APPROVED BY BOARD 9/19/19

OLD DOMINION UNIVERSITY

BOARD OF VISITORS
Thursday, June 13, 2019

M I N U T E S

The Board of Visitors of Old Dominion University held its annual meeting on Thursday, June 13, 2019, at 9:00 a.m. in the Kate and John R. Broderick Dining Commons on the Norfolk campus. Present from the Board were:

Lisa B. Smith, Rector
Yvonne T. Allmond
Carlton F. Bennett
R. Bruce Bradley
Robert S. Corn
Jerri F. Dickseski
Alton J. Harris
Michael J. Henry
Larry R. Hill
Toykea S. Jones
Kay A. Kemper
Pamela C. Kirk
Ross A. Mugler
Donna L. Scassera
Stephen Greiling *(Student Representative)*

Absent were:
Unwanna Dabney
Maurice D. Slaughter
Robert M. Tata

Also present were:

John R. Broderick, President
Austin Agho
Bruce Aird
Mike Brady
Alonzo Brandon
Caitlyn Chandler
Jane Dané
Mary Deneen
Gregory DuBois
Morris Foster
Velvet Grant
Tiffany Hampton
Scott Harrison
Donna W. Meeks
Harry Minium
Earl Nance
Carrie Nee (OAG)
Brian Payne
September Sanderlin
Don Stansberry
Wood Selig
Amanda Skaggs
Deb Swiecinski
Rusty Waterfield
Jay Wright
Johnny Young

CALL TO ORDER AND PROPOSED 2019-2020 OPERATING BUDGET AND PLAN PRESENTATION

Rector Smith called the meeting to order at 9:06 a.m. and asked for a moment of silence in remembrance of the victims of the Virginia Beach Municipal Center shooting. She then called on Vice President Greg DuBois to present the administration's proposed operating and budget plan for 2019-2020. Vice President DuBois recognized the work of Deb Swiecinski, Bruce Aird and Tiffany Hampton in preparing the budget and asked Mr. Aird, University Budget Officer, to present the details of the proposal.

Mr. Aird noted the budget planning objectives, pointing out the University's commitment to balancing pricing with student affordability and institutional requirements. He reviewed operating trends over the last ten years, including a comparison of tuition & mandatory fees among the Virginia doctoral institutions, revenue trends from State, tuition & fee, and Federal stimulus sources, and expenditure trends.

Mr. Aird provided the Commonwealth's budget summary and noted the new operating and capital improvement resources that have been allocated. He provided details of the compensation increases for classified staff, faculty and administrators, noting that classified employees with three years of continuous service and a rating of contributor or above on their last performance evaluation will also be eligible for merit increases. The Appropriations Act also includes the creation of the Hampton Roads Biomedical Research Consortium comprised of ODU, UVa, EVMS, the Hampton Roads Community Foundation, and a private or non-profit hospital.

Mr. Aird reviewed the FY20 resource and allocation summary for E&G, financial aid and sponsored programs, and provided a breakdown of proposed E&G expenditures by program, noting that over 66% will be allocated to instruction and academic support. He provided a resource summary for auxiliary student fees and the proposed revenues and expenses for each of the auxiliary enterprises, highlighting initiatives planned for the coming year. He then illustrated the breakdown of resources and expenditures for all funds.

At the conclusion of the presentation, a motion to approve the following resolution was made, seconded, and unanimously approved by all members present and voting *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera).*

RESOLUTION APPROVING 2019-2020 OPERATING BUDGET PLAN PROPOSAL

RESOLVED, that upon the recommendation of the President, the Board of Visitors approves the proposed expenditure plan in the University's 2019-2020 Operating Budget and Plan Proposal.

EXPENDITURES	2019-20 Proposed Budget Plan
E&G	
Instruction	$155,952
Research & Sponsored Programs	$6,742
Public Service	$106
Academic Support	$49,118
Student Services	$18,987
Institutional Support	$36,040
Operations & Maintenance of Plant	$34,155
Scholarships & Fellowships	$8,586
Subtotal	**$309,686**
Auxiliary Services	$118,076
Grants & Contracts	$15,110
Gifts & Discretionary	$9,825
Scholarships & Fellowships	$75,421
Total University Expenditures	**$528,118**
Summary of University Revenues & Expenditures	
Revenues	**$530,724**
Expenditures	**$528,118**
Contributions to Fund Balances	**$2,606**

RECONVENE AND APPROVAL OF MINUTES

The Rector reconvened the meeting at 1:41 p.m. and called for approval of the minutes of the meeting held on April 25, 2019. Upon a motion made by Mr. Mugler and seconded by Mr. Harris, the minutes were unanimously approved by all members present and voting *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera).*

RECTOR'S REPORT

Ms. Smith thanked board members for their support during her first year as rector. During this past year she tried to incorporate tours and presentations into the meeting schedules to highlight the good work of the University and plans to continue that in the upcoming year. She welcomed suggestions from the board members for the quarterly meetings.

PRESIDENT'S REPORT

In his report to the Board, President Broderick noted the memorial service that was held at ODU for the victims of the Virginia Beach shooting, many of whom had ties to the University. Plans are underway for the construction of a permanent memorial on campus in their remembrance.

The President commented on the current enrollment situation. While the largest freshman class will enroll in the fall, the transfer market has been declining and graduate enrollment has remained level or increased slightly.

In his University update, President Broderick reported that the University was designated as a National Center of Academic Excellence in Cyber Operations by the National Security Agency. The program demonstrated the faculty research grants and publications related to the field of cyber operations and the capability to provide undergraduate curricula that satisfy necessary academic requirements. Only twelve programs in the county have this designation. In addition, Old Dominion University joined seven other universities as full members of the National Institute of Aerospace, a recognized leader in aerospace research, education and outreach. NIA leads and conducts research with government, academia and industry partners.

The School of Nursing was awarded a $1.45 million Health Resources and Services Administration (HRSA) grant for Veterans education and training as primary care RNs (VET-PRN). Research will focus on preparing a knowledgeable, skilled and sustainable veteran-focused primary care nursing workforce.

The LeADERS Program connects students to enriching courses and active-learning experiences resulting in a competitive edge in their chose careers. Students complete three credit hours in course designations that include: **Le**adership, **A**cademic Internship, **D**iversity, **E**ntrepreneurship, **R**esearch, and **S**ervice Learning. Participants completing the requirements graduate with gold, silver or bronze designations. More than 500 students have completed interest forms and 100 students received LeADERS designations upon graduation this past year.

The Center for Social Mobility hosted a Virginia workshop on social mobility funded by a grant from the State Council for Higher Education in Virginia. ODU also hosted the second annual National Social Mobility Symposium. Both events featured national leaders on social mobility, including representatives from Education Trust and *U.S. News & World Report*.

The Fundraising Initiative continues to go well, with $146.9 million raised to date. This includes $10 million raised for the stadium project, including a $1 million gift from TowneBank for a new video board.

The University extended its contract with Aramark for five years through 2030. The contract includes $100,000 per year for ten years for the scholarship fund and an additional $9.5 million in capital funding, for a total of $14.5 million due now through 2030. The University has also secured a sponsorship from Chartway Federal Credit Union for the Ted Constant Convocation Center arena worth $4.25 million over ten years. The President recognized Vice President DuBois and his staff for these initiatives that will benefit students through scholarships and updated facilities.

Conference USA added the NFL Network as one of its television partners. The partnership includes ten televised Conference USA games each year for the next four years. This flagship network reaches 65 million homes and will increase the conference's visibility.

Jim Schaeffer, former Dean of the College of Continuing Education and Professional Development, was named president of Eastern Shore Community College.

At the conclusion of his report, President Broderick recognized Mike Henry, Donna Scassera, and Bob Tata, whose terms of service on the Board will end June 30. Yvonne Allmond was reappointed for a second term and three new members will be joining the Board.

REPORTS OF STANDING COMMITTEES

AUDIT AND COMPLIANCE COMMITTEE

The Rector called on Mr. Mugler for the report of the Audit and Compliance Committee. Mr. Mugler reported that the Committee held the first part of its meeting in closed session to discuss the evaluation of the Chief Audit Executive.

Ms. Holly Stout from the Auditor of Public Accounts presented the audited financial statement for the year ended June 30, 2018. She reported that the financial statements are presented fairly in all material respects. The audit found internal control deficiencies requiring management's attention that are not considered material weaknesses and instances of noncompliance or other matters required to be reported under Government Auditing Standards. These instances have or are being addressed by management.

Mr. Doug Streit, Chief Information Security Officer, briefed the Committee on the University's risk management program as part of a comprehensive IT security program. He provided examples of current initiatives focused on 2-factor authentication and business email compromise email scams.

Ms. Amanda Skaggs, Chief Audit Executive, reported on the status of the FY 2019 Audit Plan. She reviewed the active audit projects and other initiatives, including the quality assurance review, as well as the annual risk assessment process upon which the FY 2020 Audit Plan is developed. At the conclusion of her report, the Committee approved by unanimous vote the modified FY 2019 Audit Plan and the proposed 2020 Audit Plan.

Ms. Skaggs presented the findings of the recent audit on Transportation and Parking Services. The audit identified reportable conditions, but these have not caused or are likely to cause significant errors, omissions, fraud or other adversities. Management will undertake corrective action to address the issues identified. She also provided an update on open audit issues. Of the 48 open audit issues tracked during this reporting cycle, seven are complete and 41 are planned or in progress.

ATHLETICS COMMITTEE

The Rector called on Ms. Kemper for the report of the Athletics Committee. Ms. Kemper reported that Dr. Wood Selig, Director of Athletics, presented the Athletic highlights of 2018-2019 that included academics, diversity and inclusivity, community service, facilities and operations, signature wins and results, post season appearances, competitive excellence, media and national visibility, and fundraising success.

Mr. Ken Brown, Deputy Athletic Director, gave a budget overview that included expenses, revenue and student-athlete funding demographics.

Mr. Jeff Jones, Head Coach of Men's Basketball, made brief remarks to the Committee. Coach Jones had a very successful season with the men's basketball team winning the Conference USA Championship and advancing to the NCAA Division I Men's Basketball Tournament for the first time in eight years.

ACADEMIC & RESEARCH ADVANCEMENT COMMITTEE

The Rector called on Mr. Henry for the report of the Academic & Research Advancement Committee. Mr. Henry reported that the Committee met in closed session to discuss the appointment of two faculty members with tenure and the evaluation of the performance of a specific department.

Following closed session, committee members approved by unanimous vote the appointment of two faculty members with tenure. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were unanimously approved by all members present and voting *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera).*

INITIAL 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. Ted Gournelos as Associate Professor of Communication and Theatre Arts with the award of tenure in the Department of Communication and Theatre Arts in the College of Arts and Letters, effective July 25, 2019.

Salary: $82,000 for 10 months
Rank: Associate Professor of Communication and Theatre Arts (Salary includes a stipend of $3,875 for serving as Director of the Digital Strategies Firm)

The following contains my recommendation for the initial appointment with tenure of Dr. Ted Gournelos in the Department of Communication and Theatre Arts in the College of Arts & Letters. Dr. Gournelos received a B.A. in English and B.A. in Art Studio from University of Maryland, College Park, an M.F.A. in Sculpture and a Ph.D. in Communications from University of Illinois, Urbana-Champaign, and an M.B.A. from Rollins College in Winter Park, FL. Dr. Gournelos served as a Lecturer of Media Studies (2007-2008) at University of California, Berkley, CA and Assistant Professor of Communication (2008-2010) at Maryville University, Saint Louis, MO. He was appointed at Rollins College, Winter Park, FL as an Assistant Professor of Critical Media and Cultural Studies (2010-2013) before his appointments as an Assistant Professor (2013-2016) and Associate Professor (2016-present) of Communication Studies. Additionally, he served as a Visiting Professor of English Literature (2016) at Blended Learning Center, Shanghai, China, and Visiting Professor of International Business (2017) at Soka University, Hachioji, Japan.

The ODU *Teaching and Research 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." [p. 53]. The *Teaching and Research Faculty Handbook* policy on Initial Appointment of Teaching and Research Faculty states a request for initial appointment with tenure at the rank of associate professor must be "initiated by the chair and reviewed by all tenure review bodies." The policy also says, "Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position." [p. 26].

Recommendations in support of tenure at the rank of associate professor for Dr. Ted Gournelos were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean.

The Promotion and Tenure Committee for the Department of Communication and Theatre Arts (7-0), the Promotion and Tenure Committee for the College of Arts & Letters (7-0) and the University Promotion and Tenure Committee (4-0) unanimously recommend this appointment. The chair and dean recommend appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Gournelos meets the standards for tenure at the rank of Associate Professor in the Department of Communication and Theatre Arts at Old Dominion University.

INITIAL 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. Andrei Seryi as Professor of Physics with the award of tenure in the Department of Physics in the College of Sciences, effective July 25, 2019.

Salary: Paid in full by Jefferson Lab
Rank: Professor of Physics

The following contains my recommendation for the initial appointment with tenure of Dr. Andrei Seryi as full professor in the Department of Physics in College of Sciences.

Dr. Seryi is the new Associate Director of Accelerator Operations and R&D at Jefferson Lab in Newport News, Virginia. In this role, he is eligible to be one of the up to five members of the senior leadership at Jefferson Lab to receive appointment in a Virginia university with a Governor's Distinguished CEBAF Professorship (GDCP). Dr. Seryi requested that his appointment be held at Old Dominion University. It will be an honor for Old Dominion University to appoint Dr. Seryi, as ODU's second GDCP appointment, following last year's appointment of Jefferson Lab Director Dr. Stuart Henderson. These formal affiliations strengthen the ongoing connections between ODU and Jefferson Lab in the area of Accelerator Science.

Dr. Andrei Seryi received an M.S. in physics from Novosibirsk State University in Russia, and a Ph.D. in accelerator and beam physics from the Institute of Nuclear Physics, in Novosibirsk, Russia. He served as scientist and senior scientist (1999-2010) at the Stanford Linear Accelerator Center, in Menlo Park, California, and director of the John Adams Institute (2010-2018), University of Oxford, in Oxford, United Kingdom. He was appointed Associate Director at Jefferson Lab in June 2018.

The ODU *Teaching and Research Faculty Handbook* states, "The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission." [*p.53*]. The *Teaching and Research Faculty Handbook* policy on Initial Appointment of Teaching and Research Faculty states a request for initial appointment with tenure at the rank of associate professor must be "initiated by the chair and reviewed by all tenure review bodies." The policy also says, "Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position." [p. 26].

Recommendations in support of tenure at the rank of full professor for Dr. Andrei Seryi were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean.

The Promotion and Tenure Committee for the Department of Physics (14-0, with one member not voting), the Promotion and Tenure Committee for the College of Sciences (6-0), and the University Promotion and Tenure Committee (4-0), all recommend this appointment. The chair and dean also recommend the appointment. Based on my independent evaluation of the

materials submitted, including the above recommendations, it is my judgment that Dr. Seryi meets the standards for tenure at the rank of full professor in the Department of Physics at Old Dominion University.

Committee members approved the resolutions on 20 faculty appointments, 14 administrative appointments, and one emerita appointment. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by the following members present and voting *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera).*

FACULTY APPOINTMENTS

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

Name and Rank	Salary	Effective Date	Term
Dr. Abdullah Al-Taiar Associate Professor of Community and Environmental Health (Tenure Track)	$120,000	7/25/19	10 mos

Dr. Al-Taiar received a Ph.D. in Epidemiology and an M.Sc. in Medical Statistics from London School of Hygiene and Tropical Medicine, University of London, UK and an M.D. in General Medicine and Surgery from Damascus University, Syria. Previously he was an Associate Professor in the Department of Community Medicine and Behavioral Sciences at Kuwait University. (new position)

Dr. Vikas Ganjigunte Ashok Assistant Professor of Computer Science (Tenure Track)	$97,000	7/25/19	10 mos

Dr. Ashok received a Ph.D. in Computer Science from Stony Brook University (SUNY), an M.S. in Computer Science from Old Dominion University and a B.E. in Computer Science from PES Institute of Technology, India. Previously he was a Research Assistant for the Research Foundation of SUNY at Stony Brook and a Research Scientist at Charmtech Labs LLC.

Dr. Sharanabasaweshwara Asundi Assistant Professor of Mechanical and Aerospace Engineering (Tenure Track)	$86,000	7/25/19	10 mos

Dr. Asundi received a Ph.D. and an M.S. in Aerospace Engineering from the University of Florida and a B.E. in Mechanical Engineering from Bangalore University. Previously he was Assistant Professor in the Department of Aerospace Science Engineering at Tuskegee University.

Name and Rank	Salary	Effective Date	Term
Ms. Lindy Brown Lecturer of STEM Education and Professional Studies	$52,000	6/10/19	12 mos

Ms. Brown received an M.S. in Library and Information Sciences from Florida State University, an M.Ed. in Student Personnel in Higher Education from the University of Florida and a B.S. in Sociology from Oregon State University. Previously she was a Reference Librarian at Corvallis-Benton County Public Library.

Dr. Anna A. Bulysheva Assistant Professor of Electrical and Computer Engineering (Tenure Track)	$88,500	7/25/19	10 mos

Dr. Bulysheva received a Ph.D. and an M.S. in Biomedical Engineering from Virginia Commonwealth University and a B.S. in Biology from the University of North Carolina Chapel Hill. Previously she was a Visiting Assistant Professor in the Department of Electrical and Computer Engineering and a Research Assistant Professor in the Frank Reidy Research Center for Bioelectrics at Old Dominion University.

Mr. Mark E. Checchia Lecturer of Political Science and Geography	$45,000	7/25/19	10 mos

Mr. Checchia received a Master's in National Security Strategy and a Certificate in Information Operations from the National War College and a Bachelor of Arts in Psychology from the University of Notre Dame. Previously he was an Instructor in the Department of Political Science and Geography at Old Dominion University.

Ms. Paula Alvaro Crites Lecturer of World Languages and Cultures	$45,000	7/25/19	10 mos

Ms. Crites received a Master of Arts in Spanish from the University of North Carolina Wilmington and a Bachelor of Science in Hospitality and Tourism Management from the University of Granada, Spain. Previously she was a Spanish Instructor in the Department of World Languages and Cultures at Old Dominion University.

Dr. Elizabeth A. Fretwell Assistant Professor of History (Tenure Track)	$61,000	7/25/19	10 mos

Dr. Fretwell received a Ph.D. and an M.A. in African History from the University of Chicago and a B.A. in International Affairs and Economics from The George Washington University. Previously she was a Visiting Assistant Professor in History and the Humanities at Reed College.

Name and Rank	Salary	Effective Date	Term
Dr. Shuai Hao Assistant Professor of Computer Science (Tenure Track)	$97,000	7/25/19	10 mos

Dr. Hao received a Ph.D. in Computer Science from the College of William and Mary, an M.S. in Computer Science from Beijing University of Posts and Telecommunications and a B.Eng. in Computer Science from North China Electric Power University. Previously he was a Postdoctoral Researcher in the Center for Applied Internet Data Analysis (CAIDA) at the University of California, San Diego.

Ms. Brittney S. Harris Visiting Assistant Professor of Communication and Theatre Arts	$58,000	7/25/19	10 mos

Ms. Harris received a Master of Fine Arts in Acting from the University of Georgia and a Bachelor of Fine Arts in Acting from Old Dominion University. Previously she was an Instructor in Acting and Collaborative Techniques in the School of Performing Arts at Virginia Polytechnic Institute and State University.

Ms. Kristina Harrison Instructor of Marketing	$100,324	7/25/19	10 mos

Ms. Harrison received a Master of Business Administration from George Mason University, a dual Bachelor of Science in Finance and Accounting from Virginia Tech and is expected to receive a Ph.D. in Marketing from Old Dominion University. Previously she was an Adjunct Instructor in the Department of Marketing at Old Dominion University. (Rank will be Visiting Assistant Professor if all requirements for the Ph.D. are completed by August 1, 2019)

Dr. Samuel F. Kovacic Assistant Professor of Engineering Management and Systems Engineering (Tenure Track)	$86,000	7/25/19	10 mos

Dr. Kovacic received a Ph.D. in Engineering Management and Systems Engineering from Old Dominion University, an M.B.A. from Embry Riddle Aeronautical University and a B.S. in Information Systems from the University of Maryland University College. Previously he was a Supervisory IT Program Manager/Systems Engineer for Military Sealift Command at Norfolk Naval Station and an Adjunct Assistant Professor in the Department of Engineering Management and Systems Engineering at Old Dominion University.

Ms. Christine J. Mitchell Lecturer of World Languages and Cultures	$45,000	7/25/19	10 mos

Ms. Mitchell received an M.S. in Bilingual Education from S.U.N.Y. Brockport and a B.S. in Education from Roberts Wesleyan College. Previously she was an Adjunct Instructor and Lecturer in Spanish in the Department of World Languages and Cultures at Old Dominion University.

Name and Rank	Salary	Effective Date	Term
Mr. Aaron Nachtigal Lecturer of Philosophy and Religious Studies	$48,000	7/25/19	10 mos

Mr. Nachtigal received a Master of Arts in Theological Studies from Regent College and a Bachelor of Arts in Philosophy and Religion from Union University. Previously he was an Adjunct Instructor of Philosophy and Religion at Christopher Newport University, Old Dominion University, and Tidewater Community College.

Ms. Annemarie Navar-Gill Instructor of Communication and Theatre Arts	$58,000	7/25/19	10 mos

Ms. Navar-Gill received a Bachelor of Fine Arts in Writing for Screen and Television from the University of Southern California and is expected to receive a Ph.D. in Communication Studies from the University of Michigan. Previously she was Instructor of Record and Teaching Assistant in the Department of Communication Studies at the University of Michigan. (Rank will be Visiting Assistant Professor if all requirements for the Ph.D. are completed by August 1, 2019)

Dr. Thomas G. Palmer Associate Professor of Rehabilitation Sciences	$93,000	7/25/19	10 mos

Dr. Palmer received a Ph.D. in Rehabilitation Science, Athletic Training from the University of Kentucky, an M.S. in Education with an emphasis in Athletic Training from Old Dominion University and a B.S. in Physical Education, Instruction from the State University of New York at Cortland. Previously he was a tenured Associate Professor in the College of Allied Health and a Physical Therapy Residency Faculty member at the University of Cincinnati.

Mr. Robert J. Pidduck Instructor of Management (Tenure Track)	$130,000	7/25/19	10 mos

Mr. Pidduck received an M.Sc. in International Management from the University of Nottingham, China, a B.A. in Business and Marketing from Oxford Brookes University, U.K. and is expected to receive a Ph.D. in Entrepreneurship from the University of Oklahoma. Previously he was a Teaching and Research Assistant at the University of Oklahoma. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2019).

Name and Rank	Salary	Effective Date	Term
Ms. Katherine Smith Research Associate, Virginia Modeling, Analysis and Simulation Center	$95,000	6/10/19	12 mos

Ms. Smith received a Master of Science in Applied and Computational Mathematics with a Certificate in Modeling and Simulation and a Bachelor of Science in Mechanical Engineering and a Bachelor of Science in Applied Mathematics from Old Dominion University, and is expected to receive a Doctor of Philosophy in Modeling and Simulation from Old Dominion University. Previously she was a Senior Lecturer in the Department of Mathematics and Statistics at Old Dominion University.

Dr. Kun Xie Assistant Professor of Civil and Environmental Engineering (Tenure Track)	$88,000	7/25/19	10 mos

Dr. Xie received a Ph.D. in Transportation Planning and Engineering from New York University and an M.S. in Transportation Planning and Management and a B.S. in Transportation Engineering from Tongji University, China. Previously he was a Lecturer (Assistant Professor) in the Department of Civil and Natural Resources Engineering at the University of Canterbury, New Zealand.

Dr. Yuan Zhang Assistant Professor of Physics (Tenure Track)	$84,000	7/25/19	10 mos

Dr. Zhang received a Ph.D. in Physics from Ohio University and a B.Sc. in Physics and Physics Education from East China Normal University, China. Previously she was a Postdoctoral Researcher in the Center for Nanoscale Materials at Argonne National Laboratory.

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.

Name and Rank	Salary	Effective Date	Term
Mr. Liam Costello Professional Counselor and Instructor	$52,000	4/25/2019	12 mos

Mr. Costello received a B.S. in Psychology from Binghamton University and a B.S.W. and an M.S.W. from Arkansas State University. Previously, he worked as a therapist for Mid-South Health Systems in Forrest City, AR.

Name and Rank	Salary	Effective Date	Term
Mr. David Einfeldt, J.D. Patent Agent and Assistant Professor	$85,000	4/25/2019	12 mos

Mr. Einfeldt received a B.S. in Mechanical Engineering from the University of Utah and a J.D. with a concentration in Intellectual Property from the University of New Hampshire Franklin Pierce School of Law. Previously, he worked as a Patent Prosecution Counsel for Ascentage Law, PLLC. Mr. Einfeldt has also worked for the United States Patent and Trademark Office as a Patent Examiner. (new position)

Dr. Renee Felts Assistant Vice President for Academic Initiatives and Continuing Education, and Assistant Professor	$122,000	6/25/2019	12 mos

Dr. Felts received a Doctorate in Higher Education Leadership from Northcentral University, a Master of Science in Education from Old Dominion University, a Bachelor of Science in Business Administration from Chowan University and a Bachelor of Sciences in Business Education from Barton College. Previously she was Vice President for Institutional Advancement and Workforce Development at Paul D. Camp Community College and Executive Director for Paul D. Camp Community College Foundation.

Ms. Melissa Ferguson Instructional Designer and Instructor	$62,500	5/10/2019	12 mos

Ms. Ferguson received a B.A. in Psychology from Capital University and a B.S. in Medical Technology and an M.S.Ed. in Instructional Design and Technology from Old Dominion University. Previously, she worked as a Media Specialist for the University's Center for Learning and Teaching.

Ms. Betsy Hnath Associate Director of Admissions – Marketing, and Assistant Instructor	$61,200	5/10/2019	12 mos

Ms. Hnath received a B.S. in Communications from Old Dominion University. Previously, she worked as a Public Relations Specialist for the University's Department of Strategic Communication and Marketing.

Ms. Amy-Leah Joaquim Assistant Director for Service-Learning, Student Engagement and Enrollment Services, and Instructor	$45,000	5/25/2019	12 mos

Ms. Joaquim received a B.A. in Psychology from Rutgers University and an M.S. in Higher Education from Pennsylvania State University. Previously, she worked as the Coordinator for Community Service for the Office of Leadership and Student Involvement at Old Dominion University.

Name and Rank	Salary	Effective Date	Term
Ms. Jessica Johnson Digital Shipbuilding Curriculum Coordinator, Virginia Modeling, Analysis and Simulation Center, and Instructor	$80,000	4/25/2019	12 mos

Ms. Johnson received a B.S. in Developmental Psychology from Edinboro University of Pennsylvania and an M.Ed. in Education and Curriculum Instruction from Regent University. Previously, she worked as an Instructional Designer for the Old Dominion University Research Foundation. (new position)

Mr. Christopher Kovensky Assistant Men's Basketball Coach and Instructor	$90,000	5/10/2019	12 mos

Mr. Kovensky received a B.A. in Studio Art from Albright College and an M.Ed. in Sport Management from Old Dominion University. Previously, he worked as the Video Coordinator for ODU Athletics for the past eight seasons. Mr. Kovensky also served as the head coach for Monarch Nation, a network of former ODU basketball players, for one season.

Ms. Alice Laubach International Student Advisor, Office of International Programs, and Instructor	$43,000	4/25/2019	12 mos

Ms. Laubach received a B.A. in Music Performance from Carnegie Melon University and an M.A. in International Studies from Old Dominion University. Previously, she was an Immigration Coordinator and the Faculty-Led Study Abroad Coordinator for the Office of International Programs at Old Dominion University. (new position)

Ms. Leah MacMoyle Athletic Operations and On-Campus Recruiting Coordinator and Assistant Instructor	$35,700	4/25/2019	12 mos

Ms. MacMoyle received a B.S. in Recreation and Sport Management from the University of Arkansas. Previously, she worked as the Member Relations Specialist and Special Events Assistant for the Razorback Athletic Foundation in Fayetteville, AR.

Ms. LaShay McQueen Academic Enrichment Coordinator, Center for High Impact Practices, and Instructor	$45,000	5/25/2019	12 mos

Ms. McQueen received a B.S. in Human Services and an M.S.Ed. in Counseling from Old Dominion University. Previously, she worked as an Advisor/Success Coach for the University's Center for Major Exploration.

Name and Rank	Salary	Effective Date	Term
Ms. Drucilla Owenby Instructional Designer and Instructor	$67,626	5/10/2019	12 mos

Ms. Owenby received a B.S. in Organizational Communication and an M.S.Ed. in Instructional Media Technology from Missouri State University. Previously, she worked as an Instructional Designer for Texas Lutheran University.

Mr. Justin Walker Head Athletic Trainer for Football and Instructor	$63,000	5/25/2019	12 mos

Mr. Walker received a B.S. in Athletic Training from Elon University and an M.S. in Sports Medicine from Georgia State University. Previously, he worked as the Assistant Athletic Trainer for UNC-Charlotte and was an Athletic Trainer for the New York Jets.

Mr. Harold Williams Director of Annual Giving and Instructor	$75,000	5/25/2019	12 mos

Mr. Williams received a B.S. in Communications from Old Dominion University and an M.S. in Entertainment Business from Full Sail University. Previously, he worked as the Associate Director of Alumni Outreach for the University's Office of Development.

EMERITA APPOINTMENT

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the title of emerita to the following faculty member. A summary of her accomplishments is included.

Name and Rank	Effective Date
Laurie J. Henry University Professor Emerita and Associate Professor Emerita of Accountancy	June 1, 2019

LAURIE HENRY

Laurie Henry received a Ph.D. in accounting from the University Mississippi, a Master in Professional Accountancy from Loyola College of Baltimore, and a Bachelor of Environmental Design from North Carolina State University. She joined Old Dominion in 1993 and was promoted to associate professor of accounting in 1999. Henry is also a Certified Public Accountant and Certified Government Financial Manager.

Henry's contributions have been significant. She has held several committee positions across the School of Accountancy, the Strome College of Business, and the University. As associate professor, Henry fulfilled a special niche in the academy as an expert in Governmental Accounting and Accounting Systems. This expertise bears out as she is the author of several textbooks and manuscripts that address some of the most defining aspects related to both areas. Finally, Henry's work in the classroom has made considerable impact, so much so that she was designated as a University Professor. She also received the College Teaching Award, the College Advising Award, and was recognized as a Shining Star by the Division of Student Engagement and Enrollment Services.

Committee members approved by unanimous vote the proposed changes to the policy on Evaluation of Lecturers, Senior Lecturers, and Master Lecturers and Promotion of Lecturers and Senior Lecturers. The changes are intended to clarify the difference between the annual review and the in-depth evaluation for the lecturer ranks as well as the timing of the in-depth evaluation. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was unanimously approved by all members present and voting *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera).*

APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON EVALUATION OF LECTURERS, SENIOR LECTURERS, AND MASTER LECTURERS AND PROMOTION OF LECTURERS AND SENIOR LECTURERS

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revisions to the policy on Evaluation of Lecturers, Senior Lecturers, and Master Lecturers and Promotion of Lecturers and Senior Lecturers effective July 1, 2019.

Rationale: The proposed changes to the policy on Evaluation of Lecturers, Senior Lecturers, and Master Lecturers and Promotion of Lecturers and Senior Lecturers are intended to clarify the difference between the annual review and the in-depth evaluation for the lecturer ranks as well as the timing of the in-depth evaluation. In addition, the revisions align the time periods for teaching portfolio reviews for senior and master lecturers with their in-depth reviews by changing the frequency of the in-depth reviews for senior and master lecturers from five years to six years.

NUMBER: 1417

TITLE: Evaluation of Lecturers, Senior Lecturers, and Master Lecturers and Promotion of Lecturers and Senior Lecturers

APPROVED: September 26, 2013; Revised June 9, 2016 (eff. 7/1/16); Revised June 14, 2018 (eff. 7/1/18)

The academic ranks of lecturer, senior lecturer and master lecturer do not carry tenure, and time at Old Dominion University in these ranks is not counted as part of the probationary period for tenure. These ranks are intended to meet the University's need to fill special instructional roles that differ from the traditional university faculty role, preparation, and expectation. All appointments and reappointments are contingent upon available funding.

A. Lecturer - This is a full-time rank that requires an appropriate master's degree and evidence of teaching ability. Demonstrated expertise in a specific field may also be required. Persons appointed to this rank are expected to assume a predominantly instructional role, at undergraduate or graduate levels, and participate in other professional service activities normally assigned to or expected of full-time faculty.

1. Evaluation

a. Lecturers will undergo an annual in-depth review ~~be evaluated~~ by their department committee, as defined in the policy on "Reappointment or Nonreappointment of Faculty", section III.B.1.a., and department chair~~s~~ and a recommendation will be made to the dean concerning the lecturer's reappointment on an annual basis, according to the policy on "Reappointment and Nonreappoinment of Faculty."

b. If the evaluation is positive and the dean's recommendation on retention is affirmative, the individual will be reappointed according to the policy on "Reappointment or Nonreappointment of Faculty."

c. If the decision by the dean is not to retain the lecturer, he or she will be notified of termination according to the appropriate schedule contained in the policy on "Reappointment or Nonreappointment of Faculty" and may request a review of the nonreappointment decision by the provost and vice president for academic affairs as provided by the same policy.

d. Lecturers considered for promotion to senior lecturer in a given year will not undergo a separate annual evaluation in the same year.

2. Promotion from Lecturer to Senior Lecturer

Promotion to the rank of senior lecturer from the rank of lecturer shall be initiated by request from the lecturer and conferred upon the recommendation of the department promotion and tenure committee, chair, and college promotion and tenure committee to the dean of the college.

a. The candidate prepares and submits to the department chair his/her professional accomplishments to include at a minimum a curriculum vitae prepared in accordance with the Guidelines from the Provost's Office, a list of teaching assignments with teaching portfolio evaluations, student opinions both quantitative and qualitative, all annual evaluations by the department chair and

dean, and other relevant materials. The chair forwards the credentials to the department promotion and tenure committee.

b. The department promotion and tenure committee reviews the credentials, votes, and makes a recommendation. The vote should be recorded. The recommendation and votes are submitted to the department chair with a copy to the lecturer seeking promotion.

c. The department chair makes an independent evaluation and recommendation with copies to the lecturer seeking promotion and forwards all credentials and recommendations to the college promotion and tenure committee.

d. The college promotion and tenure committee reviews the documents, votes, and makes a recommendation. The materials, votes and other documents are forwarded to the dean.

1. If the dean decides against the promotion, the candidate 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.

2. If the dean finds in favor of promotion, the promotion becomes effective at the start of the subsequent academic year.

B. Senior Lecturer - This is a full-time rank that requires an appropriate master's degree, demonstrated expertise in the field, a sustained record of effective performance in teaching and professional service, evidence of continued development and study in the field, and a minimum of five years' experience at the rank of lecturer or equivalent. Persons appointed to this rank are expected to assume a predominantly instructional role, at undergraduate or graduate levels, and participate in other professional service activities normally assigned to or expected of full-time faculty.

1. Evaluation

a. Senior lecturers will be evaluated by their department chair every year ~~and a decision made concerning their reappointment on an annual basis,~~ according to the policy on "Reappointment or Nonreappointment of Faculty." In lieu of this annual review, and if not applying for promotion, ~~E~~every six ~~five~~ years senior lecturers will instead undergo an in-depth evaluation that is initially conducted by a committee consisting of tenured members of the department, and then by the chair, following the steps outlined in section A.l. In either case, the evaluation and a recommendation on retention is forwarded to the dean.~~, a more in-depth evaluation will be conducted including the department tenure committee and chair.~~

b. If the evaluation is positive and the dean's recommendation on retention is affirmative, the individual will be reappointed according to the policy on “Reappointment or Nonreappointment of Faculty.”

c. If the decision by the dean is not to retain the senior lecturer, ear appointments, he or she will be notified of termination according to the appropriate schedule contained in the policy on "Reappointment or Nonreappointment of Faculty" and may request a review of the nonreappointment decision by the provost and vice president for academic affairs as provided by the same policy.

d. Senior lecturers considered for promotion to master lecturer in a given year or going through an in-depth sixth-year review (section B.1.a.) will not undergo a separate annual evaluation in that same year.

2. Promotion from Senior Lecturer to Master Lecturer

Promotion to the rank of master lecturer from the rank of senior lecturer shall be initiated by the senior lecturer and conferred upon the recommendation of the department promotion and tenure committee, chair, and college promotion and tenure committee to the dean of the college.

a. The candidate prepares and submits to the department chair his/her professional accomplishments to include at a minimum a curriculum vitae prepared in accordance with the Guidelines from the Provost's Office, a list of teaching assignments with teaching portfolio evaluations, student opinions both quantitative and qualitative, all annual evaluations by the department chair and dean, and other relevant materials. The chair forwards the credentials to the department promotion and tenure committee.

b. The department promotion and tenure committee and master lecturers reviews the credentials, votes, and makes a recommendation. The vote should be recorded. The recommendation and votes are submitted to the department chair with a copy to the senior lecturer seeking promotion.

c. The department chair makes an independent evaluation and recommendation with copies to the senior lecturer seeking promotion and forwards all credentials and recommendations to the college promotion and tenure committee.

d. The college promotion and tenure committee reviews the documents, votes, and makes a recommendation. The materials, votes and other documents are forwarded to the dean.

1. If the dean decides against the promotion, the candidate 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.

2. If the dean finds in favor of promotion, the promotion becomes effective at the start of the subsequent academic year.

C. Master Lecturer – This is a full-time rank that requires an appropriate master's degree, demonstrated expertise in the field, a sustained record of superior performance in

teaching and professional service, evidence of recognition within teaching or professional service, evidence of continued development and study in the field, and a minimum of five years' experience at the rank of senior lecturer or equivalent. Persons appointed to this rank are expected to assume a predominantly instructional or leadership role, at undergraduate or graduate levels, and participate in other professional service activities normally assigned to or expected of full-time faculty.

1. Evaluation

   a. Master lecturers will be evaluated by their department chair every year ~~and a decision made concerning their reappointment on an annual basis,~~ according to the policy on "Reappointment or Nonreappointment of Faculty." In lieu of this annual review, ~~E~~every six ~~five~~ years master lecturers will instead undergo an in-depth evaluation that is initially conducted by a committee consisting of tenured members of the department, and then by the chair, following the steps outlined in section A.1. In either case, the evaluation and a recommendation on retention is forwarded to the dean.~~, a more in-depth evaluation will be conducted including the department tenure committee and chair.~~

   b. If the evaluation is positive and the dean's recommendation on retention is affirmative, the individual will be reappointed according to the policy on "Reappointment or Nonreappointment of Faculty."

   c. If the decision by the dean is not to retain the master lecturer, he or she will be notified of termination according to the appropriate schedule contained in the policy on "Reappointment or Nonreappointment of Faculty" and may request a review of the nonreappointment decision by the provost and vice president for academic affairs as provided by the same policy.

Committee members approved by unanimous vote the proposed changes to the policy on Reappointment/Annual Review or Nonreappointment of Faculty. The changes are recommended so that the policy will be consistent with the changes made to the policy on Evaluation of Lecturers, Senior Lecturers, and Master Lecturers and Promotion of Lecturers and Senior Lecturers. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was unanimously approved by all members present and voting *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera).*

APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON REAPPOINTMENT/ANNUAL REVIEW OR NONREAPPOINTMENT OF FACULTY

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revisions to the policy on Reappointment/Annual Review or Nonreappointment of Faculty effective July 1, 2019.

Rationale: The proposed changes to the policy on Reappointment/Annual Review or Nonreappointment of Faculty are recommended so that the policy will be consistent with the changes made to the policy on Evaluation of Lecturers, Senior Lecturers, and Master Lecturers and Promotion of Lecturers and Senior Lecturers. In addition, specific sections have been added related to the review of (1) lecturers and clinical assistant professors, (2) senior lecturers and master lecturers, and (3) clinical associate professors and clinical professors.

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)

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. 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 fifth 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 nontenurable 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 and Procedures Concerning Academic Rank and Promotion in Rank.)

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 Faculty

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 and the dean, faculty information sheets, and any other relevant data, as well as the needs of the department.

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. 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 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.

5. Considering the written recommendation of this committee, 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 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 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. 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 probationary tenure-track faculty members shall be according to the following schedule:

1. Not later than March 1 of the first academic year of service.

2. Not later than December 15 of the second academic year of service.

3. Terminating appointment of one year, with notice by December 15, after two or more academic years of service.

B. Reappointment or Nonreappointment of Nontenure-track Faculty

1. Each department conducts an annual review of all~~the~~ nontenure-track faculty members in that department. This review is based on the performance of the individual faculty member and the needs of the department.

a. For lecturers and clinical assistant professors, this review is ~~initially~~ conducted by a committee consisting of tenured members of the department and master lecturers and clinical professors followed by the department chair and dean.

b. ~~In the case of~~For senior lecturers~~,~~ and master lecturers, ~~clinical associate professors, and clinical professors,~~ the annual review is conducted~~initiated~~ by the chair followed by the dean. In lieu of this annual review, and if not applying for promotion, ~~E~~every six ~~five~~ years senior lecturers and master lecturers ~~nontenure-track faculty~~ will instead undergo an~~more~~ in-depth evaluation~~s~~ that is~~are~~ ~~initiated~~ initially conducted by a committee consisting of tenured members of the~~at~~ department followed by the chair and dean.

c. For clinical associate professors and clinical professors, the annual review is conducted by the chair followed by the dean. In lieu of this annual review, and if not applying for promotion, every six years clinical associate professors and clinical professors will instead undergo an in-depth evaluation that is initially conducted by a committee consisting of tenured members of the department followed by the chair and dean.

2. For lecturers and clinical assistant professors and for all nontenure-track faculty undergoing an in-depth sixth-year evaluation, the departmental committee recommends to the chair one of the following actions:

   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.

4. Considering the written recommendation of this committee (in case section 2.b. above applies~~for lecturers and clinical assistant professors~~), 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~~for lecturers and clinical assistant professors~~) 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. Not later than December 15 of the second or subsequent academic year of service.

Committee members approved by unanimous vote the proposed changes to the policy on Promotion in Rank. The proposed changes are intended to clarify sections of the policy related to participation and voting requirements at the various levels of the review process and the addition of materials to a promotion candidate's file. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was unanimously approved by all members present and voting *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera).*

APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON PROMOTION IN RANK

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revisions to the policy on Promotion in Rank effective July 1, 2019.

Rationale: The proposed changes to the policy on Promotion in Rank are intended to clarify sections of the policy related to participation and voting requirements at the various levels of the review process and the addition of materials to a promotion candidate's file. Also, the changes specify that the policy refers to promotion to rank of full professor.

A summary of the changes is as follows.

- Clarification of the opportunity for the faculty member under consideration for promotion to submit a statement to support his or her case or correct any factual information.

- The addition of procedures for adding material to the promotion file before the conclusion of the evaluation process.

- The requirement that committee members at all levels (department, college and University committees) participate (either in person or remotely) in the deliberation of the committee in order to vote.

- The addition of language prohibiting proxy votes or votes submitted by non-secure means.

- Clarification throughout the policy that it refers to promotion to full professor, except for the separate sections on research faculty, clinical faculty and part-time faculty.

- The provision for the addition of a temporary replacement when the elected representative of a college committee is not able to attend college committee meetings for a significant time span.

- The addition of a section related to the promotion of lecturers and senior lecturers.

NUMBER: 1412

TITLE: Promotion in Rank

APPROVED: September 26, 2013; Revised June 9, 2016 (eff. 7/1/16); Revised June 6, 2017 (eff. 7/1/17); Revised June 14, 2018 (eff. 7/1/18)

I. Board of Visitors Policy

A. All promotions in rank are based on evaluation of the faculty member's performance in teaching, research, and service (as appropriate) over the total time in the previous rank as compared to the criteria established by the Board of Visitors for the rank being considered and any other criteria established by the department or college.

B. Promotion to the rank of associate professor must occur at the time of the tenure award, and the policy on tenure applies.

C. Promotion to the rank of full professor is normally considered no earlier than during the sixth year of a faculty member's service as associate professor at Old Dominion University. Exceptions are made only under the following circumstances:

1. A faculty member who has held the rank of associate professor at another institution and was initially appointed to Old Dominion University at the rank of associate professor may be considered for promotion at the time of the award of tenure.

2. A faculty member of extraordinary merit may be considered for promotion to the rank of full professor before the sixth year as associate professor at Old Dominion University.

D. The president, upon the recommendation of the Faculty Senate, shall establish procedures for consideration of promotion to the rank of full professor (as well as for the designation as eminent scholar). Such procedures shall require consideration and recommendation by faculty members at the department and college level, the chair, the dean, and the University Promotion and Tenure Committee. The decision concerning promotion is to be made by the provost and vice president for academic

affairs. If the provost and vice president for academic affairs decides against promotion, the faculty member may request a review by the president. The decision of the president is final.

II. Procedures for Promotion in Rank to Full Professor

A. Considerations Concerning Promotion

1. 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.

2. 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.

3. The total rank structure of the department should be considered.

4. 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.

B. External evaluation of the faculty member's research and scholarly activity by nationally recognized experts in the field of specialization will be required.

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. If the department chair does not have the rank of full professor, all chair responsibilities for promotion to full professor will be delegated by the dean to a full professor in the department or from another department within the same college who will assume all of the chair's responsibilities described below. This appointed full professor, acting in the role of chair, cannot take part in any deliberations or votes of the departmental, college or University promotion committees while the promotion case is being considered. In promotion of department chairs, the responsibility belongs to the dean.

2. External reviewers with academic positions must 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 (or designee, see 1 above) will select three reviewers from the candidate's list and three reviewers from the department tenure and promotion committee's list; the chair (or designee) will provide the 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 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.

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 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.

4. 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 promotion of department chairs, the responsibility belongs to the dean.

5. External reviewers will be asked to evaluate all submitted material mailed to them. Candidates for promotion are responsible for the preparation of the research portfolio and curriculum vitae to be sent to external reviewers. 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.

6. All candidates for promotion to full professor 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.

7. The University and college administration will assist departments where reasonable expenses are necessary to obtain appropriate external reviews.

C. A candidate for promotion in rank is initially considered by the faculty members in the department who hold the rank being considered or above. Only faculty holding the rank of full professor are eligible to deliberate, review, or otherwise participate and vote on candidates for promotion to full professor.

1. In the case of large departments, the faculty members in the rank being considered or above may select a committee from their ranks to consider and make recommendations concerning promotion. In that case, it is the responsibility of the committee to elicit opinions from all faculty members holding the rank being considered or above.

2. In departments where fewer than three members hold appointments in the rank being considered or above, the dean, in consultation with the chair (or designee; see section II.B.1.), will appoint enough additional faculty in the rank or above from other disciplines to form a committee of at least three.

3. Candidates for promotion 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.

4. No dean, associate dean, assistant dean, or other full-time administrator or department chair (or designee; see section II.B.1.) shall attend or participate in the deliberation of either the departmental, college, or University Promotion and Tenure Committee. The deliberations of all three committees are confidential and must not be shared with anyone outside of the committee.

5. The college committees shall consist of one tenured faculty member from each department in the college. All members of the 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. ~~They~~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~~There should be at least a majority of~~ three full professors on the college committee. If the elected representative of a department will not be able to attend college committee meetings for a significant time span, the department may elect a temporary replacement for that time span. 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. Only faculty holding the rank of full professor are eligible to join the deliberations and the vote on candidates for promotion to full professor. If the home department of a candidate for promotion to full professor has no full professor representing it on the college committee, a member of the departmental promotion committee for that candidate (convened as described in section C.1. and C.2. above) shall be elected to serve as its representative only for the duration of the deliberations on that specific candidate. In any case, the representative from a promotion

candidate's department will participate in deliberations in the candidate's case but will not cast a vote.

6. 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. 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 promotion candidate's college will participate in deliberations in the candidate's case but will not cast a vote.

~~6.~~7. Any committee member who participates in the promotion process votes at most only once on any particular case.

~~7.~~8. The faculty member under consideration ~~involved~~ is informed whenever a committee is considering promotion ~~in rank~~ and is given an opportunity ~~either to appear before that committee (or group) considering the case, or~~ to submit a statement (in electronic form)~~in writing~~ to the Provost's Office in support of ~~eligibility for~~ their promotion case, or to correct any factual misinformation in previous recommendations. The Provost's Office will add such statements to the candidate's file.

~~8.~~9. In case of material new accomplishments ~~developments~~ before the conclusion of the evaluation process, additional documentation may be added to the portfolio with the concurrence of the ~~department chair (or designee) and~~ dean. Such additional material must be clearly marked as such and dated at the time of addition to the promotion file by the Provost's Office. If such additional documentation is considered, this must be clearly documented in the recommendation letters by the committee or individual (e.g. dean) who first see this new material.

D. The committee or faculty group makes its recommendation concerning promotion to the chair (or designee; see section II.B.1.) together with reasons for the recommendation (including a minority statement in the case of a non-unanimous vote), and specifies the vote of the committee. All eligible committee members shall vote yes or no through a secret ballot after participating (either in person or remotely) in the deliberations 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. 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 chair (or designee) evaluates independently the credentials of the faculty member, the rank structure of the department, and any additional evidence presented, either by the faculty member or from any other source, and makes a recommendation, with reasons, concerning promotion.

E. If either the departmental committee (or group), or the chair (or designee), or both recommend promotion, the faculty member's credentials together with the recommendation of the faculty committee and the chair (or designee) will be forwarded to a promotion committee of the college for consideration. This committee will make an independent evaluation and make a recommendation concerning promotion with reasons (including reasons of the minority), to the dean. The recommendations will indicate the vote of the committee. All committee members should vote yes or no through a secret ballot after participating (either in person or remotely) in the deliberations 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 promotion application are defined in section II.C.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.

F. If neither the faculty committee (or group) nor the chair (or designee) recommend promotion, the faculty member will not be considered for promotion in the coming year unless a review by the college promotion committee and the dean is requested by the faculty member. If a review is requested, the departmental committee and the chair forward all documents to the promotion committee of the college, which examines them and makes a recommendation concerning promotion to the dean following the stipulations of II.E. above. The dean examines all documents, including the recommendation of the college committee, and makes a determination concerning promotion. If the dean's determination is negative and is in accordance with the recommendations of the departmental committee, the chair, and the college committee, then the faculty member is not promoted for the coming year. If the dean's determination is negative and is not in accordance with all previous recommendations, the faculty member may request a further review by the provost and vice president for academic affairs. The decision of the provost and vice president for academic affairs is final in such cases.

G. The dean, considering all previous recommendations and all credentials, then makes a recommendation concerning promotion, 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 promotion, 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 deliberations 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 promotion application are defined in section II.C.6. 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.

I. On the basis of all the evaluations and recommendations presented, and after consultation with staff, the provost and vice president for academic affairs makes a decision concerning promotion for the coming year. If the recommendations of the committees and administrators that have previously considered the case have not been in agreement with one another, or if the provost and vice president for academic affairs disagrees with the recommendations that have been in agreement with one another, the provost and vice president for academic affairs shall consult with the chair, the dean, and the University Promotion and Tenure Committee before reaching a final decision. The decision of the provost and vice president for academic affairs will consist of one of the following:

    1. promotion

    2. deferral

J. If the decision of the provost and vice president for academic affairs is for promotion, the faculty member will receive the higher rank in the subsequent academic year. The decision of the provost and vice president for academic affairs will be reported to the president.

K. The faculty member may request that the president review a negative decision by the provost and vice president for academic affairs. The decision of the president is final.

L. All promotions are reported by the president to the Board of Visitors.

M. Copies of the recommendations by all committees, chairs, deans and the provost and vice president for academic affairs shall be provided to the faculty member being considered for promotion. The faculty member will be provided opportunity to correct any factual misinformation in such recommendations by placing a letter in his or her promotion file at any stage, or up until April 1, to the provost and vice president for academic affairs.

N. The above procedures at the department 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 those designated above in all cases.

III. Research Faculty

A. Promotion to the rank of research professor from the rank of research associate professor and promotion to the rank of research associate professor from the rank of research assistant professor shall be upon the recommendation of the department,

chair, college promotion and tenure committee, dean and University Promotion and Tenure Committee to the provost and vice president for academic affairs. If the provost and vice president for academic affairs decides against the promotion, the person may request a review by the president. The decision of the president is final.

B. The process for promotion to the rank of research professor and promotion to the rank of research associate professor will require external evaluation of the quality of the faculty member's research performance from nationally recognized experts in the faculty member's field; procedures for the external review process can be found in section II.BC. of this policy.

C. For those research faculty who only have appointments in one of the University-level research centers, the following promotion policy will apply. Research centers will establish a promotion committee to review faculty promotions and make recommendations to the center director. Appointments to this committee will follow the guidance of section II.C.D. of this policy pertaining to departments. This promotion committee should include at least one member from the academic department(s) most closely aligned to the center to ensure promotion considerations are being applied equitably between the faculty assigned to that department and those assigned to the center. In centers where fewer than three members hold appointments in the rank being considered or above, the center director will solicit members of the department(s) most closely aligned to the center, in consultation with the chair(s) of those department(s), to form a committee of at least three. The center director will review faculty promotion recommendations and will recommend to the vice president for research those members who have met the promotion criteria. The vice president for research will forward a recommendation regarding promotion to the Office of Academic Affairs for review by the University Promotion and Tenure Committee and the provost and vice president for academic affairs. The University Promotion and Tenure Committee will forward a recommendation to the provost and vice president for academic affairs. If the decision of the provost and vice president for academic affairs is for promotion, the faculty member will receive the higher rank in the subsequent academic year. The faculty member may request that the president review a negative decision by the provost and vice president for academic affairs. The decision of the president is final.

IV. Clinical Faculty

A. Promotion to the rank of clinical professor from the rank of clinical associate professor and promotion to the rank of clinical associate professor from the rank of clinical assistant professor shall be upon the recommendation of the department promotion and tenure committee, department chair, college promotion and tenure committee, dean and University Promotion and Tenure Committee to the provost and vice president for academic affairs. If the provost and vice president for academic affairs decides against the promotion the person may request a review by the president. The decision of the president is final.

B. The process for promotion to the rank of clinical professor and promotion to the rank of clinical associate professor will require external evaluation of the quality of the faculty member's scholarly activities from nationally recognized experts in the faculty member's field; procedures for the external review process can be found in section II.B. of this policy. The schedule for review will follow that for clinical faculty seeking promotion in rank.~~of assistant, associate, and full professor~~

V. Lecturers may be promoted in rank to senior lecturer and senior lecturers may be promoted in rank to master lecturer. The applicable policies are contained in the section "Evaluation of Lecturers, Senior Lecturers, and Master Lecturers and Promotion of Lecturers and Senior Lecturers."

~~V.~~VI. Part-time instructional faculty may be promoted in rank (for example, from adjunct assistant professor to adjunct associate professor) upon recommendation of the chair and dean to the provost and vice president for academic affairs. Full documentation of the credentials of the faculty member being recommended for promotion is required. If the provost and vice president for academic affairs denies the promotion, the faculty member may request a review by the president. The decision of the president is final.

Committee members approved by unanimous vote the proposed changes to the Policy on Tenure. The changes are recommended so that the policy will be consistent with the changes made to the policy on Promotion in Rank. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was unanimously approved by all members present and voting *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera).*

APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON TENURE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed revisions to the policy on Tenure effective July 1, 2019.

Rationale: The proposed changes to the policy on Tenure are intended to clarify sections of the policy related to participation and voting requirements at the various levels of the review process and the addition of materials to a tenure candidate's file. A summary of the changes is as follows.

- Clarification of the opportunity for the faculty member under consideration for tenure to submit a statement to support his or her case or correct any factual information.

- The addition of procedures for adding material to the tenure file before the conclusion of the evaluation process.

- The requirement that committee members at all levels (department, college and University committees) participate (either in person or remotely) in the deliberation of the committee in order to vote.

- The addition of language prohibiting proxy votes or votes submitted by non-secure means.

NUMBER: 1411

TITLE: Tenure

APPROVED: June 12, 1980; Revised February 24, 1984; Revised November 19, 1987; Revised December 13, 1988; Revised September 27, 1990; Revised April 9, 1998; Revised December 10, 1998; Revised April 12, 2002; Revised April 11, 2003; Revised June 14, 2005; Revised September 9, 2005; Revised September 22, 2006; Revised June 15, 2007; Revised December 7, 2007; Revised September 17, 2009; Revised April 8, 2010; Revised April 4, 2012 (eff. 5/1/12); Revised June 14, 2012; Revised September 26, 2013; Revised April 24, 2014 (eff. 7/1/14); Revised September 18, 2014; Revised April 23, 2015 (eff. 6/1/15); Revised June 9, 2016 (eff. 7/1/16); Revised June 14, 2018 (eff. 7/1/18)

I. Purpose of Tenure

The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission. For these reasons, tenure is usually 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. Faculty members may be considered for tenure only once.

C. 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.

D. 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 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-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 Children's Learning and Research Center or as a teacher of exclusively noncredit course work.

4. Time spent on leave of absence.

5. Time spent on faculty exchanges (including nationally competitive fellowships) 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 total period for full-time probationary appointments (excluding periods not counted, see section III.B.) is six years, unless an approved extension is granted (see section III.C.). If the tenure decision is negative, a one-year terminal appointment is offered.

E. The length of the probationary period may be reduced in any of the following instances:

1. A faculty member initially appointed to the rank of full professor may be considered for tenure in the second 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 awarded, a tenure contract will be offered for a 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. (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 quality 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. A faculty member who applies for early consideration for tenure and is denied tenure will be offered a terminal contract for the ensuring year. It is the sense of the Board of Visitors that only demonstrably exceptional faculty will be awarded tenure under this clause.

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. Scholarly and teaching activity up to six years before the tenure decision should be considered, which can include activity at another accredited institution of higher education or national research institutions. (For definition of teaching, research, and service and a discussion of methods of evaluation, see policies and procedures concerning evaluation of faculty members, evaluation of teaching, evaluation of scholarly activity and research, and evaluation of service.) 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. In case of material developments, additional documentation may be added to the portfolio before the conclusion of the evaluation process with the concurrence of the department chair and dean.

   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 are responsible for the preparation of the research portfolio and curriculum vitae to be sent to external reviewers. 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.

   a. A curriculum vita 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 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 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. No faculty member can be awarded tenure unless convincing evidence is provided of successful performance in scholarly activity and research, as judged by the department's approved criteria for the evaluation of scholarly activity and research. It is the faculty member's responsibility to include these criteria in the research portfolio submitted to external reviewers and in the data file submitted internally. If these criteria changed during the faculty member's probationary period, he or she can choose which version to submit. All evaluations of the faculty member's research and scholarly activity, at every stage of the tenure process, should be guided by these criteria.

V. Procedures for Tenure Consideration

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. The initial steps of the review process are normally conducted by the chair of the department or unit with which the candidate for tenure is affiliated, assuming the chair has tenure. If the chair is not tenured, he or she may not be involved in any aspect of the tenure decision. In that case, the dean of the college housing the department should appoint a tenured member of the department in question to act in

the chair's stead. This faculty member shall not take part in any deliberations or votes of the departmental, college or University tenure committee. If the candidate for tenure is the chair of a department, the dean shall conduct the initial steps of the review process but will not write a separate recommendation at the departmental level.

C. 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 or his/her replacement if the chair is not tenured (see section V.B.).

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 (or replacement, see section V.B.) will select three reviewers from the candidate's list and three reviewers from the department tenure and promotion committee's list; the chair (or replacement, see section V.B.) will 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 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 (or replacement, see section V.B.) 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.

D. 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 (or replacement, see section V.B.). 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 (or replacement, see section V.B.), will appoint enough additional tenured faculty members to form a committee of at least three members.

3. No dean, associate dean, assistant dean, or other full-time administrator or department chair (or replacement, see section V.B.) shall attend or participate in the deliberation of the departmental, college, University Promotion and Tenure Committee, or 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. The deliberations of all three committees are confidential and must not be shared with anyone outside of the committee.

4. The college committee 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. Every reasonable effort should be made to ensure that ~~T~~there are~~should be~~ 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.

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. 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.

6. Any committee member who participates in the tenure process votes at most only once or any particular case.

7. 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 dean of the college to decide whether the person should be excluded from serving on the review committee.

8. The faculty member under consideration is informed whenever a committee is considering tenure and is given an opportunity to submit a statement (in electronic form) to the Provost's Office in support of their tenure case, or to correct any factual misinformation in previous recommendations. The Provost's Office will add such statements to the candidate's file.

~~8.~~9. In case of material new accomplishments before the conclusion of the evaluation process, additional documentation may be added to the portfolio with the concurrence of the dean. Such additional material must be clearly marked as such and dated at the time of addition to the tenure file by the Provost's Office. If such additional documentation is considered, this must be clearly documented in the recommendation letters by the committee or individual (e.g. dean) who first see this new material.

E. The committee or group of tenured faculty makes its recommendations to the chair (or replacement, see section V.B.). 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. 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 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.

Committee members received information on two requests for Leave of Absence without Compensation and the Annual Report on Committee Actions. In the report from the Provost, Austin Agho provided information on faculty promotions for 2019-20. In the report from the Vice President for Research, Morris Foster described the Commonwealth Cybersecurity Initiative (CCI), for which ODU was just certified as the lead for one of

four state-wide nodes. He also discussed ODU's opportunities through the new Virginia Institute for Spaceflight and Autonomy.

ADMINISTRATION & FINANCE COMMITTEE

The Rector called on Mr. Hill for the report of the Administration & Finance Committee. Mr. Hill reported that Ms. Deb Swiecinski, Associate Vice President for Financial Services, presented a resolution that will authorize up to $55,815,000 in 9(c) bond financing for the new residence hall. The following resolution was brought forth as a recommendation of the Administration and Finance Committee and was unanimously approved by all members present and voting *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera).*

RESOLUTION OF THE RECTOR AND VISITORS OF

Old Dominion University

WHEREAS, there have been passed by the General Assembly of Virginia and signed by the Governor acts entitled "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2019" (the "2019 Act") "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2018" (the "2018 Act"), "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2017" (the "2017 Act"), "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2016" (the "2016 Act"), "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2015" (the "2015 Act"), "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2014" (the "2014 Act"), "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2013" (the "2013 Act"), "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2012" (the "2012 Act"), "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2011" (the "2011 Act"), "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2010" (the "2010 Act"), "Commonwealth of Virginia Parking Facilities Bond Act of 2009" (the "2009 Act"), "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2009" (the "2009 Act"), "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2008" (the "2008 Act"), "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2007" (the "2007 Act"), and "Commonwealth of Virginia Higher Educational Institutions Bond Act of 2006" (the "2006 Act" and, together with the 2007 Act, 2008 Act, 2009 Acts, 2010 Act, 2011 Act, 2012 Act, 2013 Act, 2014 Act, 2015 Act, 2016 Act, 2017 Act, 2018 Act and the 2019 Act, the "Acts");

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

WHEREAS, for Old Dominion University (the "Institution"), such revenue-producing capital projects include construction of a New Residence Hall, 221-18101 (each individually, a "Project" and, collectively, the "Projects"); and

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

NOW, THEREFORE, BE IT RESOLVED BY THE RECTOR AND VISITORS OF Old Dominion University:

Section 1. The Board of Visitors of the Institution (the "Board") requests the Treasury Board to sell and issue bonds (the "Bonds") or bond anticipation notes ("BANs") in an aggregate principal amount not to exceed $55,815,000 to finance all or a portion of the costs of each Project plus Financing Expenses (for each individual Project, the "Individual Project Bonds" or "Individual Project Notes" and, collectively, the "Individual Project Borrowing" and for all Projects, the "Project Bonds" or "Project Notes" and, collectively, the "Project Borrowings"). The Individual Project Borrowings will be identified by amount by the State Treasurer upon issuance of any Bonds or BANs.

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

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

Section 4. The Board covenants that the Institution will furnish the Treasury Board its general purpose financial statements, within 30 days of their issuance and receipt, audited by a firm of certified public accountants or the Auditor of Public Accounts which shall include a schedule of

revenues and expenditures for auxiliary enterprise systems. If Individual Project Net Revenues for any Project are insufficient to pay Required Payments for such Project during such period, the Institution shall provide evidence of a plan to generate Individual Project Net Revenues for such Project sufficient to make such Required Payments in the future.

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

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

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

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

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

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

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

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

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

Section 14. This resolution shall take effect immediately.

Ms. Tara Saunders, Executive Director of the Real Estate Foundation, briefed the Committee on the new wayfinding signage on Monarch Way. Mr. Todd Johnson, Assistant Vice President for Auxiliary Services, provided an overview of the new retail dining facilities planned or underway in the University Village, Webb Center and around campus. He also reviewed the updated concessions for Kornblau Field at S.B. Ballard Stadium.

In his report to the Committee, Vice President DuBois provided an update on the University's new partnership with PNC bank, non-capital summer projects, and the North Colley Avenue/ODU Business Area initiative.

Chief Rhonda Harris provided an overview of campus safety initiatives in light of the recent tragedy at Virginia Beach Municipal Center. Mr. David Robichaud, Director of Design and Construction, updated the Committee on the Capital Outlay Projects. Ms. Maggie Libby, Associate Vice President for Advancement-Foundations, presented the Educational Foundation's Investment Report.

STUDENT ENHANCEMENT AND ENGAGEMENT COMMITTEE

The Rector called on Mr. Harris for the report of the Student Enhancement and Engagement Committee. Mr. Harris reported that Dr. Don Stansberry, Interim Vice President for Student Engagement and Enrollment Services, reported on the transition of Dr. Ellen Neufeldt and reviewed the proposed revisions to the Student Rights and Freedoms Policy. The following resolution was brought forth as a recommendation of the Student Enhancement and Engagement Committee and was unanimously approved by all members present and voting *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera).*

PROPOSED REVISIONS TO BOARD OF VISITORS POLICY 1502, STUDENT RIGHTS AND FREEDOMS

RESOLVED, that upon the recommendation of the Student Enhancement and Engagement Committee, the Board of Visitors approves the proposed revisions to Board of Visitors Policy 1502, Student Rights and Freedoms.

NUMBER: 1502

TITLE: Student Rights and Freedoms

APPROVED: August 12, 1971; Revised April 13, 1978

~~PREAMBLE~~

A statement of the rights and freedoms of students in attendance at Old Dominion University is set out in this document. Such rights and freedoms will be recognized by the administration until changed or otherwise modified by the Board of Visitors ~~as a result of study and experience~~.

Rights and freedoms should always be exercised within a framework of responsible behavior. They should not be used as a vehicle for division. Rather, they should serve as a point of departure from which administration, faculty, and students can work together to continue the advancement of Old Dominion University as an outstanding institution.

I. Access to Higher Education

A. Admissions

Admission to Old Dominion University is open to all qualified students without regard to race, sex, color, age, religion, national origin, veteran status, sexual orientation, gender identity, political affiliation, or otherwise qualified persons with disabilities.

~~The admissions policies of the university are a matter of institutional choice. However, the university will not consider race, sex, color, age, religion, national origin, veteran status, or handicap when making admissions decisions.~~

B. Continuance

Continuance requirements are set by the University~~a matter of institutional choice~~. The policies for continuance shall be made clear and ~~an~~ orderly procedures shall be established for appeal if extenuating circumstances warrant such action~~in borderline cases and in cases showing clearly extenuating circumstances~~.

II. Academic Affairs~~The Classroom~~

Instructors shall always endeavor to provide opportunities for discussion, inquiry, and expression in an atmosphere conducive to learning, Academic performance shall be evaluated solely on an academic basis.

A. Protection of Freedom of Expression

Students shall be free to take reasoned exception to the material or views offered in any course of study and to reserve judgment about matters of opinion, but they are responsible for learning the content of any course of study in which they are enrolled.

B. Protection Against Improper Academic Evaluations

Students shall have protection against prejudiced or capricious academic evaluations. Orderly procedures have been established (see "Grade Appeals" section of the Undergraduate or Graduate~~University~~ Catalog) through which students may appeal grades judged to have been given as result of prejudice or caprice. However, students are responsible for maintaining the standards of academic performance established for each course in which they are enrolled.

C. Protection Against Unprofessional Academic Conduct (See Faculty Handbook and AAUP Joint Statement on Rights and Freedoms of Students)

Students shall have protection against the improper and unprofessional conduct of faculty members. Such behavior could include the following:

1. Repeated~~Constant~~ failure to meet classes

2. Repeated~~Constant~~ failure to be available for conferences during published office hours

3. Repeated~~Constant~~ failure to present relevant, in-class materials, and to provide assessment~~test~~ on such materials

4. Discriminatory actions in the classroom against individuals or groups

Orderly procedures have been established through which students may lodge complaints of unprofessional conduct without jeopardizing their grades.

D. Protection Against Improper Disclosure of Personal Information

Information of judgments about a student's views, abilities, or character (information faculty members acquire in the course of their work as instructors, advisors, or counselors) may be discussed by those faculty members only if such discussion is guided by standards of professional obligation. Private or confidential matters brought by a student to the attention of a faculty member should not be disclosed without the prior consent of the student, except where required by law.

~~III. Student Records~~

~~All student records are considered confidential and shall not be disseminated except in accordance with the guidelines described in the "Student Records Policy."~~

~~IV.~~III. Student Engagement and Enrollment Services~~Affairs~~

A. Freedom of Association

1. Students shall be free to organize and join associations that promote common interests.

2. Affiliations with external or national~~extramural~~ organizations shall not of themselves disqualify student organizations from institutional recognition.

~~3. Recognized student organizations shall not be required to have faculty advisors. If the organizations elect to have faculty advisors, their role will be to advise the organizations on the exercise of responsibility. Advisors shall not have the authority to control organizational policies.~~

~~4. Recognized student organizations shall comply with all policies established and published governing their operations. They shall not, however, be required to submit membership lists.~~

~~5. Membership in recognized student organizations shall be open to all qualified students. The university will not recognize organizations that deny membership on the basis of race, color, age, religion, national origin, veteran status, handicap, or sex, except as permitted by law (e.g., social fraternities and sororities).~~

3. Honorary and professional organizations may restrict their membership on the basis of clearly established and published criteria that have been approved by the University as part of the recognition process.

4. The facilities and services of the institution shall be open to all enrolled students through established procedures and used in accordance with ~~the~~ University~~'s~~ Policies~~y on~~ 3200, "Use of Facilities and Grounds" and 1700, "University Demonstrations Policy."

B. Freedom of Inquiry and Expression

1. Students and student organizations shall be free to examine and discuss all questions of interest to them and~~They shall be free~~ to express opinions privately and publicly.~~provided such public expressions do not conflict with the Board of Visitors policy and procedures on "The University's Name and Identification."~~ They should always be free to support causes by orderly means that do not disrupt the regular and essential operations of the institution.

2. In their discussion of issues and expressions of opinions, students shall be free from duress, coercion, attempts to intimidate, or attempts to otherwise persuade by use of force.

3. ~~Student organizations shall be permitted to present speakers of their choosing. However, organizations have a responsibility to provide balanced speaker programs in accordance with the educational mission of the University.~~Institutional control of campus facilities shall not be used as a device of censorship, but student organizations will be required to adhere to University Policy 3200, "Use of Facilities and Grounds."

4. The university shall not tolerate actions by individuals or groups that seek to restrict the exercise of the rights just described in sections 1 through 3. In accordance with Code of Virginia Section 23.1-401.1, members of the campus community cannot obstruct speakers and presenters. While students and members of the university community cannot disrupt a speaker or free speech, they can assemble to express alternate points of view (see University Policy 1700, "University Demonstrations Policy.")

~~C. Student Participation in Institutional Government~~

~~As constituents of the academic community, students shall be free, both individually and collectively, to express their views on institutional policies and on matters of general interest to the student body. The student body shall have a clearly defined means of participation in the formulation, evaluation, and administration of institutional policies in the areas of academic affairs and student affairs.~~

C. Student Media

1. Student media shall be free of censorship and advance approval of copy.

2. ~~Editors and managers of student media shall be removed only for proper and stated causes, and then only by orderly and prescribed procedures. The responsibility for the removal of editors and managers shall lie with the agencies responsible for their appointments.~~

2. All student publications published and financed by the university shall explicitly state that the opinions expressed therein are not necessarily those of the university or the student body.

3. Students shall be free to publish, distribute, and, in accordance with university regulations, post literature on campus.

5. ~~The university is not required to recognize or financially support any student media. The Board of Visitors may withdraw recognition and financial support from any student media at any time.~~

E. Financing of Student Organizations~~Activities~~

After considering student recommendations, the university shall establish orderly procedures for financing student activities. These procedures and the criteria for funding recognized student organizations~~activities~~ will be publicized and uniformly observed. The budget for student activities shall annually be made available to the student body.

~~V. Student Conduct~~

~~The Board of Visitors has the authority to establish rules regulating student conduct and to discipline students who violate those rules. However, in the development of responsible student conduct, the use of the university's disciplinary powers should be secondary to counseling, guidance, admonition, and example. When the preferred means for developing responsible conduct fail and discipline is necessary, fair and order disciplinary procedures shall be established and followed so that students are protected from the unfair imposition of penalties.~~

~~A. Standards of Student Conduct~~

~~1. The University shall promulgate, with significant student participation, those standards of student conduct that it considers essential to the fulfillment of its educational mission and to the protection of its academic community.~~

~~2. University standards of student conduct shall be published and students may be disciplined only for conduct that violates those standards.~~

~~B. Investigation of Student Conduct~~

~~Students shall be free from an investigation of their conduct by the university except in accordance with the university's disciplinary policies and procedures for students.~~

~~C. Student Discipline~~

~~Students shall be disciplined only in accordance with the university's disciplinary policies and procedures for students. In all cases of student discipline, students shall be guaranteed the rights and procedural protections described in these policies and procedures.~~

~~VI. Student's Off-Campus Conduct~~

~~When students incur penalties prescribed by civil authorities, the university's disciplinary authority shall not be exercised so as to compound the penalties. If, however, the actions for which the students incur civil penalties are in violation of the "Code of Student Conduct," the university may discipline and penalize the students in accordance with student disciplinary policies and procedures.~~

Dr. Johnny Young, Associate Vice President, and Dr. Nancy Badger, Executive Director of Counseling, reported on the enhancement of services for students in the Counseling Center, which included the recent hiring of a psychiatrist who will start in the fall semester, the addition of Protocall services, and the work being done to support students in the area of resiliency.

Stephen Greiling, student representative to the Board, reported that he will focus on two initiatives during his term: maintaining student engagement and bringing awareness of and education about coastal flooding and its impact on ODU and the Hampton Roads community. He introduced two students from the Student Athletic Advisory Committee who shared some of their experiences as student athletes.

Chief Rhonda Harris provided an overview of the Police Department's recent accomplishments and current initiatives. She announcement the Department's accreditation by the Commission on Accreditation for Law Enforcement Agencies as a Tier 2 Law Enforcement Agency, which is considered the Gold Standard in Law Enforcement Accreditation. There were also continued reductions in serious crime on campus and recognition from Safe Colleges, which ranked the ODU Public Safety Program among the Top 10 nationally for the second consecutive year. The Police Department has several new initiatives underway to further enhance the agency's professionalism and reputation, while continuing to enhance campus safety.

UNIVERSITY ADVANCEMENT COMMITTEE

The Rector called on Ms. Jones for the report of the University Advancement Committee. Ms. Jones reported that the Committee approved a resolution to name the Real Estate program as the Harvey Lindsay School of Real Estate. The following resolution was brought forth as a recommendation of the Student Enhancement and Engagement Committee and was unanimously approved by all members present and voting *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera).*

RESOLUTION TO NAME THE REAL ESTATE PROGRAM AS THE HARVEY LINDSAY SCHOOL OF REAL ESTATE

WHEREAS, the Real Estate program is housed in the Strome College of Business under the Department of Finance which is an accredited institutional member of the Association to Advance Collegiate Schools of Business International; and

WHEREAS, the Real Estate program will bring together high-performing students with a drive to excel in the financial and real estate investment world and make a transformative impact on their educational pursuits; and

WHEREAS, the Harvey Lindsay name is synonymous with family, integrity, dedication, service and innovation; and

WHEREAS, the Harvey Lindsay Commercial Real Estate company embodies the family ideals, passed down from the founder Harvey Lindsay, Sr. and Harvey Lindsay Jr. continued to elevate the company to new heights, while maintaining the principals of the company's founding.; and

WHEREAS, Harvey Lindsay, Jr. received an honorary Doctor of Humane Letters from ODU in 1999 and served as a member of ODU's Board of Visitors and Educational Foundation; and

WHEREAS, Harvey Lindsay, Jr. and his family have been and continues to be generous supporters and leaders in numerous local, state and national boards for professional associations, arts, colleges and universities, education and healthcare; and

WHEREAS, Lindsay's philanthropy includes numerous generous contributions to the University including establishing the Harvey L. Lindsay, Jr. Real Estate Scholarship, various endowed academic and athletic scholarships, 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 Real Estate program as the Harvey Lindsay School of Real Estate, 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 Harvey Lindsay and his family and signage be prominently displayed outside of the facility.

Vice President Alonzo Brandon presented dashboard items measuring productivity in the area of University Advancement including fundraising initiative totals and the breakdown per foundation, college, giving level and constituent type. He also gave a year-in-review for University Advancement including accomplishments in fundraising, community engagement, foundations and alumni events.

CLOSED SESSION

The Rector recognized Mr. Henry, who made the following motion, "Madam Rector, I move that this meeting be convened in closed session, as permitted by Virginia Code Section 2.2-3711(A)(1), for the purpose of discussing the evaluation and compensation of the President of the institution." The motion was duly seconded and unanimously approved by all members present and voting *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera).*

RECONVENE IN OPEN SESSION AND FOIA 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 *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera).*

PRESIDENTIAL COMPENSATION

Upon a motion duly made and seconded, the Board unanimously approved to amend the President's employment agreement as discussed in closed session *(Allmond, Bennett, Bradley, Corn, Dickseski, Henry, Harris, Hill, Jones, Kemper, Kirk, Mugler, Scassera)*. The changes that the Board discussed in closed session are to increase President Broderick's base salary by 8%; authorize a contribution under the deferred compensation program of $175,000 for the fiscal year beginning July 1, 2019; provide him with an annual allowance for personal expenses in the amount of $17,000 starting with the fiscal year beginning July 1, 2019; and award him a bonus of $15,000 as a reflection of his performance during the fiscal year beginning July 1, 2018.

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 be discussed, the meeting was adjourned at 2:25 p.m.