

**OLD DOMINION UNIVERSITY
BOARD OF VISITORS
Friday, September 16, 2022**

MINUTES

A regular meeting of the Board of Visitors of Old Dominion University was held on Friday, September 16, 2022, at 9:00 a.m. in the Kate and John R. Broderick Dining Commons on the Norfolk campus. Present from the Board:

R. Bruce Bradley, Rector
Yvonne T. Allmond
Robert A. Broermann
Robert S. Corn
Peter G. Decker, III
Jerri F. Dickseski
Dennis M. Ellmer
Brian K. Holland
Toykea S. Jones
Kay A. Kemper
E. G. Middleton, III
Elza H. Mitchum
Ross A. Mugler
P. Murry Pitts
Armistead D. Williams, Jr.
Antra Hahn (Student Representative)
Alicia Monroe
Larry R. Hill Payne
Maurice D. Slaughter
Nina Rodriguez-Gonser
September Sanderlin
Ashley Schumaker
Amanda Skaggs
Lisa Smith
Don Stansberry
Allen Wilson

Absent from the Board:

Also present:
Kenneth Fridley
Timothy Hackman
Todd Johnson
Kenneth Kahn
Kiran Karnade

CALL TO ORDER AND SPECIAL PRESENTATION

The Rector called the meeting to order at 9:00 a.m. and noted that a quorum was present. He welcomed the new Board members and thanked President Hemphill for the dinner held at the Jacobson House the previous evening. He welcomed former Rector Lisa Smith, who was participating via Zoom, for the purpose of unveiling her portrait that will be placed on the “wall of Rectors” in the Board Room. Ms. Smith thanked the Board, welcomed the new Board members, and commented on how much she enjoyed her time on the Board.

APPROVAL OF MINUTES

The Rector called for approval of the minutes of the annual Board meeting held on June 3, 2022. Upon a motion made by Ms. Dickseski and seconded by Ms. Allmond, the minutes were approved by all Board members present and voting (*Allmond, Broermann, Corn, Decker, Dickseski, Ellmer, Holland, Jones, Kemper, Middleton, Mitchum, Mugler, Pitts, Williams*).

RECTOR’S REPORT

In his report to the Board, Rector Bradley applauded the President on his State of the University address and recognized Ashley Schumaker for the presentation and video. As an alumnus of ODU, he recsini

Alicia Monroe, Chief Integration Officer. Jaime comes to Old Dominion University from Miami University in Ohio where she led their marketing and communications efforts. Her career in the communications industry includes more than 25 years of experience beginning in print journalism and transitioning to higher education nearly two decades ago. She brings with her deep experience in the areas of media relations, marketing, creative direction, crisis communications, branding, digital communications, reputation/issues management, multimedia, photography, public radio, enrollment/admissions communications, and government relations. As this is Jaime's first week on campus, we are excited to extend a warm Monarch welcome to her. The President recognized the efforts of Toykea Jones that led to these next steps in marketing and branding.

The President also welcomed Dr. Alicia Monroe, who is joining the University as the Chief Integration Officer and senior advisor to the ODU/EVMS steering committee. Dr. Monroe previously served as Provost and Senior Vice President of Academic Affairs, Faculty Affairs, and Professor of Family Medicine for eight years at the Baylor College of Medicine. Prior to that, she was Chief Academic Officer and Vice Dean for Educational Affairs and Professor of Family Medicine at the University of South Florida. She received her medical education at Brown University and Indiana School of Medicine. She has hit the ground running as the lead for the University's integration office and will do an outstanding job over the next two years.

Introduction of New Deans

Following a number of recent national searches, we are honored to welcome new deans to our academic enterprise, including Laura Delbrugge, Ph.D. in the College of Arts and Letters, Tammi Dice, Ph.D. in the Darden College of Education and Professional Studies, who previously served in an interim capacity; Kenneth Fridley, Ph.D. in the Batten College of Engineering and Technology; Timothy Hackman in University Libraries; and Kenneth Kahn, Ph.D. in the Strome College of Business. Additionally, Brian Payne, Ph.D., who has been serving as Vice Provost for Academic Affairs for several years, will now also serve as Dean of Interdisciplinary Programs. Each of these individuals bring a great deal of experience and knowledge to our campus and our community. In the near future, we look forward to adding another dean to our campus as we complete the search for the School of Public Health's inaugural leader. President Hemphill acknowledged Provost and Vice President for Academic Affairs August Agho, Ph.D. for his strong leadership during these important searches.

State of the University and 2021-2022 President's Report

The President expressed his appreciation to the ten Board members who attended the annual State of the University address on September 2, 2022. He acknowledge (knowd)-1 (sb3t)-2 (hi)-2 (. H) (e)4 (a)

Opening College Events

As faculty returned to campus following the summer break, the academic deans hosted college meetings to introduce new faculty and provide information updates. As part of each meeting, I discussed the importance of innovation, outlined the challenges facing higher education, reflected on recent planning efforts, and provided an update regarding our ongoing integration work with Eastern Virginia Medical School. These meetings also included a question-and-answer session to engage directly with faculty on items of concern and/or importance to each of them.

Student Group Meetings

In an effort to seek direct feedback from students, I am in the process of hosting a number of meetings with the Student Government Association, Panhellenic Council, National Panhellenic Council, Interfraternity Council, Black Student Alliance, and the Latino Student Alliance. From the conversations thus far, it is clear that Monarch students are very interested in greater engagement among the student body. Many of the students in attendance at these meetings expressed that so much was lost during the global health pandemic; they are glad to be back together and able to engage with each other, and they are eager to rebuild the sense of community that existed prior to the pandemic. During our time together, they also shared direct feedback regarding campus facilities, dining services, and pedestrian safety along busy streets.

Upcoming Open Forums

To continue the process of seeking engagement and feedback as part of the new academic year, I will be hosting seven open forums between October 3 and October 6, 2022. This fall, forums are being held for students, administrative and professional faculty, and classified staff, as I also met individually with each academic unit, including centers, departments, and schools during the prior academic year, as well as engaged with teaching and research faculty as part of the opening college events.

Continued Engagement with Business and Industry Leaders

In recent months, we have been deeply committed to creating new partnerships and expanding existing partnerships with business and industry leaders. As that work continues, I want to highlight a recent gathering of top leaders. With the engagement and support of Brian Holland, First Lady Marisela Rosas Hemphill, Ph.D. and I were honored to host the members of the Young Presidents Organization (YPO) Virginia Chapter in our home. This group of highly-successful individuals represents a broad range of businesses and industries. They were eager to learn more about the current and future work of Old Dominion and direct ways in 2 (w)3e

that would fall outside the traditional engineering discipline such as cybersecurity and data science. Having a reason to stay on the Eastern Shore is critical for workforce development there.

Vice President Foster added that two sessions ago, the State funded the Virginia Institute for Spaceflight Autonomy. That is an ODU research unit and David Bowles, a former director of the NASA Langley Research Center was hired to be the inaugural executive director. He lives on the Eastern Shore and is busily building relationships and connections with Wallops. A research faculty member will be recruited and stationed at the Wallops facility.

In response to a question from the Rector, Vice President Foster said that the University has a Space Act Agreement with NASA Wallops. While NASA Wallops is not a source of funding itself but is a partner in seeking other sources of funding. He also noted that many of their employees are now ODU students. Dr. Wojtowicz added that about a dozen ODU students have completed internships over the past three years and engineering students have been working remotely in building small projects to go on the SmallSat launches.

Ms. Allmond commented that she has friends whose children have had internships there but had no place to stay. This is especially true during the summer months, so it may be an opportunity to build a place to house students.

The Rector asked the Board members to be thinking about topics of interest to expand the Board's knowledge of ODU and higher education in general for future meetings.

SPECIAL PRESENTATION

The Rector asked Kay Kemper to join him and President Hemphill at the head of the room for the unveiling her portrait, which will join the other Rectors' portraits in the gallery. After the unveiling, Ms. Kemper said that it has been a privilege to be a member of the Board and to have served as Rector. It was especially rewarding to serve during the search for the University's ninth president.

REPORTS OF STANDING COMMITTEES

ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE

Ms. Jones, chair of the Academic and Research Advancement Committee, reported that the Committee discussed in closed session the recommendations for an honorary degree and the appointment of one faculty member with tenure. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by all members present and voting (*Allmond, Broermann, Corn, Decker, Dickseski, Ellmer, Holland, Jones, Kemper, Middleton, Mitchum, Mugler, Pitts, Williams*).

HONORARY DEGREE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the award of an honorary degree to Alton J. (Jay) Harris as noted below. A summary of his career follows.

the Robert L. Vann Award from the Pittsburgh Black Media Federation, and an EXCEL Award from the Hampton Roads Black Media Professionals.

Mr. Harris and his wife, Stephanie, reside in Bristol, Connecticut, and have two children.

Name and Rank

Salary

Effective
Date

Term

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Cherilyn Colbert Visiting Assistant Professor, Department of Art	\$63,000	7/25/22	10 mos

Ms. Colbert received an M.F.A. in Graphic Design from Savannah College of Art and Design and a B.A. in English from Roanoke College. Previously she was an Adjunct Assistant Professor in the Department of Art at Old Dominion University.

Ms. Kayla Culbertson Lecturer, Department of Biological Sciences	\$50,000	7/25/22	10 mos
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Ms. Culbertson received an M.S. and a B.S. in Biology from Old Dominion University. Previously she was a Lecturer in the Department of Biological Sciences at Old Dominion University.

Ms. Rocío Drum Lecturer, Department of World Languages and Cultures	\$55,000	7/25/22	10 mos
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Ms. Drum received a Master of Education from the University of Texas Rio Grande Valley and a B.A. in Foreign Languages from Old Dominion University. Previously she was a Spanish Teacher and Electives Department Chair at Azalea Gardens Middle School.

Ms. Nicole Frazier Lecturer, School of Nursing	\$72,766	8/10/22	12 mos
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Ms. Frazier received an M.S.N. from Liberty University, a B.S.N. from the University of Missouri-St. Louis and a B.S. in Computer Networking from Strayer University. Previously she was a Clinical Nurse in Labor and Delivery at Chesapeake Regional Medical Center and an Adjunct Faculty Clinical Instructor at Old Dominion University. (new position)

Dr. Yan Nok Torrance Fung Lecturer, Department of Philosophy and Religious Studies	\$55,000	7/25/22	10 mos
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Dr. Fung received a Ph.D. and an M.A. in Philosophy from the University of Virginia and a B.A.S. in Philosophy and Psychology from the University of California at Davis. Previously he was a Visiting Assistant Professor of Philosophy at Hampden-Sydney College.

Ms. Rachel A. Genrich Lecturer, Department of Communication Disorders and Special Education	\$70,000	8/25/22	12 mos
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Ms. Genrich received a Master of Science in Speech-Language Pathology from the University of Arizona and a Bachelor of Arts in English Literature and French from Presbyterian College. Previously she was a Speech Pathologist at the Clinic of Atlanta Speech School.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Larry Giddens Instructor, F. Ludwig Diehn School of Music	\$47,368	8/10/22	10 mos

Mr. Giddens received a Master of Music Education from Old Dominion University, a Bachelor of Music in Vocal Performance from the University of Colorado and is enrolled in a Doctor of Music Education program at Liberty University. Previously he was a High School Music Teacher at Accomack County Public Schools and an Adjunct Professor of Voice at Old Dominion University.

Mr. Malik A. Gladden Lecturer, School of Cybersecurity	\$60,000	7/25/22	10 mos
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Mr. Gladden received an M.S. in Cybersecurity and a B.S. in Interdisciplinary Studies from Norfolk State University and is enrolled in a Doctor of Philosophy program in Cyber Defense at Norfolk State University. He received a B.S. in Information Systems from Norfolk State University. He is currently a Ph.D. candidate in Cyber Defense at Norfolk State University. He is currently a Ph.D. candidate in Cyber Defense at Norfolk State University.

Name and Rank

Salary

Effective
Date

Term

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Sonia Khurana Assistant Professor, School of Rehabilitation Sciences (Tenure Track)	\$90,000	9/25/22	10 mos

Dr. Khurana received a Ph.D. in Pediatric Physical Therapy and a Masters in Physiotherapy from Manipal University, India and a Bachelors in Physiotherapy from Lyallpur Khalsa College, India. Previously she was a Research Associate in the Motor Development Lab in the Department of Physical Therapy at Virginia Commonwealth University.

Mr. Kyle Kogut Lecturer, Department of Art	\$55,556	8/25/22	10 mos
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Mr. Kogut received an M.F.A. in Interdisciplinary Arts from Maryland Institute College of Art and a B.F.A. in Printmaking from Temple University. Previously he was a Visiting Assistant Professor in the Department of Art at Old Dominion University.

Ms. Lily Kunda Lecturer, Department of Communication and Theatre Arts	\$52,000	7/25/22	10 mos
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Ms. Kunda received an M.A. in Humanities from Old Dominion University, a B.A. in Communications from Virginia Wesleyan College and is enrolled in a Ph.D. program in Media Studies at the University of Texas at Austin. Previously she was Instructor of Record at Old Dominion University and a Teaching Assistant at the University of Texas at Austin.

Ms. Amanda L. Kunkel Lecturer, Department of English	\$48,300	7/25/22	10 mos
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Ms. Kunkel received an M.F.A. in Creative Writing Fiction and a B.A. in English from Old Dominion University. Previously she was a Graduate Teaching Assistant in the Department of English at Old Dominion University.

Mr. Charles Lowe Lecturer, Department of Engineering Technology	\$72,000	8/25/22	12 mos
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Mr. Lowe received an M.S. in Aerospace Engineering, a B.S. in Mechanical Engineering and is enrolled in the Ph.D. program in Aerospace Engineering at Old Dominion University. Previously he was an Adjunct Instructor in the College of Engineering and Technology at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Susan Matherne Visiting Assistant Professor, Department of Art	\$65,000	7/25/22	10 mos

Ms. Matherne received an M.F.A. in Graphic Design from Vermont College of Fine Arts and a B.A. in Journalism from Northwest Missouri State University. Previously she was a Full-Time Instructor in the Visual Art and Design Department at Southeastern Louisiana University.

Dr. Felix Ringer Assistant Professor, Department of Physics (Tenure Track)	\$105,000	6/25/22	12 mos
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Dr. Ringer received a Ph.D. in Physics from the Institute for Theoretical Physics, University of Tübingen, Germany. Previously he was a Simons Foundation Bridge Fellow in the C.N. Yang Institute for Theoretical Physics at Stony Brook University. (Joint appointment with Jefferson Lab Theory Center; appointment ½ funded by Jefferson Lab)

Ms. Salih Sarp Lecturer, Department of Engineering Technology	\$60,000	7/25/22	10 mos
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Ms. Sarp received an M.Sc. in Electrical and Computer Engineering from George Washington University, a Bachelor of Science in Electronics and Communications Engineering from Dogus University, Turkey and is expected to receive a Ph.D. in Electrical Computer Engineering from Virginia Commonwealth University. Previously she was a Graduate Research Assistant in the IoT and Cybersecurity Lab at Virginia Commonwealth University.

Ms. Jadwiga Staniszevska-De Mott Lecturer, Department of English	\$48,300	7/25/22	10 mos
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Ms. Staniszevska-De Mott received a Master of Arts in Humanities from Old Dominion University and a Master of Arts in English Philology from Jagiellonian University, Poland. Previously she was a Teacher at the Hague School and an Adjunct ndm (y, a)4 (2 (a)4 (s)-1 (i)-2 (i)-2 un)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Margaret Thornton Lecturer, Department of Educational Foundations and Leadership	\$63,000	7/25/22	10 mos

Dr. Thornton received a Ph.D. in Administration and Supervision, an M.Ed. in Secondary English and a B.A. in English from the University of Virginia. Previously she was a Visiting Instructor at the University of Dayton.

Dr. Elizabeth Wallace Assistant Professor, Department of Ocean and Earth Sciences (Tenure Track)	\$85,000	12/25/22	10 mos
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Dr. Wallace received a Ph.D. in Paleoceanography from Massachusetts Institute of Technology and a B.S. in Civil Engineering and Philosophy from the University of Virginia. Previously she was a Pan and Rice Academy Postdoctoral Fellow in the Department of Earth, Environmental, and Planetary Sciences at Rice University.

Dr. Pengfei Wang Assistant Professor, Department of Civil and Environmental Engineering (Tenure Track)	\$90,000	7/25/22	10 mos
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Dr. Wang received a Ph.D. in Civil Engineering, an M.S. in Statistics and an M.S. in Civil Engineering from the University of California, Los Angeles and a B.E. in Transportation Engineering from Tongji University, China. Previously he was a Teaching Assistant at the University of California, Los Angeles.

Dr. Ginger S. Watson Visiting Research Associate Professor, Virginia Modeling, Analysis & Simulation Center	\$165,000	7/25/22	12 mos
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Dr. Watson received a Ph.D. in Instructional Design and Technology from the University of Iowa and an M.S.Ed. in Curriculum and Instruction and a B.S. in Business Education from Southern Illinois University. Previously she was an Associate Professor for Instructional Technology, Learning Sciences, and Simulation Curriculum, Instruction, and Special Education at the University of Virginia. (Designated as Director of the Learning Systems Laboratory)

Ms. Tracy Rice Weber Lecturer, Department of English	\$50,842	8/10/22	10 mos
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Ms. Weber received an M.F.A. in Creative Writing/Poetry from Old Dominion University and a B.A. in English from Longwood College. Previously she was an Adjunct Assistant Professor in the Department of English at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Clayton Wright Lecturer, Department of Biological Sciences	\$69,000	6/10/22	12 mos

Dr. Wright received a Ph.D. in Biomedical Sciences from Eastern Virginia Medical School and a B.S. in Biology from Livingstone College. Previously he was Assistant Professor of Practice/Lecturer in the Department of Biological Sciences at Old Dominion University.

Dr. Jian Xie Visiting Assistant Professor, Department of Biological Sciences	\$50,000	7/10/22	10 mos
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Dr. Xie received a Ph.D. in Biochemistry and Biophysics from Rensselaer Polytechnic Institute and a Master of Science from the Department of Microbiology and a Bachelor of Science from the Department of Virology at Wuhan University, China. Previously he was an Associate Research Scientist and Postdoctoral Associate at Yale School of Medicine and Yale Cancer Center.

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>
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<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Robert Cooper Director of Trio Upward Bound Program, Center for Advising Administration and Academic Partnerships	\$75,000	8/25/22	12 mos

Mr. Cooper earned an Ed.D. in Organizational Leadership from Grand Canyon University. Previously he was Interim Director and a Counselor/Coordinator of the Upward Bound Program at Old Dominion University.

Ms. Alaisa Core	\$47,586	7/25/22	12 mos
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<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Joy Himmel Director of Counseling Services	\$126,000	7/10/22	12 mos

Dr. Himmel received a Doctorate in Counseling Psychology from California Southern University, an M.A. in Community Counseling from Indiana University of Pennsylvania, and a B.S. in Nursing from State University of New York-Plattsburg. Previously she was Coordinator for Cecil County Outpatient Behavioral Health. Dr. Himmel also served as a Psychotherapist for Bodhi Counseling in Maryland and a private consultant for health care organizations in Chesapeake, Virginia.

Mr. Bryon Hinson Coordinator, Esports, Student Engagement & Enrollment Services	\$40,000	6/10/22	12 mos
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Mr. Hinson received a B.S. in Mechanical Engineering from Catholic University of America and is pursuing an M.S. in Computer Science at Old Dominion University. Previously, he worked as a Graduate Assistant of Esports at Old Dominion University.

Ms. Mandy Hippenstiel Instructional Designer, Digital Learning	\$70,000	8/10/22	12 mos
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Ms. Hippenstiel earned a Master of Science in Instructional Technology from Bloomsburg University and a B.A. in Behavioral Science from Drew University. Previously she was an Instructional Designer

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Kenneth B. Kahn Dean, Strome College of Business and Professor	\$305,000	9/1/22	12 mos

Dr. Kahn earned a Ph.D. in Marketing and a Master of Science in Industrial Engineering from Virginia Tech and a Bachelor of Industrial Engineering from Georgia Tech. Previously he served as Dean and Professor at Cleveland State University's Monte Ahuja College of Business. Before joining Cleveland State, Kahn served as Senior Associate Dean of the School of Business at Virginia Commonwealth University (VCU) and a Professor of Marketing. He also served as the inaugural executive director of the VCU da Vinci Center, a unique collegiate model advancing innovation and entrepreneurship through cross-disciplinary collaboration. Prior to VCU, he held leadership and faculty positions at Purdue University, The University of Tennessee, and Georgia Tech. Kahn's teaching and research interests include product innovation, product management and demand forecasting of current and new products. He has published over 50 articles in prestigious journals, authored three books on product planning and forecasting, and edited the PDMA Handbook on New Product Development. Kahn is broadly recognized as one of the world's leading researchers in the field of innovation management. In Spring 2021, he was named to Stanford University's list of the Top 2% Most Cited Researchers in the World. (Salary includes \$50,000 stipend for serving as Dean of the Strome College of Business)

Ms. Emma Kearley Advisor/Success Coach, Student Engagement & Enrollment Services	\$47,000	7/25/22	12 mos
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Ms. Kearley received a B.A. in Sociology with a concentration in Social Welfare from the University of North Florida and an M.S. in Higher Education with a focus in Educational Leadership from Old Dominion University. Previously she was a Graduate Assistant for the Office of Leadership at Old Dominion University.

Ms. Toresha King Associate Director of Outreach, Alumni Relations	\$54,000	8/25/22	12 mos
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Ms. King earned a Bachelor's in Mass Communications from Virginia Commonwealth University. Previously she was the Assistant Director of Special Events in Alumni Relations at ODU. Prior to that she served as the Annual Fund Manager with the Virginia Symphony Orchestra.

Ms. Tarin Kovalik Creative Project Manager, Academic Affairs, Virginia Degree Completion Network	\$69,500	6/25/22	12 mos
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Ms. Kovalik received a Bachelors in English from West Virginia University and a Master of Fine Arts in Creative Writing from Old Dominion University. Previously she managed content development and was a team lead for Outbound Engine and GoDaddy. She also taught at ODU as an English Composition Instructor.

Effective

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Nathan Owens Study Abroad Coordinator, Center for Global Engagement	\$46,000	8/25/22	12 mos

Mr. Owens received a Master of Arts in French Linguistics from the University of Illinois at Urbana-Champaign and a Bachelor of Arts in French from Southern Illinois University at Carbondale. He most recently taught French courses and advised students at Old Dominion University and Tidewater Community College. He also has

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Stephanie Rudolph Advisor/Success Coach, Student Engagement & Enrollment Services	\$47,000	7/25/22	12 mos

Ms. Rudolph received a Bachelor of Science in Communications and Unmanned Systems with a focus in Public Relations from Indiana State University. She is currently pursuing her M.S. in Higher Education with a focus in Student Affairs from Old Dominion University. Rudolph previously worked as an Admissions Counselor at Old Dominion University and as a Campus Recruiter in the Office of Admissions at Indiana State University.

Mr. Benjamin Smeriglio Assistant Director of Student Support Services	\$50,000	5/31/22	12 mos
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<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Marcelina Wade Academic Advisor, College of Health Sciences	\$48,000	8/10/22	12 mos

Ms. Wade earned a Master of Science in Sports Administration from Canisius College and a Bachelor of Science in Public Health from Syracuse University. Previously she served as an Academic Advisor at Thomas Nelson Community College and Tidewater Community College.

Ms.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. André Wiggins Academic Technology Services, Technical Support Manager, Digital Learning	\$62,000	7/25/22	12 mos

Mr. Wiggins completed his Bachelor of Science degree in Mass Communications from Norfolk State University. Previously he worked in Academic Technology Services in the Gornto Hall Operations Center and in the Network Operations Center providing operational and technical support for online faculty, staff, and students in online classes and events.

Ms. Ana Williams Associate Director for Black and Latinx Initiatives, Student Engagement & Enrollment Services	\$61,500	7/25/22	12 mos
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Ms. Williams earned a B.A. in Communications & Public Relations from State University of New York, a Master of Arts in Teaching from Marian University, and an Ed.S. in Advanced Educational Leadership from Regent University. Previously, she was Interim Associate Director for Intercultural Relations at Old Dominion University.

Ms. Brittany Williams Coordinator, Membership Services, Recreation & Wellness	\$40,000	7/25/22	12 mos
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Ms. Williams received a B.A. in Recreational Leadership and Sports Studies from Eastern Mennonite University and an M.S.Ed. from James Madison University in Sport and Recreation Leadership. Previously, she worked as a Graduate Assistant of Member Services at James Madison University.

Mr. Roderick Williams Residence Hall Director	\$38,850	7/25/22	12 mos
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Mr. Williams earned both his Bachelor of Arts in Geography and Master of Science in Applied Behavior Analysis from The University of Memphis. Previously he served as a Residence Life Coordinator at The University of Memphis and Behavior Analyst for the Tennessee Department of Intellectual & Developmental Disabilities.

Dr. Vicki Williams	\$155,000	6/25/22	12 mos
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<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Katherine Winstead Reichner Executive Director of Student Engagement and Traditions, Student Engagement & Enrollment Services	\$85,000	7/25/22	12 mos

Dr. Winstead Reichner holds a Doctor of Philosophy in Educational Policy, Planning, and Leadership from the College of William and Mary, and a Master of Arts in Higher Education and Student Affairs Leadership and a B.A. in Organizational Communication from Western Michigan University. She previously served as the Associate Director for Student Activities at Christopher Newport University and as the Program Coordinator for Special Events and Programs at the University of Maryland.

Ms. Ryan Witzig Virginia DECA Specialist, Darden College of Education and Professional Studies	\$62,379	8/25/22	12 mos
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Ms. Witzig received a B.S. in Occupational and Technical Studies from Old Dominion University and a Master of Public Administration from DeVry University. She has worked as a marketing teacher, the Virginia DECA specialist, and the Director of Learning and Assessment for DECA, Inc., and currently consults with several states around the country regarding their state association.

Mr. Pierce Yarberry Assistant Athletic Media Relations Director	\$40,000	8/15/22	12 mos
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Mr. Yarberry received a B.S. in English from Christopher Newport University and an M.S. in Sport Management from Old Dominion University. Previously he worked as an Assistant Director of Athletics Communications at Elon University and also worked in Sports Information at Alcorn State University, Presbyterian College, The Apprentice School, and Old Dominion University.

Ms. Farrah Young Athletic Academic Advisor	\$44,000	5/25/22	12 mos
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Ms. Young received a Master of Arts, Sports and Recreation Management from Kent State University and a B.A. in Sports Management from Lenoir-Rhyne University. Previously she was a Student Athlete Academic Advisor at Southern Illinois University.

EMERITUS/EMERITA APPOINTMENTS

RESOLVED, that upon the recommendation of the Academic and Research Advancement

education stakeholders at the local, state, and national levels. Furthermore, his commitment to the community is evidenced through the time he spent as a member of the School Board of the City of Norfolk and on the Epilepsy Foundation of Virginia Board.

Committee members received a report on promotions in academic rank effective for 2022-2023. Dr. Orlando Ayala, SACSCOC Faculty Lead for Compliance and Associate Professor of Engineering Technology, presented an update on the SACSCOC Reaffirmation of Accreditation.

Dr. Shannon Robinson, Associate Vice President for Research and Executive Director of the ODU Research Foundation, presented an overview of the Research Foundation. Dr. John Nunnery, Associate Vice President for Research, presented information on the Carnegie Classification and where ODU stands on the various measures.

ADMINISTRATION AND FINANCE COMMITTEE

Mr. Broermann, chair of the Administration and Finance Committee, reported that Vice President for Administration and Finance and Chief Financial Officer Chad Reed briefed the Committee on the University's Debt Management Report. The report included a brief review of the Debt Management Policy, the primary financial vehicles utilized by the University for capital improvements, a summary of auxiliary reserves, and looked back at

Background:

the fiscal accounts and operations of the University, including budget, investments, and the impact of the foregoing on the University's overall fiscal condition, mission, and purpose. The Committee has such authority as provided for Board of Visitors By-

Chair shall evaluate the Committee's performance and individual member participation on a regular basis.

Meetings

Meetings of the Committee will occur in conjunction with regular meetings of the Board of Visitors, which happen no less frequently than four (4) times each year on such dates and in such places as may be set by the Rector and the Board of Visitors. The Committee will have the authority to convene additional meetings as circumstances require. All Committee members are expected to attend each meeting. The Committee will invite members of management, or others, to attend meetings to provide pertinent information, as necessary. Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials. Minutes will be prepared and distributed in advance of subsequent meetings.

Administrative Liaison

The Vice President for Administration and Finance will serve as the administrative liaison to the Committee and will work with the Chair and the President in the development of meeting agendas, preparing meeting minutes, and any other support as needed.

Athletics Committee Charter

General Description of Authority

The Intercollegiate Athletics Committee ("Committee") is a standing committee of the Old Dominion University Board of Visitors ("Board"). The purpose of the Committee is to assist in meeting University goals and priorities by supporting the mission and strategic goals for Old Dominion University Athletics.

Membership

The Committee shall consist of all members of the Board.

Roles and Responsibilities

- a. The Committee shall support the mission of Old Dominion University by reviewing and monitoring Old Dominion University's mission-driven intercollegiate athletics program

Meetings

3. Reports of invited representatives and anticipated issues or resolutions requiring Board decisions under unfinished and new business and the point or points during the meeting where public comment will be accepted will be specified in the published pre-meeting agenda. Such agenda shall be distributed to all Board members at least seven days prior to each regularly scheduled Board meeting.
4. Supplementary agenda items originating after distribution of the pre-meeting agenda shall be provided to all Board members as soon as they are identified.
5. The Rector shall confer with all active committee chairs at least 15 calendar days before an Executive Committee meeting to determine if there are agenda items to be considered at that meeting before canceling such meeting.

Order of Business

The order of business shall be as follows, unless modified by the Rector with the approval of the Board:

- Convene Meeting
- Approval of Minutes of Previous Meeting
- Special Presentations (if any)
- Public Comment (if allowed)
- Rector's Report
- President's Report
- Reports of Standing Committees
- Reports of Special Committees
- Reports of Invited Representatives, if any
- Motion for Closed Session, if any
- Reconvene in Open Session and Freedom of Information Act Certification
- Call for Unfinished Business
- Call for New Business
- Adjournment

Public Comment

Public comment shall be taken upon request of interested parties to an agenda issue. The request must be made in writing via the Executive Secretary to the Board to the Rector and President in accordance with the timeline provided in the meeting notice. The points at which public comment will be accepted shall be specified in the published meeting agenda.

Closed Meetings

While convened in closed meetings, board members must be confident that they may engage in full and open discussion of legitimate closed meeting topics without fear or concern that comments, or statements made therein will be revealed or disclosed outside the presence of the convened body. All board members and invited guests present during closed meetings should be mindful that the confidentiality of discussions is dependent on informed recognition of the confidential and potentially sensitive nature of such dialogue. Disclosure of information or

Voting

1. The authority of the Board rests in its majority, therefore, Board voting on issues or candidates for a position shall require a majority of votes cast, versus a plurality, to pass a motion or elect an officer or representative, except where otherwise specified.
2. In cases where there are more than two choices, the following shall apply. If on the first ballot,

2. Participation by a member of the Board of Visitors under Item 1 above shall be authorized only under the following conditions:
 - A. A quorum of the Board of Visitors is physically assembled at the primary or central meeting location.
 - B. The meeting notice identifies the primary or central meeting location and any remote location open to the public, **as well as**

~~meeting on its website; and (iv) the board distributes minutes of meetings by the same method used to provide notice of the meeting.~~

Requirements for electronic meetings under an emergency declaration include the following:

1. Public notice must be given using the best available method given the nature of the emergency and must be given at the same time notice is provided to the members of the Board.

2. Arrangements for public access to the meeting through electronic means including, to the extent practicable, videoconferencing technology must be made. ~~If the means of communication allows, opportunity for comment must also be provided to the public.~~

3. Provide the public with the opportunity to comment at the meeting if public comment is to be received.

~~3.4.~~ The nature of the emergency, the fact that the meeting was held by electronic communication means, and the type of electronic communication means by which the meeting was held must be stated in the meeting minutes.

NUMBER: 1402

TITLE: Reappointment/Annual Review or
Nonreappointment of Faculty

APPROVED: June 12, 1980; Revised June 20, 1985; Revised June 16, 2011; Revised April 26, 2013 (eff. 6/1/13);
Revised June 14, 2018 (eff. 7/1/18); Revised June 13, 2019 (eff. 7/1/19); Revised June 18, 2020 (eff. 7/1/20)

SCHEDULED REVIEW DATE: June 2025

I. Board of Visitors Policy

A. Nature of Appointment

1. Unless tenure has been awarded by the university, all appointments of full-time faculty are on an annual, temporary, or probationary basis, renewable one year at a time at the discretion of the university.
2. In some cases, appointments for a period of less than one academic year may be made, for example, initial appointments at mid-year or emergency one-semester appointments.

II. Guidelines

- A. Consideration of reappointment or nonreappointment will be according to a timetable distributed by the Office of the Provost and Vice President for Academic Affairs.¹ Consideration takes place early in the second semester for faculty members in their first year of service and early in the first semester for faculty members in the second or subsequent year of service.
- B. For instructors, assistant professors, lecturers, clinical assistant professors, research assistant professors, and untenured associate professors and professors, the initial consideration will be by the departmental tenure and promotion committee unless they are in the first year and have been appointed mid-year. For senior lecturers, master lecturers, research associate professors, research professors, clinical associate professors, and clinical professors, initial consideration will be by the department chair, except for those years when the faculty member is undergoing their sixth year review (see III.B. below).
- C. In the case of financial constraints or demonstrable overstaffing of departments, the dean or the provost and vice president for academic affairs may require that the number of probationary tenurable and nontenable faculty members in the department be reduced.
- D. Faculty members who were appointed as instructors with the expectation that the terminal degrees would be completed may not be reappointed before the award of the degree unless prior approval has been obtained from the provost and vice president for academic affairs. (See the Board of Visitors Policy on Academic Rank and Criteria for Ranks.)
- E. If the critical requirements of the position of a probationary tenurable faculty member are changed so as to affect the primary duties expected of the faculty member, and hence his or her consideration for tenure, the faculty member shall be fully and promptly informed of the changes in writing at least one semester before the changes are implemented.

III. Procedures

- A. Reappointment or Nonreappointment of Probationary Tenure-Track Faculty²
 1. The departmental promotion and tenure committee and all subsequent persons considering the case will take into consideration the formal evaluations of the faculty member's performance by the chair (unless the faculty member evaluated is the chair) and the dean, faculty information sheets, and any other relevant data, as well as the needs of the department.

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

2. These procedures will be suitably adapted for faculty members who hold interdisciplinary, interdepartmental or joint appointments or who hold appointments in a department with two or fewer tenured faculty members. 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 concerned and the provost and vice president for academic affairs.
3. Each department conducts an annual review of the probationary tenure-track faculty in that department (including the chair if untenured). This review is based on the performance of the individual faculty member and the needs of the department and is initially conducted by a committee consisting of tenured members of the department.
4. The departmental promotion and tenure committee recommends to the chair (or the dean in case the faculty member being evaluated is the chair) one of the following actions:
 - a. That the faculty member be considered for tenure through normal channels, if a sufficient probationary period has elapsed. (In this case, the faculty member is considered for tenure through the normal tenure procedures, and the remainder of this section does not apply.)
 - b. That the faculty member be offered an additional annual contract without tenure.
 - c. That the faculty member not be reappointed, that is, not be offered an additional contract if in the first or second year of service or offered a terminal contract for the succeeding year if in the third or subsequent year of service.
 - d. A copy of the committee's recommendation shall be supplied to the faculty member with reasons for the recommendation for appointment or nonreappointment.
5. Considering the written recommendation of this committee, the performance of the faculty member and the needs of the department, the chair (unless she or he is the faculty member being evaluated) makes a recommendation to the dean concerning reappointment or nonreappointment of each individual probationary tenure-track faculty member and provides the faculty member with a copy of the recommendation.
6. Considering the recommendation of the departmental promotion and tenure committee and of the chair (unless she or he is the faculty member being evaluated) as well as the needs of the college, the dean makes a decision concerning reappointment or nonreappointment of each individual probationary tenure-track faculty member, notifies that faculty member in writing of this decision, and provides the faculty member and the provost and vice president for academic affairs with a copy of the decision letter.

- a. That the faculty member be offered an additional annual contract.
 - b. That the faculty member not be reappointed, that is, not be offered an additional annual contract.
3. A copy of the committee's recommendation shall be supplied to the faculty member with reasons for the recommendation for appointment or nonreappointment.
 4. Considering the written recommendation of this committee (in case section 2.b. above applies), the performance of the faculty member, and the needs of the department, the chair makes a recommendation to the dean concerning reappointment or nonreappointment of each individual nontenure-track faculty member and provides the faculty member with a copy of the recommendation.
 5. Considering the recommendations of the departmental committee (in case section 2.b. above applies) and of the chair, as well as the needs of the college, the dean makes a decision concerning reappointment or nonreappointment of each individual nontenure-track faculty member and notifies each faculty member of this decision. If the decision is not to reappoint the faculty members, the dean provides the faculty member and the provost and vice president for academic affairs with a copy of the decision letter.
 - a. If the dean decides not to reappoint a faculty member, the faculty member may request a review by the provost and vice president for academic affairs. The decision of the provost and vice president for academic affairs is final.
 - b. Notice of the dean's decision concerning reappointment or nonreappointment of nontenure-track faculty members shall be according to the following schedule:
 1. Not later than March 1 of the first academic year of service.
 - 2.

position, nor does it imply continuance of any specific work assignment within or outside the department in which tenure is granted.

III. Probationary Period

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

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

- B. The following do not count as part of the probationary period:
 - 1. Time in the rank of assistant instructor, lecturer, master or senior lecturer, faculty of practice, clinical faculty, artist-in-residence, performer-in-residence, writer-in-

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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

be rarely used. (Please refer to the policy on Initial Appointment of Teaching and Research Faculty for additional information on an initial appointment with tenure.)

2. A faculty member initially appointed to the rank of associate professor may be considered for tenure in the fourth year of service and would be notified of a tenure decision according to the schedule in the Teaching and Research Faculty Handbook. 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.
3. A faculty member may apply for early consideration for tenure, if the faculty member believes that he or she has met or exceeded the expectations of quantity and quality of achievements for teaching, scholarship, research, and service needed to qualify for tenure before the end of the normal probationary time period. The criteria for the award of tenure for such faculty will be the same as those who apply after the normal probationary time period, i.e., the total body of work must be equivalent to that expected after a normal probationary period. A faculty member who applies for early consideration for tenure and is denied tenure will be offered a terminal contract for the ensuing year. It is the sense of the Board of Visitors that only demonstrably exceptional faculty or faculty with equivalent experience at a commensurate rank at another accredited institution of higher education or national institutions will be awarded tenure under this clause. Demonstrably exceptional is defined as meeting or exceeding expectations for quantity and quality of achievements for teaching, scholarship, research, and service needed to qualify for tenure prior to the conclusion of the normal probationary period. Any faculty member considering an application for early consideration for tenure should first elicit feedback on this plan from the department chair, the dean, the provost and vice president for academic affairs, and the chair of the departmental Tenure Committee, in particular, in a case where no pre-tenure review has occurred yet.
4. A faculty member who applies for tenure before the end of the standard probationary period cannot withdraw from the tenure process after the provost and vice president for academic affairs has approved the final list of external reviewers (Section V.C.2.).

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.

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 based on the department's approved criteria for the evaluation of scholarly activity and research. 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 and promotion will be required to have their scholarship evaluated by no fewer than four external reviewers. If fewer than four reviews are received, the chair will choose additional reviewers alternately from the lists of the department promotion and tenure committee and of the candidates.
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 (a) (b) (c) (d) (e) (f) (g) (h) (i) (j) (k) (l) (m) (n) (o) (p) (q) (r) (s) (t) (u) (v) (w) (x) (y) (z) (aa) (ab) (ac) (ad) (ae) (af) (ag) (ah) (ai) (aj) (ak) (al) (am) (an) (ao) (ap) (aq) (ar) (as) (at) (au) (av) (aw) (ax) (ay) (az) (ba) (bb) (bc) (bd) (be) (bf) (bg) (bh) (bi) (bj) (bk) (bl) (bm) (bn) (bo) (bp) (bq) (br) (bs) (bt) (bu) (bv) (bw) (bx) (by) (bz) (ca) (cb) (cc) (cd) (ce) (cf) (cg) (ch) (ci) (cj) (ck) (cl) (cm) (cn) (co) (cp) (cq) (cr) (cs) (ct) (cu) (cv) (cw) (cx) (cy) (cz) (da) (db) (dc) (dd) (de) (df) (dg) (dh) (di) (dj) (dk) (dl) (dm) (dn) (do) (dp) (dq) (dr) (ds) (dt) (du) (dv) (dw) (dx) (dy) (dz) (ea) (eb) (ec) (ed) (ee) (ef) (eg) (eh) (ei) (ej) (ek) (el) (em) (en) (eo) (ep) (eq) (er) (es) (et) (eu) (ev) (ew) (ex) (ey) (ez) (fa) (fb) (fc) (fd) (fe) (ff) (fg) (fh) (fi) (fj) (fk) (fl) (fm) (fn) (fo) (fp) (fq) (fr) (fs) (ft) (fu) (fv) (fw) (fx) (fy) (fz) (ga) (gb) (gc) (gd) (ge) (gf) (gg) (gh) (gi) (gj) (gk) (gl) (gm) (gn) (go) (gp) (gq) (gr) (gs) (gt) (gu) (gv) (gw) (gx) (gy) (gz) (ha) (hb) (hc) (hd) (he) (hf) (hg) (hh) (hi) (hj) (hk) (hl) (hm) (hn) (ho) (hp) (hq) (hr) (hs) (ht) (hu) (hv) (hw) (hx) (hy) (hz) (ia) (ib) (ic) (id) (ie) (if) (ig) (ih) (ii) (ij) (ik) (il) (im) (in) (io) (ip) (iq) (ir) (is) (it) (iu) (iv) (iw) (ix) (iy) (iz) (ja) (jb) (jc) (jd) (je) (jf) (jg) (jh) (ji) (jj) (jk) (jl) (jm) (jn) (jo) (jp) (jq) (jr) (js) (jt) (ju) (jv) (jw) (jx) (jy) (jz) (ka) (kb) (kc) (kd) (ke) (kf) (kg) (kh) (ki) (kj) (kk) (kl) (km) (kn) (ko) (kp) (kq) (kr) (ks) (kt) (ku) (kv) (kw) (kx) (ky) (kz) (la) (lb) (lc) (ld) (le) (lf) (lg) (lh) (li) (lj) (lk) (ll) (lm) (ln) (lo) (lp) (lq) (lr) (ls) (lt) (lu) (lv) (lw) (lx) (ly) (lz) (ma) (mb) (mc) (md) (me) (mf) (mg) (mh) (mi) (mj) (mk) (ml) (mm) (mn) (mo) (mp) (mq) (mr) (ms) (mt) (mu) (mv) (mw) (mx) (my) (mz) (na) (nb) (nc) (nd) (ne) (nf) (ng) (nh) (ni) (nj) (nk) (nl) (nm) (nn) (no) (np) (nq) (nr) (ns) (nt) (nu) (nv) (nw) (nx) (ny) (nz) (oa) (ob) (oc) (od) (oe) (of) (og) (oh) (oi) (oj) (ok) (ol) (om) (on) (oo) (op) (oq) (or) (os) (ot) (ou) (ov) (ow) (ox) (oy) (oz) (pa) (pb) (pc) (pd) (pe) (pf) (pg) (ph) (pi) (pj) (pk) (pl) (pm) (pn) (po) (pp) (pq) (pr) (ps) (pt) (pu) (pv) (pw) (px) (py) (pz) (qa) (qb) (qc) (qd) (qe) (qf) (qg) (qh) (qi) (qj) (qk) (ql) (qm) (qn) (qo) (qp) (qq) (qr) (qs) (qt) (qu) (qv) (qw) (qx) (qy) (qz) (ra) (rb) (rc) (rd) (re) (rf) (rg) (rh) (ri) (rj) (rk) (rl) (rm) (rn) (ro) (rp) (rq) (rr) (rs) (rt) (ru) (rv) (rw) (rx) (ry) (rz) (sa) (sb) (sc) (sd) (se) (sf) (sg) (sh) (si) (sj) (sk) (sl) (sm) (sn) (so) (sp) (sq) (sr) (ss) (st) (su) (sv) (sw) (sx) (sy) (sz) (ta) (tb) (tc) (td) (te) (tf) (tg) (th) (ti) (tj) (tk) (tl) (tm) (tn) (to) (tp) (tq) (tr) (ts) (tt) (tu) (tv) (tw) (tx) (ty) (tz) (ua) (ub) (uc) (ud) (ue) (uf) (ug) (uh) (ui) (uj) (uk) (ul) (um) (un) (uo) (up) (uq) (ur) (us) (ut) (uu) (uv) (uw) (ux) (uy) (uz) (va) (vb) (vc) (vd) (ve) (vf) (vg) (vh) (vi) (vj) (vk) (vl) (vm) (vn) (vo) (vp) (vq) (vr) (vs) (vt) (vu) (vv) (vw) (vx) (vy) (vz) (wa) (wb) (wc) (wd) (we) (wf) (wg) (wh) (wi) (wj) (wk) (wl) (wm) (wn) (wo) (wp) (wq) (wr) (ws) (wt) (wu) (wv) (ww) (wx) (wy) (wz) (xa) (xb) (xc) (xd) (xe) (xf) (xg) (xh) (xi) (xj) (xk) (xl) (xm) (xn) (xo) (xp) (xq) (xr) (xs) (xt) (xu) (xv) (xw) (xx) (xy) (xz) (ya) (yb) (yc) (yd) (ye) (yf) (yg) (yh) (yi) (yj) (yk) (yl) (ym) (yn) (yo) (yp) (yq) (yr) (ys) (yt) (yu) (yv) (yw) (yx) (yy) (yz) (za) (zb) (zc) (zd) (ze) (zf) (zg) (zh) (zi) (zj) (zk) (zl) (zm) (zn) (zo) (zp) (zq) (zr) (zs) (zt) (zu) (zv) (zw) (zx) (zy) (zz)

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. Every reasonable effort should be made to ensure that there are at least three full 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. The representative from a tenure candidate's department will participate in deliberations in the candidate's case but will not cast a vote.

7. 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.⁵ 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. The representative from a tenure candidate's college will participate in deliberations in the candidate's case but will not cast a vote.
8. Any committee member who participates in the tenure process votes at most only once on any particular case.
9. In order to ensure transparency, fairness, and equity in the internal review process, a faculty member or administrator who participates in the tenure process must disclose any potential conflict of interest that might undermine the credibility of the process. The chair of the department (or replacement, see section V.B.) will work in consultation with the

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- E. The committee or group of tenured faculty makes its recommendations to the chair (or replacement, see section V.B.) together with reasons for the recommendation (including a minority statement in the case of a non-unanimous vote). All committee members shall vote yes or no through a secret ballot, after participating (either in person or remotely) in the deliberation of the committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. The chair of the committee shall record the names of all members participating in the discussion and voting in the recommendation letter, as well as the total number of votes in favor and against. Only those faculty present as the candidate is being interviewed during the deliberations can participate in drafting or approving the letter. In instances of a non-unanimous vote, the minority opinion must be included in the committee recommendation and the minority must be given the option to write a minority opinion. A copy of the recommendation letter will be sent to the faculty member by the chair of the committee. Considering this recommendation, the department chair (or replacement, unless the dean is acting in the chair's stead, see section V.B.) makes an additional evaluation and recommendation concerning tenure. A copy of that review and recommendation letter will be sent to the faculty member and the dean by the chair of the department.
- F. If either the tenured faculty (or their committee), or the chair (or replacement, see section V.B.), or both recommend tenure, the credentials of the faculty member together with the recommendations of the tenured faculty (or their committee) and the chair (or replacement, see section V.B.) are forwarded to the tenure committee of the college, which examines the facts and the recommendations and makes a recommendation to the dean. All eligible committee members shall vote yes or no through a secret ballot, after participating (either in person or remotely) in the deliberation of the committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. Members who are eligible to vote on a specific candidate's tenure application are defined in section V.D.4. In instances of a non-unanimous vote of all eligible voting members, the minority opinion must be included in the committee recommendation and the minority must be given the option to write the minority opinion. A copy of the recommendation letter will be sent to the faculty member by the chair of the committee.
- G. If neither the departmental committee nor the chair (or replacement, see section V.B.) recommends tenure for the faculty member, tenure is not granted in the ensuing year. The 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 through a secret ballot. In instances of a non-unanimous vote, the minority opinion must be included in the committee recommendation and the minority must be given the option to write the minority opinion. 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, within two weeks, a further review by the provost and vice president for academic affairs, who makes a final determination concerning further consideration of tenure.

- H. The dean of the college examines the facts and all previous recommendations and makes a recommendation concerning tenure, which is forwarded to the provost and vice president for academic affairs, with a copy to the faculty member.
- I. 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) concerning tenure, which is forwarded to the provost and vice president for academic affairs. All eligible committee members shall vote yes or no through a secret ballot, after participating (either in person or remotely) in the deliberation of the committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. Members who are eligible to vote on a specific candidate's tenure application are defined in section V.D.5. In instances of a non-unanimous vote of all eligible voting members, the minority opinion must be included in the committee recommendation and the minority must be given the option to write the minority opinion. The Office of the Provost will provide a copy of the recommendation letter to the dean of the college, the department chair and the faculty member.
- J. 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 (if tenured) and dean concerned.
- K. 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 according to the schedule in the Teaching and Research Faculty Handbook 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.
- L. If the determination of the provost and vice president for academic affairs is against tenure, the faculty member is notified according to the schedule in the Teaching and Research Faculty Handbook that a terminal contract will be offered for the ensuing year.
- M. The faculty member may request, within two weeks, 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 within one month. 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 within two weeks. (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.

- N. Copies of the recommendation 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 March 1 to the Provost (November 22 for faculty hired mid-year).
- O. 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.

VI. Pre-Tenure Review

- A. The concept of a major review of faculty performance is intended to serve the purpose of giving the faculty member a clear indication of progress toward tenure and to offer constructive suggestions for self-improvement.
- B. Non-tenured faculty members, without prior teaching experience, who are in their third year of probationary service at Old Dominion University will receive a major faculty review. This review will be conducted by the dean and will begin in the spring of the third year of faculty service (fall of the third calendar year of service for faculty hired mid-year).⁶ [hiuggx\(nu\)-10 \(r\)3d-2 \(n\)-yon Tc -\[s5 \(\)4 \(1, \)-9.90.026 \(a\) \(on of\)3 \(\(ogry \(l\)-2e\)4\(ma](#)

The Committee also discussed the need for the Bylaws to be updated to reflect the new responsibilities of the three newly renamed committees. The Committee voted to refer Sections 4.02.d, Audit, Compliance, and Human Resources Committee, 4.02.f, Student Enhancement & Engagement and Digital Learning Committee, and 4.02.g., University Advancement and University Communications Committee to the administration to work with their respective committee chairs for proposed revisions for approval in December, with a due date of November 1 to ensure that the 30-day notice requirement is met.

The Committee discussed a proposed timeline for the review and approval of the eleven remaining Board policies that are older than five years and are requesting President Hemphill to assign the review of the policies to the appropriate Vice President for revisions to be reviewed by the President and University Counsel and submit to Donna by November 18 for inclusion on the Governance Committee's agenda and approval by the Board at the December meeting. It is also understood that some of these policies may need to be reviewed by the Faculty Senate and require a longer timeframe to complete that review.

STUDENT ENHANCEMENT & ENGAGEMENT AND DIGITAL LEARNING COMMITTEE

Ms. Allmond, chair of the Student Enhancement & Engagement and Digital Learning Committee, reported that Don Stansberry, Vice President for Student Engagement & Enrollment services, reported on the Fall 2022 opening. In total, Housing & Residence Life welcomed over 4,700 Monarchs back to campus. Over 300 faculty, staff, and students volunteered to assist with the move-in experience. During the weeks of August 23 and September 16, the Monarch Experience hosted 54 events and programs across campus. Dr. Stansberry provided division highlights for the fall semester, including the branding of on-campus neighborhoods to encourage a sense of belonging among students. He also covered the Every Campus a Refuge (ECAR) program, the Virginia Symphony Orchestra (VSO) Fellowship, First-Year Summer Institute, First-Year Service Experience, and a review of the Living Learning Communities' fall kickoff.

Dr. Joy Himmel, Director of Counseling Services, provided an update on mental health, including Counseling Services highlights and initiatives. Dr. Himmel shared the Office of Counseling Services' hours of operation and services provided to students seeking counseling.

Dr. Stansberry provided an enrollment update. He reviewed retention perc

audiences and target markets. Target audiences included degree completers, transfer students, military affiliated, and graduate students, and target markets included ten states with the highest interest and return. An overview and timeline for the rebranding of *ODUOnline* to *ODUGlobal* was shared. The brand strategy, color palette, logos, and timeline for the rebranding, set to take place from August through January of this year, was shared.

Antra Patel, student representative to the Board, introduced herself to the Committee and

2023-2028 STRATEGIC PLAN UPDATE

Ashley Schumaker, Chief of Staff and Vice President for Strategic Operations reported that the draft working copy of the 2023-2028 Strategic Plan was provided Wednesday via OnBoard and a hard copy is being distributed today. She explained that this is an expanded document from the one the Board reviewed at the retreat. At that time, Provost Austin Agho and Dr. Suzanne Wright reviewed the goals and strategies and outlined the process that we have been engaged in for the past year that have gotten us to this point. Her goal today is to outline the remainder of the strategic planning process and the opportunities the Board will have to continue to review and comment on the document.

She noted that President Hemphill outlined an aggressive plan for the development of the goals and strategies, and key performance indicators. He met individually with each of the 12 strategic planning groups and provided a charge. The groups engaged and discussed their and provided their recommendations as reflected in the document. Following her review, she and Provost Agho will answer any questions. They are also joined by Dr. Wojtowicz who led the writing team that produced much of the document.

During the August retreat, feedback was received regarding the length of the proposed Mission Statement. Since then, two versions of the Mission Statement have been proposed. One is the summary statement, which is a shorter version and can be likened to a 30-second “elevator pitch.” However, requirements from SCHEV and SACSCOC that necessitate the longer version to remain. The newer version reflects those changes. The latest version includes a number of introductory sections and articulates the strategic planning process in its entirety and includes information about the history of the University. About half of the document is provided in the form of key performance indicators arranged by focal area. These key performance indicators will form the basis by which updates, and progress reports are submitted twice per year that will be published on the Strategic Planning website.

Several new initiatives have been included in the Strategic Plan. It incorporates new activities and, to some extent, reinvigorates or expands existing initiatives in terms of scope and size. The KPIs will be approached in two parts; first, an inventory will be taken of what we currently do and will be assessed against best practices, and then a determination will be made as to whether it is revised in its entirety or make minor revisions. Vice President Schumaker noted that the current draft includes placeholders for data points including Fall 2022 benchmarks, enrollment projections, and graduation and retention rates.

The draft Strategic Plan will be distributed for a 30-day comment period from October 16 through November 15, 2022. Between now and then, the Board is welcoj0.1-

The Rector commended Vice President Schumaker and those involved in the preparation of the Strategic Plan for their work. He stated, in the form of a mandate rather than a request, that Board members share their feedback with Ashley by Friday, September 30. Vice President Schumaker offered to meet with individual members if desired; otherwise, feedback may be sent to her via email.

MOTION FOR CLOSED SESSION

The Rector recognized Ms. Dickeski, who read the following motion: “Mr. Rector, I move that this meeting be convened in closed session, as permitted by Virginia Code Section 2.2-3711(A), subsections (1), (6), and (7) for the purposes of discussing the assignment, appointment, and performance of specific employees; and the investment of public funds where competition or bargaining is involved, where, if made public initially, the financial interest of the University would be adversely affected; and consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in an open meeting would adversely affect the negotiating or litigating posture of the University. The motion was seconded and approved by all members present and voting (*Allmond, Broermann, Corn, Decker, Dickeski, Ellmer, Holland, Jones, Kemper, Middleton, Mitchum, Mugler, Pitts, Williams*).

In addition to the Board members in attendance, President Hemphill, asked the Cabinet members to attend the first part of the closed session.

RECONVENE IN OPEN SESSION AND FOIA CERTIFICATION

At the conclusion of Closed Session, the Rector reconvened the meeting and the following Freedom of Information Act Certification was read: “Any person who believes that the Board discussed items, which were not specifically exempted by law or not included in the motion, must now state where they believe there was a departure from the law or a departure in the discussion of matters other than that stated in the motion convening the closed session. I shall now take a roll call vote of the Board. All those who agree that only lawfully exempted matters and specifically only the business matters stated in the motion convening the closed session were discussed in closed session say “aye.” All those who disagree say “nay.” The certification was approved by roll-call vote (*Allmond, Bradley, Broermann, Corn, Decker, Dickeski, Ellmer, Holland, Jones, Kemper, Middleton, Mitchum, Mugler, Pitts, Williams*).

OLD/UNFINISHED BUSINESS

There was no old or unfinished business to come before the Board.

NEW BUSINESS

There was no new business to come before the Board.

With no further business to discuss, the meeting was adjourned at 11:10 a.m.