

OLD DOMINION UNIVERSITY

BOARD OF VISITORS
Thursday, September 16, 2010

MINUTES

The Board of Visitors of Old Dominion University met in regular session on Thursday, September 16, 2010, at 1:15 p.m. in the Board Room of Webb University Center on the Norfolk campus. Present from the Board were:

David L. Bernd, Rector
Kenneth E. Ampy
Jeffrey W. Ainslie
Frank Batten, Jr.
Linda L. Forehand
Harold W. Gehman, Jr.
Dee D. Gilmore
Conrad M. Hall
Luke M. Hillier
Marc Jacobson
Pamela C. Kirk
Barry M. Kornblau
Robert J. O’Neill
Krista Harrell-Blair (*Student Representative*)

Absent were:

Sarita E. Brown
David W. Faeder
Fred J. Whyte

Also present were:

John R. Broderick, President
Alonzo Brandon
Traci Daniels
Mike DeBowes
Robert L. Fenning
Velvet Grant-Johnson
Mohammad Karim
Patrick B. Kelly

Donna W. Meeks
Jennifer Mullen
Wood Selig
Carol Simpson
Bill Sizemore (*The Virginian-Pilot*)
Don Stansberry
Geneva Walker-Johnson

CALL TO ORDER

The Rector called the meeting to order at 1:15 and welcomed the new members to the Board of Visitors, noting that Fred Whyte was unable to attend today’s meeting. He asked Ms. Gilmore, Mr. Ainslie and Mr. Hillier to introduce themselves.

RECTOR'S REPORT

Mr. Bernd presented the Resolution of Appreciation for Dr. Katherine Treherne. Upon a motion made by Mr. Jacobson and seconded by Mr. O'Neill, the following resolution was approved by all members present and voting. (*Ampy, Ainslie, Batten, Forehand, Gehman, Gilmore, Hall, Hillier, Jacobson, Kirk, Kornblau, O'Neill*)

RESOLUTION OF APPRECIATION Katherine A. Treherne, M.D.

WHEREAS, Dr. Katherine A. Treherne was appointed to the Old Dominion University Board of Visitors by Governor Mark Warner on July 1, 2003, and was reappointed to a second four-year term on July 1, 2007, by Governor Tim Kaine; and

WHEREAS, during her tenure on the Board, Dr. Treherne served as a member of the Executive, Audit, Academic and Research Advancement, and Student Advancement committees, most recently as Chair of the Student Advancement Committee; and

WHEREAS, always eager to do everything she could to help ODU students, Dr. Treherne volunteered to serve as the Board's representative to the President's Advisory Committee on Student Success; and

WHEREAS, although many of her fellow Board members and ODU administrators were aware of her illness, Dr. Treherne rarely talked about the challenges she faced and instead focused on how others were feeling; and

WHEREAS, despite the demands of her dermatology practice and her health challenges, Dr. Treherne rarely missed a board meeting or activity; and

WHEREAS, it was with profound sadness that her colleagues on the Board of Visitors learned that Dr. Treherne had lost her valiant battle with cancer on July 19, 2010; and

WHEREAS, it is fitting that the Board recognize Dr. Treherne posthumously for her dedicated service to Old Dominion University and especially its students.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Visitors expresses its sincere appreciation to Dr. Katherine A. Treherne's husband, Robert, and their children Annyce, Robert, Leslie and John, for her service to, and support of, Old Dominion University.

BE IT FURTHER RESOLVED, that these words be spread upon the minutes of the Board of Visitors and that an appropriately framed Resolution be presented to Dr. Treherne's family.

The Rector presented the Resolution to approve a revision to the Bylaws. Ms. Meeks explained that the revision would delete a sentence in the Bylaws that refers to a Board policy that does not exist. This item was on the agenda at the meeting held in June, but the required 12 members

were not present to vote on the resolution. Upon a motion made by Mr. Batten and seconded by Mr. Ainslie, the following resolution was approved by all members present and voting. (*Ampy, Ainslie, Batten, Forehand, Gehman, Gilmore, Hall, Hillier, Jacobson, Kirk, Kornblau, O'Neill*)

RESOLUTION TO APPROVE REVISION TO THE BOARD OF VISITORS' BYLAWS

RESOLVED, that the Board of Visitors approves the following amendment to Section 6.01.(f) the Board of Visitors' Bylaws.

(f) Evaluation of the President. The Board is responsible for oversight of the President's performance (§ 1.01. (a) of these Bylaws). The President, in open or closed session, as appropriate, at the annual meeting of the Board, shall submit his/her annual report on objectives, specific and general, developed by the President and the Rector and agreed to by the Board for the past year. The Board shall subsequently evaluate the President's performance for the past year. Objectives for each ensuing year shall also be presented at the annual meeting of the Board for approval. At least every three years or at any time deemed desirable by the Board, the President shall be evaluated more formally. ~~Procedures for Presidential Evaluation are contained in the Board Policy and Procedures.~~

The Rector announced that, due to a conflict, the date of the November Executive Committee meeting has moved from November 15 to November 17, and reminded the Board that all members are welcome to attend meetings of the Executive Committee.

The Governor's Commission on Higher Education Reform, of which President Broderick is a member, has been meeting throughout the summer. Some of the goals of the Commission are increasing STEM graduates, offering degree programs through technology, and servicing in-state students. One of President Broderick's goals is to create a sustainable higher education funding model. The Rector noted that 87% of ODU's undergraduates are Virginians and ODU serves more community college students than all other institutions except George Mason, yet ODU is funded at the lowest level of any doctoral institution in the state. It is hopeful that the work of the Commission will result in a more favorable funding model for Old Dominion.

The Rector also mentioned that Saturday's football game against William and Mary is a whiteout, and noted the whiteout t-shirts provided by President Broderick for each of the Board members.

PRESIDENT'S REPORT

The Rector called on President Broderick for his report. In reference to the Governor's Commission, he noted that five institutions – ODU, VCU, George Mason, JMU and Virginia Teach – have taken the bulk of in-state students over the last 5-9 years. One of his goals on the Commission is not only to explore what can be done new and different to enroll, engage and graduate students, but also not to lose sight of the fact that some of the institutions have been doing this very thing without receiving additional funding and, in fact, while undergoing significant budget cuts.

The format for the annual State of the University address was changed this year in order to focus on community engagement. In previous years, when it was held in the Mills Godwin Building, approximately 300 attended. This year it was moved to the Ted Constant Convocation Center arena for a breakfast program and attracted a wide range of community leaders, including Delegates and Senators from the General Assembly, local Mayors, City Councilmen, School Board members, former and current members of the Board of Visitors, as well as ODU faculty and staff, with over 1,000 in attendance.

Among recent accomplishments in Academic Affairs, the President pointed out the establishment of a Center for Brain Research and Rehabilitation by the School of Physical Therapy, which is housed in Innovation Research Park II. This is one example of a research initiative being housed in IRP II as a way to attract other businesses and start-up communities to the University. Among partnership initiatives, ODU and Norfolk Public Schools with Head Start and Children's Harbor have received a \$4.5 million grant for Project PURPLE (Preschoolers Up on Readiness, Pre-reading and Literacy Enrichment) to create Centers of Literacy.

The University is making an impact in research in a number of areas. The Center for Systems of Systems Engineering has been evolving and developing over the years and the Pat Hatcher has become the University and Virginia leader in developing alternative energy with his emphasis of converting algae into biodiesel fuel.

Several notable achievements in Administration and Finance include ODU's partnership with the Mid-Atlantic Broadband Cooperative to win a \$12.5 million grant from the Federal Broadcast Stimulus Program for a project that will greatly expand the scope and speed of fiber optic community networks in Virginia. Rick Berry, Executive Director of Construction and Procurement Services, received a Lifetime Achievement Award from the National Institute of Governmental Purchasing (NGIP), which also awarded ODU's Department of Material Management the Pareto Award that recognizes excellence in public procurement. Four capital projects (Quad Student Housing, Physical Sciences, Foreman Field at St. Ballard Stadium and Parking Garage, and Student Recreation Center) received design awards and the E.V. Williams Engineering and Computational Sciences Building was recognized by the Hampton Roads Green Building Council with the organization's first LEED Building of the Year award.

Human Resources is implementing an Employee of the Month program as a way for the administration to demonstrate to employees that their contributions are valued, particularly at a time when there have not been raises in the last few years. The program will cover different parts of the campus to ensure that employees are appreciated no matter what their function is at the University.

Old Dominion's partnership with WHRO is a good example of the kinds of community engagement activities that will integrate academic excellence with community engagement to strengthen social and economic development in Hampton Roads, the community and beyond. The partnership with WHRO enables both entities to leverage ODU's expertise and research capabilities and WHRO's media platforms in service to Hampton Roads. Recent activities include the Governor's Town Hall meetings and Education Summit 2010.

The Institutional Advancement Committee received a presentation on the University's new home page and the President encouraged all board members to take a look at it. It has undergone a dramatic redesign and is much more engaging for all audiences and is aligned with the

University's brand. This is the first step in an overhaul process that will take place during the coming year.

The Office of Development received approximately \$3.5 million in new major gifts for the quarter ending June 30th. The University continues to aggressively seek new resources for the University. Even if the state funding mechanisms are changed to benefit the University, fundraising gives a much better chance to control our own destiny.

Anna Tunnicliffe '05, an Olympic gold medalist and three-time Collegiate Sailing All-American is one of 10 finalists from about the world for the Women's Sports Foundation Sportswoman of the Year. The men's basketball program has been ranked 14th among 350 Division I programs in one pre-season ranking, and opens its season with home game against Georgetown on November 12. The football game against William and Mary on Saturday will be televised and he encouraged those attending to wear their white-out shirts. Two other games will be televised and as the program grows, other TV opportunities will arise.

President Broderick concluded his report with an update on the Advisory Committee on Student Success. For the past several months, the advisory committee, led by Vice President Glenda Humphreys, examined the external consultant's report, reviewed numerous national and local studies, met with campus stakeholders to solicit their feedback and input and also solicited feedback from faculty, staff and students. Katherine Treherne represented the Board on this committee. The committee presented a series of recommendations, one of which is the establishment of a Vice President for Student Engagement and Enrollment Services. Various models have been used over the years, but this model will help to ensure that everything possible is being done to support students from the minute recruitment begins all the way through the end of their time at Old Dominion. It will also allow for a much more cohesive and coordinated presentation and the organizational structure to support the new Student Success Center in the Perry Library.

The new Vice President and the Provost will co-chair an advisory group on student success and enrollment management that will focus on student engagement and retention. A metropolitan university like Old Dominion will always have lower retention rates than a more traditional college town environment, and military enrollments present their retention challenges, but these efforts will help the University do a better job of retention and helping students be successful.

A few organizational changes will also be made. For example, International Student and Scholar Services will move from Student Affairs to Academic Affairs. In addition, a number of areas that reported directly to the President or the Provost will report to the new Vice President.

Among the results expected from the reorganization are collaboration across divisions, decreased silo effect caused by similar services being provided by several divisions, enhanced academic success and student learning, better coordinated communications, and will provide a well-qualified senior voice with proven national status to advise the President on student success initiatives. The position will be advertised in the fall, with the hopes of naming someone who will be able to join the University near the end of the spring semester.

Admiral Gehman stressed the importance in including parents as key to a student's success. President Broderick noted that the University must adhere to FERPA laws governing what student information may or may not be shared with parents, but he has sent a letter to parents

providing them with the President's email address in case they wish to write to address their concerns. Programming for parents will be also elevated in order to engage them as advocates for the University.

Mr. Hall applauded the University's efforts in student retention. The Access Foundation assists students in the 5-city area by removing financial impediments for attending college. Many of those students attend Old Dominion. Up until a few years ago, the retention rate for these students, at all the colleges, was very poor, but recent efforts to house counselors at these schools to regularly check in with them during their first year has resulted in a retention rate of 98% for the last two years. Having that support makes all the difference in the world, and for ODU, the payoff could be significant without a lot of investment.

Mr. O'Neill suggested that the administration develop metrics in order to gauge its progress. To that end, the Rector asked the President to work with senior management to develop a dashboard of 10-15 metrics the Board can reference in order to assist management to monitor the institution. He asked the standing committee chairs to assist in this process.

REPORTS OF STANDING COMMITTEES

AUDIT COMMITTEE

The Rector called on Mr. Kornblau for the report of the Audit Committee. Mr. Kornblau reported that Lakisha Speller of the Auditor of Public Accounts conducted the entrance conference and discussed various aspects of their upcoming FY2010 audit of the University.

University Auditor Deane Hennett reported on audit projects in progress and, in closed session, provided details of recent audits of the College of Health Sciences, Clery Act Compliance and Payroll. The Committee also received a briefing on follow-up activities related to the CTQEL audit.

INSTITUTIONAL ADVANCEMENT COMMITTEE

The Rector called on Ms. Forehand for the report of the Institutional Advancement Committee. Ms. Forehand reported that the Institutional Advancement Committee considered a resolution to name Residence Hall EE in the Powhatan Complex in honor of former Rector Ross A. Mugler. The following resolution, which was brought forth as a recommendation of the Institutional Advancement Committee, was approved unanimously by all members present and voting. (*Ampy, Ainslie, Batten, Forehand, Gehman, Gilmore, Hall, Hillier, Jacobson, Kirk, Kornblau, O'Neill*)

**RESOLUTION TO NAME RESIDENCE HALL EE IN THE POWHATAN COMPLEX
IN HONOR OF FORMER RECTOR ROSS A. MUGLER**

WHEREAS, the naming of student housing offers an outstanding and appropriate opportunity for Old Dominion University to honor individuals who have been instrumental in shaping its history; and

WHEREAS, Ross A. Mugler provided exceptional voluntary service as Rector of the Old Dominion University Board of Visitors from 2008-2010; and

WHEREAS, it is fitting to continue the tradition of naming residence halls within the Powhatan Complex in honor of former rectors of the Board of Visitors.

THEREFORE, BE IT RESOLVED, that the Board of Visitors of Old Dominion University approves naming Residence Hall EE in the Powhatan Complex the Ross A. Mugler House

Vice President Brandon provided an update on the new University Advancement Office and discussed how its combined units will better serve the University in attaining its goal to become one of the nation's preeminent metropolitan research universities. Karen Travis, Assistant Vice President for Community Engagement, reviewed first-year goals for the new Office of Community Engagement and outlined upcoming fall events. Jennifer Mullen, Assistant Vice President for Marketing and Communications, provided an overview of the redesigned Old Dominion University website and discussed the merging of the alumni magazine and research magazine to create a more dynamic publication that appeals to a larger audience. Anita Friedmann, Assistant Vice President for Development, provided information about current planning for a capital campaign, including efforts to determine funding priorities with each of the deans and to develop University-level funding needs.

STUDENT ADVANCEMENT COMMITTEE

The Rector called on Mr. Jacobson for the report of the Student Advancement Committee. Mr. Jacobson reported that Dr. Walker-Johnson briefed the Committee on a very successful fall opening and advised committee members of her new assignment at the Tri-Cities Center where her focus will be on distance learning and higher education. Don Stansberry has been appointed interim Dean of Students.

Don Stansberry reported that over the summer the new SGA officers have been meeting with senior administrators, discussing goals and objectives for the year, and the successful implementation of the new constitution. SGA is going "green" and is using electronic voting and website updates to disseminate information. It has partnered with the BOV Student Representative and the SCHEV Representative to work together on student initiatives. For the first time in 10 years it will have the maximum capacity of 50 members, with 39 currently on the waiting list.

Assistant Police Chief George Votava reported that housing move-in was well planned and went smoothly as the result of careful planning between ODUPD and the Office of Housing & Residence Life. Students were allowed to check in during different sessions over several days. Officers, police aids, security guards and student athletes assisted with the move-in. Two Crime Prevention Officers will be working out of the Powhatan Station and have made contact with over 1000 students through safety materials and brochures. 25 officers are available for the Adopt-A-Cop program. The Rape Aggression Defense (RADD) program took place in July with 20 participants and a second class will be offered in October. Two Safe Ride vans will be operating seven days a week from 5:30 p.m. - 2:30 a.m., in addition to the regular shuttle services. The same services will be provided by the two electric vehicles when not in use by the patrol aids. Other upgrades include: students have replaced security guards on the night shift at the front desk in the residence halls, bicycle tracking device being used for thefts, license plate readers will be used in some patrol vehicles, 43 outdoor call boxes dial directly to headquarters, and 300 security cameras have been installed around campus.

Wood Selig, Athletic Director, advised that an outside firm has been hired to help develop an Athletics Strategic Plan that will complement the University's plan and address Title IX concerns. An architectural firm has been hired to design and enhance the Basketball facilities and will be paired with fundraising efforts. Athletics will work with Student Affairs to involve more student athletes in the ODU experience.

Student Board representative Krista Harrell-Blair has been working closely with Justin True (SGA) and Kevin Muchiri (SCHEV) on student and campus issues. She stated that the students are pleased with the administration's efforts on security alerts and updates. Throughout the year, she will be working on higher education initiatives, support of graduate students and economic concerns, a new graduate student assembly (governing organization) and student success.

ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE

The Rector called on Mr. Ampy for the report of the Academic and Research Advancement Committee. Mr. Ampy reported that the Committee met in closed session to discuss the appointment of a faculty member with tenure, dual appointments, and candidates for faculty representatives to the Board.

Committee members approved by unanimous vote the appointment of a faculty member with tenure. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved unanimously by all members present and voting. (*Ampy, Ainslie, Batten, Forehand, Gehman, Gilmore, Hall, Hillier, Jacobson, Kirk, Kornblau, O'Neill*)

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. H. Rodger Harvey as Professor and Chair of the Department of Ocean, Earth and Atmospheric Sciences with the award of tenure in the Department of Ocean, Earth and Atmospheric Sciences in the College of Sciences, effective December 10, 2010. A copy of his curriculum vitae is included in the Academic and Research Advancement Committee agenda.

Salary: \$150,000 for 10 months
Rank: Professor of Ocean, Earth and Atmospheric Sciences (Designated as Chair of the Department of Ocean, Earth and Atmospheric Sciences)

Committee members approved by unanimous vote the dual employment of the individuals listed, effective retroactively to the date of their respective hire, finding each employment in the best interests of the University. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved unanimously by all members present and voting. (*Ampy, Ainslie, Batten, Forehand, Gehman, Gilmore, Hall, Hillier, Jacobson, Kirk, Kornblau, O'Neill*)

RESOLUTION APPROVING DUAL EMPLOYMENT

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

WHEREAS, Linda Irwin-DeVitis and Joseph DeVitis, wife and husband, both work in the College of Education and special care has been taken that neither has authority to evaluate, supervise or make personnel decisions regarding the other; and

WHEREAS, Daniela Cigularov and Konstantia Cigularov, wife and husband, work in separate departments, in an administrative support position and an academic position respectively, and neither has authority to evaluate, supervise or make personnel decisions regarding the other; and

WHEREAS, Michael DeBowes and Sarah DeBowes, husband and wife, work in separate departments, in an administrative support position and an academic position respectively, and neither has authority to evaluate, supervise or make personnel decisions regarding the other; and

WHEREAS, Matthew Jabaily and Rachel Jabaily, husband and wife, work in separate departments, in an administrative support position and an academic position respectively, and neither has authority to evaluate, supervise or make personnel decisions regarding the other; and

WHEREAS, Moustafa Moustafa and Julie Moustafa, husband and wife, work in different Colleges and neither has authority to evaluate, supervise or make personnel decisions regarding the other.

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

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

Committee members approved by unanimous vote the appointment of faculty representatives to Board of Visitors' committees for 2010-11. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved unanimously by all members present and voting. (*Ampy, Ainslie, Batten, Forehand, Gehman, Gilmore, Hall, Hillier, Jacobson, Kirk, Kornblau, O'Neill*)

**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 2010-11 academic year, effective September 16, 2010: Academic and Research Advancement, Kurt Gaubatz; Administration and Finance, Michael T. Zugelder; Institutional Advancement, James English; and Student Advancement, Linda Miller-Dunleavy.

The Committee approved by unanimous vote the resolutions on 46 faculty appointments and 30 administrative appointments. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee, and were approved unanimously by all members present and voting. (*Ampy, Ainslie, Batten, Forehand, Gehman, Gilmore, Hall, Hillier, Jacobson, Kirk, Kornblau, O'Neill*)

FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Ann Poindexter Bruhn Instructor of Dental Hygiene	\$50,000	7/25/10	10 mos

Ms. Bruhn received an M.S. and B.S. in Dental Hygiene, in 2007 and 2006 respectively, from Old Dominion University. Since 2006, she has been a Graduate Teaching Assistant in the School of Dental Hygiene at Old Dominion University.

Ms. Heather Bryant Lecturer of Art	\$40,000	7/25/10	10 mos
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Ms. Bryant received an M.F.A. in Visual Studies in 2006 from Norfolk State and Old Dominion University (joint program) and a B.F.A. in 2003 from Old Dominion University. Since 2006, she has been an Adjunct Assistant Professor in the Department of Art at Old Dominion University.

Dr. Konstantin P. Cigularov Assistant Professor of Psychology (Tenure Track)	\$76,000	7/25/10	10 mos
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Dr. Cigularov received a Ph.D. in Industrial/Organizational Psychology in 2008 from Colorado State University, an M.S. in Psychological Services in 2002 from East Central University and a B.S. in Banking and Finance in 1998 from the University of Economics, Bulgaria. Since 2008, he has been an Assistant Professor in Industrial-Organizational Psychology and Occupational Safety and Health at the Institute of Psychology, Illinois Institute of Technology. Prior to that, Dr. Cigularov was a Research Associate at Colorado State University.

General John D.W. Corley (Ret) Senior Mentor, Virginia Modeling, Analysis and Simulation Center	\$1,800/day		19 days
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General Corley received a Masters in National Security and Strategic Studies in 1996 from the Naval War College, an M.B.A. in 1984 from the University of the Philippines and a B.S. in Engineering in 1973 from the U.S. Air Force Academy. From 2007-2009, he was Commander of Air Combat Command, Langley Air Force Base. Prior to that, General Corley was Vice Chief of Staff, Headquarters U.S. Air Force, Washington, D.C. (Salary and fringe benefits reimbursed to the University from the U.S. Joint Forces Command)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Katherine V. Dean Lecturer of Nursing	\$52,000	7/25/10	10 mos

Ms. Dean received an M.S. in Nurse Anesthesia in 2003 from Virginia Commonwealth University - Medical College of Virginia and a B.S. in Nursing in 1985 from Kent State University. Since 2008, she has been a Staff Nurse Anesthetist at Virginia Commonwealth University – Medical College of Virginia and at Sentara Careplex Hospital. (half-time appointment – 20 hours per week)

Ms. Joyce Marie Downs Instructor of Dental Hygiene	\$50,000	7/25/10	10 mos
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Ms. Downs received an M.S. and B.S. in Dental Hygiene, in 2008 and 2001 respectively, from Old Dominion University and is pursuing a Ph.D. in Health Services Research from Old Dominion University. Since 2007, she has been a Graduate Research Assistant in the School of Community and Environmental Health and an Adjunct Assistant Professor in the School of Dental Hygiene at Old Dominion University.

Ms. Karen A. Eagle Instructor of STEM Education and Professional Studies	\$42,500	7/25/10	10 mos
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Ms. Eagle received an M.S.Ed. in Occupational and Technical Studies in 2010 from Old Dominion University and a B.S. in Marketing Education in 1983 from James Madison University. Since 2010, she has been a Teaching Assistant in the Department of STEM Education and Professional Studies at Old Dominion University. Prior to that, she was Owner, Designer and Buyer of Karen Eagle, Inc. and a Fashion Merchandising and Marketing Education Teacher for Virginia Beach Public Schools.

Ms. Sadé Edens Instructor of Early Care and Education, Child Development Center	\$44,571	7/10/10	12 mos
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Ms. Edens received an M.S. and B.S. in Early Childhood Education, in 2010 and 2009 respectively, from Old Dominion University. She has been a Student Teacher at James Monroe Elementary School and completed a Practicum at the Child Study Center.

Mr. Nestor Escobales Lecturer of Engineering Technology	\$63,000	7/25/10	10 mos
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Mr. Escobales received an M.S. in Civil Engineering in 1997 from the University of Illinois, a B.S. in Civil Engineering in 1994 from Polytechnic University of Puerto Rico San Juan and is a Ph.D. student in Engineering at the University of Wisconsin. Since 2005, he has been a Project Engineer for Computerized Structural Design in Milwaukee, WI.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Michael H. Finewood Lecturer of Political Science and Geography	\$45,000	7/25/10	10 mos

Mr. Finewood received an M.A. in Economic Anthropology in 2005 from the University of South Carolina, a B.A. in Anthropology in 2003 from North Carolina State University and is expected to receive a Ph.D. in Human Geography from the University of South Carolina. Since 2007, he has been an Instructor at the University of South Carolina.

Dr. Christianne Nesbitt Fowler Assistant Professor of Nursing (Tenure Track)	\$72,000	7/25/10	10 mos
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Dr. Fowler received a Doctor of Nursing Practice in 2010 from Old Dominion University, a Post Masters Gerontological Nurse Practitioner and an M.S., Gerontological Clinical Nurse Specialist, in 1998 and 1996 respectively, from the University of Maryland at Baltimore, and a B.S. in Nursing in 1981 from the University of Texas Medical Branch. Since 2009, she has been a Lecturer in the School of Nursing at Old Dominion University. Prior to that, Dr. Fowler was an Assistant Professor of Medicine in the Glennan Center for Geriatrics and Gerontology at Eastern Virginia Medical School.

Ms. Jennifer Goff Instructor of Human Movement Sciences	\$42,500	7/25/10	10 mos
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Ms. Goff received an M.S.Ed. and a B.S. in Recreation and Tourism Studies, in 2010 and 2009 respectively, from Old Dominion University. Since 2005, she has been Assistant Buyer and Senior Area Supervisor/Area Supervisor at Busch Gardens Europe, Williamsburg, VA.

Dr. Melva R. Grant Assistant Professor of STEM Education and Professional Studies (Tenure Track)	\$64,000	7/25/10	10 mos
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Dr. Grant received a Ph.D. and an M.Ed. in Mathematics Education, in 2009 and 1998 respectively, from The Ohio State University, a B.S. in Electrical Engineering in 1984 from the University of Maryland and a B.S. in Mathematics in 1983 from Coppin State University. She has been a Co-Instructor at The Ohio State University and an Independent Educational Consultant.

Mr. Carmine R. Grieco Instructor of Human Movement Sciences	\$42,500	7/25/10	10 mos
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Mr. Grieco received an M.S. in Exercise Science in 2008 from Old Dominion University and a B.S. in Exercise Science in 1996 from the University of Wyoming. Since 2008, he has been a Teaching Assistant and Adjunct Instructor at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Elif Guler Instructor of English	\$38,000	7/25/10	10 mos

Ms. Guler received an M.A. in English in 2006 from Old Dominion University, a B.A. in International Relations in 2002 from Koc University, Istanbul, Turkey and is expected to receive a Ph.D. in English in 2010 from Old Dominion University. Since 2007, she has been a Graduate Instructor in the Department of English at Old Dominion University.

Ms. Dorice A. Hankemeier Instructor of Human Movement Sciences	\$42,500	7/25/10	10 mos
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Ms. Hankemeier received an M.S.Ed. in Physical Education in 2003 from Old Dominion University, a B.S. in Exercise Science in 2001 from Central College and is pursuing a Ph.D. in Human Movement Sciences at Old Dominion University. Since 2008, she has been an Instructor in the Department of Human Movement Sciences at Old Dominion University. Ms. Hankemeier is also a part-time athletic trainer for Norfolk Christian School.

Ms. Shannon Harrington Lecturer of Nursing	\$61,000	7/25/10	10 mos
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Ms. Harrington received a Master's in the Science of Nursing in 2005 from the University of Virginia School of Nursing, a B.S. in Nursing in 2002 from Old Dominion University and is enrolled in a Ph.D. program at the University of Virginia School of Nursing. Since 2009, she has been an Instructor of Nursing at Old Dominion University and Staff Nurse on the Medical-Surgical Oncology Unit at Chesapeake Regional Medical Center.

Ms. Pamela S. Hilke Instructor of Medical Laboratory and Radiation Sciences	\$49,000	7/25/10	10 mos
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Ms. Hilke received a Masters in Professional Leadership in 2001 from Carlow University and a B.A. in Biology from Virginia Wesleyan College. Since 2007, she has been a Cytotechnologist at Laboratory Corporation of America. Prior to that, Ms. Hilke was a Cytotechnologist at Quest Diagnostics.

Dr. Shuiwang Ji Assistant Professor of Computer Science (Tenure Track)	\$85,000	7/25/10	10 mos
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Dr. Ji received an M.S. in Computer Science in 2002 from Wuhan University of Science and Technology, China and is expected to receive a Ph.D. in Computer Science from Arizona State University. Since 2007, he has been a Graduate Research Assistant in the Center for Evolutionary Functional Genomics of The Biodesign Institute at Arizona State University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Andrea D. Jones Lecturer of Mathematics and Statistics	\$40,600	7/25/10	10 mos

Dr. Jones received a Ph.D. and an M.S. in Computational and Applied Mathematics, in 2007 and 2006 respectively, from Old Dominion University and a B.S. in Chemical Engineering in 1996 from Virginia Polytechnic Institute and State University. Since 2009, she has been a Visiting Assistant Professor of Mathematics and Statistics at Old Dominion University. Prior to that, Dr. Jones was an Adjunct Professor at both Old Dominion University in the Department of Mathematics and Statistics and in the Department of Mathematics and Sciences at Tidewater Community College.

Mr. Donald T. Joyner Lecturer of Accounting	\$90,000	7/25/10	10 mos
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Mr. Joyner received an M.B.A. in 1996 from the College of William and Mary, a B.S. in Accounting in 1994 from Christopher Newport University and is a Ph.D. candidate in Business with a concentration in Accounting at Virginia Commonwealth University. Since 2005, he has been an Adjunct Accounting Professor at Thomas Nelson Community College. Mr. Joyner was also Chief Financial Officer for Virginia Beach Schools Federal Credit Union and City Treasurer from 2002-2006 for the City of Poquoson.

Dr. Ann Marie Kopitzke Lecturer of Community and Environmental Health	\$52,000	7/25/10	10 mos
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Dr. Kopitzke received a Ph.D. in Health Services Research and an M.P.A., in 2009 and 2002 respectively, from Old Dominion University and a Bachelor of Business Administration in 1987 from the University of Wisconsin – Milwaukee. Since 2008, she has been an Advisor and Assistant Director of the Bachelor of Science in Health Sciences Program in the College of Health Sciences at Old Dominion University. Dr. Kopitzke has also been a Medication Education Specialist/Database Manager for Senior Services of Southeastern Virginia.

Dr. Dean J. Krusienski Associate Professor of Electrical and Computer Engineering (Tenure Track)	\$95,000	7/25/10	10 mos
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Dr. Krusienski received a Ph.D., an M.S. and a B.S. in Electrical Engineering, in 2004, 2001, and 1999 respectively, from the Pennsylvania State University. Since 2008, he has been an Assistant Professor of Electrical Engineering at the University of North Florida.

Dr. Amy K. Landers Lecturer of Psychology	\$35,500	8/25/10	9 mos
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Dr. Landers received a Ph.D. in Cognitive and Biological Psychology in 2010 from the University of Minnesota-Twin Cities and a B.A. in Psychology in 2004 from Mount Holyoke College. Since 2007, she has been a Psychology Instructor at Inver Hills Community College and the University of Minnesota-Twin Cities.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Jei Li Visiting Assistant Professor of Economics	\$71,000	7/25/10	10 mos

Dr. Li received a Ph.D. in Economics in 2010 from North Carolina State University, a Master's in Economics in 2005 from North Carolina State University, and a Bachelor's in International Finance in 2002 from Zhongshan University, China. She has been an Instructor in the Department of Economics at North Carolina State University.

Mr. Jonathan W. Lopez Lecturer of Sociology and Criminal Justice	\$45,000	7/25/10	10 mos
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Mr. Lopez received an M.A. in Applied Sociology in 2006 from Old Dominion University and a B.A. in Sociology in 2004 from Christopher Newport University. He has been an Adjunct Faculty member in the Department of Sociology and Criminal Justice at Old Dominion University.

General Gary Edward Luck (Ret) Senior Mentor, Virginia Modeling, Analysis and Simulation Center	\$1,800/day	8/30/10	19 days
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General Luck received a D.B.A. in Operations Research/Systems Analysis in 1981 from George Washington University, an M.B.A. in Operations Research/Systems Analysis in 1971 from Florida State University and a B.A. in Industrial Engineering in 1960 from Kansas State University. Since 1999, he has been Vice President TRW/Northrop Grumman. From 1996-2010, General Luck was Lead Senior Mentor for the United States Joint Forces Command. He was Active Duty in the U.S. Army from 1960-1996, last serving as Commander-in-Chief of the United Nations Command/Republic of Korea. (Salary and fringe benefits reimbursed to the University from the U.S. Joint Forces Command)

Ms. Erika Marsillac Instructor of Information Technology and Decision Sciences (Tenure Track)	\$107,000	7/25/10	10 mos
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Ms. Marsillac received an M.B.A. in Information Technology and an M.B.A., in 2002 and 2000 respectively, from Goldey-Beacom College, a B.A. in Psychology from Pennsylvania State University and is expected to receive a Ph.D. in Manufacturing Management from the University of Toledo. Since 2008, she has been a Senior Research Associate in the Wright Center for PVIC and an Adjunct Faculty member at the University of Toledo. (Rank will be Assistant Professor if all degree requirements are completed by August 28, 2010)

Dr. Sylvain Marsillac Associate Professor of Electrical and Computer Engineering (Tenure Track)	\$93,000	12/25/10	10 mos
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Dr. Marsillac received a Ph.D. and an M.S. in Materials Science and Engineering and a B.S. in Physics and Chemistry, in 1996, 1993 and 1992 respectively, from the University of Nantes, France. Since 2008, he has been an Associate Professor of Physics and an Adjunct Associate Professor of Electrical and Computer Engineering at the University of Toledo.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Robert McCabe Adjunct Faculty Member, Department of Sociology and Criminal Justice	\$3,000-\$4,000 per course		Ongoing

Sheriff McCabe received a Masters of Public Administration with a concentration in Administration of Justice in 2004 from Troy University and a Bachelor of Arts in Criminology in 1993 from St. Leo University. He has served as Sheriff of the City of Norfolk since 1994. Prior to that, he was a police officer for the City of Norfolk.

Dr. Marie Melzer Lecturer of Chemistry and Biochemistry	\$48,000	7/25/10	10 mos
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Dr. Melzer received a Ph.D. in Inorganic Chemistry in 2009 from Georgetown University and a B.S. in Chemistry and B.A. in Biology in 2004 from the University of North Carolina Charlotte. Since 2009, she has been a Post-doctoral Fellow for the U.S. Food and Drug Administration.

Ms. Emily Renn Moore Instructor of History	\$40,000	7/25/10	10 mos
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Ms. Moore received an M.A. in History in 2003 from the College of William and Mary, a B.A. in History from North Carolina State University and is a doctoral student in History at the College of William and Mary. Since 2008, she has been a Visiting Instructor of History at the University of Mary Washington.

Ms. Kristine Bond Morrow Instructor of Dental Hygiene	\$50,000	7/25/10	10 mos
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Ms. Morrow received a Master of Health Administration in 1992 from the Medical College of Virginia, Virginia Commonwealth University and a B.S. in Dental Hygiene in 1985 from Old Dominion University. Since 1991, she has been a Registered Dental Hygienist in private practice.

Ms. Debra Murray Lecturer of Nursing	\$60,000	7/25/10	10 mos
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Ms. Murray received an M.S.N. in Primary Care Nurse Practitioner/Community Health Leadership in 2005 from the University of Virginia, a Master's in Human Relations in 2001 from the University of Oklahoma, a B.S.N. in 1995 from Pennsylvania State University and is pursuing a D.N.P. in Pediatric Health Disparities at the University of Virginia. Since 2009, she has been a Primary Care Manager at Atlantic Pediatric Specialists and an Adjunct Faculty member at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Tamer M. Nadeem Assistant Professor of Computer Science (Tenure Track)	\$86,000	12/25/10	10 mos

Dr. Nadeem received a Ph.D. and an M.Sc. in Computer Science, in 2006 and 2000 respectively, from the University of Maryland, College Park and an M.Sc. and B.Sc. in Computer Science, in 1998 and 1994 respectively, from Alexandria University, Egypt. Since 2005, he has been a Research Scientist at Siemens Corporate Research, Inc.

Ms. Tara L. Newcomb Instructor of Dental Hygiene	\$50,000	7/25/10	10 mos
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Ms. Newcomb received an M.S. and a B.S. in Dental Hygiene, in 2008 and 2002 respectively, from Old Dominion University. Since 2008, she has been a Registered Dental Hygienist in private practice. Ms. Newcomb has also been an Adjunct Faculty Member in the Old Dominion University Care Clinic.

Ms. Rebecca Deal Poston Lecturer of Nursing	\$61,000	7/25/10	10 mos
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Ms. Poston received an M.S. in Nursing in 2005 from Old Dominion University, a B.S. in Nursing and a B.A. in Religious Studies, in 2003 and 1999 respectively, from the University of Virginia and is enrolled in the Ph.D. program in Nursing at the University of Virginia. Since 2007, she has been an Allergy and Immunology Pediatric Nurse Practitioner at Children's Hospital of the King's Daughters. Ms. Poston has also been an Adjunct Faculty member and Lecturer at Old Dominion University.

Dr. Kathleen Forst Putnam Assistant Professor of Nursing (Tenure Track)	\$72,000	7/25/10	10 mos
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Dr. Putnam received a Ph.D. and an M.S. in Nursing, in 2008 and 1992 respectively, from Virginia Commonwealth University, Medical College of Virginia and a B.S.N. in 1976 from Old Dominion University. Since 1996, she has been a Visiting Assistant Professor of Nursing and Adjunct Faculty member at Old Dominion University. Prior to that, Dr. Putnam was a Women's Healthcare Nurse Practitioner in private practice and at the Naval Medical Center in Portsmouth.

Dr. Zhongtang Ren Lecturer of Foreign Languages and Literatures	\$40,000	7/25/10	10 mos
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Dr. Ren received a Ph.D. in Urban Studies in Education and an M.S. in Secondary Education in Language Acquisition, in 2006 and 2001 respectively, from Old Dominion University and a B.A. in Linguistics and Literature in 1984 from Henan Normal University, China. Since 2000, he has been an Adjunct Assistant Professor in the Department of Foreign Languages and Literatures and a Research Scientist in the College of Education at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Michelle T. Renaud Assistant Professor of Nursing (Tenure Track)	\$72,000	7/25/10	10 mos

Dr. Renaud received a Ph.D. in 2000 from the University of Washington, an M.S.N. in 1984 from the University of Colorado and a B.S.N. in 1972 from the University of Connecticut. Since 2009, she has been a Visiting Assistant Professor of Nursing at Old Dominion University. Dr. Renaud has also been a Clinical Assistant Adjunct at Virginia Commonwealth and an Instructor at Eastern Shore Community College in the Practical Nurse Program.

Ms. Katie Retzinger Instructor of English	\$43,098	8/25/10	9 mos
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Ms. Retzinger received an M.A. in English-Technical and Professional Communication in 2007 from New Mexico State University, a B.A. in English and French in 2005 from the University of Northern Iowa and is expected to receive a Ph.D. in English-Professional Writing and New Media in 2011 from Old Dominion University. Since 2009, she has been an Instructional Designer Assistant and Media Specialist I in the Center for Learning Technologies at Old Dominion University.

Ms. Hannah Scialdone-Kimberly Instructor of English	\$38,000	7/25/10	10 mos
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Ms. Scialdone-Kimberly received an M.A. in Education and a B.A. in Latin American Studies and History, in 1998 and 1996 respectively, from the University of New Mexico and is a Ph.D. candidate in English at Old Dominion University. Since 2007, she has been a Lecturer, Graduate Teaching Assistant and Doctoral Research Assistant in the Department of English at Old Dominion University.

Dr. Pamela B. Sharp Lecturer of Nursing	\$65,300	7/25/10	10 mos
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Dr. Sharp received a Ph.D. in Nursing in 2008 from Virginia Commonwealth University and an M.S. and B.S. in Nursing, in 2002 and 1999 respectively, from Hampton University. Since 2007, she has been an Associate Professor of Nursing at Thomas Nelson Community College and is also a Registered Nurse for Progressive Nursing Staffers.

Dr. Jennifer Sughre Associate Professor of Educational Foundations and Leadership (Tenure Track)	\$74,000	7/25/10	10 mos
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Dr. Sughre received a Ph.D. in Educational Leadership in 1997 from Virginia Polytechnic Institute and State University, an M.A. in Guidance Counseling in 1978 from California State University and a B.A. in Biological Sciences in 1973 from the University of California Berkeley. Since 2004, she has been an Associate Professor of Educational Leadership at Florida Atlantic University. Prior to that, Dr. Sughre was an Assistant Professor of Educational Leadership and Policy Studies at Virginia Polytechnic Institute and State University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Christine Ann Sump Lecturer of Nursing	\$55,000	7/25/10	10 mos

Ms. Sump received an M.S.N. and a Teaching Certification, in 2007 and 1999 respectively, from Old Dominion University and a B.S. in Nursing in 1980 from St. Joseph College. Since 2009, she has been an Adjunct Nursing Instructor at Old Dominion University. Ms. Sump is also a Classroom and Clinical Instructor for the Chesapeake Center for Science and Technology.

Dr. Nurgul Ukueva Visiting Assistant Professor of Economics	\$71,000	7/25/10	10 mos
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Dr. Ukueva received a Ph.D. and an M.A. in Economics, in 2010 and 2006 respectively, from Duke University, an M.A. in Economics in 2004 from Temple University and a B.S. in Economics in 1999 from Kyrgyz State University of Construction. From 2005-09, she was a Research Assistant in the Department of Economics at Duke University.

**APPOINTMENT OF RESEARCH ASSOCIATE
CENTER FOR EDUCATIONAL PARTNERSHIPS**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Pamela L. Arnold as Research Associate in the Center for Educational Partnerships, College of Education effective October 10, 2010.

Ms. Arnold received an M.A. in Social Studies Education and a B.A. in Political Science/History, in 1991 and 1990 respectively, from the State University of New York at Albany and is a Ph.D. candidate in the Department of Educational Theory and Practice at the State University of New York at Albany. Since 2001, she has been Assistant Professor in the School of Education at the Sage Colleges.

Salary: \$55,000 for 12 months
Rank: Research Associate, Center for Educational Partnerships and Instructor

**APPOINTMENT OF ASSOCIATE SITE DIRECTOR
BLUE RIDGE COMMUNITY COLLEGE**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Jason E. Barr as Associate Site Director, Blue Ridge Community College effective June 10, 2010.

Mr. Barr received an M.A. in English, an M.A.T. in Education and a B.A. in English, in 2008, 2005 and 2001 respectively, from James Madison University. He has been an Adjunct English

Teacher at Blue Ridge Community College and National College. Prior to that, Mr. Barr was a Third Grade Teacher. (half-time appointment)

Salary: \$23,920 for 12 months
Rank: Associate Site Director, Blue Ridge Community College and Instructor

APPOINTMENT OF ASSISTANT MEN'S BASKETBALL COACH

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Lonnie Blow, Jr. as Assistant Men's Basketball Coach, Office of Athletics effective July 10, 2010.

Mr. Blow received a B.A. in Sociology/Criminology in 1982 from Virginia Wesleyan College and is pursuing a Master's degree in Counseling and Higher Education at Old Dominion University. Since 2008, he has been Head Men's Basketball Coach at Saint Augustine's College where he was named 2010 Division II National Coach of the Year. He has also been an Assistant Men's Basketball Coach at Norfolk State University and Hampton University.

Salary: \$75,000 for 12 months
Rank: Assistant Men's Basketball Coach and Assistant Instructor

APPOINTMENT OF ASSISTANT SPORTS INFORMATION DIRECTOR

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Eric C. Bohannon as Assistant Sports Information Director, Office of Athletics effective July 10, 2010.

Mr. Bohannon received a B.S. in Mass Communication, Journalism and Broadcasting in 2008 from Mansfield University of Pennsylvania. Since 2008, he has been a Sports Information Intern at Appalachian State University.

Salary: \$30,900 for 12 months
Rank: Assistant Sports Information Director and Assistant Instructor

APPOINTMENT OF DIRECTOR OF UNDERGRADUATE ADMISSIONS

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Nechell T. Bonds as Director of Undergraduate Admissions effective September 7, 2010.

Ms. Bonds received an M.Ed. from Grand Valley State University in 2006 and a B.S. in International Business in 1992 from Ferris State University. She served as the Director of Transition and Enrollment Services at Valencia Community College for two years. Prior to that, she served as the Associate Director of Admissions at Grand Valley State University.

Salary: \$85,000 for 12 months
Rank: Director of Undergraduate Admissions and Instructor

APPOINTMENT OF DIRECTOR OF WOMEN’S BASKETBALL OPERATIONS

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Elizabeth Bradley as Director of Women’s Basketball Operations, Office of Athletics effective July 25, 2010.

Ms. Bradley received an M.A. in Organizational Leadership in 2010 from the University of San Diego and a B.A. in Public Relations in 2003 from Lipscomb University. She has been a Graduate Assistant and most recently Interim Assistant Coach for Women’s Basketball at the University of San Diego.

Salary: \$37,500 for 12 months
Rank: Director of Women’s Basketball Operations and Instructor

APPOINTMENT OF ASSISTANT COORDINATOR OF THE TRANSFER STUDENT RESOURCE CENTER

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Brooke Brown as Assistant Coordinator of the Transfer Student Resource Center, University College effective August 25, 2010.

Ms. Brown received an M.S. in Education in 2008 from Old Dominion University and a B.A. in Sociology in 2006 from Randolph-Macon College. Since 2008, she has been a Counselor in the Career and Transfer Resource Center at Tidewater Community College.

Salary: \$40,000 for 12 months
Rank: Assistant Coordinator of the Transfer Student Resource Center and Instructor

APPOINTMENT OF ASSISTANT DIRECTOR FOR ENROLLMENT AND STUDENT SERVICES

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Daniela Cigularova as Assistant Director for Enrollment and Student Services, Virginia Beach Higher Education Center effective August 16, 2010.

Ms. Cigularova received an M.S. in Student Affairs in Higher Education in 2006 from Colorado State University and a B.S. in Banking and Finance in 1998 from the University of Economics,

Varna, Bulgaria. Since 2008, she has been Chair of Marketing and Public Relations at the Naperville Cultural Center.

Salary: \$45,000 for 12 months
Rank: Assistant Director for Enrollment and Student Services, Virginia Beach Higher Education Center and 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 Ms. Erin E. Colwell as Professional Counselor, Office of Counseling Services effective July 10, 2010.

Ms. Colwell received an M.S.Ed. in Counseling in 2010 from Old Dominion University and a B.A. in Psychology in 2006 from Lake Forest College. Since 2009, she has been a Student Success Advisor/Academic Advisor at Tidewater Community College. Ms. Colwell was a Graduate Clinical Intern in the Office of Counseling Services at Old Dominion University.

Salary: \$40,000 for 12 months
Rank: Professional Counselor and Instructor

APPOINTMENT OF DIRECTOR OF FOOTBALL OPERATIONS

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Christopher D. Crouch as Director of Football Operations, Office of Athletics effective August 10, 2010.

Mr. Crouch received a Master's in Health & Physical Education in 2005 from Old Dominion University and a Bachelor of Science in Health & Physical Education in 2003 from Lock Haven University of Pennsylvania. Since 2007, he has been Director of Athletic Camps at Old Dominion University.

Salary: \$37,500 for 12 months
Rank: Director of Football Operations and Instructor

**APPOINTMENT OF SITE COORDINATOR
NORTHERN VIRGINIA HIGHER EDUCATION CENTER**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Lisa Fukui as Site Coordinator for the Northern Virginia Higher Education Center, Office of Distance Learning effective September 10, 2010.

Ms. Fukui received a B.A. in English from Georgetown University. She has been a Manager of Admissions and Student Services at the Northern Virginia Higher Education Center at Old Dominion University. Prior to that, Ms. Fukui was a Student Retention Manager at Strayer University.

Salary: \$30,800 for 12 months (Three-quarter time position)
Rank: Site Coordinator, Northern Virginia Higher Education Center and Assistant Instructor

APPOINTMENT OF DIRECTOR OF PLANNED GIVING

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Barbara M. Henley as Director of Planned Giving, Office of Development effective September 10, 2010.

Ms. Henley received a B.A. in Business Management in 1996 from Virginia Wesleyan College. Since 1999, she has been Director of Planned Giving at Hampden-Sydney College. Prior to that, Ms. Henley was Development Associate/Gift Planning Officer at the Children's Hospital of the King's Daughters.

Salary: \$95,000 for 12 months
Rank: Director of Planned Giving and Assistant Instructor

APPOINTMENT OF DEFENSIVE ASSISTANT COACH

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Corey Hetherman as Defensive Assistant Coach, Office of Athletics effective August 10, 2010.

Mr. Hetherman received a B.S. in Secondary Education in 2006 from Fitchburg State College and is pursuing a Master's in Physical Education with a concentration in Athletic Administration. He was the Offensive Coordinator at Western New England College. Prior to that, Mr. Hetherman was the outside Linebackers Coach at Northeastern University.

Salary: \$25,000 for 12 months
Rank: Defensive Assistant Coach and Assistant Instructor

APPOINTMENT OF CATALOGING AND METADATA SERVICES LIBRARIAN

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Leanne Hillery as Cataloging and Metadata Services Librarian, Perry Library effective July 25, 2010.

Ms. Hillery received an M.B.A. in 2008 from Regent University, an M.I.L.S. in 1988 from the University of Michigan, and a B.A. in English in 1985 from West Virginia University. Since 2007, she has been the Librarian for Marketing and Public Relations at Regent University Library. Previously she was the Cataloging Librarian for Regent University Law Library.

Salary: \$55,000 for 12 months
Rank: Cataloging and Metadata Services Librarian

**APPOINTMENT OF TEACHER PREPARATION PROGRAM ADVISOR
INTERDISCIPLINARY STUDIES**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Tammera Nielsen Johnson as Interdisciplinary Studies – Teacher Preparation Program Advisor, effective July 10, 2010.

Ms. Johnson received an M.S.Ed. in Counseling and a B.S. in Human Services Counseling, in 2002 and 2000 respectively, from Old Dominion University. Since 2008, she has been Assistant Director for Enrollment and Student Services at the Virginia Beach Higher Education Center.

Salary: \$38,000 for 12 months
Rank: Assistant Director for Enrollment and Student Services, Virginia Beach Higher Education Center and Instructor

**APPOINTMENT OF RESEARCH DEVELOPMENT AND OUTREACH
COORDINATOR**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Lisa G. Kelch as Research Development and Outreach Coordinator, Office of Research effective August 10, 2010.

Ms. Kelch received an M.A. in Political Science from Temple University in 1999 and a B.A. in Political Science in 1990 from the University of West Florida. Since 2007, she was a Grants Associate in the Obici Healthcare Foundation. Prior to that, Ms. Kelch was a Financial Aid Officer at the Medical Careers Institute in Virginia Beach.

Salary: \$49,000 for 12 months
Rank: Research Development and Outreach Coordinator and Instructor

APPOINTMENT OF ASSISTANT TO THE ATHLETIC DIRECTOR

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Katherine Hays Kiefner as Assistant to the Athletic Director, Office of Athletics effective August 18, 2010.

Ms. Kiefner received a B.A. in Media Arts & Design in 2000 from James Madison University. Since 2003 she has been a Manager with NCAA Properties at CBS Sports.

Salary: \$52,000 for 12 months
Rank: Assistant to the Athletic Director and Assistant Instructor

APPOINTMENT OF ASSISTANT BASEBALL COACH

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Tim LaVigne as Assistant Baseball Coach, Office of Athletics effective August 10, 2010.

Mr. LaVigne received a B.A. in American Politics in 2000 from the University of Virginia. Since 2000, he has been a Professional Baseball Player employed by the Mets, Yankees and Astros organizations.

Salary: \$30,000 for 12 months
Rank: Assistant Baseball Coach and Assistant Instructor

APPOINTMENT OF COMMUNITY ENGAGEMENT LIAISON

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Catherine Mary Lewis as Community Engagement Liaison, Office of University Advancement effective July 10, 2010.

Ms. Lewis is a graduate of the W. Page Pitt School of Journalism at Marshall University. She is the founding host of "*HearSay with Cathy Lewis*" on 89.5 WHRV-FM that was launched in 1996 and host and Executive Producer of *What Matters* on WHRO-DT 15.1. Ms. Lewis has also served as Executive Director of the CIVIC Leadership Institute in Hampton Roads.

Salary: \$65,000 for 12 months (three-quarter time position)
Rank: Community Engagement Liaison and Assistant Instructor

APPOINTMENT OF ASSISTANT ROWING COACH

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Michael Lucey as Assistant Rowing Coach, Office of Athletics effective June 10, 2010.

Mr. Lucey received a B.A. in Political Science from the University of Wisconsin-Madison in 2005. Since 2009, he has been a Varsity Assistant Coach for Men’s Heavyweight Rowing at Dartmouth College. He was also an Assistant Coach for Women’s Lightweight Crew at Princeton University.

Salary: \$38,000 for 12 months
Rank: Assistant Rowing Coach and Assistant Instructor

APPOINTMENT OF DIRECTOR OF PARKING AND TRANSPORTATION SERVICES

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Slade S. McCalip as Director of Parking and Transportation Services, Office of Administration and Finance effective August 10, 2010.

Mr. McCalip received an M.A. in Urban Studies and a B.A. in Criminal Justice from the University of Maryland. Since 2007, he has been a Senior Associate at Martin/Alexiou/Bryson, L.C., with a specialty in strategic planning for parking operations. Prior to that, Mr. McCalip was Assistant Director for Planning and Transit Operations at North Carolina State University.

Salary: \$86,000 for 12 months
Rank: Director of Parking and Transportation Services and Instructor

APPOINTMENT OF ASSISTANT ATHLETIC DIRECTOR FOR COMPLIANCE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Sandra L. Niedergall, Office of Athletics, effective August 10, 2010.

Ms. Niedergall received an M.S. in Education-Leadership and Education Policy Studies in 1991 from Northern Illinois University and a B.A. in Sociology in 1985 from Saginaw Valley State University. Since 2004, she has been the Director of Compliance at the University of Nevada, Reno.

Salary: \$77,000 for 12 months
Rank: Assistant Athletic Director for Compliance and Instructor

**APPOINTMENT OF CHIEF SCIENTIST/RESEARCH PROFESSOR
VIRGINIA MODELING, ANALYSIS & SIMULATION CENTER**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Yiannis E. Papelis as Chief Scientist/Research Professor in the Virginia Modeling, Analysis & Simulation Center, Office of Research effective August 25, 2010.

Dr. Papelis received a Ph.D. in Electrical and Computer Engineering in 1993 from the University of Iowa, an M.S. in Electrical and Computer Engineering in 1989 from Purdue University and a B.S. in Electrical Engineering in 1988 from Southern Illinois University. Since 2007, he has been a Research Associate Professor in the Virginia Modeling, Analysis & Simulation Center at Old Dominion University.

Salary: \$135,000 for 12 months
Rank: Chief Scientist/Research Professor

**APPOINTMENT OF STUDENT CLINICAL SERVICES COORDINATOR
SCHOOL OF NURSING**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Colleen M. Parker as Student Clinical Services Coordinator in the School of Nursing, College of Health Sciences effective August 25, 2010.

Ms. Parker received a Master of Health Services Administration from Strayer University and a B.A. in Health Services Management from Saint Leo University. She has been an eCare Jr. Clinical Analyst for Sentara Healthcare.

Salary: \$60,000 for 12 months
Rank: Student Clinical Services Coordinator, School of Nursing and Instructor

APPOINTMENT OF ADMISSIONS COUNSELOR

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Joshua Sanders as Admissions Counselor, Office of Admissions effective August 25, 2010.

Mr. Sanders received a B.S. in Health Science in 2008 from James Madison University. In 2008-09, he was an Admission Counselor/Regional Coordinator for James Madison University. He has also served as InterVarsity Christian Fellowship Leader at James Madison University.

Salary: \$30,000 for 12 months
Rank: Admissions Counselor and Assistant Instructor

APPOINTMENT OF ASSISTANT DIRECTOR OF ATHLETIC TICKETING

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Brian Sawyer as Assistant Director of Athletic Ticketing, Office of Athletics effective August 25, 2010.

Mr. Sawyer received an M.S. and B.S. in Sport Management from Old Dominion University. Since 2002, he has been a Ticket Seller and Senior Box Office Supervisor at the Ted Constant Convocation Center at Old Dominion University.

Salary: \$35,000 for 12 months
Rank: Assistant Director of Athletic Ticketing and 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. Brian Shaw as Professional Counselor, Office of Counseling Services effective August 16, 2010.

Mr. Shaw received an M.A. in Counseling in 2008 from Wake Forest University, a B.S. in Computer Science in 1997 from North Carolina State University and is expected to receive a Ph.D. in Counseling from Old Dominion University in 2011. Since 2008, he has been a Graduate Teaching Assistant at Old Dominion University.

Salary: \$40,000 for 12 months
Rank: Professional Counselor and Instructor

APPOINTMENT OF ASSISTANT DIRECTOR, UNDERGRADUATE ADVISING 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 Mr. Tourgeè D. Simpson, Jr. as Assistant Director for Undergraduate Advising for the College of Business and Public Administration effective June 10, 2010.

Mr. Simpson received a Master of Education in Higher Education Administration in 2007 from the University of Arkansas and a B.S. in Human Resource Policy and Development in 2005 from Georgia State University. Since 2007, he has been Resident Director at the University of California Santa Barbara. Prior to that, Mr. Simpson was a Graduate Resident Director at the University of Arkansas.

Salary: \$35,000 for 12 months
Rank: Assistant Director, Undergraduate Advising, College of Business and Public Administration and Instructor

**APPOINTMENT OF ASSOCIATE SITE DIRECTOR
FORT BELVOIR**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Ms. Trenise M. West as Associate Site Director at Fort Belvoir, Office of Distance Learning effective August 25, 2010.

Ms. West received an M.Ed. in Elementary Education in 1994 from Marymount University and a B.S. in Social Science Education in 1989 from the University of Georgia. Since 2010 she has been an Administrative Services Manager for Axseum Solutions. Prior to that, Ms. West was an Administrative Support Specialist Volunteer for Army Community Service, Fort Belvoir.

Salary: \$26,010 for 12 months (three-quarter time position)
Rank: Associate Site Director, Fort Belvoir and Instructor

**APPOINTMENT OF MAJOR GIFTS OFFICER
COLLEGE OF SCIENCES**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Mr. Hunter W. Wortham as Major Gifts Officer for the College of Sciences, Office of Development, effective June 10, 2010.

Mr. Wortham received an M.B.A. in 2009 from the University of Phoenix and a B.S. in Psychology in 1994 from James Madison University. Since 1998, he has been Director of Advancement at Chesapeake Bay Academy.

Salary: \$55,000 for 12 months
Rank: Major Gifts Officer, College of Sciences and Assistant Instructor

Committee members approved by unanimous vote the proposal to reorganize the Division of Student Affairs to Student Engagement and Enrollment Services with relocation of related units and functions, and the establishment of the position of Vice President for Student Engagement and Enrollment Services. The goal of the reorganization is to better align all enrollment management efforts, personal and academic support services, and out-of-classroom learning programs.

The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved unanimously by all members present and voting. (*Ampy, Ainslie, Batten, Forehand, Gehman, Gilmore, Hall, Hillier, Jacobson, Kirk, Kornblau, O'Neill*)

**APPROVAL TO REORGANIZE THE DIVISION OF STUDENT AFFAIRS TO
STUDENT ENGAGEMENT AND ENROLLMENT SERVICES WITH RELOCATION
OF RELATED UNITS AND FUNCTIONS,
AND THE ESTABLISHMENT OF THE POSITION OF VICE PRESIDENT
FOR STUDENT ENGAGEMENT AND ENROLLMENT SERVICES**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves reorganizing the Office of Student Affairs to Student Engagement and Enrollment Services, to include the relocation of related units and functions, and the establishment of the position of Vice President for Student Engagement and Enrollment Services effective September 16, 2010.

Rationale: The first goal in the Old Dominion University 2009-14 Strategic Plan is to provide students with the tools to succeed. With this goal in mind, an external review of all departments, programs and services through which Old Dominion provides personal and academic support to students was conducted earlier this year. President Broderick appointed a student success advisory committee to assess the external report and make recommendations to better align all enrollment management efforts, personal and academic support services, and out-of-classroom learning programs.

For the past several months, the President's Advisory Committee on Student Success examined the report from an external consulting firm, reviewed numerous national and local studies and articles related to student success, met with campus stakeholders to solicit their feedback and input, and solicited feedback from faculty, staff and students. The Committee also assessed various organizational models, and discussed the student success work currently being performed within the University, in its efforts to recommend a proposed student success portfolio of departments, programs, and services to the President.

The attached document provides the rationale for the reorganization of units to Student Engagement and Enrollment Services and also recommends the relocation of two units currently in Student Affairs to Academic Affairs. The President approved recommendations after soliciting input from the senior administrators whose divisions were affected by the proposed reorganization.

The recommendation to establish and recruit a Vice President for Student Engagement and Enrollment Services had universal support. The divisional leader for student engagement and enrollment services should be at the same, executive level as other divisional leaders, be compensated appropriately and possess a comparable level of influence within the organizational hierarchy of the University. (A national search for this position will take place this fall.)

This transformative approach to a new model for student success will involve a period of transition. Units and functions that are to move under the new student success portfolio will continue to operate in their current organization structures until the Vice President for Student Success and Enrollment Services begins work. At that time, the internal operational and organizational changes will be activated and an inclusive strategic planning process will begin for the new student success portfolio.

The President also endorsed the recommendation to establish a Student Success and Enrollment Management Advisory Board. This senior-level board will provide oversight and coordination

of all university student success and enrollment management efforts and will regularly report to the President. This board, co-chaired by Provost Simpson, will also provide oversight during the shift from the current student services organizational structures to the new student engagement and enrollment services model.

PRESIDENT'S ADVISORY COMMITTEE ON STUDENT SUCCESS
APPROVED RECOMMENDATIONS
August 2010

Background:

For the past several months, the President's Advisory Committee on Student Success examined the report from an external consulting firm, reviewed numerous national and local studies and articles related to student success, met with campus stakeholders to solicit their feedback and input, and solicited feedback from faculty, staff and students. The Committee also assessed various organizational models, and discussed the student success work currently being performed within the University, in our efforts to recommend a proposed student success portfolio of departments, programs, and services to the President. Regardless of the structure which resulted, our goal was to increase both informal and formal communications, provide increased and more effective collaboration among university divisions, and to indicate that the work of Academic Affairs, as well as other divisions, is essential for student success.

As a result, the Committee has provided several recommendations for consideration by the President. We believe that these recommendations will serve to create an exciting living and learning environment at Old Dominion University and, if implemented properly, will result in great strides to support all of our efforts toward the goal of student success.

Recommendations:

1. Establish the position of Vice President for Student Engagement and Enrollment Services and conduct a national search to fill this position with the best candidate.

Rationale: The President's Advisory Committee on Student Success supports the Keeling Report recommendation to establish and recruit a Vice President for Student Engagement and Enrollment Services. The divisional leader for student engagement and enrollment services should be at the same, executive level as other divisional leaders, be compensated appropriately and possess a comparable level of influence within the organizational hierarchy of the University. There was universal agreement that the head of this division should be at the vice presidential level.

2. Establish the Student Success and Enrollment Management Advisory Board co-chaired by the Provost and the Vice President for Student Engagement and Enrollment Services.

Rationale: This senior level board, as recommended in the Keeling Report, will provide high level oversight and coordination of all university student success efforts, to include recommendations for resource allocation, increased communication and improved customer service, and should regularly report to the President.

The role of this advisory board was expanded to include enrollment management with an emphasis on the recruitment, retention and graduation of students of the highest academic and personal quality. This board will also provide oversight during the transition from the current student services organizational structures to the implementation of the student engagement and enrollment services model. Refer to Attachment A for the proposed framework for the advisory board.

Proposed Organizational Restructuring:

The President's Advisory Committee on Student Success focused on identifying the departments, units and activities that will be placed under the umbrella of the student engagement and enrollment services division. Unless specifically mentioned in this report, all offices will remain within their current operating structure.

It was decided that the new Vice President for Student Engagement and Enrollment Services should determine the organizational structure within the division in terms of how the functions should be organized and administered. These decisions should be based on an inclusive, community-based process of strategic planning as recommended in the Keeling Report.

Current Student Affairs Division:

1. Reassign Upward Bound from Student Affairs to Academic Affairs

Rationale: Consolidates the two existing Federal TRIO programs under one administrative division since Student Support Services was moved to University College four years ago. Both units have specific target populations that they serve with academic student success support functions. Both are currently located in the same building and are due to move to the new Student Success Center. This would also allow the University to seek funding for other TRIO programs to support other students who attend the University and qualify for these services.

2. Reassign International Student and Scholar Services from Student Affairs to Academic Affairs under a consolidated international programs and services department.

Rationale: Recommendation supports the findings of the Strategic Enrollment Management Committee - International and addresses the concerns identified in the April 2010 International Student Satisfaction Report. The relocation of ISSS is a key piece in the consolidation of international educational activities and the establishment of a one-stop-shop for these services.

Student Engagement and Enrollment Services Division:

The offices below should be fully integrated into the Student Engagement and Enrollment Services Division in order to be supervised by a senior administrator with student life experience and qualifications. See Attachment B for an alphabetical listing of all the departments in this division.

1. Reassign Admissions, International Admissions and Financial Aid to Student Engagement and Enrollment Services

Rationale: Provides a unified portfolio of services with a more integrated, collaborative approach to student success. These units, currently under the umbrella of Enrollment Management, were part of Institutional Advancement. Since that division was eliminated, the units have been part of the Office of the President. Several models exist in which enrollment services are part of the student affairs portfolio. This action will reduce the current need to work across divisional lines.

2. Reassign Housing and Residence Life from Administration and Finance to Student Engagement and Enrollment Services

Rationale: As the University has become more residential, housing and residence life are critical services that can impact academic success, student satisfaction and ultimately student retention. These are core elements of student engagement. Several studies have been conducted within the University over the past few years and an external consultant was engaged to provide guidance about the structure and reporting line for Housing and Residence Life. The units were consolidated a few years ago and were assigned to Student Affairs. They were temporarily reassigned to Administration and Finance to resolve financial and operational issues.

3. Reassign New Student and Parent Programs/Preview from Academic Affairs to Student Engagement and Enrollment Services

Rationale: This unit works closely with Admissions and is the start of the student engagement process. It is a yield activity and alignment with Admissions will foster consistent communications with students throughout the admissions and enrollment process. Efforts need to be made to solicit more faculty input in to the orientation program.

4. Reassign the Transfer Student Resource Center from Academic Affairs to Student Engagement and Enrollment Services

Rationale: Even though the Transfer Student Resource Center and Admissions perform different enrollment services activities for transfer students, there are key contact points between the two functions. Aligning this unit with Admissions provides a unified portfolio and a one-stop-shop to provide better service to transfer students. Articulation agreements and academic advising remain functions of Academic Affairs.

5. Reassign the Career Management Center from Academic Affairs to Student Engagement and Enrollment Services

Rationale: The Career Management Center is part of student engagement and more emphasis needs to be placed on career planning with a corresponding integration with the Center for Major Exploration, since both units focus on major exploration and career development. Reassignment will ensure alignment with other departments with student life backgrounds and experiences. CMC's current operating structure with branches in the colleges will be maintained, and CMC will not be limited regarding the awarding of internship credit through their department under this new division.

6. Reassign the Center for Major Exploration from Academic Affairs to Student Engagement and Enrollment Services

Rationale: Advising for exploratory students is the responsibility of the Center for Major Exploration. This reassignment will align CME with other departments with student life backgrounds and experiences. CME also focuses on career development and works closely with CMC. Consideration should be given to locating the two units in the same building. CMC and CME need to be joined together more in process, operations and systems. The perceived role of both units needs clarification.

Summary:

The President's Advisory Committee on Student Success believes that all of the reorganization, structural alignment and development which will come from this process will:

- Promote collaboration across divisions;
- Decrease the "silo" effect caused by similar services being provided by several divisions;
- Enhance academic success and student learning;
- Establish formal communication channels which do not exist;
- Provide opportunities and incentives for cross divisional programs;
- Align offices which have related functions;
- Avoid duplication of services;
- Increase service to students;
- Enhance retention;
- Increase leadership opportunities for students; and,
- Provide a well qualified senior voice with proven national status to advise the President and the University regarding student success initiatives.

The successful implementation of this reorganization is predicated on the allocation of adequate resources for staffing and programmatic support.

ATTACHMENT A
STUDENT SUCCESS AND ENROLLMENT MANAGEMENT ADVISORY BOARD

Role: High level oversight and coordination of all University student success efforts; reports to the President; makes recommendations for resource allocation/reallocation, as well as development of new and revised initiatives, cross-divisional and university-wide programs, and other duties as assigned by the President.

Leadership: Co-chaired by Vice President for Student Engagement and Enrollment Services and the Provost and Vice President for Academic Affairs.

Membership: Associate Vice President for Enrollment Management and an additional senior-level administrator from the Student Engagement and Enrollment Services Division, Vice Provost for Planning and Institutional Effectiveness, Vice Provost for Undergraduate Education, Associate Vice President for Administration and Finance, President of the Student Government Association, Student Representative to the Board of Visitors, and the other vice presidents as ex officio.

Student Success Subcommittees

Role: To focus on areas of critical importance to student success; make recommendations to Advisory Board.

Membership: Directors, associate deans, student representatives, faculty representatives and others responsible for programs and services designed to support student success. The Vice President for Student Engagement and the Provost should appoint subcommittee members.

Subcommittees:

- Undergraduate Recruitment and Orientation (first year and transfer) – includes admission criteria, enrollment goals, marketing plan, close the deal;
- Graduate and Undergraduate Retention and Orientation- includes financial, health insurance, writing, housing and career planning support for graduate students and undergraduate students;
- Student Engagement (academic & social; first year & transfer) – includes student experience programs for first year and transfer students as well as others who may be identified (i.e. Sophomores); academic assessment (assessment of readiness to learn - placement testing, early warning, TCI monitoring), course availability, programming designed to foster successful student engagement and integration, student conduct and academic integrity, facilities and space utilization (includes parking), security issues;
- Financial (first year, transfer & graduate students) – includes financial planning for students and parents, advisor education, creation of safety net programs for students in financial exigency;
- Counseling, Educational Accessibility, Developmental Advising & Career Planning (first year and transfer) – includes major and career exploration programs, support for major-changers, support for personal/family issues, health issues (including alcohol) , assessment and tracking of post-graduation career/graduate school experiences;
- Assessment (All) - includes exit interviews for those who leave prior to graduation, profile of successful/unsuccessful students, assessment of all programs designed to support student success and other assessment efforts intended to analyze student success issues throughout the University.

ATTACHMENT B

STUDENT ENGAGEMENT AND ENROLLMENT SERVICES PORTFOLIO

1. Admissions
2. Campus Ministries (Maintain listing from the Student Affairs' organization chart)
3. Career Management Center
4. Center for Major Exploration
5. Counseling Center
6. Divisional IT Support, Assessment/Planning and Budget Management
7. Financial Aid
8. Housing and Residence Life
9. Intercultural Relations
10. International Admissions
11. International Student Programming

12. New Student and Parent Programs/Preview
13. Recreation and Wellness
14. Student Activities and Leadership
15. Student Conduct and Academic Integrity
16. Student Engagement
17. Student Health Center
18. Student Ombudsperson Services
19. Summer Camps and Conferences
20. Transfer Student Center
21. Women's Center

In the report from the Vice President for Research, Dr. Mohammad Karim provided information on the University's research portfolio. As part of the report, Dr. Larry Atkinson, Slover Professor of Oceanography, discussed efforts to increase ODU's visibility in providing solutions to sea-level rise and the effects of climate change.

In the report from the Provost, Carol Simpson provided an update on the SACS/COC Reaffirmation process, data on the success of transfer students, an update on Deans' searches that are underway, and information on requests concerning faculty teaching loads.

ADMINISTRATION AND FINANCE COMMITTEE

The Rector called on Mr. Hall for the report of the Administration and Finance Committee. Mr. Hall reported that the Committee has two action items for the Board's consideration.

The first action item is a Resolution for the Board's consideration for approval of the Financing Resolution for 9d) Bonds authorizing the University to receive up to \$950,000 for the Powhatan Sports Center project (specifically for completing the Women's Crew Facility) through the sale and issuance of 9d) bonds under the Virginia College Building Authority's pooled bond program. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved unanimously by all members present and voting. (*Ampy, Ainslie, Batten, Forehand, Gehman, Gilmore, Hall, Hillier, Jacobson, Kirk, Kornblau, O'Neill*)

RESOLUTION OF THE BOARD OF VISITORS OF OLD DOMINION UNIVERSITY

WHEREAS, pursuant to Chapter 3.2, Title 23 of the Code of Virginia of 1950, as amended (the "Act"), the General Assembly of Virginia has authorized the Virginia College Building Authority (the "Authority") to develop a pooled bond program (the "Program") to purchase bonds and other debt instruments issued by public institutions of higher education in the Commonwealth of Virginia (the "Institutions") to finance or refinance the construction of

projects of capital improvement specifically included in a bill passed by a majority of those elected to each house of the General Assembly of Virginia (the “Projects”);

WHEREAS, the Authority intends to issue from time to time under the Program its Educational Facilities Revenue Bonds (Public Higher Education Financing Program) (the “Bonds”) to finance the purchase of notes and other debt instruments issued by the Institutions to finance or refinance the Projects, all in the furtherance of the purposes of the Act and the Program;

WHEREAS, the Board of Visitors of Old Dominion University (the “Board”) may from time to time wish to finance or refinance Projects of Old Dominion University (the “Participating Institution”) through the Program;

WHEREAS, if the Participating Institution wishes to finance or refinance a Project through the Program, it will be necessary for the Participating Institution to enter into a Loan Agreement (a “Loan Agreement”) between the Authority and the Participating Institution and, to evidence the loan to be made by the Authority to the Participating Institution pursuant to the Loan Agreement, to issue the Participating Institution’s promissory note (the “Note”), and pursuant to Section 23-19 of the Code of Virginia of 1950, as amended, and the Loan Agreement, the Authority will agree to issue its Bonds and to use certain proceeds of the Bonds to purchase the Note issued by the Participating Institution, and the Participating Institution will agree to use the proceeds of the Bonds received from the Authority to finance or refinance the construction of the Project and to make payments under the Loan Agreement and the Note in sums sufficient to pay, together with certain administrative and arbitrage rebate payments, the principal of, premium, if any, and interest due on that portion of the Bonds issued to purchase the Note;

WHEREAS, the Participating Institution now proposes to sell to the Authority the Participating Institution’s Note (the “2010 Note”) to be issued under a Loan Agreement (the “2010 Loan Agreement”) to finance or refinance from all or a portion of the proceeds of certain new money Bonds issued by the Authority in 2010, with appropriate series designation depending on their issuance date, (the “2010 Bonds”) a portion of the costs of construction and/or improvements of the Powhatan Sports Center ([collectively,] the “2010 Project”), which has been authorized for bond financing by the General Assembly; and

WHEREAS, it is the desire of the Board to delegate to such Authorized Officers (as hereinafter defined) of the Participating Institution the authority to approve, on behalf of the Board, the forms of the 2010 Loan Agreement and the 2010 Note and, similarly, to authorize such Authorized Officers of the Participating Institution to execute, deliver and issue in the name of and on behalf of the Participating Institution, the 2010 Loan Agreement, the 2010 Note and any and all documents necessary or desirable to effectuate the financing or refinancing of all or a portion of the costs of the 2010 Project through the Program with the Authority and to facilitate the purchase of the 2010 Note by the Authority.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF THE PARTICIPATING INSTITUTION:

Section 1. The 2010 Project is hereby designated a Project to be undertaken and financed or refinanced by the Authority and, accordingly, the President and Vice President of Administration and Finance of the Participating Institution (collectively, the “Authorized

Officers”), are each hereby delegated and invested with full power and authority to approve the forms of the 2010 Loan Agreement and 2010 Note, and any pledge to the payment of the 2010 Note of the Participating Institution’s total gross university sponsored overhead, unrestricted endowment income, tuition and fees, indirect cost recoveries, auxiliary enterprise revenues, general and nongeneral fund appropriations and other revenues not required by law or by previous binding contract to be devoted to some other purpose, restricted by a gift instrument for another purpose or excluded from such pledge as provided in the 2010 Loan Agreement, and such approval is hereby authorized, subject to the provisions of Section 3 hereof.

Section 2. Subject to the provisions of Section 3 hereof, the Authorized Officers are each hereby individually delegated and invested with full power and authority to execute, deliver and issue, on behalf of the Board, (a) the 2010 Loan Agreement and the 2010 Note with the approval of such documents in accordance with Section 1 hereof by any such officer evidenced conclusively by the execution and delivery of the 2010 Loan Agreement and 2010 Note, respectively, and (b) any and all other documents, instruments or certificates as may be deemed necessary or desirable to consummate the financing or refinancing of all or a portion of the costs of the 2010 Project through the Program, the construction of the 2010 Project and the Participating Institution’s participation in the Program, and to further carry out the purposes and intent of this Resolution. The Authorized Officers are directed to take such steps and deliver such certificates prior to the delivery of the 2010 Note as may be required under existing obligations of the Participating Institution, including bond resolutions relating to the Participating Institution’s outstanding general revenue pledge bonds.

Section 3. The authorizations given above as to the approval, execution, delivery and issuance of the 2010 Loan Agreement and the 2010 Note are subject to the following parameters: (a) the principal amount to be paid under the 2010 Note allocable to each Project constituting part of the 2010 Project, together with the principal amount of any other indebtedness with respect to such Project, shall not be greater than the amount authorized for such Project by the General Assembly of Virginia, plus amounts needed to fund issuance costs and other financing expenses, including capitalized interest, or any other increase permitted by law, (b) the aggregate principal amount of the 2010 Note shall in no event exceed \$950,000, as the same may be so increased, (c) the interest rate payable under the 2010 Note shall not exceed a “true” or “Canadian” interest cost more than 50 basis points higher than the interest rate for “AA” rated securities with comparable maturities, as reported by Delphis Hanover, or another comparable service or index, on the date that the interest rates on the 2010 Note are determined, taking into account original issue discount or premium, if any, (d) the weighted average maturity of the principal payments due under the 2010 Note shall not be in excess of 20 years, (e) the last principal payment date under the 2010 Note shall not extend beyond the period of the reasonably expected average weighted economic life of the 2010 Project, and (f) subject to the foregoing, the actual amount, interest rates, maturities, and date of the 2010 Note shall be approved by an Authorized Officer, which approval will be evidenced by the execution of the 2010 Note.

Section 4. The Board acknowledges, on behalf of the Participating Institution, that if the Participating Institution fails to make any payments of debt service due under any Loan Agreement or Note, including the 2010 Loan Agreement and the 2010 Note, the Program authorizes the State Comptroller to charge against the appropriations available to the Participating Institution all future payments of debt service on that Loan Agreement and Note when due and payable and to make such payments to the Authority or its designee, so as to ensure that no future default will occur on such Loan Agreement or Note.

Section 5. The Board agrees that if the Authority determines that the Participating Institution is an “obligated person” under Rule 15c2-12 of the Securities and Exchange Commission with respect to any issue of Bonds, the Participating Institution will enter into a continuing disclosure undertaking in form and substance reasonably satisfactory to the Authority and the Participating Institution and will comply with the provisions and disclosure obligations contained therein.

Section 6. This resolution shall take effect immediately upon its adoption.

The second action item is the Financing Resolution for 9c) Bonds to authorize the University to receive up to \$2,000,000 for the Student Housing Renovations project through the sale and issuance of 9c) bonds under the Virginia Higher Educational Institutions Bond Act of 2010. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved unanimously by all members present and voting. (*Ampy, Ainslie, Batten, Forehand, Gehman, Gilmore, Hall, Hillier, Jacobson, Kirk, Kornblau, O’Neill*)

**RESOLUTION OF THE
BOARD OF VISITORS OF
OLD DOMINION UNIVERSITY**

WHEREAS, there have been passed by the General Assembly of Virginia and signed by the Governor acts entitled “Commonwealth of Virginia Higher Educational Institutions Bond Act of 2010” (the “2010 Act”), “Commonwealth of Virginia Parking Facilities Bond Act of 2009” (the “2009 Act”), “Commonwealth of Virginia Higher Educational Institutions Bond Act of 2009” (the “2009 Act”), “Commonwealth of Virginia Higher Educational Institutions Bond Act of 2008” (the “2008 Act”), “Commonwealth of Virginia Higher Educational Institutions Bond Act of 2007” (the “2007 Act”), and “Commonwealth of Virginia Higher Educational Institutions Bond Act of 2006” (the “2006 Act” and, together with the 2007 Act, 2008 Act, 2009 Acts, and the 2010 Act, the “Acts”);

WHEREAS, pursuant to the Acts, the Treasury Board of the Commonwealth of Virginia (the “Treasury Board”) is authorized, by and with the consent of the Governor, to sell and issue bonds or bond anticipation notes of the Commonwealth of Virginia (the “Commonwealth”) for the purpose of providing funds, together with other available funds, for paying the cost of acquiring, constructing, renovating, enlarging, improving and equipping certain revenue-producing capital projects at certain institutions of higher learning of the Commonwealth and for paying issuance costs, reserve funds and other financing expenses (the “Financing Expenses”), all in accordance with the provisions of Section 9(c) of Article X of the Constitution of Virginia;

WHEREAS, for Old Dominion University (the “Institution”), such revenue-producing capital projects include the Student Housing Renovation (221-16688) (each individually, a “Project” and, collectively, the “Projects”); and

WHEREAS, the Treasury Board is proposing to sell and issue bonds or bond anticipation notes pursuant to the Acts for such revenue-producing capital projects, in one or more series;

NOW, THEREFORE, BE IT RESOLVED BY THE RECTOR AND VISITORS OF OLD DOMINION UNIVERSITY:

Section 1. The Board of Visitors of the Institution (the "Board") requests the Treasury Board to sell and issue bonds (the "Bonds") or bond anticipation notes ("BANs") in an aggregate principal amount not to exceed \$2,000,000 to finance all or a portion of the costs of each Project plus Financing Expenses (for each individual Project, the "Individual Project Bonds" or "Individual Project Notes" and, collectively, the "Individual Project Borrowing" and for all Projects, the "Project Bonds" or "Project Notes" and, collectively, the "Project Borrowings"). The Individual Project Borrowings will be identified by amount by the State Treasurer upon issuance of any Bonds or BANs.

Section 2. With respect to this Project, the Board (a) covenants to fix, revise, charge and collect current housing revenues and other rates, fees and charges, for or in connection with the use, occupation and services of such Project and (b) pledges such rates, fees and charges remaining after payment of (i) the expenses of operating such Project and (ii) the expenses related to all other activities funded by the current housing revenues ("Individual Project Net Revenues") to the payment of the principal of, premium, if any, and interest on the Individual Project Borrowing relating thereto. The Board further covenants that it will fix, revise, charge and collect such rates, fees and charges in such amounts so that Individual Project Net Revenues will at all times be sufficient to pay, when due, the principal of, premium, if any, and interest on the related Individual Project Borrowing and on any other obligations secured by such Individual Project Net Revenues (such payments collectively the "Required Payments"). Each Individual Project Borrowing shall be secured on a parity with other obligations secured by the Individual Project Net Revenues relating to such Individual Project Borrowing (other than any obligations secured by a prior right in Individual Project Net Revenues). Any Individual Project Net Revenues pledged herein in excess of the Required Payments for an Individual Project Borrowing may be used by the Institution for any other lawful purpose.

Section 3. It is hereby found, determined and declared that, based upon responsible engineering and economic estimates and advice of appropriate officials of the Institution, as shown on the Financial Feasibility [Study/Studies] attached hereto as Exhibit[s] A, with respect to each Project, the anticipated Individual Project Net Revenues pledged herein will be sufficient to pay the Required Payments for such Project so long as the aggregate amount of net debt service on the Individual Project Borrowing for such Project actually payable in any bond year does not exceed the amounts assumed in the Financial Feasibility Study relating thereto.

Section 4. The Board covenants that the Institution will furnish the Treasury Board its general purpose financial statements, within 30 days of their issuance and receipt, audited by a firm of certified public accountants or the Auditor of Public Accounts which shall include a schedule of revenues and expenditures for auxiliary enterprise systems. If Individual Project Net Revenues for any Project are insufficient to pay Required Payments for such Project during such period, the Institution shall provide evidence of a plan to generate Individual Project Net Revenues for such Project sufficient to make such Required Payments in the future.

Section 5. The Board covenants that so long as any of the Project Notes are outstanding, the Institution will pay to the State Treasurer, not less than 30 days before each interest payment date, an amount estimated by the State Treasurer to be due and payable on such date as interest on the Project Notes. The Board covenants that so long as any of the Project Bonds are outstanding, the

Institution will pay to the State Treasurer, not less than 30 days before each interest or principal payment date, the amount certified by the State Treasurer to be due and payable on such date as principal of, premium, if any, and interest on the Project Bonds.

Section 6. The Board covenants that the Institution will pay from time to time its proportionate share of all expenses incurred in connection with the sale and issuance of any series of Bonds that includes Project Bonds or Project Notes and all expenses thereafter incurred in connection with the Bonds, including without limitation the expense of calculating any rebate to the United States of the earnings derived from the investment of gross proceeds of the Bonds, all as certified by the State Treasurer to the Institution.

Section 7. The Board covenants that the Institution will not take or omit to take any action the taking or omission of which will cause the Bonds to be “arbitrage bonds” within the meaning of Section 148 of the Internal Revenue Code of 1986, as amended, including regulations issued pursuant thereto (the “Code”), or otherwise cause interest on the Bonds to be includable in the gross income of the owners thereof for federal income tax purposes under existing laws. Without limiting the generality of the foregoing, the Institution will pay from time to time its proportional share of any rebate to the United States of the earnings derived from the investment of the gross proceeds of the Bonds.

Section 8. The Board covenants that the Institution will proceed with due diligence to undertake and complete the Projects and that the Institution will spend all of the available proceeds derived from the sale of the Project Borrowings for costs associated with the Projects and appropriated for the Projects by the General Assembly.

Section 9. The Board covenants that the Institution will not permit the proceeds of each Individual Project Borrowing to be used in any manner that would result in (a) 5% or more of such proceeds being used in a trade or business carried on by any person other than a governmental unit, as provided in Section 141(b) of the Code, (b) 5% or more of such proceeds being used with respect to any output facility within the meaning of Section 141(b)(4) of the Code, or (c) 5% or more of such proceeds being used directly or indirectly to make or finance loans to any persons other than a governmental unit, as provided in Section 141(c) of the Code. The Institution need not comply with such covenants if the Institution obtains the written approval of the State Treasurer and an opinion of nationally recognized bond counsel acceptable to the Treasury Board that such covenants need not be complied with to prevent the interest on the Bonds from being includable in the gross income of the owners thereof for federal income tax purposes.

Section 10. The Board covenants that for so long as any of the Bonds are outstanding the Institution will not enter into any operating lease, management contract or similar agreement with any person or entity, other than a state or local governmental unit, for all or any portion of any of the Projects without first obtaining the written approval of the State Treasurer and an opinion of nationally recognized bond counsel acceptable to the Treasury Board that entering into such agreement will not cause the interest on the Bonds to be included in the gross income of the owners thereof for federal income tax purposes.

Section 11. The Board covenants that for so long as any of the Bonds are outstanding, the Institution will not sell or dispose of all or any part of any of the Projects without first obtaining the written approval of the State Treasurer and an opinion of nationally recognized bond counsel acceptable to the Treasury Board that such sale or disposition will not cause interest on the Bonds to

be included in the gross income of the owners thereof for federal income tax purposes.

Section 12. The officers of the Institution are authorized and directed to execute and deliver all certificates and instruments and to take all such further action as may be considered necessary or desirable in connection with the sale and issuance of the Bonds.

Section 13. The Board acknowledges that the Treasury Board will rely on the representations and covenants set forth herein in issuing the Bonds, that such covenants are critical to the security for the Bonds and the exclusion of the interest on the Bonds from the gross income of the owners thereof for federal income tax purposes, that the Board will not repeal, revoke, rescind or amend any of such covenants without first obtaining the written approval of the Treasury Board, and that such covenants will be binding upon the Board so long as any of the Bonds are outstanding.

Section 14. This resolution shall take effect immediately.

Deb Swiecinski, Associate Vice President for Administration and Finance, presented the Annual Debt Management Report. Old Dominion's debt burden for Fiscal Year 2011 is projected to total \$25.9 million. The projected Debt Burden Ratio of 7.62% (annual debt service costs to total operating expenditures) will exceed 7%. However, this debt burden ratio may exceed 7% when debt-supported projects are financed with income from the respective operations, as is the case with student housing, the significant debt incurred over the past several years. This debt burden ratio has also been adversely impacted by the loss of substantial General Funds as a result of the recent state budget cuts. Old Dominion University has adequate fund balances to cover all debt service expenditures. S&P's continuing credit rating of "A+" acknowledges the integrity and stability of the University's financial planning and debt management. In response to a question from the Rector, Vice President Fenning stated that, with the exception of renovations to Webb University Center that will be brought to the Board for approval, there are no other significant projects planned for the future.

The Committee also heard reports on the Business Gateway, upcoming financial and business services projects, fall semester opening statistics, capital projects and investments.

OLD/UNFINISHED BUSINESS

The Rector asked if there was any old or unfinished business to come before the Board. President Broderick noted that ODU's enrollment of in-state students has increased almost 33% in the last seven years. One of the challenges has been trying to ensure that the mix of first-year, transfer and graduate students fits the University's capacity, both academically and in terms of the physical capabilities of the institution, particularly during a period of unprecedented growth.

The President also noted that a two-hours orientation session was held for the new Board members. He expressed his gratitude to the new members for their willingness to serve, and to Mr. Jacobson for his willingness to continue to serve.

NEW BUSINESS

There was no new business to come before the Board.

With no further business to be discussed, the meeting was adjourned at 2:05 p.m.