

OLD DOMINION UNIVERSITY

BOARD OF VISITORS
Thursday, December 5, 2019

MINUTES

The Board of Visitors of Old Dominion University met in regular session on Thursday, September 19, 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
R. Bruce Bradley
Robert A. Broermann
Robert S. Corn
Unwanna Dabney
Peter G. Decker, III
Alton J. Harris
Larry R. Hill
Toykea S. Jones
Kay A. Kemper
Pamela C. Kirk
Ross A. Mugler
Stephen Greiling, *Student Representative*

Absent were:

Jerri F. Dickseski
Maurice D. Slaughter

Also present were:

John R. Broderick, President	Harry Minium
Austin Agho	Brian Payne
Bruce Aird	Randale Richmond
Alonzo Brandon	September Sanderlin
Jane Dané	Don Stansberry
Traci Daniels	Wood Selig
Mary Deneen	Amanda Skaggs
Gregory DuBois	Deb Swiecinski
Morris Foster	Jena Virga
Velvet Grant	Rusty Waterfield
Scott Harrison	Jay Wright
Donna W. Meeks	Johnny Young

CALL TO ORDER AND UNIVERSITY AUDIT DEPARTMENT BRIEFING

Rector Smith called the meeting to order at 9:45 a.m. and introduced Amanda Skaggs, University Audit Executive. Ms. Skaggs thanked the Rector for inviting her to speak to the Board about the role of the University Audit Department. She said that the department provides objective and independent assessments and advice for improving operations that will advance the goals and objectives of the University with a focus on risk management, internal controls and governance. At the same time, the auditors are a part of the University community and engage, partner and collaborate with others across campus to recommend feasible solutions to arising business challenges. Internal audit activity began at ODU in the mid-1970s and the department has five auditors.

Ms. Skaggs noted that auditors have a variety of skills, educational backgrounds and expertise and continuing education is key to enhancing knowledge, skills and competencies. Certifications are highly encouraged, and of the ten certifications held by her team, eight were achieved while working for the department. While auditors focus on internal controls, it is management who is responsible for these controls. An internal audit can independently assess the effectiveness of internal controls and make recommendations to management who propose corrective action that is tracked through completion.

Ms. Skaggs reviewed the audit planning process and the audit process itself and shared the list of current audit engagements. The University Audit Department is also charged with the responsibility to investigate internal complaints of fraud, waste and abuse and ODU complaints received from the Commonwealth's Fraud, Waste and Abuse Hotline. She noted that the topics most recently covered include nepotism, outside employment, excessive pay, financial aid fraud, and leave abuse, with leave abuse being the most common.

Ms. Skaggs explained the difference between internal and external auditors, the reporting relationship between the department, the Board, the President and the Office of the State Inspector General, and the quality assurance and improvement program that includes annual self-audits and the an external Quality Assurance Review every five years.

The Board recessed at 10:05 a.m. for meetings of the standing committees.

RECONVENE AND CLOSED SESSION

The Rector reconvened the meeting at 1:40 p.m. and said that the order of business was being modified to accommodate Ms. Jones and Ms. Kemper, who need to leave shortly for the airport.

The Rector recognized Ms. Kirk, who made the following motion, "Madam Rector, I move that this meeting be convened in closed session, as permitted by Virginia Code Section 2.2-3711(A) (1), for the purpose of discussion, consideration, or interviews of prospective candidates for employment in the football program." The motion was duly seconded and unanimously approved by all members present and voting (*Allmond, Bradley, Broermann, Corn, Dabney, Decker, Harris, Hill, Jones, Kemper, Kirk, Mugler*).

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 12 in favor and none opposed (*Allmond, Bradley, Broermann, Corn, Dabney, Decker, Harris, Hill, Jones, Kemper, Kirk, Mugler*).

STANDING COMMITTEE REPORTS

ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE

The Rector call on Ms. Jones for the report of the Academic and Research Advancement Committee. Ms. Jones reported that the Committee met in closed session to discuss a recommendation for tenure for a faculty member. Following closed session, committee members approved by unanimous vote the aware of tenure to a faculty member. 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, Bradley, Broermann, Corn, Dabney, Decker, Harris, Hill, Jones, Kemper, Kirk, Mugler*).

MID-YEAR TENURE RECOMMENDATION

RESOLVED, that upon the recommendation of the Provost, the Academic and Research Advancement Committee recommends that the Board of Visitors approve the award of tenure and promotion to associate professor for the following faculty member at Old Dominion University. The tenure and promotion will be effective with the Spring 2020 semester.

College of Sciences

Daniel J. Barshis
Department of Biological Sciences

DR. DANIEL J. BARSHIS

**DEPARTMENT OF
BIOLOGICAL SCIENCES**

Analysis and Recommendation:

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

The ODU *Teaching and Research Faculty Handbook* states, “The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission.” [p. 53]. The promotion to the rank of Associate

Professor is based on “established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas.” [p. 33].

Dr. Daniel Barshis received a B.S. with specialization in Ecology/Environmental Science from The Evergreen State College in Olympia, Washington, and an M.Sc. and Ph.D. with specialization in Ecology, Evolution and Conservation Biology from University of Hawai'i at Mānoa, Hawai'i. Prior to joining Old Dominion University in December 2013, he was Assistant Project Scientist, National Marine Fisheries Service, University of California, Santa Cruz; Postdoctoral Scholar at the Hopkins Marine Station of Stanford University; Research Assistant at the United States Geological Survey and at University of Hawai'i at Mānoa; Research Technician at the College of the Marshall Islands, Majuro; and Agricultural Research Technician at Washington State Department of Agriculture.

Dr. Barshis has been an effective instructor in the classroom, teaching an array of courses from upper-division foundational courses in invertebrate zoology to graduate courses. Of note, he has taught eight different courses at ODU, of which six are new course offerings he developed, including advanced quantitative courses at the graduate level (Practical Computing for Biologists and Advanced Bioinformatics). He also jointly developed a course in Zymology, the microbiology and biochemistry of fermentation and brewing. He gave graduate students project team leader roles in his new course in Molecular Ecology (BIOL 453-553) so they could be peer mentors with undergraduates enrolled in the course. The dean noted she has “rarely seen such a consistent set of positive student opinion surveys, nor ones in which the response rate was so high for almost every course.” Dr. Barshis has been a prominent supporter of undergraduate research by supervising nine undergraduate researchers in his lab and five additional seminar students. He has graduated one master's degree student (whose research has been published) and is currently supervising one Ph.D. student, who has presented her work at several professional conferences.

Dr. Barshis's research focus is the impact of climate changes on corals, specifically how corals adapt to the increasing temperatures around them and the viability of the ecosystems that surround them. He studies the genome and proteome of these organisms to understand their stress tolerance, susceptibility, and resilience. Dr. Barshis has 12 publications since 2014, and has been very effective in securing external grant funding over \$4M. He has continued a high level of productivity throughout his review cycle, with award of a prestigious National Park Service Conway Science Fellowship and as co-PI on a NOAA grant for \$2.4M (ODU share \$226K), both coming to fruition after his materials were sent to external reviewers, so are not included in their assessments.

External reviewers consistently praised Dr. Barshis's record of scholarship, one stating, “Dr. Barshis's work is of the highest quality and deserves the highest ranking,” adding that the positive reception from the research community to his work “is expressed partly by the high quality of the journals that he publishes in (either as lead author or co-author) and the strong citation count.” Another observed that the quality of his work “is illustrated in its publication in top tier journals, including such high quality, broad readership journals such as *Science*, *Nature Climate Change*, *Nature Communication*, *Proceeding of the National Academy of Sciences*, and *Global Change Biology*, as well as publications in top journals in his field (*Molecular Biology and Evolution*, *Molecular Biology*.” Other reviewers characterized his record of scholarship as “high quality,” “influential,” “quite impactful,” and “widely known and well-cited.” Several reviewers remarked positively upon Dr. Barshis's successful pursuit of external funding,

including this representative comment: “Dr. Barshis also has been successful in securing funding, both collaboratively and independently, receiving multiple grants from NSF [and] NOAA.” Another applauded his aggressive pursuit of external research funding, noting that “he is applying for a staggering number of grants....” Reviewers described Dr. Barshis’s national and international reputation as “very strong” and “outstanding,” indicating, “Even as a young assistant professor, he is seen as an important player in the field.” One reviewer opined that the frequency with which he is invited to collaborate with established national and international scholars is further evidence of Dr. Barshis’s positive reputation in his discipline. In conclusion, a reviewer argued, “At this stage in his career Barshis has ticked all the right boxes, he has funding, he has 1700 citations, he has a healthy h-index....Barshis is (sic) quickly become a leader in his field and will undoubtedly have a highly successful career.” Another reviewer shared his confidence that Dr. Barshis’s record to date “is just the start of a very productive career.”

Dr. Barshis has demonstrated an acceptable level of service at the departmental, college, and university level and to his profession. He is Editor for *Scientific Reports* (Nature Publishing Group) and Review Editor for *Frontiers in Microbiology* and *Frontiers in Marine Science*, as well as reviewer for several professional journals. He has given a commendable level of service on over 20 graduate student committees. He and his students have engaged with the community and prospective students by conducting tours of the Marine Aquatics Facility. He has been active with the Humanities Behind Bars program, and in outreach at the Virginia Aquarium as well as in Samoa.

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member’s contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges. The Department Committee (12 in favor, 3 opposed, 4 abstentions), the College Committee (5-0) and the University Promotion and Tenure Committee (5-0) all voted in favor of awarding tenure and promotion. The chair and the dean also recommended Dr. Barshis for promotion with tenure.

My overall assessment of Dr. Barshis’s dossier is that he has met the requirements for tenure and promotion. In recognition of his demonstrated high level of performance in teaching, research, and service, I enthusiastically endorse the recommendations of the chair, dean and the departmental, college, and university-wide tenure and promotion committees to promote Dr. Barshis to the rank of Associate Professor with tenure in the Department of Biological Sciences.

Committee members approved by unanimous vote the resolutions on four faculty appointments and two emerita appointments. Committee members approved 22 administrative appointments by a vote of five in favor with one recusal specific to Delegate Kenneth Plum. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by all members present and voting (*Allmond, Bradley, Broermann, Corn, Dabney, Decker, Harris, Hill, Jones, Kemper, Kirk, Mugler*).

FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Hossein Fateh Lecturer of Information Technology and Decision Sciences	\$60,000	12/25/19	10 mos

Dr. Fateh received a Ph.D. in Information Technology with a concentration in Operations Research from George Mason University, an M.S. in Operations Research from George Washington University and a B.A. in Business Administration from Isfahan University. Previously he was a Visiting Assistant Professor in Business Analytics in the Department of Supply Chain Management and Information Systems at Pennsylvania State University.

Dr. Mohammad Hattawy Research Assistant Professor of Physics	\$60,000	10/1/19	12 mos
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Dr. Hattawy received a Ph.D. and an M.S. in Physics from Paris Sud XI University, France and a B.S. in Physics from Birzeit University, West Bank. Previously he was an Adjunct Professor and a Postdoctoral Appointee in the Department of Physics at Old Dominion University. (new position)

Mr. Peng Jiang Lecturer of Electrical and Computer Engineering	\$50,000	12/25/19	10 mos
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Mr. Jiang received an M.E. in Electrical and Computer Engineering from Old Dominion University and a B.S. in Communication Engineering from Chongqing University of Posts and Telecommunications, China and is a Ph.D. candidate in Electrical and Computer Engineering at Old Dominion University. Previously he was a Graduate Research Assistant in the Department of Electrical and Computer Engineering at Old Dominion University. (new position)

Ms. Rebecca Johnson Visiting Professor of English	\$45,000	12/25/19	5 mos
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Ms. Johnson received an M.F.A. in Creative Writing from the University of Texas at Austin and a B.A. in English from the University of North Carolina at Greensboro. Previously she was a Freelance Writer and a Visiting Writer at the University of North Carolina at Greensboro. (Designated as Mina Hohenberg Darden Professor of Creative Writing)

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. David Bowles Executive Director, Virginia Institute for Spaceflight and Autonomy, and Assistant Professor	\$170,000	10/10/2019	12 mos

Dr. Bowles received a B.S. in Engineering Science, an M.S. in Engineering Mechanics, and a Ph.D. in Engineering Mechanics from Virginia Tech. Previously he served as Director of NASA Langley Research Center. He received the Presidential Rank Award of Meritorious Executive in 2017 and received NASA's Outstanding Leadership Medal in both 2005 and 2015.

Mr. Christopher Bowman Associate University Registrar and Instructor	\$71,500	9/10/2019	12 mos
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Mr. Bowman received a B.S. in Information Technology from Old Dominion University and an M.S. in Information Technology from Virginia Tech. Previously, he worked as the CRM Manager for the University's Enrollment Management Department.

Mr. Thomas DeMarco Regional Major Gifts Officer and Instructor	\$89,610	10/14/2019	12 mos
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Mr. DeMarco received a Bachelor of Science in Business Administration from Old Dominion University. Previously, he worked as the Athletic Development Officer – Major Gifts for the Old Dominion Athletic Foundation.

Ms. Heather Fuss Case Manager and Outreach Coordinator, Institutional Equity and Diversity, and Instructor	\$55,000	11/10/2019	12 mos
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Ms. Fuss received a B.S. in Criminal Justice from Chowan College and an M.S. in Criminal Justice and Sociology from East Carolina University. Previously, she worked as the Victim/Witness Program Director for the City of Norfolk Commonwealth Attorney's Office. (new position)

Dr. Veleka Gatling Director of Diversity Initiatives and Assistant Professor	\$84,000	10/10/2019	12 mos
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Dr. Gatling received a B.A. in Public Relations from James Madison University, an M.S. in Education from Old Dominion University, and a Ph.D. in Educational Leadership and Policy Studies from Virginia Tech. Previously, she worked as a Lecturer in the Darden College of Education and Professional Studies.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Stirling Goulart Assistant Director of Operations, Baron and Ellin Gordon Art Galleries, and Instructor	\$62,000	10/25/2019	12 mos

Mr. Goulart received a B.A. in Spanish Language and Literature and an M.A. in Humanities from Old Dominion University. Previously, he worked as the Interim Operations and Collection Manager for the Baron and Ellin Gordon Art Galleries. (new position)

Ms. Kaleen Lawsure Senior Project Scientist, Virginia Modeling, Analysis and Simulation Center, and Assistant Instructor	\$75,000	10/25/2019	12 mos
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Ms. Lawsure received a B.S. in Geography from Old Dominion University. Previously, she worked in several positions at VMASC, including as a Project Scientist and Research Associate. (new position)

Ms. Lisa Litwiller Director of Undergraduate Admissions and Assistant Instructor	\$103,000	9/25/2019	12 mos
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Ms. Litwiller received a B.S. in Education from Frostburg State University. Previously, she worked as the Associate Director of Admissions – Marketing for ODU’s Office of Undergraduate Admissions.

Dr. Chrysoula Malogianni Associate Director, Center for Learning and Teaching, and Assistant Professor	\$78,000	11/18/2019	12 mos
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Dr. Malogianni received a B.A. in Early Childhood Education from Aristotle University, an M.A. in Educational Technology from Michigan State University, and a Ph.D. in Instructional Design and Technology from Old Dominion University. Previously, she worked as the Lead Instructional Designer for the Citadel in Charleston, SC.

Dr. Kevin Muchiri Student Success Advisor, Center for Academic Advising Administration and Academic Partnerships, and Assistant Professor	\$44,000	10/10/2019	12 mos
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Dr. Muchiri received a B.S. in information Systems, an M.S. in Engineering Management, and a Ph.D. in Engineering Management and Systems Engineering from Old Dominion University. Previously, he worked as an Adjunct Professor for the Batten College of Engineering and Technology.

Ms. Kermitra Newbill Student Success Director, Distance Learning, and Instructor	\$53,040	10/25/2019	12 mos
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Ms. Newbill received a B.A. in Communication Studies from Longwood University and an M.S. in Organizational Leadership from Southern New Hampshire University. Previously, she worked as the Interim Great Expectations Coach for Germanna Community College.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Delegate Kenneth R. Plum Contributing Author for the Old Dominion University State of the Commonwealth Report, Strome College of Business	\$8,000	1/1/20-6/1/20	5 mos

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

Ms. Elaine Ross Coordinator of Graduate Recruitment, Strome College of Business, and Assistant Instructor	\$42,000	10/25/2019	12 mos
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Ms. Ross received a B.A. in Humanities from the University of Maryland. Previously, she worked as a Program Administrator for ODU's Virginia Consortium Program in Clinical Psychology.

Ms. Stephanie Rudolph Admissions Counselor and Assistant Instructor	\$37,506	11/10/2019	12 mos
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Ms. Rudolph received a B.S. in Communications from Indiana State University. Previously, she worked as a UAS Pilot for Precision Hawk Flight Team.

Ms. Sharon Scannell Program Manager, Strome Entrepreneurial Center, and Instructor	\$55,000	10/10/2019	12 mos
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Ms. Scannell received a B.A. in Communications from the University of Michigan and an M.B.A. from the College of William and Mary. Previously, she worked as the Director of Finance and Human Resources for Fractional Executive in Williamsburg, VA.

Ms. Jazmin Sepulveda Second Assistant Women's Crew Coach and Instructor	\$39,398	9/10/2019	12 mos
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Ms. Sepulveda received a B.S. in Sport and Exercise Science from the University of Central Florida and an M.S. in Sport Management from Old Dominion University. Previously, she worked as an Assistant Women's Rowing Coach for the University of Central Florida.

Mr. John Shull Senior Project Scientist, Virginia Modeling, Analysis and Simulation Center, and Instructor	\$79,000	10/25/2019	12 mos
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Mr. Shull received a B.S. in Business Administration and an M.S. in Engineering from Old Dominion University. Previously, he worked in several positions at VMASC, including Project Scientist.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Petra Szonyegi Residence Hall Director and Instructor	\$32,000	9/25/2019	12 mos

Ms. Szonyegi received a B.A. in International Studies and an M.S.Ed. in Educational Leadership from Old Dominion University. Previously, she worked as a Graduate Intern for ODU's Office of Development.

Mr. John Vellines, Jr. Athletic Development Officer – Major Gifts, and Instructor	\$72,100	11/01/2019	12 mos
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Mr. Vellines received a B.S. in Communication from Radford University and an M.S. in Sport Leadership from Virginia Commonwealth University. Previously, he worked in various roles at Norfolk Festevents, including Director of Sales, Director of Development, and Development Manager.

Ms. Joi Walker Athletic Academic Advisor and Instructor	\$42,024	9/05/2019	12 mos
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Ms. Walker received a B.S. in Accounting from South Carolina State University and an M.A. in Accounting from Clark Atlanta University. Previously, she worked as the Life Skills Coordinator and Athletic Academic Advisor for Mississippi Valley State University.

Mr. Michael Walker Major Gift Officer, Strome College of Business and Instructor	\$85,000	10/25/2019	12 mos
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Mr. Walker received a B.A. in Communications from Old Dominion University. Previously, he worked as the Director of Development for Hampton University. Mr. Walker also previously worked for ODU as a Major Gift Officer and Senior Major Gifts Officer.

Ms. Tiffany Whitfield Coordinator of Strategic Communications and Marketing and Instructor	\$65,000	9/11/2019	12 mos
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Ms. Whitfield received a B.A. in Broadcast Journalism from James Madison University and an M.A. in Film and Television Editing from Regent University. Previously, she worked as the Public Affairs Manager for Elizabeth River Crossings in Portsmouth, VA. and Senior Communications Specialist at VDOT.

EMERITA APPOINTMENTS

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

Name and Rank

Effective Date

Jennifer Foss
Director Emerita of Student Health Services

January 1, 2020

Linda Pond
Master Lecturer Emerita of Teaching and Learning

January 1, 2020

JENNIFER (JENNY) FOSS

Jennifer Foss received a B.S. in Nursing from the University of Wisconsin-Oshkosh and an M.S. in Nursing from the University of Wisconsin-Madison, with completion of the Adult & Aging Nurse Practitioner program. She has been board certified as an Adult Nurse Practitioner by the American Nurses Credentialing Center since 1981. Foss joined Old Dominion University as the Clinical Supervisor for Student Health Services in 1991 and was promoted to Interim Director in 1992 and Director in 1993.

During her time at ODU, Foss provided leadership to the Student Health Services team for nine accreditation reviews by the Accreditation Association for Ambulatory Health Care (AAAHC), with a full three-year accreditation being granted each time. She was the Director when the Health Service moved from a pre-fabricated building located at 48th & Parker to the current location in Webb Center in 1993. She also provided oversight for the implementation of an electronic health record in 2012. Throughout her 28 years at ODU, she had a part-time clinical role as a nurse practitioner.

In 2015, Foss received the AUA (Association of University Administrators) J. Worth Pickering Administrator of the Year award in recognition of her work on student health insurance issues for ODU students and her professional activities with the American College Health Association (ACHA) Student Health Insurance/Benefits coalition. Her professional activities have included: Secretary, Chair-elect and Chair of the ACHA Student Health Insurance/Benefits Coalition, President-elect, President and Past President of the Mid-Atlantic College Health Association, Program Planner for the Mid-Atlantic College Health Association Annual meeting, and Vice President of the Wisconsin Nurse Practitioner Council.

LINDA POND

Linda Pond received a Bachelor of Science in Middle School Education from the College of William and Mary, a Master's in Education from Old Dominion University, and a Gifted Endorsement from the University of Virginia. She became a national trainer with the AIMS Center for Math and Science Education, which required intensive science and mathematics integration coursework and professional development training at Fresno Pacific University. She facilitated professional staff development integrated mathematics and science workshops with dedicated educators across the country for 20 years.

Pond was an elementary and middle school educator with the Williamsburg/James City County

school division from 1988-2000 and worked with Virginia Beach Public Schools as a Gifted Educator from 2000-06. She joined the Teaching and Learning Department in the Darden College of Education and Professional Studies in 2006 as a PK-6 Mathematics and Science Methods Lecturer. Pond was promoted to both a Senior and Master Lecturer during her tenure at ODU and engaged in multi-disciplinary research initiatives within the community. Some of these research initiatives included working in partnership with university faculty and the community to develop and implement a Faculty Innovation Grant, a Leadership and Student Involvement Grant to work with the Boys and Girls Club, and several publications with the AIMS Education Foundation.

Pond served as the Graduate Program Director for the K-8 Mathematics Specialist program where she facilitated contract coursework with Virginia school personnel. Because of her dedication to teaching and learning, she received numerous teaching awards during her career. Recognition of her accomplishments includes the ODU SVEA “Apple of My Eye” Faculty Award, ODU Shining Star Awards, Virginia Beach City Public Schools Gifted Teacher of the Year, Great Neck Middle School Teacher of the Year, Daily Press Teacher of the Year, and the CESI’s National Muriel Green Award.

Committee members approved by unanimous vote the request to rename the Department of Management the Department of Management and Entrepreneurship. 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, Bradley, Broermann, Corn, Dabney, Decker, Harris, Hill, Jones, Kemper, Kirk, Mugler*).

APPROVAL TO RENAME THE DEPARTMENT OF MANAGEMENT THE DEPARTMENT OF MANAGEMENT AND ENTREPRENEURSHIP

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves renaming the Department of Management the Department of Management and Entrepreneurship in the Strome College of Business effective July 1, 2020.

Rationale: The Department of Management delivers the Bachelor of Science in Business Administration major and minor in management and the interdisciplinary certificate in entrepreneurship. The department has submitted a proposal to also offer an interdisciplinary minor in entrepreneurship.

Entrepreneurship research and courses build on foundation work in management in the domain of organizational behavior and strategy. Domain of entrepreneurship is so closely related to management that the professional associations (Academy of Management and Southern Management Association) have added entrepreneurship divisions. In addition, other business schools have a department of Management and Entrepreneurship, including Virginia Commonwealth University, Indiana University, Arizona State University, the University of Iowa, the University of Minnesota, and Fairleigh Dickinson University.

Given the proximity of the two fields, it is proposed to house the young and growing academic

entrepreneurship program at ODU within the Management Department. The department would provide the right eco-system for research and teaching to grow entrepreneurship within ODU. The proposed name would signal students and parents where entrepreneurship courses and curricula are housed within the University and highlight the University's focus on entrepreneurship. It would also help attract faculty with research interests in entrepreneurship. Thus, it is proposed to rename the Department of Management the Department of Management and Entrepreneurship.

Committee members approved by unanimous vote the request to rename the Department of Ocean, Earth and Atmospheric Sciences the Department of Ocean and Earth Sciences. 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, Bradley, Broermann, Corn, Dabney, Decker, Harris, Hill, Jones, Kemper, Kirk, Mugler*).

**APPROVAL TO RENAME THE DEPARTMENT OF OCEAN,
EARTH AND ATMOSPHERIC SCIENCES
THE DEPARTMENT OF OCEAN AND EARTH SCIENCES**

RESOLVED, that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves renaming the Department of Ocean, Earth and Atmospheric Sciences the Department of Ocean and Earth Sciences in the College of Sciences effective July 1, 2020.

Rationale: The “Atmospheric” portion of the department’s name is a misnomer and misleading. There are no faculty members in the department who are “atmospheric scientists” in any dedicated sense. Furthermore, the current name can be confusing and elicits the occasional inquiry from prospective students asking about a meteorology program, which does not exist.

The proposed name not only will more accurately reflect the department’s expertise and course offerings, it is coincident with the title of the Bachelor of Science and Master of Science degrees in Ocean and Earth Sciences. Thus, it is proposed to change the rename the Department of Ocean, Earth and Atmospheric Sciences the Department of Ocean and Earth Sciences.

Committee members received information on a request for leave of absence without compensation. In the report from the Provost, Austin Ahgo presented information on faculty diversity recruitment and retention, including the following: career tracks for teaching and research faculty; steps in the faculty recruitment process; trend analysis of full-time faculty gender and ethnicity; and recruitment and retention efforts focusing on program development, department climate, community building, and universal messaging.

Ariana Wright, Director of Equity and EO/AA, discussed the role of the Office of Institutional Equity and Diversity in the review of faculty positions.

The report from the Provost also included a presentation on how the Center for High Impact Practices supports student learning inside and outside the classroom by Lisa Mayes, Executive Director of the Center, and Emily Harmon, Student Support Services Counselor. They discussed high impact practices and learning support provided by the Center and highlighted the work done by Student Support Services.

In the report from the Vice President for Research, Dr. David Bowles, Executive Director of the Virginia Institute for Spaceflight and Autonomy, provided an overview of the Institute. The Institute will ignite the Commonwealth's unique aerospace assets on the Eastern Shore and throughout the state and will focus on growth, talent and innovation.

ATHLETICS COMMITTEE

The Rector called on Ms. Kemper for the report of the Athletics Committee. Ms. Kemper reported that Randale Richmond, Senior Associate Athletic Director for Sport Administration and Student-Athlete Welfare, briefed the Committee on the ODU student-athlete Academic Program Rate.

Jena Virga, Senior Associate Athletic Director for Development, provided an overview of the Priority Automotive Club at S.B. Ballard Stadium, which included a financial update and donor summary.

Wood Selig, Director of Athletics, reviewed the background and status of Name, Image, and Likeness (NIL) resulting from the passing of California's Fair Pay to Play Act.

APPROVAL OF MINUTES

The Rector called for approval of the minutes of the meeting held on September 19, 2019. Upon a motion made by Mr. Hill and seconded by Mr. Harris, the minutes were unanimously approved by all members present and voting (*Allmond, Bradley, Broermann, Corn, Dabney, Decker, Harris, Hill, Jones, Kemper, Kirk, Mugler*).

RECTOR'S REPORT

The Rector presented the resolution to approve a new Board policy related to public comment on undergraduate tuition and mandatory fees, as required by statute. Upon a motion made by Mr. Hill and seconded by Ms. Kemper, the following resolution was unanimously approved by all members present and voting (*Allmond, Bradley, Broermann, Corn, Dabney, Decker, Harris, Hill, Jones, Kemper, Kirk, Mugler*).

RESOLUTION TO APPROVE BOARD OF VISITORS POLICY 1106 – PUBLIC COMMENT ON UNDERGRADUATE TUITION AND MANDATORY FEE INCREASES

RESOLVED, that the Board of Visitors approves Board of Visitors Policy 1106, Public Comment on Undergraduate Tuition and Mandatory Fee Increases.

NUMBER: 1106

TITLE: Public Comment on Undergraduate Tuition and Mandatory Fee Increases

APPROVED:

In accordance with § 23.1-307(D) of the *Code of Virginia*, the Old Dominion University Board of Visitors (hereinafter referred to as “the Board”) will provide students and the public a projected range of any planned increase in undergraduate tuition and mandatory fees, an explanation of the need for the increase, and notice of the date and location of any such increase at least 30 days prior to such vote. Additionally, in accordance with § 23.1-307(E), the Board will permit public comment on any proposed increase in undergraduate tuition and mandatory fees prior to any vote referenced in subsection D.

- A. The Board will hold a budget workshop for the public followed by a public comment session whenever increases in undergraduate tuition & mandatory fees are proposed. This workshop/public comment session will be held prior to the Board’s regular meeting at which time the Board will consider the administration’s proposal. Public notice for this session will be given as required by law and concurrent with the notice of the projected range of any planned undergraduate tuition and mandatory fee increase.
- B. The budget workshop/public comment session will generally be held on the established date of the Board’s Executive Committee meeting held in March in advance of its regular meeting in April, unless the Board elects to consider such increases during another public meeting as defined by §2.2-3701 of the *Code of Virginia*. All members of the Board will be invited to attend this session.
- C. At least three Board members must be present for the public comment session, including at a minimum the Rector or Vice Rector of the Board.
- D. Prior to the public comment session, the university administration will present the background and history of the University’s tuition and fees and factors considered in proposing any increases.
- E. Anyone who wishes to comment at this session must register in advance with the Executive Secretary of the Board of Visitors. Requests must be made via email or telephone and will be accepted on a first-come/first-served basis up to 48 hours prior to the meeting. Speakers will be asked to specify their affiliation with the University (e.g., current/former student, faculty/staff, parent, member of public, etc.) and provide contact information. Instructions for registering to speak will be included with the notice of the meeting.
- F. All public comment made at the public comment session must be limited to the topic of undergraduate tuition and mandatory fee increases and each registered speaker will be allowed to speak for up to three minutes.
- G. Dedicated time slots will be reserved during the public comment session for the student

representative to the Board and a representative of the Student Government Association should they wish to make comments.

H. The public comment session will be limited to 60 minutes. If time remains during the one-hour public comment session after the pre-registered speakers offer their comments, additional individuals may be offered the opportunity to speak, but will be limited to speak for only two minutes.

I. Written comments will also be accepted from the date that the public notice is issued until 24 hours prior to the meeting at which the Board considers tuition and fee increases and may be submitted in hard copy or via email. Instructions for doing so will be included in the public notice.

J. The Board will not respond to oral or written comments.

In accordance with § 23.1-307(F) of the *Code of Virginia*, the Board of Visitors, through the Rector or his/her designee will provide the public with an explanation for any deviation from the projected range of the planned increase in undergraduate tuition and mandatory fees that it previously provided to the general public. Such explanation will be provided orally or in written form before the Board takes final action on any undergraduate tuition and mandatory fee increase. The Board's minutes will include the written comments or a transcript of the oral comments.

Rector Smith congratulated President Broderick on several recent achievements, including ODU's selection to participate in the Commonwealth's Tech Talent Investment Program, hosting Governor Northam for his announcement of the Lumina Foundation's education equity grant, and serving as one of the hosts for the House Appropriations Committee. She also recognized Ross Mugler for his wife's election to the House of Delegates and Bob Corn for his wife's election as Speaker of the House, and congratulated Annie Morris on her recent engagement.

PRESIDENT'S REPORT

In his report to the Board, President Broderick provided updates on Virginia Beach initiatives, Cybersecurity, the Tech Talent Pipeline, and ODU's regional innovation and workforce initiatives. He noted the launch of the new Esports Program, making ODU the first four-year public institution in Virginia to offer the program beginning next fall. The program will be managed by the Department of Recreation and Wellness and housed in Webb University Center, and will be a member of the National Association of Collegiate Esports.

Researchers from ODU's Vision Lab were ranked among the best in the world for early treatment and therapy planning of brain tumors. The Lab has been developing advanced computational modeling and machine learning methods for effective analysis of radiology and pathology imaging big data for tumor detection, segmentation, grading and patient survival prediction for more than a decade. The president suggested that the Board visit the lab at a future meeting.

The University received national recognition for student success, winning the Education

Advisory Board Student Success Collaborative-CONNECTED-ness Award. The award recognizing institutions that build relationships across community colleges, four-year schools and the broader higher education community in strategic and innovative ways to benefit students. He recognized Brian Payne and Jane Dané for their leadership in this area. ODUOnline was ranked in the top 2% of the best online colleges nationwide and ranked #1 in Virginia by Onlinecolleges.com for 2019-2020.

In recognition of its commitment to diversity and student success, Old Dominion was chosen as the location for the Governor's announcement of an educational grant from the Lumina Foundation. ODU was one of five regional institutions, along with EVMA, NSU, City of Norfolk and the Port of Virginia, to sponsor the Virginia House Appropriations and Finance Committees Annual Retreat in November. Presentations on the coming year's priorities were given by each sponsor. ODU's presentation focused on how it is capitalizing on partnerships throughout the region.

President Broderick noted that he was guest speaker for the Chamber/Strome Business Services Event, discussing how innovations coming from research institutions can be an economic ignitor and identified areas for investment to leverage the power of research institutions in Hampton Roads and how Old Dominion serves in this capacity. He will also be one of two speakers for the 2019 Virginia Education Summit to discuss college access and affordability. He also continues his campus conversations by conducting *Monarch Mornings*, visiting the six colleges and held *CommUnity Conversation* to raise awareness of and strategies for overcoming bias and bigotry faced by the Monarch military community sponsored by the President's Task Force on Inclusive Excellence. In addition, three of his op-eds were recently published.

Daniel Perez, a computer modeling and simulation Ph.D. student from Madrid, was selected for a computer graphics research internship at Pixar Animation Studios. He was responsible for developing the tool animators artists use to create popular films such as "Toy Story," "Monsters, Inc.," "Coco" and more. The Student Government Association has recommended that Café 1201 in Webb University be renamed "Ruby's Café" in honor of Ruby Milteer who has worked for Dining Services for 51 years. Although the naming does not require Board approval, President Broderick asked the Board to vote on this recommendation. Upon a motion made by Mr. Mugler and seconded by Ms. Kirk, the motion was unanimously and enthusiastically approved by all members present and voting (*Allmond, Bradley, Broermann, Corn, Dabney, Decker, Harris, Hill, Jones, Kemper, Kirk, Mugler*).

President Broderick congratulated Eileen Filler-Corn on her election as the first female Speaker of the House in Virginia and Martha Mugler on her election to the House of Delegates. He shared the details of the two Commencement exercises on Saturday, December 14 and noted that this will be the largest fall graduation in the University's history.

REPORTS OF STANDING COMMITTEES (Continued)

AUDIT AND COMPLIANCE COMMITTEE

The Rector called on Jay Harris for the report of the Audit & Compliance Committee. Mr. Harris reported that the Committee met in closed session with the University Audit Executive and then reconvened in open session for her report. Ms. Skaggs presented

findings of the annual audit of the Office of the President and provided an update on open audit issues. She shared the active audit projects, which include the annual Police Department fiscal activities, Design & Construction, Academic Affairs, Active director, NCAA Compliance – Financial Aid, Office of Research, Information Technology Services, Police Department, Payroll Benefits, Board Governance, and other audit activities.

Vice President DuBois provided the annual report on the Red Flag Rule. Robert Clark, Director of Special Projected, briefed the Committee on the University’s compliance activities, and Rob Wells, Director of Risk Management, provided an Enterprise Risk Management update.

ADMINISTRATION & FINANCE COMMITTEE

The Rector called on Mr. Hill for the report of the Administration & Finance Committee. Mr. Hill reported that Mary Deneen, Assistant Vice President for Finance and University Controller, presented the Unaudited Financial Statements for the year ended June 30, 2019.

Jean Kennedy-Sleeman, University Architect, provided a status report on the design of the new Health Sciences Building, a three-story, 126,000 square foot facility that is to be located between Monarch Way and Killam Avenue at 41st Street. A virtual walk-through of the design was shown to the Committee. Construction should begin by the end of 2020, with occupancy anticipated by the fourth quarter of 2023.

Mike Fryling, District General Manager of Spectra Venue Management, briefed the Committee on the success and updates for the Ted Constant Convocation Center. He noted that it has been ranked number one among venues on a university campus under 10,000 seats for three consecutive years by Pollstar. He also provided an update on the Chartway Arena at the Ted Constant Convocation Center, noting that in June 2019, Old Dominion University and Chartway Federal Credit Union signed a ten-year branding and sponsorship agreement for the Arena and the venue formally changed its name to Chartway Arena. Construction of a Starbucks Coffee will be located inside the arena.

Maggie Libby, Associate Vice President for Advancement-Foundations, presented the Educational Foundation’s Investment report, Rhonda Harris, Assistant Vice President for Public Safety, presented the public safety update, and David Robichaud, Director of Design and Construction, reported on current projects in construction and design.

STUDENT ENHANCEMENT AND ENGAGEMENT COMMITTEE

The Rector called on Mr. Corn for the report of the Student Enhancement and Engagement Committee. Mr. Corn reported that

Don Stansberry, Interim Vice President for Student Engagement and Enrollment Services, provided an update on the construction of the Hugh A. Owens Residence Hall, which will open in the fall of 2020. The division hosted many successful events during

the semester, such as Homecoming, Family Weekend, and International Education Week. Preview, ODU's student orientation program, will be renamed Monarch Orientation beginning in 2020 to better communicate the purpose of the program to students and families.

Bill Means, new Director of Career Development Services, briefed the committee on recent activities to prepare students for the workforce through required internships, STEM career preparations, equipping students with 21st Century work skills, engaging employers such as Google, and the vision to become a national model for career development services.

Stephen Greiling, student representative to the Board, highlighted efforts to improve school spirit and the implementation of the phrase "Reign On." He reported on four campus success programs for freshmen before arriving on campus: Freshman Summer Institute, Freshman Service Experience, First Ascent, and First-Year Experience. Participation in these programs connect students to campus early and improve their involvement and retention rates. He introduced two students who shared their experiences participating in a freshman enrichment program.

UNIVERSITY ADVANCEMENT COMMITTEE

The Rector called on Ms. Kirk for the report of the University Advancement Committee. Ms. Kirk reported that Vice President Alonzo Brandon presented dashboard items measuring productivity in the area of University Advancement including total giving and fundraising initiative breakdowns by focus area and donors. He gave an overview of University Advancement and the Foundations' mission and roles within the University. He asked Grant Deppen, Assistant Director of Intramural Sports and Esports, to discuss the launch of the Varsity Esports program at ODU, including goals, equipment, space, programming and benefits.

OLD/UNFINISHED BUSINESS

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

NEW BUSINESS

The Rector advised Board members that they will be receiving self-assessment surveys in January and asked that they please complete and submit them in a timely manner. She wished everyone a safe and happy holiday.

With no further business to be discussed, the meeting was adjourned at 2:31 p.m.