

BOARD OF VISITORS

OLD DOMINION UNIVERSITY

Thursday, 14 September 1995

MINUTES

The Board of Visitors of Old Dominion University met in regular session on Thursday, 14 September 1995 at 3:00 p.m. in the Board Room of Webb University Center on the main campus. Present from the Board of Visitors were:

Arthur A. Diamonstein, Rector
James F. Babcock
Gilbert T. Bland
Joan D. Gifford
Edward L. Hamm, Jr.
Irvine B. Hill
Anthony C. Paige
J. Michael Pitchford
Charles H. Rotert, Jr.
William L. Rueger
Kenneth A. Samet
Anne B. Shumadine
Anne Marie Whittemore

Absent were:

Jo Ann Blair-Davis
Charles R. Chandler
Robert J. O'Neill, Jr.
Gerald L. Parks

Also present were:

James V. Koch, President
Alireza Ardalan
Ann B. Bohannon
John R. Broderick
Dana D. Burnett
Dewey Cashwell
Harry P. Creemers
Stephen P. Daniel
Jo Ann M. Gora
William T. Gray
David F. Harnage
Tom Harned
Patrick B. Kelly
Donna W. Meeks
L. D. Oaks
Cecelia T. Tucker
Philip R. Walzer

CALL TO ORDER AND APPROVAL OF MINUTES OF THE ANNUAL MEETING OF 22 JUNE 1995

The Rector called the meeting to order and asked for approval of the minutes of the annual meeting of 22 June 1995. Upon a motion duly made and seconded, the minutes were approved as distributed.

RECTOR'S REPORT

Rector Diamonstein distributed an article which recently appeared in the *Virginian Pilot*. He also encouraged board members to read the President's "State of the University Address" which was sent to them in the mail.

The Rector stated that *Webster's Dictionary* defines "wow" four times: (1) "used to express strong feeling as pleasure or surprise;" (2) "a striking success; hit;" (3) "to excite;" and (4) "a distortion in reproduced sound, consisting of the slow rise and fall of pitch caused by speed variation in the reproducing system." He commented that the first three definitions certainly describe Old Dominion University's successes during the 1994-95 academic year. The University, however, now faces a major challenge in the area of faculty salaries and salaries for vital personnel. In 1989-90, Old Dominion University ranked in the 60th percentile in faculty salaries among its peer institutions. In 1994-95, the University dropped to below the 30th percentile. Old Dominion University cannot continue at this level and expect its progress not to be dramatically affected. Mr. Diamonstein stated that salary increases must be the highest priority for the University for the ensuing year.

Mr. Diamonstein urged each board member to contribute to the Capital Campaign, which has a \$48 million goal. Each of the boards of the University should have 100% participation. He asked the Vice Rector and the four committee chairmen to assist him in urging participation by all board members. Associate Vice President Creemers distributed pledge cards; Mr. Diamonstein asked that they be returned to Mr. Creemers no later than October 15.

The Rector then called on Mr. Rueger for an Annual Fund report. Mr. Rueger reported that the Annual Fund has 100% participation from the Board of Visitors, including the three new board members, and that, in most cases, individual contributions have increased substantially. The overall level of giving for this year has increased by almost 40%.

PRESIDENT'S REPORT

Mr. Diamonstein called on President Koch for his report. President Koch reported on the record-setting fall enrollment figures. Enrollment has increased from approximately 16,500 to approximately 17,200, and this growth is occurring on all campuses, including the TELETECHNET sites. The overall enrollment increase is likely to be in the range of four percent. This enrollment increase follows an excellent performance by the Office of Admissions. This year, for the first time, Old Dominion University received more freshman applicants than even The College of William and Mary.

President Koch introduced three individuals visiting the campus from Martinsville: Assistant City Manager Dewey Cashwell, Assistant to the City Manager for Development Tom Harned, and Vice Mayor L. D. Oaks. The President indicated that Patrick Henry Community College in Martinsville is one of the University's TELETECHNET sites, and an "Old Dominion University Day" was held in Martinsville earlier this summer. During his visit, he met with several city representatives to discuss potential partnership activities between the University and the city. President Koch commented that this visit and the subsequent partnership activities are good examples of what he hopes will occur with all TELETECHNET sites.

During the 1994-95 General Assembly session, under the tutelage of Old Dominion University, the Virginia Commercial Space Flight Authority Act was passed to promote the possibility of commercial space launches at the NASA-Wallops Island Flight Facility on the Eastern Shore. As an appointed member of the Board of Directors, he will attend the first meeting which will be held early next week at Old Dominion University. A lengthy presentation by personnel from the University's Center for Commercial Space Infrastructure will be the highlight of the meeting. The Center was designed to stimulate interest in private aerospace launches on the Eastern Shore. The success of this venture could affect the employment of several hundred NASA employees. The University stands ready to play a major role in this undertaking.

President Koch distributed a matrix which detailed the University's efforts in restructuring. The matrix listed the University's stated restructuring goals as outlined in last year's Restructuring Report, and the progress made on each. He reviewed some of these goals, including efforts in TELETECHNET, the Career Advantage Program, the virtual library project, the Learning Technologies Center, and the retirement incentive program; identification of graduate and research programs for national prominence; elimination of certain academic programs and courses with low enrollments; increased faculty workload; decreasing the number of required hours for a bachelor's degree; increasing the size of the Physical Therapy program by partnering with area hospitals and reallocating internal resources; reallocating 23 administrative positions from 12-month to 9- or 10-month contracts; decreasing the number of telephone lines; producing many documents electronically, cross-training administrative staff; changing the tuition and fee structure to a per-credit-hour basis; privatizing several operations such as dining services, printing, and microcomputer repair, and the possibility of privatizing health services and the motor pool; and economic development ventures.

The State Council of Higher Education has asked all institutions to classify their academic programs into one of four categories: programs that are central to their mission and strong; programs central to their mission and weak; programs not central to their mission and strong; and programs not central to their mission and weak. "Weak," as defined by SCHEV, means programs which do not produce many graduates. The University will be engaged in this exercise throughout the year. Aiding in this effort will be some very comprehensive program reviews at the undergraduate and graduate levels led by Provost Gora. The administration will also report to the General Assembly and the State Council on efforts in the areas of technology, the evaluation of tenured faculty, and cooperative relationships, including partnerships with Norfolk State University and the Medical College of Hampton Roads.

Finally, during the year the administration and the Faculty Senate will be discussing the possibility of year-round contracting for faculty. This would mean contracting with a small percentage of faculty for the fall and summer semesters, as opposed to the fall and spring semesters, in order to reallocate some lesser used or unused faculty resources in the spring. A pledge has been made to the Faculty Senate that any savings generated by this plan, if implemented, would be devoted to faculty salaries.

REPORTS OF STANDING COMMITTEES

ACADEMIC AFFAIRS COMMITTEE

The Rector called on Ms. Shumadine for the report of the Academic Affairs Committee. Ms. Shumadine reported that Donna Evans, Dean of the Darden College of Education, presented her vision of the future of the College, discussed the accomplishments of some of its faculty, and highlighted the capacity of the College and its faculty to assume a leadership role in the systemic education reform movement at the local, state and national levels. Dean Evans spoke about professional development schools, which have the potential for improving the schooling of young people, especially urban youth; strengthening educator preparation programs; and informing the profession through collaborative scholarship. She indicated that there are currently no professional development schools in Virginia; therefore, the University and the College have the wonderful opportunity to provide leadership in that field.

Dr. Joanne McCarthy, Director of International Programs, reported that a major commitment has been made to revise the academic curriculum to reflect the current and future demands of citizenship in a global age. She described a faculty development program that encourages and rewards faculty efforts to bring an international dimension to literally every course of study at the University. These efforts are mirrored by equal commitments to balance instruction with a global emphasis and a student body that reflects the diversity of the area in which we live. The international curriculum is accessed in a variety of ways throughout a student's academic career through his or her choices of major and minor fields, selection of emphasis on specific geographic areas and languages of study, interdisciplinary and general education courses, and study abroad experiences.

The Committee also heard from Professor of History Dr. Carl Boyd, who is offering a new history course this semester on U.S. and Axis Enemies in WWII based on his recent visit to Japan. He told the Committee how this experience aided him in the preparation of this course.

The Provost reviewed the University's restructuring effort and provided an update on the restructuring that has taken place during 1994-95 and the new initiatives to be taken in 1995-96. The University's final report on the 1994-95 restructuring accomplishments will describe its successful implementation of TELETECHNET, the development of the Center for Learning Technologies, increases in faculty workload, the passage of the policy to evaluate tenured faculty, the planning and implementation of the Career Advantage Program, and the reductions in programs, courses, concentrations and departments. New initiatives will be

included in the 1995 restructuring document to be submitted to SCHEV on October 1st, and will include a training and development plan to ensure that 100% of the faculty are literate in instructional technology by September 1998, the development and expansion of our training and evaluation program for graduate teaching assistants, a progress report on the development of our Virginia Beach campus, and continued activities to deploy faculty resources most effectively and efficiently. The plan will also give strong emphasis to cooperative relationships with other institutions in Virginia, and the University's extraordinary efforts to be a catalyst for change and economic development. Handouts on the University's partnerships and the activities of its Entrepreneurial Center and Technology Applications Center were distributed for the Committee's review and comment.

The following resolutions were brought forth as recommendations from the Academic Affairs Committee and were unanimously approved:

FACULTY APPOINTMENTS

RESOLVED, that upon the recommendation of the Academic Affairs 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. Francis Adams Assistant Professor of Political Science and Geography (Tenure Track)	\$35,000	8/1/95	10 mos

Dr. Adams received a B.A. in International Studies and Economics in 1982 from Saint Thomas College, an M.A. in International Development Planning in 1984 from Syracuse University, and an M.A. and Ph.D. in International Relations and Comparative Politics, in 1990 and 1992 respectively, from Cornell University. Since 1994, he has been employed as an Assistant Professor in the Department of Politics at Ithaca College. Dr. Adams is a member of the American Political Science Association and the International Studies Association.

Mr. J. Shawn Addington Instructor of Electrical and Computer Engineering	\$48,000	8/1/95	10 mos
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Mr. Addington received a B.S., M.S. and a Ph.D. in Electrical Engineering, in 1990 and 1992 respectively, from Virginia Polytechnic Institute and State University. He is currently working on a Ph.D. in Electrical Engineering at Virginia Polytechnic Institute and State University. Since 1990, Mr. Addington has been employed in various positions, such as Instructor, Graduate Research and Teaching Assistant, with the Bradley Department of Electrical Engineering at Virginia Polytechnic Institute and State University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Jeff Barry Systems Librarian	\$38,000	8/7/95	11 mos

Mr. Barry received a B.A. in English in 1988 from The University of the South Sewanee, Tennessee, and an M.S. in Library Science in 1992 from the University of Tennessee. From September 1993 to December 1994 he was employed as a Cooperative Information Services Librarian at the University of Tennessee. Since January 1995, Mr. Barry has been employed as a Senior Research Associate in the School of Information Sciences at the University of Tennessee.

Dr. C. Fred Bateman Distinguished Educator in Residence, Darden College of Education	\$45,000	8/1/95	10 mos
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Dr. Bateman received a B.A. and an M.A. in Political Science, in 1962 and 1965 respectively, from the University of Richmond, and a Ed.D. in Educational Administration in 1976 from the University of Virginia. Since 1980, he has been employed as the Superintendent of Chesapeake Public Schools. Dr. Bateman is a member of the American Association of School Administrators and the Urban Superintendents Association of America.

Mr. Christian Y. Benton Instructor of Accounting	\$27,000	8/1/95	10 mos
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Mr. Benton received a B.S. in 1978 from the University of Maryland and an M.A. in Management/Business in 1984 from Webster University. He is also a Certified Public Accountant in the States of Maryland and North Carolina. Since 1981, Mr. Benton has been self-employed as a tax practitioner. He was also employed as an Instructor of Accounting at Old Dominion University from January 1993 to May 1993.

Ms. Theresa L. Bilitski Instructor of Marketing	\$52,000	8/1/95	10 mos
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Ms. Bilitski received a B.S. in Business Administration in 1990 from the University of Louisville, and an M.S. in Business Administration in 1992 from California University of Pennsylvania. She is currently working on a Ph.D. in Business Administration from the University of Kentucky. Her rank will be that of Visiting Assistant Professor if all requirements for the Ph.D. degree are completed by September 1, 1995. Since June 1993, Ms. Bilitski has been teaching classes in Marketing Management and in Introductory Marketing Research in the Department of Marketing at the University of Kentucky. She is a member of the American Association and the Southern Marketing Association.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Bruce B. Campbell Visiting Assistant Professor of History	\$32,500	8/16/95	10 mos

Dr. Campbell received a B.A. in 1977 from Bowdoin College, an M.A. in Modern European History and a Ph.D. in Modern European History, in 1978 and 1988 respectively, from the University of Wisconsin. Since 1989, he has been employed as an Assistant Professor at Transylvania University.

Ms. Jean F. Carlton Instructor of Child Study and Special Education	\$27,500	8/16/95	10 mos
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Ms. Carlton received a B.S. in Elementary Education in 1964 from Troy State University, and an M.S. in Early Childhood Education in 1995 from Old Dominion University. Since September 1994, she has been employed as Lead Teacher in the Child Development Center at Old Dominion University.

Mr. Booker Stephen Carpenter II Instructor of Art (Tenure Track)	\$39,000	8/1/95	10 mos
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Mr. Carpenter received a B.F.A. from Slippery Rock University, and an M.Ed. in Art Education from Pennsylvania State University. He is currently working on a Ph.D. in Art Education at Pennsylvania State University. His rank will be that of Assistant Professor if all requirements for the Ph.D. degree are completed by September 1, 1995. Since 1994, Mr. Carpenter has been employed as an Instructor of Art at Pennsylvania State University. He is a member of the National Art Education Association.

Dr. Kent E. Carpenter Associate Professor of Biology (Tenure Track)	\$19,000	1/1/96	5 mos
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Dr. Carpenter received a B.S. in Marine Biology in 1975 from the Florida Institute of Technology and a Ph.D. in Zoology in 1985 from the University of Hawaii. Since January 1991, he has been employed as Senior Fishery Resources Officer at the Food and Agriculture Organization of the United Nations in Rome, Italy. He is a member of the Society of Systematic Zoology and the American Society of Ichthyologists and Herpetologists.

Dr. Juanita Comfort Assistant Professor of English (Tenure Track)	\$36,000	8/1/95	10 mos
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Dr. Comfort received a B.A. and an M.A. in English, in 1984 and 1988 respectively, from Old Dominion University, and a Ph.D. in English in 1995 from Ohio State University. Dr. Comfort was awarded the Old Dominion University Presidential Fellowship award from 1991 through 1994. From 1989 to 1991 she was employed as an Instructor of English at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Catherine Donaghy Instructor of Child Study and Special Education	\$27,500	8/16/95	10 mos

Ms. Donaghy received a B.S. in Psychology in 1985 from Longwood College and an M.S. in Education in 1995 from Old Dominion University. Since March 1995, she has been employed as a Lead Teacher in the Child Development Center at Old Dominion University. She is a member of the Association for Constructivist Teaching and the National Association for the Education of Young Children.

Dr. Maureen M. Flanagan Visiting Assistant Professor of Speech Communication and Theatre Arts	\$33,000	8/1/95	10 mos
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Dr. Flanagan received a B.A. in English in 1968 from the College of Mount Saint Vincent, an M.A. in Television Production and Media Management and a Ph.D. in Communication Studies, in 1985 and 1995 respectively, from Regent University. From 1989 to 1994 she was employed as an Instructor of Speech Communication and Theatre Arts at Old Dominion University. During this time she was also employed as a reporter for "The Catholic Virginian" and as an Instructor through Tidewater Community College for the Norfolk Police Academy.

Dr. Martha Groblewski Instructor in the College of Health Sciences	\$28,000	8/16/95	10 mos
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Dr. Groblewski received a B.S. in 1974 from Winthrop University, an M.S. in Nutrition in 1976 from Virginia Polytechnic Institute and State University, an M.P.H. in Health Policy and Administration in 1982 from the University of North Carolina, and a Ph.D. in Urban Services in 1995 from Old Dominion University. Since January 1993, Ms. Groblewski has been a full-time doctoral student at Old Dominion University, beginning in May 1993 as a Special Assistant to the Dean of the College of Health Sciences.

Dr. Rodney G. Handy Assistant Professor of Medical Laboratory Sciences (Tenure Track)	\$41,500	8/1/95	10 mos
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Dr. Handy received a B.S. in Mechanical Engineering Technology in 1983 from Purdue University, an M.B.A. in Operations Management in 1989 from Ball State University, and a Ph.D. in Industrial Hygiene in 1995 from the University of Florida. Since July 1994, he has been employed as the Director of the Center for Automated Environmental Characterization and Remediation and Coordinator of Hazardous Materials Technology at Ohio University. Dr. Handy is a member of the American Industrial Hygiene Association.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Sonya Hendren Instructor of Child Study and Special Education	\$27,500	8/16/95	10 mos

Ms. Hendren received a B.A. in English and an M.S. in Early Childhood Education, in 1992 and 1995 respectively, from Old Dominion University. Since September 1994, she has been employed as an Assistant Teacher at the Old Dominion University Child Development Center. Ms. Hendren is a member of the Association for Constructivist Teaching and the National Association for the Education of Young Children.

Ms. Natalie C. Hutchinson Lecturer of Mathematics and Statistics	\$25,500	8/1/95	10 mos
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Ms. Hutchinson received a B.A. in Mathematics in 1980 from Catholic University of America and an M.S. in Mathematics in 1988 from California State University at Fresno. Since 1992, she has been employed as an Instructor at Christopher Newport University. Ms. Hutchinson is a member of the National Council of teachers of Mathematics and the Mathematical Association of America.

Dr. Wayne L. Hynes Associate Professor of Biology (Tenure Track)	\$38,000	8/1/95	10 mos
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Dr. Hynes received a B.Sc. and a Ph.D. in Microbiology, in 1981 and 1985 respectively, from Otago University (New Zealand). Since 1991, he has been employed as an Assistant Professor of Research in the Department of Microbiology and Immunology at the University of Oklahoma College of Medicine. Dr. Hynes is a member of the American Society for Microbiology and the New Zealand Microbiological Society.

Mr. John M. Jennings Instructor of History	\$32,000	8/1/95	10 mos
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Mr. Jennings received a B.A. in Political Science in 1985 from Pennsylvania State University and an M.A. in Asian Studies in 1988 from the University of Hawaii at Manoa. He is currently working on a Ph.D. in Japanese History from the University of Hawaii at Manoa. Since 1993, Mr. Jennings has been working as a Visiting Researcher at Sophia University in Tokyo, Japan. Mr. Jennings is a member of the Association for Asian Studies and the American Association for the Advancement of Slavic Studies.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Austin Jersild Assistant Professor of History (Tenure Track)	\$33,500	8/1/95	10 mos

Dr. Jersild received a B.A. in History in 1984 from St. Olaf College, an M.A. in Russian Studies in 1989 from the University of Michigan, and a Ph.D. in History in 1994 from the University of California at Davis. During 1994-95 Dr. Jersild was employed as a Lecturer at the University of California at Davis.

Mr. James P. Johnson Instructor of Management (Tenure Track)	\$56,000	8/1/95	10 mos
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Mr. Johnson received a B.A. in Modern Languages in 1974 from the University of London (U.K.), an M.A. in Theoretical Linguistics in 1981 from the University of Reading (U.K.), and an M.S. in Business Administration in 1991 from San Diego State University. He is currently working on a Ph.D. in International Business at the University of South Carolina. Mr. Johnson's rank will be that of Assistant Professor if all requirements for the Ph.D. degree are completed by December 1, 1995. Since July 1991, he has been employed as a Research Assistant at the University of South Carolina. He is a member of the Academy of Management and the Eastern Academy of Management.

Dr. Susan J. Joly Visiting Assistant Professor of Foreign Languages	\$32,000	8/1/95	10 mos
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Dr. Joly received a B.A. in Spanish in 1986 from Asbury College, an M.A. in Spanish Literature in 1988 from Indiana University, and a Ph.D. in Spanish Literature in 1994 from the University of Kentucky. Since September 1994, Dr. Joly has been employed as an Assistant Professor of Modern Languages at Hampton University. She is a member of the Modern Language Association and the National Teachers Association.

Dr. Paula Justice Lecturer of Educational Leadership and Counseling	\$34,000	8/1/95	10 mos
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Dr. Justice received a B.S. in English in 1966 from The College of William and Mary, an M.S. in Special Education in 1971 from Old Dominion University, and a Ph.D. in Interpersonal and Small Group Communication in 1980 from the University of Colorado. Since 1988, Dr. Justice has been employed as an Assistant Professor in the Department of Communication Arts and Sciences at DePauw University. She was also employed at Old Dominion University in the Department of Speech Communication and Theatre Arts from 1986 to 1988 and during the 1992-93 academic year.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Kerry S. Kilburn Lecturer of Biology	\$25,000	8/1/95	10 mos

Dr. Kilburn received a B.S. in Biology in 1982 from California State University, an M.S. and Ph.D. in Biology, in 1984 and 1988 respectively, from the University of New Mexico. Since 1988, she has been employed as an Assistant Professor of Biology at West Virginia State College. She is a member of the American Society of Mammalogists and the American Association for the Advancement of Science.

Dr. Gail P. Lambert Visiting Assistant Professor of Sociology and Criminal Justice	\$32,000	8/1/95	10 mos
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Dr. Lambert received an M.A. and a Ph.D. in Sociology, in 1979 and 1992 respectively, from the State University of New York. During 1994-95, she was employed as an Adjunct Assistant Professor in the Department of Sociology and Criminal Justice at Old Dominion University. From 1991 to 1993, Dr. Lambert was in private practice in psychotherapy specializing in child and family counseling.

Mr. Ben Marcus Assistant Professor of English (Tenure Track)	\$17,000	1/1/96	5 mos
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Mr. Marcus received a B.A. in Philosophy in 1989 from New York University and an M.F.A. in Fiction Writing in 1991 from Brown University. Mr. Marcus taught at the City College of New York during 1993-94. He has presented several readings and talks, has had screenplays produced, and has had numerous short fiction stories published.

Dr. Karen McCleave Assistant Professor of Nursing (Tenure Track)	\$40,000	8/1/95	10 mos
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Dr. McCleave received a B.A. in 1978 from the University of Arizona, a B.S.N., M.S. and F.N.P. in 1985 from Arizona State University, and a Ph.D. in 1993 from the University of Arizona. She has received certification from the American Nurses Association and the Association for Practitioners in Infection. Dr. McCleave has been employed at Riverside Regional Medical Center (4/95-6/95) and Sentara Norfolk General Hospital (12/94-4/95).

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Jane T. Merritt Assistant Professor of History (Tenure Track)	\$33,500	8/1/95	10 mos

Dr. Merritt received an M.A. and a Ph.D. in History, in 1990 and 1995 respectively, from the University of Washington. Since Spring, 1995, she has been employed as an Instructor in the History Department at the University of Washington. In April of 1995 Dr. Merritt received first prize in the 1995 Colonial Essay Contest, Colonial Society of Pennsylvania and Philadelphia Center for Early American Studies.

Ms. Susan D. Miley Lecturer of Health, Physical Education and Recreation	\$29,000	8/1/95	10 mos
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Ms. Miley received a B.S. in Recreation and Park Management and an M.S.Ed. in Leisure Services Administration, in 1984 and 1986 respectively, from Old Dominion University. Since August 1992, she has been employed as an Adjunct Assistant Professor in the Department of Health, Physical Education and Recreation, at Old Dominion University. Ms. Miley has also been employed as a teacher at Cape Henry Collegiate School since 1993. She is a member of the National Recreation and Parks Association, the Tidewater Nutrition Council, and the National Parks and Conservation Association.

Dr. Sujata Moorti Assistant Professor of Women's Studies (Tenure Track)	\$35,000	8/1/95	10 mos
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Dr. Moorti received a M.A. in Strategic Studies and International Relations in 1983 from the University of Madras (India) and a Ph.D. in Public Communication in 1995 from the University of Maryland. From August 1993 to January 1994 she was employed as an Instructor of Women's and Gender Studies Program at American University. Since May 1994, she has been employed as an Instructor in the Women's Studies Department at the University of Maryland.

Ms. Nola Nicholson Instructor of Interdisciplinary Studies	\$21,441	8/15/95	10 mos
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Ms. Nicholson received a B.S. in Psychology and an M.S. Ed. in Guidance and Counseling, in 1986 and 1990 respectively, from Old Dominion University. Since 1991, she has been employed as an Academic Counselor in the Office of Advising and Transfer Student Services at Old Dominion University. Ms. Nicholson is a member of the American Counseling Association and Virginia Counselor's Association.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Stacey B. Plichta Assistant Professor of Community Health Professions and Physical Therapy (Tenure Track)	\$43,000	8/1/95	10 mos

Dr. Plichta received a B.S. in Psychology and Environmental Design in 1986 from the State University of New York at Buffalo and a Sc.D. in Health Services Research in 1992 from the Johns Hopkins University. Since 1994, she has been employed as an Assistant Professor in the Department of Community Medicine at Mount Sinai School of Medicine. She has also held the position of Adjunct Assistant Professor with Southern Connecticut State University. Dr. Plichta is a member of the American Public Health Association and the Jacobs Institute of Womens Health.

Ms. Sheri Ann Reynolds Visiting Assistant Professor of English	\$17,000	8/1/95	5 mos
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Ms. Reynolds received a B.A. in English in 1989 from Davidson College and an M.F.A. in Creative Writing in 1992 from Virginia Commonwealth University. Since 1992, she has been employed as an Adjunct Instructor in the English Department at Virginia Commonwealth University. She is a member of the Authors Guild of America.

Ms. Lynn Schultz Instructor of Educational Curriculum and Instruction	\$28,000	8/1/95	10 mos
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Ms. Schultz received a B.A. in Mathematics Education in 1975 from Louisiana State University and an M.A. in Secondary Education in 1988 from Old Dominion University. Since 1992, Ms. Schultz has been employed as an Adjunct Instructor in the College of Education at Old Dominion University. Ms. Schultz is a member of the Virginia Society for Technology in Education.

Dr. Alan M. Schwitzer Assistant Professor of Educational Leadership and Counseling (Tenure Track)	\$38,000	8/1/95	10 mos
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Dr. Schwitzer received a B.S. in Psychology in 1983 from Virginia Polytechnic Institute and State University and an M.S. and Ph.D. in Counseling Psychology, in 1986 and 1990 respectively, from Virginia Commonwealth University. Since 1992, he has been employed as a Training Director/Counselor/Assistant Professor at James Madison University. Dr. Schwitzer is a member of the American College Personnel Association and the American Psychological Association.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Andrea Slane Assistant Professor of English (Tenure Track)	\$34,000	8/1/95	10 mos

Ms. Slane received a B.A. in English in 1986 from Rutgers College and an M.A. in Comparative Literature in 1991 from the University of California. She is currently working on a Ph.D. in Comparative Literature at the University of California. From 1989 to 1994, Ms. Slane was employed as a Teaching Assistant at the University of California at San Diego. In addition to her scholarly work in film and literature, Ms. Slane has made several films and videos including the feature-length Irresistible Impulse.

Dr. Mable H. Smith Associate Professor of Nursing (Tenure Track)	\$48,000	8/1/95	10 mos
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Dr. Smith received a B.S.N. in Nursing, a Ph.D. in Higher Education Administration, and a J.D. in Law, in 1980, 1988 and 1992 respectively, from Florida State University. She received a M.N. in Adult Health Nursing in 1984 from Emory University. From August 1993 to August 1994, Dr. Smith was employed as an Associate Professor of Nursing at the University of Southern Mississippi. She is a member of the American Association of University Women, the American Bar Association, and the Association of Nurse Attorneys.

Ms. Gloria J. Solinski Lecturer of Nursing	\$30,000	8/1/95	10 mos
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Ms. Solinski received a B.A. in Speech Pathology in 1976 from the University of Northern Colorado, a B.S.N. in 1989 from Hardin-Simmons University, and an M.S.N. in 1994 from Old Dominion University. Since September 1992, Ms. Solinski has been employed as a Staff Nurse in the Burn-Trauma Intensive Care Unit at Sentara Norfolk General Hospital. She is a member of the American Association of Critical-Care Nurses.

Dr. Howard E. Taylor Assistant Professor of Educational Curriculum and Instruction (Tenure Track)	\$36,000	8/1/95	10 mos
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Dr. Taylor received a B.A. in History in 1985 from Mt. Vernon Nazarene College and an M.A. in Philosophy of Education and a Ph.D. in Global and Social Studies, in 1987 and 1995 respectively, from The Ohio State University. Since 1993, he has been employed as a Department Chair and Secondary Social Studies Educator at the Windsor Knolls Middle Schools in Frederick, Maryland.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. G. Thomas Turman Visiting Assistant Professor of Accounting	\$60,000	8/1/95	10 mos

Dr. Turman received a B.A. in Economics and Political Science and an M.B.A. in Finance, in 1976 and 1980 respectively, from Virginia Polytechnic Institute and State University, an M.S. in Accounting in 1989 from the University of Virginia, and a Ph.D. in Business in 1995 from Virginia Commonwealth University. He is a member of the American Accounting Association and the American Taxation Association.

Mr. Pierce Tyler Instructor of English	\$24,000	8/1/95	10 mos
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Mr. Tyler received a B.A. in English in 1985 from Wesleyan University and an M.F.A. in English in 1994 from the University of Maryland. He has taught Freshman Composition at the University of Maryland and also has several years of editorial and reportorial experience.

Ms. Melody Wilt Instructor of Educational Curriculum and Instruction	\$30,000	8/1/95	10 mos
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Ms. Wilt received a B.A. in Elementary Education in 1973 from Glenville State College and an M.A. in Elementary Education in 1987 from West Virginia University. She is currently working on a Ph.D. in Urban Education at Old Dominion University. Since 1992, Ms. Wilt has been employed as an Educational Consultant at the IRI/Phi Delta Kappa Network Regional Training Center in New Jersey. She has also been employed as a Graduate Assistant at Old Dominion University since 1994.

Dr. Jaewan Yoon Assistant Professor of Civil and Environmental Engineering (Tenure Track)	\$41,400	9/1/95	9 mos
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Dr. Yoon received a B.E. in Civil Engineering in 1984 from Dongguk University (Seoul, Korea), an M.S. in Civil Engineering and a Ph.D. in Engineering, in 1989 and 1993 respectively, from North Dakota State University. From January 1993 to June 1993 he was employed as a Lecturer at North Dakota State University. Since October 1993, Dr. Yoon has been employed as a Technical Consultant at Qualysis, Inc. He also served as a Lecturer and a Research Associate at North Dakota State University. Dr. Yoon is a member of the American Society of Civil Engineers, the Association for Computing Machinery, and the American Society of Agricultural Engineers.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Michael T. Zugelder Assistant Professor of Finance (Tenure Track)	\$45,000	8/1/95	10 mos

Mr. Zugelder received a B.A. in Psychology and an M.B.A., in 1974 and 1976 respectively, from Indiana University, and a J.D. (cum laude) in 1980 from the University of Toledo. Since 1992, he has been employed as an Adjunct Professor in the Department of Accounting and Finance at Old Dominion University. He is also a partner in the law firm of Breeden, MacMillan & Green. Mr. Zugelder is a member of the Virginia Bar Association and the American Business Law Association.

Ms. Megan Zwisohn Instructor of Sociology and Criminal Justice	\$30,000	8/1/95	10 mos
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Ms. Zwisohn received a B.S. in Criminal Justice in 1991 from Old Dominion University and a J.D. in 1995 from Albany Law School, Union University. From June 1992 through January 1994 she was employed as a Closing Coordinator and Legal Assistant for the law firm of Ianniello, Anderson, Reilly, Luhn, Nichols and Leece. Since January 1995, Ms Zwisohn has been employed by the Supreme Court of Virginia, Commission on Family Violence Prevention.

APPOINTMENT OF INTERNATIONAL STUDENT ADVISOR
IN THE OFFICE OF INTERNATIONAL STUDENT AND SCHOLAR SERVICES

RESOLVED, that upon the recommendation of the Academic Affairs Committee, the Board of Visitors approves the appointment of Ms. Sharon A. Ralston as International Student Advisor in the Office of International Student and Scholar Services, effective August 16, 1995.

Ms. Ralston received a B.S. in Psychology in 1991 from James Madison University and an M.A. in Education in 1994 from Virginia Polytechnic Institute and State University. From August 1994 to May 1995 she was employed as a Coordinator for Student Life, Virginia Tech European Studies Center, University Outreach and International Programs, Switzerland. Ms. Ralston is a member of the American College Personnel Association and the National Association of Student Personnel Administrators.

Salary: \$21,875 for the period August 16, 1995 to June 30, 1995 based on a salary of \$25,000 for 12 months

Rank: International Student Advisor and Instructor

APPOINTMENT OF ASSOCIATE CONTROLLER

RESOLVED, that upon the recommendation of the Academic Affairs Committee, the Board of Visitors approves the appointment of Mr. Lynn J. Abrams as Associate Controller, effective July 1, 1995.

Mr. Abrams received a B.S. in Accounting in 1969 from North Carolina Agricultural and Technical State University and an M.S. in Business Administration in 1985 from Troy State University. Since November 1992, he has been employed as a Fiscal Officer for the Western Tidewater Regional Jail.

Salary: \$55,000 for 12 months

Rank: Associate Controller and Instructor

APPOINTMENT OF RESEARCH ASSOCIATE IN
UNIVERSITY PLANNING AND INSTITUTIONAL RESEARCH

RESOLVED, that upon the recommendation of the Academic Affairs Committee, the Board of Visitors approves the appointment of Mr. Todd R. Cockrell as the Research Associate in University Planning and Institutional Research.

Mr. Cockrell received a B.S. in Mathematics and an Ed.S. in Higher Education, in 1989 and 1993 respectively, from The College of William and Mary, and an M.S. Ed. in Educational Administration in 1992 from Old Dominion University. He is currently working on an Ed.D. in Higher Education from the College of William and Mary. From July 1994 to December 1994 he was employed as a Research Associate in the Office of University Planning and Institutional Research at Old Dominion University. Since January 1995, Mr. Cockrell has been employed as a Planning and Institutional Research Analyst in the Office of Institutional research at the University of North Carolina at Greensboro. He is a member of the North Carolina Association for Institutional Researchers (NCAIR).

Salary: \$33,917 for the period August 1, 1995 through June 30, 1996 based on an annual salary of \$37,000 for 12 months

Rank: Research Associate and Instructor

APPOINTMENT OF THE DIRECTOR OF STUDY ABROAD

RESOLVED, that upon the recommendation of the Academic Affairs Committee, the Board of Visitors approves the appointment of Mr. Stephen E. Johnson as the Director of Study Abroad, effective July 16, 1996.

Mr. Johnson received a B.A. in Sociology and an M.A. in American Studies, in 1965 and 1971 respectively, from the University of Minnesota. From 1980 to 1994 he was employed as Associate Director of the International Study and Travel Center at the University of Minnesota, and as Acting Director since 1994.

Salary: \$37,375 for the period July 16, 1995 to June 30, 1996 based on an annual salary of \$39,000 for 12 months

Rank: Director of Study Abroad and Instructor

APPOINTMENT OF THE COORDINATOR OF NAVAL PROGRAMS

RESOLVED, that upon the recommendation of the Academic Affairs Committee, the Board of Visitors approves the appointment of Mr. David P. Radcliffe as the Coordinator of Naval Programs, effective July 1, 1995.

Mr. Radcliffe received a B.A. in Geography/Cartography from Syracuse University and an M.B.A. in Management from the University of North Dakota. He is currently working on an M.S. in Education from Old Dominion University. Since March 1995, Mr. Radcliffe has been employed as an Old Dominion University representative for Naval Programs. From February 1994 to March 1995 he was employed as a Counselor for the Veterans' Administration.

Salary: \$30,000 for 12 months

Rank: Coordinator of Naval Programs and Instructor

APPOINTMENT OF THE ACTING COORDINATOR
OF THE TRI-CITIES CENTER

RESOLVED, that upon the recommendation of the Academic Affairs Committee, the Board of Visitors approves the appointment of Dr. Emily G. Robertson as the Acting Coordinator of the Tri-Cities Center, effective July 1, 1995.

Dr. Robertson received a B.A. in Art Education in 1969 from Longwood College, an M.A. in Education in 1984 from Regent University, and a Ed.D. in Higher Education Administration in 1991 from The College of William and Mary. From January to December 1993 she was employed as the Director of the President's Evaluation of Services Project at Old Dominion University. More recently, Dr. Robertson has been employed at Old Dominion University as an Adjunct Assistant Professor in the College of Education and as a Researcher in the Office of the President. She is a member of the American Association for Higher Education.

Salary: \$30,000 for 12 months

Rank: Acting Coordinator of the Tri-Cities Center and Assistant Professor

APPOINTMENT OF TELETECHNET SITE DIRECTORS

RESOLVED, that upon the recommendation of the Academic Affairs Committee, the Board of Visitors approves the following appointments as TELETECHNET Directors at the sites indicated:

Ms. Beverly C. Baugh (Southside Virginia Community College)

Ms. Baugh received a B.A in Sociology and an M.Ed. in Guidance/Counseling (Higher Education), in 1983 and 1990 respectively, from Virginia State University. Since October 1992, she has been employed as a Counselor/Instructor of Student Support Services at Southside Virginia Community College. Ms. Baugh is a member of the Virginia Association of Educational Opportunity Program Personnel and the Mid-Eastern Association of Educational Opportunity Program Personnel.

Salary: \$33,000 for 12 months effective July 16, 1995

Rank: Site Director and Instructor

Ms. Teresa Delph (New River Community College)

Ms. Delph received a B.A. in Liberal Arts and Sciences and a M.A. in Education, in 1990 and 1993 respectively, from Virginia Polytechnic Institute and State University. Since July 1994, she has been Site Director for Old Dominion University's TELETECHNET in Dublin, Virginia. She is a member of the Virginia Instructional Technology Association.

Salary: \$30,000 for the period July 16, 1995 to June 30, 1996

Rank: Site Director and Instructor

Mr. Kirk J. Dewyea (Piedmont Virginia Community College)

Mr. Dewyea received a B.A. in Economics in 1988 from Virginia Military Institute and an M.S. in General Administration in 1995 from Central Michigan University. From August 1994 to February 1995 he was employed as an Office Service Specialist for Old Dominion University's TELETECHNET. Since February 1995, Mr. Dewyea has been employed as Acting Site Director for Old Dominion University's TELETECHNET program.

Salary: \$30,667 for the period July 16, 1995 to June 30, 1996

Rank: Site Director and Instructor

Mr. James Mahoney (Blue Ridge Community College)

Mr. Mahoney received a B.B.A. degree in Accounting from Manhattan College and an M.B.A. in Management from Wagner College. Since July 1994, he has been employed as a Site Director for Old Dominion University's TELETECHNET program at Blue Ridge Community College.

Salary: \$32,000 for 12 months
Rank: Site Director and Instructor

Mr. Eric Pourchot (Eastern Shore Community College)

Mr. Pourchot received a B.A. in 1977 from Southern Illinois University, an M.F.A. in 1980 from the University of Hawaii-Manoa, and an M.B.A. in 1993 from Long Island University. He is currently working on a Ph.D. at the City University of New York. Since 1994, Mr. Pourchot has been employed as a Marketing Coordinator in Academic Television Services at Old Dominion University.

Salary: \$30,000 for 12 months
Rank: Site Director and Instructor

Ms. Jane Randall (Dabney Lancaster Community College)

Ms. Randall received a B.;S. in Mathematics in 1969 from Denison University, an M.A. in Mathematics in 1971 from Miami University and an M.S. in Computer Science in 1986 from Old Dominion University. Since August 1991, Ms. Randall has been employed as an Assistant Professor of Mathematics and Computer Science at Virginia Military Institute.

Salary: \$30,000 for 12 months
Rank: Site Director and Instructor

Ms. Patricia Snead Salyers (Southwest Virginia Community College)

Ms. Salyers a B.S. in Office Technology in 1974 from Berea College and an M.S. in Education in 1981 from Central State University. Since January 1992, she has been employed as an Academic Support Skills Counselor and Tutorial Coordinator at Southwest Virginia Community College. Ms. Salyers is a member of the Southwest Virginia Counselor's Association and the Virginia Association of Education Opportunity Program Personnel (VAEOPP).

Salary: \$35,000 for 12 months
Rank: Site Director and Instructor

RESOLUTION AUTHORIZING SPECIAL SALARY SUPPLEMENTS
FOR EMINENT SCHOLARS

WHEREAS, Old Dominion University has received endowment fund gifts, the income of which is to be used to attract and retain outstanding faculty members; and

WHEREAS, the General Assembly of the Commonwealth of Virginia at its 1995 session appropriated funds to match endowment fund income at state universities for salary supplements for eminent scholars for the fiscal year 1995-96; and

WHEREAS, the President of Old Dominion University has recommended the following eligible faculty members to receive salary supplements as Eminent Scholars, as indicated below.

College of Arts and Letters

Professor Carl Boyd (History) (Louis I. Jaffe Professorship)	\$ 17,622
Total	\$ 17,622

College of Business and Public Administration

Professor Charathi Rao (Marketing) (Spong Professorship)	\$ 15,968
Professor Leonard I. Ruchelman (Urban Studies and Public Administration)	6,626
Professor Wayne K. Talley (Economics) (Beazley Professorship)	<u>23,204</u>
Total	\$ 45,798

College of Education

Professor Robert A. Gable (Child Study and Special Education)	10,626
Professor Melvin H. Williams (Health, Physical Education and Recreation) (Constance and Colgate Darden Professor of Education)	25,284
Professor Maurice Berube (Educational Leadership and Services)	<u>4,000</u>
Total	\$ 39,910

College of Engineering and Technology

Professor R. L. Ash (Mitsubishi Professorship) (Aerospace Engineering)	\$ 50,336
Professor Osama Kandil (Aerospace Engineering)	6,000
Professor Chuh Mei (Aerospace Engineering)	10,626
Professor Karl H. Schoenbach (Electrical and Computer Engineering)	10,626
Professor Surendra N. Tiwari (Mechanical Engineering)	<u>4,626</u>
Total	\$ 82,214

College of Health Sciences

Professor Michele L. Darby (Dental Hygiene and Dental Assisting)	\$ 10,626
Professor John Echternach (Community Health Professions and Physical Therapy)	<u>10,626</u>
Total	\$ 21,252

College of Sciences

Professor Larry P. Atkinson (Oceanography) (Slover Chair)	\$129,506
Professor R. C. Dahiya (Mathematics and Statistics)	10,626
Professor William M. Dunstan (Oceanography)	34,000
Professor John Holsinger (Biological Sciences)	10,626
Professor Gilbert Hoy (Physics)	10,632
Professor Govind Khandelwal (Physics)	10,626
Professor A. Dennis Kirwan (Oceanography) (Slover Chair)	96,117
Professor Kurt Maly (Computer Science)	24,722
(George M. and Linda H. Kaufman Professorship)	
Professor Lytton Musselman (Biological Sciences)	10,626
Professor Daniel E. Sonenshine (Biological Sciences) (A.D. and Annye Lewis Morgan Professor of Biological Sciences)	20,000
Professor Donald J. P. Swift (Oceanography)	<u>90,044</u>
Total	\$447,525
GRAND TOTAL	\$654,321

THEREFORE, BE IT RESOLVED, that (\$327,161) be appropriated from endowment funds and (\$327,160) from State appropriations authorized by the General Assembly for this purpose.

ADMINISTRATION AND FINANCE COMMITTEE

The Rector called on Mr. Pitchford for the report of the Administration and Finance Committee. Mr. Pitchford reported that the Committee discussed the latest developments in the Workforce Transition Act. The state is in the process of notifying the 25 university employees whose applications were originally denied and who had appealed the University's decision to the State.

The Committee was briefed on the status of the Oceanography Building and the Library addition. The contractors' bids for both buildings were substantially over budget, making it impossible to begin construction at this time. The budgeting problems are due to changes in the construction industry which have forced construction costs to rise. The University will delay construction until the status of the construction industry changes or additional funding is identified.

The architectural firm of Ayers Saint Gross, who developed the University's master plan, is also developing a campus amenities plan to determine a set of guidelines for pulling the campus together in terms of colors and signage. This plan should be completed within the next six months and will be shared with the Committee.

Mr. Pitchford reported that the University's purchasing authority by the State has been increased from \$15,000 to \$100,000. The additional authority was given as a result of the

University's adherence to the management standards as defined by the State. If the trend continues, eventually the University will be granted full purchasing authority. Mr. Pitchford commented that this is an outstanding sign of the strength of the University's fiscal management.

Vice President Harnage and Sharon Brown reviewed the process followed to ensure that the Educational Foundation Investment Committee follows established policy in the investment of the University's funds. Their review revealed that those policies and priorities are indeed being met.

The Committee discussed the special services offered to international students in the Office of Finance.

The Committee was briefed on the biennial budget process. The critical issues facing the University were reviewed. Faculty salaries were identified as the University's highest priority for this biennium.

The architects for the Child Study Center expansion and the addition to the Ludwig F. Diehn Fine and Performing Arts Building presented their designs for their respective projects. The Diehn presentation featured a very interesting computer-generated video of the building.

STUDENT AFFAIRS COMMITTEE

The Rector called on Ms. Shumadine for the report of the Student Affairs Committee. Ms. Shumadine reported that the Committee heard a comprehensive report on the restructuring of the student services area. Vice President Burnett discussed the innovative reorganization of the enrollment services and student life areas, services specifically tailored to TELETECHNET students, and the investigation of a variety of alternatives, including privatization, of the University's student health services.

Patty Cavender, Associate Vice President for Enrollment Services, reported on the record-breaking preliminary enrollment figures, and General Counsel Patrick Kelly discussed the University's policy governing the financing of student organizations in light of the recent Supreme Court case concerning the University of Virginia.

Marty Bradley, head trainer for intercollegiate athletics, discussed the role of the athletic trainer and the excellent academic program for students who want to enter this type of career.

INSTITUTIONAL ADVANCEMENT COMMITTEE

Rector Diamonstein called on Mr. Hill for the report of the Institutional Advancement Committee. Mr. Hill indicated that Curtis Cole, Campaign for Distinction Chairman, reported that the entire board membership has pledged their support of the campaign. He thanked them for their generosity and support. He specifically recognized Mr. Arthur

Diamonstein for his help in recruiting volunteers to serve as area leaders. The goal for the campaign is \$5.25 million. The University has received \$4.5 million, or 85% percent of this goal.

Richard Thurmond, 1995 Annual Fund Campaign Chairman, recognized Ms. Joan Gifford for her leadership and Mr. James Babcock for supporting an outstanding team at First Virginia Bank. Mr. Thurmond reported that the campaign has achieved 82 percent, or \$1.27 million, of the \$1.55 million goal.

Robert Hardison, President of the Alumni Association, and Vice President Kemper presented an assessment of the organization and administration of the Old Dominion University alumni program. The 1995-96 goals for the Office of Alumni Relations include the development of a memorandum of understanding between the University and the Alumni Association and the recruitment of the most qualified individual to lead the alumni program.

Harry Creemers, Associate Vice President for Institutional Advancement and Executive Director of Development, presented an outline of major activities undertaken during the initial phase of the University's first Capital Campaign. He introduced Dr. G. William Whitehurst, Kaufman Eminent Professor, who agreed to chair the faculty/staff portion of the Campaign. Total commitments on hand from several key leaders total approximately \$1.3 million.

Phillippe Chino, Director of the Development Office and Capital Campaign Manager, enumerated the 1995-96 goals of the Development Office, including the identification and solicitation of additional corporations, and the identification and recruitment of several hundred volunteers for the Capital Campaign. The Committee was also briefed on a gift received from an international corporation in support of several initiatives.

John Broderick, Associate Vice President for Institutional Advancement, provided an overview of the goals and objectives of the Office of University Relations and Publications for the 1995-96 academic year. He introduced the new Director of Publications, Victoria Burke, who served as Acting Director prior to her appointment.

Karla Johnson, Assistant to the Vice President, presented the 1995-96 goals for University Events, including cultivation and support of University programs, outreach through TELETECHNET sites, efficient utilization of resources, and event implementation training. Ms. Johnson also reviewed the 1995-96 goals for the licensing program, which include a marketing program to increase revenue by at least 25% and the implementation of a licensing workshop for university departments.

Vice President Kemper reviewed the 1995-96 goals for Governmental Relations. She indicated that 60,692 alumni live within the United States and are represented in 71 foreign countries.

EXECUTIVE SESSION

The Rector recognized Mr. Pitchford, who made the following motion: "Mr. Rector, I move that this meeting be recessed and that we reconvene in executive session for the purpose of discussing personnel matters, specifically, the evaluation of the president and the provost; and to discuss the acquisition, use or condition of real property, specifically, the east side development of campus, as permitted by subsection (A), paragraphs (1) and (3) of section 2.1-344 of the Code of Virginia.

RECONVENE IN OPEN SESSION AND FOIA CERTIFICATION

At the conclusion of executive 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 executive session was convened were heard, discussed or considered. The certification of compliance vote was thirteen (13) in favor and none (0) opposed.

ADJOURNMENT

With no new business to come before the Board, the meeting was adjourned.