

V. Vote on Consent Agenda Resolutions

VI. Regular Agenda

The regular agenda includes a proposal to establish a Faculty Code of Conduct and a request to change the name of the Bachelor of Arts and Bachelor of Science Degrees in Women's Studies to Women's, Gender and Sexuality Studies.

VII. Vote on Regular Agenda Resolutions

VIII. Information Items

Information items include two requests for leave of absence without compensation and the report from the Marketing Subcommittee. KHUHSRUWIURPWKH0DUNHWL0KFRPPLWWHH0OOL00&HD SUHVH0DWLRE0D0LOGHULUHFWRURIFIVH0DUFKDW(%

OLD DOMINION UNIVERSITY
BOARD OF VISITORS
ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE
APRIL 21, 2021
AGENDA

- I. APPROVAL OF THE MINUTES OF DECEMBER 10, 2020
- II. CLOSED SESSION
- III. RECONVENE IN OPEN SESSION AND VOTE ON RESOLUTIONS
- IV. CONSENT AGENDA
 - A. Faculty Appointments (p. 4-6)
 - B. Administrative Appointments (p. 7-11)
- V. VOTE ON CONSENT AGENDA RESOLUTIONS
- VI. REGULAR AGENDA
 - A. Proposal to Establish a Faculty Code of Conduct (p. 12-18)
 - B. Request to Change the Name of the Bachelor of Arts and Bachelor of Science Degrees in Women's Studies to (p.

April 22, 2021

FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Loretta Alsop Lecturer of Mathematics and Statistics	\$55,000	12/25/20	10 mos

Ms. Alsop received an M.S. in Mathematics and Statistics and a B.S. in Mathematics Education from Indiana University of Pennsylvania. Previously she was a manager at Market Analytics and an Assistant Professor of Statistics and Mathematics at South University.

Dr. Virginia Brinn Lecturer of Art	\$45,000	12/25/20	10 mos
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Dr. Brinn received a Ph.D. in Art Education from Virginia Commonwealth University, an M.Ed. in Early Childhood Education Pk-5 from Armstrong Atlantic State University, and a B.F.A. in Art Education from Virginia Commonwealth University. Previously she was a Lecturer in the Department of Art at Old Dominion University.

Ms. Molly Brown Assistant Professor of English Tenure Track	\$66,000	7/25/21	10 mos
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Ms. Brown received an M.F.A. in Creative Writing, Poetry from the University of Mississippi and a B.A. in English, Creative Writing from Stanford University. Previously she was a faculty member at Kenyon College.

Ms. Emily Culver Visiting Assistant Professor of Art	\$57,000	12/25/20	5 mos
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Ms. Culver received a Master of Fine Art in Metalsmithing from Cranbrook Academy of Art and a B.F.A. in Metals/Jewelry/CAD-CAM from Tyler School of Art at Temple University. Previously she was an Instructor in the Department of Craft/Material Studies at Virginia Commonwealth University.

Mr. Rhett Epler Instructor Department of Marketing Tenure Track	\$134,000	7/25/21	10 mos
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Dr. Sachin Shetty Associate Professor Virginia Modeling, Analysis and Simulation Center	\$165,000	2/25/21	12 mos
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Dr. Shetty received a Ph.D. in Modeling and Simulation from Old Dominion University. Previously he was Associate Director in the Virginia Modeling, Analysis and Simulation Center at Old Dominion University. (Designated as Executive Director – Center for Secure and Intelligent Critical Systems (CSICS)).

Dr. Demetrice Smith-Mutegi Assistant Professor Department of Teaching and Learning Tenure Track	\$67,106	7/25/21	10 mos
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Dr. Smith-Mutegi received a Doctor of Education, Science Education from Morgan State University, a Master of Arts in Teaching, Science Education from East Carolina University, and a B.A. in Biology from the University of North Carolina at Chapel Hill. Previously she was an Assistant Professor of STEM Education at Marian University, Klipsch Educators College.

Dr. Veronica Thomas Associate Professor Department of Marketing Tenure Track	\$136,000	7/25/21	10 mos
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Dr. Thomas received a Ph.D. in Marketing and an M.B.A. with a concentration in Marketing from Kent State University and a B.S.B.A. in Marketing from Robert Morris University. Previously she was an Associate Professor of Marketing at Towson University.

Dr. Suzanne Wright Associate Professor School of Nursing	\$198,000	6/10/21	12 mos
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Dr. Wright received a Ph.D. in Health-Related Sciences, Nurse Anesthesia, an M.S. in Nurse Anesthesia, and a B.S. in Nursing from Virginia Commonwealth University. Previously she was the Herbert T. Watson Professor and Chair in the Department of Nurse Anesthesia, College of Health Professions at Virginia Commonwealth University. (Designated as Chair of the School of Nursing) (reallocated position)

Mr. Hamed Yousefi Visiting Assistant Professor of Finance	\$103,000	7/25/21	10 mos
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Mr. Yousefi received an M.A. in Economics and is expected to receive a Ph.D. in Finance from Old Dominion University in May 2021, an M.B.A. in Finance from the University of Economic Sciences, Iran and a B.Sc. in Mechanical Engineering from Ferdowsi University, Iran. Previously he was an Instructor and Teaching Assistant in the Department of Finance at Old Dominion University.

April 22, 2021

ADMINISTRATIVE FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Charles Anderson Executive Director of Counseling Services and Assistant Professor	\$120,000	3/10/21	12 mos

Dr. Anderson received a B.A. in Music from George Washington University and an M.S. and Psy.D. in Counseling Psychology, both from Virginia Commonwealth University. Previously, he worked as the Director of Counseling and Psychological Services for the University of New Haven. Dr. Anderson also worked as the Associate Director of Clinical Services for the College of William and Mary and as the Associate Director of the Counseling Center for Virginia Tech.

Ms. Alexandra Butterfield Training and Assessment Coordinator, ODUOnline and Instructor	\$53,000	3/25/21	12 mos
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Ms. Butterfield received a B.S. in Sociology and an M.A. in Education, both from Virginia Tech. Previously, she worked as an Enrollment Coordinator for ODUOnline.

Ms. Sarah Camp Instructional Technology Specialist, Center for Learning and Teaching and Instructor	\$56,100	3/10/21	12 mos
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Ms. Camp received a B.A. and an M.A. in English, both from Old Dominion University. Previously, she worked as an Adjunct Instructor for the University's English Department.

Ms. Christy Cheesman Student Clinical Services Coordinator, School of Nursing and Instructor	\$52,005	1/4/21	12 mos
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Ms. Cheesman received a B.A. in Conflict Analysis and Resolution from George Mason University and an M.Ed. in Counselor Education from Virginia Commonwealth University. Previously, she worked as an Intern Career Counselor for the University of Richmond.

Ms. Kate Couch Civil Rights/Title IX Investigator, Institutional Equity and Diversity and Instructor	\$70,000	2/25/21	12 mos
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Ms. Couch received a B.S. in Geology and an M.S.Ed., both from Old Dominion University. Previously, she worked as the Investigator and Deputy Title IX Investigator for Christopher Newport University. (new position)

Ms. Shanna Crockett Digital Media and Graphic Design Advisor, Tech Talent Program, Academic Affairs and Instructor	\$43,000	2/10/21	12 mos
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Ms. Crockett received a B.F.A. in Graphic Design and an M.A. in Lifespan and Digital Communication, both from Old Dominion University. Previously, she worked as the Creative Communications and Design Coordinator for the University's Center for High Impact Practices. (new position)

Ms. Venicia Ferrell Research Associate, Center for Educational Partnerships and Instructor	\$90,000	3/10/21	12 mos
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Ms. Ferrell received a B.S. in Biology and an M.S. in Teaching Biology, both from Hampton University. Previously, she worked as the Science Curriculum Leader for Hampton City Schools and as the Lead Science Coordinator for Virginia Beach Public Schools.

Mr. Toni Gaines Director of Finance and Support Services, Auxiliary Business Services and Assistant Instructor	\$81,500	1/5/21	12 mos
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Mr. Gaines received a B.S. in Political Science from North Carolina State University. Previously, he worked as the Director of Business and Administration for North Carolina State's College of Veterinary Medicine.

Ms. Nina R. Gonser Associate Vice President for Academic Affairs and Instructor	\$151,000	4/10/21	12 mos
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Ms. Gonser received a Bachelor of Science in Business Administration in Finance/Business Analytics and a Master of Business Administration in Finance/Human Resources from Temple University. Previously, she was Interim Vice President for Academic Affairs at Old Dominion University. Prior to that, Ms. Gonser was Director of the Business Services Center and Director of Finance and Operations at Temple University.

Mr. Victor Irokansi Assistant Football Coach and Assistant Instructor	\$102,500	2/4/21	12 mos
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Mr. Irokansi received a B.S. in Sociology from Oklahoma State University. Previously, he worked as the Defensive Line Analyst for Oklahoma State and as the Defensive Line Graduate Assistant for both the University of Mississippi and Texas State University.

Dr

Mr. Alex Whitney
Academic Advisor, Darden College of
Education and Professional Studies
and Instructor

\$45,000

2/10/21

12 mos

Mr. Whitney received a B.S. in Chinese Languages and Literature from Christopher Newport University and an M.S.Ed. from Old Dominion University. Previously, he worked as a Graduate



April 22, 2021

APPROVAL TO ESTABLISH A FACULTY CODE OF CONDUCT

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the establishment of a Faculty Code of Conduct, effective April 22, 2021.

Rationale: The proposal to establish a Faculty Code of Conduct was recommended by the Faculty Senate and subsequently approved by the Deans Council and President Broderick. Part I of the Code sets forth the responsibility

Faculty Code of Conduct

Preamble

I. Responsibilities of The University

A. Responsibilities of the University - Rights of Faculty

As an institution of higher learning, a major responsibility of the University and its academic community is to support

misconduct, not specifically enumerated herein, may nonetheless be the basis for disciplinary action if they also violate ethical standards of conduct³ or professional ethics⁴.

1. Faculty's Responsibilities for Teaching and Students

Ethical Principles. "As teachers, professors encourage the free pursuit of learning in their students. They hold before them the best scholarly and ethical standards of their discipline. Professors demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors. Professors make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect each student's true merit. They respect the confidential nature of the relationship between professor and student. They avoid any exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic o(l)-0.7 (ec)10. 3 x2.6 (h)13.3

11. Abide by university policies governing discrimination⁵;
 - a. sexual violence and sexual harassment;
 - b. nondiscrimination against students on the basis of disability;
 - c. participating in, tolerating, or abetting disruption, interference, or intimidation in the classroom;
 - d. verbal abuse or harassment of a student.

12. Refrain from entering into a romantic or sexual relationship with any student for whom a faculty member has, or should reasonably expect to have in the future, academic responsibility (instructional, evaluative, or supervisory);

13. Refrain from exercising academic responsibility (instructional, evaluative, or supervisory) for any student with whom a faculty member currently has or has previously had a romantic or sexual relationship. Note: A faculty member should reasonably anticipate future academic responsibility of this nature (instructional, evaluative, or supervisory) for (1) students whose academic program will require them to enroll in a course taught by the faculty member, (2) students known to the faculty member to have an interest in an academic area within the faculty member's academic expertise, or (3) any student for

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7. Make evaluations of the professional competence of faculty members using criteria directly reflective of professional performance;
8. Act without discrimination or harassment, in violation of University policy and ethical standards;
9. Act without violation of the University policy, including the pertinent guidelines, applying to non-discrimination against faculty on the basis of disability;
10. Abide by established rules governing confidentiality in personnel procedures;
11. Act without misrepresentation of faculty affiliations;
12. Refrain from behavior that is disruptive to another faculty member's exercise of their academic freedom, freedom of expression, teaching, scholarship, professional service, or other pertinent academic duties.

5. Faculty's Responsibilities in The Community

Ethical Principles: "As members of their community, professors have the rights and obligations of other citizens. Professors measure the urgency of these obligations in the light of their responsibilities to their subject, to their students, to their profession, and to their institution. When they speak or act as private persons, they avoid creating the impression of speaking or acting for their college or university. As citizens engaged in a profession that depends upon freedom for its health and integrity, professors have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom."

- A. Faculty are expected to

National Women's Studies Association (2021, February 10). About. National Women's Studies Association. <https://www.nwsa.org/page/about-NWSA>

science, four courses focus on gender, sexuality, race, class, or geographic placement. Of the 12 restricted electives for the Bachelor of Arts and 12 electives for the Bachelor of Science, five courses examine gender and social justice. The proposed curriculum changes will reflect the subject matter of the National Women's Studies Association notes that "(t)oday the field

April 22, 2021

REQUESTS FOR LEAVE OF ABSENCE WITHOUT COMPENSATION

The President has approved the following requests for leave of absence without compensation.

<u>Name and Rank</u>	<u>Leave of Absence</u> <u>From</u> <u>To</u>	<u>Contract Salary</u>
Brian Diller Assistant Professor F. Ludwig Diehn School of Music	Academic Year 2021-22	\$59,740
Reason for Leave:	Attend Marshall School of Business at the University of Southern California to pursue an M.B.A.	
Gena Gerstner Assistant Professor Department of Human Movement Sciences	Academic year 2021-2022	\$60,000
Reason for Leave:	Postdoctoral Research Fellowship in the Department of Environmental Sciences and Engineering at the University of North Carolina at Chapel Hill	