

OLD DOMINION UNIVERSITY

BOARD OF VISITORS
Wednesday, April 4, 2012

MINUTES

The Board of Visitors of Old Dominion University met in regular session on Wednesday, April 4, 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.
Linda L. Forehand
Harold W. Gehman, Jr.
Luke M. Hillier
Marc Jacobson
Andrea M. Kilmer
Pamela C. Kirk
Barry M. Kornblau
Robert J. O’Neill
Frank Reidy
Fred J. Whyte
Gregory Walsh (*Student Representative*)

Absent were:

Sarita E. Brown
J. William Cofer
Dee D. Gilmore

Present from the administration were:

John R. Broderick, President	Karen Meier
Robert L. Fenning	Jennifer Mullen
David Harnage	Earl Nance
Scott Harrison	Ellen Neufeldt
Mohammad Karim	September Sanderlin
Elizabeth Kersey	Wood Selig
Gwen Lee-Thomas	Carol Simpson
Richard Massey	George Votava
Donna W. Meeks	James D. Wright

Also present:

Students from Gwen Lee-Thomas’s Class
Bill Sizemore (*The Virginian-Pilot*)

CALL TO ORDER AND APPROVAL OF MINUTES

The Rector called the meeting to order at 1:05 p.m. and asked for approval of the minutes of the regular meeting held on December 8, 2011. Upon a motion made by Ms. Kirk and seconded by Adm. Gehman, the minutes were approved unanimously by all members present and voting. (*Ainslie, Ampy, Batten, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O'Neill, Reidy, Whyte*)

MOTION FOR CLOSED SESSION

The Rector recognized Mr. Ampy, who made the following Motion: “Mr. Rector, I move that this meeting be recessed, and, as permitted by Virginia Code Section 2.2-3711(A) (1), we reconvene in closed session for the purpose of discussing the evaluation and compensation of the University’s president.” The motion was duly seconded and approved unanimously by all members present and voting. (*Ainslie, Ampy, Batten, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O'Neill, Reidy, Whyte*)

RECONVENE IN OPEN SESSION AND FREEDOM OF INFORMATION ACT CERTIFICATION

At the conclusion of the closed session, the meeting was reconvened in open session, at which time the Rector called for the Freedom of Information Act certification of compliance that (1) only public business matters lawfully exempted from the open meeting requirements under the Freedom of Information Act were discussed and (2) only such public business matters as were identified in the motion by which the closed session was convened were heard, discussed or considered. The certification of compliance vote was 13 in favor and none opposed. (*Ainslie, Ampy, Batten, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O'Neill, Reidy, Whyte*)

REPORT OF THE PRESIDENTIAL EVALUATION AND COMPENSATION COMMITTEE

The Rector reported that the Presidential Evaluation and Compensation Committee has met and reviewed individual board member’s assessments of our President, based on stated goals and objectives from last summer. Overall, the Board is pleased with the President’s performance, and he will go over the evaluation and contract with the President. The outcome will be formalized publicly at the Executive Committee meeting in May.

RATIFICATION OF ACTIONS TAKEN BY THE EXECUTIVE COMMITTEE

Upon recognition by the Rector, Ms. Forehand reported that three naming resolutions were presented and approved by the Executive Committee at its meeting on March 12. She made a motion that the Board ratify the following resolutions to name the Arts Building as the Barry Arts Building, the Monarch Theatre as the Goode Theatre, and the Powhatan Sports Complex the L.R. Hill Sports Complex. The motion was seconded by Ms. Kirk. Mr. Batten noted that he

would abstain from the vote due to his professional relationship with Richard Barry. The motion passed by a vote of 11 in favor (*Ainslie, Ampy, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O'Neill, Reidy, Whyte*) and one abstention (*Barry*).

**RESOLUTION TO NAME THE ARTS BUILDING AS
THE BARRY ARTS BUILDING**

WHEREAS, Old Dominion University has been granted authority by the Commonwealth of Virginia to construct a new arts building and studio to house the Old Dominion University Art Department and programs; and

WHEREAS, the “Arts in the Village” project brings many of the arts from across the ODU campus to one location in the University Village, and as part of ODU's master plan, the project creates a dynamic arts community along Monarch Way by centralizing the fine, studio, and theatre arts, and in such an atmosphere, inspiration, creativity, and collaboration will thrive; and

WHEREAS, the new arts building will house modern, state-of-the-art offices, classrooms and studio spaces for art history, graphic design, fibers, painting, and drawing; and

WHEREAS, the Arts Building will house the Jean Outland Chrysler Library, the art research library for the Chrysler Museum of Art, and its collection of over 106,000 rare and unique volumes relating to the history of art making it one of the most significant art libraries in the South; and

WHEREAS, it will also house the Elise N. Hofheimer Art Library which includes an impressive collection of over 10,000 volumes on architecture, sculpture, drawing, painting, print media, photography and arts and crafts; and

WHEREAS, Richard Barry, former member, vice rector and rector of the Old Dominion University Board of Visitors and former member of the Old Dominion University Educational Foundation Board of Directors; and

WHEREAS, the Barry’s philanthropy includes numerous 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 Arts Building as the Barry Arts Building, and

BE IT FURTHER RESOLVED, that this Resolution be spread across the minutes of the Board of Visitors and an appropriately framed copy be presented to Richard and Carolyn Barry and signage be prominently displayed outside of the Barry Arts Building.

**RESOLUTION TO NAME THE MONARCH THEATRE AS THE
GOODE THEATRE**

WHEREAS, the “Arts in the Village” project brings many of the arts from across the Old Dominion University campus to one location in the University Village, and as part of ODU's

master plan, the project creates a dynamic arts community along Monarch Way by centralizing the fine, studio, and theatre arts, and in such an atmosphere, inspiration, creativity, and collaboration will thrive; and

WHEREAS, the 25,000 sq. ft. contemporary theatre facility provides professional-grade performance and rehearsal space for the University's Communication and Theatre Arts Department;

WHEREAS, the theatre facility houses a state-of-the-art 150-seat black box performance hall with a flexible main stage, a large, fully-functional scene shop, an impressive sound stage for film and sound production, a green room, dressing rooms, and an attractive lobby space with a modern lighting and projection system; and

WHEREAS, David and Susan Goode have been and continue to be generous supporters and leaders in numerous local, state and national boards for corporations, colleges and universities, the arts, the environment and human services; and

WHEREAS, the Goode's philanthropy includes lead support for the Monarch Theatre 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 Monarch Theatre as the Goode Theatre in honor of Susan, David, Christina and Martha Goode, and

BE IT FURTHER RESOLVED, that this Resolution be spread across the minutes of the Board of Visitors and an appropriately framed copy be presented to the Goode Family and signage be prominently displayed outside of the Theatre.

**RESOLUTION TO NAME THE POWHATAN SPORTS COMPLEX AS
THE L.R. HILL SPORTS COMPLEX**

WHEREAS, the Powhatan Sports Complex brings the football, field hockey and lacrosse programs from across the ODU campus to one location along Powhatan Avenue, and as part of ODU's master plan, the project creates a dynamic athletic facility along Powhatan Avenue by centralizing the football, field hockey, and lacrosse programs in close proximity to their campus housing, game day venue, sports medicine, and strength and conditioning; and

WHEREAS, the practice facility provides state of the art practice space for the University's Football, Field Hockey and Lacrosse programs; and

WHEREAS, the sports complex houses playing fields, locker rooms, media rooms, player lounges, coaches offices, conference space, an attractive lobby, along; and

WHEREAS, Mr. Larry and Kathy Hill 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 Hill's philanthropy includes lead support for the Powhatan Sports Complex 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 Powhatan Sports Complex as the L.R. Hill Sports Complex, and

BE IT FURTHER RESOLVED, that this Resolution be spread across the minutes of the Board of Visitors and an appropriately framed copy be presented to Larry and Kathy Hill and signage be prominently displayed outside of the facility.

RECTOR'S REPORT

The Rector formally recognized and thanked Greg Walsh for his service as student representative to the Board. Greg thanks the Board and administration for their support and said he had learned a lot while serving as the student's representative to the Board.

PRESIDENT'S REPORT

The Rector called on President Broderick for his report. The President noted that a revised set of Dashboards were sent with the meeting materials. The Dashboards were revised as a result of feedback received at the retreat in January, with each slide defining what is being measured and why, providing a point of measurement, and how we will proceed. Any comments or suggestions for further improvement are welcome.

Several annual meetings in were held in March and April which emphasized STEM education and connected ODU with high schools and undergraduate researchers at other universities. These included the Tidewater Science and Engineering Fair, the Virginia State Science and Engineering Fair, the Great Computer Challenge, the Virginia Regional Competition of the National Ocean Science Bowl, the Colonial Academic Alliance's Undergraduate Research Symposium, the International Benthic Ecology Meeting, and the Society of Industrial and Applied Mathematics Conference on Math Awareness. In the area of research, one of the University's patents on skin-related diseases was licensed to Theliopulse, LCC of California and clinical trials have begun in San Diego.

Student Engagement and Enrollment Services hosted over 1500 guests (admitted students and their families) on March 24 for Admitted Student Day. This event is among efforts to engage students before they make their enrollment decisions. Faculty and staff from around the campus supported the event and helped to provide a unique Monarch experience for prospective students.

Old Dominion University was awarded the 2012 SunGard Higher Education Award for Institutional Performance at its annual Summit last week. The award includes a \$10,000 grant

for student scholarships. The President congratulated Vice President Robert Fenning for leading the effort that resulted in this award.

The Office of Human Resources is spearheading the University's participation in the fifth annual *Chronicle for Higher Education's* "Great Colleges to Work For" survey. Selection is based on an evaluation of survey responses from a random sample of faculty and staff and an institutional questionnaire. Old Dominion was identified in 2011 as one of the "Great Colleges to Work For."

The University hosted the Governor and Secretary of Veterans Affairs and Homeland Security, Terrie Suit, on a visit to the Business Gateway and Veterans Business Outreach Center (VBOC) on March 30 for a roundtable discussion with veterans and the business community.

President Broderick noted several upcoming events, including the opening of the Goode Theatre on April 19, the President's Lecture Series featuring Jean-Michel Cousteau on April 23, the Faculty Awards Dinner on May 1, the Student Awards Dinner on May 3, and the ROTC Commissioning Ceremony on May 4. He noted that three Commencement ceremonies will once again be held, but one will be held Friday evening and only two on Saturday (May 4 and 5). The Friday ceremony will rotate among Colleges, with this year's featuring the College of Arts and Letters.

Old Dominion Football defensive lineman Ronnie Cameron was named the 2011 CAA-Football Student-Athlete of the Year, headlining a list of 121 CAA Football Academic All-Conference honorees for the 2011 season. Cameron finished his undergraduate degree in three years before graduating in December with his MBA.

The President provided a budget update and noted that he is comfortable with what is included for Old Dominion University in all three versions of the budget. Because the final budget is as yet unknown, the Board is being asked to approve tuition and mandatory fees for the summer session only. The budget conferees have indicated that they hope to have the final budget negotiated by the end of the week.

The NCAA Presidential Advisory Group (of which President Broderick is a member) has been meeting on a monthly basis since last August to examine in broad terms how to sustain the collegiate model and restore public trust in college sports and the NCAA. Five significant areas of concern have been identified: (1) standards and metrics for academic success; (2) allocation of financial resources within intercollegiate rules; (3) the financial wellbeing of student-athletes; (4) realigning rules and an enhanced expectation of shared responsibility at the campus, conference and national levels; and (5) strong and swift enforcement of those rules. The presidents emphasized the following values: (1) student-athlete success academically and athletically is paramount; (2) the collegiate model, in which athletics is embedded in the values of higher education including shared responsibility and accountability, should be protected and sustained; (3) amateurism as a student-participation model guides the relationship between students and institutions in the collegiate model of athletics; and (4) fair opportunity to compete among institutions of similar commitment to intercollegiate athletics should guide the administration of the collegiate model. The cost of attendance/stipends presents economic, gender and recruiting issues for institutions of Old Dominion's size. Academic standards will be voted on in April and rules will continue to be discussed. Discussion among the presidents of the Football Championship Series schools has focused on elevating the prestige of the FCS playoffs

and increasing media exposure for FCS football. Expansion of the championship field from 20 to 24 has been suggested and the site for the FCS Championship is being considered.

President Broderick noted that he officially joined the NCAA Division I Board of Directors on April 1 and was appointed to the American Association of State Colleges and Universities (AASCU) Council of State Representatives. He and his wife, Kate, created the Broderick-Evon Award for Community Engagement and Services, in honor of their mothers, which will be awarded to a student annually who displays commitment to service and civic engagement to the University and surrounding community through superior leadership and service.

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 noted that internal audits and projects are currently underway for NCAA Eligibility Compliance, Procurement Cards, International Students/Scholars, Banner Controls and assisting the Office of Finance on the SunGard Project.

The Committee received, in closed session, details of recent audits and reviews performed in Academic Affairs, Administration and Finance, and University Advancement. Specifically covered were audits of the College of Arts and Letters, Construction, Development IT Review, Hotline Summaries 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 Provost Simpson briefed the Committee on the University's policy and procedures on tenure and provided data related to faculty. The Committee then met in closed session to discuss the award of honorary degrees, the appointment of a faculty member with tenure, and the award of tenure to 24 faculty members.

Committee members approved by unanimous vote the award of nine honorary degrees. 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, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O'Neill, Reidy, Whyte*)

HONORARY DEGREES

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the awarding of honorary degrees to the individuals noted below. A summary of each nominee's career is attached to this resolution for information purposes.

1. Geoffrey Canada, President and Chief Executive Officer of Harlem Children's Zone
Doctor of Humane Letters (*honoris causa*)
2. Les Payne, Pulitzer Prize winning reporter and former columnist for Newsday
Doctor of Humane Letters (*honoris causa*)
3. Kenneth Samet, president and chief executive officer of MedStar Health
Doctor of Humane Letters (*honoris causa*)
4. John O. "Dubby" Wynne, former president and chief executive officer of Landmark Communications
Doctor of Humane Letters (*honoris causa*)
5. The five local Tuskegee Airmen –
Corporal Wilbert Gore, Sr., USA, Ret.;
Master Sergeant Ezra Hill, USA, Ret.;
Lieutenant Colonel Francis Horne, USA, Ret.;
Sergeant Harry Quinton, USA, Ret.; and
Chief Master Sergeant Grant Williams, USA, Ret.
Doctor of Humane Letters (*honoris causa*)

Geoffrey Canada

February 2, 2012

Members of the Honorary Degree Committee:

I would like to submit Mr. Geoffrey Canada's name for your consideration for an honorary degree from Old Dominion University.

In his 20-plus years with Harlem Children's Zone, Inc., Mr. Canada has become nationally recognized for his pioneering work in helping children and families in Harlem and as a passionate advocate for education reform. He joined the organization in 1983 and became the President and Chief Executive Officer in 1990. The *New York Times Magazine* called the agency's work, "one of the most ambitious social experiments of our time." In 1997, the agency launched the Harlem Children's Zone Project, which targets a specific geographic area in Central Harlem with a comprehensive range of services including educational, social and healthcare. The Zone Project today covers 100 blocks and aims to serve over 10,000 children. HCZ's expectation is not only to have program participants receive a high school education, but a college education as well.

A full biography has been attached for your review. Thank you in advance for your consideration.

Sincerely yours,
John R. Broderick
President

Geoffrey Canada

In his 20-plus years with Harlem Children's Zone, Inc., Geoffrey Canada has become nationally recognized for his pioneering work helping children and families in Harlem and as a passionate advocate for education reform.

Joining the organization in 1983, Mr. Canada became the President and Chief Executive Officer of Harlem Children's Zone in 1990. The *New York Times Magazine* called the agency's work, "one of the most ambitious social experiments of our time." In October 2005, Mr. Canada was named one of "America's Best Leaders" by *U.S. News and World Report*.

A New Approach

In 1997, the agency launched the Harlem Children's Zone Project, which targets a specific geographic area in Central Harlem with a comprehensive range of services. The Zone Project today covers 100 blocks and aims to serve over 10,000 children.

The New York Times Magazine said the Zone Project "combines educational, social and medical services. It starts at birth and follows children to college. It meshes those services into an interlocking web, and then it drops that web over an entire neighborhood....The objective is to create a safety net woven so tightly that children in the neighborhood just can't slip through."

A National Model

The work of Mr. Canada and HCZ has become a national model and has been the subject of many profiles in the media. Their work has been featured on "60 Minutes," "The Oprah Winfrey Show," "The Today Show," "Black in America 2," "This American Life," "Good Morning America," "Nightline," "The Charlie Rose Show," as well in articles in *The New York Times*, *The Wall Street Journal*, *The Washington Post*, *The New York Daily News*, *USA Today* and *Newsday*.

Mr. Canada grew up in the South Bronx in a poor, sometimes-violent neighborhood. Despite his troubled surroundings, Mr. Canada was able to succeed academically, receiving a bachelor of arts degree from Bowdoin College and a master's degree in education from the Harvard School of Education. After graduating from Harvard, Mr. Canada decided to work to help children who, like himself, were disadvantaged by their lives in poor, embattled neighborhoods.

Writings

Drawing upon his own childhood experiences and at the Harlem Children's Zone, Mr. Canada has written two books: *"Fist Stick Knife Gun: A Personal History of Violence in America,"* published in 1995 by Beacon Press, and *"Reaching Up for Manhood: Transforming the Lives of*

Boys in America," published in 1998 by Beacon Press. In its review of "*Fist Stick Knife Gun*," Publishers Weekly, "a more powerful depiction of the tragic life of urban children and a more compelling plea to end 'America's war against itself' cannot be imagined." In September 2010, a new graphic novel version of "*Fist Stick Knife Gun*" was released.

For his years of work advocating for children and families in some of America's most devastated communities, Mr. Canada was a recipient of the first Heinz Award in 1994. In 2004, he was given the Harold W. McGraw Jr. Prize in Education and Child Magazine's Children's Champion Award. In 2009, he received the Independent Sector's John W. Gardner Leadership Award. He was named to *Time Magazine's* "Time 100" list of the world's most-influential people in 2011.

He has also received the Heroes of the Year Award from the Robin Hood Foundation, The Jefferson Award for Public Service, the Spirit of the City Award from the Cathedral of St. John the Divine, the Brennan Legacy Award from New York University and the Common Good Award from Bowdoin College. He has received honorary degrees from Harvard University, Bowdoin College, Williams College, John Jay College, Bank Street College and Meadville Lombard Theological Seminary.

Teaching Martial Arts

A third-degree black belt, Mr. Canada is also the founder (in 1983) of the Chang Moo Kwan Martial Arts School. Despite his busy schedule as head of HCZ, he continues to teach the principles of Tae Kwon Do to community youth along with anti-violence and conflict-resolution techniques.

In 2006, Mr. Canada was selected by New York City Mayor Michael Bloomberg as co-chair of the Commission on Economic Opportunity, which was asked to formulate a plan to significantly reduce poverty. In 2007, he was appointed co-chair of New York State Governor's Children's Cabinet Advisory Board.

Mr. Canada is also the East Coast Regional Coordinator for the Black Community Crusade for Children. The Crusade is a nationwide effort to make saving black children the top priority in the black community. This initiative is coordinated by Marian Wright Edelman and the Children's Defense Fund.

Mr. Canada joined Harlem Children's Zone, Inc. (then called the Rheedlen Foundation) in 1983, as Education Director. Prior to that, he worked as Director of the Robert White School, a private day school for troubled inner-city youth in Boston.

The National Book Award-winning author Jonathan Kozol called Mr. Canada, "One of the few authentic heroes of New York and one of the best friends children have, or ever will have, in our nation."

Les Payne, John O. Wynne, Kenneth A. Samet

January 19, 2012

Members of the Honorary Degree Committee:

I would like to submit three names for your consideration for honorary degrees from Old Dominion University.

The first individual is Mr. Les Payne, a Pulitzer Prize winning reporter, who is a former columnist for Newsday. As a former associate editor of the paper, Mr. Payne was responsible for national/foreign and health sciences news for 25 years. He also served as Newsday's New York editor. He and his news staffs were recognized for their outstanding work by winning every major journalism award, including six Pulitzer Prizes.

The second individual for consideration is John O. "Dubby" Wynne. Mr. Wynne is a former president and chief executive officer of Landmark Communications. During his tenure at Landmark, he had a key role in launching and building The Weather Channel, the cable news channel that was sold by Landmark in the fall of 2008 to NBC Universal for \$3.5 billion. He is very involved with a number of local and regional organizations including serving as the head of both the University of Virginia's board of directors and the Virginia Business Council.

Finally, I would like to put forth for your consideration, Mr. Kenneth A. Samet. Mr. Samet was named President and Chief Executive Officer (CEO) of MedStar Health in 2008. He previously served as the President and Chief Operating Officer (COO) of MedStar Health since 2003, and was responsible for all operational aspects of the more than 25 companies that comprise the largest, not-for-profit, integrated healthcare delivery system in the region. The system has annual revenues of \$3.1 billion. Prior to that, Mr. Samet served as COO since the system's inception in 1998. He received a bachelor's degree in business administration from ODU in 1980.

Full biographies have been attached for your review. Thank you in advance for your consideration.

Sincerely yours,

John R. Broderick
President

Les Payne

Les Payne, a Pulitzer Prize winning reporter, is a former columnist for Newsday. The paper's recent associate editor was responsible for national/foreign and health & science news at the paper for a quarter century; he also served as Newsday's New York Editor. His news staffs won every major award in journalism, including six Pulitzer Prizes.

The Inaugural Professor for the David Laventhol Chair, at Columbia U. Graduate School of Journalism, Payne has received three honorary doctorate degrees, including one from his alma

mater, the University of Connecticut, where he delivered the '03 Commencement Address to the graduating class, at Storrs, Ct.

The author, editor, and social critic delivered the prestigious H. L. Mencken Lecture at the Enoch Pratt Library in Baltimore. He lectures frequently about social and political issues, the future of journalism, African art, and liberation movements in the U.S. and in Southern Africa.

Payne is finishing a biography on the life and death of Malcolm X. He also posts frequently at: blog.lespayne.net.

Working up to Editor of New York Newsday, he started as Babylon Town beat reporter, copy desk editor, editorial writer, assistant editor of a summer journal, Special Writer for the features section, investigative reporter, National Correspondent, Deputy Managing Editor for national & foreign news, —and syndicated columnist.

Payne won a Pulitzer Prize when, along with 2 other Newsday reporters, he investigated the international flow of heroin from the poppy fields of Turkey, through the French connection, and into the veins of drug addicts in the New York City. Payne spent more than six months in Europe & Asia on the story, reporting from Istanbul, Turkey, Munich, Cyprus, and Nice, Marseilles, Corsica, Paris, and Rome. The 33-part Newsday series was published also in book form.

Some of his other, major investigations include: migrant farm laborers on Long Island; involuntary sterilization of black women; U.S. Atomic testing in Nevada; illegal immigrants; The Black Panther Party, the assassination of Dr. Martin Luther King, Jr. Payne is also the author of the “The Life and Death of the Symbionese Liberation Army,” the revolutionary band that kidnapped newspaper heiress Patricia Hearst and terrorized the West Coast.

Payne has also reported extensively from Africa, Europe, Asia, the Caribbean, and the United Nations. In the wake of the 1976 Soweto uprising, he traveled throughout South Africa and wrote an 11-part series that the Pulitzer Prize jury selected for the 1978 award in international reporting; however, the advisory board, in a highly unusual move, overturned the jury's selection without explanation. The action caused a scandal and led to reforms in the selection process. (It would have been Payne's second Pulitzer in four years, an accomplishment unprecedented for a reporter at that time.)

Although his reporting led Pretoria officially to bar his re-entry, Payne slipped back into South Africa in 1985 and covered the social revolt that Africans mounted to bring about “black majority rule.” Upon the pending release of Nelson Mandela in 1990, the white minority government of South Africa invited Payne back into the republic to bear journalistic witness to the changes that brought an historic end to apartheid.

In 1978, and again in 1979 and 1980, Payne reported on the military, economic and political developments in Rhodesia-Zimbabwe, where he was the first American journalist to visit areas held by the guerrilla forces of Robert Mugabe. His reporting has also taken him to Nigeria, Uganda, Mozambique, Tanzania, Botswana, Guinea, Zambia, Mali, Niger, Upper Volta, Namibia, and Kenya. His Caribbean assignments have included political and economic developments in Grenada, Jamaica, the Virgin Islands, and Haiti.

Payne's other awards include: the \$10,000 U. N. World Hunger Media Award; Columbia's University's Tobenkin Award; the 2009 Aaronson Lifetime Achievement Award (Hunter College); the ASNE Editor's Citation for Column Writing, the \$10,000 Times-Mirror Editor's Prize; three Unity Awards from Lincoln University, the Inaugural Howard University Journalism Prize, the Headliner Award: '08 induction into the NABJ Hall of Fame; the Lifetime Achievement award from the Silurians Society; the Sigma Delta Chi Award, the UPI Award for Best Commentary, two Commentary Awards from the National Association for Black Journalists, the Page One Award for feature writing, several Associated Press awards for column-writing and more than 200 other prizes from civic organizations, professional groups, high schools and universities. He has also been inducted into the Black Newspaper's Hall of Fame.

Additionally, Payne has won Cable Television's highest honor, the Ace Award, for an 1990 interview of Mayor David N. Dinkins on ``Les Payne's New York Journal."

A former TV panelist on WCBS's ``Sunday Edition," Payne has also appeared on numerous radio and television shows, including The Caldwell Chronicle, Nightline, Good Morning America, MacNeil/Lehrer, Democracy Now, Meet the Press, Washington Week in Review, Phil Donahue Show, Gil Noble's Like It Is (WABC-TV), Straight Talk (NYC), Upfront (WOR-Radio), Black Horizons (WBAL-TV, Baltimore), BET's Straight Talk, and CNN Year in Review (Atlanta).

As a founder, and the 4th president, of the National Association of Black Journalists, Payne has worked diligently to improve media fairness and employment practices and to expand the coverage of black and Third World communities. As a rookie reporter, Payne organized the Black Caucus at Newsday, and later co-founded the "Trotter Group," a national organization of African-American writers of newspaper commentary.

Several times Payne has served as a juror for the Pulitzer Prize committee, and additionally as a judge on the ``blue ribbon" panel that selected the News and Documentary Emmys for the National Academy of Television Arts and Sciences.

Payne served six years as a Ranger in the U.S. Army, attaining the rank of captain. He commanded a Nike-Hercules anti-aircraft missile battery, and during an assignment in Vietnam, ran the command newspaper as an army journalist, and wrote messages and speeches for Commanding Gen. William C. Westmoreland.

Born in Tuscaloosa, Ala., Payne grew up in Hartford, CT, graduating from high school, with honors, and from UConn, with a BA degree in English. He and his wife, Violet, live in Huntington, N.Y., and Harlem.

Kenneth A. Samet

Kenneth A. Samet has been MedStar Health's President and Chief Executive Officer (CEO) since January 2008. Samet previously served as the President and Chief Operating Officer (COO) of MedStar Health since 2003, and was responsible for all operational aspects of the more than 25 companies that comprise the largest, not-for-profit, healthcare delivery system in the

region with annual revenues of \$4 billion. Prior to that, Mr. Samet served as COO since the system's inception in 1998.

With more than a quarter of a century of experience in healthcare administration in the Baltimore-Washington Metropolitan region, Mr. Samet has provided strategic oversight and management for MedStar Health's nine hospitals, a comprehensive network of ambulatory centers, the region's largest comprehensive home health organization, and a large primary care physician practice network. MedStar Health is one of the largest employers in the region with more than 26,000 associates and 5,300 affiliated physicians, serving more than half-a-million patients and their families each year.

He has dedicated his career to health care since receiving his master's degree in health services administration from the University of Michigan in 1982. Samet served as president of Washington Hospital Center, one of the nation's 20 largest tertiary care hospitals, in the District of Columbia from 1990 to 2000. From the mid-1980s to 1990, Samet held a variety of executive leadership positions with the Medlantic Healthcare Group, which merged with Helix Health in 1998 to create MedStar Health.

Samet is presently a member of the Board of Directors at Georgetown University, and the Greater Baltimore Committee; and serves on the Executive Committee of the Boards of the Greater Washington Board of Trade and the Federal City Council. He has held leadership positions on the Boards of the American Hospital Association (AHA), District of Columbia Hospital Association and Maryland Hospital Association. Samet recently served as the chairman of AHA's Regional Policy Board III. In addition, he also served on the Board of Visitors for the University of Maryland School of Nursing. Samet is also a past board member and chair of the Academic Affairs Committee of the Old Dominion University Board of Visitors, where he received his bachelor's degree in business administration in 1980. In 1996, the American College of Healthcare Executives named Samet the national Young Healthcare Administrator of the Year.

John O. "Dubby" Wynne

As the former president and chief executive officer of Landmark Communications, John O. "Dubby" Wynne had a profound influence over the corporate direction of one of Hampton Roads' largest employers and had an instrumental role in building the company that has influenced, from both a financial and a strategic direction, so many institutions and organizations in the region. During his tenure at Landmark, Wynne, a Norfolk native, had a key role in launching and building The Weather Channel, the cable news channel that was sold by Landmark in the fall of 2008 to NBC Universal for \$3.5 billion.

Wynne was one of a small cadre of key Landmark executives who, over several decades, formed a corporate brain trust with the late Landmark patriarch Frank Batten Sr., and built the modern-day media company from its early beginnings as a collection of small newspapers.

Wynne has served on the Board of Visitors at his undergraduate alma mater, Princeton University, and recently headed up the same board at the University of Virginia, where he also headed the search committee for University of Virginia's new president, Teresa A. Sullivan. He also served on the EVMS Foundation Board and Hampton Roads Partnership board. Other past

leadership responsibilities includes: University of Virginia Investment Management Company board chair; Children's Health System Inc. vice chair, Governor's Commission on Efficiency and Effectiveness, Virginia Business Council chair, United Way of South Hampton Roads capital campaign chair, Princeton University capital campaign co-chair and chair of the Princeton Academic Affairs Committee, University of Virginia Alumni Association executive committee, Virginia Foundation for Independent Colleges trustee, Norfolk Academy board president, Virginia Council of Higher Education board, Junior Achievement of Tidewater president, chair of the Virginia Business Council.

While Wynne retired from Landmark in 2001, he has served as an active advisor to former Virginia Governor Mark Warner, and other political leaders. He also continues to work in local philanthropic efforts where his ability to marshal key support from allies, attract money and bring his own formidable financial support to the cause continues to make him an active force for positive change in Hampton Roads.

**The five local Tuskegee Airmen –
Corporal Wilbert Gore, Sr., USA, Ret.;**
Master Sergeant Ezra Hill, USA, Ret.;
Lieutenant Colonel Francis Horne, USA, Ret.;
Sergeant Harry Quinton, USA, Ret.; and
Chief Master Sergeant Grant Williams, USA, Ret.

January 30, 2012

Members of the Honorary Degree Committee:

I would like to submit five local Tuskegee Airmen for your consideration for honorary degrees from Old Dominion University. Their names are: Corporal Wilbert Gore, Sr., USA, Ret.; Master Sergeant Ezra Hill, USA, Ret.; Lieutenant Colonel Francis Horne, USA, Ret.; Sergeant Harry Quinton, USA, Ret.; and Chief Master Sergeant Grant Williams, USA, Ret. The following is background information on this group of men.

Before 1940, African Americans were barred from flying for the U.S. military. The following year, civil rights organizations and the black press of the day exerted pressure that resulted in the formation of an all African-American pursuit squadron based in Tuskegee, Alabama. History records that President Roosevelt overruled his top generals and ordered that an all black aviation program be developed. Created as an experiment, the program participants became known as the "Tuskegee Airmen" and were recruited into an Army Air Corps program that trained them to fly and maintain combat aircraft. Even after the men completed the flight program, many commanders continued to believe that they did not have the intelligence, courage or patriotism to perform adequately and they were denied military leadership roles and skilled training. In spite of adversity and limited opportunities at the time, African Americans played a significant role in U.S. military and aviation history over the past 300 years. These five local men are representative of this group's contribution to this history.

Nearly 1,000 fighter pilots and 15,000 ground personnel trained at the segregated unit on the Tuskegee, Alabama air base. Not allowed to practice or fight with their white counterparts, the group distinguished themselves from others by painting the tails of their airplanes red. This led

to them becoming known as the "Red Tails," on which the new movie produced by George Lucas is based. The term "Tuskegee Airmen" included pilots, navigators, bombardiers, maintenance and support staff, instructors, and all the personnel who kept the planes in the air. The Tuskegee program was later expanded and became the center for African-American aviation during World War II and had an outstanding record of protecting U.S. bombers during combat.

These men overcame segregation and prejudice to become one of the most highly-respected fighter groups of World War II. They proved conclusively that African Americans could fly and maintain sophisticated combat aircraft. The Tuskegee Airmen's achievements, together with the men and women who supported them, paved the way for full integration of the U.S. military.

The combat record of the Tuskegee Airmen speaks for itself:

- 311 missions flown
- 15,000+ combat sorties
- 111 German airplanes destroyed in the air
- 150 German airplanes destroyed on the ground
- 950 enemy railcars, trucks and other motor vehicles destroyed
- One enemy destroyer sunk
- 66 TA pilots were casualties of war either killed in action or in accidents
- 32 TA pilots were downed and captured as POWs

Awarded:

- 150 Distinguished Flying Crosses
- 744 Air Medals
- 8 Purple Hearts
- 14 Bronze Stars

In 2007, President George W. Bush presented the group with a Congressional Gold Medal for its bravery. Today, the site where they trained has been named the Tuskegee Airmen National Historic Site by the U.S. National Park Service. Additionally, there are over 55 chapters composed of all races that form the Tuskegee Airmen, Inc., a non-profit organization preserving the legacy of this group and providing scholarship awards to deserving students who instill the ideals, leadership and commitment as exemplified by the airmen.

As a result of these impressive contributions to American history and aviation, I believe these five men local men are worthy of honorary degree recognition.

Thank you in advance for your consideration.

Sincerely yours,

John R. Broderick
President

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

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. Douglas T. Owens as Associate Professor with the award of tenure in the Department of Music the College of Arts and Letters, effective June 25, 2012.

Salary: \$70,000 for 10 months

Rank: Associate Professor of Music

The following contains my recommendation for the initial appointment with tenure of Dr. Douglas T. Owens as Associate Professor of Music in the College of Arts and Letters. Dr. Owens is currently a tenured Associate Professor at the University of Massachusetts, Dartmouth, where he also serves as Chair of the Department of Music. He will join the Old Dominion University faculty as the F. Ludwig Diehn Endowed Chair in Instrumental Music Education.

The ODU Faculty Handbook states “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, p. 50]. 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 tenure for Dr. Owens 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. Owens easily meets the standards for tenure at Old Dominion University in the Department of Music.

Dr. Owens received his Doctor of Arts, Music (2003) with primary emphasis in Music Education from the University of Northern Colorado, Greeley, and holds a Master of Music, Trumpet Performance (1986) from the University of Colorado, Boulder. Prior to his current tenured appointment in the College of Visual and Performing Arts at the University of Massachusetts, Dartmouth, Dr. Owens was Assistant Professor (2003-2009) and then tenured as Associate Professor (2009-2010) at the University of Southern Maine School of Music.

Dr. Owens has developed a considerable record of teaching across the full range of undergraduate and graduate levels. He has taught 14 different courses in African American Music History, Brass Methods, Jazz Ensemble, Jazz Trumpet, Marching Band Techniques, Music Education, and Wind Ensemble, among others. In addition to his duties as Chair of the Department of Music at the University of Massachusetts, Dartmouth, he has taught 5 courses per year. While at the University of Southern Maine, his teaching was called “innovative” by his peers, who also said that he was “widely recognized as a superb teacher whose students respect and admire him as an ideal educator.”

Dr. Owens has a strong record of publications and creative works. He has authored 12 refereed publications/creative works and 25 conference presentations, several of which focus on the problems of music-induced hearing loss and other medical problems encountered by performing artists. One of his external referees says that he is regarded as “an authority on hearing loss.” He has authored a book chapter “*Making Connections: Music Education and Arts Entrepreneurship*” in “*Disciplining the Arts: Teaching Entrepreneurship in Context*,” published by Rowman and Littlefield Education (2011). In addition to his scholarly writings, Dr. Owens is the lead trumpet on *Nor'Easter*, a 2010 recording by the Portland (ME) Jazz Orchestra, maintains a regular performance schedule, and has authored a self-published composition *It's All About You* performed by the 2008 Maine Jazz All-State Jazz Ensemble.

Dr. Owens brings extensive K-12 teaching experience as conductor of Concert Bands, Wind Ensembles and Jazz Ensembles for schools, including 13 years in the Wisconsin Public Schools system. He won the 2010 MENC National Collegiate Chapter of Excellence Award while at the University of Southern Maine and the Alice G. Brandfonbrener Young Investigator Award from the Performing Arts Medicine Association in 2004. He has also won numerous awards and honors for his performances while employed as a high school Director of Bands. As one of his external reviewers says, Dr. Owens is “an established educator-performer.”

Dr. Owens has excelled in service to his current and prior university and to his profession. He has served as a reviewer for peer-reviewed journals in his discipline and on a wide range of university committees. He spent several years as Director of Bands at elementary, middle and high schools in Wisconsin (1987-2000). He has a strong interest in music education and served as an appointed board member and collegiate chair of the Maine Music Educators Association. He is a frequent adjudicator and clinician for Jazz Festivals and Concerts and maintains his interest in music education at the high school level, most recently serving as Artist in Residence: Jazz Trumpet, with Nokomis High School Jazz Ensembles in Newport, ME in November 2010.

In recognition of Dr. Owens’s substantial contributions as a teacher/scholar and his considerable experience as band conductor and jazz trumpeter, and in concurrence with all of the recommendations from the College of Arts and Letters and with the University Promotion and Tenure Committee, I recommend Dr. Douglas T. Owens for an appointment with tenure in the Department of Music at the rank of Associate Professor.

Committee members approved by unanimous vote the award of tenure to 24 faculty members. 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, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Reidy, Whyte*)

TENURE RECOMMENDATIONS

RESOLVED, that upon the recommendation of the Provost, the Academic and Research Advancement Committee recommends that the Board of Visitors approve the award of tenure and promotion to associate professor to the following members of the faculty at Old Dominion University. The tenure and promotion will be effective with the Fall 2012 semester.

College of Arts and Letters

Andrew Gordus
Department of Foreign Languages and Literatures

Jesse Richman
Department of Political Science and Geography

Julia Romberger
Department of English

College of Business and Public Administration

Leona Tam
Department of Marketing

Hongwei Zhu
Department of Information Technology/Decision Sciences

Darden College of Education

Tammi Milliken
Department of Counseling and Human Services

Ginger Watson*
Department of STEM Education and Professional Studies

Mitchell Williams
Department of Educational Foundations and Leadership

College of Engineering and Technology

Helmet Baumgart**
Department of Electrical and Computer Engineering

Mecit Cetin
Department of Civil and Environmental Engineering

Julie Hao
Department of Mechanical and Aerospace Engineering
Roland Lawrence
Department of Engineering Technology

Dimitrie Popescu
Department of Electrical and Computer Engineering

Yuzhong Shen
Department of Modeling, Simulation and Visualization Engineering

College of Health Sciences

Gianluca DeLeo
Department of Medical Laboratory and Radiation Sciences

Karen Kott*
School of Physical Therapy

College of Sciences

Ivan Ash
Department of Psychology

Norou Diawara
Department of Mathematics and Statistics

Jozef Dudek
Department of Physics

Lesley Greene
Department of Chemistry and Biochemistry

Jingdong Mao
Department of Chemistry and Biochemistry

Peter Sedwick*
Department of Ocean, Earth and Atmospheric Sciences

Jin Wang
Department of Mathematics and Statistics

Michele Weigle
Department of Computer Science

* Already an Associate Professor

**Already a Professor

The Committee approved by unanimous vote the resolutions on 18 faculty appointments, 33 administrative appointments, and five emeritus/emerita 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, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O'Neill, Reidy, Whyte*)

FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Karen Devisser Ackley Lecturer of Nursing	\$30,000	1/10/12	5 mos

Dr. Ackley received a Master's and Baccalaureate degree in Nursing, in 1994 and 1993 respectively, from SUNY Health Science Center at Syracuse and a Post Master Family Nurse Practitioner Certificate in 1995 from Binghamton University. Since 2009, she has been an Adjunct Faculty member at Old Dominion University and Tidewater Community College.

Dr. Vittorio Colaizzi Assistant Professor of Art (Tenure Track)	\$51,000	7/25/12	10 mos
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Dr. Colaizzi received a Ph.D. in Art History and an M.F.A. in Painting, in 2005 and 2000 respectively, from Virginia Commonwealth University and a B.A. in Studio Art in 1992 from Mary Washington College. Since 2007, he has been Assistant Professor of Art History at Winona State University.

Dr. Elena Craig Lecturer of Mathematics and Statistics	\$21,000	12/25/11	5 mos
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Dr. Craig received a Ph.D. and an M.S. in Computational and Applied Mathematics and a B.S. in Mathematics, in 2011, 2007 and 2005 respectively, from Old Dominion University. Since 2008, she has been a Research Assistant in the Department of Mathematics and Statistics at Old Dominion University.

Dr. Alonzo M. Flowers, III Assistant Professor of Educational Foundations and Leadership (Tenure Track)	\$60,500	7/25/12	10 mos
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Dr. Flowers received a Ph.D. in Educational Administration in 2011 from Texas A&M University, an M.A. in Higher Education in 2005 from the University of Texas at San Antonio and a B.A. in Political Science in 2001 from Texas State University. Since 2009, he has been a Coordinator/Instructor at Blinn Community College.

Dr. Scott Girdner Assistant Professor of Philosophy and Religious Studies (Tenure Track)	\$47,000	7/25/12	10 mos
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Dr. Girdner received a Ph.D. in Islamic Studies and an M.A. in Philosophy of Religion, in 2010 and 2004 respectively, from Boston University and a B.A. in Religious Studies in 2001 from Virginia Commonwealth University. Since 2011, he has been a Visiting Scholar and Visiting Assistant Professor of Philosophy at Randolph-Macon College.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Chris R. Glass Instructor of Educational Foundations and Leadership (Tenure Track)	\$60,500	7/25/12	10 mos

Mr. Glass received an M.A. in 1999 from Biola University, a B.A. in 1996 from the University of Texas at Austin and is expected to receive a Ph.D. from Michigan State University. Since 2010, he has been a Co-Instructor in the Institute for Research on Teaching and Learning at Michigan State University. (rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 31, 2012)

Dr. Adrienne Grant Hartgerink Lecturer of Nursing	\$65,000	12/25/11	12 mos
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Dr. Hartgerink received a Doctorate of Nursing Practice in 2011 from the University of Minnesota, an M.S. in Nursing in 1997 from Uniformed Services University (USU) and a B.S. in Nursing in 1987 from James Madison University. Dr. Hartgerink was an Adjunct Assistant Professor, USU Staff CRNA and Clinical Preceptor at the National Naval Medical Center. From 2006-2010, she was Program Director for the Nurse Anesthesia Program at the Graduate School of Nursing at Uniformed Services University. (half-time appointment – designated as Assistant Program Director for the Nurse Anesthesia Program)

Dr. Meagan M. Jordan Associate Professor of Urban Studies and Public Administration (Tenure Track)	\$93,000	7/25/12	10 mos
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Dr. Jordan received a Ph.D. in Public Administration in 1999 from the University of Kentucky, an M.P.A. in Public Administration in 1995 from the University of Arkansas at Little Rock and a B.A. in Economics in 1993 from Austin College. Since 2005, she has been an Associate Professor in the Institute of Government at the University of Arkansas at Little Rock.

Dr. Vukica Jovanovic Assistant Professor of Engineering Technology (Tenure Track)	\$66,000	7/25/12	10 mos
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Dr. Jovanovic received a Ph.D. in Mechanical Engineering Technology in 2010 from Purdue University and an M.S. in Industrial Engineering and a Dipl.ing-Master in Industrial Engineering, in 2006 and 2001 respectively, from the University of Novi Sad, Serbia. Since 2006, she has been an Assistant Professor at Trine University and a Graduate Research Assistant at Purdue University.

Dr. Drew J. Lopenzina Assistant Professor of English (Tenure Track)	\$ 57,000	7/25/12	10 mos
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Dr. Lopenzina received a Ph.D. and M.A., in 2006 and 2000 respectively, from the University of New Hampshire and a B.A. in 1998 from the University of Massachusetts. Since 2006, he has been Assistant Professor of English at Sam Houston State University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Randy Myers Instructor of Sociology and Criminal Justice (Tenure Track)	\$55,000	7/25/12	10 mos

Mr. Myers received an M.A. and B.A. in Social Ecology, in 2009 and 2004 respectively, and is expected to receive a Ph.D. in Criminology, Law and Society from the University of California, Irvine. Since 2007, he has been a Teaching Associate at the University of California, Irvine. (rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 31, 2012)

Ms. Vivian J. Paige Instructor of Accounting	\$56,000	7/25/12	10 mos
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Ms. Paige received an M.B.A. and a B.S. in Accounting from Old Dominion University. Since 1996, she has been a business owner and CPA of Vivian J. Paige, CPA, PC, Norfolk, VA. She has also been an Adjunct Instructor of Accounting at Old Dominion University.

Mr. Lamar Reams Instructor of Human Movement Sciences (Tenure Track)	\$58,000	7/25/12	10 mos
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Mr. Reams received an M.S. in Sport Management in 2008 from Northern Illinois University, a B.A. in Psychology in 2002 from the University of Tennessee and is expected to receive a Ph.D. in Sport and Exercise Science from the University of Northern Colorado. Since 2011, he has been a Teaching Assistant in the School of Sport and Exercise Science at the University of Northern Colorado. (rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 31, 2012)

Dr. Rochelle Rodrigo Assistant Professor of English (Tenure Track)	\$60,000	7/25/12	10 mos
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Dr. Rodrigo received a Ph.D. and an M.A. in English and an M.A. in Interdisciplinary Humanities, in 2009, 2004 and 2001 respectively, from Arizona State University and a B.A. in English Literature in 1996 from the University of California, Riverside. Since 2011, she has been a Visiting Associate Professor in the Department of English at Old Dominion University. Previously, she was a Residential Faculty member in the English Department at Mesa Community College.

Mr. Corey A. Rynders Instructor of Human Movement Sciences (Tenure Track)	\$58,000	7/25/12	10 mos
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Mr. Rynders received a Master of Education in Exercise Physiology in 2009 from the University of Virginia, a B.A. in Political Science in 2002 from the University of Buffalo and is expected to receive a Ph.D. in Exercise Physiology from the University of Virginia in May 2012. Since 2009, he has been a Pre-doctoral Fellow, Research Assistant and Secondary Instructor in the Department of Human Services at the University of Virginia. (rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 31, 2012)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Kathleen S. Slauson-Blevins Assistant Professor of Sociology and Criminal Justice (Tenure Track)	\$55,000	7/25/12	10 mos

Dr. Slauson-Blevins received a Ph.D. in Sociology in 2011 from the University of Nebraska-Lincoln and an M.S. in Sociology and B.S. in Sociology and Psychology, in 2005 and 2001 respectively, from Iowa State University. Since 2005, she has been a Lecturer and Graduate Teaching Assistant in the Department of Sociology at the University of Nebraska-Lincoln.

Dr. Junji Yoshida Assistant Professor of Foreign Languages and Literatures (Tenure Track)	\$52,000	7/25/12	10 mos
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Dr. Yoshida received a Ph.D. in Japanese Literature and Cinema and an M.A. in Japanese Literature, in 2006 and 1997 respectively, from the University of Oregon, an M.A. in English in 1991 from Kyushu University, Japan and a B.A. in English in 1989 from Kwansei Gakuin University. Since 2010, he has been Assistant Professor/Faculty Fellow in Japanese Film and Literature, East Asian Studies at New York University.

Dr. Weiyong Zhang Assistant Professor of Information Technology and Decision Sciences (Tenure Track)	\$98,000	7/25/12	10 mos
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Dr. Zhang received a Ph.D. in Business Administration in 2006 from the University of Minnesota and an M.S. and B.S. in Management Information System, in 1996 and 1993 respectively, from Fudan University, Shanghai, China. Since 2011, he has been an Assistant Professor in the Department of Management, School of Business at Virginia Commonwealth University.

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.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Tracy M. Ashley Major Gift Officer, Peninsula and Richmond, and Assistant Instructor	\$75,000	2/10/12	12 mos

Ms. Ashley received a B.S. in Marketing Education in 1988 from Old Dominion University. Since 2005, she has been with the American Heart Association in Hampton Roads. Ms. Ashley has also been the District Director for the Muscular Dystrophy Association since 1996.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. George P. Braxton Diversity Coordinator and Assistant Professor	\$54,495	1/9/12	12 mos

Mr. Braxton received a J.D. in 1991 from the University of Virginia School of Law and a Bachelor of Arts in American Studies in 1987 from the University of Maryland. From 2002-2011, he was Director of Recruiting and Diversity at Leclair Ryan. Mr. Braxton has been the Chief Operating Officer and Consultant for Harris – Braxton Consulting since 2005.

Mr. Zohn J. Burden Assistant Football Coach-Wide Receivers and Assistant Instructor	\$45,000	12/9/11	12 mos
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Mr. Burden received a Bachelor of Arts in Psychology from Virginia Military Institute. Since 2011, he has been a Wide Receivers Coach at the University of Richmond. Prior to that, he was Defensive Backs Coach at Old Dominion University.

Ms. Sarah Chapman Assistant Director of Residence Education and Instructor	\$40,000	1/10/12	12 mos
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Ms. Chapman received an M.A.Ed. in Higher Education in 2002 from North Carolina State University and a B.A. in Ancient/Medieval History in 2000 from the University of North Carolina at Chapel Hill. From 2006-2011, she was Area Coordinator for University Housing at Appalachian State University.

Ms. Daniela Cigularova Assistant Director for Enrollment and Student Services, Virginia Beach Higher Education Center and Instructor	\$50,000	6/10/12	12 mos
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Ms. Cigularova received an M.S. in Student Affairs in Higher Education in 2006 from Colorado State University and a B.S. in Banking and Finance in 1998 from the University of Economics, Varna, Bulgaria. Since 2010, she has been Acting Assistant Director for Enrollment and Student Services at the Virginia Beach Higher Education Center.

Mr. Christopher R. D'Ambra Admissions Counselor and Assistant Instructor	\$30,000	1/25/12	12 mos
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Mr. D'Ambra received a B.S in Political Science in 2011 from Old Dominion University. Since August 2011, he has been a Regional Recruiter for the Office of Admissions at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Chandra de Silva Vice Provost for Faculty and Program Development and Professor of History (Tenured)	\$170,000	1/10/12	12 mos

Dr. de Silva received a Diplome de Langue Francaise from the Alliance Francaise de Paris in 1987, a Ph.D. in History from the University of London in 1967 and a Bachelor of Arts in History from the University of Ceylon in 1962. He has served as Special Assistant to the Provost since fall 2010. Prior to that, Dr. de Silva was Dean of the College of Arts and Letters from 2003-10 and Professor of History and Department Chair from 1998-2003.

Dr. Brent V. Edington Director of Patents and Licensing and Assistant Professor	\$105,000	2/25/12	12 mos
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Dr. Edington received an M.B.A. in 1999 from the University of Colorado at Denver, a Ph.D. in Genetics/Molecular Biology in 1988 from the University of Connecticut and a B.S. in Biology in 1980 from the University of Mexico. Since 2008, he has been Director of Business Development and Finance and COO and Vice President of Business Development for JSK Therapeutics, Inc. From 2002 to 2011, Dr. Edington held several positions in the Technology Commercialization Office at the University of Utah.

Ms. Katherine L. Ferrara College Advisor, College of Health Sciences and Instructor	\$42,000	2/25/12	12 mos
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Ms. Ferrara received an M.S.Ed. in School Counseling in 2010 from Old Dominion University and a B.A. in Communications in 2003 from Illinois College. Since 2009, she has been a part-time advisor in the College of Health Sciences Advising Center at Old Dominion University and a Substitute Teacher for Chesapeake Public Schools.

Mr. Hector M. Garcia Virginia Modeling, Analysis & Simulation Center Senior Project Scientist, and Instructor	\$90,000	3/10/12	12 mos
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Mr. Garcia received a Masters in Architecture in 1997 from the University of Houston and a Bachelor of Architecture in 1994 from the Universidad Regiomontana, Monterrey, MX. Since 2002, he has been Visualization Lab Manager and Senior Project Scientist at the Virginia Modeling, Analysis & Simulation Center at Old Dominion University. (previously an ODURF employee)

Mr. Daniel J. Genard, III Associate Vice President for Advancement and Instructor	\$140,000	4/10/12	12 mos
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Mr. Genard received an M.E. in Adult Education and a Bachelor of Science in Psychology (concentration on Business), in 2004 and 1993 respectively, from The Pennsylvania State University. Since 2007, he has been the Director of Development for Undergraduate Education and Global Programs at The Pennsylvania State University. Prior to that, he served as Major Gifts Officer, Director of Alumni Relations, Regional Director for the Alumni Association and Admissions Counselor at The Pennsylvania State University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Lisa A. Hall External Relations Manager, Distance Learning, and Assistant Professor	\$60,000	3/25/12	12 mos

Dr. Hall received a Ph.D. in Higher Education, an M.S.Ed. in Higher Education and a B.S. in Psychology and Human Services, in 2010, 2005, and 2000 respectively, from Old Dominion University. Since 2011, she has been Director of First Year Academic Enhancement and previously served as Coordinator for Transfer Advising and Articulations in Advising and Transfer Programs at Old Dominion University.

Ms. Rhonda L. Harris Director of Public Safety/Chief of Police and Instructor	\$138,000	2/13/12	12 mos
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Ms. Harris received a Master in Public Administration and a B.A. in Psychology, in 2007 and 1993 respectively, from Rutgers University and a Master in Forensic Psychology in 1998 from John Jay College. Since 2006, she has been Chief of Police at Rutgers University. Prior to that, Ms. Harris held positions as Police Lieutenant, Police Sergeant and Police Officer at Rutgers.

Ms. Eileen H. Houser Associate Site Director, Fort Belvoir, and Instructor	\$27,311	2/25/12	12 mos
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Ms. Houser received a Master of Arts in Education and Human Development in 1981 from The George Washington University and a B.S. in Psychology in 1975 from Virginia Commonwealth University. Since 2011, she has been a Coordinator/Advisor at the University of Maryland University College. Prior to that, Ms. Houser was Work-Study Program Coordinator/Financial Aid Advisor at the University of Mississippi. (three-quarter time position)

Ms. Arminda B. Israel Military Program Coordinator and Veteran Student Advisor, Darden College of Education, and Instructor	\$47,655	1/3/12	12 mos
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Ms. Israel received an M.Ed. in Counseling in 1987 from Boston University and a B.S. in Spanish/Secondary Education in 1983 from East Carolina University. Since 1999, she has been Academic Advisor in the Office of Teacher Education Services at Old Dominion University.

Ms. Brittany M. Jones Admissions Counselor and Assistant Instructor	\$30,000	1/25/12	12 mos
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Ms. Jones received a B.S. in Communication in 2011 from Old Dominion University. Since August 2011, she has been a Regional Recruiter in the Office of Admissions at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Maggie Libby Davis Director of Accounting for ODU Foundations and Assistant Instructor	\$87,000	1/3/12	12 mos

Ms. Davis received a Bachelor of Business Administration in Accounting and a Bachelor of Arts in English in 1995 from Midwestern State University. Since 2008, she has been Financial Accounting Manager for The New York Times Company - Shared Services Center (SSC), Norfolk, VA. Prior to that, Ms. Davis was Director of Finance at the Foundation to Support Animal Protection (FSAP).

Ms. Trinity P. Massey Director of Donor Relations and Assistant Instructor	\$54,860	3/10/12	12 mos
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Ms. Massey received a Bachelor of Business Administration in Marketing in 2005 from James Madison University and is expected to receive an M.B.A. in May 2012 from Old Dominion University. Since 2010, she has been Acting Director of Donor Relations at Old Dominion University. Prior to that, she was Assistant Director of Annual Giving at Old Dominion University.

Ms. Lynn B. McMullin Associate Director for Admissions Marketing and Communications and Assistant Instructor	\$47,000	3/10/12	12 mos
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Ms. McMullin received a B.A. in Spanish and Government in 2002 from Wofford College. Since 2008, she has been Interim Associate Director for Admissions Marketing and Communications and Assistant Director of Recruitment at Old Dominion University.

Dr. Barry Miller Director, Peninsula Higher Education Center and Assistant Professor	\$80,000	3/10/12	12 mos
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Dr. Miller received an M.B.A. in 2002 from the Alfred Lerner School of Business at the University of Delaware, a Ph.D. with a major in Sport Biomechanics in 1997 from the University of Minnesota, Twin Cities, and an M.A. in Biomechanics, Teaching and Coaching and B.A. in Physical Education: Teacher Preparation, in 1990 and 1987 respectively, from California State University. From 1999-2011, he was Assistant Director-Recreation: Division of Intercollegiate Athletics and Recreation Services at the University of Delaware.

Ms. Valentina Neblitt-Jones Head, Systems Development, University Libraries	\$68,000	3/25/12	12 mos
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Ms. Neblitt-Jones received an M.S. in Library and Information Studies in 2008 from Florida State University, a B.S. in Computer Science in 2005 from Old Dominion University and a B.A. in International Studies in 1995 from Virginia Tech. Since 2006, she has been a Computer Scientist/Systems Engineer with the Department of the Navy.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Barbara Elizabeth Powell Boyd Coordinator of Second Year Programs and Instructor	\$36,000	3/25/12	12 mos

Ms. Boyd received an M.S.Ed. in Higher Education in 2006 from Old Dominion University and a B.S. in Psychology in 2004 from Radford University. Since 2010, she has been Assistant to the Executive Director of Student Services at Regent University. Prior to that Ms. Boyd was Complex Director in the Office of Housing and Residence Life at Valdosta State University.

Ms. Lucinda A. Rush Education Reference Services Librarian and Librarian I	\$49,000	3/25/12	12 mos
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Ms. Rush received a Master of Library and Information Science in 2010 from the University of South Carolina, a Master of Music Education in 2003 from Shenandoah University and Bachelor of Music in 1998 from Longwood University. She has held positions of Weekend Circulation Supervisor and Reference and Outreach Librarian at Coastal Carolina University.

Dr. Marcelo E. Siles Executive Director of International Programs and Assistant Professor	\$125,000	2/6/12	12 mos
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Dr. Siles received a Ph.D. in Agricultural/Applied Economics and an M.S. in Agricultural Economics, in 1992 and 1991 respectively, from Michigan State University and a B.A. in Civil Engineering, B.A. in Economics and A.D. in Accounting from the Universidad Técnica de Oruro – Bolivia. Since 2007, he has been Dean of International Programs/Executive Director of International Programs at Northern Michigan University.

Ms. Susana W. Siles Business Officer, Center for Educational Partnerships and Assistant Instructor	\$65,000	2/6/12	12 mos
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Ms. Siles received a B.A. in Business Administration, Accounting in 1974 from Universidad Técnica de Oruro – Bolivia. Since 2004, she has held several accounting positions in the Department of Community Health, Grant Accounting Division for the State of Michigan, most recently as Grant Accounting Specialist.

Mr. David H. Silvis Director of the English Language Center and Instructor	\$65,000	12/25/11	12 mos
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Mr. Silvis received an M.A. in Applied Linguistics and a B.A. in Economics and Philosophy, in 2007 and 2004 respectively, from Old Dominion University. Since 2009, he has been Student/Faculty Services Coordinator in the English Language Center at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Joseph Tedesco Assistant Women's Soccer Coach and Instructor	\$50,000	3/25/12	12 mos

Mr. Tedesco received a Master's Degree in Physical Education in 2006 from Azusa Pacific University and a Bachelor's of Science in Kinesiology in 2002 from the University of New Hampshire. Since 2009, he has been Assistant Women's Soccer Coach for San Diego State University.

Ms. Elizabeth M. B. von Reyn Instructional Technology Specialist and Assistant Instructor	\$43,700	2/25/12	12 mos
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Ms. von Reyn received a B.S. in Mathematics K-12 Instructional Technology in 2009 from Old Dominion University. Since 2010, she has been an Instructional Technology Specialist for the Center for Learning and Teaching at Old Dominion University. (previously an ODURF employee)

Ms. Glenda F. Warner Instructional Designer and Assistant Instructor	\$59,000	2/25/12	12 mos
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Ms. Warner received a B.S. in Special Education in 1977 from Old Dominion University and has done graduate studies work at both the University of Virginia and Old Dominion University. Since 2010, she has been an Instructional Designer for the Center for Learning and Teaching at Old Dominion University. (previously an ODURF employee)

Mr. Bradley Watkins Assistant Football Coach-Running Backs and Instructor	\$25,000	2/10/12	12 mos
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Mr. Watkins received an M.S.Ed. with a concentration in Exercise Science in 2011 from Old Dominion University and a B.S. in Physical Education and a B.S. in Health Education in 2007 from Ohio Northern University. Since 2010, he has been a Volunteer Assistant with the Football Team at Old Dominion University.

Dr. John R. Waitekus Physician and Assistant Professor, Student Health Center	\$130,000	3/25/12	12 mos
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Dr. Waitekus received a Doctor of Medicine degree in 1998 from Eastern Virginia Medical School and a B.A. in Philosophy in 1973 from Boston State College. Since 2002, he has been a family physician at Sentara Family Medicine Physicians and an Assistant Professor in the Department of Family and Community Medicine at Eastern Virginia Medical School.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Lynn Waltz Interim Assistant Director, Tri-Cities Center and Instructor	\$50,000	1/3/12	12 mos

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. Since 2011, she has been 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.

Mr. Harold Williams, Jr. Senior Admissions Counselor and Assistant Instructor	\$33,000	3/10/12	12 mos
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Mr. Williams received a Master's of Science in Entertainment Business and a Graduate Certificate in Internet Marketing in 2011 from Full Sail University and a B.S. in Communication in 2007 from Old Dominion University. Since 2011, he has been an Admissions Counselor at Old Dominion University.

EMERITUS/EMERITA APPOINTMENTS

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the granting of the title of emeritus/emerita to the following faculty members. A summary of their accomplishments is included.

<u>Name and Rank</u>	<u>Effective Date</u>
Andrew S. Gordon Professor Emeritus of Biological Sciences	June 1, 2012
Douglas G. Greene Professor Emeritus of History	July 1, 2012
Steven D. Maurer Professor Emeritus of Management	June 1, 2012
Linda F. McGreevy Professor Emerita of Art	June 1, 2012
Lucien X. Lombardo Professor Emeritus of Sociology and Criminal Justice	June 1, 2012

Andrew S. Gordon

Andrew S. Gordon received a B.A. in Oceanography from the Catholic University of America in 1977, and a Ph.D. in Microbiology from the University of Miami in 1982. He joined Old Dominion University as an Assistant Professor of Biological Sciences in 1985 and achieved the rank of Professor in 1997. He served as Assistant Chair of the Department of Biological Sciences from 1992 to 1996 and as Chair of the department from 1996 to 2002.

During his 26 years at Old Dominion University, Gordon taught both undergraduate and graduate courses in microbiology, training hundreds of students for careers in biomedical sciences and ecology. He mentored numerous graduate students; many of these students went on to successful careers in academia and governmental agencies. Throughout his career Gordon was active in research in the area of marine microbial ecology. He was awarded over five million dollars in extramural grant support as principal investigator or co-principal investigator from agencies including the National Science Foundation (NSF), National Institutes of Health (NIH), Office of Naval Research (ONR), and Centers for Disease Control and Prevention (CDC). Gordon published over 40 peer-reviewed papers and numerous technical reports on his research. His publications appear in prestigious journals including Proceedings of the National Academy of Sciences, Applied and Environmental Microbiology, and Limnology and Oceanography.

Douglas G. Greene

Douglas G. Greene received a B.A. in History from the University of South Florida in 1966 and an A.M. in 1967 and a Ph.D. in British History from the University of Chicago in 1972. He joined Old Dominion as an Instructor in 1971 and achieved the rank of Professor of History in 1985. Between 1983 and 1999, Greene was Director of the Institute of Humanities before returning to the History department in 1999. He became Chair of the Department in 2010.

During his 41 years at Old Dominion University, Greene wrote or edited 23 books in his field of Tudor-Stuart England as well as such disparate subjects as detective fiction and the Wizard of Oz books. His books have been translated into Japanese and Italian. He has received a number of different awards, including the Ellery Queen Award for service to Mystery Writing from the Mystery Writers of America and the George N. Dove Award from the Popular Culture Association for Scholarship in Popular Culture.

Steven D. Maurer

Steven D. Maurer received his Ph.D. in Management from the University of Oregon in 1983. He served as a Human Resource Management professor on the Business School faculties of the University of Kentucky and Washington State University before his appointment as an Associate Professor to the College of Business and Public Administration (CBPA) faculty at ODU in 1994. He was promoted to the rank of Full Professor in 2002. Prior to his academic career, Maurer was employed for nearly ten years by an AT&T company as a project engineer and engineering employment manager. Over the last 30 years he has also provided Human Resource Management consulting and training services to a wide variety of private and public employers on the management of scientific and engineering workforces.

In his 17 years at ODU, Maurer has developed and taught a total of ten different Human Resource Management courses in the Ph.D., M.B.A., and undergraduate business programs (including TELETECHNET courses). He has also taught numerous Executive Education seminars including those to the US Navy, managers and executives of the Ssanyong Business Group of South Korea, private and public sector managers from the Hunan Province of China, and senior officers in the Norfolk Police Department. Maurer has served as a visiting scholar in engineering management and business at the Hong Kong University of Technology and a visiting graduate program lecturer at the Hong Kong Polytechnic University. He has received several teaching awards including the CBPA's annual "Teaching Award," the Center for Global Business and Executive Education's "Executive Education Award" and the CBPA's "Most Inspirational Faculty Award."

Maurer has published numerous articles in top tier Human Resource Management journals such as the *Academy of Management Review*, *Journal of Applied Psychology*, *Personnel Psychology*, and *Human Resource Management Review*. His studies of the recruitment, selection, and retention of scientific and engineering workforces have been cited in over 1100 research journals and other scholarly publications. In recognition of his research accomplishments and expertise, Maurer is one of the very few HR scholars in the world to be appointed to four terms as a member of the Editorial Review Board of the Academy of Management's most prestigious empirical research journal, the *Academy of Management Journal*.

Linda F. McGreevy

Linda F. McGreevy received a B.A. in History and English Literature in 1967 from Armstrong State College, an M.A. in the History of Art in 1972 from the University of Georgia, and a Ph.D. in the History and Criticism of Art in 1975 from the University of Georgia. She joined Old Dominion as an Assistant Professor of Art in 1978 and achieved the rank of Professor in 2004. She spent the summer of 1986 as a Visiting Associate Professor of Art History at the University of New Orleans at Universitat Innsbruck, Austria. In the late 1980s she was Visiting Critic-in-Residence at The Print Club in Philadelphia. She served as Chair of the Art Department from 2007-2010.

For many years McGreevy wrote articles and opinion pieces for *Port Folio: The Magazine of Hampton Roads* and for *Ghent Magazine*. She is the author of two books, *The Life and Works of Otto Dix: German Critical Realist* and *Bitter Witness: Otto Dix and the Great War*. As well, she contributed to four editions, and she wrote a host of articles, encyclopedic and catalogue essays, book reviews, and exhibition reviews. McGreevy was awarded in 1994 a highly competitive Summer Stipend by the National Endowment for the Humanities.

Lucien X. Lombardo

Lucien X. Lombardo received a B.A. in Spanish Linguistics in 1967 from the University of Rochester, a B.A. in Latin American Studies from the University of Wisconsin, Madison in 1969, an M.A. in Criminal Justice from State University of New York at Albany (SUNY) in 1973, and a Ph.D. in Criminal Justice also from SUNY in 1978. Lombardo joined Old Dominion as an Assistant Professor of Sociology and Criminal Justice in 1978, was promoted to Associate Professor with tenure in 1983 and achieved the rank of Professor in 1989. He served in many

administrative positions including Department Chair, Chief Departmental Advisor, and developer and coordinator for the Individualized Interdisciplinary Studies Program, the Work and Professional Studies Program and the General Education Interdisciplinary Clusters.

During his over 30 years of service at Old Dominion University, Lombardo inspired hundreds of students through a wide variety of graduate and undergraduate courses. He co-developed and has been active in a student group “In Support of Children” that has mentored students both within and outside the department and contributed much to the world of children locally and throughout the world.

Throughout his career, Lombardo has been actively engaged in research, publishing two books (*Prison Violence in America* and *Guards Imprisoned*), over 30 articles and book chapters, and making nearly yearly presentations at national and international conferences. He holds numerous college awards including: Outstanding Contributor to Interdisciplinary Studies (2008), the Burgess Award for Research and Creativity (2006), and the Arts and Letters Award for Contributions to Service (1998). Most recently he was the Recipient of the Governor's Advisory Board Award for Child Abuse and Neglect Advocacy (2010).

Committee members approved by unanimous vote the proposed revision to the Policy on Tenure. The revision is primarily editorial and clarifies the existing process for submitting the list of external reviewers in the tenure process. 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, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Reidy, Whyte*)

APPROVAL OF PROPOSED REVISION TO THE POLICY ON TENURE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revision to the Policy on Tenure, effective May 1, 2012.

Rationale: The revision to the Policy on Tenure is primarily editorial and clarifies the existing process for submitting the list of external reviewers in the tenure process. The practice has been that the dean is involved in submitting the list of external reviewers to the provost and vice president for academic affairs, but this was not explicitly stated in the policy.

Tenure

I. Purpose of Tenure

The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission. For these reasons, tenure is awarded only after a suitable probationary period, and the decision to award tenure is based both on the merit of the individual faculty member and on the long-term needs and mission of the department, the college, and the university.

II. Eligibility for Tenure

A. Only faculty members who hold the ranks of assistant professor, associate professor, or full professor are eligible to be considered for tenure. Assistant professors will be awarded tenure only if they are simultaneously being promoted to the rank of associate professor.

- B. Under certain circumstances administrative faculty holding rank in a department at the assistant professor (if promotion to the rank of associate professor is being simultaneously considered), associate professor, or full professor level may be considered for tenure, as specified by the Board of Visitors policy concerning administrative faculty.
- C. Since tenure is granted as a faculty member in an academic department or program, the award of tenure does not imply continuance in any full-time or part-time administrative position, nor does it imply continuance of any specific work assignment within or outside the department in which tenure is granted.

III. Probationary Period

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

Subject to agreement by the university and the faculty member, any academic year in which the faculty member was on a full-time tenure-track appointment in one of these ranks for at least one semester may be counted as one year of the probationary period.
- B. The following do not count as part of the probationary period:
 1. Time in the rank of assistant instructor, artist-in-residence, performer-in-residence, writer-in-residence, research professor, research associate professor, research assistant professor, research associate, or any part-time position.
 2. Time in appointment as an administrator, that is, in a position designated as a teaching/research administrative position or as a classified position in the state personnel system. (Time spent in a teaching and research faculty position as defined in the state personnel system will count as part of the probationary period, even if administrative responsibilities are assigned as part of that position; normally, departmental administrative positions such as chair or assistant chair will thus count as part of the probationary period.)
 3. Time in a position that involves no teaching of credit courses, for example as a teacher of children or a therapist in the Child Study Center or as a teacher of exclusively noncredit course work.
 4. Time spent on leave of absence.
 5. Time spent on faculty exchanges if the faculty member so chooses.
- C. A period of time, not to exceed one year, may be excluded from the probationary period, upon the approval of the provost and vice president for academic affairs subject to the following conditions:
 1. That the faculty member submits a request in writing to the department chair. The department chair and the dean shall forward the request with a recommendation to the provost and vice president for academic affairs.
 2. The request must be the result of the occurrence of a serious event. A "serious event" is defined as a life-altering situation which requires the faculty member to devote more than eight hours of each day to alleviate the impact of the event for a period greater than six weeks and less than one year. These events may include the birth of a child, adoption of a child under the age of six years, serious personal illness or care of an immediate family member including parent, stepparent, child, or spouse.
 3. The faculty member shall provide documentation to justify the time requested and the seriousness of the event.
 4. The request shall be made no later than one year from the first day of the serious event.
 5. The faculty member must have been adequately performing the duties assigned prior to the first day of the serious event.
 6. Faculty who are awarded this exclusion shall have no requirements or expectations beyond those of any probationary faculty member.
 7. Work accomplished during the excluded period may be cited in the tenure case.
 8. Requests for exclusion may be made at any time during each academic year. No request shall be made after the application for tenure has been submitted.
 9. Decisions will be made within 60 days of the receipt of the faculty member's request by the department chair.
 10. The decision of the provost and vice president for academic affairs is final.
- D. The maximum length of the probationary period is seven academic years. The faculty member is informed of the decision of the provost and vice president for academic affairs on tenure by April 15 of the sixth year of probationary service. The faculty member will receive either a tenure contract or a terminal contract in the seventh year.
- E. The length of the probationary period may be reduced in any of the following instances:

1. A faculty member who has full-time teaching experience at the rank of instructor or above at another collegiate institution; or has had full-time teaching experience in a nontenure-track position at Old Dominion University; or who has had full-time teaching experience at the rank of instructor or above at Old Dominion University prior to a break in service, may have the probationary period reduced by one or two years. If the probationary period is to be reduced, the reduction must be recommended by the chair and dean and approved by the provost and vice president for academic affairs at the time of the initial appointment. Unless such a reduction has been approved and the faculty member has been so notified in writing at the time of the initial appointment, reduction for prior service will not be granted. The changes in the provisions of this paragraph as compared to the Faculty Handbook of 1978-79 will not apply to faculty members whose initial contract was offered prior to June 15, 1980.
2. A faculty member initially appointed to the rank of full professor may be notified of a tenure decision by April 15 of the second year of service; if tenure is awarded, a tenure contract will be offered for the third year of service. In addition, the probationary period for a full professor may be eliminated, and an initial tenure appointment may be recommended to the board if such an appointment has been requested by the chair, voted on by the departmental tenure committee, the college promotion and tenure committee, the university promotion and tenure committee and approved in writing by the dean, the provost and vice president for academic affairs, and the president. It is the sense of the Board of Visitors that the procedure of eliminating the probationary period for tenure should be rarely used.
3. A faculty member initially appointed to the rank of associate professor may be notified of a tenure decision by April 15 of the fourth year of service. If tenure is approved, a tenure contract will be offered for the fifth year. In addition, the probationary period for an associate professor may be eliminated, and an initial tenure appointment may be recommended to the board if such an appointment has been requested by the chair, voted on by the departmental tenure committee, the college promotion and tenure committee, the university promotion and tenure committee and approved in writing by the dean, the provost and vice president for academic affairs, and the president. It is the sense of the Board of Visitors that the procedure of eliminating the probationary period for tenure should be rarely used.
4. The probationary period for tenure may be shortened in the case of exceptional merit and performance. It is the sense of the Board of Visitors that this procedure be followed only in the case of demonstrably exceptional faculty members.

IV. Criteria for the Award of Tenure

- A. The following criteria are used in the evaluation of every candidate for tenure. Each faculty committee and administrator considering a tenure case must specifically address each of these criteria as they apply to that case in the written recommendations that are submitted up the line to the provost and vice president for academic affairs. Committee votes must be recorded in the recommendations. In cases in which a vote is not unanimous, reasons for negative votes must be included.
- B. Criteria to be used are as follows:
 1. Since tenure may be awarded only to faculty members who hold the rank of associate or full professor or who are being simultaneously appointed to one of those ranks, any faculty member awarded tenure must meet the minimum requirements for the rank of associate professor.
 2. Merit - Merit of the faculty member in teaching, research, and service over the entire probationary period and the contributions made by the faculty member in these areas to the university. (For definition of teaching, research, and service and a discussion of methods of evaluation, see policies and procedures concerning evaluation of faculty members, below.) In addition to information supplied by faculty information sheets, the chair's evaluation, and other material presented by the department, an opportunity shall be made available for the faculty member to provide in writing any other material in support of the tenure candidacy. It is the responsibility of the department chair and the departmental promotion and tenure committee to provide an assessment of the quality of the publications for the faculty being considered for tenure. The evidence should address the quality of the journals and the reputation of book and other such publishers.

External evaluation of the quality of the faculty member's research performance will be required from nationally recognized experts in the faculty member's field. Candidates for tenure should provide a statement of potential

external and/or internal reviewers with whom there is a conflict of interest, e.g., co-authors, co-investigators, etc. In case of material developments, additional documentation may be added to the portfolio with the concurrence of the department chair and dean.

- a. A curriculum vitae will be required of each external reviewer. Each reviewer will be asked to describe any personal or professional relationship with the candidate. It is the responsibility of the chair to include a curriculum vitae of each reviewer. For tenure of department chairs, the responsibility belongs to the dean.
 - b. External reviewers will be asked to evaluate all submitted material mailed to them. In the case of the arts, reviewers may be asked to consider works of art or performances. External reviewers will be asked to evaluate: a) the quality of the scholarship or creative work under review; and b) the scholarly reputation (regional, national, international) of the candidate.
 - c. All candidates for tenure will be required to have their scholarship evaluated by no fewer than four external reviewers. If fewer than four reviews are received, the chair will choose additional reviewers alternately from the lists of the department promotion and tenure committee and of the candidate.
3. The determined long-term needs of the department, college, and university, including at least the following:
- a. The long-term enrollment of the department.
 - b. The need for an additional specialist in the faculty member's area of specialization as a permanent member of the department in terms of the mission of the department, the college, and the university.
 - c. The tenure structure of the department. (Although no maximum percentage of faculty members on tenure is established, all committees and administrators considering tenure must take into account the need for flexibility in course offerings and the desirability of a tenure structure that will allow openings for new tenured faculty members in the ensuing decades so that new areas of specialization and new needs can be met. The position of other nontenured faculty members in the department, anticipated retirements, or other known departures, and projected new programs or changes in directions must be considered.)
4. No person can be awarded tenure unless convincing evidence is provided of effective teaching.
5. In departments offering graduate work, no faculty member can normally be awarded tenure unless convincing evidence is provided of successful performance in research. (Exceptions can be made only if the department can demonstrate a long-term need for an additional tenured faculty member who will not be teaching graduate students.)

V. Procedure for Tenure Consideration¹

- A. The provost and vice president for academic affairs, fifteen months prior to the date for giving notification of the tenure decision, shall formally advise the professor that the limit of the probationary period is approaching, and explain what procedures should be followed by those wishing to be considered for tenure.
- B. External review process
 1. The responsibility for initiating the external review, securing the reviewers, and forwarding complete review files to the dean, provost and vice president for academic affairs, and the University Promotion and Tenure Committee belongs to the department chair.
 2. External reviewers with academic positions will hold the same rank or higher than the promotion rank for which the faculty member is being considered; exceptions should be justified by the dean. The department tenure and promotion committee and the candidate will prepare separate lists of potential reviewers. The candidate will review both lists and will document personal and professional relationships with all potential reviewers. The chair will select three reviewers from the candidate's list and three reviewers from the department tenure and promotion committee's list; ~~the chair will consult with~~ provide this list of reviewers to the dean. The dean will submit an agreed upon list to the provost and vice president for academic affairs for final approval ~~on the list of reviewers chosen~~ prior to initiating the review process. As a general rule, external reviewers should not be co-authors or former mentors of the candidate. The selection of potential external reviewers must be completed before the end of the semester prior to the submission of credentials for tenure.

3. External reviews will be confidential; reviewers will be so advised. Requests for exception to the confidentiality of external reviews should be made directly to the provost and vice president for academic affairs before the reviewers are asked to submit evaluations. If an exception is approved, candidates for tenure will be allowed access to the substance of external reviews, but the authorship of specific external reviews and other identifying information contained therein will remain confidential. All external reviewers will receive a standard letter sent by the chair but prepared by the provost and vice president for academic affairs in consultation with the deans and a copy of the policy on external reviews so their responsibilities will be clear.
 4. The university and college administration will assist departments where reasonable expenses are necessary to obtain appropriate external reviews.
- C. Initial consideration of tenure cases is conducted by the tenured faculty of the department.
1. The tenured faculty of a department may determine that a tenure committee of a specified size will be selected from their membership to conduct the tenure deliberations and make recommendations to the chair. In this case, the entire full-time department faculty will elect the committee. It is the responsibility of this committee to determine the opinions of tenured members of the department not serving on the committee.
 2. In departments where fewer than three members are tenured, the dean, in consultation with the chair, will appoint enough additional tenured faculty members to form a committee of at least three.
 3. No dean, associate dean, assistant dean, or other full-time administrator or department chair shall attend or participate in the deliberations of the departmental, college, or University Promotion and Tenure Committee, or of the tenured faculty of the department serving as a group to consider tenure, except in those cases when such committees or groups may, at their discretion, request administrators or chairs to answer specific questions concerning tenure cases.
 4. The college committees shall consist of one tenured faculty member from each department in the college. All members of college promotion and tenure committees shall be elected directly by the faculties they represent for a one-year term renewable twice for a total of three years. This member shall be chosen by majority vote of all full-time, tenure-track teaching and research faculty members of the department, present and voting, by secret ballot before April 15 of each year for the ensuing year. There should be at least three professors on the college committee. No person shall serve on a college promotion and tenure committee for more than three years consecutively but is eligible for reelection after an absence of at least one year.
 5. The University Promotion and Tenure Committee shall consist of one tenured full professor from each of the major degree-granting academic colleges. This member shall be elected by his/her college's promotion and tenure committee(s) by September 15. The University Promotion and Tenure Committee shall elect one of its members as chair.² No person shall serve on the University Promotion and Tenure Committee for more than three years consecutively but is eligible for reelection after an absence of at least one year.
- D. The committee or group of tenured faculty makes its recommendation to the chair. All committee members should vote yes or no. Considering this recommendation, the chair makes an additional evaluation and recommendation concerning tenure.
- E. If either the tenured faculty (or their committee), or the chair, or both recommend tenure, the credentials of the faculty member together with the recommendations of the tenured faculty (or their committee) and the chair are forwarded to the tenure committee of the college, which examines the facts and the recommendations and makes a recommendation to the dean. All committee members should vote yes or no.
- F. If neither the departmental committee nor the chair recommends tenure for the faculty member, tenure is not granted in the ensuing year. If the faculty member is being considered in the year preceding the limit of his or her probationary period, as defined by the Board of Visitors policy on tenure, that faculty member is given a terminal contract for the ensuing year unless a further review is requested.

If the faculty member requests further review, all materials including departmental and chair evaluations and recommendations are forwarded to the college tenure committee, which makes a separate recommendation to the dean. All committee members should vote yes or no. The dean then makes a decision concerning tenure and informs the faculty member.

If either the decision of the college committee or that of the dean is positive, the faculty member's case is considered in accordance with the procedures in the following paragraphs. If both decisions are negative, the faculty member may request a further

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

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

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

Committee members approved by unanimous vote the proposed revision to the Policy on Academic Rank and Promotion in Rank. The revision is primarily editorial and clarifies the existing process for submitting the list of external reviewers in the promotion process. 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, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O'Neill, Reidy, Whyte*)

APPROVAL OF PROPOSED REVISION TO THE POLICY ON ACADEMIC RANK AND PROMOTION IN RANK

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revision to the Policy on Academic Rank and Promotion in Rank, effective May 1, 2012.

Rationale: The revision to the Policy on Academic Rank and Promotion in Rank is primarily editorial and clarifies the existing process for submitting the list of external reviewers in the promotion process. The practice has been that the dean is involved in submitting the list of external reviewers to the provost and vice president for academic affairs, but this was not explicitly stated in the policy.

- a. Each faculty committee and administrator considering a promotion case must specifically consider factors listed below as they apply to each case in the written recommendations that are submitted up the line to the provost and vice president for academic affairs. In the case of committees, the vote must be recorded in the recommendation, and the reasons produced by the minority members must be specified.
 - b. Each committee and administrator making a recommendation concerning promotion considers evidence of the faculty member's performance over the total time in which the previous rank has been held as compared to the guidelines for the rank being considered as established by the Board of Visitors and any other guidelines established by the department or college.
 - c. The total rank structure of the department should be considered.
 - d. At the least, the committees and administrators should examine faculty information sheets, chair evaluations, dean's evaluations, and any other evidence submitted by the faculty member, the chair of the department, or any other relevant source. It is the responsibility of the department chair and the departmental promotion and tenure committee to provide an assessment of the quality of the publications for the faculty being considered for promotion. The evidence should address the quality of the journals and the reputation of book and other such publishers.
3. In the case of promotion to full professor, external evaluation of the faculty member's research and scholarly activity by nationally recognized experts in the field of specialization will be required.
- a. The responsibility for initiating the external review, securing the reviewers, and forwarding complete review files to the dean, provost and vice president for academic affairs, and the University Promotion and Tenure Committee belongs to the department chair. In promotion of department chairs, the responsibility belongs to the dean.
 - b. External reviewers with academic positions will hold the same rank or higher than the promotion rank for which the faculty member is being considered; exceptions should be justified by the dean. The department tenure and promotion committee and the candidate will prepare separate lists of potential reviewers. The candidate will review both lists and will document personal and professional relationships with all potential reviewers. The chair will select three reviewers from the candidate's list and three reviewers from the department tenure and promotion committee's list; the chair will consult with provide this list of reviewers to the dean. The dean will submit an agreed upon list to the provost and vice president for academic affairs for final approval on the list of reviewers

~~chosen~~ prior to initiating the review process. As a general rule, external reviewers should not be co-authors or former mentors of the candidate. The selection of potential external reviewers must be completed before the end of the semester prior to the submission of credentials for promotion.

- c. External reviews will be confidential; reviewers will be so advised. Requests for exception to the confidentiality of external reviews should be made directly to the provost and vice president for academic affairs before the reviewers are asked to submit evaluations. If an exception is approved, candidates for promotion will be allowed access to the substance of external reviews, but the authorship of specific external reviews and other identifying information contained therein will remain confidential. All external reviewers will receive a standard letter sent by the chair but prepared by the provost and vice president for academic affairs in consultation with the deans and a copy of the policy on external reviews so their responsibilities will be clear.
- d. A curriculum vitae will be required of each external reviewer. Each reviewer will be asked to describe any personal or professional relationship with the candidate. It is the responsibility of the chair to include a curriculum vitae of each

Committee members approved by unanimously vote the revisions to the policy on Sudden Withdrawal and Prolonged Absence Due to Military Mobilization. The revisions are needed so that Old Dominion will be in compliance with legislation passed by the General Assembly. 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, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O'Neill, Reidy, Whyte*)

PROPOSAL FOR REVISIONS TO THE POLICY ON SUDDEN WITHDRAWAL AND PROLONGED ABSENCE DUE TO MILITARY MOBILIZATION

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the revisions to the Policy on Sudden Withdrawal and Prolonged Absence Due to Military Mobilization, effective April 4, 2012.

Rationale: The revisions to the policy are needed so that Old Dominion University will be in compliance with the following legislation passed by the General Assembly.

Code of Virginia § 23-9.2:3.7. Course credit; active duty military students

“The governing boards of each public institution of higher education shall implement policies that provide students called to active military duty during an academic semester with the opportunity to earn full course credit. Such policies shall include, as one option that such students who have completed 75 percent of the course requirements at the time of activation and who meet other specified requirements receive full course credit.”

The legislation was passed in 2009, but we realized recently that it conflicted with our overall University policy that requires 80% of the course to be completed before awarding an Incomplete grade.

NUMBER: 1416
TITLE: Sudden Withdrawal and Prolonged Absence Due to Military Mobilization
APPROVED: April 7, 2011

The following guidelines are provided for students whose service in the uniformed services has required their sudden withdrawal or prolonged absence from enrollment at Old Dominion University.

The following definitions are provided in connection with these guidelines:

“Service in the uniformed services” means service (whether voluntary or involuntary) on active duty in the Armed Forces, including such service by a member of the National Guard or Reserve, for a period of more than 30 days under call or order to active duty of more than 30 days.

“Tuition” means the actual price of education charged to a student for the term in which service in the uniformed services caused his or her sudden withdrawal or prolonged absence from enrollment at a Virginia institution of higher education.

“Reinstatement” means the readmittance and reenrollment of a student whose service in the uniformed services has caused his or her sudden withdrawal or prolonged absence from enrollment.

“Sudden withdrawal” means leaving an institution after a semester has begun or after the tuition and required fees for a term have already been billed to or paid by the student.

Policies and Procedures

All active duty military students who are unable to complete course requirements due to change in employment duties, work schedule or deployment to a duty assignment may be administratively withdrawn from current semester courses. Students are required to furnish a copy of their military orders to the Office of the University Registrar. Upon receipt of the copy of military orders, the student will be withdrawn from all courses and refund of tuition will be processed following an audit of the student’s account and returned to the appropriate party. In addition, the University Registrar will notify the following offices so that additional refunds can be processed as appropriate: Housing and Resident Life, University Card Center, Parking Services, and Old Dominion University Bookstore. Students who are deployed while actively attending the University should make an effort to notify the University Registrar as soon as possible so that records can be updated, providing a copy of military orders or verification of a new duty assignment.

University Housing and Dining Services – Upon notification by the University Registrar, the Executive Director of Office of Housing and Residence Life will authorize a refund based on prorated charges for the semester calculated on the days in residence. If the student is deployed prior to the start of the semester, but has made a formal commitment for University housing, the student will be released from the housing agreement without penalty and the deposit will be fully refunded.

Dining/Monarch Plus Card/Parking Services – Upon notification by the University Registrar, prorated refunds will be made for partially used meal plans. Funds remaining on the Monarch Plus card will be refunded to the student. Refund of payment for a parking decal will be prorated based on percentage of use.

Textbooks – Upon notification by the University Registrar, the Old Dominion University Bookstore will allow for full refunds/and or exchanges of textbooks for any student called to official active military duty as long as the book is in resaleable condition.

Deposits for Admission – Freshman students who are new applicants for admission to the University but who have not registered for classes may receive either a refund of the admission deposit or defer admission up to one year by submitting a request to the Office of Admissions.

Preview Fee -- Students who have paid but have not attended Preview will receive full refund of the fee.

Academic Credit – If the student has begun attending classes and sufficient time has passed in the semester, the incomplete grade policy may apply.

A grade of **Incomplete (I)** indicates assigned work yet to be completed in a given course or absence from the final examination and is assigned only upon instructor approval of a student request. The I grade may be awarded only in exceptional circumstances beyond the student's control, such as illness, and only after 80% of the time allocated for the course has elapsed and substantial progress has been made toward completion of course requirements with the exception of courses that do not fit within the traditional semester calendar. In cases of exceptional circumstances beyond the student's control, it is the responsibility of the student to approach the instructor to request an I grade and to provide documentation, including a written statement of when the work will be completed, to support the request. The authority to award an I grade rests with the instructor whose decision is final. Students whose requests for I grades are approved must not re-register for the class until the I grade has been resolved. The I grade becomes an F if not removed through the last day of classes of the following term (excluding the exam period) according to the following schedule: I grades from the fall semester become F's if not removed by the last day of classes of the spring semester; I grades from the spring semester and the summer session become F's if not removed by the last day of classes of the fall semester. An I grade may be changed to a W only in very unusual circumstances and when the student's situation has changed since the I grade was awarded. In these cases, the request for a change to a W must be in writing, documented, and approved by the instructor, department chair and dean. Students will not be allowed to graduate until all grades of I have been resolved.

In the case of courses that do not fit within the traditional semester calendar, the faculty member assigns the I grade. The time periods for the removal of I grades before they become grades of F are the same as those stated in the previous paragraph.

Extension of the I time limitation normally will not be approved except for reasons beyond the student's control and only if the supervising faculty member is available and willing to supervise the work beyond the normal time limit. Students should submit the request to the instructor, who should submit approval, via the chair, to the University Registrar in order to retain the I. The approval from the instructor should designate the expiration date of the extension.

If the student is unable to complete the incomplete grade because of prolonged deployment the student should provide justification and documentation directly to the course instructor. At the instructor's discretion, the course instructor can authorize the University Registrar to administratively withdraw the student using this policy. The student will be withdrawn from the course, a grade W will be posted to the academic record and refund of tuition to the appropriate party will be processed. If the instructor is no longer employed at the University, the student should consult the department chair. In the event of a disagreement about a grade, the normal grade appeal process described in the University Catalogs will apply.

Students who are administratively withdrawn from the University under this policy are strongly encouraged to maintain contact with the University through the Office of ~~the Dean of Students~~ **Student Engagement and Enrollment Services**.

Students who are called to active duty during an academic semester who have completed 75 percent of the course requirements at the time of activation and who meet other specified requirements also have the option to accept the grade earned to date. It is the responsibility of the student to provide a copy of the military orders to the Office of the University Registrar. The Registrar will provide documentation to the instructor in support of the student's request to receive the grade earned to date.

Reinstatement – As soon as plans are made, returning students should contact the Office of Admissions to verify their student status and to reactivate their record, if necessary, prior to re-enrolling in classes. Students who leave the University in good standing remain eligible to re-enroll. A student who has left the University for more than a year must complete a reactivation/readmission form available on the Office of Admissions web site. If the separation from the University was longer than five years, the applicant will need to resubmit all official transcripts and necessary credentials. There are no additional fees if the student has previously paid the admission fee.

Students who return following a prolonged absence due to military deployment should be aware of the time limits for Catalog election.

Undergraduate Return to Program – It is presumed the undergraduate student will remain eligible to return to the same program of study. The student should contact the chief departmental advisor for the major if returning to the same program of study. The content of some programs may require that the student repeat previously passed courses to maintain currency in the field.

If the program of study is no longer available for any reason, the student should seek the assistance of the academic advising unit in the University College and access the degree evaluation system, available online as DegreeWorks, to determine a suitable alternative major.

Undergraduate Time Limits -- Undergraduate students may choose to graduate under the Catalog in effect at the time of their first enrollment (part-time or full-time) or any subsequent Catalog provided that the students graduate within six years from the date of the first enrollment. Students who have prolonged deployment may be required to elect a more recent Catalog or the Catalog in effect at the term of re-enrollment at the University. Returning students should consult their academic advisors to verify the correct Catalog for graduation purposes. Students should refer to their “general student record” in LEO Online to verify the Catalog selected at the date of first enrollment. The Catalog “year” begins with the fall semester each year.

In all cases, students must have been duly admitted to the University and an academic program of study and meet all of the requirements for graduation in one Catalog. Students may not “tailor make” their own degree requirements by selecting partial requirements from more than one Catalog.

Graduate Return to Program – It is presumed the graduate student will remain eligible to return to the same program of study. The student should contact the graduate program director prior to resuming studies. If the program of study is no longer available for any reason, the student should consult the graduate program director or the college dean for alternatives.

Graduate Time Limits – All requirements for a doctoral degree must be completed within eight calendar years from the date of beginning the initial course following admission to the doctoral program. Exceptions to these time limits must be approved by the graduate program director and the college dean. Academic credits older than eight years at the time of graduation must be validated by an examination before the work can be applied to a doctoral degree. See the “Policy on Validation of Out-of-Date Graduate Credit.” Students whose graduate study is interrupted for military service will be granted an extension of time for the period of their military service, not to exceed five years.

Validation of Out of Date Graduate Credit – Academic credit granted outside the time limit established for graduate degrees (six years for master’s and education specialist degrees and eight years for doctoral degrees) must be validated by an examination. To be validated, the work must have been completed at Old Dominion University or be acceptable as transfer credit in lieu of an Old Dominion University course.

The following procedure shall be used to validate out-of-date work. The student must receive the permission of his or her graduate program director and the chair of the department/school or dean of the college in which the course is offered to validate the course credit. The form for validation of out-of-date credit shall be used to record all transactions and submitted to the University Registrar’s Office upon completion of validation of work. The graduate program director, department/school chair or dean shall make appropriate referrals to faculty member(s) (an individual or a committee) teaching the course to request that an examination be prepared and evaluated. Before the examination, the faculty member(s) shall inform the student of the area of knowledge or course content on which he or she is to be examined. After the examination has been completed, the validation form shall be filled out, signed by the examining faculty member(s), and forwarded to the dean of the academic college offering the graduate degree program for approval. Copies of the completed form shall be sent to the student, the graduate program director, and the University Registrar. Validation for any given course normally can be sought only once.

The Office of the University Registrar will maintain records of administrative withdrawals completed under this policy.

Committee members approved by unanimous vote the proposal for a new Master of Arts degree in Political Science. The program will offer areas of concentration in the traditional subfields of political science and prepare individuals for positions in government and politics. 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, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O'Neill, Reidy, Whyte*)

**APPROVAL OF MASTER OF ARTS IN POLITICAL SCIENCE
COLLEGE OF ARTS AND LETTERS**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the Master of Arts in Political Science in the College of Arts and Letters.

Rationale: The master's program will offer areas of concentration in the traditional subfields of political science: American political institutions, processes, and behavior; comparative politics; and international politics. The program will prepare individuals for positions and enhance the credentials of those already pursuing careers in government and politics, including employment in national, state, and international agencies. In addition, the program will prepare persons seeking advanced study at the Ph.D. level in the field of political science.

Committee members received the report on promotions in rank effective for 2012-2013. In the report from the Provost, Chandra de Silva discussed the University's philosophy on general education courses and whether all students should be required to take a particular course. He discussed the skills we want students to acquire, particularly in the areas of interpreting the past. The Provost informed Committee members about the University's Quality Enhancement Plan for Improving Disciplinary Writing and replacement alternatives for the exit examination of writing proficiency. She also provided an update on the SACS on-site visit April 15-19.

In the report from the Vice President for Research, Mohammad Karim reported on following: a \$25M Investment in Innovation grant was awarded to the Center for Educational Partnerships; three faculty from the College of Sciences received three separate NSF Collaborative Research Awards; to date, \$857K has been spent this fiscal year by the Office of Research to support faculty intramurals; accreditation for the animal-based research programs is on track, and two different ODU technologies were licensed recently (Bioelectrics-based patent for skin-related diseases to Theliopulse of California and Bladder distention monitor technology to Thesia Medical of Pennsylvania).

The Vice Rector took over as Chair of the meeting as the Rector needed to leave early to go to the airport.

ADMINISTRATION AND FINANCE COMMITTEE

The Rector called on Mr. Whyte for the report of the Administration and Finance Committee. Mr. Whyte reported that, due to the current, on-going budget discussions in the General Assembly, the decision on adjusting Tuition and Fees for the Fall and Spring Semesters will be deferred until a later meeting. Vice President Fenning provided information on the proposed Summer Session (only) Tuition and Fees. The University is proposing to increase current tuition and fees by 3% for in-state undergraduate students. This proposed increase recognizes the projected costs for expanding our Summer School enrollments consistent with the objectives of the Higher Education Opportunity Act and expanding the availability of specific course sections for students in order to allow them to accelerate their progress toward graduation. The proposed increase will also generate additional fees to support the increased costs by higher enrollments for student activities and programs, as well as support facilities operations such as the Student Recreation Center. For a full-time in-state undergraduate taking 15 credit hours, this increase would be \$120. In order to permit students and their families to make decisions related to future room and board decisions (which involve executing contracts), the University will be increasing room and board rates by 4% which covers inflationary costs, the ARMARK contract adjustment, and other increased costs by these auxiliary operations. Mr. Batten asked about the room and board adjustments. Vice President Fenning said that the Board delegates the authority to set room and board rates to the President.

The following resolution was brought forth as a recommendation of the Administration and Finance Academic Committee and was approved unanimously by all members present and voting. (*Ainslie, Ampy, Batten, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Reidy, Whyte*)

COMPREHENSIVE FEE RESOLUTION SUMMER 2012

RESOLVED, that upon the recommendation of the President and the Administration and Finance Committee, the Board of Visitors approves the following comprehensive tuition cost per credit hour for the Summer 2012 semester. Under unusual circumstances, the President may establish tuition rates different from these approved rates. The President must notify the Board of such changes at its next meeting.

Comprehensive Fee Per Credit Hour for the Summer 2012 Academic Year

	IN-STATE		OUT-OF-STATE	
	<u>TUITION AND FEES</u>		<u>TUITION AND FEES</u>	
	<u>FROM</u>	<u>TO</u>	<u>FROM</u>	<u>TO</u>
<u>SUMMER SESSION</u>				
Undergraduate (Per Cr Hr)	\$263	\$271	\$741	\$764
Graduate (Per Cr Hr)	\$379	\$391	\$961	\$991
Teaching Assistant	\$379	\$391	\$379	\$391
Research Assistant	\$379	\$391	\$379	\$391

<u>Higher Education Centers & Off-Campus Offerings Within Hampton Roads</u>				
Undergraduate (Per Cr Hr)	\$263	\$271	\$741	\$764
Graduate (Per Cr Hr)	\$379	\$391	\$991	\$991
<u>TELETECHNET & Off-Campus Courses Outside Hampton Roads</u>				
Undergraduate (Per Cr Hr)	\$263	\$271	\$741	\$764
Graduate (Per Cr Hr)	\$379	\$391	\$961	\$991
TELETECHNET USA (Distance Learning Students Living Outside Virginia):				
Undergraduate (Per Cr Hr)	\$263	\$271	\$263	\$271
Graduate (Per Cr Hr)	\$379	\$391	\$379	\$391

Vice President Fenning provided background on the University’s Level II authority under the Restructured Higher Education Financial and Administrative Operations Act. He presented the Resolution for the Committee’s consideration that is necessary for the University to continue its Level II operational authority under a conditional Memorandum of Understanding issued by the Secretary of Finance. The following resolution was brought forth as a recommendation of the Administration and Finance Academic Committee and was approved unanimously by all members present and voting. (*Ainslie, Ampy, Batten, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O’Neill, Reidy, Whyte*)

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

WHEREAS, the 2005 Session of the General Assembly enacted Chapters 933 and 945, Acts of Assembly, known as the Restructured Higher Education Financial and Administrative Operations Act (the “Act”), now codified at Chapter 4.10 of Title 23, Sections 23-38.88, *et seq.*, of the Code of Virginia (1950), as amended; and

WHEREAS, the 2008 Session of the General Assembly enacted Chapters 824 and 829, Acts of the Assembly to amend and reenact § 23-38.90 of the Code of Virginia relating to operational authority for public institutions of higher education in information technology, procurement, and capital projects excluding leases of real property, and which allows the University to enter into a memoranda of understanding for additional operating authority in two, but no more than two, of these three areas; and

WHEREAS, on July 15, 2009, the University and the Commonwealth of Virginia entered into original memoranda of understanding with the appropriate Cabinet Secretary or Secretaries, as designated by the Governor, granting appropriate operational authority, for the functional areas of information technology and procurement, for a period of three years and which shall expire July 14, 2012.

WHEREAS, the University desires to continue the operational authority originally granted and as required must enter into a subsequent memorandum of understanding with the Commonwealth. As a condition to entering into a subsequent memorandum of understanding, the Board of Visitors must approve a resolution affirmed by at least two-thirds of the Visitors expressing the sense that the institution is qualified to be, and should continue to be, governed by such subsequent memoranda of understanding.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF VISITORS OF OLD DOMINION UNIVERSITY, that the President of the University and its Vice President for Administration and Finance are authorized to proceed in cooperation with the applicable Cabinet Secretaries to obtain the continuation of the additional operating authority outlined § 23-38.90 of the Code of Virginia relative to information technology and procurement and to take all actions deemed by them to be necessary or advisable to facilitate this undertaking.

BE IT FURTHER RESOLVED, that upon approval of the subsequent memoranda of understanding, the President and Vice President are granted full continuation of the authority and responsibility of management of the information technology and procurement functions of the University.

Mr. Dale Feltes, Director of Design and Construction, reviewed the CM-At-Risk process and the administration's proposal for its use in order to meet critical construction deadlines for the New Art Building. By the existing Board Policy, alternative procurement methods for construction other than hard bill must be approved by the Board. Mr. Whyte moved approval of the use of CM At-Risk for this project as a recommendation of the Administration and Finance Committee. The motion was approved unanimously by all members present and voting. (*Ainslie, Ampy, Batten, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kirk, Kornblau, O'Neill, Reidy, Whyte*)

Vice President Fenning, Associate Vice President Swiecinski and Assistant Vice President Waterfield provided an update on specific results and outcomes of the Business Process Management initiative that was initiated to improve the efficiency and effectiveness of the institution's administrative and business services. Vice President Fenning acknowledged that ODU won the Institutional Performance Award, which focuses on demonstrated efficiency and effectiveness. The Institutional Performance Award is given annually to one college/university among the 2,300 eligible Datatel/SunGard Higher Education institutions at the annual Summit.

Vice President Fenning briefed the Committee on the University's second quarter SWAM results and land assembly efforts in the University Village by the Real Estate Foundation. The Committee then heard the standing reports on the Capital Outlay Projects Status Report and the Investment Report and the Investment Report.

INSTITUTIONAL ADVANCEMENT COMMITTEE

The Rector called on Ms. Forehand for the report of the Institutional Advancement Committee. Ms. Forehand reported that Anita Friedmann, Assistant Vice President for

Development, presented and discussed dashboard items measuring productivity in the area of University Advancement and provided an update on fundraising. Ms. Dana Allen, Assistant Vice President for Alumni Relations, presented an update on the activities of the Alumni Association including social media outreach initiatives, event attendance, board grants, and the annual alumni honors dinner. Captain Dick Whalen, Director of Military Activities, presented on overview of recent events, student exercises, interface with senior officers and developing University efforts to support veterans. Ms. Karen Meier, Assistant Vice President for Community Engagement, provided an update on Community Engagement events and initiatives.

STUDENT ADVANCEMENT COMMITTEE

The Rector called on Mr. O'Neill for the report of the Student Advancement Committee. Mr. O'Neill reported that Vice President Ellen Neufeldt introduced the new Chief of Police, Rhonda Harris. She announced that President Broderick was the recipient of the *Contribution to Higher Education Award* from the American College Personnel Association for his dedication to students and implementing a campus model that supports student success. She also reported on the recent international festival and Admitted Student Day. Enrollment dashboards were reviewed by the Committee.

Gregory Walsh, Student Representative to the Board of Visitors, briefed the Committee on "ODU Day" at the General Assembly and the progress of the Monarch Citizen initiative as it becomes institutionalized. He thanked the Committee for the pleasure of serving as the student representative and for all the support he received through his term.

Three candidates were interviewed for consideration as the student representative to the Board of Visitors during closed session. The following resolution was brought forth as a recommendation of the Student Advancement Committee and was approved unanimously by all members present and voting. (*Ainslie, Ampy, Batten, Forehand, Gehman, Hillier, Jacobson, Kilmer, Kornblau, O'Neill, Reidy, Whyte*)

RESOLUTION APPOINTING STUDENT REPRESENTATIVE TO THE BOARD OF VISITORS

RESOLVED, that in accordance with the Board of Visitors policy, and upon the recommendation of the Student Advancement Committee, the Board of Visitors approves the appointment of Kevin Muchiri as the student representative to the Board, whose normal term shall expire May 5, 2013.

BE IT FURTHER RESOLVED, that in accordance with the Board of Visitors policy, and upon the recommendation of the Student Advancement Committee, the Board of Visitors approves the appointment of Mariam Abdelhamid as the representative to the Student Council of Higher Education for Virginia and Christopher Day will be appointed to the Student Engagement and Enrollment Services Leadership Council.

OLD/UNFINISHED BUSINESS

President Broderick thanked Greg Walsh for serving as student representative to the Board. He noted, in particular, Greg's leadership in the student-led Monarch Citizen campaign.

NEW BUSINESS

There was no new business to come before the Board.

With no further business to be discussed, the meeting was adjourned at 2:00 p.m.