OLD DOMINION UNIVERSITY

BOARD OF VISITORS
Thursday, September 13, 2012

M I N U T E S

The Board of Visitors of Old Dominion University met in regular session on Thursday, September 13, 2012, at 1:00 p.m. in the Board Room of Webb University Center on the Norfolk campus. Present from the Board were:

David L. Bernd, Rector
Jeffrey W. Ainslie
Kenneth E. Ampy
Frank Batten, Jr.
John F. Biagas
Luke M. Hillier
Marc Jacobson
Andrea M. Kilmer
Pamela C. Kirk
Barry M. Kornblau
Robert J. O’Neill
Ronald C. Ripley
Judith O. Swystun
Fred J. Whyte
Kevin Muchiri (Student Representative)

Absent were: J. William Cofer
Dee D. Gilmore
Frank Reidy

Present from the administration were:

John R. Broderick, President
Alonzo Brandon
Jane Dané
Robert L. Fenning
Dan Genard
Giovanna Genard
David Harnage
Scott Harrison
Mohammad Karim
Elizabeth Kersey
Donna W. Meeks

Karen Meier
Jennifer Mullen
Earl Nance
Ellen Neufeldt
September Sanderlin
Wood Selig
Carol Simpson
Don Stansberry
Cecelia Tucker
James D. Wright
The Academic & Research Advancement and Administration & Finance Committees met in joint session to considering approval of the University’s Six-Year Plan. The Rector presided over the joint session and called the session to order at 9:00 a.m. President Broderick provided brief introductory remarks, noting that he had the rare and positive opportunity to participate in developing both the Virginia Higher Education Opportunity Act of 2011 and the “Top Jobs 21” legislation. The Board initially adopted the Six-Year Plan last year and the General Assembly requires that it be readopted on an annual basis. The only change to last year’s plan after the Board approved it was the lowering of the tuition increase in response to the Governor’s initiative. This year’s Plan includes some new initiatives, but has the same philosophy remains that new initiatives will not be undertaken unless the State provides the funds necessary to do them.

Vice President Fenning stated that there are four components of the Six-Year Plan: enrollment projections, financial plan, and both the mandatory and optional sections of the academic plan. He compared the original submission with the revised submission, noting that the revised Plan retained the enrollment projections, incorporated several new programmatic initiatives while revising and deleting initiatives included in the original Plan, and reflected the new biennial appropriation and tuition/fee increased revenues. The deleted initiatives (which are no longer needed) are the SACS reaccreditation and addressing the results of the faculty compression study. Revisions include an adjustment to the financial plan to reflect a 3.8% tuition and fee adjustment, a recalculation to the necessary base adequacy to reach 85%, and adjustments reflecting the budget allocations from the FY17 Operating Budget & Plan for the Plan initiatives through reallocations and new revenues from appropriations and increased tuition & fee revenues. New initiatives (pending additional funding) include increasing faculty positions to improve the faculty/staff ratio; proposed ODU Military Connector Center and Commonwealth Center for Transportation, Ports, Defense and Logistics Policy Analysis, and solar alternative energy (photovoltaic) research. Next steps include receiving Board approval of the revised Plan, respond to DPB review comments, and incorporate the revised Plan into the FY14 budget requests.

Following the presentation and a brief discussion, a motion to approve the revised Six-Year Plan was made by Mr. Ainslie and seconded by Mr. Jacobson. The motion was approved unanimously by all members present and voting. (Ainslie, Ampy, Batten, Biagas, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Ripley, Swystun, Whyte)

The joint session adjourned at 9:30 a.m.

The Rector called the meeting to order at 1:10 p.m. and asked for approval of the minutes of the Board meeting held on June 14, 2012. Upon a motion made by Mr. Jacobson and seconded by Mr. Kornblau, the minutes were approved by all members present and voting. (Ainslie, Ampy, Batten, Biagas, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Ripley, Swystun, Whyte)
RECTOR’S REPORT

The Rector welcomed the three new members of the Board, John Biagas, Ron Ripley, and Judy Swystun, and asked them to introduce themselves.

Rector Bernd reported that, at the meeting of the Board in June, he stated that the Board had announced its conclusion of the evaluation of President Broderick at the April meeting, was very pleased with the President’s performance, and had given him an additional two-year extension on his contract. He noted that the specific terms of the contract would be finalized at a future date and at a future meeting. Effective July 1, 2012, the President’s Employment Agreement shall be amended as follows: (1) the term of the President’s contract is to be extended through June 30, 2017 and (2) Board action on the President’s annual compensation increase and allocations thereof will be determined after the Commonwealth’s bonus payment to State employees is made November 30, 2012. A copy of the approved Resolution shall constitute authorization to the ODU Human Resources Department to effectuate these changes to the President’s Employment Agreement. A motion to approve the President’s contract was made by Mr. Ainslie and seconded by Mr. Hillier. The motion was approved by all members present and voting. (Ainslie, Ampy, Batten, Biagas, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Ripley, Swystun, Whyte)

REPORT OF THE NOMINATING COMMITTEE

The Rector called on Mr. Jacobson for the report of the Nominating Committee. Mr. Jacobson stated that the Nominating Committee recommends the following slate of officer, all of whom have been contacted and are willing to serve:

- Rector – Fred J. Whyte
- Vice Rector – Barry Kornblau
- Secretary – Andrea M. Kilmer

No additional nominations were made from the floor, whereupon, a motion to close nominations was made, seconded and unanimously approved. A motion was then made to approve the slate as presented. The motion was seconded and unanimously approved by all members present and voting. (Ainslie, Ampy, Batten, Biagas, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Ripley, Swystun, Whyte)

Mr. Bernd stated that he enjoyed his two years as Rector and, while he always knew that Old Dominion was a great asset to the community, he learned a great deal during his tenure and has grown to respect impressed. He commented that the honor of being Rector depends upon the quality of the CEO, and ODU has a great one in President Broderick. He looks forward to continuing to serve on the Board under Fred Whyte’s leadership.

The gavel was passed to Mr. Whyte, who complimented Mr. Bernd for his leadership on the Board and said it was comforting having three former rectors serving during his tenure. Mr. Whyte presided for the remainder of the meeting.
PRESIDENT’S REPORT

Rector Whyte called on President Broderick for his report. The President recognized Mr. Bernd as a terrific rector who took the lead in developing the Dashboards. He will be formally recognized at an appropriate event. President Broderick also thanked the Board for their confidence in formally approving his contract, noting that he is fortunate to have such a strong board and a strong leadership team for support.

The President reported on the agreement between Old Dominion and the Office of Intermodal Planning and Investment in the Office of the Secretary of Transportation. The tasks will include assisting the Office of the Secretary personnel in analyzing and assessing proposals; analyzing and assessing the competitive status and future of the Port of Virginia and offer policy recommendations; using the ODU econometric model to predict the effects of various tolls on bridges and tunnels, the level of economic activity, locations of businesses and governmental and military enterprises; and developing predictive models that focus on transportation in and around the port.

The recent U.S. News & World Report rankings noted that Old Dominion University has the third lowest student debt burden among the public universities in the country, averaging $16,500 cumulative debt. This is a reflection of both the Board’s fiscal stewardship and the understanding of our market. His goal is to raise both private and public funds to lower that debt burden even further.

The President highlighted the following activities and initiatives at the University:

Academic Affairs

- College of Business and Public Administration graduate students won first place this summer in the American Government Accounting Association’s case competition for a second consecutive year.
- The Center for Innovative Transportation Solutions (CITS) established an office in Virginia Beach’s Town Center.
- The College of Business and Public Administration has installed a new state-of-the-art Bloomberg Trading Room. Students will have the opportunity to see real-time results in the world’s stock market. All colleges will be able to use the room.
- The graduate program in International Studies has attracted 13 international Fulbright-supported students for fall 2012.
- The College of Health Sciences is opening the Monarch Physical Therapy Clinic which will serve the surrounding area and provide practicum and research opportunities for students and faculty.
- The civil, electrical and mechanical engineering technology programs were reaffirmed for accreditation by the Accreditation Board for Engineering and Technology until 2018 – the longest period possible.
- The Darden College of Education is ranked 20th in the nation among colleges of education for research dollars earned.
- Dr. Nikos Chrisochoides, the Richard T. Cheng Professor of Computer Science, has been elected a Distinguished Visiting Fellow of the Royal Academy of Engineering in the UK.
Research:

- For the first time, two research instrumentation grants from the National Science Foundation were awarded to ODU for a laser multicharged ion deposition and implantation system ($450K) and a liquid chromatography mass spectrometer ($750K).
- Alex Bochdansky from the Department of Oceanography, Earth, and Atmospheric Sciences won NSF awards valued at $840K this year to study both algal carbon in the Ross Sea and eukaryote microbes in the deep North Atlantic.

Student Engagement and Enrollment Management:

- University opening activities were successful with more than 100 faculty and staff and 375 student volunteers working together to welcome new and returning students to campus during residence hall move-in day. President Broderick complimented Vice Presidents Neufeldt and Fenning for a smooth opening.
- The Week of Welcome (WOW) packed in 30 events and programs designed to help students engage with the campus community, feel welcome and start the academic year with success in mind.
- The Office of Student Conduct and Academic Integrity participated in the National Assessment of Student Conduct Adjudication Process (NASCAP), a national survey of all students who have attended a hearing in our system. NASCAP reported that Old Dominion University scored higher than our peer institutions on all seven questions pertaining to the efficiency of the University’s student judicial system.

Administration and Finance:

- New food service changes include the openings of Subway, Café Spice and Panda Express, and improved access/flow, dedicated vegetarian station and a new gluten-free station at Café 1201.
- New parking and traffic changes include the conversion of Parking Deck A to on-demand/metered parking, relocation of permit holders to new on-campus locations as the result of construction on Diehn II and the start of construction on the new Systems Research Building, and the addition of speed indicator signage for traffic calming and a new lighted pedestrian crossing.

Human Resources:

- For the second consecutive year, Old Dominion University has been named one of the best colleges in the national to work for by The Chronicle of Higher Education. ODU received “honor roll” status for high rankings in 8 of 12 categories.
- The Chronicle cited “Monarch Mornings” with the President and the open-door policy for employees as outstanding features.

Governmental Relations:

- Several notable campus visits include House Appropriations analyst Tony Maggio, Senate Finance analyst April Kees, Deputy Secretary of Education Javaid Siddiqi, Senator Warner’s Health and Education staff, Secretary of Transportation Sean Connaughton, and Governor Tim Kaine.
- Dr. Richard Heller will make a presentation to the House Appropriations Higher Education Subcommittee in October and Dr. Sylvain Marsillac will appear as a panelist at the Governor’s Energy Conference in October.
University Advancement:

- The University endowment earned .9% in FY12 which is above median performance.
- The Office of Alumni Affairs co-sponsored a welcome barbeque for the new freshman class. Over 1,000 students, parents and ODU community members attended.
- Fundraising trips were made to New York City, Charlotte, Richmond, San Diego and Washington, D.C. President Broderick stated that it will take more than visits by him and Vice President Brandon to meet the fundraising challenges, although ODU’s move to Conference USA should help in attracting more alumni and potential donors.

Athletics:

- Three out of our four fall sports are in the Top 8 in the country – football, soccer, and field hockey.
- ODU finished 79th overall out of 349 Division I schools this past year in the Learfield Sports Directors’ Cup standings, the highest ranking in the CAA. It would have been the third highest in Conference USA behind Central Florida at 55 and Tulsa at 58.

Marketing and Communications:

- In response to the request at the last meeting to enhance the presentation of the Dashboard data, a new template was designed that provides cleaner graphics, brand colors and design, and an easier-to-read format. The President thanks Jennifer Mullen, Donna Meeks and David Harnage for their work in updating the presentation. Suggestions for additional Dashboard data should be directed to committee chairs, Mr. Harnage or himself.

Personal:

- The President is teaching HIED 870 – External and Internal Relations for Higher Education, during the fall semester, has served as the Virginia representative in July for the National Association of State Colleges and Universities, and was named to the Virginia Business Higher Education Board of Directors

REPORTS OF STANDING COMMITTEES

AUDIT COMMITTEE

The Rector called on Mr. Kornblau for the report of the Audit Committee. Mr. Kornblau reported that the Committee received an update from Deane Hennett, University Auditor, on compliance and policy committee activities. Mr. Hennett also provided information on Commonwealth audit issues and the new inspector general position that was approved by the General Assembly. He then reported on internal audits and projects currently underway.

The Committee received, in closed session, the details of recent audits and reviews performed in Athletics, Academic Affairs, and Administration and Finance. Specifically covered were audits of NCAA compliance, the Center for Educational Partnerships follow-up, and a status report on audit recommendations.
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 award of an honorary degree, the appointment of four faculty members with tenure, dual employment, and Faculty Senate representatives to the Board of Visitors’ standing committees.

Committee members approved by unanimous vote the award of an honorary degree to Mika Brzezinski. 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. (Ainslie, Ampy, Batten, Biagas, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Ripley, Swystun)

HONORARY DEGREE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the awarding of an honorary degree to the individual noted below.

1. Mika Brzezinski, co-host of MSNBC’s Morning Joe and a best-selling author
   Doctor of Humane Letters (honoris causa)

Mika Brzezinski

Mika Brzezinski is the co-host of MSNBC’s "Morning Joe" and a best-selling author. Her memoir All Things At Once became a "New York Times" best seller in January 2010 and her second book, Knowing Your Value, which examines the role of women in the workplace, reached #1 on the "New York Times" best sellers list for business books in spring 2011. She also writes "Getting What You Want" for Cosmopolitan, a monthly column about career confidence and empowerment.

Prior to joining MSNBC in January 2007, Brzezinski was an anchor of the "CBS Evening News Weekend Edition" and a CBS News correspondent who frequently contributed to "CBS Sunday Morning" and "60 Minutes." She reported live from Lower Manhattan for CBS News during the September 11th, 2001 attacks.

A native of New York City, Brzezinski is the daughter of Foreign Policy Expert and Former National Security Advisor Zbigniew Brzezinski. She attended Williams College and received a degree in English. Brzezinski lives in New York with her husband and two daughters

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Committee members approved by unanimous vote the appointment of four faculty members with tenure. 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. (Ainslie, Ampy, Batten, Biagas, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Ripley, Swystun)
RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Steven M. Becker as Professor with the award of tenure in the School of Community and Environmental Health in the College of Health Sciences, effective August 25, 2012.

Salary: $170,000 for 12 months (salary includes a $9000 stipend for serving as Associate Director and Environmental Track Coordinator of the EVMS-ODU MPH programs)

Rank: Professor of Community and Environmental Health

The following contains my recommendation for the initial appointment with tenure of Dr. Steven M. Becker as Professor of Community and Environmental Health in the College of Health Sciences. Dr. Becker joins Old Dominion University from the Department of Environmental Health Sciences at the University of Alabama at Birmingham, where he has held a tenured Professorship and the position of Director of the Disaster and Emergency Communication Research Unit in the School of Public Health. Dr. Becker’s appointment includes Associate Directorship of the EVMS-ODU Master of Public Health program and Director of the Environmental Health track.

The ODU Faculty Handbook states that “The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission” [Faculty Handbook: Tenure. I. Purpose of Tenure]. The Faculty Handbook policy on Initial Appointment of Teaching and Research Faculty provides for an initial appointment with tenure provided that the “request for an initial appointment with tenure must first be initiated by the chair, voted on by the departmental tenure committee, and approved in writing by the Dean.” The policy also says: “Normally, an initial appointment with tenure will be granted only to a faculty member who already achieved a distinguished academic reputation and holds a tenured position at another institution.”

Lacking the required three (3) tenured faculty at the rank of Professor in the School of Community and Environmental Health, an Ad Hoc departmental promotion and tenure committee was formed consisting of 3 tenured faculty members from the College of Health Sciences. Unanimous recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the school’s interim chair and the dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member’s contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges. Based on my own independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Becker easily meets the standards for an initial appointment with tenure at Old Dominion University in the School of Community and Environmental Health.

Dr. Becker received his Ph.D. (1996) in Occupational and Environmental Health Program of the Graduate School of Social Work & Social Research at Bryn Mawr College. He also holds an M.A. in political science from Columbia University. He was a Postdoctoral Fellow at the Ben-
Gurion University of the Negev, Israel (1996-1997) before joining the University of Alabama as an Assistant Professor (1997-2000). He was promoted to Associate Professor with tenure in 2003 and became a Full Professor at the University of Alabama in 2011.

Dr. Becker has an extensive record of teaching. He has taught at both the undergraduate and graduate levels at the University of Alabama, receiving very high numerical student evaluations. He developed a multidisciplinary course in Environmental Disasters that was selected for inclusion in a national collection of environmental sociology syllabi, and has also taught a short course at Harvard University. He has mentored 3 doctoral students to completion of their degrees and has been a dissertation committee member for several other students. His teaching record is considered excellent.

Dr. Becker has excelled in research and scholarship. His research is focused on radiation disaster and communication, to include risk communication, emergency responder training, and improving preparedness and response to U.S. and global disasters. He has published 22 articles in top-ranked, peer-reviewed journals in his discipline and is a frequently invited speaker and workshop presenter for universities and government institutions, both nationally and internationally. Dr. Becker has also published 10 book chapters, 14 reports to government agencies, and 14 conference abstracts. He has also been very successful in receiving external funding for his research, attracting over $1.2 million since 2008.

In addition to his teaching and scholarly work, Dr. Becker has been exceptionally active in service to his profession and to his university. He was invited by a group of 67 Japanese hospitals to be one of three members of a special Radiological Emergency Assistance Mission in response to the 2011 earthquake-tsunami disaster that affected the Fukushima nuclear power plant. He has also been an on-site collaborator in response to several other major international disasters. He is a twice-elected Full Member (6 year terms) of the Congressionally-chartered National Council on Radiation Protection and Measurements (2005-2017) and was recently appointed by the National Public Health Information Coalition as a member of their Thought Leader Advisory Council 2012-2015. In addition to his service on numerous national scientific task forces and policy advisory panels, including Centers for Disease Control review panels on Terrorism and Emergency Preparedness and on Occupational Safety and Health, Dr. Becker is a current member of the Federal Interagency Nuclear/Radiological Communications Working Group, The Nuclear Resilience Expert Advisory Group, and the Task Force for Radiological Emergency Public Messaging.

At the University of Alabama, Dr. Becker served as MPH Program Director and Vice Chair of the Department of Environmental Health Sciences in addition to service on numerous university committees. He regularly reviews manuscripts for professional journals in his discipline and is an editorial board member for Disaster Medicine and Public Health Preparedness.

Letters of recommendation for Dr. Becker are highly supportive. One reviewer says he is “widely considered to be the top ‘go to’ expert in the U.S. on risk communication and population behavior related to radiological and nuclear emergencies.” Another says “His work has had, and continues to have, a very important impact on the field” and goes on to note that Dr. Becker’s work is timely, authoritative, and extremely important. Others state that Dr. Becker’s work “has considerably expanded our understanding and …. has made a major contribution to scholarship” and that his contributions have “so clearly been needed as health agencies and organizations take on much greater roles in disaster response.”
For his work on radiation risk communication to the public, Dr. Becker received the 2010 G. William Morgan Award from the Health Physics Society. Other recent awards include the Dozor Visiting Scholar to the Ben Gurion University of the Negev (2008) and Visiting Scholar to the Japan Emergency Medical Foundation in 2001.

In recognition of his clear record of excellence as a teacher, his substantial research record, and his exceptional service to his profession, I am pleased to recommend Dr. Steven M. Becker for tenure in the School of Community and Environmental Health at the rank of Professor. His appointment will be a significant contribution to the future success of this important area of health science research.

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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. Barbara L. Greenberg as Professor with the award of tenure in the School of Community and Environmental Health in the College of Health Sciences, effective September 25, 2012.

Salary: $150,000 for 12 months (salary includes a $6000 stipend for serving as Director of the Center for Global Health)

Rank: Professor of Community and Environmental Health

The following contains my recommendation for the initial appointment with tenure of Dr. Barbara L. Greenberg as Professor of Community and Environmental Health in the College of Health Sciences. Dr. Greenberg joins Old Dominion University from the University of Medicine and Dentistry of New Jersey, where she has held a tenured Associate Professorship in addition to the position of Director of Institutional Research and Associate Dean of Research in the New Jersey Dental School. Dr. Greenberg will also assume the role of Director of the Center for Global Health.

The ODU Faculty Handbook states that “The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission” [Faculty Handbook: Tenure. I. Purpose of Tenure]. The Faculty Handbook policy on Initial Appointment of Teaching and Research Faculty provides for an initial appointment with tenure provided that the “request for an initial appointment with tenure must first be initiated by the chair, voted on by the departmental tenure committee, and approved in writing by the Dean.” The policy also says: “Normally, an initial appointment with tenure will be granted only to a faculty member who already achieved a distinguished academic reputation and holds a tenured position at another institution.”

Lacking the required three (3) tenured faculty at the rank of Professor in the School of Community and Environmental Health, an Ad Hoc departmental promotion and tenure committee was formed consisting of 3 tenured faculty members from the College of Health Sciences. Unanimous recommendations were received from the departmental, college, and
university promotion and tenure committees, as well as from the school’s interim chair and the dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member’s contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges. Based on my own independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Greenberg easily meets the standards for an initial appointment with tenure at Old Dominion University in the School of Community and Environmental Health.

Dr. Greenberg received her Ph.D. (1989) in Immunology and Infectious Disease Epidemiology and an M.Sc. in International Health (1982) from the Johns Hopkins Bloomberg School of Public Health. She joined the University of Medicine and Dentistry of New Jersey (UMDNJ) as an Assistant Professor in the Department of Diagnostic Sciences/Department of Community Health in 2003 and was promoted to Associate Professor there in 2007. She was appointed Director of Institutional Research at UMDNJ in the Office of Institutional Research within the UMDNJ School of Dentistry in 2003 and was appointed Associate Dean of Research in the UMDNJ Office of Research in 2006. Prior to her appointment at UMDNJ, Dr. Greenberg held positions as Research Assistant for the New York City Department of Health (1989-1992) and Instructor at the Joseph L. Mailman School of Public Health of Columbia University (1989-1991), Assistant Professor (1992-1997) at the Albert Einstein College of Medicine, Montefiore Medical Center in New York, Research Scientist for the New York Academy of Medicine (1998-2001) and Associate Professor at Nova Southeastern University in Fort Lauderdale (2001-2003).

Dr. Greenberg has significant experience teaching, mentoring students, and acting as course director in the areas of epidemiology, research design and data analysis, grant writing, and research methods and biostatistics. She has been an invited lecturer on numerous occasions and is considered by one external referee to be “an outstanding speaker” who is equally fluent in Spanish and English. Another external referee says that she has “made significant contributions to the academic environment as a research mentor” to over 25 Masters students and junior faculty.

Dr. Greenberg has a proven record in research and scholarship, in both the applied and basic sciences. Her research experience is extensive and international in scope. Her most recent research is focused on bringing a public health perspective to the role of the oral health provider, centering on HIV testing and medical screening in a dental setting. She developed a dentist’s chairside screening strategy to help control other chronic diseases, such as heart disease and diabetes, that is being tested internationally. She has published 36 articles in the top peer-reviewed journals in her discipline, including the American Journal of Public Health and Public Health Dentistry, as well as one book chapter. She has made over 30 conference presentations. Dr. Greenberg has also been very successful in receiving external research and training grants, attracting over $3 million of which over $2.2 million is since 2009. Her external referees all speak highly of her scholarly standing, with one reviewer stating that the most pertinent feature of her work is “the impact her publications have had on the discipline of oral health.”

In addition to her teaching and scholarly work, Dr. Greenberg has been exceptionally active as a research administrator. She has also served on numerous committees as other service to her University, and is a current member of the American Association for Dental Research (AADR) Science Information Committee and an Alternate Councilor for the AADR Behavioral, Epidemiology and Health Services Research Group. She is an Editorial Board member for the Journal of the American Dental Association and is a frequent reviewer for several other scholarly
journals. Dr. Greenberg has also acted as a consultant for a variety of professional and educational organizations, most recently in 2009 for the development of the Global University Schools of Medicine and Public Health in Miami, FL.

In recognition of her clear record of as an excellent teacher and mentor, her demonstrable research record, and her exceptional service both as an administrator and to her profession as a whole, I am pleased to recommend Dr. Barbara L. Greenberg for tenure in the School of Community and Environmental Health at the rank of Professor. She is an experienced administrator whose skills in leadership and mentoring will be a significant factor in the future success of the Center for Global Health.

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**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. Michael Ganyu Kong as Professor with the award of tenure in the Department of Electrical and Computer Engineering in the College of Engineering and Technology, effective September 25, 2012.

Salary: $190,000 for 10 months

Rank: Professor of Electrical and Computer Engineering and Designated as the Batten Endowed Chair in Bioelectrics

The following contains my recommendation for the initial appointment with tenure of Dr. Michael G. Kong as the Batten Endowed Chair in Bioelectric Engineering and Professor of Electrical and Computer Engineering in the Batten College of Engineering and Technology. Dr. Kong joins Old Dominion University from the Department of Electronic and Electrical Engineering at the University of Loughborough, UK, where he has held the concurrent positions of Chair in Bioelectrical Engineering and Associate Dean for Teaching in the School of Electronic, Electrical and System Engineering. The level of Chair in the U.K. is considered at least the equivalent of Full Professor in the USA.

The ODU Faculty Handbook states that “The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission” [Faculty Handbook: Tenure. I. Purpose of Tenure]. The Faculty Handbook policy on Initial Appointment of Teaching and Research Faculty provides for an initial appointment with tenure provided that the “request for an initial appointment with tenure must first be initiated by the chair, voted on by the departmental tenure committee, and approved in writing by the Dean.” The policy also says: “Normally, an initial appointment with tenure will be granted only to a faculty member who already achieved a distinguished academic reputation and holds a tenured position at another institution.”

Unanimous recommendations, with one abstention, in support of Dr. Kong’s appointment with tenure at the level of Professor were received from the departmental, college, and university promotion and tenure committees, as well as from the department’s chair and the college dean. Based on my own independent evaluation of the materials submitted, including the above
recommendations, it is my judgment that Dr. Kong easily meets the standards for an initial appointment with tenure at Old Dominion University in the Department of Electrical and Computer Engineering.

Dr. Kong received his Ph.D. (1992) in Electrical Engineering from the University of Liverpool, U.K. and holds an M.Sc. (with Distinction) in Physical Electronics from Zhejiang University, China. He was a Postdoctoral Fellow at the Universities of Liverpool and Nottingham (1992-1995) before being appointed Lecturer (equivalent of Assistant Professor in the U.S.) at Liverpool University (1995-1999). He joined Loughborough University in 1999 where he was Senior Lecturer (equivalent of Associate Professor) from 1999 to 2004. He was promoted to Head of Energy Research Division in 2003, promoted to Chair in Bioelectrical Engineering in 2004, co-founded the Center for Biological Engineering in 2007, and became Associate Dean for Teaching in 2012.

Dr. Kong has an extensive record of teaching. He has taught a wide variety of courses at the undergraduate and graduate level including photonics engineering, electromagnetism, and circuit theory, among other topics. He has supervised 16 PhD students to completion and has mentored 13 postdoctoral research associates. Eight of his former mentees have assumed permanent academic positions in universities around the world. His success as a teacher and mentor led to his appointment as Associate Dean for Teaching at Loughborough University.

Dr. Kong has without question excelled in research and scholarship. His area of expertise is low temperature plasma science and technology and its application to biology and medicine. He aptly describes his research field as “Electrical engineering at the interface with health, environment, and energy.” He holds 2 patents (in the UK) and has published over 130 articles in top-ranked, peer-reviewed journals in his discipline including some very innovative and highly cited studies on plasma inactivation of biomolecules. He has also published over 60 plenary/invited conference presentations, three book chapters, and approximately 150 peer-reviewed conference papers, and has been invited to present his research findings at numerous international conferences and universities. Dr. Kong has been extremely successful in receiving external funding for his research, attracting the equivalent of over $12 million since 1995, with over $4 million in uncommitted funding since 2011.

Letters of recommendation for Dr. Kong indicate that he has been, and continues to be, a respected pioneer in his field of research, as evidenced by his receipt of the 2010 International Society of Plasma Medicine Award, the 2005 Outstanding International Young Scientist Award from the National Science Foundation of China, and 5 separate Best Paper awards between 2006 and 2010. He was recently designated as a Fellow of the Institute of Electrical and Electronics Engineers (IEEE).

In addition to his teaching and scholarly work, Dr. Kong has been active in service to his profession and to his university. He serves on numerous editorial boards for journals and on committees for the IEEE, is a regular reviewer of grant applications, and serves as a reviewer for several of the top-ranked journals in his discipline. He also served as the 2012 Chair of the International Conference on Plasma Science.

In recognition of his clear record of excellence as a teacher, his substantial record of innovative and successful research, and his service to his profession and to academia, I am pleased to recommend Dr. Michael G. Kong for tenure in the Department of Electrical and Computer
Engineering at the rank of Professor. His appointment as the Batten Chair in Bioelectric Engineering will be a major contribution to the future success of this important area of research.

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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. Guijun Wang as Associate Professor with the award of tenure in the Department of Chemistry and Biochemistry in the College of Sciences, effective September 10, 2012.

Salary: $87,000 for 10 months

Rank: Associate Professor of Chemistry and Biochemistry

The following contains my recommendation for the initial appointment with tenure of Dr. Guijun Wang as Associate Professor of Chemistry and Biochemistry in the College of Sciences. Dr. Wang joins Old Dominion University from the Department of Chemistry at the University of New Orleans, LA, where she has held the rank of Associate Professor with tenure.

The ODU Faculty Handbook states that “The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission” [Faculty Handbook: Tenure. I. Purpose of Tenure]. The Faculty Handbook policy on Initial Appointment of Teaching and Research Faculty provides for an initial appointment with tenure provided that the “request for an initial appointment with tenure must first be initiated by the chair, voted on by the departmental tenure committee, and approved in writing by the Dean.” The policy also says: “Normally, an initial appointment with tenure will be granted only to a faculty member who already achieved a distinguished academic reputation and holds a tenured position at another institution.”

Unanimous recommendations in support of appointment at the level of Associate Professor for Dr. Wang were received from the departmental, college, and university promotion and tenure committees, as well as from the department’s chair and the college dean. Based on my own independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Wang easily meets the standards for an initial appointment with tenure at Old Dominion University in the Department of Chemistry and Biochemistry.

Dr. Wang received her Ph.D. (1999) in Organic Chemistry from Michigan State University and an M.S. (1993) in Structural Chemistry from Tsinghua University, Beijing, China. She has positions of Postdoctoral Research Associate at Michigan State University (1999-2000) and Yale University (2000-2002). In 2002 she joined the faculty of the University of New Orleans as an Assistant Professor and was promoted to Associate Professor with tenure in 2006.

Dr. Wang has a very strong record of teaching. She has taught organic chemistry and biochemistry courses at the undergraduate and graduate levels, and drug synthesis courses at the graduate level, and has mentored undergraduate, graduate and post-doctoral researchers in her laboratory. Four (4) of her students have earned the Ph.D., two have received the M.S., and she
has had 3 postdoctoral fellows. Her external letters of recommendation indicate that her mentorship is outstanding and that she is an enthusiastic, rigorous, dedicated, and highly effective teacher.

Dr. Wang has excelled in research in the area of medicinal, carbohydrate and supramolecular organic chemistry. Her contribution toward the development of a new class of antibiotics is considered “fundamentally important” by her referees, who also speak highly of her work in other areas of product synthesis using carbohydrates. She is the recipient of 20 patents, 19 of which are held jointly with her graduate advisor, has published 37 papers in highly ranked, peer-reviewed journals, and has presented over 40 papers at national and international meetings. Seventeen of her papers were published while at the University of New Orleans, which is especially noteworthy considering the major disruption that was caused to the university’s faculty and facilities by Hurricane Katrina. She has been active and very successful in seeking external support for her research, having received over $1,000,000 to date, to include grants from the NIH, American Heart Association, and NSF. Her external referees speak to her rising visibility as a national and international scholar in her discipline.

In addition to her teaching and scholarly work, Dr. Wang has been active in service to her profession and to the University of New Orleans. She has organized two regional meetings of the Southwest section of the American Chemical Society and served as a session chair for the 1st Annual World Congress of Catalytic Asymmetric Synthesis in Beijing, in 2010. She has been a panelist and is a regular reviewer for the National Science Foundation and is a frequent reviewer for a variety of scientific journals.

In recognition of her clear record of excellence as a teacher, her record of success in patenting and publishing her research findings, and her service to her profession, I am pleased to recommend Dr. Guijun Wang for tenure in the Department of Chemistry and Biochemistry at the rank of Associate Professor.

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The Committee approved by unanimous vote the dual employment of those named, finding each employment in the best interests of the University, effective retroactively to the date of each individual’s respective hire. 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. *(Ainslie, Ampy, Batten, Biagas, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Ripley, Swystun)*

**BOARD OF VISITORS**

**OLD DOMINION UNIVERSITY**

**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, Jay Scribner and Karen Sanzo, husband and wife, both work in the Department of Educational Foundations and Leadership and special care has been taken that neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Cathy Lau Barraco and Anthony Barraco, wife and husband, work in separate departments and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Jim Blando and Tara Raleigh Blando, husband and wife, both work in the School of Community and Environmental Health and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, William H. Brenner and Mary K. Brenner, husband and wife, work in separate departments in the College of Arts and Letters and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Trinity Massey and Gianluca De Leo, wife and husband, work in separate departments and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Elizabeth Smith and Fred C. Dobbs, wife and husband, work in separate departments and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Giovanna M. Genard and Daniel J. Genard III, wife and husband, work in separate administrative departments and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Brian Edmunds and Deborah H. Gray, husband and wife, work in separate departments in the College of Health Sciences and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Wenzhuo Li and Wu He, wife and husband, work in separate departments and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Lia Angeli and Theresa Heath, daughter and mother, both work in the Office of Educational Accessibility and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Brooke Heath and Theresa Heath, daughter and mother, both work in the Office of Educational Accessibility and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Matthew C. Hoch and Johanna Marie Hoch, husband and wife, both work in the School of Physical Therapy and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and
WHEREAS, Rosita Hunter and Terrence Hunter, mother and son, work in separate administrative departments and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Heather Jersild and Austin Jersild, wife and husband, work in different departments in the College of Arts and Letters and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Jeffery P. Jones and Shana Jones, husband and wife, work in different colleges and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Hai-Lan Chen and Michael Kong, wife and husband, both work in the Center for Bioelectrics and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Hameeda Sultana and Girish Neelakanta, wife and husband, both work in the Department of Biological Sciences and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Steven Pascal and Komala Ponniah, husband and wife, both work in the Department of Chemistry and Biochemistry and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Stephen Bueltmann and Yelena Prok, husband and wife, both work in the Department of Physics and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Laura Radford and Richard Radford, wife and husband, work in separate administrative departments and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Marcelo Siles and Susana Siles, husband and wife, work in separate administrative departments and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

WHEREAS, Alicia L. Carter and William S. Warner, wife and husband, work in separate departments in the College of Arts and Letters and neither has authority to evaluate, supervise or make personnel decisions regarding the other, and

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.

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The Committee approved by unanimous vote the appointment of faculty representatives to the Board of Visitors’ standing committees for 2012-2013. 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. *(Ainslie, Ampy, Batten, Biagas, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Ripley, Swystun)*

**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 2012-13 academic year, effective September 13, 2012: Academic and Research Advancement, Andres Sousa-Poza; Administration and Finance, John Lombard; Institutional Advancement, Sebastian Kuhn; and Student Advancement, Linda Miller-Dunleavy.

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The Committee approved by unanimous vote the resolutions on 35 faculty appointments and 41 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. *(Ainslie, Ampy, Batten, Biagas, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Ripley, Swystun)*

**FACULTY APPOINTMENTS**

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

<table>
<thead>
<tr>
<th>Name and Rank</th>
<th>Salary</th>
<th>Effective Date</th>
<th>Term</th>
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</thead>
<tbody>
<tr>
<td>Dr. Güliz Dinc Belcher</td>
<td>$50,000</td>
<td>7/25/12</td>
<td>10 mos</td>
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<tr>
<td>Visiting Assistant Professor of Political Science and Geography</td>
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</tbody>
</table>

Dr. Belcher received a Ph.D. in Political Science in 2012 from the University of Massachusetts, Amherst and a B.A. in Political Science and International Relations in 2000 from Marmara University, Istanbul, Turkey. Since 2010, she has been an Instructor at the University of Massachusetts, Amherst.

<table>
<thead>
<tr>
<th>Name and Rank</th>
<th>Salary</th>
<th>Effective Date</th>
<th>Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Sharon M. Blumenthal</td>
<td>$42,000</td>
<td>7/25/12</td>
<td>10 mos</td>
</tr>
<tr>
<td>Lecturer of English</td>
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</table>

Dr. Blumenthal received a Ph.D. in Education, Curriculum and Instruction in 2012 from The George Washington University, an M.A. in English Literature in 2001 from Old Dominion University and a B.A. in English Education in 1995 from the University of North Carolina at Charlotte. Since 2011, she has been teaching English at Tidewater Community College.
Dr. Maureen Boshier  $90,000  8/10/12  12 mos
Visiting Associate Professor of Community and Environmental Health

Dr. Boshier received a Doctorate in Law and Policy in 2010 from Northeastern University, an M.B.A. in 1987 from the University of Phoenix, an M.S. in Adult Psychiatric/Mental Health Nursing in 1973 from the University of Colorado and a B.S. in Nursing in 1968 from College Misericordia. She has held various positions including President/Chief Executive Officer for New Mexico Hospitals and Health Systems Association, Vice President for Operations/Compliance Officer at Eastern Virginia Medical School and most recently served as Assistant Professor in the School of Health Professions at EVMS.

Dr. Alan L. C. Campbell  $50,000  8/10/12  10 mos
Visiting Assistant Professor of Communication/Theatre Arts

Dr. Campbell received a Ph.D. from the School of Communication and the Arts and an M.A. in Communication/Film, in 2010 and 1988 respectively, from Regent University and an M. Div. in 2000 from Golden Gate Baptist Theological Seminary. He has been an Adjunct Instructor for Tidewater Community College, South University, Thomas Nelson Community College and Christopher Newport University.

Dr. Hai-Lan Chen  $80,000  9/25/12  9 mos
Research Associate Professor, Frank Reidy Research Center for Bioelectrics

Dr. Chen received a Ph.D. from the Department of Biochemistry at Liverpool University in 1995, an M.D. in 1988 from Beijing Medical University and a B.Med. in 1982 from Hubei Medical University, China. Since 2004, she has been Senior Investigator Scientist in the MRC Toxicology Unit at Leicester University.

Dr. Andrey N. Chernikov  $86,000  12/25/11  10 mos
Assistant Professor of Computer Science (Tenure Track)

Dr. Chernikov received a Ph.D. in Computer Science in 2007 from the College of William and Mary and a Master of Applied Mathematics and Computer Science and a Bachelor of Mathematics, in 2001 and 1999 respectively, from Kabardino-Balkar State University, Russia. Previously he was a Research Assistant Professor of Computer Science at Old Dominion University.

Ms. Denise M. Claiborne  $55,000  7/25/12  10 mos
Lecturer of Dental Hygiene

Ms. Claiborne received an M.S. and B.S. in Dental Hygiene and a B.S. in Psychology, in 2011 and 2010 respectively, from Old Dominion University. Since 2011, she has been an Adjunct Assistant Professor in the Department of Dental Hygiene at Thomas Nelson Community College.
<table>
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<tr>
<th>Name and Rank</th>
<th>Salary</th>
<th>Effective Date</th>
<th>Term</th>
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<tbody>
<tr>
<td>Mr. Patrick S. Farrell</td>
<td>$42,000</td>
<td>7/25/12</td>
<td>10 mos</td>
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<tr>
<td>Lecturer of English</td>
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<tr>
<td>Mr. Farrell received an M.A. in English in 2009 from Old Dominion University and a B.A. in Comparative Literature in 1990 from the University of Virginia. Since 2010, he has been an Adjunct Instructor in the Department of English at Old Dominion University.</td>
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<tr>
<td>Dr. Deborah C. Gray</td>
<td>$65,636</td>
<td>7/25/12</td>
<td>10 mos</td>
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<tr>
<td>Lecturer of Nursing</td>
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<tr>
<td>Dr. Gray received a Doctor of Nursing Practice in 2012 from Old Dominion University, a Post-Masters Adult N.P. Certificate in 1990 from the University of South Florida, an M.S. in Nursing in 1986 from McGill University and a B.A. in Public Policy Analysis in 1980 from the University of North Carolina. Since 2011, she has been a Graduate Teaching Assistant for the doctoral and master’s nursing programs at Old Dominion University.</td>
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<tr>
<td>Ms. Amy M. Kitts</td>
<td>$55,000</td>
<td>7/25/12</td>
<td>10 mos</td>
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<tr>
<td>Lecturer of Engineering Technology</td>
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<tr>
<td>Mr. Kitts received an M.E. and B.S. in Civil Engineering, in 2002 and 2001 respectively, from Virginia Tech. Since 2008, she has been a Faculty Associate in the Department of Engineering Technology at the University of North Carolina Charlotte.</td>
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<tr>
<td>Dr. Lisa Koperna</td>
<td>$84,500</td>
<td>8/25/12</td>
<td>12 mos</td>
</tr>
<tr>
<td>Clinic Director/Lecturer of Physical Therapy</td>
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<tr>
<td>Dr. Koperna received a Doctor and Master of Physical Therapy, in 2005 and 1993 respectively, from Shenandoah University and a Master of Science in Education and a Bachelor of Science in Physical Education, in 1984 and 1983 respectively, from Old Dominion University. Previously she was Clinic Director and Physical Therapist at Southeastern Physical Therapy.</td>
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<tr>
<td>Dr. Amy K. Landers</td>
<td>$55,000</td>
<td>8/25/12</td>
<td>10 mos</td>
</tr>
<tr>
<td>Lecturer of Psychology</td>
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<tr>
<td>Dr. Landers received a Ph.D. in 2010 from the University of Minnesota and a B.A. in Psychology in 2004 from Mount Holyoke College. Previously she was a Visiting Assistant Professor of Psychology at St. Mary’s College of Maryland and Lecturer and Adjunct Instructor at Old Dominion University. (salary includes a stipend for serving as Director of the On-line Psychology program)</td>
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<tr>
<td>Name and Rank</td>
<td>Salary</td>
<td>Effective Date</td>
<td>Term</td>
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<tr>
<td>Dr. Stephen E. Lanivich</td>
<td>$106,000</td>
<td>7/25/12</td>
<td>10 mos</td>
</tr>
<tr>
<td>Assistant Professor of Management (Tenure Track)</td>
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</table>

Dr. Lanivich received a Ph.D. in Business Administration in 2011 from Florida State University and an M.A. in Economics and a B.B.A. in Finance, in 2007 and 2005 respectively, from Walsh College of Business. He has been a Research/Teaching Assistant in the Department of Management, College of Business at Florida State University.

<table>
<thead>
<tr>
<th>Dr. Gangfeng Ma</th>
<th>$75,000</th>
<th>7/25/12</th>
<th>10 mos</th>
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<tbody>
<tr>
<td>Assistant Professor of Civil and Environmental Engineering (Tenure Track)</td>
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</table>

Dr. Ma received a Ph.D. in Civil Engineering in 2012 from the University of Delaware and an M.S. and B.S., in 2006 and 2003 respectively, from Tongji University, Shanghai, China. Since 2008, he has been a Research Assistant in the Center for Applied Coastal Research at the University of Delaware.

<table>
<thead>
<tr>
<th>Dr. Bharat B. Madan</th>
<th>$110,000</th>
<th>7/25/12</th>
<th>10 mos</th>
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</thead>
<tbody>
<tr>
<td>Professor of Modeling, Simulation and Visualization Engineering (Tenure Track)</td>
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</table>

Dr. Madan received a Ph.D. and an M.Tech in Electrical Engineering, in 1976 and 1972 respectively, from Indian Institute of Technology and a B.E. in Electrical Engineering from BITS Pilani, India. Since 2004, he has been a Senior Research Associate and Head of the Distributed Systems Department in the Information Science and Technology Division at Penn State University.

<table>
<thead>
<tr>
<th>Dr. Timothy M. Madden</th>
<th>$107,000</th>
<th>7/25/12</th>
<th>10 mos</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor of Management (Tenure Track)</td>
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</table>

Dr. Madden received a Ph.D. in Organizations and Strategy in 2012 from the University of Tennessee – Knoxville and a Masters and Bachelors of Business Administration, in 2008 and 2003 respectively, from James Madison University. Since 2009, he has taught and been a Research Assistant at the University of Tennessee.

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<thead>
<tr>
<th>Mr. Vijay Mali</th>
<th>$43,000</th>
<th>7/25/12</th>
<th>10 mos</th>
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<tbody>
<tr>
<td>Instructor of Marketing</td>
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</table>

Mr. Mali received an M.S. in Mass Communications in 2003 from Virginia Commonwealth University and an M.B.A. in Marketing and a Bachelor of Commerce in Accounting, in 2000 and 1997 respectively, from the University of Bombay. Since 2009, he has been an Adjunct Faculty member in the Department of Marketing at Old Dominion University and a Freelance Marketing Consultant.
Ms. Tracey Mershon  
Lecturer of English  
$42,000  
7/25/12  
10 mos

Ms. Mershon received an M.F.A. in Creative Writing/Fiction in 2003 from Brooklyn College and a B.F.A. in Theater in 1994 from New York University. Since 2006, she has been a Lecturer of English at Old Dominion University.

Dr. Jennifer Grimsley Michaeli  
Visiting Assistant Professor of Engineering Technology  
$55,000  
8/25/12  
10 mos

Dr. Michaeli received a Ph.D. in Mechanical Engineering in 2010 from Old Dominion University, an M.S. in Ocean Systems Management in 1999 from Massachusetts Institute of Technology, a B.S. in Naval Architecture and B.S. in Marine Engineering in 1998 from Webb Institute of Naval Architecture, and is a licensed professional engineer. Since 2009, she has been a Senior Naval Architect, Marine Programs for CDI Marine Company and has over 13 years of professional experience working for the United States government and industry in research and development of marine technologies and special programs.

Mr. Derek Munn  
Lecturer of Art  
$40,000  
7/25/12  
10 mos

Mr. Munn received an M.F.A. in 2012 from the School of Visual Arts in New York and a B.F.A. in 2006 from Old Dominion University. He is the founder of Mister Munn, a one man freelance studio of print, motion, and user experience, and has won a number of area competitions.

Dr. Girish Neelakanta  
Assistant Professor of Biological Sciences (Tenure Track)  
$75,000  
8/25/12  
10 mos

Dr. Neelakanta received a Ph.D. in Microbial Genetics and Genomics in 2005 from the University of Cologne, Germany and an M.Sc. in Microbiology and Biotechnology and a B.Sc. in Microbiology, Zoology, Chemistry, in 1999 and 1997 respectively, from Bangalore University, India. Since 2010, he has been an Associate Research Scientist at Yale University School of Medicine.

Ms. Andrea J. Nolan  
Lecturer of English  
$44,000  
7/25/12  
10 mos

Ms. Nolan received an M.F.A. in Creative Writing in 2009 from Old Dominion University and a B.A. in English in 1995 from Washington College. Since 2010, she has been an Adjunct Assistant English Professor at Old Dominion University.
Name and Rank                                   Salary   Effective  Date  Term
Dr. Roy C. Ogle  Professor of Medical Laboratory and Radiation Sciences  $170,000  8/25/12  12 mos

Dr. Ogle received a Ph.D. in Anatomy and Cell Biology and a B.A. in Biology, in 1985 and 1972 respectively, from the University of Virginia. Previously he was Chief Scientific Officer and Director of Cell Therapy for LifeNet Health and was also a Professor with tenure in the Department of Medicine at the University of Virginia from 2006-09. (Salary includes a $12,500 stipend for serving as Chair of the School of Medical Laboratory and Radiation Sciences.) (tenure review in process)

Dr. Jose Javier Padilla  Research Assistant Professor, Virginia Modeling, Analysis & Simulation Center  $100,000  06/10/12  12 mos

Dr. Padilla received a Ph.D. in Engineering Management in 2010 from Old Dominion University, a Master of Business Administration in 2003 from Lynn University and a B.S. in Industrial Engineering in 1997 from Universidad Nacional de Colombia. Since 2010, he has been a Research Assistant Professor, Research Scientist and Post-Doctoral Research Associate for the Virginia Modeling, Analysis and Simulation Center at Old Dominion University.

Dr. Komala Ponniah  Post-Doctoral Research Associate in Chemistry and Biochemistry  $25,000  8/25/12  12 mos

Dr. Ponniah received a Ph.D. in Plant Biotechnology in 2003 from University Putra Malaysia, and an M.Sc. and B.Sc. in Microbiology, in 1994 and 1990 respectively, from University Malaya. From 2007-2010, she was a Research Officer in the Institute of Molecular BioSciences at Massey University in New Zealand. (half-time appointment)

Ms. Mary Porter-Troupe  Lecturer of English  $42,000  7/25/12  10 mos

Ms. Porter-Troupe received a Master’s in English from Old Dominion University and a B.A. in English from the University of North Carolina at Chapel Hill. Since 1999, she has been an Adjunct Faculty member in the Department of English at Old Dominion University.

Dr. Yelena A. Prok  Visiting Assistant Professor of Physics  $55,000  7/25/12  10 mos

Dr. Prok received a Ph.D. in Nuclear Physics and a B.A. in Astrophysics, in 2004 and 1997 respectively, from the University of Virginia. Since 2007, she has been Assistant Professor of Physics at Christopher Newport University and a Staff Scientist at the Jefferson Lab.
<table>
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<tr>
<th>Name and Rank</th>
<th>Salary</th>
<th>Effective Date</th>
<th>Term</th>
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</thead>
<tbody>
<tr>
<td>Ms. Belinda R. Rafferty</td>
<td>$40,000</td>
<td>7/25/12</td>
<td>10 mos</td>
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<tr>
<td>Instructor of English</td>
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<tr>
<td>Ms. Donna S. Savage</td>
<td>$46,500</td>
<td>7/25/12</td>
<td>10 mos</td>
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<tr>
<td>Lecturer of Teaching and Learning</td>
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<tr>
<td>Ms. Jennifer Sloggie-Pierce</td>
<td>$42,000</td>
<td>7/25/12</td>
<td>10 mos</td>
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<tr>
<td>Lecturer of English</td>
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<tr>
<td>Ms. Virginia M. Tucker</td>
<td>$44,000</td>
<td>7/25/12</td>
<td>10 mos</td>
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<tr>
<td>Lecturer of English</td>
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</table>

Ms. Rafferty received an M.A. in English and a B.A. in English with Licensure in Secondary Education, in 2008 and 2007 respectively, from Old Dominion University. Since 2008, she has been an Adjunct English Instructor at Old Dominion University.

Ms. Savage received an Ed.S. in Administration and Supervision from The George Washington University and an M.A.Ed. and B.A. in Elementary Education, in 1993 and 1987 respectively, from the College of William and Mary. Since 2010, she has been Teacher Education Programs Advisor and an Adjunct Instructor at Old Dominion University.

Dr. Seek received a Ph.D. and M.S. in Civil Engineering: Structures and a B.S. in Civil Engineering, in 2007, 2005, and 1998 respectively, from Virginia Polytechnic Institute and State University. Since 2009, he has been an Assistant Professor in the Department of Engineering Technology at East Tennessee State University.

Ms. Sloggie-Pierce received an M.A. in English in 2000 from Old Dominion University and a B.A. in English Language and Literature in 1999 from the University of Virginia. Since 2005, she has been an Instructor of English at Old Dominion University.

Dr. Sultana received a Ph.D. in Medical Biochemistry in 2004 from the University of Cologne, Germany and an M.Sc. in Applied Genetics and B.Sc. in Biology, Zoology, Chemistry, in 1999 and 1997 respectively, from Bangalore University, India. Since 2011, she has been an Associate Research Scientist at the Yale University of Medicine.

Ms. Tucker received an M.A. in Professional Writing in 2004 from Old Dominion University, a B.A. in English in 2002 from Christopher Newport University and is expected to receive a Ph.D. in Technical Communication and Rhetoric from Texas Tech University. Since 2006, she has been an Instructor of English at Old Dominion University.
Ms. Waltz received an M.F.A. in Creative Writing in 2011 from Old Dominion University and a B.A. in English in 1978 from Bethany College. In 2012, she was Interim Assistant Director and, prior to that, was a Student Success and Outreach Specialist at the Tri-Cities Higher Education Center at Old Dominion University. She has also been an Adjunct English Instructor at both Tidewater Community College and Old Dominion University.

Ms. West received an M.F.A. in Creative Writing in 1999 from Old Dominion University and a B.F.A. in Interior Design in 1978 from Virginia Commonwealth University. Since 2011, she has been an Instructor of English at Old Dominion University.

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ADMINISTRATIVE FACULTY APPOINTMENTS

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

Mr. Reis D. Alsberry $45,000 7/25/12 12 mos
Licensing Associate and Assistant Instructor, Office of Research

Mr. Anthony M. Barraco $75,000 6/25/12 12 mos
Senior Project Scientist and Assistant Instructor, VMASC

Mr. Alsberry received a J.D. in 2003 from the University of Richmond School of Law, a B.E. in Civil Engineering in 1998 from the University of Virginia, and is pursuing a second bachelor’s of engineering at Old Dominion University. Since 2011, he has been a Patent Licensing Associate for the Office of Research at Old Dominion University.

Mr. Barraco received a B.S. in Computer Science in 2002 from the University of Central Florida. Since 2009, he has been a Software Developer at General Dynamics.
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<tr>
<th>Name and Rank</th>
<th>Salary</th>
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<th>Term</th>
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<tr>
<td>Ms. Remica L. Bingham-Risher</td>
<td>$88,000</td>
<td>8/10/12</td>
<td>12 mos</td>
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<tr>
<td>Director of Writing and Faculty Development</td>
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</tbody>
</table>

Ms. Bingham-Risher received an M.F.A. in Writing and Literature in 2005 from Bennington College and a B.A. in English in 2002 from Old Dominion University. Since 2005, she has been Writing Competency Coordinator in the Office of Institutional Effectiveness and Assessment at Norfolk State University.

| Ms. Sandra Brooke Boothby | $45,000 | 7/16/12 | 12 mos |
| Director of Outreach, Office of Alumni Relations, and Assistant Instructor |

Mr. Boothby received a B.A. in Criminal Justice in 2004 from the University of North Carolina at Wilmington. Since 2005, she has been with the College of William and Mary’s Alumni Association serving most recently as the Director of Alumni Engagement.

| Mr. Kelvin Brown | $35,000 | 7/25/12 | 12 mos |
| Assistant Director, Undergraduate Advising and Instructor, College of Business and Public Administration |

Mr. Brown received a Master of Science in Postsecondary Education – Instructional Technology in 2009 from Troy State University and a B.S. in Criminal Justice in 1995 from Elizabeth City State University. Since 2010, he has been Interim Director for the Gateway to College Program at the College of the Albemarle.

| Mr. Casey J. Cegles | $42,000 | 8/10/12 | 12 mos |
| Assistant Director of Athletic Development and Instructor |

Mr. Cegles received a B.S. in Business Administration in 2009 from Towson University and is expected to receive a Master of Education from Virginia Commonwealth University. Since 2011, he has been Corporate Sales Director and Director of Group Sales at Virginia Commonwealth University.

| Mr. Jason Ingram Chandler | $55,000 | 7/25/12 | 12 mos |
| Assistant Athletic Director for Marketing and Promotion and Instructor |

Mr. Chandler received an M.B.A. and a Master of Sports Administration and Facility Management, in 2008 and 2007 respectively, from Ohio University, a B.S. in Business Administration in 2004 from the University of North Carolina at Chapel Hill and is pursuing an Ed.D. in Educational Leadership from Sam Houston State University. Since 2011, he has been Assistant Athletic Director for Corporate Partnerships and Development at Sam Houston State University.
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<tr>
<th>Name and Rank</th>
<th>Salary</th>
<th>Effective Date</th>
<th>Term</th>
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<tbody>
<tr>
<td>Ms. Erin E. Colwell</td>
<td>$39,000</td>
<td>7/25/12</td>
<td>12 mos</td>
</tr>
<tr>
<td>Academic Advisor and Instructor, Center for Major Exploration</td>
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<tr>
<td>Ms. Colwell received an M.S. in Education, 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 Graduate Clinical Intern and a Professional Counselor at Old Dominion University.</td>
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<tr>
<td>Mr. Alexander Dolly</td>
<td>$38,000</td>
<td>7/25/12</td>
<td>12 mos</td>
</tr>
<tr>
<td>Assistant Wrestling Coach and Assistant Instructor</td>
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<tr>
<td>Mr. Dolly received a B.A. in Technology Education and Training in 2008 from the University of Northern Iowa and is expected to receive an M.S. in Kinesiology from Michigan State University. Since 2009, he has been a Volunteer Assistant Wrestling Coach and a Wrestling Club Coach at Michigan State University.</td>
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<tr>
<td>Dr. Tyler Fortman</td>
<td>$32,000</td>
<td>8/13/12</td>
<td>12 mos</td>
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<tr>
<td>Residence Hall Director and Assistant Professor</td>
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<tr>
<td>Dr. Fortman received a Ph.D. in Clinical and School Psychology, an M.A. in School Psychology, and a B.A. in Psychology, in 2011, 2008 and 2006 respectively, from The Ohio State University. He has been a Resident Psychologist at Sarah Lawrence College and the University of Virginia, Interim Coordinator for the Wellness Living-Learning Program at Ohio State and Adjunct Assistant Professor of Psychology at Piedmont Virginia Community College.</td>
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<tr>
<td>Mr. Richard Fortune</td>
<td>$75,000</td>
<td>6/10/12</td>
<td>12 mos</td>
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<tr>
<td>Assistant Women’s Basketball Coach and Assistant Instructor</td>
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<tr>
<td>Mr. Fortune received a B.S. in Public Administration from Virginia State University. Since 2010, he has been Assistant Women’s Basketball Coach at the University of Central Florida. Prior to that, Mr. Fortune was a Boo Williams AAU Coach.</td>
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<tr>
<td>Ms. Adrienne M. Goodson</td>
<td>$40,000</td>
<td>6/10/12</td>
<td>12 mos</td>
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<tr>
<td>Director of Women’s Basketball Operations and Assistant Instructor</td>
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<tr>
<td>Ms. Goodson received a B.S. in Marketing Education in 1989 from Old Dominion University. Since 2011, she has been an Assistant Women’s Basketball Coach at Old Dominion University.</td>
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<tr>
<td>Mr. Mark S. Galloway</td>
<td>$50,000</td>
<td>9/5/12</td>
<td>12 mos</td>
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<tr>
<td>Assistant Director of Student Services, English Language Center, and Instructor</td>
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<tr>
<td>Mr. Galloway received an M.A. in Teaching English to Speakers of Other Languages in 1998 from Murray State University. Previously, he held positions of Associate Director for International Enrollment, Senior International Student Advisor, and ESL instructor at Murray State University.</td>
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<td>Name and Rank</td>
<td>Salary</td>
<td>Effective Date</td>
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<tr>
<td>Dr. Crista Gambrell Professional Counselor and Assistant Professor</td>
<td>$48,000</td>
<td>6/25/12</td>
<td>12 mos</td>
</tr>
<tr>
<td>Dr. Coryce O. Haavik Grant Writer, College of Health Sciences, and Assistant Professor</td>
<td>$50,000</td>
<td>8/10/12</td>
<td>12 mos</td>
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<tr>
<td>Ms. Megan I. Hammonds Assistant Athletic Trainer and Instructor</td>
<td>$36,000</td>
<td>8/25/12</td>
<td>12 mos</td>
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<tr>
<td>Dr. Scott B. Harrison Assistant Vice President for Administration, Student Engagement and Enrollment Services, and Assistant Professor</td>
<td>$100,000</td>
<td>6/10/12</td>
<td>12 mos</td>
</tr>
<tr>
<td>Ms. Heather Holt Head Women’s Lacrosse Coach and Instructor</td>
<td>$61,000</td>
<td>6/25/12</td>
<td>12 mos</td>
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</table>

Dr. Gambrell received a Ph.D. in Counselor Education and Supervision and an M.A. in Counseling, in 2010 and 2006 respectively, from Regent University and a B.A. in Communications Studies in 2004 from UNC-Chapel Hill. Since 2011, she has been a Clinician at The Center for Balanced Living in Ohio.

Dr. Haavik received a Ph.D. in Pharmacology in 1965 from the University of Wisconsin, Madison and a B.A. in Biology in 1954 from Bryn Mawr College. Previously she was Dean of the School of Graduate Studies and Deputy Director for Institutional Research at the University of Botswana.

Ms. Hammonds received an M.A. in Physical Education in 2009 from the University of North Carolina Pembroke and a B.S. in Athletic Training in 2007 from Western Carolina University. Since 2009, she has been Assistant Athletic Trainer at the University of North Carolina Asheville.

Dr. Harrison received a Ph.D. in Urban Services Higher Education Administration and an M.S. in Psychology, in 1999 and 1988 respectively, from Old Dominion University and a B.S. in Psychology and Business Administration in 1983 from Salisbury State University. Since 1987, he has held various positions at Old Dominion University, most recently as Assistant Dean for Administration, Student Engagement and Enrollment Services.

Ms. Holt received an M.S. in Sports Management and a B.S. in Health and Physical Education, in 2006 and 1995 respectively, from Old Dominion University. Since 1998, she has been Head Women’s Lacrosse Coach and Assistant Women’s Lacrosse Coach at Old Dominion University.
Ms. Kathryn M. Hughes  
Professional Counselor and Instructor  
$48,000  
7/25/12  
12 mos  
Ms. Hughes received a Master of Social Work in 2009 from Virginia Commonwealth University and a B.A. in Spanish in 2004 from George Mason University. Since 2011, she has been a Social Worker at Hunter Holmes McGuire VA Medical Center.

Ms. Pamela E. Jackson  
Senior EO Officer, and Assistant Instructor  
$49,975  
7/1/12  
12 mos  
Ms. Jackson received a Bachelor in Business Administration in 2001 from Averett University. Since 2010, she has been Interim Director of Institutional Equity and Equal Opportunity/Affirmative Action at Old Dominion University.

Mr. Justin P. Jannuzzi  
Director, Old Dominion Athletic Foundation and Instructor  
$50,000  
7/25/12  
12 mos  
Mr. Jannuzzi received a Master of Science in Sport Leadership in 2007 from Virginia Commonwealth University and a B.A. in Psychology in 2005 from Wabash College. Since 2010, he has been Director of the Old Dominion Athletic Foundation.

Mr. Z. Andrew Jatau  
Professional Counselor and Instructor  
$48,000  
7/25/12  
12 mos  
Mr. Jatau received an M.S. in Marriage and Family Therapy and B.A. in Psychology, in 2008 and 2006 respectively, from Wright State University. Since 2008, he has been a Licensed Professional Clinical Counselor at South Community Behavioral Healthcare Inc.

Ms. Kathleen A. Kaplan  
Major Gift Officer, Darden College of Education, and Instructor  
$75,000  
5/25/12  
12 mos  
Ms. Kaplan received an M.A. in Education and Human Development in 2001 from The George Washington University and a B.S. in Business Education and Office Administration in 1986 from Winona State University. Since 2005, she has been Director of Donor Relations and recently served as Acting Major Gift Officer in the Office of Development at Old Dominion University.

Ms. Ashley M. Kellogg  
Assistant Women’s Lacrosse Coach and Instructor  
$32,500  
8/10/12  
12 mos  
Ms. Kellogg received an M.S.Ed. in Sports Management and a B.S. in Health and Physical Education, in 2011 and 2010 respectively, from Old Dominion University. Since 2011, she has been Assistant Women’s Lacrosse Coach at Old Dominion University.
Name and Rank | Salary | Effective Date | Term
---|---|---|---
Mr. Brian P. Kurisky | $45,000 | 9/25/12 | 12 mos
Director of Advising and Academic Support, Honors College, and Instructor

Mr. Kurisky received an M.S.Ed. in College Student Affairs Leadership in 1998 from Grand Valley State University, a B.S. in Political Science in 1994 from Old Dominion University and is expected to receive a Ph.D. in Educational Leadership in 2012 from Old Dominion University. Since 2009, he has been a Graduate Research Assistant in the Office of Institutional Research and Assessment at Old Dominion University.

Ms. Kendra Lawrence | $62,500 | 8/25/12 | 12 mos
Associate Director of Admissions for Transfer Student Enrollment and Instructor

Ms. Lawrence received an M.Ed. in Counselor Education in 2010 from North Carolina State University and a B.A. in Psychology in 1999 from the University of North Carolina at Chapel Hill. Since 2004, she has been an Assistant Director of Undergraduate Admissions at the University of North Carolina at Chapel Hill.

Ms. Xuemei Li | $51,000 | 6/10/12 | 12 mos
Instructional Programmer and Instructor

Ms. Li received an M.S. in Computer Science in 2006 from Old Dominion University and a Bachelor of Engineering in Electronic Precision Machinery in 1992 from the University of Electronic Science and Technology of China. She has been a Software Engineer at ESRG LLC.

Ms. Stacey Matthiessen | $40,000 | 6/25/12 | 12 mos
Assistant Women’s Soccer Coach and Assistant Instructor

Ms. Matthiessen received a B.S. in Business in 2008 from the University of Tennessee-Chattanooga. Since 2009, she has been an Assistant Soccer Coach at Indiana University.

Mr. John W. McCord | $37,000 | 9/10/12 | 12 mos
Assistant Director for Student Employment, Career Management Center, and Instructor

Mr. McCord received an M.A. in Humanities and B.A. in Theatre/Communications, in 2001 and 1997 respectively, from Old Dominion University. Previously he was Program Management Assistant for the Norfolk Planning Department and Senior Program Coordinator for Operation Smile.

Ms. Martha E. Miller | $23,920 | 7/10/12 | 12 mos
Associate Site Director, Piedmont Virginia Community College, and Instructor

Ms. Miller received a Master of Urban Affairs from Boston University and a B.A. from the College of William and Mary. Since 2010, she has been an Office Assistant at the Distance Learning site at Piedmont Virginia Community College. (.57 FTE position)
Name and Rank                      Salary   Effective  Term
Dr. Melanie L. Mitchell  Psychologist and Assistant Professor  $59,000  7/25/12  12 mos

Dr. Mitchell received a Psy.D. in Clinical Psychology and an M.A. in Clinical Psychology, in 2012 and 2008 respectively, from Argosy University and a B.S. in Psychology in 2003 from the College of William and Mary. She has been a Clinician Intern at the Counseling and Career Development Center at Metropolitan State College of Denver.

Mr. Andrew Leask Ortiz  Advisor, Interdisciplinary Studies – Teacher Preparation Program/International Studies, and Instructor  $38,000  7/10/12  12 mos

Mr. Ortiz received an M.F.A. in Creative Writing in 2012 from Old Dominion University and a B.A. in Astronomy in 2008 from the University of Virginia. He has been a Graduate Administrative Assistant in the College of Arts and Letters Office of Academic Advising.

Ms. Rachel N. Perry  Admissions Counselor and Assistant Instructor  $30,000  8/10/12  12 mos

Ms. Perry received a B.A. in Communication in 2007 from Old Dominion University. She has been a Resource Development Manager at the United Way of South Hampton Roads.

Dr. Adela S. Roxas  Educational and Athletic Support Specialist, Office of Educational Accessibility and Division of Intercollegiate Athletics, and Assistant Professor  $55,000  6/25/12  12 mos

Dr. Roxas received a Ph.D. in Clinical Psychology and an M.A. in Psychology, in 2011 and 2004 respectively, from Fordham University and a B.S. in Industrial and Management Engineering in 1989 from Rensselaer Polytechnic Institute. Since 2010, she has been Educational and Athletic Support Specialist at Old Dominion University. From 2009-2010, Dr. Roxas was a Psychology Intern in the Department of Psychiatry and Behavioral Sciences at Eastern Virginia Medical School.

Ms. Katelyn Smither  Assistant Field Hockey Coach and Assistant Instructor  $28,000  7/25/12  12 mos

Ms. Smither received a B.S. in Health and Physical Education in 2009 and is pursuing an M.S. in Physical Education from Old Dominion University. Since 2011, she has been Assistant Field Hockey Coach and an Adjunct Professor in Human Movement Sciences at Old Dominion University.
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<tbody>
<tr>
<td>Dr. JaNaé Monique Taylor</td>
<td>$48,000</td>
<td>7/25/12</td>
<td>12 mos</td>
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<tr>
<td>Professional Counselor and Assistant Professor</td>
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</table>

Dr. Taylor received a Ph.D. in Counseling Psychology and a Master of Education in Community Counseling, in 2007 and 2003 respectively, from the University of Georgia and a B.A. in Psychology in 2001 from Tuskegee University. Since 2008, she has been a Staff Clinician for Student Counseling Services at Mississippi State University.

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<th>Name and Rank</th>
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<tr>
<td>Ms. Katherine Uttich</td>
<td>$32,000</td>
<td>8/13/12</td>
<td>12 mos</td>
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<tr>
<td>Residence Hall Director and Instructor</td>
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Ms. Uttich received an M.S. in College Student Personnel in 2010 from Arkansas Tech University and a Bachelor of Arts and Sciences in Biology in 2008 from Western Illinois University. Since 2010, she has been a Resident Hall Director at Boise State University.

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<th>Name and Rank</th>
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<th>Effective Date</th>
<th>Term</th>
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<tbody>
<tr>
<td>Ms. Ashley Friend Vellines</td>
<td>$32,500</td>
<td>8/10/12</td>
<td>12 mos</td>
</tr>
<tr>
<td>Assistant Women’s Lacrosse Coach and Instructor</td>
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Ms. Vellines received an M.S. in Sport Leadership in 2008 from Virginia Commonwealth University and a B.A. in Communication in 2007 from the University of Richmond. Since 2009, she has been Groups and Premium Services Manager for Global Spectrum/Old Dominion University.

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<th>Effective Date</th>
<th>Term</th>
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<tbody>
<tr>
<td>Ms. Jena W. Virga</td>
<td>$75,000</td>
<td>6/25/12</td>
<td>12 mos</td>
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<tr>
<td>Director of Major Gifts, Old Dominion Athletic Foundation, and Instructor</td>
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Ms. Virga received an M.B.A. and a B.S. in Business Administration, in 1981 and 1979 respectively, from Old Dominion University. Since 2010, she has been Director of Major Gifts/Premium Seating for the Old Dominion University Athletic Foundation.

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<tbody>
<tr>
<td>Mr. Nathaniel T. Wills</td>
<td>$60,000</td>
<td>8/25/12</td>
<td>12 mos</td>
</tr>
<tr>
<td>Associate Athletic Director for Operations and Instructor</td>
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</table>

Mr. Wills received a Master of Sports Administration and a Master of Business Administration, in 2005 and 2004 respectively, from Ohio University and a B.S. in Education, Sport Management in 2003 from Slippery Rock University. Since 2007, he has been Director of Events and Assistant Athletics Director of Internal Operations for Fresno State Athletics Department.
Dr. Min Xu
Enrollment Planning and Data Analyst and Assistant Professor

Dr. Xu received an Ed.D. in Educational Administration in 2008 from the University of Akron, an M.A. and B.A. in Political Education, in 2000 and 1995 respectively, from China University of Mining and Technology and is expected to receive an M.S. in Computational and Applied Mathematics from Old Dominion University. Since 2008, she has been a Research Analyst for the Office of Institutional Research and Assessment at Old Dominion University.

Committee members approved by unanimous vote the proposal to change the name of the School of Physical Therapy to the School of Physical Therapy and Athletic Training. The graduate program in athletic training will move from the College of Education to the School of Physical Therapy in the College of Health Sciences. 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. (Ainslie, Ampy, Batten, Biagas, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Ripley, Swystun)

APPROVAL TO RENAME THE SCHOOL OF PHYSICAL THERAPY TO THE SCHOOL OF PHYSICAL THERAPY AND ATHLETIC TRAINING

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves renaming the School of Physical Therapy to the School of Physical Therapy and Athletic Training effective September 13, 2012.

Rationale: The Deans of the Darden College of Education and the College of Health Sciences have agreed to move the graduate program in Athletic Training from the Department of Human Movement Sciences in the Darden College of Education to the School of Physical Therapy in the College of Health Sciences. The program, which promotes effective clinical decision-making skills to enhance the quality of health care provided to patients throughout their life span, aligns well with the mission of the existing Doctor of Physical Therapy program. A proposal to change the degree program from “Master of Science in Education with a major in Physical Education and an emphasis in Athletic Training” to a “Master of Science in Athletic Training” is being finalized and will be presented to the Board of Visitors and the State Council of Higher Education for Virginia in 2012-13 with a proposed effective date of fall 2013.

The two faculty members in Athletic Training received dual appointments with the School of Physical Therapy in summer 2012 and are physically located in the College of Health Sciences. They will retain dual appointments with both Colleges until the degree change has been approved by the State Council of Higher Education for Virginia and the Master of Science in Athletic Training degree is offered through the College of Health Sciences.
Thus, the proposal is made to change the name of the School of Physical Therapy to the School of Physical Therapy and Athletic Training. The name change would identify both the Physical Therapy program and the Athletic Training program to prospective students and others.

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Committee members approved by unanimous vote the proposed revisions to the Policy on Honorary Degrees: Criteria and Procedures. 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. *(Ainslie, Ampy, Batten, Biagas, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Ripley, Swystun)*

**APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON HONORARY DEGREES: CRITERIA AND PROCEDURES**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revision to the Policy on Honorary Degrees: Criteria and Procedures effective September 13, 2012.

Rationale: Many of the revisions to the Policy on Honorary Degrees: Criteria and Procedures were proposed by the Faculty Senate as part of their review of policies in the Faculty Handbook. An ad hoc committee worked for most of a year to revise and reorganize the Handbook to make it a more accessible, streamlined, and focused document for the faculty. The revisions from the ad hoc committee are editorial and consist of reorganizing the policy so that it is clearer. Additional revisions were recommended by the Provost’s Council in order to update and clarify the policy so that it reflects current practice.

**Honorary Degrees: Criteria and Procedures**

**I. Purpose**
Honorary degrees are awarded to bring national recognition to the University; recognize outstanding contributions to society through scholarship, artistic production, or humanitarianism; and recognize major contributions in areas relevant to the mission of the University through significant research or a career of dedicated service. Honorary degrees may be awarded at the University’s commencements.

**II. Eligibility for Consideration**

1. There should be clear demonstration why these individuals should be recognized by an institution of higher learning and more specifically Old Dominion University. In addition, the individuals considered should be recognized for their contributions to society.

2. There are a number of people who are not eligible should not be considered for honorary degrees include. First among these are members of the Board of Visitors and present employees of the University. In addition, emeriti faculty and former members of the board should only be considered for honorary degrees on an exceptional basis. Finally, current and former actual
benefactors of the University, and especially prospective benefactors, should be excluded, unless they clearly meet the other criteria for being included for degree consideration. There should be no suggestion that an individual is being awarded an honorary degree because of his or her past or possible future financial contributions to the University.

III. C. Selection Process

1. There will be an Honorary Degree Committee will be comprised of: four faculty members selected by the Faculty Senate, two students selected by the Student Senate, one member of the Alumni Association selected by the Alumni Association, one member of the Board of Visitors appointed by the Rector, and one administrator appointed by the President.

   a. The President will designate the chair coordinator of the committee.
   b. The names of committee members will be submitted to the President by the selection body by June 1.

Four faculty members
Two students
One member of the Alumni Association
One member of the Board of Visitors
One administrator

   The faculty members will be selected by the Faculty Senate and their names submitted to the president by June.
   The student members will be selected by the Student Senate and their names submitted to the president by June.
   The alumni member will be selected by the Alumni Association with the name to be submitted to the president by June.
   The Board of Visitors member will be appointed by the rector.
   The president will appoint the member of the administration and designate the chair.

2. The committee will publicize the criteria and guidelines for making nominations. Nominations will be invited from all constituencies at the University, including the Board of Visitors.

3. The committee will submit a list of no more than ten nominations recommended for honorary degrees to the President. The President will submit to the Board of Visitors for approval the names of the President’s nominee(s), if any, from the list and recommend the appropriate degree(s) to be awarded. Those persons so recommended and approved shall be retained in the pool of awardees for one year.

IV. Calendar

D. Schedule and Procedure

1. Honorary degrees may be awarded at the university’s commencements. The committee members are appointed and notified of the appointment by the President.

2. The Honorary Degree Committee will be appointed and prepared to begin work by September 1. It will submit its list of nominations to the president by November 15.

3. The President will submit the names of the nominees to the Board of Visitors for their approval. at their December meeting. The recipients approved by the Board of Visitors may be awarded their honorary degrees at one of the University’s commencements during the following year. After approval by the Board of Visitors, the President shall contact the approved recipients concerning acceptance and conferral of the honorary degree.

V. E. Honorary Degree Types

Among the appropriate honorary degrees to be awarded are:

- Doctor of Fine Arts (D.F.A.)
- Doctor of Humane Letters (L.H.D.)
- Doctor of Letters (Litt.D.)
- Doctor of Music (Mus.D.)
- Doctor of Science (Sc.D.)

- Approved by the Board of Visitors
August 9, 1979
Revised February 14, 1985
Revised February 13, 1986

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John Nunnery, Executive Director of the Center for Educational Partnerships, presented information on activities of the Center. Provost Simpson then discussed the future of distance learning, the higher education centers, and continuing education.

In the report from the Vice President for Research, Mohammad Karim report on recent research awards, preparation for the upcoming AAALAC accreditation site visit in October, and patents awarded and filed. With the issuance of three new patents, ODU’s portfolio now totals 94 patents.

ADMINISTRATION AND FINANCE COMMITTEE

Mr. Whyte reported that the Committee considered revisions to Board Policy 1621, Asset and Surplus Property Disposition. The proposed revisions were prompted by changing standards by the Commonwealth and to bring the Board policy in line with these changes and University policy. The following resolution, which was brought forth as a recommendation of the Administration and Finance Committee, was approved unanimously by all members present and voting. (Ainslie, Ampy, Batten, Biagas, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Ripley, Swystun)

APPROVAL OF PROPOSED REVISIONS TO BOARD OF VISITORS POLICY 1621: ASSET AND SURPLUS PROPERTY DISPOSITION

RESOLVED, that upon the recommendation of the Administration and Finance Committee, the Board of Visitors approves the proposed revisions, as noted below, to Policy 1621: Asset and Surplus Property Disposition.

NUMBER: 1621
TITLE: Asset and Surplus Property Disposition
APPROVED: September 9, 2005; Revised September 13, 2012

I. Background

The 2005 General Assembly session passed HB 2866 and SB 1327 to establish the Restructured Higher Education Financial and Administrative Operations Act. This Act allows public institutions of higher education restructured financial and operational authority as described in subdivisions A1 through A13 of Section 23-38.88 of the Act.

Pursuant to §23-38.88, Eligibility for Restructured Financial and Administrative Operational Authority, subdivision A1 states that public institutions of higher education shall be eligible “to dispose of their surplus materials at the locations where the surplus materials are held and to retain any proceeds from such disposal as provided in subdivision B 14 of §2.2-1124,” provided that the Board of Visitors adopts policies and procedures for handling surplus property. These policies and procedures must incorporate Code
requirements regarding donations, and the reporting of proceeds from the sale of recycling of surplus materials, and a copy of such policies and procedures must be made available to the Department of General Services upon request.

II. Board of Visitors Policy

It is the policy of the Board of Visitors to optimize the University's "return-on-investment" in assets, while maximizing the useful life of same, the Asset and Surplus Property Disposition Policy establishes guidelines and procedures for the centralized control for the disposition of excess, obsolete, salvageable or damaged University assets, to include (i) capitalized inventory, (iii) equipment trust fund (ETF) inventory, (iii) non-capitalized inventory with salvage value, (iv) non-capitalized inventory without salvage value, and (v) donated equipment or inventory.

III. Authority

The Vice President for Administration and Finance or the Vice President's designee shall be responsible for interpretation, implementation and compliance of this policy. The Vice President for Administration and Finance may delegate this authority by letter.

IV. Definitions

A. Asset - Any tangible personal property owned by the University, either with or without value, excluding real property.

B. Budget Unit - A University agency, college, department, office or school to which a budget unit number has been assigned by the University's Budget Office.

C. Capitalized Assets - All assets carried on the University's inventory, which is managed and reported the Department of Procurement Services with a dollar value greater than $5,000.00.

D. Disposal/Disposition - The sale, replacement, trade-in, transfer, loan, scrap, discard or any other means of disposing of assets.

E. Equipment Trust Fund (ETF) - Assets purchased with annual Commonwealth provided ETF monies, having a minimum purchase value of $500.00, and owned by the University for the time as specified by the Commonwealth.

F. Non-Capitalized Assets with Salvage Value - Assets which no longer serve a functional purpose for the Organization, but which may be of use to another budget unit, or may be auctioned, sold, transferred, or otherwise exchanged for value.

G. Non-Capitalized Assets without Salvage Value - Assets which no longer serve a functional purpose for the Organization, and have no market or resale value, or have no value for any other organization.

H. Organization - University budget units responsible for inventory, care, control, custody and maintenance of capitalized or non-capitalized assets.
I. **Surplus Assets** - Any excess, obsolete, salvageable or non-salvageable capitalized or non-capitalized assets which are sold, replaced through the budget process, transferred or loaned to another organization, scrapped, discarded or otherwise removed from service by any other means of disposal. ETF assets age cannot be placed in surplus and must be retained by the organization for the time as specified by the Commonwealth.

V. **Specific Requirements**

A. **Organization Responsibilities:**

The organization and their budget unit directors shall be responsible for the inventory, care, control, custody and maintenance of University assets purchased for and/or assigned to their respective budget units, and, except as otherwise set forth herein, written authorization from the Department of Procurement Services shall be obtained prior to the disposition of University assets and inventory, as described herein.

B. **Disposal Methods:**

The Department of Procurement Services may use any of the following methods to dispose of **surplus assets**:

1. **Auction** – Primarily used for the disposal of large pieces of equipment, vehicles, and rolling stock, and will include both on-site and electronic auctioning;

2. **Competitive Bids** – Both sealed and unsealed, to be determined based on the surplus asset value;

3. **Donations** – The University may donate surplus assets for:
   a. Emergencies declared in accordance with *Code of Virginia*, 44-146.18.2 or 44-146.28; or
   b. As set forth in the budget bill as defined by *Code of Virginia*, 2.2-1509, provided the conditions therein are met.

4. **Loan** – Temporary use of the surplus asset is granted to a Budget Unit other than the Organization, or, with prior written approval from the Executive Director of Construction and Procurement Services, to another public entity or not-for-profit organization;

5. **Negotiated Sale** – Primarily for circumstances when, despite efforts at public auctions, competitive bids or set price sales, asset has not been sold.

6. **Set Price Sales** – Surplus Assets are offered to the public at predetermined “set prices”.

38
7. Transfer – Used to transfer to another public agency for a negotiated price or, with written justification, at no cost.

C. Surplus Asset Disposition Forms:

The Organization shall record the disposition of all surplus assets on the Property Control Equipment Turn-In Form. A copy of this form may be obtained from the Department of Procurement Services’ website.

D. Determination of Surplus Asset Value:

The determination of the salvage value of all surplus assets and inventory shall be the sole responsibility of the Department of Procurement Services.

E. Recycling of Surplus Assets or Materials:

The University strongly encourages, when appropriate, the recycling of surplus assets and materials. The Department of Procurement Services will coordinate these efforts with the University’s Office of Environmental Health & Safety, and other state and federal agencies as required.

F. Proceeds from Surplus Asset Disposition or Recycling of Surplus Materials:

All proceeds from the disposition or recycling of surplus assets and inventory, with the exception of associated costs for surplus disposal preparation and transfer, will be collected and recorded by the Department of Procurement Services, and deposited into the appropriate University accounts.

G. Reporting:

The Department of Procurement Services shall maintain all records to identify asset sales and disposals with annual reports developed to summarize revenue generated by the surplus program.

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Deb Swiecinski, Associate Vice President for Administration and Finance, reviewed the Annual Debt Management Report. She noted that Old Dominion’s Fiscal Year 2013 projected debt will total approximately $24.9M and the Debt Burden Ratio is projected to be 7.09%, a continuation of the decline of this rate over the past three years. The policy guideline allows this ratio to exceed 7% in instances involving debt from revenue-producing projects (e.g., student residence halls, parking or dining facilities) when the debt is secured by income from the project. Recently, Standard & Poor’s reissued Old Dominion University’s credit rating of A+, which acknowledges the integrity and stability of the University’s financial planning and debt management. Vice President acknowledged that, although several proposed debt-supported capital projects have been authorized through the 2012 Appropriations Act, these projects will be delayed until after the completion of the upcoming Master Plan update. At that time, a proposed capital strategy and debt management plan will be shared with the Board.
Rusty Waterfield, Assistant Vice President for Computing and Communications Services, and Ms. Swiecinski provided an update on the current schedule and resulting performance improvements in the efficiency and effectiveness of a number of administrative and business services through the Business Process Management initiative.

Vice President Fenning briefed the Committee on the fall semester opening and presented information on dining, parking and bookstore sales, plus several new initiatives related to improvement financial services for our students and their families.

The Committee heard standing reports on Capital Outlay Projects and Investments.

INSTITUTIONAL ADVANCEMENT COMMITTEE

The Rector called on Mr. Ainslie for the report of the Institutional Advancement Committee. Mr. Ainslie reported that the Committee considered a resolution to name the Basketball Auxiliary Gymnasium. The following resolution was brought forth as a recommendation of the Institutional Advancement Committee and was approved unanimously by all members present and voting. (Ainslie, Ampy, Batten, Biagas, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Ripley, Swystun)

RESOLUTION TO NAME THE BASKETBALL AUXILIARY GYMNASIUM AS THE BERNETT AND BLANCHE MITCHUM BASKETBALL PRACTICE FACILITY

WHEREAS, the basketball auxiliary gymnasium project brings the men’s and women’s basketball practice facility from across the ODU campus to one location adjoining the Ted Constant Convocation Center in the University Village, and as part of ODU's master plan, the project creates a dynamic athletic facility along Monarch Way by centralizing the men’s and women’s basketball program in close proximity to their campus housing, game day venue, sports medicine, and strength and conditioning; and

WHEREAS, the basketball auxiliary gymnasium provides state of the art practice space for the University’s Men’s and Women’s Basketball Programs; and

WHEREAS, the basketball auxiliary gymnasium houses basketball courts, locker rooms, media rooms, player lounges, coaches offices, conference space, an attractive lobby, and is connected into the Ted Constant Convocation Center; and

WHEREAS, The Mitchum Family represented by Mr. Elza Mitchum and Mr. Anthony Mitchum have been and continue to be generous supporters and leaders in numerous local, and regional philanthropic causes, boards, athletics, colleges and universities; and

WHEREAS, the Mitchum’s philanthropy includes lead support for the ODU Basketball Auxiliary Gymnasium and numerous other contributions to the University and overwhelming support to countless community organizations; and
THEREFORE, BE IT RESOLVED, that the Board of Visitors of Old Dominion University approve the naming of the Basketball Auxiliary Gymnasium as the Bernett and Blanche Mitchum Basketball Practice Facility, and

BE IT FURTHER RESOLVED, that this Resolution be spread across the minutes of the Board of Visitors and appropriate signage be prominently displayed outside of the facility.

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Vice President Brandon presented and discussed dashboard items and reviewed funding priorities of the colleges and other areas within the University. Ms. Jennifer Mullen Collins, Assistant Vice President for Marketing and Communications, discussed the new admissions materials for enrollment management.

STUDENT ADVANCEMENT COMMITTEE

The Rector called on Mr. Kornblau for the report of the Student Advancement Committee. Mr. Kornblau reported that Vice President Neufeldt reported on new student enrollment. Several new student transition programs were offered this year, including programming for out-of-state students, new military-affiliated students, and transfer students.

Kevin Muchiri, student representative to the Board, reported on the Monarch Citizenship Campaign, which promotes responsibility, engagement and pride. ODU students are taking responsibility for their education in various ways, such as studying and collaborating with others on projects at the Learning Commons in Perry Library. They showed their engagement by assisting other students during the Week of Welcome and move-days. They show their pride by initiating a campaign against bike theft on campus that led to the implementation of U-lock bike signs at bike racks throughout campus.

In Police Chief Rhonda Harris’ absence, Lt. Keitha Boone and Chief Operating Officer David Harnage reported that ODU maintains and publishes its crime statistics in accordance with the Clery Act. Mr. Harnage referenced the current statistics and explained the changes in the reporting requirements. He also commended the Police Department on their efforts to address safety.

Athletic Director Wood Selig provided Academic Progress Reports on student athletes. The NCAA developed the Academic Progress Report to track a university’s commitment to enhancing the student-athlete’s potential of earning their undergraduate degree and provides a “real-time” snapshot of a team’s eligibility and retention success. The NCAA set a minimum APR standards of 925 for each athletic program. All of ODU’s men’s and women’s programs met or exceeded APR standards for post-season eligibility.

OLD/UNFINISHED BUSINESS

President Broderick thanked Ken Ampy for his service as Secretary of the Board, noting that he represents ODU in Richmond and is a significant recruiter of students from the Richmond area.
He also recognized Pam Kirk for her service as Vice Rector and thanked her for representing the Rector on a number of occasions during the past two years.

Rector Whyte made the following remarks:

“Certainly it is an honor and a privilege, and thank you very much for your confidence in naming me as the Rector. Having seen what this University has been able to accomplish, it’s really been something. We lived here in the late 70s and early 80s, then we were out of the country for ten years, and now back for about 20, and I think it’s just a very exciting time for this school. It has just improved by leaps and bounds, and there are a lot of very, very good things happening. I’d be remiss not to have thanked Bob Fenning for assisting me and coaching me through the chairmanship of the Administration & Finance Committee. He was always available whenever I had a question, and I think we tag-teamed pretty well in keeping the agenda on track.

“I think another thing that really struck me when I was approached about accepting this position is, quite frankly, the faculty and the staff. You’ve had a pretty tough road to hoe since about 2008, and, as the President noted, it’s been four years since people have had raises. But in talking [with faculty and staff] individually and collectively, there is a tremendous spirit on this campus and people are very, very committed and interested in not only doing the right things, but for all the right reasons. This is not rehearsed; you were speaking from the heart. To me, that really speaks volumes.

“And of course, to me, that always comes back to somebody like [President Broderick], and I have a great deal of professional and personal respect for John. We’ve talked about his strategic vision for the University and that was, quite honestly, easy for me to buy into, and I really look forward to working with him. He’s a very sincere individual and that comes through to all of us who know him.

“So, rest assured I will give this my very best shot and I look forward to working with you. I will supply Donna with my cell phone number and I will make myself as accessible as possible. As I see, right here, the future for this university is very, very bright; it’s just our responsibility to take it to the next level. Thank you.”

**NEW BUSINESS**

There was no new business to come before the Board.

With no further business to be discussed, the meeting was adjourned at 1:50 p.m.