

OLD DOMINION UNIVERSITY

BOARD OF VISITORS
Thursday, April 27, 2017

MINUTES

The Board of Visitors of Old Dominion University met in regular session on Thursday, April 27, 2017, at 8:30 a.m. in the Board Room of the Kate and John R. Broderick Dining Commons on the Norfolk campus. Present from the Board were:

Carlton F. Bennett, Rector
R. Bruce Bradley
Richard T. Cheng
Alton J. Harris
Michael J. Henry
Larry R. Hill
Toykea S. Jones
Mary Maniscalco-Theberge
Ross A. Mugler
Frank Reidy
Lisa B. Smith

Petra Szonyegi (*Student Representative*)

Absent were:

Yvonne T. Allmond
Kay A. Kemper
Donna L. Scassera
William D. Sessoms, Jr.
Robert M. Tata
Fred J. Whyte

Also present were:

John R. Broderick, President	Scott Harrison
Bruce Aird	Elizabeth Kersey
Austin Agho	Rich Le Moal
Mike Brady	Donna W. Meeks
Alonzo Brandon	Harry Minium (<i>Virginian-Pilot</i>)
Jon Cawley	Ellen Neufeldt
Jane Dané	Brian Payne
Morris Foster	September Sanderlin
Giovanna Genard	Wood Selig
Dillard George	Deb Swiecinski
Velvet Grant	Rusty Waterfield
Tiffany Hampton	Jay Wright
David Harnage	Johnny Young

CALL TO ORDER

Rector Bennett called the meeting to order at 8:40 a.m. He announced that the Broderick Dining Commons is the new home for the Board and all future meetings will be held here. Webb Center will be used primarily for student events.

BUDGET AND TUITION AND FEE PRESENTATION

President Broderick stated that the proposed budget and tuition and fees have been presented to the full Board rather than to the Administration & Finance Committee for the last four to five years in order to engage the entire Board in the discussion. In addition, each of the Board members were contacted individually to address any questions. He noted that the University walks a fine line between meeting the needs of the students we serve who already have financial challenges while increasing revenue to neutralize the impact of the reduced state funding.

Chief Operating Officer Harnage presented the details behind the proposed budget and tuition and fees. He reviewed the process, noting the collaborative approach with the Board and the vice presidents. The goal is to continue the University's commitment to its mission and maintain affordability while addressing mandatory costs increases and have the financial resources to attract and retain students. Strategic reductions and reallocations of existing resources will be used to address many of these needs.

He reviewed the financial forecast that was previously shared at the Board's retreat. At that time, the reduction amount was projected to be \$6 million but was subsequently reduced to \$3 million. However, the revenue shortfall that was discussed still exists and the University still has mandatory cost increases it must fund. The total need is \$6.7 million. The resource strategy to support the budget allocations was reviewed, including \$4.7 million in state funding for compensation and benefit cost increases, \$6.7 million in proposed tuition revenue, unallocated base resources totaling \$3.4 million, base reallocations of \$1.6 million, one-time resource allocations of \$2 million and one-time allocation of reserves totaling \$2 million. Taking into account the \$3.2 million reduction in general funds, the \$2 million shortfall in non-general fund revenue, and the \$1 million adjustment to the distance learning/on-campus revenue allocation, the resources total \$14.2 million.

An important component of the budget is the compensation package the state included in its budget. When the state includes a compensation increase, they do not fund the full cost of the increase for faculty and faculty administrators, which must be paid by the institution. For the upcoming year, the state is funding only 42% of the total compensation increase for these employees. Additionally, the state only funds a portion of employee benefits. The state's portion of the benefits cost is \$2.2 million of the total \$4.3 million.

Mr. Harnage presented the proposed E&G budget allocations in support of the major goals of the Strategic Plan. For Goal 1, Enhance the University's Academic and Research Excellence, \$916K of new base funds will be allocated to support the Children's Resource Center, faculty promotions and retention, the graduate nursing MSN program, and the pre-licensure undergraduate nursing program. \$1.3 million will be reallocated in support of engineering graduate programs, faculty promotions and retention, laboratory and course materials, the MBA program, reallocation of academic dean transitions, distance learning student support, research

laboratory operations and a research lecturer position. \$2 million in reserve funding will be used to support the online program market expansion plan. Base reductions totaling \$1.1 million will come from vacation policies and reductions in salaries of vacant positions, and \$400,000 from research vacancies in Bioelectrics and ModSim. However, the \$400,000 in research funds will be augmented by moving vacant positions to the sponsored program budget, so the net loss is zero. Under Goal 2, Support Student Success, the \$100,000 budget reduction will be accomplished with eliminating vacant positions and a modest reduction in operating support. New base funds of \$370,000 will fund student financial assistance (a replacement of the FY17 shortfall from the Foundation), and \$1,000,000 will be reallocated for student financial aid enhancements. An additional \$300,000 will support student recruitment and enrollment initiatives. For Goal 3, Enrich the Quality of University Life, new base funds of \$189,918 will cover the mandatory cost increases for operations and \$25,000 in reallocations will support the President's Task Force plan implementation. \$456,303 in reductions will come from vacancies and operations reductions in Administration and Finance as well as vacancies in Human Resources and the President's area. He noted that technology reductions of \$90,000 will come from transferring expenses to auxiliary budgets.

The proposed budget maintains the University's commitment to the academic purpose of the institution, with 62% allocated to the academy and 24% to student support. The impact of E&G investments during the 2016-2018 biennium included \$28,935,229 in support of the academic enterprise. Almost 66% of the proposed E&G budget will be allocated to instruction and academic support. In comparison, that allocation for most major research institutions is in the lower 50s. Only 7% is being allocated for institutional support (often referred to as overhead), and the administration is proud of that. Mr. Bradley asked how that compares with our peer institutions; Mr. Harnage said he doesn't have the exact numbers but ODU has traditionally been the lowest.

For the first time in Old Dominion's history, no increases to student fees are being proposed for the upcoming year. Because of the revenue shortfall and increased cost escalations, however, the auxiliary budgets need to be reduced by \$1.25 million. These reductions will be distributed proportionally to all units funded by student fees – Athletics, Recreation & Wellness, Student Engagement and Enrollment Services, and Webb University Center. The details of those reductions were shared with Board. Mr. Harnage noted that the reduction of \$400,000 in athletic scholarships for summer will be accomplished through an operational change and will not negatively impact the progress of student athletes toward their degrees.

With no questions about the proposed budget, Chief Operating Officer Harnage moved on to the proposed tuition and mandatory fees. He showed graphs of in-state undergraduate and in-state graduate tuition and fees since 2008 as compared with the other Virginia doctoral institutions, noting that Old Dominion University has been the most cost-effective in both categories. Mr. Mugler commented that lower graduate in-state rates may not necessarily be a good thing and noted that we are well below market in this category. He suggested that the University may want to consider greater increases for graduate students in future years. President Broderick stated that with the Board's support last year a new School of Graduate Studies was created, centralizing all graduate education functions. The University is now exploring differential tuition rates at the graduate level as well as reallocating existing resources to provide opportunities to add more students in some of our more popular programs.

In response to a question from the Rector, Mr. Harnage said that ODU's tuition is not a flat rate for 12 or more hours, but rather a consumption model where students pay for every credit hour taken. President Broderick added that ODU and VCU are the only doctoral institutions to do so. He noted that while we often talk about tuition increases in terms of percentages, this is misleading because each institution's existing base is not a good descriptor versus the real dollar value. Old Dominion's proposed increase of \$300 (based on a full 30 hours) is the smallest increase among the doctoral institutions that have already approved their tuition and fees.

Mr. Harnage illustrated how the \$300 increase would fund the University's needs. \$229 of that increase is needed to fund the compensation adjustments and benefit cost increases; \$8 will be applied to mandatory operational cost increases; \$16 will be used to replace scholarship support from the Foundation; and \$47 will fund the adjustment to the distance learning/on-campus revenue allocation. He also shared the dollar and percentage increases to tuition and auxiliary fees over a five-year period, as well as the dollar increase for students enrolled in varying credit hours. He noted that in-state undergraduates will not have an increase in student fees, will be required to pay a \$4 increase in the student health fee, which is required because this auxiliary function must be self-supporting. The increase amount for graduate students taking a full load of 25 credit hours was also shared with the group.

A brief discussion followed Chief Operating Officer Harnage's presentation. Mr. Mugler asked him to explain the 2% and 3% differential in the compensation increase for faculty and staff. Mr. Harnage said that the State authorized a 3% compensation adjustment for classified employees, which is 100% funded by the State. It also authorized a 3% increase for faculty and faculty administrators; however, institutions that made provided additional compensation to these employees within the last year, whether in the form of a salary adjustment or a bonus (which ODU did), were penalized with a reduced increase of 2%. Given the University's current budget situation, it cannot make up the 1% difference this year in institutional funds. Mr. Bradley asked what percentage of ODU's students are out-of-state, to which Vice President Neufeldt responded that currently it is 12% but the University has a goal to increase that each year. Dr. Maniscalco-Theberge commented that if the State wants institutions to serve more Virginians, it should provide more funding. Ms. Kersey commented that State took into account that Old Dominion already serves the most Virginians and that is one of the reasons why the mandated reductions were adjusted. The Rector noted that out-of-state students at William and Mary comprise 40% of the student population and Mr. Bradley asked if there was a 25% cap on out-of-state students. Ms. Kersey responded that this legislation went further this year than in previous years, but did not pass the Senate so it has not gone into effect. However, she foresees this issue will remain a focus in the future.

With no further discussion, on motion of Mr. Mugler, seconded by Dr. Maniscalco-Theberge, the following resolution was unanimously approved by all members present and voting. (*Bradley, Cheng, Harris, Henry, Jones, Maniscalco-Theberge, Mugler, Reidy, Smith*)

**RESOLUTION APPROVING 2017-2018 OPERATING BUDGET AND PLAN
AND COMPREHENSIVE FEE PROPOSAL**

RESOLVED, that upon the recommendation of the President, the Board of Visitors approves the proposed expenditure plan in the University's 2017-2018 Operating Budget and Plan and the corresponding 2017-2018 Comprehensive Fee Proposal.

**UNIVERSITY EXPENDITURE SUMMARY
(in thousands)**

EXPENDITURES	2016-17	2017-18
	Approved Budget Plan	Proposed Budget Plan
Instruction	\$140,382	\$143,225
Research & Sponsored Programs	\$5,703	\$4,646
Public Service	\$110	\$110
Academic Support	\$46,850	\$46,217
Student Services	\$17,552	\$17,835
Institutional Support	\$35,112	\$35,604
Operations & Maintenance of Plant	\$31,892	\$32,454
Scholarships & Fellowships	\$5,521	\$7,059
Subtotal	\$283,122	\$287,150
Auxiliary Services	\$106,236	\$112,062
Grants & Contracts	\$11,775	\$12,775
Gifts & Discretionary	\$10,415	\$9,715
Scholarships & Fellowships	\$72,624	\$72,040
Student Loan Funds	\$133,000	\$133,000
Total University Expenditures	\$617,172	\$626,742
Summary of University Revenues & Expenditures		
Revenues	\$622,744	\$628,760
Expenditures	\$617,172	\$626,742
Contributions to/(Use of) Fund Balance	\$5,572	\$2,018

**COMPREHENSIVE FEE PER CREDIT HOUR
FOR THE 2017-2018 ACADEMIC YEAR**

	In-State From	In-State To	Out-State From	Out-State To
Norfolk Campus, Higher Education Centers, Distance Learning Locations Within Virginia				
Undergraduate	\$325	\$335	\$891	\$930
Graduate	\$478	\$496	\$1,195	\$1,249
• Teaching Assistant	\$478	\$496	\$478	\$496
• Research Assistant	\$478	\$496	\$478	\$496
Technology Delivered Campus Courses Outside Virginia and/or the United States				
Undergraduate	\$355	\$369	\$355	\$369
Graduate	\$515	\$538	\$516	\$538

Rates will go into effect with the 2017 Summer Session

The comprehensive per credit hour fee includes the student activity fee of \$114.01 per credit hour for courses offered at the Norfolk Campus and \$83.78 per for courses offered at the Higher Education Centers, Distance Learning sites and for technology delivered online courses.

RECONVENE AND APPROVAL OF MINUTES

The Rector reconvened the meeting at 1:20 and asked for approval of the minutes of the regular meeting held on December 8, 2016. Upon a motion made by Dr. Maniscalco-Theberge and seconded by Mr. Reidy, the minutes were approved by all members present and voting. (*Bradley, Cheng, Harris, Henry, Hill, Jones, Maniscalco-Theberge, Mugler, Reidy, Smith*)

The Rector then asked for approval of the minutes of the Board’s retreat on February 3, 2017. Upon a motion made by Mr. Hill and seconded by Dr. Maniscalco-Theberge, the minutes were approved by all members present and voting. (*Bradley, Cheng, Harris, Henry, Hill, Jones, Maniscalco-Theberge, Mugler, Reidy, Smith*)

RECTOR'S REPORT

The Rector indicated that he will defer his report to the June Board meeting.

PRESIDENT'S REPORT

In his report to the Board, President Broderick provided an update on the University's 2014-2019 Strategic Plan and its progress toward the five goals. He noted that a more detailed presentation will be given at the June meeting as we near the end of the academic year.

Goal 1: Enhance our Academic and Research Excellence

- *Online Virginia Network* launched in February and four new faculty will be hired to support signature online programs. In partnership with George Mason University, this presents us with an opportunity to not only maintain our enrollment, but to increase it. It will allow us to target our marketing to those individuals who are beyond the community college level and are working adults and will enable the University to target courses based on specific needs. He recognized Vice President Ellen Neufeldt for her role in promoting this program at the state level. In June, the Board will be asked to nominate an individual to serve on that committee. His appointment to the Committee is Vice President Neufeldt. Each school will have two reps and then there will be four members selected from the House and Senate and the Governor will appoint three members.
- Leadership major now offered online as a "Z" degree in partnership with TCC
- New cluster hire for four faculty members both in cyber security and leadership programs
- 2017 *SCHEV Outstanding Faculty Award* recipients include ODU's Jennifer Grimsley Michaeli in Engineering Technology and Anatoly Radyushkin in Physics.
- Old Dominion Ranked in the top tier of *U.S. News and World Report Best Colleges* Rankings. This is reflection on the strides we've made in improving our student/faculty ratio as well as shifting focus from being bigger to better.
- Phase I of New Sciences Building to support chemistry and biology is in the design phase

Goal 2: Support Student Success

- Old Dominion ranked as one of the top 15 universities in the nation for African-American student success. This is a significant accomplishment for Old Dominion University and was the subject of an editorial he wrote for the *Richmond Times-Dispatch*.
- Design process began for new residence hall, Hugh Owens House
- \$3M donation received from alumnus Robert Mitchell for accounting scholarships
- *Brother-to-Brother* program introduced to support minority male retention through mentoring and tutoring. He commended Johnny Young for leading this initiative as a way to engage students, particularly first-generation students.
- *Women's Initiative Network* is creating the "Bridge the Gap" campaign to raise scholarships for financially-challenged women

Goal 3: Enrich the Quality of University Life

- Diversity certificate program in the College of Arts and Letters launched with 50 participants
- Off-Campus Student Life Office was established to address the livability concerns in the neighborhoods surrounding campus.

- Child Study Center was recently reaccredited by AdvancED
- Phase I of New Sciences Building to support chemistry and biology is in the design phase

Goal 4: Engage with the Greater Community

- Jutta-Annette Page was named the executive director of the Barry Art Museum and the groundbreaking took place on April 18. Many in the arts field who attended were already familiar with the new executive director. She is nationally and internationally known for her work and her knowledge in glass.
- Hampton Roads Cyber Security Alliance created involving five educational institutions and more than 20 nonprofits and businesses centered around connecting cyber security
- Avi Santo launched the “Mapping Lambert’s Point” website, an interactive digital and oral history of the nearby neighborhood
- University Concert Choir, directed by Dr. Nance K. Klein, performed at Carnegie Hall

Goal 5: Promote an Entrepreneurial Culture

- Old Dominion’s entrepreneurial certificate program scheduled to launch in fall 2017
- Six new Entsminger fellows selected bringing grand total to 24
- Dr. Karen Eagle hired to coordinate University’s entrepreneurial courses
- Incubation-coop opening on Monarch Way will allow student entrepreneurs to display and sell their products

President Broderick also provided details on the Spring Commencement ceremonies to be held on May 5 and 6. He pointed out that a fourth ceremony was added that will focus on advanced degree recipients and will be held on May 5 at 7:30 p.m. Activities, including the ROTC Commissioning, Faculty Awards and Retirement Dinner, Alumni Relations Advanced Degree Luncheon and the Student Honors and Awards Dinner, will be held during the week leading up to Commencement.

REPORTS OF STANDING COMMITTEES

AUDIT COMMITTEE

The Rector called on Mr. Reidy for the report of the Audit Committee. Mr. Reidy reported that Amanda Skaggs, Internal Audit Director, updated the Committee on the department’s operations, focusing on seven active audits and other projects and initiatives underway. The department reported working on two consulting engagements and seven investigations during the year in addition to the audits noted on the approved plan.

The Committee received details of recent audits performed on Accounts Payable Vendor Payments and Cognos/Insight Operational Data Store. The system of internal controls in effect over Accounts Payable Vendor Payments was adequate and three audit issues were reported relating to prompt payment reporting, debt set-off processing, and segregation of duties. The system of internal controls in effect over Cognos was noted as adequate with three reportable items relating to data transmission vulnerabilities, electronic access controls, and account management and data access procedures.

ACADEMIC & RESEARCH ADVANCEMENT COMMITTEE

The Rector called on Dr. Maniscalco-Theberge for the report of the Academic & Research Advancement Committee. Dr. Maniscalco-Theberge reported that Provost Austin Agho briefed the Committee on the University's policy and procedures on tenure and provided data related to faculty. The Committee then met in closed session to discuss recommendations for tenure for 22 faculty members, the award of tenure to one faculty member, the appointment of the faculty representative to the Board of Visitors Administration and Finance Committee, and dual employment.

Committee members approved by unanimous vote the award of tenure to 23 faculty members. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were unanimously approved by all members present and voting. (*Bradley, Cheng, Harris, Henry, Hill, Jones, Maniscalco-Theberge, Mugler, Reidy, Smith*)

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 2017 semester.

College of Arts and Letters

Gary A. Beck, Department of Communication and Theatre Arts
Elizabeth Black, Department of World Languages and Cultures
Luis Guadaño, Department of World Languages and Cultures
Anne H. Muraoka, Department of Art
Randolph R. Myers, Department of Sociology and Criminal Justice

Strome College of Business

Wu He, Department of Information Technology and Decision Sciences
*Meagan M. Jordan, School of Public Service
Ryan L. Klinger, Department of Management

Darden College of Education

Brandon M. Butler, Department of Teaching and Learning
Edward L. Hill, Department of Human Movement Sciences
Kaprea F. Hoquee, Department of Counseling and Human Services
Michael F. Kosloski, Jr., Department of STEM Education and Professional Studies
Jeffrey L. Moe, Department of Counseling and Human Services

Batten College of Engineering and Technology

Michel A. Audette, Department of Modeling, Simulation and Visualization Engineering
Chung-Hao Chen, Department of Electrical and Computer Engineering
*Xixi Wang, Department of Civil and Environmental Engineering

College of Health Sciences

Ann M. Bruhn, School of Dental Hygiene

Matthew C. Hoch, School of Physical Therapy and Athletic Training

Tara L. Newcomb, School of Dental Hygiene

College of Sciences

*Alvin A. Holder, Department of Chemistry and Biochemistry

*James F. Paulson, Department of Psychology

Eric L. Walters, Department of Biological Sciences

*Already an Associate Professor

AWARD OF TENURE TO A FACULTY MEMBER

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the award of tenure to Dr. Barbara Kraj as Associate Professor of Medical Diagnostic and Translational Sciences in the College of Health Sciences, effective July 25, 2016.

Salary: \$95,000 for 10 months

Rank: Associate Professor of Medical Diagnostic and Translational Sciences

The following contains my recommendation for the initial appointment with tenure of Dr. Barbara Kraj as Associate Professor in the School of Medical Diagnostics and Translational Sciences in the College of Health Sciences. Dr. Kraj received an M.S. in Biology/Molecular Biology (1991) from University of Silesia, Katowice, Poland, graduate certificate in Medical Technology (2004) from Medical College of Georgia, Augusta, GA (currently known as Augusta University), and Ph.D. in Health Related Sciences/Clinical Laboratory Science (2015) from Virginia Commonwealth University, Richmond, VA. She was an Assistant Professor (2005-2012) in the Department of Medical Laboratory, Imaging and Radiologic Sciences at Augusta University before she was awarded tenure and promoted to the rank of Associate Professor (2012-2016) at the same institution.

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. 44]. The *Faculty Handbook* policy on Initial Appointment of Teaching and Research Faculty provides for an initial appointment with tenure provided that the “request for an initial appointment with tenure must first be initiated by the chair, voted on by the departmental tenure committee, and approved in writing by the Dean.” The policy also says: “Normally, an initial appointment with tenure will be granted only to a faculty member who already achieved a distinguished academic reputation and holds a tenured position at another institution.”

Recommendations in support of tenure at the rank of Associate Professor for Dr. Barbara Kraj were received from the departmental, college, and university promotion and tenure committees, as well as, from the department chair and the college dean. This appointment is recommended

unanimously by the Promotion and Tenure Committee of the School of Medical Diagnostics and Translational Sciences (5-0), the Chair, by the Promotion and Tenure Committee of the College of Health Sciences (5-0), and by the University Promotion and Tenure Committee (6-0). Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Kraj easily meets the standards for tenure at the rank of Associate Professor in the School of Medical Diagnostics and Translational Sciences at Old Dominion University.

Committee members approved by unanimous vote the appointment of the faculty representative to the Board of Visitors Administration and Finance Committee. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was unanimously approved by all members present and voting. (*Bradley, Cheng, Harris, Henry, Hill, Jones, Maniscalco-Theberge, Mugler, Reidy, Smith*)

APPROVAL OF FACULTY REPRESENTATIVE TO BOARD OF VISITORS COMMITTEE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ingrid Whitaker as the faculty representative to the Board of Visitors Administration and Finance Committee effective April 27, 2017.

Dr. Ingrid Phillips Whitaker is a native of Trinidad and Tobago West Indies. She immigrated to the United States at the age of four and was raised on the south side of Chicago where she completed her elementary and high school education. She continued her education at the University of Illinois at Chicago where she earned a Bachelor's degree in Psychology and Sociology. Upon completion of her undergraduate degree, Whitaker was awarded a minority graduate fellowship at the University of Michigan where she earned a Master's degree in Sociology, a Masters of Social Work, and a Ph.D. in Sociology and Social Work. Whitaker currently serves as a tenured Associate Professor and Graduate Program Director in the Department of Sociology and Criminal Justice at Old Dominion University.

Committee members approved by unanimous vote the dual employment of those named, finding each employment in the best interests of the University. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was unanimously approved by all members present and voting. (*Bradley, Cheng, Harris, Henry, Hill, Jones, Maniscalco-Theberge, Mugler, Reidy, Smith*)

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) that the immediate family member does not have sole authority to supervise, evaluate or make personnel decisions regarding the other, and

WHEREAS, James V. Koch and Elizabeth Janik, father and daughter, both work in the Strome College of Business on the State of the Region Report and special care has been taken that neither has authority to evaluate, supervise or make personnel decisions regarding the other.

THEREFORE, 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.

Committee members approved by unanimous vote the resolutions on 24 faculty appointments, 31 administrative appointments, and 13 emeritus/emerita appointments. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were unanimously approved by all members present and voting. (*Bradley, Cheng, Harris, Henry, Hill, Jones, Maniscalco-Theberge, Mugler, Reidy, Smith*)

FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Nicholas Abbott Instructor of History (Tenure Track)	\$54,000	7/25/17	10 mos

Mr. Abbott received an M.A. in History from the University of Wisconsin-Madison, a B.A. in History from Lindenwood University and is expected to receive a Ph.D. in History from the University of Wisconsin-Madison. Previously he was an Instructor and Teaching Assistant at the University of Wisconsin-Madison. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Mr. Brendan N. Baylor Assistant Professor of Art (Tenure Track)	\$54,000	7/25/17	10 mos
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Mr. Baylor received an M.F.A. and an M.A. in Printmaking from the University of Iowa and a B.A. in Printmaking/Drawing from Portland State University. Previously he was a Hulings Teaching Fellow in Drawing and Printmaking at Northland College.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Jori S. Beck Assistant Professor of Teaching and Learning (Tenure Track)	\$61,000	7/25/17	10 mos

Dr. Beck received a Ph.D. in Education from George Mason University, an M.A. in English-Literature from Seton Hall University and a B.A. in English from Susquehanna University. Previously she was an Assistant Professor of Teacher Education at the University of Nevada, Las Vegas.

Mr. Li-Wei Chen Instructor of Management (Tenure Track)	\$122,500	7/25/17	10 mos
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Mr. Chen received an M.B.A. from the Anderson School of Management, UCLA, a Bachelor of Business Administration from National Taiwan University and is expected to receive a Ph.D. in Organization and Management from Emory University. Previously he was the Database Manager for Entrepreneurship Database Program at Emory University and a Teaching Assistant. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Ms. Dooyoung Choi Instructor of STEM Education and Professional Studies (Tenure Track)	\$64,000	7/25/17	10 mos
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Ms. Choi received an M.S. in Apparel Studies from the University of Minnesota, a B.S. in Home Economics from Inha University, Republic of Korea and is expected to receive a Ph.D. in Apparel Studies from the University of Minnesota. Previously she was an Adjunct Faculty member in the School of Business and Professional Studies at St. Catherine University and a Graduate Instructor in the Department of Design, Housing and Apparel at the University of Minnesota. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Mr. Jared M. Ellison Instructor of Sociology and Criminal Justice (Tenure Track)	\$61,000	7/25/17	10 mos
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Mr. Ellison received an M.S. in Criminal Justice Administration and a B.S. in Criminology and Criminal Justice from Niagara University and is expected to receive a Ph.D. from the School of Criminology and Criminal Justice at the University of Nebraska. Previously he was a Research Assistant in the Nebraska Center for Justice Research at the University of Nebraska Omaha. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Kristie Gutierrez Assistant Professor of STEM Education and Professional Studies (Tenure Track)	\$65,000	7/25/17	10 mos

Dr. Gutierrez received a Ph.D. in Science Education from North Carolina State University, an M.Ed. in Science Education from the University of North Carolina at Wilmington and a B.S. in Biology from the University of North Carolina at Chapel Hill. Previously she was a Postdoctoral Research Fellow, STEM Career Clubs, NSF ITEST Project and a Graduate Teaching Assistant at North Carolina State University.

Dr. Karen J. Higgins Lecturer of Nursing	\$77,000	7/25/17	10 mos
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Dr. Higgins received a Doctor of Nursing Practice from Chatham University, an M.S. in Nursing, Family Nurse Practitioner from Old Dominion University and a B.S. in Nursing from Bradley University. Previously she was a Lecturer and Adjunct Faculty member in the School of Nursing at Old Dominion University. (now permanent position)

Ms. Jeehye Kang Instructor of Sociology and Criminal Justice (Tenure Track)	\$61,000	7/25/17	10 mos
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Ms. Kang received an M.A. from the University of Maryland at College Park, a B.A. in Sociology from SUNY Stony Brook, a B.A. in Public Administration from Chungnam National University, South Korea, and is expected to receive a Ph.D. in Sociology from the University of Maryland at College Park. Previously she was a Research Assistant and Teaching Assistant in the Department of Sociology at the University of Maryland. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Dr. Elko Klijn Assistant Professor of Management (Tenure Track)	\$128,000	7/25/17	10 mos
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Dr. Klijn received a Ph.D. in International Business and an M.B.A. in Generic Management from Leeds University Business School, UK, a Ba in Business Economics from Haarlem Business School, The Netherlands and a Ba in Accounting and Finance from Leeds Metropolitan University. Previously he was an Associate Professor in International Business at Leeds University Business School.

Dr. Oleksandr G. Kravchenko Assistant Professor of Mechanical and Aerospace Engineering (Tenure Track)	\$82,500	7/25/17	10 mos
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Dr. Kravchenko received a Ph.D. and an M.S. in Aeronautical and Astronautical Engineering from Purdue University and an M.S. and B.S. in Aerospace Engineering from Kharkiv National Aerospace University, Ukraine. Previously he was a Research Associate in the Department of Macromolecular Science and Engineering at Case Western Reserve University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Amy M. Lindstrom Instructor of English (Tenure Track)	\$60,000	7/25/17	10 mos

Ms. Lindstrom received an M.A. in Linguistics from the University of Wisconsin, Madison, a B.A. in English from St. Cloud State University and is expected to receive a Ph.D. in Linguistics from the University of New Mexico. Previously she was a Teaching Assistant (primary instructor) in the Department of Linguistics at the University of New Mexico. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Mr. Ryan S. McCann Instructor of Physical Therapy and Athletic Training (Tenure Track)	\$61,800	7/25/17	10 mos
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Mr. McCann received an M.S.Ed. in Athletic Training from Old Dominion University, a B.S. in Athletic Training from Northern Kentucky University and is expected to receive a Ph.D. in Rehabilitation Science from the University of Kentucky. Previously he was an Outreach Athletic Trainer for the University of Kentucky Orthopaedics and Sports Medicine and a PRN Athletic Trainer for Bluegrass Orthopaedics. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

Dr. Alan Meca Assistant Professor of Psychology (Tenure Track)	\$80,000	7/25/17	10 mos
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Dr. Meca received a Ph.D. in Applied Developmental Psychology and a B.A. in Psychology from Florida International University. Previously he was a Post-Doctoral Fellow in the Miller School of Medicine at the University of Miami.

Ms. Stephanie Morales Adjunct Instructor of Sociology and Criminal Justice	\$3,375 per course	8/25/17	Three-year Term
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Ms. Morales received a B.A. from Norfolk State University and a J.D. from the College of William and Mary School of Law. She currently serves as the Commonwealth's Attorney for Portsmouth.

Dr. Brendan L. O'Hallarn Lecturer of Communication and Theatre Arts	\$42,000	7/25/17	10 mos
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Dr. O'Hallarn received a Ph.D. in Education with a concentration in Sport Management and an M.Ed. in Sport Management from Old Dominion University and a B.A. in Journalism from Ryerson Polytechnic University, Toronto. Previously he was a Public Relations Specialist in the Office of University Relations at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Olaniyi Olayinka Assistant Professor of Community and Environmental Health (Tenure Track)	\$79,000	7/25/17	10 mos

Dr. Olayinka received an M.B.Ch.B. (MD) from Obafemi Awolowo University, Nigeria and an M.P.H. in Environmental and Occupational Health from Saint Louis University. Previously he was a Visiting Assistant Professor of Epidemiology and Global Health in the Center for Global Health at Old Dominion University and an Epidemic Intelligence Service Officer at the Centers for Disease Control and Prevention.

Dr. Allison Page Assistant Professor of Communication and Theatre Arts (Tenure Track)	\$56,000	7/25/17	10 mos
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Dr. Page received a Ph.D. and an M.A. in Communication Studies from the University of Minnesota and a B.A. in Music and French from the University of Iowa. Previously she was a Visiting Assistant Professor of New Media Studies in the School of Critical Social Inquiry at Hampshire College.

Ms. Tran Viet Xuan Phuong Post-Doctoral Research Associate, Center for Cybersecurity Education and Research	\$45,000	1/10/17	12 mos
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Ms. Phuong received a Master of Science in Information Security from Japan Advance Institute of Science and Technology, a B.Sc. of Software Engineering from the University of Science – Vietnam National University and is expected to receive a Ph.D. in Information Security from the Centre for Computer and Information Security Research, University of Wollongong, Australia. Previously she was a Ph.D. Researcher at the University of Wollongong. (new position)

Dr. Krzysztof Jakub Rechowicz Research Assistant Professor, Virginia Modeling, Analysis and Simulation Center	\$105,000	12/10/16	12 mos
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Dr. Rechowicz received a Ph.D. in Modeling and Simulation from Old Dominion University and an M.Eng. in Mechanics and Machine Construction from Warsaw University of Technology, Poland. Previously he was a Research Assistant Professor at the Virginia Modeling, Analysis and Simulation Center and an Adjunct Assistant Professor in the Department of Modeling, Simulation and Visualization Engineering at Old Dominion University.

Dr. Justin Remhof Assistant Professor of Philosophy and Religious Studies (Tenure Track)	\$55,699	7/25/17	10 mos
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Dr. Remhof received a Ph.D. in Philosophy from the University of Illinois at Urbana-Champaign and an M.A. in Philosophy and a B.A. in Philosophy and Sociology from the University of Wisconsin at Milwaukee. Previously he was a Lecturer in the Department of Philosophy at Santa Clara University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Leryn J. Reynolds Assistant Professor of Human Movement Sciences (Tenure Track)	\$60,000	7/25/17	10 mos

Dr. Reynolds received a Ph.D. in Exercise Physiology from the University of Missouri, an M.S. in Clinical Exercise Physiology from Ball State University and a B.S. in Kinesiology from the University of Illinois. Previously she was a Post-Doctoral Scholar in the Department of Pharmacology and Nutritional Sciences at the University of Kentucky.

Dr. Tracy Sohoni Assistant Professor of Sociology and Criminal Justice (Tenure Track)	\$61,000	7/25/17	10 mos
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Dr. Sohoni received a Ph.D. in Criminology and Criminal Justice from the University of Maryland, an M.A. in Sociology from the University of Washington at Seattle and a B.A. in Sociology and History from the University of Texas at Austin. Previously she was a Visiting Assistant Professor of Sociology at the College of William and Mary.

Mr. Matthew R. Twiford Lecturer of Music	\$43,000	7/25/17	10 mos
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Mr. Twiford received an M.A. in Audio Technology from American University and a B.S. in Music Production from Full Sail University. Previously he was a Lecturer of Music – Sound Recording Technology at Old Dominion University.

Dr. Cong Wang Assistant Professor of Computer Science (Tenure Track)	\$85,000	7/25/17	10 mos
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Dr. Wang received a Ph.D. in Electrical and Computer Engineering from SUNY Stony Brook University, an M.S. in Electrical Engineering from Columbia University and a B.Eng. in Information Engineering from The Chinese University of Hong Kong. Previously he was a Research Intern at Huawei Technologies Shannon Lab at U.S. R&D Center, CA.

Ms. Cathy Xuanxuan Wu Instructor of Political Science and Geography (Tenure Track)	\$53,000	7/25/17	10 mos
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Ms. Wu received an M.Phil. in Politics and Public Administration from the University of Hong Kong, a B.A. in International Politics from Peking University and is expected to receive a Ph.D. in Government from The University of Texas. Previously she was an Adjunct Instructor at St. Edward's University and a Supplemental Instructor and Teaching Assistant at the University of Texas. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2017)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Xiaohong Xu Assistant Professor of Psychology (Tenure Track)	\$80,000	7/25/17	10 mos

Dr. Xu received a Ph.D. in Industrial/Organizational Psychology from Texas A&M University, an M.S. in Cognition and Cognitive Neuroscience from Peking University and a B.S. in Psychology from South China Normal University. Previously she was a Postdoctoral Fellow in the Department of Psychology at Bowling Green State University.

ADMINISTRATIVE FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Megan Brammer Associate Director of Admissions and Instructor	\$62,000	1/25/17	12 mos

Ms. Brammer received an M.S.Ed. from Old Dominion University. Previously she served as the Assistant Director of Admissions and Events Coordinator at Virginia Wesleyan College.

Ms. Caitlin Chandler Executive Director of Strategic Communication and Marketing and Instructor	\$82,110	12/25/16	12 mos
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Ms. Chandler earned an M.B.A. from the University of Massachusetts in Amherst and a B.A. in Business Administration from Ohio University. She has been the Executive Director of Marketing and Communications at Old Dominion and previously was the Digital Marketing Specialist for Dollar Tree, Inc.

Ms. Carey Clow Major Gift Officer and Assistant Instructor	\$74,000	1/10/17	12 mos
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Ms. Clow received a B.A. in Psychology from Christopher Newport University. Previously, she worked as a Major Gifts Officer for ForKids, Inc. in Norfolk, VA.

Mr. Derrick Doctor Success Coach, Student Engagement and Enrollment Services, and Instructor	\$44,000	1/10/17	12 mos
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Mr. Doctor received an M.A. in Counseling from Hampton University. Previously he served as Transfer Counselor at Hampton University. (new position)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Robert Doherty Manager, Prior Learning Assessment and University Testing Center, and Assistant Instructor	\$53,000	1/10/17	12 mos

Mr. Doherty earned a B.S. in Business Administration from Old Dominion University. Previously he served as a Communications Manager for the College of Continuing Education and Professional Development at Old Dominion University.

Dr. Laura Helton Edmonson Professional Counselor and Assistant Professor	\$50,900	3/10/17	12 mos
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Dr. Edmonson received a Psy.D in Clinical Psychology from the California School of Professional Psychology at Alliant International University. Previously she was a Case Management Coordinator for the University's Office of Counseling Services.

Ms. Ericha Forest Director of Web and Digital Strategy and Assistant Instructor	\$60,000	3/10/17	12 mos
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Ms. Forest earned a B.S. in Interactive Media and Design from James Madison University. Previously she was the Social Media Manager and Senior Web Communication Specialist in Marketing and Communication at Old Dominion University.

Ms. Meredith Hamlet Director of Donor Relations and Stewardship and Assistant Instructor	\$48,000	3/25/17	12 mos
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Ms. Hamlet earned a B.A. in Communications from North Carolina State University. Previously she was the Athletic Donor Relations Manager in the Development Office at Old Dominion University.

Ms. Etta Henry Director of Procurement Services and Instructor	\$115,696	2/10/17	12 mos
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Ms. Henry earned an M.P.A. from Old Dominion University and a B.A. in Education from Clemson University. She previously served as the Interim Director and the Contract Manager for the University's Department of Construction and Procurement Services.

Mr. Darius James Assistant Director of Athletic Development and Instructor	\$50,000	3/25/17	12 mos
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Mr. James received an M.A. in Higher Education Administration and a B.S. in Human Services from Old Dominion University. He has been serving as Assistant Director of Athletic Development and previously was an Athletic Coordinator for Florida State University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Amanda Johnson Assistant Director for Business Operations, Housing and Residence Life, and Instructor	\$50,000	1/10/17	12 mos

Ms. Johnson received an M.S. in Management from the University of Maryland University College. Previously, she was an Assignment Coordinator for VCU's Department of Residential Life and Housing.

Mr. Marcus Jones Associate Director, Kaplan Orchid Conservatory, and Assistant Instructor	\$60,000	4/10/17	12 mos
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Mr. Jones earned a B.S. in Horticulture from Virginia Tech and a MPA from Old Dominion University in 2016. Previously he was the Greenhouse Conservator for the Kaplan Orchid Conservatory. (new position)

Dr. Abby Kindervater Retention Coordinator, Student Engagement and Enrollment Services, and Assistant Professor	\$40,000	12/25/16	12 mos
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Dr. Kindervater received a J.D. from the University of Tennessee College of Law. Previously, she worked as the Coordinator for Off-Campus Student Life in Student Engagement and Enrollment Services.

Ms. Kelsey Kirland Assistant Director of Assessment and Instructor	\$72,000	3/25/17	12 mos
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Ms. Kirland earned an M.S. in Agricultural, Leadership and Community Education from Virginia Tech. Previously, she worked as the Assessment Coordinator for Virginia Tech's 4-VA Collaborative Initiative in Blacksburg, VA.

Ms. Alice Laubach Study Abroad Coordinator for Faculty-Led Programs and Instructor	\$42,000	12/10/16	12 mos
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Ms. Laubach earned an M.A. in International Studies from Old Dominion University and a B.F.A. in Music Performance from Carnegie Mellon University. Previously she was an Immigration Coordination for the Office of Visa and Immigration Service Advising at Old Dominion.

Mr. Travis Lauterbach Assistant Women's Golf Coach and Instructor	\$32,000	2/10/17	12 mos
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Mr. Lauterbach earned an M.B.A. and a B.A in Early Childhood Education from Harding University. He previously served as the Head Men's and Women's Golf Coach at Faulkner University in Montgomery, AL.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Margaret Libby Associate Vice President for Foundations and Chief Information Officer, and Assistant Instructor	\$130,000	2/25/17	12 mos

Ms. Libby earned a B.S. in Business Administration from Midwestern State University. She previously served as the Director of Accounting and Chief Financial Officer for ODU Foundations.

Ms. America Luna Director, Military Connection Center, and Instructor	\$56,000	12/10/16	12 mos
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Ms. Luna received an M.S.Ed. and a B.S. in Human Services from Old Dominion University. Previously, she worked as an Education Support Specialist for Tidewater Community College in Virginia Beach.

Ms. Barbara Mann Grant Development Specialist and Instructor	\$60,000	3/25/17	12 mos
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Ms. Mann earned an M.B.A. and a B.S. in Biology from Virginia Commonwealth University. Previously, she worked as a Grant Writer for Tidewater Community College in Norfolk.

Ms. Sarah Martin Major Gift Officer and Instructor	\$76,000	12/10/16	12 mos
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Ms. Martin received an M.S.Ed. in Counseling from Old Dominion University and a B.A. in Psychology from West Virginia Wesleyan College. She previously served as the Director of Advancement for Regent University.

Mr. Tennant McVea First Assistant Men's Soccer Coach and Assistant Instructor	\$48,960	2/10/17	12 mos
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Mr. McVea earned a B.A. in Communications from Loyola University of Maryland. Previously, he worked as the Assistant Men's Soccer Coach at Elon University.

Ms. Denise Milisitz Major Gift Officer and Assistant Instructor	\$74,000	12/10/16	12 mos
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Ms. Milisitz received a B.A. in Political Science from Abilene Christian University. She previously served as the Director of Annual Giving for Eastern Virginia Medical School.

Ms. Morgan Morrison Interim Director of Advising and Retention and Instructor	\$53,000	1/25/17	12 mos
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Ms. Morrison received an M.S.Ed. in Higher Education from Old Dominion University. Previously she served as an Academic Success Advisor for the University's Department of Advising and Transfer Programs.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Jutta-Annette Page Executive Director, Barry Art Museum, and Assistant Professor	\$100,000	3/1/17	12 mos

Dr. Page earned an M.A. and Ph.D. in the History of Art and Architecture from Brown University. Previously she served as the Senior Curator of Glass and Decorative Arts at the Toledo Museum of Art in Toledo, OH. Her research specialties include ancient to modern glass, the history of jewelry and European tapestries. (new position)

Ms. Marissa Pettinelli Academic Success Advisor, Strome College of Business, and Instructor	\$41,000	4/10/17	12 mos
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Ms. Pettinelli received an M.S.Ed. in Counseling from Old Dominion University. Previously she was a part-time Academic Advisor for the Strome College of Business.

Ms. Passion Studivant Director, Student Support Services and Instructor	\$69,000	1/25/17	12 mos
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Ms. Studivant earned an M.S.Ed. in School Counseling and a B.S. in Criminal Justice from Old Dominion University. Previously, she worked as a Professional School Counselor for Chesapeake Public Schools.

Ms. Solongo Tsolmon Success Coach, Student Engagement and Enrollment Services, and Instructor	\$44,000	3/25/17	12 mos
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Ms. Tsolmon received an M.S.Ed. from Old Dominion University. She previously served as an Academic Advisor at Regent University. (new position)

Ms. Tiffany Wiggins Assistant Director, Student Transition and Family Programs, and Instructor	\$44,000	12/25/16	12 mos
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Ms. Wiggins received an Ed.S. from Old Dominion University and is currently working on a Ph.D. in Higher Education from Old Dominion. She previously served as the Retention Coordinator for Student Engagement and Enrollment Services.

Ms. Julie Wiley Program Coordinator, College of Sciences Math and Science Resource Center, and Instructor	\$60,000	12/10/16	12 mos
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Ms. Wiley received an M.S.Ed. in School Administration from Old Dominion University and a B.S. in Elementary Education from Longwood University. Previously, she was self-employed as the Director of Motivate Educate, LLC.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Kimberly Williamson Director, Children's Learning and Research Center, and Instructor	\$75,000	12/25/16	12 mos

Ms. Williamson earned an M.S.Ed. in Early Childhood Education from Boston College. Previously she worked as a Phonological Awareness Literacy Screening (PALS) Teacher for Diamond Springs Elementary School in Virginia Beach.

Mr. Lucas Zicher Assistant Women's Soccer Coach and Assistant Instructor	\$40,800	2/10/17	12 mos
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Mr. Zicher received a B.A. in Sports and Wellness Management from Trinity International University. Previously he was the Assistant Women's Soccer Coach for Coastal Carolina University.

EMERITUS/EMERITA APPOINTMENTS

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

<u>Name and Rank</u>	<u>Effective Date</u>
Han P. Bao Professor Emeritus of Mechanical and Aerospace Engineering and Mitsubishi Kasei Professor Emeritus of Engineering Manufacturing	June 1, 2017
Kenneth G. Brown Professor Emeritus of Chemistry and Biochemistry	June 1, 2017
David F. Harnage Chief Operating Officer Emeritus	July 1, 2017
John F. Keeling, Jr. Senior Lecturer Emeritus of Management	June 1, 2017
Kurt J. Maly Professor and Eminent Scholar Emeritus of Computer Science and Kaufman Professor Emeritus of Computer Science	June 1, 2017
Mary E. Marshall Senior Lecturer Emerita of Philosophy and Religious Studies	June 1, 2017

<u>Name and Rank</u>	<u>Effective Date</u>
Sharon Martin Community and Student Success Director Emerita	January 1, 2017
Susan Murray Senior Lecturer Emerita of Nursing	September 1, 2016
John M. Ritz Professor Emeritus of STEM Education and Professional Studies	June 1, 2017
Joanne Scheibman Associate Professor Emerita of English	June 1, 2017
Carol Simpson Professor Emerita of Ocean, Earth and Atmospheric Sciences and Provost and Vice President for Academic Affairs Emerita	January 1, 2017
Judith M. St. George Clinical Supervisor Emerita of Student Health Services	July 1, 2016
George William (GW) Thompson, III Director Emeritus of the Center for Major Exploration	August 1, 2017

HAN P. BAO

Han Bao received a bachelor's, Master of Science, and Ph.D., all in industrial engineering, from the University of New South Wales, Sydney, Australia. He joined Old Dominion University as the Mitsubishi Kasei Endowed Professor, initially in the Department of Engineering Management, from 1992 to 1997, and then in the Department of Mechanical and Aerospace Engineering. Recognition of his accomplishments in teaching, research and service include the ASEE/NASA Faculty Fellowship for three consecutive summers of 1994 to 1996, the Honorary Membership of the International Advisory Board for Graduate Programs in Manufacturing Management at the University of South Australia in 1996, the Award of Excellence in Industrial Partnering from the Batten College of Engineering and Technology in 2000, the Award of American Society for Mechanical Engineering Faculty Advisor in 2002, a Certificate of Excellence in Promoting Undergraduate Research, and an appointment as U.S. Scholar for the Vietnam Education Foundation in 2015-2016.

Bao served as the major professor for 20 master's and 14 doctoral students at ODU. He also served as co-director for a doctoral student at the University of New South Wales, Sydney during his sabbatical leave at that university. His administrative experience includes the directorship of the Ship Maintenance, Repair and Operations Institute from 2006 to 2014, the chairing of the mechanical engineering Promotion and Tenure Committee from 2005 to 2008, member of the Faculty Senate from 2009 to 2013, and graduate program director for the Department of Mechanical and Aerospace Engineering from 2013 until retirement.

Bao's research has been focused on manufacturing systems and optimization of production processes. He has 112 published papers and technical reports, made 12 presentations at international scientific meetings, and has received 36 grants and contracts totaling over \$ 2.9 M.

KENNETH BROWN

Ken Brown received a B.A. in chemistry from Syracuse University and a Ph.D. in chemistry from Brown University. He joined Old Dominion as an associate professor of chemistry in 1982 and achieved the rank of professor in 1988. Recognition of his accomplishments in teaching, research and service include the ODU Faculty Research Award, NASA-Langley Co-Inventor of the year (twice), An Invention of the Year Award from Popular Science Magazine as well as two technology transfer awards from both the federal laboratory consortium and NASA-Langley.

Brown has served as the major research advisor for eight master's and doctoral students at Old Dominion University. He also served as co-advisor for a doctoral student from the College of William and Mary. Brown's administrative experience includes a stint as chair of the Department of Chemistry and Biochemistry from 1996-2006. During that period the Ph.D. program in chemistry was begun.

Brown's research concerns catalyst development for the extension of the lifetime of gas lasers, the catalytic reduction of automotive emission and application of the developed materials as the active element in gas sensors. He has 10 patents, 99 published papers and technical reports, received 20 grant and contract awards totaling over \$5M, and made 109 presentations at scientific meetings or invited seminars.

DAVID F. HARNAGE

David F. Harnage returned to higher education in 2011 as the Chief Operating Officer at Old Dominion University after working in the private sector to lead campus initiatives in public safety, community relations and operational coordination. He has successfully led several construction projects to include the New Education Building and the Broderick Dining Commons and developed the new campus master plan. He worked closely with President Broderick and the Vice Presidents to develop and execute the annual operating budget for the University.

Harnage joined Moseley Architects in 2005 after retiring from a 33-year career in higher education. He was responsible for business development in the higher education market and served on project teams that required his experience and expertise. He worked with university administrators on assessing campus conditions and helping institutions plan for their future capital program. During his time at Moseley, Harnage developed the largest account in the firm's history.

From 2002 until 2005 Harnage served as the Senior Vice President and Chief Fiscal Officer at Towson University. He served as a member of the executive leadership team with responsibilities for financial administration including budget development and management. Additional responsibilities included financial services, human resources, office of technology services, facilities management, auxiliary services, parking services, procurement, printing, mail

services, public safety and environmental health and safety. In addition to planning the university's multi-million dollar operations budget, he was responsible for capital planning including a new campus master plan and supporting a \$750 million capital plan.

From 2000 to 2002, Harnage served as the Executive Vice President for Administration and Finance at Longwood College. Accomplishments at Longwood College included enhancing cash reserves by \$1.3 million in 12 months, managing recovery efforts from a major fire that damaged or destroyed 200,000 square feet of campus buildings, restructuring the budget planning and reporting system and after updating the campus master plan, developing a broad-based six-year capital plan.

During his employment at Old Dominion University, from 1985 to 2000, Harnage held several positions with the most recent being Vice President for Administration and Finance and a computer science instructor. His most memorable accomplishment was the revised campus master plan, which included a 75-acre campus expansion and construction of buildings valued at \$150 million, planning and constructing an extension campus called the Virginia Beach Higher Education Center, an extensive campus beautification program, and enhancing University business practices to comply with Commonwealth audit standards.

Harnage has been recognized with the following awards: Phi Kappa Phi, 1983; Who's Who in the Computer Industry, 1990; Beta Gamma Sigma, 1999; Executive of the Year, Towson Business Association, 2004; Administrator of the Year, Towson University SGA, 2004; David F. Harnage Computing and Data Center, Old Dominion University Board of Visitors, 2009.

He received an M.Ed. in Educational Administration and a B.B.A. in Business Administration from the University of Georgia and holds an A.S. in Computer Science from Abraham Baldwin Agricultural College in Tifton, GA.

JOHN F. KEELING

John Keeling, senior lecturer of management, received an M.B.A. and a B.S. in civil engineering from Virginia Polytechnic Institute and State University. He joined Old Dominion University as an instructor of management in 1992. Prior to that time, Keeling served as a 1st Lt. in the U.S. Army and in management for 28 years with the Bell Telephone Companies, where he was the Area Manager for Eastern, VA for Verizon. While in that position, he was active in community service including serving as Chairman of the Board for The Hampton Roads Chamber of Commerce, The United Way, and, WHRO Public Television.

During his 24 years with Old Dominion, Keeling taught classes in Principles of Management, Organizational Behavior, Human Resource Management, and Labor Relations Management. Many of his classes were very large and presented through distance learning. On two occasions, he was selected as the University's outstanding instructor in TELETECHNET. He served a brief tour as director for the college's Executive Development Center, and, on numerous occasions, was the emcee for the college's awards banquet.

KURT J. MALY

Kurt J. Maly received the Dipl. Ing. degree from the Technical University of Vienna, Austria, and the M.S. and Ph.D. degrees from the Courant Institute of Mathematical Sciences, New York University, New York. He joined Old Dominion University in 1985 and has been Kaufman Professor and Eminent Scholar since 1991 and 1989 respectively. Maly served as chair of the Computer Science Department from 1985-2007.

Prior to joining Old Dominion, Maly was at the University of Minnesota, Minneapolis, both as faculty member and chair of the Computer Science Department. He has been Visiting Professor (Honorary Professor) at Chengdu University of Science and Technology, Chengdu, China, Hefei University of Technology, Hefei, China, and Guangxi Computer Institute, Nanning, China.

Maly's research interests include modeling and simulation, very high-performance networks, protocols, reliability, interactive multimedia remote instruction, Internet resource access, and software maintenance. His research has been supported by DARPA, NSF, NASA, CIT, ARPA and the U.S. Navy for well over \$10 million. He has published over 250 refereed papers, has graduated 20 Ph.D. students, and has obtained two patents.

MARY MARSHALL

Mary Marshall received a B.A. in philosophy from Old Dominion University, an M.F.A. in theatre arts from the University of Arizona, and a Ph.D. in philosophy from the University of Virginia. She joined Old Dominion as a visiting lecturer in 2003 and was promoted to senior lecturer in 2012. She taught philosophy courses at Virginia State University in 1996, 1999, and 2000 through 2002. Her teaching experience in philosophy includes Introduction to Philosophy, Introduction to Ethics, and Aesthetics.

Marshall's philosophical presentations include: "*The Art of Dance: Its Divergence from Aesthetic Sport*" presented at University of Maryland, Undergraduate Colloquium in 1989; "*Meaning and Mudpies: Truth and Fiction in the Arts*" presented at Blandy Farm in 1999 and at the Virginia Philosophical Association in 1999, and "*A Philosophical Look at Dance and Music*," a lecture at the sonata Music Club in Norfolk, 2013.

Marshall's particular philosophical interests include how meaning can be conveyed through dance without words, depiction of stories and ethics through dance without program notes—generally how dance can convey concepts through movement and music alone. Her M.F.A. recital, through original choreography and design, told the story of James Joyce's *The Dead* in "Distant Music," and *Limehouse Blues* took a comedic look at the upper class in the 1920s.

SHARON M. MARTIN

Sharon M. Martin received a B.S. from Marshall University, an M.H.E. from the Medical College of Georgia, and an Ed.D. from The University of Georgia. She joined Old Dominion University in 2005 as a Distance Learning Site Director and later served as Community and Student Success Director at the ODU site located at Central Virginia Community College

(CVCC). In 2013 she was appointed as Assistant Professor (Adjunct) in the College of Arts & Letters. She was a certified Master Advisor.

During her time at ODU, Martin maintained a student-focused approach to recruiting, advising, and teaching students to ensure their academic and personal success. ODU's Shining Star Recognition, a student-nominated award, served as a testimony to her dedication to students.

As a consummate professional, Martin's excellent leadership at the CVCC Site was evident as enrollment reached its highest level. She stressed teamwork by developing and sharing her leadership philosophy generated as a result of her successful participation in the Leadership Lynchburg program from the Lynchburg Chamber of Commerce. Her strong interaction with the community college yielded many tangible results, directly benefiting students. Martin elevated Old Dominion University to greater visibility within the community and service area.

Martin's scholarly activities were manifested in many presentations and training sessions at the local, state, and regional level. Examples include presentations at VCCS New Horizons, ODU's Faculty Summer Institute, and the National Academic Advising Association (NACADA). Her mastery of educational technology and creative skills benefited the entire site-based system enabling more efficient and effective management of operational information and resources, as well as enhancement of online teaching. She was awarded the Technology in Education (TIE) award from the VCCS.

SUSAN MURRAY

Susan Murray received a B.S. in Nursing and an M.S. in Nursing from Old Dominion University. She also completed graduate work in education and psychology and earned a post-masters certificate in nursing curriculum development. She began working for the School of Nursing in 1983 as a clinical nursing instructor and worked as adjunct clinical faculty from 1989-2003. In 2003, Murray was hired into a full-time faculty position as lecturer for the undergraduate nursing program and was promoted to senior lecturer in 2009. While serving as a clinical instructor for undergraduate nursing students was her passion, she also assumed the role of faculty preceptor for many graduate nursing students completing teaching practicums.

Murray received the Helen Yura Award for Excellence in Graduate Nursing and was inducted into Sigma Theta Tau International (STTI), The Nursing Honor Society, Epsilon Chi Chapter in 1981. In 2003 she was recognized with an Outstanding Faculty Member Award from a senior nursing student and was named the Most Inspiring Faculty Member by the College of Health Sciences graduate with the highest GPA in 2006. She served on many committees within the School of Nursing, College and University, most notably the College of Health Sciences Awards Committee and the University Parking Committee.

Murray's community service included membership on the Norfolk Commission on Aging and Physician's for Peace Global Nurse Education Committee. Since 2005 she has served as Chairperson of the Board Directors for the Hampton Roads Specialty Hospital in Newport News. Other leadership positions included roles in the Virginia Nurse's Association and the Epsilon Chi Chapter of STTI.

JOHN M. RITZ

John M. Ritz, professor of STEM education and professional studies, received a B.S. in industrial education from Purdue University, an M.S. in industrial education from the University of Wisconsin-Stout, and an Ed.D. in technology education from West Virginia University. He joined Old Dominion University in 1977 and achieved the rank of professor in 1987.

During his tenure, Ritz mentored 40 students through their Ph.D. degrees. For this service he received the University Doctoral Mentoring Award. He also served the department by chairing it for 24 years. Because of his scholarly research efforts, Ritz has more than 200 publications and was inducted into the Academy of Fellows of the Technical Foundation of America, International Technology and Engineering Educators Association, and Virginia Technology and Engineering Educators Association. In 1993 he was selected as Technology Teacher Educator of the Year. He also earned the title of Distinguished Technology Educator. Through his research, Ritz brought outside funding to the University from the National Science Foundation, Department of Defense, and Virginia Department of Education totaling over \$2.6 million.

JOANNE SCHEIBMAN

Joanne Scheibman received a B.A. in linguistics and Spanish, an M.A. in linguistics, and a Ph.D. in linguistics (with distinction) from the University of New Mexico. She joined Old Dominion as an assistant professor of English in 2000, achieved the rank of associate professor in 2006 and was designated a University Professor in 2008.

Scheibman was the recipient of the College of Arts & Letters Robert L. Stern Award for Excellence in Teaching in 2004. As one of four linguists in the Department of English, she has taught a range of courses for English and Education majors, the M.A. program in Applied Linguistics, and the English Ph.D. She has been a member of 121 M.A. Applied Linguistics oral examination committees and has also served on exam committees for students in the department's M.A. and Ph.D. programs. She has chaired or been a member of 11 thesis and dissertation committees for M.A. and M.F.A. students in English and for Ph.D. students in the College of Education and in linguistic programs at other universities. Her service as graduate program director of the M.A. in applied linguistics (2007, 2009-2013) was highlighted by the mentoring of several cohorts of Fulbright students from countries, such as Namibia, Gaza, Afghanistan, Senegal, and Indonesia.

Scheibman's research concerns the role of language use in shaping meaning and grammatical structure. Her publication record includes a single-authored book, 16 referred articles and book chapters, and her research is consistently cited in top journals in linguistics, cognitive science, and education. She has presented her work at a variety of national and international conferences and has been an invited speaker at symposia at Rice University, Stanford University, Lund University in Sweden, and the Universidade de Vigo in Spain.

CAROL SIMPSON

Carol Simpson received a B.S. in geology from the University of Wales and a Ph.D. in geology from the ETH, Zurich, Switzerland. She joined Old Dominion as provost and professor of ocean, earth and atmospheric sciences in 2008 and served in that role until 2015. Highlights of her accomplishments as Provost include establishment of the College of Continuing Education and Professional Development and the Center for Cyber Security Education and Research, co-chairing the University's Strategic Plan 2014-2019, and establishment of the Strome Entrepreneurial Center. Simpson also oversaw the successful 2012 SACSCOC Reaffirmation of Accreditation, established the Department of Modeling, Simulation and Visualization Engineering, established a Doctor in Engineering degree, created (with the Faculty Senate) a new category of Faculty of Practice, developed an emphasis on Academic Enhancement through effective advising, and established an annual Graduate Research Achievement Day.

Simpson has served as the major professor for five master's students, five doctoral students, and six post-doctoral fellows at previous universities. While serving as provost and professor at Old Dominion University, she co-advised two master's students and two undergraduate senior theses and was the major advisor for a third senior thesis. She created and taught a freshman course on Natural Disasters (UNIV 195) and recently developed the materials into a full, 4-credit, e-course book for the Ocean, Earth and Atmospheric Sciences department.

Simpson's administrative experience prior to joining Old Dominion University includes: Chair of the Department, Earth Sciences, Boston University (1995-1999); Associate Provost for Research and Graduate Education, Boston University (1999-2005); and Provost of Worcester Polytechnic Institute (2005-2008). After joining Old Dominion, she served on the Chief Academic Officers committee of the Colonial Athletic Alliance (2008-2013; chair in 2010-11), was a member of SCHEV's Instructional and Professional Advisory Committee (2008-2015), served on the SCHEV Outstanding Faculty Awards selection committee, and was selected to represent the provosts of all Virginia Public Colleges and Universities at a Special SCHEV meeting in 2013 on the future of higher education in Virginia. She chaired the Career Contribution Award Committee for the Geological Association of America's Structural Geology and Tectonics Division in 2009 and 2010 and continued her professional Editorial Board activities for the *International Journal of Earth Sciences* through 2010. Honors obtained while at Old Dominion include: Honorary Inductee of Phi Kappa Phi and the Golden Key International Honour Society (2009); "Most Powerful and Influential Woman" award (2010), National Diversity Council; 2011 NACADA Region 2 Outstanding Advising Advocate Award; and "Famous Former" (2012), Girl Scout Council of Colonial Coast.

Simpson's research concerns structural geology with an emphasis on high ductile strains in tectonic fault zones. She has obtained over \$2M in research grant funds and has more than 50 refereed publications and approximately 100 published conference presentations.

JUDITH M. ST. GEORGE

Judith M. St. George received a Bachelor of Science in Nursing from Boston College and a Master of Science in Nursing from Old Dominion University with completion of the Family Nurse Practitioner program. She joined the staff of Old Dominion University Student Health Services in 1997 as a Family Nurse Practitioner. She has been nationally certified continuously

as a Family Nurse Practitioner by the American Nurses Credentialing Center since 1997. St. George was promoted to Clinical Supervisor at Student Health Services in 2001, with responsibility for supervising nurse practitioners and nurses. She served as a preceptor for numerous ODU Family Nurse Practitioner students in training. She received numerous accolades by name from students on satisfaction surveys. It is estimated that St. George had over 40,000 face-to-face health care visits with students. In addition, she worked diligently to help prepare the clinical area for multiple AAAHC accreditation site surveys.

Over the almost 20 years that she was at Old Dominion University, St. George received several Class Act Awards, Immediate Recognition Awards, and was selected by her co-workers as the Yon Most Valuable Person for fall 2006. She also served the community by volunteering regularly at the Chesapeake Care Free Clinic, providing services for low income or uninsured women.

GEORGE WILLIAM (GW) THOMPSON III

GW Thompson earned a B.S. in psychology from Hampton University and attended the University of Maryland for a short period before being inducted into the U.S. Army. After serving three years in the Army, he earned a Master of Science in Education with an emphasis in guidance and counseling from Old Dominion University. He received a master of religious studies from the Virginia University of Lynchburg-Suffolk Extension in May 2002 and is currently enrolled in a master of divinity program at Virginia University of Lynchburg.

Thompson held several positions in advising during his 36 years at Old Dominion and currently serves as the Director of the Center for Major Exploration. He has taught freshman orientation, career exploration and human services counseling classes. He has also facilitated workshops on goal setting, career/major planning and academic success.

Thompson received many honors including the President's Diversity Champion Award in 2014 and the J. Worth Pickering Administrator of the Year Award in 1996. He was inducted into Phi Kappa Phi, the Educational Honor Society at Old Dominion University in 2002. In 2008, he received the National Academic Advising Association's Outstanding Advisor Administrator Award for the Mid-Atlantic region.

Thompson has presented at more than 20 national and regional conferences on topics such as the completion agenda, multicultural advising and major and career exploration.

The proposal to rename the School of Community and Environmental Health has been postponed until a future meeting.

Committee members received the report on promotions in rank effective for 2017-2018. Provost Agho provided information on the percentage of tenured full-time faculty, trend analysis of the gender and ethnicity of full-time faculty, faculty transition trends (including resignations, retirements and terminations), and the percentage of tenure-track faculty who achieved tenure.

ADMINISTRATION & FINANCE COMMITTEE

The Rector called on Mr. Mugler for the report of the Administration & Finance Committee. Mr. Mugler reported that Rusty Waterfield, Associate Vice President for University Services and CIO, presented on using a shared services model for supporting research computing. The shared services model includes investing for scalability, deploying for efficiencies in operation and utilization, and enhancing support services. In an era of big data and large scale simulation, the shared services model has improved Old Dominion University's resources for researchers.

September Sanderlin, Vice President for Human Resources, presented information on the Start on Success Partnership with Norfolk Public Schools. This program provide paid internship opportunities to high school seniors with disabilities who are on target to receive standard or advanced studies high school diplomas. The University hosted three high school students by providing meaningful work experiences in the departments of Human Resources, Strategic Communication and Marketing, and the Monarch Card Center. The intent of the program is to positive influence outcomes in post-secondary education, training and/or employment.

In his report to the Committee, Chief Operating Officer David Harnage provided information on the New E3 School, the new dual career resources for hiring full-time faculty, and the Barry Art Museum groundbreaking.

The Committee received the Capital Outlay Projects Status Report from Dale Feltes, Director of Design and Construction, and the Educational Foundation's Investment Report from Maggie Libby, Director of Accounting for Foundations and CFO.

STUDENT ENHANCEMENT AND ENGAGEMENT COMMITTEE

The Rector called on Mr. Harris for the report of the Student Enhancement and Engagement Committee. Mr. Harris reported that three candidates were interviewed for consideration as the student representative to the Board. Ivan Militar was recommended for the Student Representative to the Board, Priscilla Obuabang was recommended as the SCHEV representative, Kylee Kohl was recommended to serve on the Student Engagement & Enrollment Services Leadership Council.

The following resolution was brought forth as a recommendation of the Student Enhancement and Engagement Committee and was unanimously approved by all members present and voting. (*Bradley, Cheng, Harris, Henry, Hill, Jones, Maniscalco-Theberge, Mugler, Reidy, Smith*)

RESOLUTION APPOINTING STUDENT REPRESENTATIVE TO THE BOARD OF VISITORS

RESOLVED, that in accordance with the Board of Visitors policy, and upon the recommendation of the Student Enhancement and Engagement Committee, the Board of Visitors approves the appointment of Ivan Militar as the student representative to the Board, whose normal term shall expire May 3, 2018; and

RESOLVED, that in accordance with the Board of Visitors policy, and upon the recommendation of the Student Enhancement and Engagement Committee, the Board of Visitors approves the appointment of Priscilla Obuabang as the representative to the State Council of Higher Education for Virginia, whose normal term shall expire May 3, 2018, and

BE IT FURTHER RESOLVED, that Kylee Kohl serve on the Student Engagement & Enrollment Services Leadership Council, whose normal term shall expire on May 3, 2018.

Petra Szonyegi, student representative to the Board, expressed her gratitude to the Board for allowing her the opportunity to represent the student body during the past year, to learn from them and to become a better leader through her service. She introduced the President and Vice President of the International Student Advisory Board, who spoke about the activities of this Board and about international student involvement on campus and in the City of Norfolk.

At the conclusion of the Committee's report, Rector Bennett recognized and thanked Ms. Szonyegi for her service as student representative to the Board.

UNIVERSITY ADVANCEMENT COMMITTEE

The Rector called on Mr. Reidy for the report of the University Advancement Committee. Mr. Reidy reported that Vice President Alonzo Brandon presented dashboard items measuring productivity in the area of University Advancement. He also explained the process behind researching alumni, prospects and donors. He concluded with final results from the *24 Hour Roar* day of giving campaign that raised just under \$408,000 and a brief update from the joint board planning meeting.

OLD/UNFINISHED BUSINESS

There was no old or unfinished business to come before the Board.

NEW BUSINESS

There was no new old business to come before the Board.

With no further business to be discussed, the meeting was adjourned at 1:47 p.m.