

AGENDA



Old Dominion University
Board of Visitors
April 23, 2020

**BOARD OF VISITORS
OLD DOMINION UNIVERSITY
Emergency Meeting
Thursday, April 23, 2020, 10:00 a.m.**

AGENDA

- A. Call to Order
Lisa Smith, Rector
- B. Approval of Minutes – December 5, 2019
Lisa Smith, Rector
- C. Rector’s Report
Lisa Smith, Rector
- D. President’s Report
John R. Broderick, President
- E. Report of the Academic and Research Advancement Committee
Toykea Jones, Chair

Consent Agenda

- a. Initial Appointments with Tenure (pp. 4-6)
- b. Tenure Recommendations (p. 7)
- c. Dual Employment (p. 8)
- d. Faculty Appointments (pp. 9-13)
- F. Old/Unfinished Business
Lisa Smith, Rector
- G. 2021 Tuition & Fee and Budget Presentation
Greg DuBois, Vice President for Administration and Finance
- H. Public Comment
Lisa Smith, Rector
- I. New Business
Lisa Smith, Rector
- J. Adjourn
Lisa Smith, Rector

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. Kristin Gansle as Professor of Communication Disorders and Special Education with the award of tenure in the Department of Communication Disorders and Special Education in the Darden College of Education and Professional Studies, effective July 25, 2020.

Salary: \$100,000 for 10 months

Rank: Professor of Communication Disorders and Special Education

The following contains my recommendation for the initial appointment with tenure of Dr. Kristin Gansle as Professor in the Department of Communication Disorders & Special Education. Dr. Gansle received a B.A. in Psychology (1988) from Stanford University, an M.A. in Psychology (1990) from Hofstra University, and a Ph.D. (1995) in Education (School Psychology) from University of California – Riverside. Dr. Gansle served as School Psychologist in Iowa (1993-1995). At Louisiana State University, she has been Assistant Professor, Research (1995-2000), Assistant Professor, School of Social Work (2000-2003), and in the Department of Curriculum & Instruction's Program in Special Education as Assistant Professor, (2003-2006), Associate Professor (2006-2013) and Professor (2013-present). At the same institution, she served as Director of Graduate Studies (2014-2016) and Associate Director of the School of Education for Graduate School Administration (2016-Present).

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 *Teaching and Research 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.” [p. 26].

Recommendations in support of tenure at the rank of professor for Dr. Gansle were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean.

The Promotion and Tenure Committee for the Department of Communication Disorders & Special Education (6-1), the Promotion and Tenure Committee for the Darden College of Education and Professional Studies (5-0) and the University Promotion and Tenure Committee (5-0) recommend this appointment. The chair and dean recommend appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Gansle meets the standards for tenure at the rank of Professor in the Department of Communication Disorders & Special Education 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. Lin Guo as Associate Professor of Marketing with the award of tenure in the Department of Marketing in the Strome College of Business, effective July 25, 2020.

Salary: \$130,000 for 10 months

Rank: Associate Professor of Marketing

The following contains my recommendation for the initial appointment with tenure of Dr. Lin Guo as Associate Professor in the Department of Marketing. Dr. Guo received a Bachelor's degree in Economics and a Master's degree in Management from Renmin University, in Beijing, China, and a Ph.D. in Retailing and Consumer Sciences from the University of Arizona. Prior to ODU, she was a Graduate Research/Teaching Assistant at the University of Arizona (2004-2009), and an Instructor (2009-2010), Assistant Professor (2010-2016), and Associate Professor (2016-Present) at the University of New Hampshire.

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 *Teaching and Research 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." [p. 26].

Recommendations in support of tenure at the rank of professor for Dr. Lin Guo were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean.

The Promotion and Tenure Committee for the Department of Marketing (4-0), the Promotion and Tenure Committee for the Strome College of Business (6-0) and the University Promotion and Tenure Committee (5-0) unanimously recommend this appointment. The chair and dean recommend appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Guo meets the standards for tenure at the rank of Associate Professor in the Department of Marketing 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. George Noell as Professor of Psychology with the award of tenure in the Department of Psychology in the College of Sciences, effective July 25, 2020.

Salary: \$156,000 for 10 months

Rank: Professor of Psychology (Salary includes \$20,000 for serving as Department Chair of Psychology)

The following contains my recommendation for the initial appointment with tenure of Dr. George Noell as Professor in the Department of Psychology. Dr. Noell received a B.S. in Psychology from Georgia State University, an M.A. in Psychology from Hofstra University, and a Ph.D. in Education (School Psychology) from University of California – Riverside. Prior to ODU, he was School Psychologist in Iowa (1995) and at Louisiana State University has been Assistant Professor (1995-2000), Associate Professor (2000-2006), Professor (2006-Present), and interim chair, in the Department of Psychology (2018-Present).

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 *Teaching and Research 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.” [p. 26].

Recommendations in support of tenure at the rank of professor for Dr. George Noell were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean.

The Promotion and Tenure Committee for the Department of Psychology (8-0), the Promotion and Tenure Committee for the College Sciences (5-0) and the University Promotion and Tenure Committee (5-0) unanimously recommend this appointment. The chair and dean recommend appointment with tenure.

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

TENURE RECOMMENDATIONS

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

College of Arts and Letters

Michael Allen, Political Science and Geography
Roderick Graham, Sociology and Criminal Justice
Vanessa Panfil, Sociology and Criminal Justice
Kerstin Steitz, World Languages and Cultures
Nicole Willock, Philosophy and Religious Studies
Joshua Zingher, Political Science and Geography

Strome College of Business

Elko Klijn, Management
Timothy Komarek, Economics
Eun Hee (Eunice) Park, Information Technology and Decision Sciences

Darden College of Education and Professional Studies

Justin Haegele, Human Movement Sciences
Rachel Johnson, Communication Disorders and Special Education
Gülsah Kemer, Counseling and Human Services
Tian Luo, STEM Education and Professional Studies
Anne M.P. Michalek, Communication Disorders and Special Education
Kristine Sunday, Teaching and Learning
Patrick Wilson, Human Movement Sciences

Batten College of Engineering and Technology

Venkat Maruthamuthu, Mechanical and Aerospace Engineering

College of Sciences

Kristen Heron, Psychology
Lucia Tabacu, Mathematics and Statistics
Balša Terzić, Physics
Yusuke Yamani, Psychology

RESOLUTION APPROVING DUAL EMPLOYMENT

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

WHEREAS, the following individuals both work in the Office of Distance Learning and special care has been taken that neither has authority to evaluate, supervise or make personnel decisions regarding the other,

Heather Huling and Benjamin Huling, parent and child,

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

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

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. Nadeesha Lihinikadu Arachchige Lecturer of Information Technology and Decision Sciences	\$60,000	1/10/20	5 mos

Ms. Arachchige received an M.Sc. in Statistics from Kansas State University and an M.Sc. in Applied Mathematics and a B.Sc. in Mathematics from Wichita State University. Previously she was the Director of the Statistical Consulting and Research Center in the College of Science and Engineering and an Assistant Professor of Statistics at St. Cloud University.

Dr. Trandon A. Bender Assistant Professor of Chemistry and Biochemistry (Tenure Track)	\$85,000	12/25/20	10 mos
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Dr. Bender received a Ph.D. in Chemistry from the University of North Carolina, Chapel Hill and a B.S. from Weber State University. Previously he was an NIH Post-Doctoral Researcher in the Department of Chemistry at the University of California Berkeley.

Dr. Ruben Colunga Biancatelli Post-Doctoral Research Associate, Frank Reidy Research Center for Bioelectrics	\$50,000	3/2/20	12 mos
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Dr. Biancatelli received a Doctor of Medicine from La Sapienza University of Rome. Previously he was a Visiting Research Scientist in the Frank Reidy Research Center for Bioelectrics at Old Dominion University. (new position)

Dr. Lastarra Bryant Lecturer of Teaching and Learning	\$53,000	12/25/19	10 mos
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Dr. Bryant received an Ed.D. in Curriculum Instruction and Assessment, an M.A. in Leadership in Character Education, an M.A. in Special Education/Reading Specialist from Regent University and a B.A. in Elementary Education from SUNY, New Paltz. Previously she was an Instructional Coach at Norfolk Public Schools.

Mr. Marvin T. Chiles Instructor of History (Tenure Track)	\$62,500	7/25/20	10 mos
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Mr. Chiles received an M.A. in History from James Madison University, a B.S. in Social Science with Teaching Licensure from Liberty University and is expected to receive a Ph.D. in History from the University of Georgia. Previously he was an Instructor of Record and a Graduate Teaching Assistant at the University of Georgia. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2020)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Praveen Kumar Durgampudi Clinical Associate Professor of Community and Environmental Health	\$95,000	12/25/19	10 mos

Dr. Durgampudi received an M.B.B.S., N.T.R. (Medical Doctor Degree) from the University of Health Sciences, India, a Master of Public Health from the University of Sheffield, UK, a Master of Science in Public Health from Jagiellonian University, Poland and a European Public Health degree from the French School of Public Health, France. Previously he was the Program Director for the Master of Public Health Program and Associate Professor in the School of Community and Environmental Health at Old Dominion University. (new position)

Ms. Brittney S. Harris Assistant Professor of Communication and Theatre Arts (Tenure Track)	\$60,640	7/25/20	10 mos
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Ms. Harris received a Master of Fine Arts in Acting from the University of Georgia and a Bachelor of Fine Arts in Acting from Old Dominion University. Previously she was a Visiting Assistant Professor of Theatre at Old Dominion University.

Dr. Leslie E. Rawls Hoglund Clinical Assistant Professor of Community and Environmental Health	\$80,000	12/25/19	10 mos
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Dr. Hoglund received a Ph.D. in Public Health from Walden University and a Master of Education in Teaching and Learning and a B.S. in Health Promotion from Liberty University. Previously she was a Director in the Virginia Department of Health, Office of Family Health Services, Division of Population Health Data. (new position)

Ms. Kris Irwin Instructor of Management (Tenure Track)	\$125,000	7/25/20	10 mos
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Ms. Irwin received a Master of Business Administration from Duke University, a Bachelor of Science in Computer Science and Psychology from Vanderbilt University and is expected to receive a Ph.D. in Management from the University of Alabama. Previously she was a graduate student and taught in the Department of Management at the University of Alabama. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2020)

Mr. Ian M. Katz Instructor of Psychology (Tenure Track)	\$83,000	7/25/20	10 mos
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Mr. Katz received an M.S. in Industrial-Organizational Psychology and is expected to receive a Ph.D. in Industrial-Organizational Psychology from St. Louis University and a B.A. in Psychology from Butler University. Previously he was a Teaching Assistant at St. Louis University and a Statistician and Research Consultant in the Doisy College of Health Sciences at Saint Louis University. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2020)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Kyle M. Lambert Assistant Professor of Chemistry and Biochemistry (Tenure Track)	\$85,000	7/25/20	10 mos

Dr. Lambert received a Ph.D. in Chemistry from the University of Connecticut and a B.S. in Chemistry and a B.S. in Forensic Science from the University of New Haven. Previously he was an NIH Ruth L. Kirschstein Postdoctoral Fellow in the Department of Chemistry and Biochemistry at Baylor University.

Ms. Sara M. Maynard Clinical Assistant Professor of Medical Diagnostic and Translational Sciences	\$74,200	7/25/20	10 mos
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Ms. Maynard received a Master of Medical and Health Professions Education from Eastern Virginia Medical School and a Bachelor of Science in Nuclear Medicine Technology from Old Dominion University. Previously she was a Nuclear Medicine Team Leader at Sentara Norfolk General Hospital and an Adjunct Professor, Program Clinical Coordinator at Old Dominion University. (Designated as Director of the Nuclear Medicine Technology Program)

Mr. Jeffrey D. Olenick Instructor of Psychology (Tenure Track)	\$83,000	7/25/20	10 mos
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Mr. Olenick received a Master of Arts in Organizational Psychology and is expected to receive a Doctor of Philosophy in Organizational Psychology from Michigan State University, a Master of Arts in the Social Sciences from the University of Chicago and a B.S. in Psychology and a B.A. in History from Michigan State University. Previously he was a Graduate Instructor at Michigan State University. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2020)

Dr. Jason O'Toole Assistant Professor of Management (Tenure Track)	\$130,000	7/25/20	10 mos
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Dr. O'Toole received a Ph.D. in Management from the University of Wisconsin-Madison and a B.S. in Marketing from Miami University. Previously he was an Assistant Professor in the Department of Management and Entrepreneurship at Elon University.

Ms. Amanda M. Petersen Instructor of Sociology and Criminal Justice (Tenure Track)	\$64,000	7/25/20	10 mos
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Mr. Petersen received an M.S. in Criminology and Criminal Justice and a B.A. in Criminology and Criminal Justice and Social Science from Portland State University and is expected to receive a Ph.D. in Criminology, Law and Society from the University of California, Irvine. Previously she was a Teaching Associate and Graduate Teaching Assistant at the University of California, Irvine. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2020)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Jason Sawyer Assistant Professor of Counseling and Human Services (Tenure Track)	\$68,000	7/25/20	10 mos

Dr. Sawyer received a Doctor of Philosophy in Social Work, a Master of Social Work and a Bachelor of Fine Arts in Theatre Performance from Virginia Commonwealth University. Previously he was an Assistant Professor in the Ethelyn R. Strong School of Social Work at Norfolk State University.

Dr. Sylvia Shangani Assistant Professor of Community and Environmental Health (Tenure Track)	\$80,000	7/25/20	10 mos
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Dr. Shangani received a Ph.D. and an Sc.M. in Behavioral and Social Health Science from Brown University School of Public Health and an M.P.H. in Health Services and Management and a B.Sc. in Environmental Health from Moi University School of Public Health, Kenya. Previously she was a Graduate Student Research and Teaching Assistant at Brown University School of Public Health.

Ms. Jennifer Simmons Lecturer of Counseling and Human Services	\$55,000	7/25/20	10 mos
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Ms. Simmons received an M.S. in Psychology from Nova Southeastern University and a B.A. in Psychology from the University of North Florida and is pursuing a Psy.D. in Clinical Psychology from Capella University. Previously she was Interim Human Services Program Director and Lecturer in the Department of Counseling and Human Services at Old Dominion University.

Dr. Taylor M. Sloey Assistant Professor of Biological Sciences (Tenure Track)	\$82,000	7/25/20	10 mos
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Dr. Sloey received a Ph.D. in Environmental and Evolutionary Biology and an M.S. in Biology from the University of Louisiana at Lafayette and a B.A. in Environmental Studies from the University of Nebraska at Lincoln. Previously she was a Research Scientist and Field Research Manager at Yale-National University of Singapore College Division of Science, Singapore.

Dr. Joseph J. Tamborski Assistant Professor of Ocean, Earth and Atmospheric Sciences (Tenure Track)	\$82,000	7/25/20	10 mos
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Dr. Tamborski received a Ph.D. in Geosciences from Stony Brook University and a B.S. in Environmental Geosciences from the University of Buffalo. Previously he was a Postdoctoral Fellow in the Ocean Frontier Institute at the Woods Hole Oceanographic Institution.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Fengjiao Wang Assistant Professor of Computer Science (Tenure Track)	\$97,000	7/25/20	10 mos

Dr. Wang received a Ph.D. in Computer Science from the University of Illinois at Chicago and a B.Sc. in Information and Computational Science from Beihang University, China. Previously he was an Applied Scientist at Amazon and a Research Scientist at Criteo AI Lab, Palo Alto.

Dr. Erik S. Yando Assistant Professor of Biological Sciences (Tenure Track)	\$82,000	7/25/20	10 mos
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Dr. Yando received a Ph.D. in Environmental and Evolutionary Biology and an M.S. in Biology from the University of Louisiana at Lafayette and a B.A. in Biological Sciences and Botany from Connecticut College. Previously he was a Postdoctoral Research Fellow at Natural Capital Singapore and The Mangrove Lab National University of Singapore.
