

OLD DOMINION UNIVERSITY
BOARD OF VISITORS
Tuesday, June 14, 2005

MINUTES

The Board of Visitors of Old Dominion University held its annual meeting on Tuesday, June 14, 2005, at 1:30 p.m. in the Board Room of Webb University Center on the Norfolk campus. Present from the Board were:

James A. Hixon, Rector
Frank Batten, Jr.
Kendra M. Croshaw
David W. Faeder
Harold W. Gehman, Jr.
Mary C. Haddad
Conrad M. Hall
Marc Jacobson
Ross A. Mugler
William E. Russell
Moody E. Stallings, Jr.
Katherine A. Treherne
Pat Tsao
Patricia M. Woolsey
Naaila S. Gray (*Student Representative*)

Absent were: Robert O. Copeland
Scott D. Pattison
Mark E. Strome

Also present were:

Roseann Runte, President	Thomas Isenhour
Claire Ackiss	James Jarrett
Mark Benson	Mohammad A. Karim
Judy Bowman	Alice McAdory
Alonzo C. Brandon	James Lidington
Dana D. Burnett	Donna W. Meeks
Debbie Byrne	Jennifer Mullen
C. Tabor Cronk	Melanie O'Dell
William Drewry	Ashley Privott
Robert L. Fenning	Deborah Rice
William R. Fisher	Thomas Robinson
Ann Grandy	Deborah Swiecinski
Deane Hennett	Cecelia T. Tucker
Carol Hudson	F. Richard Whalen
John D. Inwood	James D. Wright

CALL TO ORDER AND APPROVAL OF MINUTES

The Rector called the meeting to order at 1:30 p.m. and noted that a quorum was present. He asked for approval of the minutes of the regular meeting held on December 10, 2004. Upon a motion made by Mr. Mugler and seconded by Ms. Haddad, the minutes were unanimously approved as distributed by all members present and voting. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey. Mr. Hall not present during vote.*)

RATIFICATION OF EXECUTIVE COMMITTEE ACTIONS

The Rector presented the resolutions that were approved by the Executive Committee on April 1, 2005. Upon a motion made by Mr. Mugler and seconded by Ms. Haddad, the following resolutions were ratified by unanimous vote of all members present and voting. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hall, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey*)

TENURE RECOMMENDATIONS

RESOLVED, that the Board of Visitors ratifies the action taken by the Executive Committee on April 1, 2005, to award tenure and promotion to associate professor to the following members of the faculty at Old Dominion University, effective with the Fall, 2005 semester.

College of Arts and Letters

Kenneth R. Fitzgerald, Department of Art

Dale E. Miller, Department of Philosophy and Religious Studies

College of Business and Public Administration

Larry Filer, Department of Economics

John M. Griffith, Department of Business Administration

Shaomin Li, Department of Business Administration*

John C. Morris, Department of Public Administration and Urban Studies*

College of Education

Peggy P. Hester, Department of Early Childhood, Speech Language Pathology
and Special Education*

Lynn H. Doyle, Department of Educational Leadership and Counseling

Michael T. Garrett, Department of Educational Leadership and Counseling*

Dennis E. Gregory, Department of Educational Leadership and Counseling

William A. Owings, Department of Educational Leadership and Counseling*

College of Engineering and Technology

Frederic D. McKenzie, Department of Electrical and Computer Engineering

Carol L. Considine, Department of Engineering Technology

Guoqing Zhou, Department of Engineering Technology

College of Sciences

James P. Bliss, Department of Psychology*

* Already an Associate Professor

HONORARY DEGREE RECOMMENDATION

RESOLVED, that the Board of Visitors ratifies the action taken by the Executive Committee on April 1, 2005, to award the honorary degree of Doctor of Humane Letters (*honoris causa*) to G. Robert Aston, Jr.

G. Robert Aston, Jr.

Mr. Aston began his banking career with Citizens Trust Company while still in high school. During his banking career, he has served on the Board of Directors and as President and Chief Executive Officer of Citizens Trust Company, Commerce Bank, and BB&T of Virginia. He has also served on the Board of Directors of BB&T of North Carolina and Regional Acceptance Corporation. In 1998 he founded TowneBank, and he currently serves as Chairman of the Board and Chief Executive Officer.

Mr. Aston has served in numerous community leadership roles in Hampton roads, including chairing the WHRO Great TV Auction, Whitney Young Urban League Dinner, and the Hampton Roads Chamber Corporate Campaign. He is currently on the Board of Directors of the Portsmouth Partnership and the 2010 Empowerment Zone.

He received the Seaboard Lodge 56 Community Builders Award in 1993, the NAACP Leadership Award in 1997, and in 2000 was the recipient of the prestigious Torchbearer Award presented by Virginia Business magazine and the Virginia Chamber of Commerce recognizing the top Virginia Business leaders for the new millennium. He was also honored as the First Citizen of Portsmouth in the year 2000, received the NCCJ Humanitarian Award in 2002, and was honored as the Entrepreneur in Residence at Christopher Newport University in October, 2004.

Health Care

Improving the quality of health in the community has been a focal point of Mr. Aston's community service since 1979. He served on the Bon Secours-Maryview Health Corporation Board of Directors and the previous Maryview Hospital Board from 1979-1998, including nine years as Chairman of the Board. He has also served as Chairman of the Depaul Medical Center Board of Directors. He was the recipient of the Sister Rita Thomas Award recognizing distinguished service to the Sisters of Bon Secours in 1997. In 1998, Bon Secours again recognized Mr. Aston with the naming of the Aston Pavilion, Maryview's state of the art family birthing center. He currently serves on the Board of Directors and is Chairman of the Finance Committee of the Bon Secours Health System, Inc., in Marriottsville, Maryland. He has also recently been appointed to the Eastern Virginia Medical School (EVMS) Foundation Board of Trustees.

Education

For the past twenty years, Mr. Aston has provided leadership to the educational community in Hampton Roads and across Virginia. From 1980-1981, he served with distinction on the Board of Directors of Nansemond-Suffolk Academy, including five years as Chairman of the Board. In 1981, he was appointed by Governor John Dalton to the Board of Visitors of Norfolk State University. Governor Gerald Baliles appointed him to membership of the Virginia Public School Authority in

1988. Mr. Aston has served on the Board of Trustees of Virginia Wesleyan College; and since 1980, he has served on the Board of Trustees of Old Dominion University Intercollegiate Foundation.

Athletics

Mr. Aston's passion for developing the skills and leadership abilities of young athletes has contributed significantly to the lives he has touched. Working with hundreds of young boys and girls over a twenty-year period, his basketball and softball teams won numerous league, city and state championships, as well as being nationally ranked for five consecutive years. He was the Western Branch High School Booster of the Year in 1981, and the City of Chesapeake Sports Volunteer of the Year in 1981. In 1989, he was the recipient of an Old Dominion University Citation for extraordinary contributions to the sports program at Old Dominion University. He was again honored in 1990 when he received the Virginia Sports Hall of Fame Award for exceptional contributions to sports in Virginia. As a Board member and President of the Virginia Sports Hall of Fame, he is currently serving as Chairman of the \$10 million Capital Campaign to build a new world class sports museum in downtown Portsmouth.

Philanthropy

Throughout his career, Mr. Aston has placed a great deal of emphasis on supporting the community. Under his leadership, Citizens Trust Bank, Commerce Bank, BB&T and TowneBank have all been leaders in corporate philanthropy in our community. Through the Commerce Foundation and now through the TowneBank Foundation, hundreds of local charities and non-profit organizations in Hampton Roads have benefitted from his support.

Mr. and Mrs. Aston have also been personally committed to giving back to our community as well. Some of the organizations that have been the beneficiaries of their support over the years are Maryview Hospital, the Virginia Sports Hall of Fame, Girls Inc., Nansemond-Suffolk Academy and the Western Branch Athletic Club.

APPOINTMENT OF LOUIS I. JAFFE PROFESSORSHIP

RESOLVED, that the Board of Visitors ratifies the action taken by the Executive Committee on April 1, 2005, to appoint Jie Chen as a Louis I. Jaffe Professor.

Jie Chen

Jie Chen is Professor of Political Science and the Director of Graduate Programs in International Studies in the College of Arts and Letters. Dr. Chen was recruited to Old Dominion University in 1997 and served as Director of the Institute of Asian Studies from 1997-2003. He received a B.A. in Journalism at the Institute of International Politics, Beijing, China in 1982, an M.A. in International Policy Studies at the Monterey Institute of International Studies in California in 1987, and a Ph.D. from Washington State University in 1991. He teaches courses in Comparative Politics, International Relations, Asian Studies, and Chinese Politics.

Dr. Chen's research has been focused on U.S.-China relations and Chinese Politics. In addition to numerous research papers presented at professional conferences, Dr. Chen has authored and co-authored three books and about 30 research articles on Chinese politics and public opinions since he obtained his Ph.D. His most recent book, *Popular Political Support in Urban China*, was published through Stanford University Press (2004). A recent review calls it "a groundbreaking book" in the quantitative study of Chinese Politics. He is also the author of *Ideology in US Foreign Policy: Case Studies in US-China Policy* (1992) and *China Since the Cultural Revolution: From Totalitarianism to Authoritarianism* (1995; co-author Peng Deng). Most of his articles were published in the leading refereed journals in Political Science and China Studies, such as the *Journal of Politics*, *Comparative Political Studies*, *Public Opinion Quarterly*, *Asian Survey*, *Social Science Quarterly*, *Political Research Quarterly*, and the *Journal of Contemporary China*. These publications are frequently cited as authoritative sources in Comparative Politics and Chinese Politics, and adopted as reading material in graduate-level courses at universities such as the University of California-Berkeley and the University of Virginia.

Dr. Chen has also been awarded several prestigious research fellowships. These include a Fulbright Research Fellowship in China and a Residential Research Fellowship at the Woodrow Wilson International Center for Scholars. In addition, Dr. Chen has secured several grants, including a Title-VI grant for \$140,000 from the U.S. Department of Education to develop the Asian Studies program at Old Dominion.

Dr. Chen has also served on review boards of professional journals in his field, such as the *Journal of Chinese Political Studies* and *Modern China Studies*. He has been invited to speak to Congressional Staff on Chinese politics and to give keynote or guest speeches at institutions such as the Woodrow Wilson International Center for Scholars, Rice University, University of Pittsburgh, George Washington University, National Defense University (China), National Taiwan University, and University of Hong Kong. Dr. Chen has been interviewed by national and local media on current events in China and East Asia.

As Director of Asian Studies, Dr. Chen played a major role in developing an Asian Studies undergraduate major. In 2000, he was awarded the *Provost's Award for Leadership in International Education*. He is currently reorganizing the Ph.D. program in International Studies in the College of Arts and Letters.

EMERITUS APPOINTMENTS

RESOLVED, that the Board of Visitors ratifies the action taken by the Executive Committee on April 1, 2005, to grant the title of emeritus to the following faculty members.

<u>Name and Rank</u>	<u>Effective Date</u>
Fred M. Granger Associate Professor of Information Technology and Decision Sciences	January 1, 2005
Paul Heine Associate Professor of Exercise Science, Sport, Physical Education and Recreation	June 24, 2005
Linda Lane Lilley Associate Professor of Nursing	December 31, 2004
Anne Raymond-Savage Associate Professor of Educational Curriculum and Instruction	October 1, 2004

Fred M. Granger

Dr. Fred M. Granger received a Bachelor of Science in Chemical Engineering from Virginia Polytechnic Institute in 1960, a Master of Science in Business Management in 1967 from Virginia Polytechnic Institute and a Ph.D. in Business in 1973 from Louisiana State University.

Dr. Granger joined Old Dominion University as an Associate Professor in 1978 and was granted tenure as an Associate Professor of Management Information Systems in 1981. He was instrumental in the growth of the Department of Management Information Systems during the first years of its existence.

During this period he provided leadership to new faculty and was well known for his dedication to the well being of his students as they pursued the quest for knowledge. During his 27 years at Old Dominion University, Dr. Granger was actively engaged in research related to decision sciences and information systems, having authored several books and numerous journal articles. During this same period he was one of the few faculty members who taught and made significant academic contributions in both information systems and decision sciences.

Dr. Granger's considerable talent also extends outside the University where he has been actively engaged in helping business firms and non-profit organizations analyze and interpret quantitative data and implement information systems.

Paul L. Heine

Dr. Paul L. Heine received a Bachelor of Science in Health and Physical Education and an M.Ed. in Physical Education, in 1964 and 1969 respectively, from West Chester State College in Pennsylvania and a Ph.D. in Educational Administration in 1972 from the University of New Mexico.

Dr. Heine joined Old Dominion University as an Assistant Professor of Health and Physical Education in 1972 and achieved the rank of Associate Professor in 1978. He served as Undergraduate Program Coordinator in 1972-1975, Department Chair in 1975-1985, Graduate Program Director in 1988-1994 and Associate Dean from 1994 to the present.

During his 33 years at Old Dominion University, Dr. Heine inspired many former and current students in the Department of Exercise Science, Sport, Physical Education, and Recreation to become successful health and physical education teachers. Dr. Heine is known as an inspirational teacher and an effective administrator. Students, faculty members and administrators know Dr. Heine for his good nature, humor, wit, and knowledge of College and University policies.

Linda Lane Lilly

Dr. Linda L. Lilley received a diploma in nursing from Norfolk General Hospital School of Nursing in 1977, a BS in Nursing from the University of Virginia in 1979, a MS in Nursing from Old Dominion University in 1984 and, a Ph.D. in Nursing from George Mason University in 1997.

Dr. Lilley joined Old Dominion University as an Instructor of Nursing in 1985 and achieved the rank of Assistant Professor of Nursing in 1987 and Associate Professor of Nursing in 1992. During her tenure she has had primary teaching responsibilities in the undergraduate programs focusing on pharmacology in nursing. Her clinical speciality is in the area of medical surgical nursing.

During her 20 years at Old Dominion University, Dr. Lilley inspired numerous students to become successful nurses. In recognition for her teaching excellence she received “Most Inspiring Faculty Award” 1998, 1999, and 2000 and was awarded the “University Professor” designation in 2000. Throughout her career, Dr. Lilley was best known for her textbook, “Pharmacology and the Nursing Process”, now in its 4th edition. The pharmacology textbook has been ranked in the Top 10 sellers in pharmacology since 1998.

Anne Raymond-Savage

Dr. Anne Raymond-Savage received a B.S. in Secondary Education/Biology from the University of Rhode Island in 1959, an M.S. in Oceanography, also from the University of Rhode Island, in 1969, and a Ph.D. in Science Education from Oregon State University in 1971.

Dr. Raymond-Savage joined Old Dominion University as an Assistant Professor in 1971 and achieved the rank of Associate Professor in the College of Education in 1979. She assumed an administrative appointment in 1978 as Director of the Center for Instructional Development with

subsequent responsibilities for Distance and Extended Education. She was appointed Vice Provost for Distance Education in 2002. Dr. Raymond-Savage is the recipient of the Outstanding Biology Teacher Award for New England, Teacher of the Year Award at Old Dominion University, Faculty Administrator of the Year Award at Old Dominion University, National University Telecommunications Association Leadership Award, and the National University Administration Award.

During her 33 years at Old Dominion University, Dr. Raymond-Savage was a significant contributor to the field of distance learning, as a writer, speaker, panelist, and mentor to others in the field. She launched the University's Distance Learning Program (TELETECHNET), which is the largest satellite delivery network in the nation. Dr. Raymond-Savage has also been a mentor to many doctoral and master's students in science education and in distance learning.

APPROVAL OF DOCTOR OF PHILOSOPHY IN ENGLISH
COLLEGE OF ARTS AND LETTERS

RESOLVED, that the Board of Visitors ratifies the action taken by the Executive Committee on April 1, 2005, to approve the Doctor of Philosophy degree in English in the College of Arts and Letters.

Rationale: The proposed Ph.D. degree program in English will explore the full range of written English through such modes of inquiry as rhetoric, composition, linguistics, literature, and journalism, and through such media as print, speech, and hypertext. The program is designed to integrate writing, rhetoric, discourse, and textual studies, thus offering opportunities for creative reinterpretation of these fields within the discipline of English, and it will make use of the full range of teaching media, from traditional classroom, to mediated, televised, and asynchronous forms of delivery, to reach the widest possible audience, including those whose work and domestic situations prevent them from full-time, on-campus studies. The degree program will produce scholars who can advance the body of knowledge in English and who can oversee the application of these advances in professional settings.

APPROVAL OF DOCTOR OF PHILOSOPHY IN EDUCATION
COLLEGE OF EDUCATION

RESOLVED, that the Board of Visitors ratifies the action taken by the Executive Committee on April 1, 2005, to approve the Doctor of Philosophy degree in Education in the College of Education.

Rationale: The proposed Ph.D. degree program in Education is a spin-off of the current Ph.D. program in Urban Services. The current program has been in existence for more than 20 years and has become outdated. It will be replaced by the new program if approved. The mission of the proposed program in Education is to prepare students for leadership positions in public and private education institutions, not-for-profit and for-profit education agencies, and

academia. The restructured, broader-based Ph.D. program will advance knowledge across a specific subset of education concentrations, including educational leadership, instructional design and technology, and special education, and will result in a more desirable and marketable degree for our students.

APPROVAL OF DOCTOR OF PHILOSOPHY IN HEALTH SERVICES RESEARCH
COLLEGE OF HEALTH SCIENCES

RESOLVED, that the Board of Visitors ratifies the action taken by the Executive Committee on April 1, 2005, to approve the Doctor of Philosophy degree in Health Services Research in the College of Health Sciences.

Rationale: The proposed Ph.D. degree program in Health Services Research is a spin-off of the current Ph.D. program in Urban Services. The current program has been in existence for more than 20 years and has become outdated. It will be replaced by the new program if approved.

The mission of the proposed program in Health Services Research is to produce researchers and scholars who are sensitive to the dignity and worth of individuals of all ages, socioeconomic and cultural groups and who will use critical reasoning and advanced research skills to develop and evaluate health care strategies and policies for the region, the state, the nation and the world at large. The new program will emphasize health services research and will result in a more desirable and marketable degree for our students.

COMPREHENSIVE FEE RESOLUTION 2005-2006

RESOLVED, that the Board of Visitors ratifies the action taken by the Executive Committee on April 1, 2005, to approve the following comprehensive tuition cost per credit hour for the 2005-2006 academic year beginning with the Summer 2005 semester and thereafter until otherwise adjusted by the Board of Visitors. Under unusual circumstances, the President may establish tuition rates different from these approved rates. The President must notify the Board of such changes at its next meeting.

Comprehensive Fee Per Credit Hour for the 2005-2006 Academic Year

	IN-STATE		OUT-OF-STATE	
	<u>TUITION AND FEES</u>		<u>TUITION AND FEES</u>	
	<u>FROM</u>	<u>TO</u>	<u>FROM</u>	<u>TO</u>
<u>REGULAR SESSION (1)</u>				
Undergraduate (Per Cr Hr)	\$170	\$181	\$484	\$507
Graduate (Per Cr Hr)	\$246	\$263	\$631	\$661
Teaching Assistant	\$246	\$263	\$246	\$263
Research Assistant	\$246	\$263	\$246	\$263
<u>SUMMER SESSION (1) (Summer 2005)</u>				
Undergraduate (Per Cr Hr)	\$170	\$181	\$484	\$507
Graduate (Per Cr Hr)	\$246	\$263	\$631	\$661
Teaching Assistant	\$246	\$263	\$246	\$263
Research Assistant	\$246	\$263	\$246	\$263
HIGHER EDUCATION CENTERS (Including Northern VA Higher Ed Center) & Off-Campus				
<u>Offerings Within Hampton Roads:</u>				
Undergraduate (Per Cr Hr)	\$170	\$181	\$484	\$507
Graduate (Per Cr Hr)	\$246	\$263	\$631	\$661
<u>TELETECHNET & OFF-CAMPUS COURSES (Outside Hampton Roads):</u>				
Undergraduate (Per Cr Hr)	\$165	\$177	\$372	\$400
Graduate (Per Cr Hr)	\$246	\$263	\$631	\$661
<u>TELETECHNET USA (Outside Virginia):</u>				
Undergraduate (Per Cr Hr)	\$184	\$205	\$184	\$205
Graduate (Per Cr Hr)	\$284	\$305	\$284	\$305

(1) A graduate teaching or research assistant who has completed a master's degree or its equivalent and is admitted as a matriculated student into a doctoral program and enrolls for and completes a minimum of 6 hours of graduate credit per semester or 3 hours in the summer may be granted a waiver of full tuition and fees.

NOTE: The comprehensive fee includes a student activity fee of \$63.53 per credit hour for Norfolk campus courses, \$36.77 per credit hour for Higher Education Centers, TELETECHNET and off-campus courses; and a per credit hour technology fee ranging from \$1.34 to \$3.76 per credit hour.

REVISION TO BOARD POLICY 1104

Upon a motion made by Ms. Woolsey and seconded by Mr. Mugler, the following resolution was unanimously approved by all members present and voting. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hall, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey*)

RESOLUTION TO REVISE BOARD OF VISITORS POLICY 1104

RESOLVED, that the Board of Visitors approves revisions, as noted below in bold print, to the Board of Visitors Policy 1104, "Representation to the Board of Visitors," originally approved by the Board on June 14, 2002. The proposed changes incorporate procedures previously adopted by the Board in September, 2003, for selecting faculty representatives to the four standing committees.

NUMBER: 1104

TITLE: Representation to the Board of Visitors

APPROVED: June 14, 2002; **Amended June 14, 2005**

1. **Student Representation.** Pursuant to § 23-9.2:5., *Code of Virginia*, "Student Representatives to Boards of Visitors," the Board establishes the following principles and regulations relating to the appointment and service of a Student Representative to the Board:
 - A. **Status.** The student shall be a non-voting, advisory representative to the Board and shall be excluded from any discussion of issues such as any recommendation or appeal concerning a specific faculty, staff, or administrative member's appointment, salary, promotion, grievance, disciplinary or tenure status, held in a closed meeting or may be excluded from discussion of other closed meeting matters at the discretion of the Rector or Committee Chair. The incumbent shall be a Non-Board Advisor to Board of Visitors Committees (§ 5.07. of the Board of Visitors Bylaws).
 - B. **Term of Service.** The term of service of the Student Board Representative and alternate representatives shall be one year, beginning on the May commencement date of each year. The Student Board Representative may be reappointed for no more than one additional consecutive term in accordance with the procedures contained in subparagraphs ©) through (e) of this section.
 - C. **Eligibility.** To be eligible to serve, a student must have successfully completed at least 15 semester hours of course work at Old Dominion and possess and maintain a cumulative grade point average of at least 3.0. He/she must be registered for at least six hours per semester during the regular academic year in which he/she serves.

- D. Appointment. The Board shall appoint the Student Representative from among at least three candidates provided by a selection committee consisting of the Vice President for Student Services, a student appointed by the Student Senate, and the Director of Student Activities and Leadership. At least one of the nominees normally should be an undergraduate student and one a graduate student. The selection committee shall forward its nominees to the Board via the President.

- E. Application for Appointment and Selection. On 1 March of each year, the President or his/her designee will call for applications from students who wish to be considered for the student representative position. Applicants must submit a letter of application indicating why they wish to serve and the nature of their qualifications, a résumé, and three letters of recommendation. The selection committee shall interview the most outstanding candidates and recommend, via the President, at least three nominees to the Student Advancement Committee of the Board for its action at its regular Spring meeting. The Student Advancement Committee shall interview the finalists and make a recommendation to the entire Board for its action.

- F. Alternate Representatives. Recognizing possible changes that occasionally might occur in student status or eligibility, the Board shall appoint a first and second alternate Student Board Representative, in ranked order, in addition to the primary appointee.

- G. Removal. The Board may remove any Student Board Representative that it has appointed at any time by an affirmative vote of at least nine of its voting members. The remainder of the term shall be filled by one of the two alternate Student Board Representatives as recommended by the Student Advancement Committee and approved by the Board.

- H. Responsibilities. The Student Board Representative shall participate in all Board activities, including standing and special committees to which he/she may have been appointed consistent with subparagraph (a), above. The two alternate representatives shall serve as student members of the University Honorary Degree Committee and are encouraged to attend those Board Standing Committee meetings as Non-Board Advisors (§ 5.07. of the Board of Visitors Bylaws) that are not attended by the Student Board Representative.

- 2. **Faculty Representation.** By resolution of the Board of Visitors on June 17, 2003, one faculty member shall serve as a non-voting representative to each of the following four standing committees of the Board of Visitors: (1) Academic and Research Advancement Committee, (2) Administration and Finance Committee, (3) Institutional Advancement Committee. The faculty representatives will serve two-year terms and will participate in all public sessions of the Committees. The selection process shall be as follows:
 - A. **On June 1 of each year, the Faculty Senate Executive Committee will provide the President a list of names of two possible candidates for each committee. The list will be drawn up taking into account the need for Board representation of**

colleges, disciplines, race, gender, and expertise. The list will include a brief biographical sketch of each candidate.

- B. At the June meeting of the Board of Visitors, the President will present the list of possible candidates to the Academic and Research Advancement Committee which will, in closed session, select one candidate per committee to recommend to the Board. This recommendation will then be considered at the full Board meeting.**

RECTOR'S REPORT

The Rector welcomed Ms. Naaila Gray as the new student representative to the Board, and recognized the four members whose terms of service end on June 30th. He noted that Ms. Haddad and Dr. Russell served two full terms. He and the President then presented Mr. Batten's portrait in recognition of his service as Rector from 2002 to 2004.

DISCUSSION OF FOOTBALL

The Rector called on the three individuals who had registered to make public comment to the Board on the issue of football, noting that each speaker was limited to five minutes. Lauren Conner, President-elect of the Alumni Association Board of Directors; Erin Thomas, a student representing the sophomore class; and Chester Long, past president of the Alumni Association, past board member of the Educational and Intercollegiate Foundations, and current member of the Real Estate Foundation Board, all spoke in favor of reinstating football at Old Dominion University. Following their remarks, the Rector recognized Ms. Naaila Gray, student representative to the Board of Visitors, who distributed and read a letter from Adam Perry, Student Body President. Both Ms. Gray and Mr. Perry also voiced their support of football on behalf of the student body, noting that most of the students with whom they spoke are willing to pay additional student fees in direct support of football.

Following public comment, President Runte made brief remarks about Old Dominion University and why now is the right time for the Board to consider football. She also pointed out what she considered to be the pros and cons of implementing a football program. She noted Old Dominion's excellent reputation in both athletics and academics, and how the University is becoming a more residential campus. She concluded that the decision regarding football boils down to whether the funds will be available support a football program and the other new sports programs to meet Title IX compliance, while maintaining academic excellence. She then asked Vice Presidents Dana Burnett, Robert Fenning and Alonzo Brandon, and Athletic Director James Jarrett, to speak on behalf of the administration's proposal.

Vice President Burnett spoke about student interest in football. He commented that students view football as a means to an end - to community, to a more cohesive student body, to greater school spirit, to becoming a more residential campus - and not an end itself.

Dr. Jarrett spoke about Old Dominion's current athletic program, its role as a major leader in Title IX and women's sports, and its commitment to selective excellence. He expressed his confidence about the University's ability to implement a nationally competitive Division I-AA football program in the CAA, which now is open to football, without diminishing its current program, so long as the financial support is realized and the land and facilities are made available. He explained how the University will maintain compliance with Title IX with the implementation three new programs for women – Crew in 2007, Softball in 2009, and Volleyball in 2015 - and additional scholarships for women's Swimming.

Vice President Fenning reviewed the financial strategy for implementing the athletic and recreational sports enhancements to include Division I-AA football, women's Crew, women's Softball and women's Volleyball. He distributed a one-page, 10-year revenue and expense summary that factored in the new programs as well as improvements needed to ensure the quality of existing sports programs and new facilities. He commented that the administration has taken a conservative approach in determining both the revenue and expenses, and has based projections on information that is readily available from the Colonial Athletic Association and affiliated universities as well as nationally competitive programs. He explained in detail each of the components comprising the revenue and expense projections, including a 3% inflationary rate, capital costs, a \$7 student fee increase, self-generated revenue (gate receipts based on conservative attendance estimates, concessions and merchandise sales), and private giving.

Vice President Brandon spoke about fundraising efforts and whether the market would support the enhanced athletics program. While the administration feels that support exists among the alumni and the business community, it is recommending that a consultant be hired to conduct a feasibility study. In the interim, the Development Office will assist the consultant by scheduling interviews and providing background information. It will also work with the Athletics Department in developing a strategy for the acceptance of donations. In response to questions, Mr. Brandon said that he did not believe that fundraising for football would negatively impact academic fundraising, and may actually improve it, as many potential donors have stated that they do not feel connected to the University because of the lack of a football program.

The following motion was made by Mr. Mugler and seconded by Mr. Faeder:

RESOLVED, that Old Dominion University undertake to provide an enhanced sports program, including football, beginning in fiscal year 2010, provided that (1) a consultant confirms sufficient community interest to support the level of projected annual donations by December 1, 2005; (2) a commitment to make sufficient land and associated facilities be available to support the program by December 1, 2005; and (3) pledges for an \$8 million endowment be received by June 1, 2006.

Mr. Faeder seconded the motion and a lengthy discussion followed. Several members voiced their support of football, so long as the three criteria are met. Admiral Gehman voiced his concern about voting on the motion before receiving the consultant's report. It was pointed out, however, that fundraising efforts would be impeded, particularly at the corporate level, without the Board's commitment today.

Before calling the question, it was requested that the minutes reflect the Board's stated desire that other sports programs would not be reduced in the future in order to support football.

The resolution was unanimously approved by all members present and voting. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hall, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey*)

RESTRUCTURING RESOLUTION

President Runte introduced the Restructuring Resolution and explained that the Boards of Visitors of all universities are required to pass such a resolution by August 1 in order to receive Level I or higher authority under the Higher Education Restructuring Act. Vice President Fenning provided a brief overview of the Resolution, stating that the Resolution commits the Board and the University to meeting the ten goals identified in the Act (the "State Ask"), plus an eleventh goal that addresses efficiency and effectiveness, in order to receive greater autonomy (Items 1-11 in the Resolution). The State Council for Higher Education and the Executive Branch will develop performance measures for these goals, and SCHEV will provide oversight. The Auditor of Public Accounts will also provide post-audit accountability.

Mr. Fenning reviewed the three levels of authority and the requirements for attaining each level as provided in the legislation. He explained that universities were given a standard resolution to present to their respective Boards. However, because the performance measures for achieving these goals will not be developed until after the resolutions are adopted, ODU has modified the resolution to include language that recognizes both the need for continued financial support from the Commonwealth as well as the differences among institutions, and states the University's desire to be involved in the development of appropriate performance measures. Several other institutions are making similar modifications.

Following the presentation, Mr. Batten made a motion that the Board approve the Resolution as presented. Dr. Treherne seconded the motion. There followed a brief discussion, during which Board members expressed concern that the performance measures have not yet been established, that performance measures may not incorporate institutional specificity, that consideration may not be given as to the cost of compliance, and that it appears that an accepted model of education is being perpetuated and could lead to the "homogenization" of institutions or even the elimination of individual Boards of Visitors in favor of a statewide governance structure.

After discussion, the following Resolution was unanimously approved by all members present and voting. (*Batten, Croshaw, Gehman, Haddad, Hall, Hixon, Jacobson, Stallings, Treherne, Tsao, Woolsey. Messrs. Faeder and Mugler were not present during vote.*)

OLD DOMINION UNIVERSITY BOARD OF VISITORS
HIGHER EDUCATION RESTRUCTURING ACT

WHEREAS, Old Dominion University has articulated a bold vision through the goals and objectives of the Old Dominion University Strategic Plan: 2005-2009. This vision seeks to improve the quality of our already outstanding university through yet more innovative teaching, more cutting-edge research, and more initiatives focused upon addressing the needs and opportunities of the Commonwealth, including expanding our capacity to accommodate increased enrollments of qualified Virginians who want a college education;

WHEREAS, the General Assembly and the Governor have begun what we believe is a multiyear commitment to providing state support to public higher education. This increasing financial support narrows the gap between current funding levels and the achievement of more adequate resources for accomplishing the mission of the University, providing greater access, and implementing the important goals and objectives of the Strategic Plan;

WHEREAS, to continue managing for excellence and responding to the needs and opportunities of the Commonwealth, the trend of more decentralization of authority for Virginia's public institutions of higher learning should continue. Each college and university needs the authority to make decisions on student tuition and fees; on faculty and staff compensation; on acquiring goods, services and technology; and on building, improving and leasing facilities. Commensurate with this, the Commonwealth should have a strong system of post-audit accountability to ensure that institutions meet their obligations;

WHEREAS, the 2005 General Assembly session passed HB 2866 and SB 1327 to establish the Restructured Higher Education Financial and Administrative Operations Act;

WHEREAS, inclusion in the Act allows institutions restructured financial and operational authority as described in subdivisions A1 through A13 of 23-38.88;

WHEREAS, eligibility for participation in the Act specifies the formal adoption of a resolution by the Board of Visitors of the public institutions of higher education by August 1, 2005, committing to the Governor and the General Assembly to meeting the state's goals as described in Chapter 4.10, 23-38.88 of the Act to:

1. Consistent with its institutional mission, provide access to higher education for all citizens throughout the Commonwealth, including under-represented populations, and, consistent with subdivision 4 of § 23-9.6:1 and in accordance with anticipated demand analysis, meet enrollment projections and degree estimates as agreed upon with the State Council of Higher Education for Virginia. Each such institution shall bear a measure of responsibility for ensuring that the statewide demand for enrollment is met;

2. Consistent with § 23-9.2:3.02, ensure that higher education remains affordable, regardless of individual or family income, and through a periodic assessment, determine the impact of tuition and fee levels net of financial aid on applications, enrollment, and student indebtedness incurred for the payment of tuition and fees;

3. Offer a broad range of undergraduate and, where appropriate, graduate programs consistent with its mission and assess regularly the extent to which the institution's curricula and degree programs address the Commonwealth's need for sufficient graduates in particular shortage areas, including specific academic disciplines, professions, and geographic regions;
4. Ensure that the institution's academic programs and course offerings maintain high academic standards, by undertaking a continuous review and improvement of academic programs, course availability, faculty productivity, and other relevant factors;
5. Improve student retention such that students progress from initial enrollment to a timely graduation, and that the number of degrees conferred increases as enrollment increases;
6. Consistent with its institutional mission, develop articulation agreements that have uniform application to all Virginia community colleges and meet appropriate general education and program requirements at the four-year institution, provide additional opportunities for associate degree graduates to be admitted and enrolled, and offer dual enrollment programs in cooperation with high schools;
7. Actively contribute to efforts to stimulate the economic development of the Commonwealth and the area in which the institution is located, and for those institutions subject to a management agreement set forth in Subchapter 3 (§ 23-38.91 et seq.) of this chapter, in areas that lag the Commonwealth in terms of income, employment, and other factors;
8. Consistent with its institutional mission, increase the level of externally funded research conducted at the institutions and facilitate the transfer of technology from university research centers to private sector companies;
9. Work actively and cooperatively with elementary and secondary school administrators, teachers, and students in public schools and school divisions to improve student achievement, upgrade the knowledge and skills of teachers, and strengthen leadership skills of school administrators;
10. Prepare a six-year financial plan consistent with § 23-9.2:3.02; and
11. Conduct the institution's business affairs in a manner that maximizes operational efficiencies and economies for the institution, contributes to maximum efficiencies and economies of state government as a whole, and meets the financial and administrative management standards as specified by the Governor pursuant to § 2.2-5004 and included in the appropriation act that is in effect, which shall include best practices for electronic procurement and leveraged purchasing, information technology, real estate portfolio management, and diversity of suppliers through fair and reasonable consideration of small, women-, and minority-owned business enterprises.

WHEREAS, the Board of Visitors of the public institutions of higher education are responsible for ensuring that the goals specified above, and other responsibilities as may be prescribed by law, are met.

NOW, THEREFORE, BE IT RESOLVED, that on this day June 14th of 2005, Old Dominion University commits to the Governor and the General Assembly to meeting the state's goals as described above in addition to other responsibilities as may be prescribed by law and/or expressed in its mission.

BE IT FURTHER RESOLVED, that Old Dominion University anticipates working with the State Council of Higher Education for Virginia, both the executive and legislative branches of the Commonwealth, and other institutions in the development of appropriate performance measures to measure achievement of the above goals and the realization of adequate funding to support their attainment.

PRESIDENT'S REPORT

President Runte distributed the Alumni Newsletter and reported on several items. She stated that the University received a \$1 million earmark for robotics, the modeling and simulation program is moving forward with the \$1.45 million received from the state, and plans are underway to build the GOB supported Tri-Cities Center near VMASC.

The President also reported on the opening of TELETECHNET sites in Chesapeake high schools, where master's degree programs will be offered to teachers, and the new quad housing planned for the campus near the Field House.

President Runte indicated that she had sent her Annual Report to the board members prior to the meeting, and invited comments or suggestions.

REPORT ON THE AGB CONFERENCE

Mr. Mugler reported on the Association of Governing Boards conference that he attended in April. He attended workshops on Sarbanes-Oxley and on the Audit Committee, and commented that Old Dominion University is on the right track with the establishment of a separate Audit Committee.

REPORTS OF STANDING COMMITTEES

ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE

The Rector called on Ms. Woolsey for the report of the Academic and Research Advancement Committee. Ms. Woolsey reported that the Committee met in closed session to consider faculty representatives to the Board standing committees, a candidate for an honorary degree, and the appointment of a faculty member 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. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hall, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey*)

**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 2005-06 academic year, effective June 14, 2005: Academic and Research Advancement, Paul Champagne; Administration and Finance, Ken Daley; Institutional Advancement, James English; and Student Advancement, Linda Miller-Dunleavy.

HONORARY DEGREE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the awarding of an honorary degree to the individual noted below. A summary of his career is contained in the Academic and Research Advancement Committee agenda.

1. Alf J. Mapp, Jr., internationally known historical scholar and author
Doctor of Letters (*honoris causa*)

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. Patrick G. Hatcher as Professor of Chemistry and Biochemistry and the award of tenure in the Department of Chemistry and Biochemistry, effective December 25, 2005. A summary of Dr. Hatcher's curriculum vitae follows.

Salary: \$150,000 for 12 months

Rank: Professor of Chemistry and Biochemistry and Designated as the Batten Endowed Chair in Physical Sciences

Patrick Hatcher

Patrick Hatcher received a B.S. in Chemistry in 1970 from North Carolina State University, an M.S. in Marine Chemistry in 1974 from the University of Miami (FL), and a Ph.D. in Chemistry in 1980 from the University of Maryland. He joined Penn State University as an Associate Professor in the Department of Materials Science and Engineering and the Department of Geosciences in 1989. Hatcher was promoted to Professor in 1995 and appointed Director of the Center for Environmental Chemistry and Geochemistry and Adjunct Professor of Chemistry in 1996.

In 1998, Hatcher joined The Ohio State University as Professor of Chemistry and Professor of Geological Sciences. He created and served as Director of the Ohio Mass Spectrometry Consortium. The Consortium competed successfully to secure \$2,360,000 from the Hayes Investment Program of the Ohio Board of Regents together with \$1,160,000 of matching dollars to purchase state-of-the-art mass spectrometry equipment. He established the Program of Excellence in Environmental Surface Science, which represented over 30 faculty from four colleges/schools at The Ohio State University. Hatcher also created an NSF-funded Environmental Molecular Science Institute at Ohio State and served as its Director.

Hatcher's current research interests are as follows: organic geochemistry of coal, kerogen, and humic substances; study of kerogen formation, coalification, and humification processes with emphasis on the study of organic macromolecules associated with plant materials, humic substances and fossil fuels; and study of the interaction of pollutants with natural organic matter in soils and marine sediments. He has published 226 peer-reviewed papers and 69 articles in non-refereed journals. His editorial responsibilities include: former associate editor of *Organic Geochemistry*, former editorial board member of *Energy & Fuels*, special editor of *The Science of the Total Environment*, editorial board of *Acta Hydrochimica et Hydrobiologica*, and PRF Board member from 2002-2005.

The Committee also approved, by unanimous vote, the resolutions on 29 faculty appointments, 25 administrative appointments, one TELETECHNET site director appointment, one emeritus appointment, and administrative title changes in Academic Affairs. 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. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hall, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey*)

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. Akeel Al-Khakani Assistant Professor of English (Tenure Track)	\$48,000	7/25/05	10 mos

Dr. Al-Khakani received a Ph.D. in Cultural Studies in 2002 from Purdue University, an M.A. in English Literature in 1996 from Gannon University and a B.A. in English in 1990 from Baghdad University. From 2003-2004, he was an Assistant Professor in the Department of English at the University of Houston-Downtown. Prior to that, Dr. Al-Khakani was a Graduate Instructor in the English Department at Purdue University.

Dr. Korrie Allen Assistant Professor of Educational Leadership and Counseling (Tenure Track)	\$48,700	12/25/05	10 mos
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Dr. Allen received a Ph.D. and an M.S. in Psychology, in 2003 and 2001 respectively, from St. John's University and a B.A. in Psychology and Sociology in 1998 from the University of Notre Dame. She has been an Assistant Professor and Postdoctoral Fellow at the Center for Pediatric Research in Norfolk. (Prorated salary for spring semester is \$24,350)

Dr. Robert Arnett Associate Professor of Communication and Theatre Arts (Tenure Track)	\$53,000	7/25/05	10 mos
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Dr. Arnett received a Ph.D. in Communication in 1997 from the University of Southern Mississippi, an M.A. in Speech Communication in 1983 from Washington State University and a B.F.A. in Communication Arts in 1979 from Pacific Lutheran University. He has been an Associate Professor, Assistant Professor and an Instructor at Mississippi State University since 1984.

Dr. Helmut Baumgart Professor of Electrical and Computer Engineering (Tenure Track)	\$96,000	7/25/05	10 mos
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Dr. Baumgart received a Ph.D. in Physics in 1981 from the University of Stuttgart and Max Planck Institute of Solid State Research, Germany, an M.S. in Physics in 1977 from Purdue University and a B.S. in Physics in 1975 from the University of Heidelberg. From 2001-2003, he was a Senior Yield Enhancement Module Integration Engineer at MOTOROLA, Austin, Texas. Prior to that, Dr. Baumgart was a Senior Process Integration and Quality Control Engineer at INFINEON TECHNOLOGIES, Richmond, VA. (Designated as Virginia Micro-Electronics Consortium Endowed Professor in Microelectronics)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Natasha L. Bunnell Lecturer of Communication and Theatre Arts	\$34,000	7/25/04	10 mos

Ms. Bunnell received an M.A. in Humanities and a B.A. in Theatre and Dance, in 2003 and 1997 respectively, from Old Dominion University. She has been an Adjunct Instructor and Graduate Teaching Assistant in the Department of Communication and Theatre Arts at Old Dominion University.

Ms. Lan Cao Instructor of Information Technology and Decision Sciences (Tenure Track)	\$95,000	7/25/05	10 mos
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Ms. Cao received an M.S. in Computer Information Systems in 2000 from Georgia State University, an M.S. in Textiles in 1998 from Georgia Institute of Technology, a Bachelor of Engineering in 1991 from Donghua University, Shanghai, China and is expected to receive a Ph.D. in Computer Information Systems in July 2005 from Georgia State University. Since 2000, she has been a Graduate Teaching Assistant and Graduate Research Assistant at Georgia State University. From 1998-2000, Ms. Cao was a Technical Consultant for DMR Consulting Group, Inc. in Atlanta, GA. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2005.)

Ms. Allison T. Chappell Instructor of Sociology and Criminal Justice (Tenure Track)	\$48,500	7/25/05	10 mos
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Ms. Chappell received an M.A. in Sociology in 2001 from the University of Florida, a B.S. in Sociology in 1998 from East Carolina University and is expected to receive a Ph.D. in Sociology in May 2005 from the University of Florida. She has taught in the Department of Sociology, the Department of Criminology, Law and Society, and the Center for Teaching Excellence at the University of Florida. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 31, 2005.)

Dr. Thomas Mercer Collier, Jr. Lecturer of Educational Leadership and Counseling	\$35,788	7/25/05	10 mos
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Dr. Collier received a Ph.D. in Urban Services in 1993 from Old Dominion University, an M.S. in Psychology in 1975 from St. Cloud State University, and a B.A. in Psychology in 1974 from the University of South Florida. Since 1988, he has been an Adjunct Associate Professor and most recently a Visiting Assistant Professor in the Department of Educational Leadership and Counseling, Darden College of Education at Old Dominion University. Dr. Collier is also a Licensed Professional Counselor/Licensed Marriage and Family Therapist at Comprehensive Psychological Services and Associated Counselors of Tidewater.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Rose Ann Corbin Lecturer of Mathematics and Statistics	\$33,000	7/25/05	10 mos

Ms. Corbin received an M.A. in Mathematics from Western Michigan University and a B.A. in Mathematics from Grand Valley State University. Since 2003, she has been an Instructor in the Department of Mathematics and Statistics at Old Dominion University. Prior to that, Ms. Corbin was an Instructor of Mathematics at North Central Texas College.

Ms. Berna Demiralp Instructor of Economics (Tenure Track)	\$68,000	7/25/05	10 mos
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Ms. Demiralp received an M.A. in Economics in 2002 from Johns Hopkins University, a B.A. in Economics with a concentration in applied mathematics in 1997 from Davidson College and is expected to receive a Ph.D. in Economics in 2005 from Johns Hopkins University. She has been an Instructor, Research Assistant and Teaching Assistant in the Department of Economics at Johns Hopkins University since 2000. Rank will be Assistant Professor and salary will be \$72,000 if all requirements for the Ph.D. are completed by August 1, 2005.

Dr. Abdelmageed Elmustafa Assistant Professor of Mechanical Engineering (Tenure Track)	\$65,972	7/25/05	10 mos
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Dr. Elmustafa received a Ph.D. and an M.S. in Engineering Mechanics and Astronautics, in 1999 and 1993 respectively, from the University of Wisconsin-Madison and an M.S. in Structural Engineering and a B.S. in Civil Engineering in 1990 from South Dakota State University. Since 2003, he has been a Visiting Research Collaborator at the Princeton Institute of Science and Technology of Materials, Princeton University. Dr. Elmustafa is also a Senior Research Scientist at NCI Information Systems Inc., ConITS-NASA Langley Research Center.

Dr. Timothy J. P. Grothaus Assistant Professor of Educational Leadership and Counseling (Tenure Track)	\$50,000	7/25/05	10 mos
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Dr. Grothaus received a Ph.D. in Counselor Education in 2004 from the College of William and Mary, an M.S. in Human Services Counseling in 1990 from Illinois State University and a B.A. in Sociology in 1981 from the University of Notre Dame. Since 2003, he has been a School Counselor at Poquoson Middle School. Prior to that, Dr. Grothaus was a Family Counseling Intern in the Family Counseling Center at the College of William and Mary. He is also an Adjunct Assistant Professor in the Department of Educational Leadership and Counseling at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. James M. Henson Assistant Professor of Psychology (Tenure Track)	\$55,000	7/25/05	10 mos

Dr. Henson received a Ph.D. in Quantitative Psychology and an M.A. in Psychometrics, in 2004 and 1999 respectively, from the University of California, Los Angeles and a B.S. in Psychology in 1998 from Truman State University. From 2003-2005, he has been a Post-Doctoral Fellow for the Center for Health and Behavior in the Department of Psychology at Syracuse University. Dr. Henson was also a Teaching Associate at the University of California, Los Angeles.

Dr. Edward L. Hill Assistant Professor of Exercise Science, Sport, Physical Education and Recreation (Tenure Track)	\$48,000	7/25/05	10 mos
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Dr. Hill received a Ph.D. in Parks, Recreation, and Tourism in 2004 from the University of Utah and an M.S.Ed. in Special Education and a B.S. in Physical Education, in 1998 and 1995 respectively, from Old Dominion University. Since 2004, he has been a Lecturer in the Department of Recreation and Leisure Studies at California State University Long Beach. Prior to that, Dr. Hill was a Teaching/Research Assistant in the Department of Parks, Recreation, and Tourism at the University of Utah.

Dr. Qin Hu Lecturer of Electrical and Computer Engineering	\$40,000	7/25/05	10 mos
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Dr. Hu received a Ph.D. in Electrical Engineering in 2004 from Old Dominion University and a Master's and a Bachelor's degree in Electrical Engineering, in 1998 and 1995 respectively, from the University of Electronic Science and Technology of China. Since 2000, she has been a Postdoctoral Research Associate, Adjunct Faculty, Teaching Assistant and Research Assistant in the Department of Electrical and Computer Engineering at Old Dominion University.

Dr. Paula L. Justice Visiting Assistant Professor of Communication and Theatre Arts	\$40,000	7/25/05	10 mos
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Dr. Justice received a Ph.D. in Interpersonal, Group and Organizational Communication in 1980 from the University of Colorado, an M.S. in Special Education in 1971 from Old Dominion University and a B.A. in English in 1966 from the College of William and Mary. Since 2000, she has been an Associate Adjunct Professor in both the Department of Communication and Theatre Arts and the Department of Educational Leadership and Counseling at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Lee C. Land Lecturer of Mathematics and Statistics	\$33,000	7/25/05	10 mos

Ms. Land received an M.S. in Computational and Applied Mathematics and a B.S. in Secondary Math Education, in 2003 and 1992 respectively, from Old Dominion University. Since 2000, she has been an Instructor and Adjunct Instructor in the Department of Mathematics and Statistics at Old Dominion University. Ms. Land has also been an Adjunct Instructor at Tidewater Community College and a private tutor.

Dr. D. Brian McNatt Assistant Professor of Management (Tenure Track)	\$97,000	7/25/05	10 mos
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Dr. McNatt received a Ph.D. in Organizational Behavior in 2000 from the University of Iowa and a Master of Accounting and B.S. in Accounting, in 1989 and 1986 respectively, from Brigham Young University. Since 1999, he has been an Assistant Professor of Management at Terry College of Business, University of Georgia.

Mr. Mohammed A. Moharrum Instructor of Computer Science	\$40,100	7/25/05	10 mos
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Mr. Moharrum received an M.Sc. and a B.Sc. in Computer Science, in 2000 and 1997 respectively, from Alexandria University, Egypt. He is currently working on a Ph.D. in Computer Science at Old Dominion University. Since 2000, he has been a Graduate Teaching Assistant in the Department of Computer Science at Old Dominion University.

Dr. Julia Romberger Assistant Professor of English (Tenure Track)	\$46,000	7/25/05	10 mos
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Dr. Romberger received a Ph.D. in English in 2004 from Purdue University, an M.A. in English Literature in 1999 from Kutztown University and a B.A. in English in 1991 from Pennsylvania State University. Since 2004, she has been an Assistant Professor at East Carolina University. Prior to that, Dr. Romberger was a Graduate Teaching Assistant at Purdue University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Deepak Sethi Assistant Professor of Management (Tenure Track)	\$97,000	7/25/05	10 mos

Dr. Sethi received a Ph.D. in Strategy, International Management, and Organizational Studies in 2001 from The University of Texas at Dallas, a Master of Management Sciences in 1991 from Osmania University, India, a Post-Graduate Diploma in Management in 1990 from Indira Gandhi National Open University, India, a Master of Science in 1981 from the University of Madras, India, and a Bachelor of Arts in 1966 from the National Defense Academy, India. Since 2002, he has been an Assistant Professor in International Management in the School of Business Administration at Oakland University. He was also a teaching assistant and Visiting Assistant Professor at the University of Texas at Dallas.

Dr. Vasanth B. Solomon Lecturer of Mathematics and Statistics	\$24,000	7/25/05	10 mos
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Dr. Solomon received a Ph.D. in Statistics from Iowa State University and an M.Sc. and B.Sc. in Statistics from the University of Madras. He comes to Old Dominion University with 33 years of teaching experience. Most recently he has been an Adjunct Professor of Statistics at Old Dominion University. Prior to that, Dr. Solomon was a Professor of Statistics/Mathematics at Radford University. From 1970-1988, he was a Professor, Associate Professor, and Assistant Professor of Statistics at Drake University.

Mr. Burton St. John, III Instructor of Communication and Theatre Arts (Tenure Track)	\$50,000	7/25/05	10 mos
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Mr. St. John received an M.A. in Communications and a B.A. in English, in 1993 and 1988 respectively, from Wichita State University. He is expected to receive a Ph.D. in American Studies in 2005 from St. Louis University. Since 1992, he has been Communications Programs Manager for the U.S. Postal Service in St. Louis. From 1993-2000, Mr. St. John was a Senior Lecturer in Communications at the University of Missouri at St. Louis. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2005)

Dr. Licheng Sun Assistant Professor of Finance (Tenure Track)	\$110,000	7/25/05	10 mos
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Dr. Sun received a Ph.D. in Business Administration in 2002 from the University of Georgia, an M.Econ. in International Finance from Shanghai University of Finance and Economics in 1997 and a B.A. in English with a minor in Computer Science in 1994 from Shanghai Teachers' University. Since 2003, he has been an Assistant Professor of Finance at Penn State University - Erie. Prior to that, Dr. Sun was a Teaching Assistant and Research Assistant at the University of Georgia.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. R. Alan Thompson Assistant Professor of Sociology and Criminal Justice (Tenure Track)	\$52,000	7/25/05	10 mos

Dr. Thompson received a Ph.D. in Criminal Justice in 2001 from Sam Houston State University and an M.S. and B.S. in Criminal Justice, in 1993 and 1991 respectively, from Southwest Texas State University. Since 2000, he has been an Assistant Professor in the Department of Criminal Justice at The University of Southern Mississippi. Dr. Thompson has also been Coordinator of Special Projects, Director of Doctoral Studies (Ph.D.) in Administration of Justice and Director of the Mississippi Statistical Analysis Center in the Department of Criminal Justice at the University of Southern Mississippi.

Dr. Darryl D. Wilson Associate Professor of Information Technology and Decision Sciences	\$97,000	7/25/05	10 mos
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Dr. Wilson received a Ph.D. and an M.A. in Operations Management from The Ohio State University, an M.B.A. from Xavier University and a B.S. in Electrical Engineering from Old Dominion University. Since 2000, he has been an Assistant Professor in the Department of Information Systems at the University of Arkansas. Prior to that, Dr. Wilson was an Assistant Professor in the Department of Information Systems and Management Science at Florida State University.

Mr. James W. Wilson Lecturer of Political Science and Geography (Tenure Track)	\$52,000	7/25/05	10 mos
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Mr. Wilson received an M.A. in History and a B.S. in Geography and Anthropology, in 1993 and 1982 respectively, from James Madison University and is expected to receive a Ph.D. in Geography from the University of Maryland College Park. Since 2004, he has been a Visiting Lecturer in the Department of Political Science and Geography at Old Dominion University. Prior to that, Mr. Wilson was a Geospatial Application Integration Manager for the Virginia Geographic Information Network and an Instructor and GIS Specialist at James Madison University. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 31, 2005.)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Harris Wu Instructor of Information Technology and Decision Sciences (Tenure Track)	\$100,000	7/25/05	10 mos

Mr. Wu received a Graduate Certificate in Complex Systems in 2004 from the University of Michigan, an M.S. in Computer Science in 1998 from Florida State University, a B.S. in Mathematics in 1992 from Nankai University, and expects to receive a Ph.D. in Business Information Technology from the University of Michigan in 2005. He has been a lecturer at the University of Michigan and was a Research Fellow at the Advanced Research and Development Activity in Information Technology (ARDA) in Boston in 2002. Mr. Wu also has over ten years of industry experience in IT/business consulting, management, marketing, software development, and entrepreneurship. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2005.)

Dr. Haiwen Zhou Assistant Professor of Economics (Tenure Track)	\$72,000	7/25/05	10 mos
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Dr. Zhou received a Ph.D. in Economics in 2002 from the University of Maryland, an M.A. in International Economics in 1996 from Zhongshan University, China and a B.A. in Economics in 1993 from Nankai University, China. Since 2003, he has been an Assistant Professor in the Department of Economics at Ryerson University, Toronto, Canada. Dr. Zhou was a Visiting Assistant Professor in the Department of Economics at Old Dominion University in 2002-03.

APPOINTMENT OF ASSISTANT DIRECTOR
ENGINEERING FUNDAMENTALS DIVISION

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Bonita Anthony as Assistant Director of the Engineering Fundamentals Division, Batten College of Engineering and Technology, effective January 25, 2005.

Ms. Anthony received a Master of Divinity in 2002 from the School of Theology, Virginia Union University and a B.S. in Electrical Engineering in 1992 from Old Dominion University. Since 2004, she has been a Technology Education Teacher at Booker T. Washington High School. Prior to teaching, Ms. Anthony spent twelve years in several corporate electrical engineering positions.

Salary: \$40,000 for 12 months
Rank: Assistant Director, Engineering Fundamentals Division, and Instructor

**APPOINTMENT OF ASSISTANT PROGRAM DIRECTOR FOR GRADUATE
EDUCATION AND STRATEGIC RESEARCH PLANNING, VMASC**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Catherine Banks as Assistant Program Director for Graduate Education and Strategic Research Planning, Virginia Modeling, Analysis and Simulation Center (VMASC), effective May 25, 2005.

Dr. Banks received a Ph.D. in International Studies and an M.A. in English and Applied Linguistics from Old Dominion University as well as a B.A. in History and a B.A. in English from Christopher Newport University. Since 2003, she has been Assistant to the Director of the Center for Advanced Engineering Environments at Old Dominion University/NASA Langley Research Center. Prior to that, Dr. Banks was Assistant Director of Human Resources at Christopher Newport University.

Salary: \$55,000 for 12 months
Rank: Assistant Program Director for Graduate Education and Strategic Research Planning, VMASC, and Assistant Professor

**APPOINTMENT OF ACTING VICE PROVOST FOR
UNDERGRADUATE STUDIES AND DISTANCE LEARNING
OFFICE OF ACADEMIC AFFAIRS**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. John P. Broderick as Acting Vice Provost for Undergraduate Studies and Distance Learning, effective June 25, 2005.

Salary: \$135,000 for 12 months
Rank: Acting Vice Provost for Undergraduate Studies and Distance Learning and Professor of English (with tenure)

**APPOINTMENT OF DIRECTOR OF OUTREACH
OFFICE OF ALUMNI RELATIONS**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Hunter Brunick as Director of Outreach for the Office of Alumni Relations, effective December 10, 2004.

Ms. Brunick received a Bachelor of Arts in Business Administration in 2001 from Flagler College, St. Augustine, FL. Since 2002, she has been Assistant Director and then Acting Director of the Dominion Fund at Old Dominion University in the Development Office.

Salary: \$38,000 for 12 months
Rank: Director of Outreach, Office of Alumni Relations, and Assistant Instructor

APPOINTMENT OF CHROME EXECUTIVE DIRECTOR

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Rodney M. Davis as CHROME (Cooperating Hampton Roads Organizations for Minorities in Engineering) Executive Director, effective November 16, 2004.

Mr. Davis received a B.S. in Business Administration in 1978. In 2004 he was a Public Affairs Instructor for the Joint Forces Staff College. From April 2003-November 2003, he was Director of Public Affairs for the International Coalition for the War on Terror in Afghanistan (CJTF 180). Mr. Davis served more than 20 years in the U.S. Army and is a Retired Colonel.

Salary: \$45,000 for 12 months
Rank: CHROME Executive Director and Assistant Instructor

**APPOINTMENT OF DIRECTOR OF COMMUNICATIONS
BATTEN COLLEGE OF ENGINEERING AND TECHNOLOGY**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Nancy E. Gray as Director of Communications, Batten College of Engineering and Technology, effective April 10, 2005.

Ms. Gray received an M.A. in Public Communication from American University in 2003 and a B.A. in English and French in 1982 from Frostburg State University and L'Université de Franche-Comté, France. Since 1998, she has been the Public Information Manager for the Hampton Roads Sanitation District (HRSD). Prior to that, Ms. Gray was a Public Information Specialist II for the Norfolk Department of Public Works.

Salary: \$55,000 for 12 months
Rank: Director of Communications, Batten College of Engineering and Technology, and Instructor

**APPOINTMENT OF INSTRUCTIONAL TECHNOLOGY SPECIALIST
CENTER FOR LEARNING TECHNOLOGIES**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Wu He as Instructional Technology Specialist for the Center for Learning Technologies, effective April 12, 2005.

Mr. He received a Bachelor of Engineering in 1998 from DongHua University, Shanghai, China and is currently a Ph.D. candidate in the School of Information Science and Learning Technologies at the University of Missouri-Columbia. Since 2001, he has been a Graduate Research Assistant in the School of Information Science and Learning Technologies at the University of Missouri-Columbia.

Salary: \$38,855 for 12 months
Rank: Instructional Technology Specialist and Assistant Instructor

APPOINTMENT OF PROFESSIONAL COUNSELOR

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Gregg A. Henderschiedt as Professional Counselor for Counseling Services, effective February 10, 2005.

Mr. Henderschiedt received an M.S.Ed. in Counseling and a B.A., in 2003 and 2001 respectively, from Old Dominion University. Since 2003, he has been a Substance Abuse Counselor at Serenity House Substance Abuse Recovery Program. Mr. Henderschiedt was also an Adjunct Instructor in the Department of Educational Leadership and Counseling at Old Dominion University.

Salary: \$12,225 for 4 months
Rank: Professional Counselor and Instructor

**APPOINTMENT OF REGIONAL DIRECTOR
FOR NORTHERN/EASTERN VIRGINIA**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Regenia L. Hill as Regional Director for Northern/Eastern Virginia, Office of Distance Learning, effective April 10, 2005.

Ms. Hill received an M.S. in Counseling and Higher Education and a B.S in Business Marketing, in 1991 and 1986 respectively, from Radford University. Since 1998, she has been a Site Director at J. Sargeant Reynolds Community College. Ms. Hill is also a Grant Administrator for the National Science Foundation and an Adjunct Instructor at J. Sargeant Reynolds Community College.

Salary: \$57,925 for 12 months
Rank: Regional Director for Northern/Eastern Virginia and Instructor

APPOINTMENT OF DIRECTOR OF TRANSFER SERVICES

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Lisa A. Kivin as Director of Transfer Services for Distance Learning, effective January 25, 2005.

Ms. Kivin received a B.S. with a double major in Psychology and Human Services Counseling in 2000 from Old Dominion University and is expected to receive a Master of Science in Education in May 2005. Since 2000, she has been Assistant to the Director of Undergraduate Advising and

most recently Assistant Director for Continuing Students in the College of Business and Public Administration at Old Dominion University.

Salary: \$40,000 for 12 months
Rank: Director of Transfer Services, Distance Learning, and Assistant Instructor

**APPOINTMENT OF DIRECTOR
THE DOMINION FUND**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Ryan K. Martin as Director of the Dominion Fund, Office of Development, effective January 10, 2005.

Mr. Martin received a B.S. in Psychology in 1999 from Virginia Polytechnic Institute and State University. Since 2000, he has been a Senior Development Associate in the Office of Annual Giving at Virginia Tech. Prior to that, Mr. Martin was a Personal Banker at Wachovia Bank.

Salary: \$50,000 for 12 months
Rank: Director, The Dominion Fund, and Assistant Instructor

APPOINTMENT OF INSTRUCTIONAL TECHNOLOGY SPECIALIST

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. David A. Masiello as Instructional Technology Specialist for the Center for Learning Technologies, effective January 10, 2005.

Mr. Masiello received a B.S. in Computer Science in 2002 from Old Dominion University. Since 2001, he has worked in the Center for Learning Technologies designing and maintaining course websites.

Salary: \$36,000 for 12 months
Rank: Instructional Technology Specialist, Center for Learning Technologies, and Assistant Instructor

APPOINTMENT OF DIRECTOR OF CONTINUANCE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. NorLisa Mayes as Director of Continuance, Office of Academic Affairs, effective February 25, 2005.

Ms. Mayes received an M.S. in Occupational and Technical Studies and a B.S. in Sociology with a minor in Human Services Counseling, in 2004 and 2001 respectively, from Old Dominion University. Since 2001, she has been Assistant Director for Continuance and Undergraduate Services at Old Dominion University. Ms. Mayes has also been Program Coordinator and Program Mentor for GEARUP/ACCESS Virginia, State Council of Higher Education.

Salary: \$40,000 for 12 months
Rank: Director of Continuance and Instructor

APPOINTMENT OF MAJOR GIFTS OFFICER

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Donald G. Maynard as Major Gifts Officer representing the Darden College of Education and the College of Sciences for the Office of Development, effective January 10, 2005.

Mr. Maynard received a B.A. in History from Old Dominion University. Since 2002, he has been Development and Marketing Director for the Virginia Maritime Heritage Foundation, primarily on the Virginia Schooner project. Previously, Mr. Maynard was Development Manager for Operation Smile and several other non-government organizations.

Salary: \$51,000 for 12 months
Rank: Major Gifts Officer and Assistant Instructor

**APPOINTMENT OF ASSISTANT TO THE DEAN
COLLEGE OF BUSINESS AND PUBLIC ADMINISTRATION**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Constance L. Merriman as Assistant to the Dean of the College of Business and Public Administration, effective February 25, 2005.

Ms. Constance L. Merriman received a B.S. in Public Relations in 1997 from SUNY Empire State College and expects to receive a Master of Public Administration degree from Old Dominion University in May, 2005. Since 1998, she has been an Information Technology Specialist II serving as Manager of Customer Service and Information Support and Manager of Technology Training in the Office of Computing and Communications Services at Old Dominion University.

Salary: \$45,000 for 12 months
Rank: Assistant to the Dean and Instructor

APPOINTMENT OF INSTRUCTIONAL DESIGNER

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Terrell Perry as Instructional Designer for the Center for Learning Technologies, effective March 10, 2005.

Dr. Perry received an Ed.D. in Adult Education in 1985 from Nova South Eastern University, and an M.S.Ed. in Guidance and Counseling and a B.S. in Psychology, in 1978 and 1975 respectively, from Old Dominion University. Dr. Perry has extensive experience in designing, developing, and delivering e-learning products via the Internet and portable media such as CD-ROM. He also has extensive experience developing products for delivery in the military community.

Salary: \$45,000 for 12 months
Rank: Instructional Designer and Assistant Professor

APPOINTMENT OF ASSOCIATE UNIVERSITY LIBRARIAN

RESOLVED, that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Ann H. Pettingill as Associate University Librarian in the Perry Library, effective March 25, 2005.

Ms. Pettingill received an M.A. in American Studies in 1975 from California State University, an M.S.L.S. in 1971 from the University of North Carolina, Chapel Hill and a B.A. in Economics in 1969 from Vassar College. Since 1991, Ms. Pettingill has been Head of Reference and Research Services at Old Dominion University. Prior to that she was a Serials Librarian for Old Dominion University from 1983-1987. Ms. Pettingill has also been the Business and Science Librarian at Seattle Public Library and Social Science Reference Librarian at California State University, Los Angeles.

Salary: \$82,000 for 12 months
Rank: Associate University Librarian and Librarian III

APPOINTMENT OF ASSISTANT DIRECTOR FOR COMMUNICATIONS
OFFICE OF INTERNATIONAL PROGRAMS

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Alicia L. Phillips as Assistant Director for Communications in the Office of International Programs, effective March 10, 2005.

Ms. Phillips received an M.A. in International Studies in 2004 from Old Dominion University and a B.A. in Sociology, International Development in 1996 from Hampton University. Since 2004, she has been Assistant to the Director in the Center for Global Education at Norfolk State University. While studying at Old Dominion University she coordinated a grant to involve international students in the Women's Center's W.I.L.D. program.

Salary: \$36,000 for 12 months
Rank: Assistant Director for Communications, Office of International Programs, and Instructor

APPOINTMENT OF ACADEMIC ADVISOR

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Jose E. Ramos as Academic Advisor for the Office of Advising Services, effective February 1, 2005.

Mr. Ramos received an M.S.Ed. in Counseling in 2004 from Old Dominion University and a Bachelor of Arts in Psychology in 1987 from the University of Puerto Rico. From August 2004 to December 2004, he participated in a Graduate Counseling Internship at Sentara Norfolk General Hospital, Mental Health Unit. Prior to that, Mr. Ramos did a Graduate Counseling Practicum in the Office of Advising Services at Old Dominion University.

Salary: \$29,653 for 12 months
Rank: Academic Advisor and Instructor

**APPOINTMENT OF COORDINATOR OF RESEARCH
AND PROJECT DEVELOPMENT
DISTANCE LEARNING**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Megan Robinson as Coordinator of Research and Project Development for Distance Learning, effective March 25, 2005.

Ms. Robinson received an M.A. in Counseling Psychology and Counselor Education in 2000 from the University of Colorado at Denver and a B.A. in Psychology in 1996 from Randolph-Macon College. Since 2003, she has been Associate Director/Counselor in the Office of Career and Counseling Services at Christopher Newport University.

Salary: \$38,000 for 12 months
Rank: Coordinator of Research and Project Development, Distance Learning, and Instructor

**APPOINTMENT OF UNIVERSITY ARCHITECT/DIRECTOR
DESIGN AND CONSTRUCTION**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Thomas Robinson as University Architect/Director, Design and Construction, Office of Facilities Management, effective December 25, 2004.

Mr. Robinson received a B. Architecture in 1975 from the University of Tennessee. He also attended Montana State University and took graduate course work at the University of South Florida. Since April 2004, he has been employed as the Director of Design and Construction at Old Dominion University. Prior to that, Mr. Robinson was the Director of Program Management for Clark Construction Group, Southern Region in Tampa, FL. Mr. Robinson is a registered Architect for the States of Tennessee, Florida, Kentucky and North Carolina and a member of the American Institute of Architects. (This position is being converted from a classified position to a faculty administrator position.)

Salary: \$84,000 for 12 months
Rank: University Architect/Director, Design and Construction and Assistant Instructor

**APPOINTMENT OF CAREER CONSULTANT
CAREER MANAGEMENT CENTER**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Tiffanie N. Rosier as Career Consultant in the Career Management Center, effective May 25, 2005.

Ms. Rosier received an M.A. in Education in 1997 from Western Kentucky University and a B.A. in Speech Communication in 1995 from James Madison University. Since 2004, she has been a Substitute Teacher for Virginia Beach and York County Public School Systems. She has also been a College Success Skills Instructor for Tidewater Community College and a Residence Life Coordinator for University Housing at North Carolina State University.

Salary: \$29,000 for 12 months
Rank: Career Consultant, Career Management Center and Instructor

APPOINTMENT OF CATALOGING SERVICES LIBRARIAN

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Anne Taylor as Cataloging Services Librarian in the Perry Library, effective February 25, 2005.

Ms. Taylor received an M.S. in Library and Information Science in 1981 from the Catholic University of America and a B.S. in Library Science in 1974 from East Carolina University. Since 2002, she has been a Governments Documents Librarian at Norfolk Public Library. Prior to that, she has served as Cataloger at Norfolk Public Library and head of Technical Services at Hampton University. Ms. Taylor has also worked at NASA Technical Library, the U.S. Geological Survey Library, Louise Obici Memorial Hospital Library and at Tidewater Community College Libraries.

Salary: \$39,000 for 12 months
Rank: Cataloging Services Librarian and Librarian II

APPOINTMENT OF INSTRUCTIONAL DESIGNER

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Loreta H. Ulmer as Instructional Designer for the Center for Learning Technologies, effective March 25, 2005.

Ms. Ulmer received an M.Ed. in Instructional Systems Design in 2000 from Pennsylvania State University, a B.A. in Psychology in 1970 from the University of Delaware and anticipates graduating from the University of Delaware with a Ph.D. in Educational Leadership with a concentration in Educational Technology in 2005. Since 1999, she has been an Instructional Designer at Delaware Technical and Community College. Ms. Ulmer has extensive experience in faculty development related to pedagogy, instructional design, and instructional technology as well as experience in course design and redesign, needs assessment, project management and faculty training.

Salary: \$46,500 for 12 months
Rank: Instructional Designer and Instructor

**APPOINTMENT OF EXECUTIVE DIRECTOR OF
THE CAREER MANAGEMENT CENTER**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Thomas Wunderlich as Executive Director of the Career Management Center, effective February 25, 2005.

Mr. Wunderlich received an M.S. in College Student Personnel and a B.S. in Psychology, in 1973 and 1967 respectively, from Southern Illinois University. Since 2003, he has been Interim Executive Director for the Career Management Center at Old Dominion University. Since joining Old Dominion University in 1989, Mr. Wunderlich held the following positions in the Career Management Center: Director for the College of Engineering and Technology, Senior Associate Director, Assistant Director, Coordinator for Cooperative Education, and Job Developer for Student Employment. He was a Lt. Col USMC from 1967-1988.

Salary: \$80,000 for 12 months
Rank: Executive Director of the Career Management Center and Instructor

APPOINTMENT OF TELETECHNET SITE DIRECTOR

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the following appointment as TELETECHNET Director at the site indicated:

Ms. Mary-Ann L. Heubusch (Site Director, Ft. Myer & the Pentagon, Distance Learning/Military Programs)

Ms. Heubusch received a Master's degree in Education from the State University of New York at Buffalo and a Bachelor of Arts in History with a minor in Education from the University of Buffalo. Since 2003, she has been an Offsite Program Academic Counselor at Northern Virginia Community College. Prior to that, Ms. Heubusch was Director of Student Services/Admissions and Registration for the American Public University System.

Salary: \$40,000 for 12 months effective March 7, 2005
Rank: TELETECHNET Site Director, Ft. Myer & the Pentagon, Distance Learning/Military Programs, and Instructor

EMERITUS APPOINTMENT

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the granting of the title of emeritus to the following faculty member. A summary of the faculty member's accomplishments is attached to this resolution.

<u>Name and Rank</u>	<u>Effective Date</u>
Roger A. Johnson Associate Professor of Educational Curriculum and Instruction	June 24, 2005

Roger A. Johnson

Roger Johnson received a B.A. in psychology from the University of Wyoming in 1967, an M.S. in psychology from the University of Georgia in 1971, and a doctorate in psychology from the University of Georgia in 1973. He joined Old Dominion University in 1973 and was promoted to associate professor of educational curriculum and instruction in 1979.

During his thirty-two years at Old Dominion University, Johnson developed and taught a developmental psychology course for teacher education students. His research in the area of vision and learning has been instrumental in the passage of legislation in several states requiring vision screening by a professional before a student enters school. Johnson served recently on the review board of the *Journal of Behavioral Optometry* and served as a Faculty Senator since 1985.

ADMINISTRATIVE TITLE CHANGES

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the following title changes, effective June 14, 2005.

- | | |
|---------------------|---|
| Philip Langlais | <u>From</u> Dean of Graduate Studies and Associate Vice President for Research <u>to</u> Vice Provost for Graduate Studies and Research
<i>Salary: \$134,000 (no change)</i> |
| Brenda Neumon Lewis | <u>From</u> Assistant Dean of Graduate Studies <u>to</u> Assistant Vice President for Graduate Studies
<i>Salary: \$92,000 (no change)</i> |
| David R. Hager | <u>From</u> Vice Provost <u>to</u> Special Assistant to the Provost
<i>Salary: \$150,000 (no change)</i> |

Rationale: The Office of Academic Affairs is being reorganized to better meet the goals of the new Strategic Plan. Two Vice Provost positions have been established to provide a clear focus and leadership for the undergraduate and graduate missions of the Office of Academic Affairs. As part of the reorganization, reporting lines within the Office of Academic Affairs will change.

Philip Langlais, currently Dean of Graduate Studies and Associate Vice President for Research, will be appointed as Vice Provost for Graduate Studies and Research. John P. Broderick, currently University Professor of English and Consultant to the Provost for Strategic Planning, will be appointed as Acting Vice Provost for Undergraduate Studies and Distance Learning.* The position of Assistant Dean of Graduate Studies will be changed to Assistant Vice President for Graduate Studies to be consistent with the change to Vice Provost for Graduate Studies and Research. Both Dr. Langlais and Dr. Broderick will assume additional direct reports along with increased responsibility.

David Hager, currently Vice Provost, will be appointed Special Assistant to the Provost (part-time). In addition, the position of Vice Provost for Distance Learning will be eliminated.

In summary, the total number of administrative positions in the Office of Academic Affairs will remain the same.

- The position of Vice Provost will become Special Assistant to the Provost.
- The position of Dean of Graduate Studies and Associate Vice President for Research will become Vice Provost for Graduate Studies and Research

- The position of Vice Provost for Distance Learning will be replaced by the Acting Vice Provost for Undergraduate Studies and Distance Learning.
- The position of Assistant Dean of Graduate Studies will become Assistant Vice President for Graduate Studies.

* Because this is a new appointment, it is addressed in a separate resolution.

The Committee approved the proposed revision to the Policy and Procedures on Evaluation of Faculty to include the due date for the evaluation report for those faculty who were hired mid-year. 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. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hall, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey*)

**APPROVAL OF PROPOSED REVISION TO THE POLICY AND PROCEDURES
ON EVALUATION OF FACULTY**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revision to the Policy and Procedures on Evaluation of Faculty, effective June 14, 2005.

Rationale: The proposed revision is intended to update the policy to include the due date for the evaluation report from the major review for non-tenured faculty for those faculty who were hired mid-year (section II.J.).

NUMBER: 1413

TITLE: Evaluation of Faculty

APPROVED: June 12, 1980; Revised September 14, 1984; Revised November 19, 1987; Revised December 3, 1992; Revised April 8, 1993; Revised December 2, 1993; Revised April 6, 1995; Revised April 10, 1997; Revised April 12, 2001; **Revised June 14, 2005**

I. Board of Visitors Policy

- A. A regular review of the performance of all faculty members will be conducted in order that they may receive full credit and review for their contributions to the university and to their disciplines. The three criteria on which this evaluation will be based are teaching, research, and service.

- B. The initial responsibility for evaluation of faculty performance rests with the chair, on the basis of evidence supplied by the faculty member or collected elsewhere. The faculty member shall be given a copy of the chair's evaluation and may submit comments. Both the chair's evaluation and the faculty member's comments are submitted to the dean, who has the final responsibility for evaluation of faculty.

II. Procedures for Evaluation of Faculty

- A. These procedures are designed to implement the policy established by the Board of Visitors for evaluation of faculty. In all cases, the board policy is governing.
- B. In order to insure that all relevant information is included in the evaluation, all faculty members are required to submit once a year a faculty information sheet in which they detail the evidence in support of their performance in teaching, research, and service, together with whatever other information they wish to be taken into consideration by the chair and dean in the evaluation.
- C. The chair, using the faculty information sheet and whatever other information is obtainable, evaluates the performance of the faculty member during the previous year and writes up the evaluation into a formal statement of the contributions of the faculty member to the department, college, and university. In the case of chairs, these evaluations are written by the dean. Since evaluation of performance is one of the essential factors in determinations concerning tenure, promotion, reappointment, and salary increments, the chair and dean should make every effort to insure that the evaluations are clear, honest, and genuinely evaluative. A listing of facts without interpretation is helpful neither to the faculty member nor to the committees concerning personnel decisions.
- D. In the case of tenured faculty members, the department chair will also conduct annual evaluations. These evaluations will be based on the Faculty Information Sheet, student evaluations of teaching, up-to-date curricula vitae, peer evaluation of course portfolios, and such other information as the faculty member or the chair wishes to include. The evaluation will comment on the performance of the faculty member in teaching, research, and service and on progress toward meeting individual goals resulting from previous evaluations. (See section F below.) The chair and the dean will interpret the cumulative record of annual evaluations along with the performance of the tenured faculty member during the previous year (see section C), so that a clear picture of positive contributions and any deficiencies will emerge. An in-depth evaluation will be conducted if requested by the faculty member, the chair, or the dean. In no case will a faculty member be considered for promotion or other major personnel decision (such as designation as an eminent scholar) unless an in-depth evaluation as described in paragraphs E or K has been conducted in the previous twelve months.
- E. All faculty members will be evaluated on the basis of teaching, research, and service. The weighting of these three areas will vary from one faculty member to another depending upon the needs of the department and the particular accountability of the individual faculty member in contributing toward the fulfillment of these needs.

1. Teaching - It is the responsibility of the chair to evaluate the information that is available concerning teaching. (For a detailed discussion on evaluation of teaching, see the "University Policy on the Evaluation of Faculty.") Among items for consideration are the following:
 - a. Student opinion questionnaires - Results of current student opinion questionnaires must be used in the evaluation. Such results, however, constitute important raw data concerning teaching performance and cannot be meaningful in themselves unless interpreted in relationship to other factors. It is the responsibility of the chair to provide such interpretive evaluation.
 - b. Student interviews.
 - c. Results of student achievement tests, if feasible and appropriate.
 - d. Peer evaluations of course portfolios or their equivalent.
 - e. Other relevant information.
 - f. If the principal contribution of the faculty member to the department is in the area of instruction, the number of student credit hours produced by the faculty member should also be taken into consideration since the best teachers should be showing a decided impact on the largest number of students.
 - g. Faculty members who teach noncredit courses, workshops, or colloquia in their area of specialization that are sponsored by the university should have their performance in these activities included as part of the evaluation of teaching.
 - h. Faculty members who are assigned to teach credit or non-credit courses, workshops, or colloquia using distance education technologies, such as instructional television, should have their performance in this activity included in the evaluation of their teaching. The evaluation should include criteria specific to distance education and, when appropriate, evaluations obtained through regional or national consortia, such as National Technological University.
 - i. If the faculty member is working within interdisciplinary courses or is on loan from another department for a portion of his/her teaching, it is the responsibility of the chair to seek out evaluations from other chairs with whom the faculty member is working and to incorporate these in the evaluation.
2. Scholarly Activity and Research - It is the responsibility of the chair to evaluate the quality of the scholarly activity and research of the faculty member (a mere listing of publications or grants does not constitute evaluation). Each department

should establish, with the approval of the dean and the provost and vice president for academic affairs, a clear statement of the criteria for evaluating scholarly activity and research in that department. These criteria should take into consideration both the mission of the department and the nature of the scholarly activity and research within the discipline. Within the definitions noted below, the evaluation of scholarly activity and research in a department should be based on these criteria. In evaluation, emphasis should be placed on quality, not just quantity. The following, where appropriate, are included in the definition of scholarly activity and research at Old Dominion University:

- a. Publications - In evaluation, the chair should take into consideration and comment upon the reputation and editorship of journals in which the faculty member has published and the nature of the reviews received for published books. Evaluation of the quality of the publication is essential. For major personnel decisions (e.g., tenure and promotion) external evaluations of the publication are encouraged and may be required.
- b. Presentations at professional meetings - The chair will be expected to evaluate such presentations on a similar basis to publications in learned journals - that is, taking into consideration the extent of external peer review before acceptance of the paper and the prestige associated with having a paper accepted for presentation at that meeting.
- c. Grants and contracts - In evaluation of faculty members' funded research activity, the chair should take into consideration the aggressiveness with which the faculty members have sought out research opportunities (considering their availability of opportunities in their fields), the effectiveness with which faculty members have met the requirements established by the funding agency, the effectiveness with which the faculty members have worked with graduate assistants and colleagues, and the leadership which faculty members have provided on particular grants (as principal investigator, co-principal investigator, or major participant).
- d. Computer software and educational media - Creative work resulting in the creation of significant computer software or educational materials (e.g., videotapes) for use external to the university will be evaluated by the chair based on external evaluations and reviews.
- e. Instructional research - the chair should give credit to effective instructional research by faculty members, with emphasis on well-designed and controlled research in teaching, particularly in their own disciplines, and the recognition that the instructional research has received through publication or adoption at other institutions.
- f. In the creative fields, such as music, theater, and art, performance and exhibition are counted as research activity. The chair should evaluate the quality of the artistic production, using evidence such as published reviews of performance or awards in juried exhibitions.

- g. In technical and professional fields where a master's degree is recognized as the terminal degree by the appropriate accrediting agency, research activities may include applied projects which directly support the needs of industry, and/or the community and results in a comprehensive published technical report. Examples of other appropriate research and scholarly activities are publications in trade journals, monographs, development of new products, processes, or techniques and software development.
 - h. If the faculty member has received released time for research, the chair should evaluate the effectiveness with which this released time has been used.
3. Service - The category of professional service is more difficult to define than teaching or research, but deserves the same kind of rigorous evaluation and positive credit. The chair has the responsibility to seek out methods of evaluating quality of professional service, not merely to list the activities. The task is sometimes especially complicated by the fact that much professional service takes place outside the department. In essence, the area of service includes activities in which faculty members are exercising their professional expertise in the service of the university, the community, or their disciplines. Ideally, each faculty member should be participating in all three of the areas listed below, but individual faculty members may be expected by the chair to play different roles. If so, specific roles should be defined and understood. In all cases, service should be judged on the basis of quality, not just quantity. When distance education technologies are used for providing service, evaluations should include items specific to these delivery formats. (In the following listing, items are not necessarily listed in priority order.)
- a. Departmental, college, and university service
 - 1. Advisement and counseling - This is one of the most important areas of faculty service, and each department should develop methods of evaluating, encouraging and rewarding excellence in student advisement.
 - 2. Special service assignments - If faculty members have been assigned to specific service roles (for example, as graduate program director or assistant chair) and are receiving released time for administration in order to accomplish these roles, the chair in evaluation should judge the effectiveness with which the roles are being accomplished.
 - 3. Sponsorship of student activities, particularly those relating to the discipline - The chair should evaluate the degree to which the faculty member's sponsorship has been successful in increasing the intellectual atmosphere and esprit de corps among students.

4. Cooperation with the Office of Development in securing external funding for the university.
 5. Service on departmental, college, and university committees and task forces - Quality rather than mere quantity of service should be evaluated. The chair should evaluate service on departmental committees and seek the evaluation of the dean for college committees, the president or the provost and vice president for academic affairs for university committees, and the chair of the Faculty Senate for Faculty Senate committees.
 6. Cooperation with the Office of Admissions in recruiting of students to the university - The evaluation of the director of admissions should be sought by the chair for faculty members engaged in recruitment activities.
 7. Other departmental, college, and university service - Specific roles in working with other university departments (for example, the Academic Television Services, the Office of Residence life, or the University Library) may be given to the individual faculty members. The chair should seek the evaluation of the director of the unit involved.
- b. Community service, i.e., the application of a faculty member's professional skills for the service of the community in a manner that assists in the fulfillment of the mission of the university - Professional service does not include service to religious, political, or social organizations that (although meritorious in itself) is not relevant to the faculty member's professional area.
1. Service to university outreach programs - From time to time the university will develop specific non-instructional outreach programs and centers in such areas as improvement of the urban environment or marine studies. Service in these areas should be evaluated by the chair after consultation with the director of the program or center.
 2. Noncredit courses, workshops, projects, and colloquia in areas of the faculty member's expertise - The chair should seek the evaluation of the director of the appropriate noncredit program in determining the quality of work being done by the faculty member in relating to the community. (In some cases, of course, such programs would be considered part of departmental teaching or service and would be evaluated under these categories.)

3. Speaking activities, particularly through the university Speakers Bureau - Attempts to evaluate quality rather than quantity must be made.
 4. Consulting, either reimbursed or unreimbursed - The chair should seek to learn and evaluate the degree to which consulting activities have been considered successful by the agency employing the faculty member. Consulting activities, if they are to be credited positively in the evaluation, must have the prior approval of the chair, the dean, and the provost and vice president for academic affairs and must be clearly related to the university's mission and the faculty member's responsibilities in teaching, research, and service.
 5. Any other ways in which the faculty member is using professional knowledge for the service of constituencies in the Eastern Virginia region.
- c. Service to the discipline
1. Service to scholarly or professional societies - This category may include holding of office, editing proceedings, reading non-research papers, being instrumental in bringing a group to campus and serving on the local arrangements committee, developing a teleconference, and any other ways in which the faculty member is active within such a society. It is the responsibility of the chair to evaluate the quality of the work done for the society by the faculty member and the stature of the society itself and its relevance to the mission of the university.
 2. Service as editor or reader for a scholarly journal in the field -The chair should be familiar with and comment on the prestige and quality of the journal involved.
 3. Any other way in which the faculty member is making a contribution to the advancement of the discipline other than in areas relevant to teaching and research.
4. As part of the evaluation, the chair should include a summary of the faculty member's performance as it relates to the expected role that the faculty member is to play in the department. In the case of faculty members who are working toward the criteria for tenure, the evaluation should specifically address the expected role the faculty member is to play in the projected long-term needs of the department. The chair should indicate whether:
 - a. the faculty member is performing demonstrably above the expected criteria;

- b. the faculty member is living up to the expectations of the relevant rank and place in the department; and
 - c. the faculty member is falling short of the expected criteria.
- F. After completing the evaluation of the faculty member's activities, the chair gives the faculty member a copy of the evaluation and discusses it with the faculty member. At this time, the faculty member and chair agree on a written set of goals for the coming year. If appropriate, the chair should make suggestions for improvement and give the faculty member a clear idea of ways in which the performance might be improved in future years. Where deficiencies are noted, the chair should work with the faculty member to develop a plan to address the deficiencies and either provide resources to implement the plan, if necessary, or if resources are not available in the department recommend to the dean and provost that such resources be provided. If a pattern of deficiency in the performance of a tenured faculty member is documented from the cumulative annual evaluations, for a period of at least two years, the chair or dean shall call for an in-depth evaluation of the faculty member as described in section K below. The chair should take particular care in the counseling of non-tenured faculty members who are working toward the criteria for tenure.
- G. Any faculty member who is dissatisfied with the personal evaluation prepared by the chair may present in writing additional comments or evidence to the chair and to the dean.
- H. The dean evaluates in writing the performance of the faculty member by either:
 - 1. endorsing the evaluation of the chair; or
 - 2. indicating areas in which the dean's evaluation differs from that of the chair.
- I. Any faculty member who is dissatisfied with the personal evaluation prepared by the dean may present in writing additional comments or evidence to the dean and to the provost and vice president for academic affairs.
- J. Non-tenured faculty members, without prior teaching service credit toward tenure, who have completed three years of probationary service at Old Dominion University will receive a major faculty review. This review will be conducted by the dean in the summer of the third year of faculty service and will include a meeting with the faculty member and chair. The review process will include an in-depth evaluation of teaching effectiveness, scholarly works, grant and contract efforts, and other professional activities. An evaluation report emphasizing the long-range impact of the faculty member on the university should be submitted to the provost and vice president for academic affairs by September 15 (**May 15 for faculty hired mid-year**) following the completion of the review at the college level. It is important that the review extend beyond certifying adequate teaching performance and focus on creative ability, productivity, and potential to excel.

The concept of a major review of faculty performance is intended to serve the purpose of giving the faculty member a clear indication of progress toward tenure and to offer constructive suggestions for self-improvement.

In situations where a faculty member receives one or two years of credit toward tenure, the review process will be conducted after the second year of service at Old Dominion University.

- K. Where a pattern of performance deficiency has been noted on the part of a tenured faculty member over a two-year period, the chair and dean may conduct a post-tenure review.
- L. Copies of the faculty information sheets, the chair's evaluation, the faculty member's comments, and the dean's evaluation are retained for the record in the faculty member's personnel file maintained in the dean's office.

The Committee approved proposed revisions to the tenure policy, changing the deadline for tenure decisions from April 15 to June 30, which will allow faculty additional time to prepare their tenure materials. 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. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hall, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey*)

APPROVAL OF PROPOSED CHANGES TO THE POLICY ON TENURE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed changes to the Policy on Tenure, effective June 14, 2005.

Rationale: The proposed revisions to the Board of Visitors Policy on Tenure change the deadline for tenure decisions from April 15 to June 30. The change in the deadline can be made without extending the probationary period because the schedule for the tenure review process can be compressed from two semesters to one semester. Extending the deadline to June 30 is favorable for candidates for tenure because it allows them a longer time to demonstrate their abilities and accomplishments in the areas of teaching, research and service.

NUMBER: 1411

TITLE: Tenure

APPROVED: June 12, 1980; Revised February 24, 1984; Revised November 19, 1987; Revised December 13, 1988; Revised September 27, 1990; Revised April 9, 1998; Revised December 10, 1998; Revised April 12, 2002; Revised April 11, 2003; **Revised June 14, 2005**

- I. Purpose of Tenure - 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. For these reasons, tenure is awarded only after a suitable probationary period, and the decision to award tenure is based both on the merit of the individual faculty member and on the long-term needs and mission of the department, the college, and the university.

- II. Eligibility for Tenure
 - A. The provost and vice president for academic affairs, fifteen months prior to the date for giving notification of the tenure decision, shall formally advise the professor that the limit of the probationary period is approaching, and explain what procedures should be followed by those wishing to be considered for tenure.
 - B. Only faculty members who hold the ranks of assistant professor, associate professor, or full professor are eligible to be considered for tenure. Assistant professors will be awarded tenure only if they are simultaneously being promoted to the rank of associate professor.
 - C. Under certain circumstances administrative faculty holding rank in a department at the assistant professor (if promotion to the rank of associate professor is being simultaneously considered), associate professor, or full professor level may be considered for tenure, as specified by the Board of Visitors policy concerning administrative faculty.
 - D. Since tenure is granted as a faculty member in an academic department or program, the award of tenure does not imply continuance in any full-time or part-time administrative position, nor does it imply continuance of any specific work assignment within or outside the department in which tenure is granted.

- III. Probationary Period
 - A. The probationary period begins with the initial full-time, tenure-track appointment at Old Dominion University at the rank of instructor, assistant professor, associate professor, or full professor; only time spent in a tenure-track position at one of these ranks is counted as part of the probationary period.

Subject to agreement by the university and the faculty member, any academic year in which a faculty member was on a full-time tenure-track appointment in one of these ranks for at least one semester, may be counted as one year of the probationary period.

B. The following do not count as part of the probationary period:

1. Time in the rank of assistant instructor, artist-in-residence, performer-in-residence, writer-in-residence, research professor, research associate professor, research assistant professor, research associate, or any part-time position.
2. Time in appointment as an administrator, that is, in a position designated as a teaching/research administrative position or as a classified position in the state personnel system. (Time spent in a teaching and research faculty position as defined in the state personnel system will count as part of the probationary period, even if administrative responsibilities are assigned as part of that position; normally, departmental administrative positions such as chair or assistant chair will thus count as part of the probationary period.)
3. Time in a position which involves no teaching of credit courses, for example as a teacher of children or a therapist in the Child Study Center or as a teacher of exclusively noncredit course work.
4. Time spent on leave of absence.
5. Time spent on faculty exchanges if the faculty member so chooses.
6. An approved extension of the probationary period for justifiable cause. A probationary faculty member may apply to exclude time from the probationary period because of caregiving responsibilities associated with the birth of a child or adoption of a child under age six, serious personal or immediate family illness, or other serious extenuating circumstances. Guidelines and procedures are as follows.

GUIDELINES

- a. An individual may exclude no more than one year from the probationary period for justifiable conditions.
- b. Requests for exclusions must be made within one year from the time the conditions occurred which precipitated the request.
- c. Exclusions will not be granted after the application for tenure has been submitted.
- d. Decisions regarding whether or not requests for exclusions will be granted shall be based on:

1. Verification that the conditions leading to the request occurred or continue to exist and significantly impeded the faculty member's ability to be productive and make progress toward achieving tenure.
 2. Verification that the faculty member's performance prior to the conditions leading to the request warrants an exclusion.
 3. Confirmation that the conditions for which the request is being made fall within the parameters of those deemed in these guidelines to be justifiable.
- e. Faculty who have been awarded an exclusion shall have no requirements or expectations beyond those of any probationary faculty member.
 - f. Work accomplished during the excluded period may be cited in the tenure case.

PROCEDURES

- a. Requests for exclusion shall be made in writing by the faculty member to the department chair. The chair will discuss the request with the dean, who will then forward a recommendation to the provost and vice president for academic affairs. The provost and vice president for academic affairs will have the final authority to approve exclusions for justifiable conditions.
 - b. Requests for exclusions may be made at any time during each academic year up until the application for tenure has been submitted. Decisions regarding requests will be made within 60 days of the receipt of the request.
- C. The maximum length of the probationary period is seven academic years. The faculty member is informed of the decision of the provost and vice president for academic affairs on tenure ~~before April 15~~ **by June 30** of the sixth year of probationary service. The faculty member will receive either a tenure contract or a terminal contract in the seventh year.
- D. The length of the probationary period may be reduced in any of the following instances:
1. A faculty member who has full-time teaching experience at the rank of instructor or above at another collegiate institution, or at Old Dominion University prior to a break in service, may have the probationary period reduced by either one or two years. If the probationary period is to be reduced, the reduction must be recommended by the chair and dean and approved by the provost and vice president for academic affairs at the time of the initial appointment. Unless such a reduction has been approved and the faculty member has been so notified in writing at the time of initial appointment, reduction for prior service will not be granted. The changes in the provisions of this paragraph as compared to the *Faculty Handbook* of 1978-79 will not apply to faculty members whose initial contract was offered prior to June 15, 1980.

2. A faculty member initially appointed to the rank of full professor may be notified of a tenure decision by ~~April 15~~ **June 30** of the second year of service; if tenure is awarded, a tenure contract will be offered for a third year of service. In addition, the probationary period for a full professor may be eliminated, and an initial tenure appointment may be recommended to the Board if such an appointment has the prior written approval of the chair (after consultation with the tenured faculty members of the department), the dean, the provost and vice president for academic affairs, and the president. It is the sense of the Board of Visitors that the procedure of eliminating the probationary period for tenure should be rarely used.
3. A faculty member initially appointed to the rank of associate professor may be notified of a tenure decision by April 15 of the fourth year of service. If tenure is approved, a tenure contract will be offered for the fifth year.
4. The probationary period for tenure may be shortened in the case of exceptional merit and performance. It is the sense of the Board of Visitors that this procedure be followed only in the case of demonstrably exceptional faculty members and that such early award of tenure be exceedingly rare.

IV. Criteria for the Award of Tenure

- A. The following criteria are used in the evaluation of every candidate for tenure. Each faculty committee and administrator considering a tenure case must specifically address each of these criteria as they apply to that case in the written recommendations that are submitted up the line to the provost and vice president for academic affairs. Committee votes must be recorded in the recommendations. In cases in which a vote is not unanimous, reasons for negative votes must be included.
- B. Criteria to be used are as follows:
 1. Merit - Merit of the faculty member in teaching, research and service over the entire probationary period and the contributions made by the faculty member in these areas to the university. (For definition of teaching, research, and service and a discussion of methods of evaluation, see policies and procedures concerning evaluation of faculty members.) In addition to information supplied by faculty information sheets, the chair's evaluation and other material presented by the department, an opportunity shall be made available for the faculty member to provide in writing any other material in support of the tenure candidacy.

External evaluation of the quality of the faculty member's research performance will be required from nationally recognized experts in the faculty member's field.

- a. The responsibility for initiating the external review, securing the reviewers, and forwarding complete review files to the dean, provost and vice president for academic affairs, and University Promotion and Tenure Committee belongs to the department chair. In promotion of department chairs, the responsibility belongs to the dean.

- b. The department tenure and promotion committee and the candidate will prepare separate lists of potential reviewers. The candidate will review both lists and will document personal and professional relationships with all potential reviewers. The chair will select three reviewers from the candidate's list and three reviewers from the department tenure and promotion committee's list. (If one list is not submitted, all reviewers will be selected from the list that is submitted.) As a general rule, external reviewers should not be co-authors or former mentors of the candidate.
 - c. External reviews will be confidential; reviewers will be so advised. Requests for exception to the confidentiality of external reviews should be made directly to the provost before the reviewers are asked to submit evaluations. If an exception is approved, candidates for tenure and/or promotion will be allowed access to the substance of external reviews, but the authorship of specific external reviews and other identifying information contained therein will remain confidential. All external reviewers will receive a copy of the policy on external reviews so their responsibilities will be clear.
 - d. A curriculum vita will be required of each external reviewer. Each reviewer will be asked to describe any personal or professional relationship with the candidate. It is the responsibility of the chair to include a curriculum vitae of each reviewer. For promotion and tenure of department chairs, the responsibility belongs to the dean.
 - e. External reviewers will be asked to evaluate all submitted material mailed to them. In the case of the arts, reviewers may be asked to consider works of art or performances. External reviewers will be asked to evaluate: a) the quality of the scholarship or creative work under review; and b) the scholarly reputation (regional, national, international) of the candidate.
 - f. All candidates for tenure and promotion will be required to have their scholarship evaluated by no fewer than four external reviewers. If fewer than four reviews are received, the chair will choose additional reviewers alternately from the lists of the department promotion and tenure committee and of the candidates.
 - g. The university and college administration will assist departments where reasonable expenses are necessary to obtain appropriate external reviews.
2. The determined long-term needs of the department, college, and university, including at least the following:
- a. The long-term enrollment of the department.
 - b. The need for an additional specialist in the faculty member's area of specialization as a permanent member of the department in terms of the mission of the department, the college, and the university.

- c. The tenure structure of the department. (Although no maximum percentage of faculty members on tenure is established, all committees and administrators considering tenure must take into account the need for flexibility in course offerings and the desirability of a tenure structure that will allow openings for new tenured faculty members in the ensuing decades so that new areas of specialization and new needs can be met. The position of other nontenured faculty members in the department, anticipated retirements, or other known departures, and projected new programs or changes in directions must be considered.)
3. No person can be awarded tenure unless convincing evidence is provided of effective teaching.
4. In departments offering graduate work, no faculty member can normally be awarded tenure unless convincing evidence is provided of successful performance in research. (Exceptions can be made only if the department can demonstrate a long-term need for an additional tenured faculty member who will not be teaching graduate students.)
5. Since tenure may be awarded only to faculty members who hold the rank of associate or full professor or who are being simultaneously appointed to one of those ranks, any faculty member awarded tenure must meet the minimum requirements for the rank of associate professor.

V. Procedures for Tenure Consideration¹

- A. Initial consideration of tenure cases is conducted by the tenured faculty of the department.
 1. The tenured faculty of a department may determine that a tenure committee of a specified size will be selected from their membership to conduct the tenure deliberations and make recommendations to the chair. In this case, the entire full-time department faculty will elect the committee. It is the responsibility of this committee to determine the opinions of tenured members of the department not serving on the committee.
 2. No dean, associate dean, assistant dean, or other full-time administrator or department chair shall attend or participate in the deliberation of the departmental, college, University Promotion and Tenure Committee, or the tenured faculty of the department serving as a group to consider tenure, except in those cases when such committees or groups may, at their discretion, request administrators or chairs to answer specific questions concerning tenure cases. All members of the college promotion and tenure committees shall be elected directly by the faculties they represent.

¹See the Schedules for Faculty Personnel Action in the appendix for specific dates and actions.

The college committee shall consist of one tenured faculty member from each department in the college. This member shall be chosen by majority vote of all full-time teaching and research faculty members of the department, present and voting, by secret ballot before April 15 of each year for the ensuing year. The University Promotion and Tenure Committee shall consist of one tenured full professor from each of the major degree-granting academic colleges. This member shall be elected by his/her college's promotion and tenure committee(s). The University Promotion and Tenure Committee shall elect one of its members as chair.²

No person shall serve on a college promotion and tenure committee or on the University Promotion and Tenure Committee for more than three years consecutively but is eligible for reelection after an absence of at least one year.

3. Should there be no more than two tenured members in the department, the faculty member being considered for tenure has the option of skipping the departmental stage and being considered directly by the college tenure committee, which will consider the recommendation of the chair.
 - B. The committee or group of tenured faculty makes its recommendations to the chair. Considering this recommendation, the chair makes an additional evaluation and recommendation concerning tenure.
 - C. If neither the departmental committee nor the chair recommends tenure for the faculty member, tenure is not granted in the ensuing year. If the faculty member is being considered in the year preceding the limit of his or her probationary period, as defined by the Board of Visitors policy on tenure, that faculty member is given a terminal contract for the ensuing year unless a further review is requested. If the faculty member requests further review, all materials, including departmental and chair evaluations and recommendations are forwarded to the college tenure committee, which makes a separate recommendation to the dean. The dean then makes a decision concerning tenure and informs the faculty member. If either the decision of the college committee or that of the dean is positive, the faculty member's case is considered in accordance with the procedures in the following paragraphs. If both decisions are negative, the faculty member may request a further review by the provost and vice president for academic affairs, who makes a final determination concerning further consideration of tenure.
 - D. If either the tenured faculty (or their committee), or the chair, or both recommend tenure, the credentials of the faculty member together with the recommendations of the tenured faculty (or their committee) and the chair are forwarded to the tenure committee of the college, which examines the facts and the recommendations and makes a recommendation to the dean.

²The members of the faculty who are elected to serve on the University Promotion and Tenure Committee shall serve for the subsequent academic year. The promotion and tenure committees elected by each individual degree-granting college serve for an entire academic year, not for the spring semester of one year and the fall semester of the following year.

- E. The dean of the college examines the facts and all previous recommendations and makes a recommendation concerning tenure, which is forwarded to the provost and vice president for academic affairs.
- F. The University Promotion and Tenure Committee, consisting of one tenured full professor from each of the major degree-granting academic colleges, examines the facts and all previous recommendations and documentation and makes a recommendation (with reasons, including minority reasons, if any) concerning tenure, which is forwarded to the provost and vice president for academic affairs.
- G. The provost and vice president for academic affairs, after examining all submitted documents and consulting with appropriate staff members, makes a determination concerning tenure for the faculty member. If the recommendations from all committees and administrators previously acting on the case have not all been the same, or if the provost and vice president for academic affairs disagrees with the recommendations that have been the same, then the provost and vice president for academic affairs shall consult with the University Promotion and Tenure Committee and with the chair and dean concerned.
- H. If the determination of the provost and vice president for academic affairs is in favor of tenure, the provost and vice president for academic affairs forwards the faculty member's name to the president for presentation to the Board of Visitors as a candidate for tenure. The Board of Visitors will act on the case ~~before April 15~~ **by June 30** of the year in which it is being taken up. Upon approval of the Board of Visitors, the faculty member is offered a tenure contract for the coming year.
- I. If the determination of the provost and vice president for academic affairs is against tenure and the decision is made in the year preceding the end of the limit of the probationary period, the faculty member is notified ~~before April 15~~ **by May 15** that a terminal contract will be offered for the ensuing year. A faculty member who has not reached the limit of the probationary period may be offered either one subsequent annual contract or a terminal contract for the ensuing year.
- J. The faculty member may request by May ~~1~~ **22** that the president review a negative decision of the provost and vice president for academic affairs. The president should make a decision on the review by ~~June 1~~ **May 29**. If the president upholds the decision of the provost and vice president for academic affairs, the faculty member may request a further review by the Board of Visitors or its designated committee by June ~~7~~ **5**. The decision of the Board of Visitors or its designated committee is final. The Board of Visitors will make its decision by ~~July 25~~ **June 30**.
- K. The above procedures at the departmental and college level may be suitably adapted for faculty members who hold interdisciplinary or interdepartmental appointments. The adapted procedures should be recommended by the promotion and tenure committee of the college or colleges involved and approved by the dean or deans and the provost and vice president for academic affairs. Procedures above the college level will be the same as designated above in all cases.

The Committee approved the proposed merger of the M.S. degree program in Geology with the M.S. degree program in Oceanography and the discontinuation of the M.S. in Geology. 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. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hall, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey*)

**APPROVAL OF PROPOSED MERGER OF THE
M.S. IN GEOLOGY WITH THE M.S. IN OCEANOGRAPHY
AND THE DISCONTINUATION OF THE M.S. IN GEOLOGY**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed merger of the M.S. in Geology with the M.S. in Oceanography and the discontinuation of the M.S. in Geology, effective June 14, 2005.

Rationale: The merger of the M.S. degree program in Geology with the M.S. degree program in Oceanography is proposed as a response to the program productivity and viability review conducted by SCHEV, which indicated that there was insufficient degree and student FTE productivity in geology to maintain program viability.

Both the geology and oceanography degree programs are housed in the Department of Ocean, Earth and Atmospheric Sciences. Merging the two degree programs to create an M.S. in Ocean and Earth Sciences is consistent with a growing national trend to integrate education and research across traditional disciplinary boundaries. The merger will also enable the department to streamline the administration of its graduate programs.

The new program will have an expanded concentration in geological sciences. In addition, the new program will offer a more scientifically integrated education in ocean and earth sciences and should be attractive to prospective students. Students in the merged program will be able to obtain specialized training in a variety of topical areas.

The Committee received a report on promotions in rank for 2005-06 and the Committee's Annual Report. Provost Isenhour shared information about handling complaints that may, from time to time, be sent to Board members directly from students. Vice President Karim presented information on the state of research at Old Dominion University after his first year as vice president, and discussed the strategic planning objectives for research and the research expenditure targets through 2010.

ADMINISTRATION AND FINANCE COMMITTEE

The Rector called Mr. Hall for the report of the Administration and Finance Committee. Mr. Hall reported that the Committee considered two actions items. The following resolution was presented as a recommendation from the Administration and Finance Committee and was unanimously approved by all members present and voting. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hall, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey*)

RESOLUTION APPROVING 2005-2006 OPERATING BUDGET AND PLAN

RESOLVED, that upon the recommendation of the President and the Administration and Finance Committee, the Board of Visitors approves the proposed expenditure plan as displayed below and as contained in TABLE 2 of the University's 2005-2006 Operating Budget and Plan.

TABLE 2
UNIVERSITY EXPENDITURE SUMMARY
(in thousands)

Expenditures	2004-05 Original Budget Plan	2005-06 Proposed Budget Plan
<i><u>E&G</u></i>		
Instruction	\$76,035	\$85,563
Research & Sponsored Programs	1,111	1,343
Public Service	315	273
Academic Support	30,482	32,526
Student Services	6,699	7,015
Institutional Support	18,450	20,649
Operations & Maintenance of Plant	12,931	13,238
Subtotal	\$146,023	\$160,607
Auxiliary Services	39,564	42,729
Grants & Contracts	15,708	15,923
Gifts & Discretionary	4,739	5,433
Scholarships & Fellowships	16,669	19,831
Student Loan Funds	58,005	58,750
TOTAL UNIVERSITY EXPENDITURES	\$280,708	\$303,273
Summary of University Revenues & Expenditures		
Revenues	\$281,815	\$306,260
Expenditures	\$208,708	\$303,273
Contribution to/Use of) Fund Balance	\$1,107	\$2,987

The following resolution was presented as a recommendation from the Administration and Finance Committee and was unanimously approved by all members present and voting. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hall, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey*)

**RESOLUTION APPROVING THE SIX-YEAR
CAPITAL BUDGET REQUEST, 2006-2012**

WHEREAS, state agencies, including institutions of higher education, are normally requested to submit six-year capital budget requests as a part of the Governor’s development of the biennial budget; and

WHEREAS, such request was received by ODU by the Department of Planning and Budget for submission on May 13, 2005; and

WHEREAS, the University has been assessing its current and projected space needs relative to the State Council of Higher Education’s space guidelines and has identified specific space needs in the areas of instruction, research and support facilities; and

WHEREAS, in addition, the University continues to identify other space needs in auxiliary and other ancillary areas supported through non-general fund resources.

THEREFORE, BE IT RESOLVED, that the Board of Visitors approve the following Six-Year Capital Budget Request for 2006-2012.

2006-2008 Biennium

1	Physical Science Building - Equipment (GF)	\$4,640,580
2	BAL Equipment (GF)	\$2,235,804
3	Tri-Cities Center Equipment (GF)	\$2,872,414
4	Performing Arts/Fine Arts Building - Phase II (GF & Private)	\$63,012,845
5	Engineering Systems Research Building (GF)	\$18,831,557
6	Facilities Support Building (GF)	\$17,670,000
7	Stormwater Management Improvements (GF)	\$1,500,000
8	Campus Infrastructure (GF)	\$1,596,770
9	Regulatory Compliance Needs (GF)	\$2,031,000
10	Conservatory Complex (Private)	\$995,825
11	Housing Renovations (Phase 1) (NGF)	\$2,000,000
12	New Residence Hall (Phase 2) (NGF)	\$28,930,092
13	Child Study Center Additions (Private)	\$3,983,799
14	Child Development Center - Va Beach (GF & Private)	\$6,890,640
15	New Quad Parking Structure (NGF)	\$8,815,630
16	Education Building Renovation (GF)	\$9,085,046
17	Land Acquisition (NGF)	\$1,969,770
18	48th/49th Street Building Demolitions (GF)	\$573,143
19	49 th Street Garage (Existing Authority) (NGF)	<u>\$14,609,000</u>
	Total for 2006-2008 Biennium	\$192,243,915

2008-2010 Biennium

20	Hughes Hall Equipment (GF)	\$1,260,000
21	Webb Center Renovation & Expansion (NGF)	\$21,621,297
22	Housing Renovation (Phase 2) (NGF)	\$6,753,130
23	New Residence Hall (Phase 3) (NGF)	\$22,870,648
24	District Cooling Plant Expansion (GF)	\$8,747,650
25	Athletic Facilities [Crew/Football] (NGF)	\$26,957,326
26	Spong Hall Renovation (GF)	\$5,458,243
27	Rollins Hall Renovation (GF)	\$7,584,568
28	Kaufman Hall Renovation & Addition (GF)	\$17,964,281
29	Stormwater Management Improvements (GF)	\$588,980
30	Regulatory Compliance (GF)	\$1,543,000
31	Land Acquisition (NGF)	<u>\$1,969,770</u>
Total for 2008-2010 Biennium		\$123,318,893

2010-2012 Biennium

32	Chemistry Building (Phase 2) (GF)	\$18,851,568
33	Perry Library Addition & Renovations (GF)	\$12,632,605
34	New Instructional Media Building [w/WHRO] (GF)	\$19,003,513
35	Elizabeth River Waterfront Development Phase 2 (NGF)	\$1,816,625
36	TELETECHNET Center Expansion (GF)	\$15,258,000
37	New Residence Hall (Phase 4) (NGF)	\$18,342,529
38	Life Science Pretlow Renovations (GF)	\$14,210,972
39	West Campus Parking Structure (NGF)	\$8,461,025
40	Stormwater Management Improvements (GF)	\$395,259
41	Regulatory Compliance (GF)	\$1,683,000
42	Land Acquisition (NGF)	<u>\$1,969,770</u>
Total for 2010-2012 Biennium		\$112,624,866

William Cole, Deputy Auditor of Public Accounts and Joseph Stepp, Project Leader, presented the University's Report on Audit for the Fiscal Year Ended June 30, 2004. The Auditor of Public Accounts has issued an unqualified opinion, no internal control matters were found that were considered to be material weaknesses, and no instances of non-compliance or other matters were found that required reporting. The Committee discussed the implications of Sarbanes-Oxley and other new financial and accounting controls on the University, as well as the implications of the recent Restructured Higher Education Financial and Administrative Operations Act.

Vice President Fenning reported on the University's compliance with House Bill 1726, which mandates that universities publish information on required textbooks for all courses, including the ISBN number. He also gave a progress report on the University Village.

The Committee heard a brief report on the new Quad Student Housing design/build project from Thomas Robinson, Director of Design and Construction, and an investment report from Vice President Alonzo Brandon.

Deane Hennett briefed the Board on the proposed Audit Plan for FY06, which the Committee subsequently approved by unanimous vote. Mr. Hennett also introduced the University's new compliance auditor, Ms. Deborah Rice, and reported on specific audits during closed session.

INSTITUTIONAL ADVANCEMENT COMMITTEE

The Rector called on Ms. Tsao for the report of the Institutional Advancement Committee. The Committee heard an update on activities in the Office of Institutional Advancement from Vice President John Broderick since the December meeting, including efforts in the areas of marketing and public relations. He also briefed the Committee on the results of the 2005 General Assembly session.

Alice McAdory, Director of Admissions, presented Fall 2005 admissions data and discussed the document imaging and other technology initiatives that will be implemented during the fall semester. Dick Whalen, Director of Military Activities, updated the Committee on recent and future education and research partnering activities.

STUDENT ADVANCEMENT COMMITTEE

The Rector called on Ms. Croshaw for the report of the Student Advancement Committee. Ms. Croshaw reported that the Committee met with four students who shared their views about initiating football at the University. Overall, the students were supportive of football and were willing to pay increased fees to support the program as long as those fees were kept to a minimum. One student expressed support for football as long as it would not result in reduced support for the current athletic teams.

MOTION FOR CLOSED SESSION

The Rector recognized Ms. Woolsey, who made the following motion: "Mr. Rector, I move that this meeting be recessed, and, as permitted by Virginia Code Section 2.2-3711(A)(1), we reconvene in closed session for the purpose of discussing a personnel matter, specifically the contract of a faculty member in the College of Business and Public Administration. The motion was seconded and unanimously approved by all members present and voting. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hall, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey*)

RECONVENE IN OPEN SESSION AND FOIA CERTIFICATION

At the conclusion of the closed session, the meeting 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 thirteen in favor and none opposed. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hall, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey*)

Whereupon, a motion was made by Mr. Jacobson that President Runte execute the terms of a letter dated June 23, 1997, from Vice Rector James Babcock to James V. Koch, granting Dr. Koch \$30,000 for the purchase of an automobile. The motion was duly seconded and approved unanimously by all members present and voting. (*Batten, Croshaw, Faeder, Gehman, Haddad, Hall, Hixon, Jacobson, Mugler, Stallings, Treherne, Tsao, Woolsey*)

OLD/UNFINISHED BUSINESS

The Rector commented that the Board has evaluated the President's performance and she has received high marks for doing an excellent job. He then asked if there was any old or unfinished business to come before the Board. There was none.

NEW BUSINESS

The Rector asked if there was any new business to come before the Committee. There was none.

With no further business to be discussed, the meeting was adjourned at 4:35 p.m.