

OLD DOMINION UNIVERSITY

BOARD OF VISITORS
Thursday, September 20, 2018

MINUTES

The Board of Visitors of Old Dominion University met in regular session on Thursday, September 20, 2018, at 9:00 a.m. in the Kate and John R. Broderick Dining Commons on the Norfolk campus. Present from the Board were:

Lisa B. Smith, Rector
Yvonne T. Allmond
Carlton F. Bennett
Robert S. Corn
Jerri F. Dickseski
Unwanna Dabney
Alton J. Harris
Michael J. Henry
Larry R. Hill
Toykea S. Jones
Kay A. Kemper
Pamela C. Kirk
Ross A. Mugler
Maurice D. Slaughter
Robert M. Tata
Rafia Haq (*Student Representative*)

Absent were:

R. Bruce Bradley
Donna L. Scassera

Also present were:

John R. Broderick, President	Leo Lo
Austin Agho	Donna W. Meeks
Alonzo Brandon	Harry Minium
Jane Dané	Annie Morris
Gail Dodge	Earl Nance
Gregory DuBois	Ellen Neufeldt
ReNeé Dunman	Brian Payne
Morris Foster	September Sanderlin
Giovanna Genard	Wood Selig
Velvet Grant	Amanda Skaggs
Scott Harrison	Rusty Waterfield
Jared Hoernig	Jay Wright

CALL TO ORDER

Rector Smith called the meeting to order at 9:10 a.m. She welcomed new board member Unwana Dabney and noted that President Broderick will be joining the meeting. Provost Austin Agho introduced Gail Dodge, Dean of the College of Sciences, who will provide an overview of the College.

COLLEGE OF SCIENCES PRESENTATION

Dr. Gail Dodge, Dean of the College of Sciences, provided an overview of the College. She reported on the mission of the College, its departments, the makeup of its faculty, and the numerous honors they've received. She also provided data on the number of undergraduate and graduate students and the bachelor's, master's and Ph.D. degrees conferred, and the facilities and Centers that are housed in the College.

Dean Dodge provided details on how the College supports its mission of teaching science, doing science and promoting scientific literacy. She described the educational programs and student success initiatives, the living/learning community, and research opportunities for undergraduate students that support the mission of teaching science. The new Chemistry building is designed to have tutoring space for maximum interaction between students and faculty, state-of the research and teaching labs, and a digital theater/planetarium.

The Dean highlighted the many outreach activities and focused on the Machine Learning and Data Science Summer Camp in partnership with the Virginia Space Grant Consortium. She also described the College's research strengths and grant activity and its strong relationship with Jefferson Lab, then provided a closer look at research activities in the Department of Ocean, Earth and Atmospheric Sciences.

The Rector thanked Dean Dodge for her presentation and said she would like to continue to schedule similar presentations for future meetings.

The meeting was recessed at 9:40 a.m.

RECONVENE MEETING AND APPROVAL OF MINUTES

The Rector reconvened the meeting at 1:00 p.m. and asked for a motion to approve the minutes of the annual meeting held on June 14, 2018. Upon a motion made by Mr. Harris and seconded by Ms. Jones, the minutes were approved by all members present and voting (*Allmond, Corn, Dickeski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

RECTOR'S REPORT

The Rector thanked board members for their feedback on the format for future meetings and issues of interest. She hopes to incorporate many of the suggestions that were offered. She asked them to continue sending suggestions to her. She commented that the Dean's presentation and the tour of Webb Center was exciting and informative, and brought the members' attention to the

University facts card provided by the Office of Strategic Communication and Marketing. She also reminded Board members to complete the required Conflict of Interests training.

PRESIDENT'S REPORT

In his report to the Board, President Broderick reviewed the nine priorities included in the Six-Year Academic and Financial Plan. These include (1) Operating Funds for Access, Completion and Student Success, (2) Increase Faculty Salaries, (3) Student Financial Aid, (4) Online Education Expansion and Modernization, (5) Cybersecurity, (6) School of Public Health, (7) STEM-H Express, (8) Commonwealth Center for Recurrent Flooding Resiliency, and (9) Maritime Trade and Transport Innovation Hub. Together these initiatives total \$27.9M. He must now attest that the Board has formally approved the Plan and offered a resolution for such approval. A motion was made by Mr. Mugler that the Board approves University's 2019-2024 Six-Year Academic and Financial Plan as presented. The motion was seconded by Mr. Harris and unanimously approved by all members present and voting (*Allmond, Corn, Dickeski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

President Broderick recognized Chief Rhonda Harris and Jared Hoernig, Associate Director of Emergency Management, for their efforts in preparing the University's response to the threat of Hurricane Florence. Over 5,000 students were evacuated from campus housing in less than a 24-hour time period. The University received an overwhelmingly positive response for its proactive efforts. He thanked Provost Agho and Vice Presidents DuBois, Neufeldt and Sanderlin for their leadership.

The 2020-2025 Strategic Plan Development was also discussed, with the President noting that the process will start in earnest later this fall. The process will be led by Provost Agho and Vice President Neufeldt. The Rector noted that the possibility of bringing in a third party to facilitate the process was also discussed. The President assured board members that the process will include their input and discussions will continue about the possibility of a facilitator.

The President shared a leadership profile of state-assisted universities in Virginia noting each institution's current enrollment, number of vice presidents and deans. Old Dominion University compares favorably with the other institutions with six vice presidents and seven deans for its enrollment of 24,375. This information has also been shared with the Faculty Senate.

Vice President Ellen Neufeldt and Jane Dane, Associate Vice President for Enrollment Management, and their colleagues were recognized for their efforts in recruiting the University's largest freshman class of over 3,150 students. Close to 90% are living on campus with a few still temporarily housed in area hotels.

The President briefed the Board on HB 1401, introduced in the 2017 Virginia legislative session, which prohibits public institutions of higher education from abridging the constitutional freedom of any individual, including enrolled students, faculty and other employees, and invited guests, to speak on campus, except as otherwise permitted by the First Amendment to the United States Constitution. Student Engagement and Enrollment Services, with the assistance of the Office of Strategic Communication and Marketing, has developed a Student Freedom of Speech and Activism website to share information with students. Vice President Neufeldt noted that a group will be on campus this fall that may generate some debate. While this is not a University-

sponsored event and the University can restrict the time, place and manner of the event, we are allowing it to happen in compliance with the law. The President added that the best way to deal with free speech is for more free speech as a way to fight inaccuracies. The Rector referenced to the Texas A&M case and the court's ruling that institutions are responsible to provide appropriate security. President Broderick said that representatives from both Texas A&M and University of Florida spoke about this issue at the administrative retreat this summer. He will keep the Board informed on this issue.

The celebration of the expanded School of Nursing programs and the establishment of a new Center for Telehealth Education and Research at the Virginia Beach Higher Education Center will be held at the Virginia Beach Higher Education Center on October 16. Governor Northam will attend. The President thanks Vice President DuBois and his colleagues for making the building improvements in a short amount of time, and Provost Agho for spearheading the initiative.

Old Dominion University was ranked among the top 230 Best National Universities in the 2019 *U.S. News and World Report*. The University received recognition as among the best undergraduate engineering and business programs. Social mobility was added to the ranking calculations. The University also was recognized by *Diversity Issues in Higher Education* as a Top 100 Producer in 2017 and was ranked 14th in the nation for producing African American Bachelor's degrees and 79th in Total Minority Bachelor's Degrees – All Disciplines Combined.

The President reviewed the process for accepting nominations for honorary degree recipients and asked Board members to speak with him if they have any recommendations.

At the conclusion of his report, President Broderick announced that the Barry Art Museum Opening will be held the evening of November 13.

REPORTS OF STANDING COMMITTEES

AUDIT COMMITTEE

The Rector called on Mr. Mugler for the report of the Audit Committee. Mr. Mugler reported that Amanda Skaggs, Chief Audit Executive, presented the report of the Internal Audit Department's quality assurance improvement program and the results of that program as required by the Institute of Internal Auditors' standards. She also presented proposed revisions to Board Policy 1610, Charter of the Internal Audit Department.

The following resolution was brought forth as a recommendation of the Audit Committee and was unanimously approved by all members present and voting (*Allmond, Corn, Dickeski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

PROPOSED REVISIONS TO BOARD OF VISITORS POLICY 1610, CHARTER OF THE UNIVERSITY AUDIT DEPARTMENT

RESOLVED, that upon the recommendation of the Audit Committee, the Board of Visitors approves the proposed revisions to Policy 1610, Charter of the University Audit Department, effective immediately.

NUMBER: 1610

TITLE: Charter of the University Audit Department

APPROVED: November 14, 1981; Revised May 15, 1982; Revised April 5, 1990; Revised September 13, 2002; Revised June 17, 2010; Revised June 12, 2014; Revised September 24, 2015; Revised September 21, 2017

Purpose and Mission

The purpose of Old Dominion University's internal audit activity is to provide independent, objective assurance and consulting services designed to add value and improve the University's operations. The mission of internal audit is to enhance and protect organizational value by providing risk-based and objective assurance, advice and insight. The internal audit activity helps the University accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management and control processes. This charter as adopted herein will serve as a guide for the activities of the University Audit Department at Old Dominion University. This charter does not include, nor is it intended to include, all of the department's duties or responsibilities as they may exist from time to time.

Objectives and Scope of Internal Audit Activities

The scope of internal audit activities encompasses, but is not limited to, objective examination of evidence for the purpose of providing independent assessments to the Audit Committee and management on the adequacy and effectiveness of governance, risk management and control processes for Old Dominion University.

1. Evaluating financial and operating procedures for adequacy of internal controls and providing advice and guidance on control aspects of new policies, systems, processes and procedures;
2. Ascertaining the extent of adherence, by the University and its employees, to established policies, plans, and procedures, and compliance with state and federal laws and regulations;
3. Determining whether resources and assets are acquired economically, and protected adequately;
4. Determining the propriety and accuracy of financial transactions and data;
5. Working with management to identify opportunities for process improvements, cost savings and revenue enhancements;
6. Evaluating the accuracy, security, effectiveness and efficiency of the University's information technology and processing systems;

7. Evaluating the effectiveness and efficiency of operations and programs along with determining whether the results of operations or programs are consistent with established goals and objectives;
8. Assisting in the education and training of employees in University policies and procedures, as well as the need for and characteristics of strong internal controls;
9. Assisting management in the deterrence of fraud and investigating any instances of such activity discovered at the University; and
10. Coordinating audit efforts with the Auditor of Public Accounts and other external auditors.

Standards for the Professional Practice of Internal Auditing

The Institute of Internal Auditors, Inc., an international organization dedicated solely to the advancement of the internal auditing profession, has adopted "The International Professional Practices Framework (IPPF)." The four mandatory elements of the IPPF are the core principles for the professional practice of internal auditing, definition of internal audit, Code of Ethics, and the International Standards for the professional practice of internal auditing (Standards).

The University Audit Department will govern itself by adherence to the mandatory elements of the Institute of Internal Auditors' International Professional Practices Framework. The Chief Audit Executive will periodically report to senior management and the Audit Committee regarding the internal audit activity's conformance to the Code of Ethics and the *Standards*.

Reporting and Responsibilities

The University Audit Department is functionally accountable and reports to the Board of Visitors through the Audit Committee. The Chief Audit Executive will meet with the Audit Committee at each of the scheduled quarterly Board meetings.

The Department reports administratively to the President's Office and works with the President or through a designated representative for the purpose of the day-to-day operations.

The Chief Audit Executive shall have direct access to the President and to the Audit Committee of the Board of Visitors in any instance where the Chief Audit Executive believes that such access is needed to fulfill the stated objectives of the department.

The Chief Audit Executive shall periodically report to senior management and the Audit Committee of the Board of Visitors regarding:

1. The department's purpose, authority and responsibility.
2. Risk-based audit plan and performance relative to the plan along with any adjustments needed to the plan.
3. Conformance with the IIA's Code of Ethics and *Standards*, and action plans to address any significant conformity issues.

4. Significant risk exposures and control issues to include fraud, governance issues and other matters requiring the attention of, or requested by, the Audit Committee.
5. Results of audit engagements and other activities.
6. The propriety of any limitations on the scope of internal audits that may be imposed by University management.
7. Resource requirements.
8. Any response to risk by management that may be unacceptable to the University.

As used herein, the term "external" shall refer to representatives of or the activities of the Auditor of Public Accounts for the Commonwealth of Virginia, individual certified public accountants (the "CPA") and auditors from organizations, governmental or commercial, outside the University.

The Internal Audit Director may also present materials, such as the annual audit plan, to the Administration and Finance Committee in an informational capacity.

Code of Virginia §2.2-307 et seq., established the Office of the State Inspector General (OSIG) effective July 1, 2012, and charged the office with providing services in three core areas: (1) investigating complaints alleging fraud, waste, abuse, or corruption; (2) conducting performance reviews of executive branch agencies; and (3) coordinating and requiring standards for internal audit programs existing as of July 1, 2012, and developing and maintaining other internal audit programs. As the OSIG is required to coordinate and require standards for those internal audit programs, ODU's University Audit Department will adhere to any OSIG directives.

Authority

The Chief Audit Executive will have unrestricted access to, and communicate and interact directly with, the Audit Committee, including private meetings without management present.

The Audit Committee authorizes the internal audit activity to:

Have full, free, and unrestricted access to all university activities, property, personnel, and records which are relevant to fulfillment of the department's mission to the University.

- It is understood that certain items of the university are confidential in nature and special arrangements will be made when examining and reporting upon such items.
- Allocate resources, set frequencies, select subjects, determine scope of work, apply techniques required to accomplish audit objectives, and issue reports.
- Obtain assistance from the necessary personnel of Old Dominion University, as well as other specialized services from within or outside of the University, in order to complete the engagement.

Independence and Objectivity

The University Audit Department shall be free from all conditions that threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of audit selection, scope, procedures, frequency, timing, and report content. The University Audit Department shall be free from control or undue influence in the determination of facts revealed by the examination or in the development of recommendations or opinions as a result of the examination.

If the Chief Audit Executive determines that independence or objectivity may be impaired in fact or appearance, the details of impairment will be disclosed to the appropriate parties. The Chief Audit Executive will disclose to the Audit Committee any interference and related implications in determining the scope of internal auditing, performing work, and/or communicating results.

Internal auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively and in such a manner that they believe in their work product, that no quality compromises are made, and that they do not subordinate their judgment on audit matters to others. Internal auditors will have no direct operational responsibility or authority over any of the activities audited. Accordingly, internal auditors will not implement internal controls, develop procedures, install systems, prepare records, or engage in any other activity that may impair their judgment.

System Planning and Development

The University Audit Department will participate, in an advisory capacity, in the planning, development, implementation, and modification of major computer-based and manual systems to ensure that:

1. Adequate controls are incorporated in the system;
2. A thorough testing of the system is performed at appropriate stages;
3. System documentation is complete and accurate; and
4. The intended purpose and objective of the system implementation or modification has been met.

The internal auditor participating in such a review should ensure that the extent of participation does not affect independence, thus suggested audit trails or other controls will be transmitted through formal correspondence.

Responsibility for the Detection of Errors or Irregularities

The staff of the University Audit Department have a professional responsibility to conduct reviews with an attitude of professional skepticism, recognizing that the application of internal auditing procedures may produce evidential matter indicating the possibility of errors or irregularities.

If the internal audit staff believe that an error or irregularity may exist in an area under review or in any other area of the university, the Chief Audit Executive shall be notified at once. The Chief Audit Executive should consider the implications of such an error or irregularity and its disposition with the President and/or the President's designated representative. If the Chief Audit Executive believes that both of the individuals are directly involved, then the disclosure of potential errors or irregularities should be made directly to the chairman of the Audit Committee of the Board of Visitors.

The University Audit Department cannot be solely responsible for the detection and prevention of all errors and irregularities which may occur within the university. This is a responsibility shared by all members of the university management team.

Coordination of External Auditors

The Chief Audit Executive is responsible for coordinating the audit efforts of the University Audit Department with those of the Auditor of Public Accounts for the Commonwealth of Virginia and other external auditors that have business with the University. This coordination of audit efforts should be in the planning and definition of the scope of proposed audits so the work of auditing groups is complementary and will provide a comprehensive, cost-effective audit.

Audit Plan

Each year, a proposed detailed audit plan for the next fiscal year will be submitted to the Audit Committee. Upon approval of the plan by the Committee, audits will be initiated pursuant to the plan.

A block of time will be set aside for unexpected audits, special request audits and consulting, and cases received from the Commonwealth's fraud, waste and abuse hotline. In excess of this, any additions to the plan will require written documentation as to the need for such additions with final approval for the request being made by the President and Committee.

A copy of all approved revisions to the audit plan will be submitted to the President and the Audit Committee.

Audit Reports

At the conclusion of each audit, the department or activity audited will be provided an opportunity to respond in writing to the findings, conclusions, and recommendations of the University Audit Department. In addition, an exit conference will be held with the individual in charge of the department or activity under review. All findings, conclusions and recommendations will be discussed and any differences of opinion settled or so noted. A formal

audit report will be prepared after the exit conference is held and draft report reviewed. This report will contain a summary of the function of the department or area, the objective of performing the audit, the audit methods used, detailed explanations of any issues noted and recommendations for improvements thereon. A section of the audit report will include the department's response to the recommendations made by the University Audit Department.

Audit reports will be discussed with the vice president responsible for the area under review prior to the issuance to the President. All final audit reports will be issued to the President, with copies to the Vice President of the area audited and the department head. Executive summaries of all final audit reports will be presented to the members of the Audit Committee. Final Audit Reports are also shared with the Office of the State Inspector General as required. Further distribution will be at the discretion of the Chief Audit Executive.

The University Audit Department will conduct a follow-up review on issues noted within the final audit reports to determine whether recommendations have been considered and acted upon. A status of open audit issues will be provided to the Committee semi-annually.

Detection, Investigation and Reporting of Fraud

The University Audit Department shall be notified in all cases where the discovery of circumstances suggests a reasonable possibility that assets have, or are thought to have, been lost through defalcation or other security breaches in the financial, operating or information systems. Upon such notifications, the Chief Audit Executive should ensure that the proper authorities within the department and the University have been notified of the potential loss. The Chief Audit Executive should work to ensure that the University promptly notifies other state departments as required under Section 30-138 of the Code of Virginia.

The University Audit Department will perform sufficient tests to identify the weaknesses in financial and operating procedures, both automated and manual, which permitted the loss and evaluate the impact the weaknesses have with respect to other activities of the institution. In addition, the University Audit Department will recommend improvements to correct the weaknesses and incorporate appropriate tests in future audits to disclose the existence of similar weaknesses in other areas of the institution.

Consulting Activities

As part of its mission, the University Audit Department will engage in evolving forms of value-added services which are consistent with the broad definition of internal auditing. As such, the Department from time to time may be asked to perform a variety of non-standard audit services, such as advisory activities and consulting engagements, both of which may involve formal or informal advice, analysis or assessment. These services will be provided at the discretion of the Chief Audit Executive where they do not represent a conflict of interest or detract from the Department's obligation to the Board of Visitors or the President.

Decisions to adapt or implement recommendations as a result of consulting activities should be made by management. It must be understood that consulting services cannot be rendered in a manner that masks information that, in the judgment of the Chief Audit Executive, should be provided to the Board of Visitors and senior management. In the conduct of consulting activities,

the Department will be guided by the IIA Code of Ethics and the Standards for the Professional Practice of Internal Auditing.

Personnel

The ultimate quality of the University Audit Department's performance is directly related to the quality of the people employed. The internal audit function should be directed by and staffed with qualified and competent individuals.

Minimum qualifications for each position within the audit function have been established; however, additional experience, training, specialized skills, as well as intelligence, adaptability, promotability, an inquiring mind, analytical ability, good business judgment, and an ability to communicate with individuals should be considered in the employment process.

The Chief Audit Executive should report annually to the Audit Committee and the President and/or a designated representative as to the effectiveness of the present staff in fulfilling the stated objective of the University Audit Department.

Continuing Professional Development

The university recognizes the need for internal auditors to enhance their knowledge and skills and other competencies through continuing professional development.

To fulfill this need, it is required that it is required that each representative of the department obtain at least forty (40) hours of continuing professional education credits annually, subject to funding availability.

Quality Assurance and Improvement Program

Old Dominion University recognizes the benefits to be derived from a quality assurance review of the internal audit function. The internal audit activity will maintain a quality assurance and improvement programs that covers all aspects of the internal audit activity. The program will include an evaluation of the department's conformance with the Standards and an evaluation of whether the internal auditors apply The IIA's Code of Ethics. The program will also assess the efficiency and effectiveness of the department and identify opportunities for improvement.

The Chief Audit Executive will communicate to senior management and the Audit Committee on the department's quality assurance and improvement program, including results of internal assessments (both ongoing and periodic) and external assessments at least once every five years by a qualified, independent assessor, or assessment team from outside the University.

Ms. Skaggs briefed the Committee on the active audit projects and presented the results of completed audit reports for General Accounting and Procurement Services. The Committee met in closed session to discuss personnel matters related to recent fraud, waste and abuse investigations.

Following closed session, the Committee reconvened in open session and heard a report from Vice President DuBois regarding university compliance.

ACADEMIC & RESEARCH ADVANCEMENT COMMITTEE

The Rector called on Mr. Henry for the report of the Academic & Research Advancement Committee. Mr. Henry reported that the Committee met in closed session to discuss the initial appointment of two faculty members with tenure, faculty representatives to Board of Visitors committees, the rescission of an honorary degree, and an update on the appeal of a tenure decision.

Following closed session, committee members approved by unanimous vote the initial appointment with tenure. 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 (*Allmond, Corn, Dickeski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

INITIAL APPOINTMENT OF FACULTY MEMBER WITH TENURE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Sherif S. Ishak as Professor of Civil and Environmental Engineering with the award of tenure in the Department of Civil and Environmental Engineering in the Batten College of Engineering and Technology, effective July 25, 2018.

Salary: \$168,000 for 12 months
Rank: Professor of Civil and Environmental Engineering (Designated as Chair of the Department of Civil and Environmental Engineering)

The following contains my recommendation for the initial appointment with tenure of Dr. Sherif Ishak as Professor in the Department of Civil and Environmental Engineering in the Batten College of Engineering & Technology. Dr. Ishak received a B.S. degree in Civil Engineering from Cairo University, Cairo, Egypt, and an M.S. and Ph.D. from the University of Central Florida, Orlando, Florida. Dr. Ishak served as Visiting Assistant Professor at University of Central Florida from 1998-2001. He was appointed at Louisiana State University as Assistant Professor (2001-2007), Associate Professor (2007-2013), and Professor in (2013-2017). He was most recently Professor at the University of Alabama in Huntsville (2017-2018).

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. 50.] The *Faculty Handbook* policy on Initial Appointment of Teaching and Research Faculty states a request for initial appointment with tenure at the rank of professor must be “initiated by the chair and reviewed by all tenure review bodies.” The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position.” [*Faculty Handbook*, p. 24].

Recommendations in support of tenure at the rank of full professor for Dr. Sherif Ishak were received from the departmental, college, and university promotion and tenure committees, as

well as from the department chair and the acting college dean.

The Promotion and Tenure Committee for the Department of Civil and Environmental Engineering (7-0), the Promotion and Tenure Committee for the Batten College of Engineering & Technology (5-0) and the University Promotion and Tenure Committee (5-0) unanimously recommend this appointment. The chair and acting dean recommend appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Ishak meets the standards for tenure at the rank of Professor in the Department of Civil and Environmental Engineering at Old Dominion University.

INITIAL APPOINTMENT OF FACULTY MEMBER WITH TENURE

RESOLVED, that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Gymama Slaughter as Associate Professor of Electrical and Computer Engineering with the award of tenure in the Department of Electrical and Computer Engineering in the Batten College of Engineering and Technology, effective August 25, 2018.

Salary: \$210,000 for 10 months
Rank: Associate Professor of Electrical and Computer Engineering (Designated as Executive Director of the Frank Reidy Research Center for Bioelectronics. Salary includes \$30,000 for serving as Executive Director.) (new position)

The following contains my recommendation for the initial appointment with tenure of Dr. Gymama Slaughter as Associate Professor in the Department of Electrical and Computer Engineering in the Batten College of Engineering & Technology. Dr. Slaughter received a B.S. degree in Chemistry from Virginia Commonwealth University, Richmond, Virginia, and an M.S. in Chemical Engineering, and Ph.D. in Computer Engineering from the same institution. She served as an Instructor (2005-2007), Assistant Professor (2007-2010), and Associate Professor (2010) at Virginia State University. Then Dr. Slaughter joined University of Maryland Baltimore County as an Assistant Professor (2010-2016) before being promoted to the rank of Associate Professor (2016-2018) in Computer Science and Electrical Engineering. She also held the position of Affiliate Associate Professor (2018) in Chemical, Biochemical and Environmental Engineering 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. 50]. The *Faculty Handbook* policy on Initial Appointment of Teaching and Research Faculty states a request for initial appointment with tenure at the rank of associate professor must be “initiated by the chair and reviewed by all tenure review bodies.” The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position.” [*Faculty Handbook*, p. 24].

Recommendations in support of tenure at the rank of Associate Professor for Dr. Gymama Slaughter were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the acting college dean.

The Promotion and Tenure Committee for the Department of Electrical and Computer Engineering (17-0), the Promotion and Tenure Committee for the Batten College of Engineering & Technology (5-0), and the University Promotion and Tenure Committee (5-0) unanimously recommend this appointment. The chair and acting dean recommend appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Slaughter meets the standards for tenure at the rank of Associate Professor in the Department of Electrical and Computer Engineering at Old Dominion University.

Committee members approved by unanimous vote the faculty representatives to the Board of Visitors Committees. 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 (*Allmond, Corn, Dickeski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

APPROVAL OF FACULTY REPRESENTATIVES TO BOARD OF VISITORS COMMITTEES

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the following faculty representatives to Board of Visitors committees for the 2018-19 academic year, effective September 20, 2018: Academic and Research Advancement, Sebastian Kuhn; Administration and Finance, Ingrid Whitaker; University Advancement, David Burdige; and Student Advancement, Linda Miller-Dunleavy.

Dr. David J. Burdige is a professor and eminent scholar in the Department of Ocean, Earth and Atmospheric Sciences at Old Dominion University, where he has been a faculty member since 1985. He received a Ph.D. in oceanography from the Scripps Institution of Oceanography, UCSD in 1983. While at ODU his research has been continuously funded by numerous funding agencies including the National Science Foundation, the Office of Naval Research and US EPA Chesapeake Bay Program. He has published more than 90 peer-reviewed papers, and in 2006 authored the book *Geochemistry of Marine Sediments* (Princeton Univ. Press). He is co-Editor in Chief of the journal *Estuarine and Coastal Shelf Science*, a fellow of the Association for the Sciences of Limnology and Oceanography (ASLO) and in 2016 was awarded the NSF Antarctic Service Award Medal. He has been a member of the Faculty Senate since 2006, and since 2017 has been the chair of the senate.

Dr. Sebastian E. Kuhn is Professor of Physics and Eminent Scholar. He joined Old Dominion University in 1992. Kuhn earned a Dr. rer. Nat. (Ph.D.) in Physics from the University of Bonn. His awards and honors include election as a Fellow of the American Physical Society, the annual Research Award at ODU, and the Faculty Excellence Award, Distinguished Teaching Award, and Gene W. Hirschfeld Award of the College of Sciences. Kuhn has served as the primary advisor to 11 Ph.D. students and supervised seven undergraduate senior thesis research projects. He has been continuously funded since 1993 by the U.S. Department of Energy as well as the

National Science Foundation and through Jefferson Lab, with total funding of \$15.2M as PI or Co-PI. He has published 154 refereed papers and has 14,000 citations. Kuhn has been active in the American Physical Society and has been a Faculty Senator since 2003.

Dr. Linda Miller-Dunleavy is a Master Lecturer of Communication Disorders and Special Education and has been a professional educator for over 39 years. She received an M.S.Ed. in Special Education from Old Dominion University. She began her teaching career teaching students with mental illnesses in the state of Virginia. Invited to share her practical experience with students at Old Dominion University, she accepted a full-time position at the University in 1997. As a professional businesswoman, Miller-Dunleavy started two companies, Education Resources Institute and Adaptive Movement Programs (AMP4Kids). The premise of AMP4Kids is to provide quality physical education programs and activities to all kids with disabilities. Miller-Dunleavy is an advocate for individuals with special needs, and she brings her vast educational experiences, knowledge, and passion to the special education arena. She is active in both the University community and the local community.

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 rescission of an honorary degree. 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 (*Allmond, Corn, Dickeski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

RESOLUTION TO RESCIND HONORARY DEGREE

WHEREAS, on May 9, 1998, Old Dominion University awarded William H. Cosby, Jr. an honorary Doctor of Humane Letters degree; and

WHEREAS, ODU honorary degrees are awarded to accomplished individuals with sufficient stature and character so as to bring national recognition to the university; and

WHEREAS, on April 26, 2018, Mr. Cosby was convicted of aggravated indecent sexual assault after being afforded due process; and

WHEREAS, Mr. Cosby engaged in conduct inconsistent with the values of the University and that the conduct was unknown to the Board at the time the degree was conferred; and

WHEREAS, Old Dominion University is committed to fostering an environment in

which all members are safe and free from all forms of sexual misconduct; and

WHEREAS, upon recommendation of the Provost and Vice President for Academic Affairs, the ODU President reaffirms that commitment by recommending the revocation of the honorary degree awarded to Mr. Cosby.

THEREFORE, BE IT RESOLVED, that the Board of Visitors of Old Dominion University hereby rescinds the honorary Doctor of Humane Letters degree awarded to William H. Cosby, Jr. on May 9, 1998.

Provost Agho informed committee members that there was no further appeal from the faculty member discussed at the last meeting who was not awarded tenure.

Committee members approved the resolutions on 40 faculty appointments, 50 administrative appointments and one emerita appointment. 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 (*Allmond, Corn, Dickeski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Cortney N. Armitano Lecturer of Physical Therapy and Athletic Training	\$55,000	7/25/18	10 mos

Ms. Armitano received an M.S. in Exercise Science from the University of Rhode Island, a B.S. in Athletic Training from Campbell University and is expected to receive a Ph.D. in Kinesiology and Rehabilitation from Old Dominion University. Previously she was a Lab Manager and Research Assistant in the Center for Brain Research and Rehabilitation in the School of Physical Therapy and Athletic Training at Old Dominion University.

Ms. Lisa Blum Lecturer of Mathematics and Statistics	\$47,000	7/25/18	10 mos
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Ms. Blum received an M.S. in Mathematics from Northeastern Illinois University and a B.A. in Mathematics from the University of Dallas. Previously she was an Adjunct Math Professor at Harrisburg Area Community College.

Ms. Brenda T. Bradshaw Assistant Professor of Dental Hygiene (Tenure Track)	\$66,000	7/25/18	10 mos
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Ms. Bradshaw received an M.S. and B.S in Dental Hygiene from Old Dominion University and a B.A. in Elementary Education from Coker College. Previously she was an Adjunct Clinical Faculty in the School of Dental Hygiene at Old Dominion University and a Registered Dental Hygienist for Drs. Thornton, Koontz, & Spalding, LLC.

Dr. Lauren Browning	\$60,000	7/25/18	10 mos
Visiting Assistant Professor of Biological Sciences			

Dr. Browning received a Ph.D. in Biomedical Science and a B.S. in Biology from Old Dominion University. Previously, she was a Postdoctoral Research Associate in the Center for Molecular Medicine at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Anna A. Bulysheva	\$85,000	8/25/18	10 mos
Visiting Assistant Professor of Electrical and Computer Engineering			

Dr. Bulysheva received a Ph.D. and an M.S. in Biomedical Engineering from Virginia Commonwealth University and a B.S. in Biology from the University of North Carolina at Chapel Hill. Previously she was a Research Assistant Professor at the Frank Reidy Center for Bioelectrics at Old Dominion University.

Dr. Angela Busila	\$61,000	7/25/18	10 mos
Lecturer of Accountancy			

Dr. Busila received a Ph.D. in Human Science from Saybrook University, an M.B.A. from Northern Illinois University and a B.S.B.A. in Accounting from the University of Missouri. Previously she was Assistant Professor of Accounting at Metropolitan State University of Denver.

Dr. David Courson	\$51,500	7/25/18	10 mos
Lecturer of Chemistry and Biochemistry			

Dr. Courson received a Ph.D. in Biochemistry and Molecular Biophysics from the University of Chicago and a B.A. in Biophysics and a B.A. in German from Johns Hopkins University. Previously he was a Lecturer and Research Assistant Professor in the Department of Chemistry and Biochemistry at Old Dominion University.

Mr. J. Kyle Davis	\$45,000	7/25/18	10 mos
Lecturer of Human Movement Sciences			

Mr. Davis received an M.S. in Health and Movement Sciences from Virginia Commonwealth University and a B.S. in Exercise Physiology from East Carolina University. Previously he was a Kinesiology Instructor in the Department of Kinesiology and Health Sciences at Virginia Commonwealth University.

Ms. Hillary Gattian	\$45,000	7/25/18	10 mos
Lecturer of Art			

Ms. Gattian received an M.F.A. in Painting and Drawing from Ohio University and a B.F.A. in Painting from Sonoma State University. Previously she was the Instructor of Record and Studio Coordinator in the School of Art and Design at Ohio University.

Dr. Matthew T. Hall	\$50,000	7/25/18	10 mos
Visiting Assistant Professor of Political Science and Geography			

Dr. Hall received a Ph.D. in International Studies from Old Dominion University and an M.A. and B.A. in Political Science from Virginia Tech. Previously he was an Assistant Director for the Graduate Program in International Studies and an Adjunct Faculty member in Political Science and Geography at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Victoria J. Hill	\$80,000	7/25/18	10 mos
Visiting Assistant Professor of Ocean, Earth and Atmospheric Sciences			

Dr. Hill received a Ph.D. from Southampton Solent University, UK and a B.S. in Marine Biology and Oceanography from the University of North Wales, UK. Previously she was an Associate Research Professor in the Department of Ocean, Earth and Atmospheric Sciences at Old Dominion University.

Dr. Annemarie Horn	\$57,000	7/25/18	10 mos
Lecturer of Communication Disorders and Special Education			

Dr. Horn received a Ph.D. and an M.S. Ed. in Special Education from Old Dominion University and a B.S. in Special Education from Radford University. Previously she was an Adjunct Lecturer in Special Education at Old Dominion University.

Dr. Jason N. Hughes	\$45,000	7/25/18	10 mos
Lecturer of Human Movement Sciences			

Dr. Hughes received a Ph.D. in Human Performance and an M.S. in Leisure & Sport Management from Middle Tennessee State University and a B.S. in Psychology from Virginia Polytechnic Institute and State University. Previously he was an Instructor at Kutztown University of Pennsylvania.

Dr. Soad Ibrahim	\$50,000	7/25/18	10 mos
Lecturer of Computer Science			

Dr. Ibrahim received a Ph.D. in Computer Science and an M.Sc. and B.Sc. in Computer Science and Engineering from the University of Guelph, Canada. Previously she was a Lecturer of Computer Science at Old Dominion University.

Dr. Viviana V. Johnson	\$95,000	7/25/18	10 mos
Clinical Assistant Professor of Medical Diagnostic and Translational Sciences			

Dr. Johnson received an M.D. from the University of Colorado School of Medicine and an A.B.

in Biology from Harvard-Radcliffe College. Previously she was Staff Pathologist and Blood Bank Medical Director at Naval Medical Center, Portsmouth.

Mr. Donald R. Lam	\$50,000	7/25/18	10 mos
Lecturer of Political Science and Geography			

Mr. Lam received a J.D. from the University of Baltimore School of Law, an M.A. in International Studies from Old Dominion University and a Bachelor of Business Administration from The Pennsylvania State University. Previously he was a Visiting and Adjunct Professor of Political Science at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Luisa Lucero	\$56,000	7/25/18	10 mos
Lecturer of Community and Environmental Health			

Dr. Lucero received a Ph.D. in Public Administration from Old Dominion University, an M.A. in Political Science from the University of Guelph, Canada, and a B.A. in Political Science and Philosophy from Mansfield University. Previously she was a Teaching Assistant (Faculty of Record) in Public Service at Old Dominion University.

Ms. Emily Anne Ludwig	\$61,000	8/10/18	10 mos
Lecturer of Dental Hygiene			

Ms. Ludwig received an M.S. and a B.S. in Dental Hygiene from Old Dominion University. Previously she was a Graduate Teaching Assistant in the School of Dental Hygiene at Old Dominion University and a dental hygienist in private practice.

Mr. Guilherme Tortolo Magrin	\$43,860	8/25/18	10 mos
Lecturer of Music			

Mr. Magrin received a Master of Arts in Audio Technology from American University and a Bachelor's Degree in Recording Arts from Full Sail University. Previously he was a Graduate Assistant at American University and a Sound Designer.

Ms. Denise K. Makowski	\$25,000	7/25/18	5 mos
Lecturer of Management			

Ms. Makowski received, an M.B.A. from Marymount University and a B.S. in Business Administration from Virginia Tech. Previously she was an Adjunct Instructor of Business in the Department of Management at Virginia Wesleyan College and an Adjunct Assistant Professor of Business at Tidewater Community College.

Dr. Leigh Ann McGlinn Clinical Associate Professor of Nursing	\$45,000	8/10/18	10 mos
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Dr. McGlinn received a Ph.D. in Nursing from the University of Texas Medical Branch and an M.S.N. in Neonatal Nurse Practitioner from the Medical University of South Carolina. Previously she was an Associate Professor in the Neonatal Nurse Practitioner Program at East Carolina University. (half-time appointment)

Ms. Christine J. Mitchell Lecturer of World Languages and Cultures	\$45,000	7/25/18	10 mos
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Ms. Mitchell received an M.S. in Bilingual Education from S.U.N.Y. Brockport and a B.S. in Education from Roberts Wesleyan College. Previously she was an Instructor of Spanish at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Elaine M. Murphy Lecturer of Psychology	\$51,000	7/25/18	10 mos

Ms. Murphy received an M.S. in Experimental Psychology and a B.S. in Psychology and is expected to receive a Ph.D in Applied Psychological Sciences from Old Dominion University. Previously she was an Instructor in the Department of Psychology at Old Dominion University.

Dr. Shahin Nayyeri Amiri Lecturer of Civil and Environmental Engineering	\$75,000	7/25/18	10 mos
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Dr. Amiri received a Ph.D. in Mechanical Engineering, a Ph.D. in Structural Engineering, and an M.Sc. in Geotechnical Engineering from Kansas State University, and an M.Phil. and M.Sc. in Structural Engineering and a B.Sc. in Civil Engineering from Tabriz University. Previously he was a Lecturer in the Civil Engineering Department and a Research Associate in the Mechanical and Nuclear Engineering Department at Kansas State University.

Dr. Timothy D. Nevin Visiting Assistant Professor of History	\$51,000	7/25/18	10 mos
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Dr. Nevin received a Ph.D. in African History from the University of Florida and an M.A. in African History and a B.A. in History from the University of Illinois at Chicago. Previously he was an Associate Professor at Cuttington University, Liberia.

Mr. Aydin S. Oksoy Instructor of Management	\$80,000	7/25/18	10 mos
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Mr. Oksoy received a Master of Business Administration from Union College, a B.S. in Business Administration from Alfred University and is a Ph.D. student in Business in the Strome College of Business at Old Dominion University. Previously he was a Teaching Assistant in the Department of Management at Old Dominion University.

Dr. Amber L. Pope	\$56,000	8/10/18	12 mos
Lecturer of Graduate Clinical Coordination Counseling and Human Services			

Dr. Pope received a Ph.D. in Counseling and Counselor Education and an M.S. in Community Counseling from the University of North Carolina at Greensboro and a B.A. in Psychology from the University of North Carolina at Chapel Hill. Previously she was Program Chair and Associate Professor in the Clinical Mental Health Counseling program at Hodges University.

Dr. Rachel R. Phillips	\$65,000	7/25/18	10 mos
Visiting Assistant Professor of Psychology			

Dr. Phillips received a Ph.D. in Human Factors Psychology and an M.S. in Experimental Psychology from Old Dominion University and a B.A. in Psychology from Randolph-Macon Woman's College. Previously she was an Assistant Professor in the Department of Psychology at Chowan University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Katie B. Rafferty	\$47,000	7/25/18	10 mos
Lecturer of Mathematics and Statistics			

Ms. Rafferty received an M.S. in Computational and Applied Mathematics and a B.S. in Mathematics from Old Dominion University. Previously she was Lecturer of Mathematics and Statistics at Old Dominion University.

Dr. Michelle L. Redmond	\$45,000	7/25/18	10 mos
Lecturer of Human Movement Sciences			

Dr. Redmond received a Ph.D. in Education and an M.S.Ed. in Physical Education from Old Dominion University and a B.S. in Physical Education from the University of Arizona. Previously she was an Adjunct Instructor in the Department of Human Movement Sciences at Old Dominion University.

Ms. Jane Roitsch	\$57,000	7/25/18	10 mos
Lecturer of Communication Disorders and Special Education			

Ms. Roitsch received an Executive Master of Business Administration from Case Western Reserve University, an M.A. in Speech-Language Pathology from The Ohio State University, a B.A. in Speech-Language Pathology and a B.A. in Public and Corporate Communications from Butler University, and is a Doctoral student in the Department of Communication Disorders and Special Education at Old Dominion University. Previously she was an Adjunct Instructor in the Department of Communication Disorders and Special Education at Old Dominion University.

Dr. Mary Sanderfer	\$49,000	7/25/18	10 mos
Lecturer of Counseling and Human Services			

Dr. Sanderfer received a Ph.D. in Counseling from Old Dominion University, an M.A. in Community Counseling from Regent University and a B.A. in Psychology from the University of Louisville. Previously she was a Clinical Director at Quality of Life Counseling Center.

Ms. Jeanette Shaw Lecturer of Mathematics and Statistics	\$47,000	7/25/18	10 mos
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Ms. Shaw received an M.S. in Applied Mathematics from Elizabeth City State University and a B.A. in Mathematics from the University of Virginia. Previously she was an Adjunct Faculty member in Mathematics at Old Dominion University and Tidewater Community College.

Dr. Nathapon Siangchokyoo Visiting Assistant Professor of Management	\$80,000	7/25/18	10 mos
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Dr. Siangchokyoo received a Ph.D. and an M.E.M. in Engineering Management and Systems Engineering and a B.S. in Computer Science from Old Dominion University. Previously he was an Adjunct Faculty member in the Department of Engineering Management and Systems Engineering at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Laura E. Smithers Instructor of Educational Foundations and Leadership (Tenure Track)	\$65,000	7/25/18	10 mos

Ms. Smithers received an M.Ed. in Educational Psychology from the University of Florida, a B.A. in Government and Politics and a B.A. in Economics from the University of Maryland and is expected to receive a Ph.D. in Critical and Sociocultural Studies in Education from the University of Oregon. Previously she was an Instructor in the Department of Education Studies at the University of Oregon. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2018.)

Ms. Jessica Suedbeck Assistant Professor of Dental Hygiene (Tenure Track)	\$66,000	7/25/18	10 mos
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Ms. Suedbeck received an M.S. and a B.S. in Dental Hygiene from Old Dominion University and a B.S. in Human Nutrition, Foods, and Exercise from Virginia Polytechnic Institute and State University. Previously she was a Dental Hygiene Didactic and Clinical Instructor at Hawkeye Community College.

Dr. Anna L. Tansik Visiting Assistant Professor of Biological Sciences	\$60,000	7/25/18	10 mos
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Dr. Tansik received a Ph.D. in Marine Science from the University of Georgia, an M.App.Sc. in Tropical Marine Ecology and Fisheries Biology from James Cook University, Australia and a B.S. in Biology from Duke University. Previously she was a Research Assistant in the Brian Hopkinson Laboratory, Department of Marine Science at the University of Georgia.

Dr. Ricardo Ungo Clinical Assistant Professor of Information Technology and Decision Sciences	\$100,000	7/25/18	10 mos
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Dr. Ungo received a Ph.D. and an M.A. in Economics from Vanderbilt University and an M.S. in Management of Information Systems and a B.S. in Industrial Engineering from Universidad

Santa María La Antigua. Previously he was a Professor of Macroeconomics at the Universidad de Chile in the Republic of Panama and Business Development Manager at the Panama Canal.

Dr. Judy A. Wessell Lecturer of Nursing	\$37,500	7/25/18	10 mos
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Dr. Wessell received a Doctorate of Nursing Practice, an M.S.N. in Family Nurse Practitioner, and a B.S. in Nursing from Old Dominion University. Previously she was an Adjunct Faculty Assistant Professor in the School of Nursing at Old Dominion University and a Health Educator at Virginia Commonwealth University. (half-time appointment)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Yewei Zheng Assistant Professor of Civil and Environmental Engineering (Tenure Track)	\$84,000	7/25/18	10 mos

Dr. Zheng received a Ph.D. in Geotechnical Engineering from the University of California, San Diego, an M.Sc. in Geotechnical Engineering from the University of Oklahoma and a B.E. in Civil Engineering from Huazhong University of Science and Technology. Previously he was a Postdoctoral Research Scholar in the Department of Structural Engineering at the University of California, San Diego.

ADMINISTRATIVE FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Margaret E. Barber Interim Associate Dean for Educator Preparation and Assistant Professor	\$120,000	7/1/18	12 mos

Dr. Barber received an Ed.D. in Educational Leadership and an M.A. in Educational Administration from Columbia University and a B.A. in English and American Cultural Studies from Bates College. Previously she was Executive Director of Assessment and Planning at Pace University, School of Education. Dr. Barber was also an independent educational researcher and an Assistant Professor at the University of Utah and Lehigh University.

Mr. Bobby Bennett Jr. Associate Director, Multicultural Initiatives, Student Engagement and Enrollment Services, and Instructor	\$53,500	8/10/2018	12 mos
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Mr. Bennett received a B.A. in Political Science from Norfolk State University and an M.Ed. in

Adult Education from Strayer University. Previously, he worked as the Coordinator of Special Events and Projects at Tidewater Community College in Virginia Beach, VA.

Ms. Taryn Boone \$81,600 8/10/2018 12 mos
 Director of Administrative Services, Housing and Residence Life

Ms. Boone received a B.A. in English and an M.A. in Human Services from Liberty University. Previously she worked as the Director of Auxiliary Services at Hampton University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Christopher Bowman CRM Manager for Enrollment Management and Instructor	\$60,000	8/25/2018	12 mos

Mr. Bowman received a B.S. in Psychology from Old Dominion University. Previously, he worked as the Undergraduate Curriculum Coordinator for the University's Office of the Registrar.

Ms. Marla Britton \$52,000 8/10/2018 12 mos
 Professional Counselor, Counseling Services

Ms. Britton received a B.S. in Business Administration from SUNY College at Buffalo and an M.S. in Community Mental Health Counseling from the University of Rochester. Previously she managed her own private psychotherapy practice in Rochester.

Dr. Joseph Brobst \$69,000 8/15/2018 12 mos
 Research Assistant Professor

Dr. Brobst received a B.S. in Biological Sciences, an M.A. in Science Education Curriculum and Instruction, and a Ph.D. in Higher Education Curriculum and Technology from the University of Delaware. Previously, he worked as a Research Associate for Western Washington University.

Ms. Maggi Buckley \$30,000 7/10/2018 12 mos
 Assistant Women's Lacrosse Coach and Instructor

Ms. Buckley received a B.A. in Physical Education and an M.A. in Health and Physical Education from Old Dominion University. Previously, she worked as a Volunteer Graduate Assistant Coach for the University's women's lacrosse program.

Mr. Mitchell Burket \$32,000 7/25/2018 12 mos
 Residence Hall Director and Instructor

Mr. Burket received a B.S. in Biology from the University of Texas and an M.Ed. in Educational Leadership from the College of William and Mary. Previously, he served as a Resident Assistant for the Division of Housing and Food Services at the University of Texas.

Mr. Jonathan Clay \$36,414 9/5/2018 12 mos
 Admissions Counselor and Assistant Instructor

Mr. Clay received a B.S. in Exercise Science from Old Dominion University. Previously, he worked as a Campus Ambassador for the University’s Office of Admissions.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Paul Currant Executive Director of International Programs and Senior International Officer, and Assistant Professor	\$130,000	7/25/2018	12 mos

Dr. Currant received a B.A. in English from Aberystwyth University, an M.A. in Drama from Kansas State University, and a Ph.D. in Drama and Theater from the University of Georgia. Previously he served as the Director of International Education for Radford University. He also served as the Pro-Vice Chancellor for the University of Mauritius, the Director of Undergraduate Studies for CEFAM International Business School, and a Linguistics and English Professor at the EM Lyon Business School.

Ms. TaShauna Davis Admissions Counselor and Assistant Instructor	\$36,414	8/25/2018	12 mos
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Ms. Davis received a B.S. in Human Services from Old Dominion University. Previously, she worked as the Corporate Community Outreach Representative for Centura College.

Mr. Ryan “Red” Dowdell Assistant Sports Performance Coach and Assistant Instructor	\$39,270	7/25/2018	12 mos
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Mr. Dowdell received a B.A. in Psychology from Virginia Military Institute. Previously, he worked as a Strength and Conditioning Intern for the Washington Nationals baseball team.

Mr. Darrin Duling Associate Director of Kaplan Orchid Conservatory and Instructor	\$61,200	6/25/2018	12 mos
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Mr. Duling received a B.S. and an M.S. in Pure and Applied Plant and Fungal Taxonomy from the University of Reading in England. Previously, he worked as the Director of the Mercer Botanic Gardens in Humble, TX.

Ms. Rachael Evans Advisor/Success Coach, Center for Major Exploration, and Instructor	\$44,000	6/25/2018	12 mos
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Ms. Evans received a B.A. in Political Science from Virginia Tech and an M.S.Ed. in Counseling from Old Dominion University. Previously, she worked as an Academic Advisor for Old Dominion University.

Ms. Stephanie Ewers Accreditation and Practicum Director, College of Health Sciences, and Instructor	\$52,000	6/10/2018	12 mos
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Ms. Ewers received a B.S. in Human Services from Old Dominion University and an M.P.H. from Liberty University. Previously, she worked as the Office Support Coordinator for Eastern

Virginia Medical School's Public Health graduate program. (new position)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Matthew Fitzpatrick Residence Hall Director and Instructor	\$32,000	7/10/2018	12 mos

Mr. Fitzpatrick received a B.S. in Business Administration from Old Dominion University and an M.Ed. in Student Affairs Administration from the University of Georgia. Previously, he served as a Graduate Resident Assistant for the University of Georgia.

Ms. Emily Harmon Student Support Services Counselor, Center for High Impact Practices, and Instructor	\$45,900	8/10/2018	12 mos
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Ms. Harmon received a B.S. in Parks, Recreation, and Tourism Studies and an M.S.Ed. in Mental Health Counseling from Old Dominion University. Previously, she worked as an Academic Skills Advisor for the University's Student Support Services Department.

Ms. Sarah Hart Associate Director of Residence Education and Instructor	\$65,000	7/23/2018	12 mos
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Ms. Hart earned a B.S. in English Education and an M.S. in Higher Education from Florida State University. Previously, she served as the Assistant Director of Residence Life for Western Illinois University.

Ms. Courtney Hill Academic Advisor and Program Manager and Instructor	\$45,000	7/10/2018	12 mos
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Ms. Hill received a B.S. in Speech Pathology and Audiology from Old Dominion University and an M.A. in Counseling from Hampton University. Previously, she worked as an Academic Advisor for the College of Sciences at Old Dominion.

Ms. Brianna Horton Residence Hall Director and Instructor	\$32,000	7/10/2018	12 mos
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Ms. Horton received a B.A. in English Literature from East Carolina University and an M.S. in Higher Education Administration from Florida International University. Previously, she served as an Assistant Residence Life Coordinator at Florida International University.

Mr. Scott Johnson Associate Athletic Director for Sports Medicine and Athletic Training and Instructor	\$80,000	7/25/2018	12 mos
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Mr. Johnson earned a B.A. in Communications from Bridgewater State College and an M.S.Ed. with a concentration in Athletic Training from Old Dominion University. Previously, he served as the Associate Head Athletic Trainer for ODU Athletics.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Maurice Jones Residence Hall Director and Instructor	\$32,000	7/10/2018	12 mos

Mr. Jones received a B.S. in Human Services and an M.S.Ed. in Clinical Mental Health Counseling from Old Dominion University. Previously, he served as a Graduate Assistant Hall Director for the University's Office of Housing and Residence Life.

Ms. Jessica Lang Admissions Counselor and Assistant Instructor	\$36,414	9/5/2018	12 mos
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Ms. Lang received a B.S. in Communications from Bradley University. Previously, she worked as the Chicago Regional Admissions Counselor for Eastern Illinois University.

Ms. Amy Lynch Athletic Academic Advisor and Assistant Instructor	\$41,000	8/25/2018	12 mos
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Ms. Lynch received a B.S. in Biology from the University of Mary Washington. Previously, she worked as a Community Relations Coordinator for Old Dominion University.

Ms. Melissa McLevain Assistant Director of Residence Education and Instructor	\$52,000	7/10/2018	12 mos
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Ms. McLevain received a B.A. in Psychology from Georgetown College and an M.S.Ed. in Higher Education from Baylor University. Previously, she worked as the Residential Learning Coordinator for Virginia Tech.

Ms. Cynthia Meca Academic Advisor and Retention Specialist and Instructor	\$42,167	7/25/2018	12 mos
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Ms. Meca received a B.S. in Psychology and an M.S.Ed. in Higher Education Administration from Florida International University. Previously, she worked as a Career Coach for the University's Career Development Services department.

Mr. Harry Minium, Jr. Senior Executive Writer and Communications Specialist, and Instructor	\$78,000	8/13/2018	12 mos
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Mr. Minium received a B.A. in English from Old Dominion University and an M.A. in Mass Communications from Virginia Commonwealth University. Previously, he worked in various positions with the Virginian Pilot including Sports Writer and Columnist, Norfolk City Hall Reporter, and General Sports Writer.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Annie Morris Director of State Governmental Relations and Assistant Instructor	\$115,000	6/18/2018	12 mos

Ms. Morris received a B.A. in Political Science and Sociology from Virginia Commonwealth University. Previously, she worked as the Deputy Director of Governmental Relations for VCU and the University's health system. Ms. Morris has also worked as a Legislative Aide for the Office of Senator Walter A. Stosch and as the Assistant Director for Legislative Affairs and Policy Development for the Office of the Governor in Richmond, VA. She is a member of Virginia21's Young Professionals Advisory Council.

Ms. Laura Morrison Professional Counselor/Outreach Coordinator, Counseling Services, and Instructor	\$51,900	7/10/2018	12 mos
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Ms. Morrison earned a B.A. in Journalism and an M.S.W. from the University of North Carolina at Chapel Hill. Previously, she served as the Post-MSW Fellow for Emory University's Counseling and Psychological Services department.

Ms. Caroline Neal Coordinator of Graduate Recruitment, Office of Admissions, and Instructor	\$40,000	8/10/2018	12 mos
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Ms. Neal received a B.A. in French from the University of Tennessee at Chattanooga and an M.S.Ed. in Educational Leadership from Old Dominion University. Previously, she worked as a Graduate Assistant for ACE's Internationalization Laboratory at Old Dominion University.

Ms. Ming Ni Research Associate, Institutional Research, and Instructor	\$50,000	7/25/2018	12 mos
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Ms. Ni earned a B.S. in Statistics from East China Normal University in Shanghai, China and an M.S. in Statistics from George Washington University. Previously, she worked as a Graduate Analyst for George Washington University's Office of Institutional Research and Planning.

Mr. Christopher Norton Manager of Collections and Exhibitions, Barry Art Museum, and Instructor	\$60,000	6/10/2018	12 mos
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Mr. Norton received a B.A. and M.A. in Art History from Old Dominion University. Previously, he served as the Gordon Galleries Registrar at Old Dominion University. (new position)

Ms. Julie Perez Associate Director of Admissions – Recruitment, and Instructor	\$63,240	6/25/2018	12 mos
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Ms. Perez received a B.A. in Urban Studies from Rutgers University and an M.Ed. in Higher Education Administration from Northeastern University. Previously, she worked as the Student Support Services Counselor for the University's Center for High Impact Practices.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. David Perkins Client Services and Consulting Manager, Strome Entrepreneurial Center, and Instructor	\$66,300	9/10/2018	12 mos

Mr. Perkins earned a B.S. in Information Technology from George Mason University and an M.S. in Technical Management from Johns Hopkins University. Previously, he worked as a Business Counselor for the Innovation Commercialization Assistance Program.

Ms. Emily Rodgers Instructor of Early Care and Education and Assistant Instructor	\$38,000	8/25/2018	12 mos
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Ms. Rodgers received a B.S. in Interdisciplinary Studies – Primary/Elementary Education from Old Dominion University. Previously, she worked as an Assistant Teacher for the ODU Children’s Learning and Research Center.

Mr. Steven Rodrigues Assistant Wrestling Coach and Assistant Instructor	\$42,562	6/25/2018	12 mos
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Mr. Rodrigues earned a B.S. in Recreation, Sports, and Tourism from the University of Illinois at Urbana-Champaign. Previously, he was a member of the wrestling team at the University of Illinois.

Ms. Ashlyn Shultz Admissions Counselor and Instructor	\$36,414	8/25/2018	12 mos
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Ms. Shultz received a B.A. in Geography and an M.A. in Higher Education Administration from West Virginia University. Previously, she worked as a Program Specialist for West Virginia University’s Office of the Provost.

Ms. Kaitlin Smith Assistant Director of Marketing and Membership, Recreation and Wellness, and Assistant Instructor	\$47,500	6/25/2018	12 mos
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Ms. Smith received a B.A. in Art History and Spanish from the University of South Carolina. Previously, she worked as the Marketing and Community Relations Liaison for Whole Foods Market in Virginia Beach, VA.

Dr. Thomas Speakman Director of Undergraduate Admissions and Assistant Professor	\$100,000	7/25/2018	12 mos
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Dr. Speakman earned a B.S. in Elementary Education from Bloomsburg University, an M.Ed. in Administration from Colorado State University, and a Ph.D. in Education from Widener University. Previously, he was the Director of Admissions for Central Michigan University. Dr. Speakman also served as the Dean of Enrollment Services for Shippensburg University of Pennsylvania, the Director of Enrollment Management at Penn State University, and the Assistant Director of Admissions at Millersville University of Pennsylvania.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Daryl Thomas Assistant Wrestling Coach and Assistant Instructor	\$40,310	6/25/2018	12 mos

Mr. Thomas earned a B.A. in Communications from the University of Illinois at Urbana-Champaign. Prior to joining the University, he served as the Head Wrestling Coach and Fitness Center Manager for Lincoln College.

Mr. Nikolas Turner Head Athletic Trainer for Football and Instructor	\$63,000	8/14/2018	12 mos
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Mr. Turner received a B.S. in Athletic Training from the University of Central Florida and an M.S. in Exercise Science from California University of Pennsylvania. Previously, he worked as the Assistant Athletic Trainer for San Diego State University.

Dr. Janice Underwood Director of Diversity Initiatives, Institutional Equity and Diversity, and Assistant Professor	\$90,000	8/25/2018	12 mos
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Dr. Underwood earned a B.A. in Psychology and an M.A. in Education from Hampton University and a Ph.D. in Curriculum and Instruction from Old Dominion University. Previously, she worked as an Assistant Professor and Executive Program Director for the University's Teacher-In-Residence Grant Program. Prior to joining the University, Dr. Underwood worked as the Lead Special Education Teacher for Hampton High School and as a Board Advisor for Teacher Education and Licensure for the Virginia Department of Education.

Ms. Austin Vick Admissions Coordinator for Student Guides and the Campus Experience, and Instructor	\$36,414	7/25/2018	12 mos
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Ms. Vick earned a B.S. in Human Development from East Carolina University and an M.Ed. in Counselor Education from Clemson University. Previously, she served as the Campus Activities and Events Assistant for Clemson University.

Ms. Sarah Walker Athletic Academic Advisor and Instructor	\$40,080	8/25/2018	12 mos
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Ms. Walker received a B.S. in Sport Administration from the University of Miami and an M.A. in Higher Education Administration from the University of Louisville. Previously, she worked as the Assistant Academic Counselor for the University of Louisville's Athletic Division.

Ms. Kara Werkmeister Student Success Advisor, Center for Advising Administration and Academic Partnerships, and Instructor	\$44,000	7/25/2018	12 mos
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Ms. Werkmeister received a B.S. in Secondary Education and an M.A. in Student Affairs from Slippery Rock University. Previously, she served as a Residence Hall Director for the University's Office of Housing and Residence Life.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Jody Williams Director of Finance and Support Services, and Instructor	\$78,000	6/18/2018	12 mos

Mr. Williams received a B.S. in Finance from Old Dominion University and an M.B.A. with a Finance concentration from Virginia Tech. Previously, he worked as the Chief Financial Officer and Director of Administration for Rockbridge Area Community Services in Lexington, VA.

Ms. Kelsey Wolfe Assistant Sports Performance Coach and Instructor	\$40,000	3/10/2018	12 mos
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Ms. Wolfe received a B.A. in Kinesiology and an M.A. in Exercise Physiology from the University of Virginia. Previously, she worked as a Graduate Assistant for UVA's Strength and Conditioning division.

Ms. Brittani Wyskocil College Advisor, College of Health Sciences, and Instructor	\$41,616	7/25/2018	12 mos
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Ms. Wyskocil received a B.A. in Theatre Performance from Jacksonville University and an M.S. in Higher Education from Pennsylvania State University. Previously, she worked as the Student Development Advisor for Hampton University's Student Support Services department.

Mr. Richard William Yomby Lowe Second Assistant Men's Soccer Coach and Assistant Instructor	\$38,760	7/25/2018	12 mos
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Mr. Yomby Lowe earned a B.A. in Economics from Old Dominion University. Previously, he worked as a volunteer coach for Virginia Commonwealth University's men's soccer team.

Ms. Yan Zhang Senior Marketing Analyst, Distance Learning, and Instructor	\$70,000	7/10/2018	12 mos
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Ms. Zhang received a B.S. in Information Systems from Virginia Commonwealth University and an M.S. in Business Management from Strayer University. Previously, she served as the Lead Digital Marketing Analyst for Altria in Richmond, VA.

EMERITA APPOINTMENT

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the title of emerita to the following faculty administrator/faculty professional. A summary of her accomplishments is included.

Name and Rank

Effective Date

Deborah Kinney
Coordinator Emerita for Undergraduate Student Services
Department of Electrical and Computer Engineering

October 1, 2018

Deborah Kinney's affiliation with Old Dominion University began 50 years ago as a freshman in September 1968. After putting her academic endeavors on hold to raise a family, she returned to continue her studies in 1985. She took one class at a time while raising a family and earned a B.A. in economics in 1999.

Kinney began her career at Old Dominion as a work study student in the Office of Admissions in 1985. In 1986, she accepted a full-time classified position as Enrollment Services Specialist in the Office of International Admissions. Some of the duties included review and evaluation of international educational documents to determine admission of international students. Another aspect involved counseling applicants and international placement officers for prospective international students. Although not expected to directly interact with the students upon arrival at the University, Kinney was often asked to meet with them and assist them with various aspects of their new environment. As a student, she was uniquely able to offer them assistance in a variety of matters, including helping them to register for courses, seek housing, and purchase textbooks and supplies.

Kinney started as the Coordinator of Undergraduate Student Services in the Department of Electrical and Computer Engineering within days following graduation. She has held this position for the past 19 years, assisting students in the pursuit of their goals and dreams of obtaining a degree from Old Dominion University. She was active in the early years of Womengineers events within the College, which promoted women in engineering, and also assisted in Engineering Week events for several years. She was nominated for the Excellence in Support Operations award in the College of Engineering in 2004. For the past 17 years, Kinney served as the announcer of the names of graduating engineering students at the twice-yearly commencement ceremonies. She has been asked to return in December 2018 and May 2019 to read the names of the upcoming graduating students whom she had the pleasure of advising.

Committee members approved by unanimous vote the discontinuation of the joint offering of the Master of Public Health with Eastern Virginia Medical School and the continuation of the program offered solely by Old Dominion 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 (*Allmond, Corn, Dickeski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

**APPROVAL TO DISCONTINUE THE JOINT OFFERING OF
THE MASTER OF PUBLIC HEALTH WITH EASTERN VIRGINIA MEDICAL
SCHOOL AND APPROVAL FOR THE CONTINUATION OF THE PROGRAM
OFFERED SOLELY
BY OLD DOMINION UNIVERSITY

COLLEGE OF HEALTH SCIENCES**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the discontinuation of the joint offering of the Master of Public Health degree with Eastern Virginia Medical School effective May 2020 and the continuation of the program as a sole offering at Old Dominion University effective fall 2019.

Rationale: Old Dominion University (ODU) and Eastern Virginia Medical School (EVMS) proposed a jointly-offered Master of Public Health (MPH) in 1996, and in June 1997 ODU was granted final approval by the State Council of Higher Education for Virginia to initiate the program in summer 1997. In addition to the joint program offering, EVMS and ODU had planned to launch a joint School of Public Health.

Old Dominion University and Eastern Virginia Medical School developed a core within the MPH, along with four concentrations, with each institution offering two of the four concentrations. The interdisciplinary teams from the ODU-EVMS partnership offered a significant advantage to students in a number of programs that intersect with public health, including medicine, nursing, bio-statistics, business, and community health. The program has been offered for two decades, with EVMS serving most recently as the institution of record.

In recent years, ODU and EVMS faculty and administrators recognized that the long-term goal of establishing a joint School of Public Health would not be feasible because of the restrictions stipulated by the Council of Education of Public Health, the accrediting agency of public health schools. ODU provided formal intent to terminate the agreement and the program with EVMS, consistent with the terms of the Memorandum of Agreement signed in September 2009.

Old Dominion University proposes to maintain the Master of Science in Public Health with two concentrations that the institution has offered over the last two decades.

The College of Health Sciences at ODU is now focused on new strategic priorities, with an independent offering of the MPH among them. In addition, the College is interested in expanding access to public health education and training at the ODU Virginia Beach Center and online.

Old Dominion University proposes to launch the independent offering of a Master of Public Health effective fall 2019. For current students enrolled in existing concentrations offered by Old Dominion University, courses in those concentrations will remain available to students who have not yet completed the program by May 2020.

Committee members approved by unanimous vote the discontinuation of the current offering of the Master of Science in Athletic Training and initiation of the degree program as a professional/entry-level credential. 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 (*Allmond, Corn, Dickeski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

APPROVAL TO DISCONTINUE THE CURRENT POST-PROFESSIONAL MASTER OF SCIENCE IN ATHLETIC TRAINING DEGREE PROGRAM AND TO INITIATE THE DEGREE PROGRAM AS A PROFESSIONAL/ENTRY-LEVEL CREDENTIAL

COLLEGE OF HEALTH SCIENCES

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the discontinuation of the current post-professional Master of Science in Athletic Training effective summer 2020 and the initiation of the degree program as a professional/entry-level credential effective summer 2019.

Rationale: The existing Master of Science in Athletic Training (MSAT) degree program is a post-professional/advanced practice credential with a curriculum that covers content for advanced-level education and training, and maintains outcomes that differ from the outcomes identified for the proposed program. This existing post-professional MSAT will be discontinued in May 2020, after the last cohort has graduated.

The proposed MSAT degree program is a professional/entry-level credential that will start in summer 2019 and will meet requirements of the Commission on Accreditation of Athletic Training Education, which requires master's-level programs for the professional level by 2022.

The purpose of the proposed MSAT degree program in athletic training is to prepare students to become athletic trainers—health care professionals who collaborate with physicians to optimize patient and client activity and participation in athletics, work and life. Individuals who desire to become athletic trainers must complete a Commission on Accreditation for Athletic Training Education (CAATE) professional/entry-level program, which will be required at a master's level by 2022. Completing an entry-level program allows the individual to sit for the Board of Certification (BOC) examination in athletic training. The proposed degree program will be a cohort-based, full-time enrollment degree program that will prepare students for the both the national credentialing examination and athletic training clinical practice.

Graduates will be prepared with the knowledge, skills, and abilities necessary to enter the field of athletic training and focus on the prevention, examination and diagnosis, treatment, and rehabilitation of emergent, acute, subacute, and chronic neuro-musculoskeletal conditions and certain medical conditions to minimize subsequent impairments, functional limitations, disability, and societal limitations.

In addition to necessary coursework with an emphasis on the sciences, students will be exposed to actual patient care opportunities in a variety of athletic training practice settings, including but not limited to high schools, colleges and universities, professional sports teams, hospitals, rehabilitation clinics, physicians' offices, and corporate and industrial institutions.

Committee members received information on a request for leave of absence without compensation. Vice Provost Brian Payne presented information on the LeADERS program, which provides experiences leadership, ePortfolios, academic internships, diversity, entrepreneurships, research, and services learning for students who elect to participate. These students complete three to five class areas and an ePortfolio and earn bronze, silver or gold status.

Morris Foster, Vice President for Research, highlighted a recent grant received from NSF that provides \$1.5M to recycle the University's high performance computing resources. The grant is in addition to a \$500,000 match from the University.

ADMINISTRATION & FINANCE COMMITTEE

The Rector called on Mr. Tata for the report of the Administration & Finance Committee. Mr. Tata reported that Deborah Swiecinski Associate Vice President for Financial Services, presented the resolution for the Virginia College Building Authority Financing Authorization for \$45,000,000 in 9(d) bond financing for the Reconstruction of the Stadium at Foreman Field Capital Project.

The following resolution was brought forth as a recommendation of the Administration and Finance Committee and was unanimously approved by all members present and voting (*Allmond, Corn, Dickseski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

RESOLUTION OF THE BOARD OF VISITORS OF OLD DOMINION UNIVERSITY VIRGINIA COLLEGE BUILDING AUTHORITY FINANCING AUTHORIZATION

WHEREAS, pursuant to and in furtherance of Chapter 12, Title 23.1 of the Code of Virginia of 1950, as amended (the "Act"), the Virginia College Building Authority (the "Authority") developed a program (the "Program") to purchase debt instruments issued by public institutions of higher education in the Commonwealth of Virginia ("Participating Institutions" and each a "Participating Institution") to finance or refinance projects of capital improvement ("Capital Projects" and each a "Capital Project") included in a bill passed by a majority of each house of the General Assembly of Virginia (the "General Assembly");

WHEREAS, under the Program the Authority from time to time issues its Educational Facilities Revenue Bonds (Public Higher Education Financing Program) ("Pooled Bonds") to finance the purchase or refunding of debt instruments issued by Participating Institutions to finance or refinance Capital Projects;

WHEREAS, if a Participating Institution desires to finance or refinance a Capital Project through the Program it must enter into a loan agreement with the Authority, under which: (i) the Participating Institution will issue its promissory note pursuant to Chapter 1208, Title 23.1 of the Code of Virginia of 1950, as amended, to evidence a loan to it by the Authority; (ii) the Authority will agree to issue Pooled Bonds and use proceeds thereof to purchase the promissory note; (iii) the Participating Institution will agree to use proceeds of Pooled Bonds, loaned to it and received in exchange for its promissory note, to finance or refinance the Capital Project and to not take actions that may jeopardize any federal tax-exempt status of interest on Pooled Bonds

allocable to financing or refinancing the Capital Project; and (iv) the Participating Institution will agree to make payments under the promissory note in sums sufficient to pay, together with certain administrative and arbitrage rebate payments, the principal of, premium, if any, and interest due on such Pooled Bonds;

WHEREAS, the Board of Visitors (the “Board”) of **OLD DOMINION UNIVERSITY** (the “Institution”) from time to time desires to finance or refinance Capital Projects for the Institution as a Participating Institution under the Program, and now proposes that the Institution issue its promissory note or notes (collectively, the “Note”) to be sold to the Authority in accordance with a loan agreement or loan agreements between the Institution and the Authority (collectively, the “Loan Agreement”), under which proceeds of Pooled Bonds will be loaned to and received by the Institution in exchange for the Note, to finance or refinance costs of the following Capital Projects authorized for bond financing by the General Assembly: the **Reconstruct the Stadium at Foreman Field** (Project Code 18303) (collectively, the “Project”); and

WHEREAS the Board desires to designate certain Institution officers (i) delegated the authority to approve the forms of and to execute and deliver the Loan Agreement, the Note and any amendments thereto, and any other documents necessary or desirable in connection with financing or refinancing costs of the Project through and participation in the Program; and (ii) responsible for monitoring post-issuance compliance with covenants of the Institution related to maintaining any federal tax-exempt status of interest on Pooled Bonds.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD:

Section 1. The Project is hereby designated to be undertaken and financed or refinanced by the Authority and, accordingly, the **President and the Vice President for Administration and Finance** (the “Authorized Officers”) are each hereby delegated and invested with full power and authority to approve the forms of the Loan Agreement, the Note and any amendments thereto (in connection with any refunding of Pooled Bonds financing or refinancing the Project or otherwise), and any pledge to the payment of the Note and any amendment thereto of total gross university sponsored overhead, unrestricted endowment income, tuition and fees, indirect cost recoveries, auxiliary enterprise revenues, general and nongeneral fund appropriations and other revenues not required by law or previous binding contract to be devoted to some other purpose, restricted by a gift instrument for another purpose or excluded from such pledge as provided in the Loan Agreement, subject to the provisions of Section 3 hereof.

Section 2. Subject to the provisions of Section 3 hereof, the Authorized Officers are each hereby delegated and invested with full power and authority to execute, deliver and issue, on behalf of the Institution, (a) the Loan Agreement, the Note and any amendments thereto (in connection with any refunding of Pooled Bonds financing or refinancing the Project or otherwise), with approval of such documents in accordance with Section 1 hereof evidenced conclusively by the execution and delivery of the respective document, and (b) any other documents, instruments or certificates as may be deemed necessary or desirable to finance or refinance costs of the Project through and participate in the Program, and to further carry out the purposes and intent of this resolution. The Authorized Officers are authorized and directed to take such steps and deliver such certificates in connection with delivery of the Note, and any amendment thereto, as may be required under any existing obligations, including bond resolutions relating to any outstanding general revenue pledge bonds, and to notify Virginia Department of Treasury representatives serving as Authority staff at least 60 days in advance of

a pledge of any amounts pledged to the payment of the Note in accordance with Section 1 hereof to, or as security for, the payment of any other Institution obligations issued or entered into after the date hereof for so long as the Note and any amendments thereto remain outstanding.

Section 3. The authorizations given above as to the approval, execution, delivery and issuance of the Loan Agreement, the Note and any amendments thereto (in connection with any refunding of Pooled Bonds financing or refinancing the Project or otherwise) are subject to the following parameters: (a) the principal amount to be paid under the Note allocable to any component of the Project, together with the principal amount of any other indebtedness with respect to such component, shall not be greater than the amount authorized for such component by the General Assembly plus amounts needed to fund issuance costs, original issue discount, other financing (including without limitation refunding) expenses and any other increase permitted by law; (b) the aggregate principal amount of the Note shall in no event exceed **[\$45,000,000]** as the same may be so increased; (c) the aggregate interest rate payable (i) under a tax-exempt Note shall not exceed a “true” or “Canadian” interest cost more than 50 basis points higher than the interest rate for “AA” rated securities with comparable maturities, as reported by Thomson Municipal Market Data (MMD) or another comparable service or index for tax-exempt yields, as of the date that the interest rates are determined, taking into account any original issue discount or premium and (ii) under a taxable Note shall not exceed a “true” or “Canadian” interest cost more than 50 basis points higher than the interest rate for “AA” rated securities with comparable maturities, as reported by MMD or another comparable service or index for taxable yields, as of the date that the interest rates are determined; (d) the weighted average maturity of the principal payments due under the Note shall not exceed 20 years after the original issue date of the Note; (e) the last principal payment date under the Note shall not extend beyond the reasonably expected weighted economic life of the Project; and (f) subject to the foregoing, the actual amount, interest rates, principal maturities, and date of the Note shall be approved by an Authorized Officer, as evidenced by the execution thereof.

Section 4. The Board acknowledges that if there is a failure to make, as and when due, any payment of the principal of, premium, if any, and interest on any promissory note issued by the Institution as a Participating Institution to the Authority under the Program, including without limitation the Note and any amendments thereto, the State Comptroller is authorized under the Program and Section 23.1-1211 of the Code of Virginia of 1950, as amended, to charge against appropriations available to the Institution all future payments of principal of, premium, if any, and interest on such promissory note when due and payable and to make such payments to the Authority or its designee, so as to ensure that no future default will occur on such promissory note.

Section 5. The Board agrees that if the Authority determines the Institution as a Participating Institution shall be subject to continuing disclosure obligations under Rule 15c2-12 of the federal Securities and Exchange Commission with respect to any Pooled Bonds, (a) an Authorized Officer shall, and is hereby authorized and directed to, enter into a continuing disclosure undertaking in form and substance reasonably satisfactory to the Authority, and (b) the Institution will comply with the provisions and disclosure obligations contained therein.

Section 6. The Board designates the **Vice President for Administration and Finance** to be responsible for implementing procedures to monitor post-issuance compliance with covenants in any loan agreement between the Institution as a Participating Institution and the Authority, including the Loan Agreement and any amendments thereto, related to maintaining tax-exempt status for federal income tax purposes of interest on any Pooled Bonds,

including without limitation monitoring the use of any portion of all Capital Projects for the Institution financed or refinanced with such Pooled Bonds and compliance with any applicable federal income tax remedial action requirements in connection with certain changes in such use. Such officer shall review such post-issuance compliance at least annually for so long as such Pooled Bonds remain outstanding.

Section 7. This resolution shall take effect immediately upon its adoption.

Ms. Swiecinski briefed the Committee on the University's compliance with the Board's Debt Management Policy. The debt service associated with this current debt represents a Debt Burden Ratio of 6.26% (annual debt service to total operating expenses). The projected FY2019 debt service is 4.89%. The ratio remains in compliance with the policy.

In the Vice President's report, the Committee received information on the fall semester opening and campus project updates.

September Sanderlin, Vice President for Human Resources, briefed the Committee on the University's succession planning initiative for 2019, which focuses on administrative faculty and classified positions that are executive level and other critical positions, in addition to individuals in positions nearing retirement. In accordance with Virginia Code 2.2-1209, the Board shall be briefed annually on the University's succession planning activities prior to submission to the State's Department of Human Resource Management.

The Committee received the Educational Foundation's Investment Report from Maggie Libby, Associate Vice President for Advancement-Foundations, the Public Safety Update from Rhonda Harris, Assistant Vice President for Public Safety, and the Capital Outlay Projects Status Report from David Robichaud, Assistant Director of Design & Construction.

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 Vice President Ellen Neufeldt briefed the Committee on Hurricane Florence activities, state government relations, new student enrollment, and provided updates on career skills initiatives, RoadTrip Nation, and mental health initiatives.

Rafia Haq, student representative to the Board, reported on current steps ODU is taking to promote mental health awareness. She introduced Jeffrey Williams, the Director of Wellness and Sustainability from the Student Government Association, who talked about new initiatives they would work on together this semester. A mental health awareness survey will be conducted to better understand how students are assessing their mental health and how much they know about the resources offered at ODU.

Chief Rhonda Harris provided the second quarter update of the campus crime statistics reportable to the U.S. Department of Education as required by the Clery Act. Comparison numbers from the previous four years were also included.

UNIVERSITY ADVANCEMENT COMMITTEE

The Rector called on Ms. Jones for the report of the University Advancement Committee. Ms. Jones reported that Vice President Alonzo Brandon presented dashboard items measuring productivity in University Advancement and gave an orientation to University Advancement. He also reviewed the results of a national survey regarding philanthropy trends in the United States. He concluded with project data and statistics from the new database Reeher.

Ms. Meredith Hamlet, Director of Donor Relations, discussed donor stewardship programs include donation acknowledgement letters, endowment reports, M Society and upcoming stewardship events.

At the conclusion of the standing reports, the Rector praised the administration and staff on their preparations for Hurricane Florence. A great job was done and the Board is thankful that the region was spared a direct hit, while our thoughts are directed to our neighbors in North and South Carolina.

CLOSED SESSION

The Rector recognized Ms. Kirk, who made the following motion, “Madam Rector, move that this meeting be convened in closed session, as permitted by Virginia Code Sections 2.2-3711(A) (1) and (8), for the purpose of discussing a personnel matter and consultation with legal counsel regarding specific legal matters requiring the provision of legal advice by such counsel. The motion was seconded and unanimously approved by all members present and voting. (*Allmond, Corn, Dickseski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

RECONVENE IN OPEN SESSION AND FOIA CERTIFICATION

At the conclusion of the closed session, the meeting was reconvened in open session, at which time the Rector called for the Freedom of Information Act certification of compliance that (1) only public business matters lawfully exempted from the open meeting requirements under the Freedom of Information Act were discussed and (2) only such public business matters as were identified in the motion by which the closed session was convened were heard, discussed or considered. The certification of compliance vote was 13 in favor and none opposed. (*Allmond, Corn, Dickseski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

OLD/UNFINISHED BUSINESS

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

NEW BUSINESS

There was no new business to come before the Board.

With no further business to be discussed, the meeting was adjourned at 3:10 p.m.