. She served as director of the Dental Hygiene Research Center from 1999-2016 and as graduate program director for the Master of Science in Dental Hygiene from 2009-2016. Additionally, McCombs has held a joint appointment with the Center for Global Health since 2014.

McCombs served on 23 thesis committees, including 13 as thesis director. Her peer-reviewed publications include 40 manuscripts and 30 abstracts, and she gave 94 presentations at professional meetings. She has contributed significantly to the body of knowledge through collaborations within and outside the School of Dental Hygiene and the University. Moreover, McCombs received $662,562 in grant funding while at ODU.

McCombs coordinated dental mission trips to Leon, Nicaragua through Physicians for Peace in 2010-2013. She has been featured in Virginia Living, WebMD; in *Dimensions of Dental Hygiene* as a dental hygiene researcher; and on the Discovery Channel's "Destination Tomorrow" for clinical research with the Ultra Sonographic Periodontal Probe. McCombs' awards received include "Health Heroes" from *Inside Business Hampton Roads Business Journal*, the Lindsey L. Rettie College of Health Sciences Research Award, the G.W. Hirschfeld Faculty Excellence Award, and first place award in the category of life sciences at the ODU Research Exposition in 2009 for the Ultra Sonographic Periodontal Probe.

ROLAND MIELKE

Roland R. Mielke, professor of modeling, simulation and visualization engineering, received B.S., M.S., and Ph.D. degrees in electrical engineering from the University of Wisconsin-Madison. He joined Old Dominion University as an assistant professor of electrical engineering in 1975, was awarded tenure and promoted to associate professor in 1979, and achieved the rank of professor in 1987. He was designated a university professor in 2002. In 2010, his faculty appointment was transferred to the newly formed Department of Modeling, Simulation and Visualization Engineering.

Mielke served as graduate program director (1979-1981 and 1983-1985) and chair (1982-1996) for the Department of Electrical Engineering. During his term as chair, he led the development of the undergraduate program in computer engineering. Mielke coordinated the development of the Virginia Modeling, Analysis and Simulation Center (VMASC) and then served as technical director (1996-2006) and interim executive director (2000 and 2005-2006). He served as graduate program director (2006-2010) for the modeling and simulation graduate programs in the Batten College of Engineering and Technology. Mielke was also the founding chair of the Department of Modeling, Simulation and Visualization Engineering (2010-2013); during this period he led the development of the undergraduate program in modeling and simulation engineering.

Mielke's research interests include mathematical system theory and the application of modeling and simulation to the design and testing of systems. He also has interests in developing and expanding modeling and simulation educational opportunities. He has published 120 papers and technical reports, and participated as principal or co-principal investigator on over 50 grants and contracts totaling over $7.5M. Of all his faculty activities, Mielke most enjoyed his role as teacher.

THOMAS SOMMA

C. Thomas Somma, associate professor of medical diagnostic and translational sciences, received a B.S. in chemistry from Frederick College, an M.S. in biochemistry from Virginia Tech, and an Ed.D. from William & Mary. He joined Old Dominion University in 1978 as an assistant professor in the Department of Biological Sciences teaching courses in medical technology and serving as its program director. In 1987 he became chair of the School of Medical Laboratory Sciences in the new College of Health Sciences, serving in that administrative position for 21 years. During that time he established the following new programs: nuclear allied medicine, cytotechnology, histotechnology, military transition/distant medical technology, and the undergraduate certificate program in molecular diagnostics.

Somma interned at the Medical College of Virginia in molecular diagnostics in 2005 and introduced the science into the undergraduate curriculum. This provided future graduates to staff the new Molecular Lab at Sentara Norfolk General Hospital. In 1981, he was funded to establish a clinical lab on the Eastern Shore at Nassawadox in a collaborative support of EVMS medical students, dental students, and nursing students. He staffed it five evenings per week with medical technology students in providing diagnostic services to the migrant farmer population.

Somma taught 18 different courses and their associated labs. He has 35 refereed publications in the areas of exercise physiology and diabetes, the latter working in collaboration with Dr. Vinik of the Diabetes Institute. He has written 29 abstracts, seven book reviews, textbook contributions in the fields of clinical chemistry, urinalysis, and phlebotomy, and a co-authored book on "Phlebotomy Case Studies," and he has 19 funded grants in excess of $350,000.

MAUREEN D. STINER

Maureen D. Stiner, senior lecturer of finance, received a B.A. in economics from Miami University in Oxford, Ohio and an M.B.A. from the University of Pittsburgh. She joined the Finance

Department at Old Dominion University as an instructor in 1988 and initially taught for five years. She rejoined the department in 2001, achieving the rank of Lecturer in 2008 and Senior Lecturer in 2016. Stiner has twice been presented with the Most Inspiring Faculty Award for the College of Business, in the spring of 1990 and again in fall of 2015. She received the Armada Hoffler Weekend Teaching Award in 2006. For the 2011-2012 academic year, Stiner was given two College of Business awards, the Outstanding Full-Time Non-Tenure Track Faculty Teaching Award and the Outstanding Service Award. Recently she was presented with the 2018 Robert M. Stanton Real Estate Teaching Award.

Stiner has successfully taught thousands of students, both live and distance learning, over her long career at ODU while earning consistently outstanding teaching evaluations. She has maintained high standards of academic rigor in her classes and has shown great dedication to helping her students achieve success. Stiner has been the faculty sponsor of the ODU Finance Club since 2005. The club meetings have introduced the students to new career options and have provided excellent networking opportunities. Many Finance Club members have obtained internships and full time jobs because of contacts made through the club. The club has strengthened ties between the College and the local business and alumni community.

DENNIS ZEISLER

Dennis Zeisler, professor of music, received M.M., B.M. and B.M.E degrees in music from the University of Michigan. He joined Old Dominion University as assistant professor of music in 1979. He attained the rank of full professor in 1999, was later named a University professor, and served as the chair of the Department of Music from 1992-2006.

Zeisler served as director of bands for 39 years. His accomplishments during this time have been numerous. He was named Music Educator of the Year for the state of Virginia in 1999 and was elected to the prestigious American Bandmasters Association, serving as as its 77th president. Zeisler founded the Virginia Wind Symphony, which has been a featured performance ensemble at the nationally known Midwest Band Clinic in Chicago.

Zeisler is known throughout the United States as a conductor and leader in his field. He has trained numerous music educators and been influential in the growth of Symphonic Wind Ensembles throughout the state. He regularly trains conductors for the U.S. Military, and his influence is felt internationally through prestigious military bands around the world. Zeisler is an active performer, conductor, clinician and adjudicator in the national arena.

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

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revisions to the policy on Posthumous Degree or Certificate of Recognition or Achievement for Terminally Ill and Deceased Students effective April 26, 2018.

Rationale: The proposed changes to the policy on Posthumous Degree or Certificate of Recognition or Achievement for Terminally Ill and Deceased Students are intended to clarify the procedures for the award of a posthumous degree or certificate. The current procedures for the award of a posthumous degree or certificate are not always clear and thus cause confusion. For example, the policy currently says the Dean recommends the award of the degree or certificate but does not specify to whom the recommendation is made. The procedures have been updated to align with current practice by naming the responsible party at each stage of the process.

In addition, the party responsible for approving exceptions to the award of a posthumous degree or certificate has been changed from the President to the Provost. This is consistent with how exceptions to degree requirements and other academic requirements are made.

NUMBER: 1408

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

APPROVED: June 16, 2006; Revised December 7, 2007; Revised September 26, 2013 (eff. 1/1/14); Revised April 24, 2014

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

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

Undergraduate Students

1. The student must have completed at least 90 hours of college credit with at least 30 hours at ODU.
2. The student must have completed 75% of the credit hours required for the major.

3. The student must be in good academic (2.00 GPA) and disciplinary standing.
4. The student must be enrolled at ODU at the time of death or diagnosis of terminal illness.

Graduate Students

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

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

Undergraduate and Graduate Students

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

Procedures

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

1. The University Registrar normally identifies the student for the degree or certificate and contacts the student's academic department to recommend review.
2. After review and confirmation that the criteria for the degree or certificate have been met, the department chair forwards the recommendation for the degree or certificate to the dean ~~(~~or designee~~)~~ for approval.
3. On behalf of the faculty, the dean of the appropriate college recommends the award of the degree or certificate to the University Registrar, who conducts the final review.
4. The University Registrar notifies the Dean of Students or designee that the award of a posthumous degree or certificate has been approved. The degree or certificate will be printed by the Office of the University Registrar and forwarded to the Dean of Students.
~~4. The President or delegate will communicate with the next of kin.~~
~~5. The degree or certificate will be presented only to the next of kin or their delegate.~~
5. In consultation with the appropriate college, the Dean of Students will communicate with the next of kin or their delegate concerning the award of the degree or certificate. ~~6.~~ Arrangements for presentation of a posthumous degree or certificate are the responsibility of the Dean of Students or designee in conjunction with ~~made by~~ staff from the appropriate college and ~~the Division of Student Engagement and Enrollment Services in~~

~~consultation with the Office of Academic Affairs and~~ in consultation with the next of kin or their delegate.

6. If the dean believes an exception to the requirements for a posthumous degree or certificate should be made, a request for exception can be made to the Provost or designee.

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RESOLUTION TO NAME THE HONORS COLLEGE AS THE PERRY HONORS COLLEGE

WHEREAS, the Honors College offers qualified students the opportunity to enroll in a four-year honors program, which features the best aspects of both a large-university education and a small-school experience; and

WHEREAS, Honors College students enjoy low-enrollment courses designed specifically for the college, which emphasize teaching and innovation and students are free to select any major; and

WHEREAS, Patricia Perry is a 1989 graduate of Old Dominion University, is a former member of the Old Dominion University Board of Visitors serving as chair of the Institutional Advancement and Academic Affairs Committees, and recipient of the 2008 Batten Award; and

WHEREAS, J. Douglas Perry is a 2005 Honorary Doctorate graduate of Old Dominion University, is a former member of the Old Dominion University Educational Foundation and recipient of the 2008 Batten Award; and

WHEREAS, The Patricia and Douglas Perry Foundation is run by Patricia and Douglas Perry who have been and continue to be generous supporters and leaders in numerous local, and national philanthropic causes, boards, colleges and universities and provide overwhelming support to countless community organizations; and

WHEREAS, the Perry's philanthropy at Old Dominion University includes lead support and naming of the Patricia and Douglas Perry Honors College, Patricia and Douglas Perry Library, the Patricia and Douglas Perry Endowed Professorship, the Perry/An Achievable Dream/Peninsula Endowed Scholarship and numerous other contributions to the University; and

THEREFORE, BE IT RESOLVED, that the Board of Visitors of Old Dominion University approve the naming of the Honors College as the Patricia and Douglas Perry Honors College, and

BE IT FURTHER RESOLVED, that this Resolution be spread across the minutes of the Board of Visitors and an appropriately framed copy be presented to Patricia and Douglas Perry and signage be prominently displayed outside of the facility.