

TO: Members of the Academic and Research Advancement Committee  
of the Board of Visitors

Toykea S. Jones, Chair  
Robert S. Corn, Vice Chair  
Lisa B. Smith (ex-officio)  
Kay A. Kemper (ex-officio)  
R. Bruce Bradley  
Unwana B. Dabney  
Jerri F. Dickeski  
Alton J. Harris  
Maurice D. Slaughter  
Sebastian Kuhn (*Faculty Representative*)

FROM: Augustine O. Agho  
Provost

DATE: June 5, 2020

The Board of Visitors Academic & Research Advancement Committee will meet on Thursday, June 11, 2020, from 11:00 a.m. to Noon via the Zoom application. Pursuant to Executive Amendment 28 to HB29 (2020), the Committee will meet by electronic communication means, without a quorum of committee members physical assembled at one location, to discuss or transact business statutorily required or necessary to continue operations of the Board and the discharge of its lawful purposes, duties and responsibilities.

The purpose of this memorandum is to provide you with background information for our meeting on Thursday, June 11, 2020.

#### I. Approval of Minutes of the April 23, 2020 Meeting

The minutes of the April 23, 2020 meeting will be presented for approval as previously distributed.

#### II. Closed Session

The members of the Academic and Research Advancement Committee will receive information related to the item to be discussed in closed session.

#### IV. Consent Agenda

Included in the consent agenda materials are resolutions recommending 10 faculty appointments,

OLD DOMINION UNIVERSITY  
BOARD OF VISITORS

June 18, 2020

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>
Mr. Wesley C. Davis Lecturer of Mathematics and Statistics	\$55,000	7/25/20	10 mos

Mr. Davis received a Master of Science in Applied and Computational Mathematics at Old Dominion University.

Dr. Caitlin Collins Gudger  
Lecturer of Nursing

Dr. Gudger received a Doctor of Nursing Science from Old Dominion University. She is currently a Pediatric Nurse Practitioner from Old Dominion University and a Pediatric Nurse Practitioner from Sentara College of Health Sciences. She is also a Pediatric Nurse Practitioner at Nansmond Pediatrics and an Adjunct Faculty at Old Dominion University (part-time appointment, 20 hours per week).

Dr. Emily E. Hardy  
Lecturer of Chemistry and Bi

Dr. Saltuk B. Karahan	\$50,000	7/25/20	10 mos
Lecturer of Political Science and Geography			

Dr. Karahan received a Ph.D. in International Studies from Old Dominion University, an M.A. in Security Studies from Army War College, Turkey, an M.S. in Modeling and Simulation from Naval Postgraduate School, and a B.S. in Systems Engineering from Turkish Military Academy. Previously he was a Lecturer in the Department of Political Science and Geography and Program Coordinator/Advisor for the Center for Cyber Security and Research at Old Dominion University. (Designated as Cyber Security Program Coordinator)

Ms. Khedra R. Lewis	\$65,000	8/25/20	10 mos
Lecturer of Communication Disorders and Special Education			

Ms. Lewis received an M.S.Ed. in Speech-Language Pathology from Old Dominion University and a B.S. in Health Education from Virginia Commonwealth University. Previously she was a Lecturer in the Department of Communication Disorders and Special Education at Old Dominion University.



June 18, 2020

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>
Mr. Wayne Adams Jr. Assistant Director of Sports Performance and Instructor	\$40,448	3/3/20	12 mos

Mr. Adams received a B.S. in Kinesiology from James Madison University and an M.A. in Health and Human Performance from Morehead State University. Previously, he worked as the Director of Sports Performance for Catawba College.

Dr. Margaret E. Barber Associate Dean for Educator Preparation and Assistant Professor	\$128,000	12/25/19	12 mos
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Dr. Barber received an Ed.D. in Educational Leadership and an M.A. in Educational Administration from Teachers College at Columbia University and a B.A. in English and American Cultural Studies from Bates College. Previously she was Interim Associate Dean for Educator Preparation in the Darden College of Education and Professional Studies at Old Dominion University.

Mr. Stephen Barry Community/Business Outreach Liaison, Office of Admissions, and Assise0L. .0L. . (r(e)4h L)1 (i)-12 (e0L. .0L. .e)4 (ue0L0 (h L)1.0L. .or0 Tc 9.5( )TjEMC /P ÅMCID 24 B5C	\$60,000	2/25/20	12 mos
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Mr. Campbell also served as the Head Coach at Alderson Broaddus University and as the Wide



Ms. Meghan Hare Advisor/Success Coach, Center for Major Exploration and Instructor	\$44,000	5/25/20	12 mos
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Ms. Hare received a B.A. in Anthropology from Furman College and an M.S.Ed. from Old Dominion University. Previously, she worked as a Graduate Assistant for the University's Dean of Students Office.

Ms. Courtney Hill Coordinator, STEM Completion Initiatives (Sciences) and Instructor	\$47,000	1/25/20	12 mos
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Ms. Hill received a B.S. in Speech Pathology from Old Dominion University and an M.A. in College Student Development from Hampton University. Previously, she worked as the Academic Advisor and Program Manager for the University's Modeling, Simulation, and Visualization Engineering department. (new position)

Ms. Jennifer Leigh Hoyt Head of Libraries' Engagement and Instructor	\$60,000	2/25/20	12 mos
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Ms. Hoyt received an M.A. in English, Professional Writing from Old Dominion University, a B.A. in Journalism from the University of Texas at Tyler and is expected to receive an Ed.D. in Educational Policy, Planning and Leadership from William and Mary. Previously she was Communications Coordinator at Old Dominion University Libraries.

Mr. Tristin Iannone Assistant Director of Football Operations and Assistant Instructor	\$36,000	3/2/20	12 mos
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Mr. Iannone received a B.S. in Recreation, Parks, and Tourism Management from Pennsylvania State University. Previously, he worked as a Football Operations Assistant at Pennsylvania State University. (new position)

Mr. Andrew Jackson Assistant Football Coach – Defensive Line and Instructor	\$110,000	1/17/20	12 mos
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Mr. Jackson received a B.S. in Physical Education Science and an M.S. in Interdisciplinary Studies both from Long Island University. Previously, he worked as the Defensive Tackles Coach for James Madison University. Mr. Jackson has also worked as the Defensive Quality Control Coordinator at Mississippi State University and as the Defensive Line Coach at Fordham University.



Mr. Sam Kirschenbaum Assistant Women's Soccer Coach and Assistant Instructor	\$42,864	1/9/20	12 mos
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Mr. Kirschenbaum received a B.S. in Psychology from SUNY Cortland. Previously, he worked as the First Assistant Women's Soccer Coach for the University of Maryland, Baltimore County.

Ms. Staci Kohen Academic Advisor, Strome College of Business, and Instructor	\$40,000	1/6/20	12 mos
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Ms. Kohen received a B.S. in Family Sciences from Towson University and an M.S. in College Student Personnel from Western Illinois University. Previously, she worked as a Residence Hall Director for the University's Housing and Residence Life Department.

Mr. Younes Lalami Laaroussi Associate Head Men's Tennis Coach and Instructor	\$42,864	12/10/19	12 mos
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Mr. Laaroussi received a B.S.B.A. in Finance and an M.B.A. both from Auburn University. Previously, he worked as the Head Men's Tennis Coach for Duquesne University.

Ms. Hannah Leopold Residence Hall Director and Instructor	\$35,568	2/3/20	12 mos
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Ms. Leopold received a B.S. in Interdisciplinary Studies and an M.Ed. in Counselor Education both from Virginia Commonwe

Clinical Assistant Professor at Walden University. She is currently licensed in Virginia as a





Ms. Morgan Sumner  
Athletic Academic Advisor  
and Instructor

\$40,000

1/10/20

12 mos

Ms. Sumner received a B.S. in Exercise, Sport

June 18, 2020



John D. Lape Lecturer Emeritus of Information Technology and Decision Sciences	January 1, 2020
Elizabeth Locke Senior Lecturer Emerita of Rehabilitation Sciences	June 1, 2020
Frederick A. Lubich Professor Emeritus of World Languages and Cultures	January 1, 2020
Terri Mathews Associate Dean Emerita, College of Sciences	July 1, 2020
Jane T. Merritt Professor Emerita of History	July 1, 2020
Linda Miller-Dunleavy Master Lecturer Emerita of Communication Disorders and Special Education	June 1, 2020
Roy C. Ogle Professor Emeritus of Medical Diagnostic and Translational Sciences	June 1, 2020
Michael P. Pearson University Professor Emeritus and Professor Emeritus of English	June 1, 2020
Scott R. Sechrist Associate Professor Emeritus of Medical Diagnostic and Translational Sciences	June 1, 2020
Simon H. Serfaty Eminent Scholar Emeritus and Professor Emeritus of International Studies	June 1, 2020
Randall R. Spurrier Master Lecturer Emeritus of Accountancy	January 1, 2020
Deborah L. Swiecinski Associate Vice President Emerita for Financial Services	August 1, 2020
Leposava Vauškovi Eminent Scholar Emerita and Professor Emerita of Physics	June 1, 2020

Sandra Waters  
Executive Director Emerita for Advising Administration and  
Academic Partnerships

July 1, 2020

G. William Whitehurst

June 1, 2020

empirical work, he studied the hard crab harvest in Virginia, boating accidents due to alcohol use, the impact of oil spills on the environment and the appropriate way to view costs in a multi-service transit firm. Later in his career he directed his research focus on student learning in the classroom and policies such as class attendance rules and the optimal amount of ancillary material to make available to students.

Anderson's focus on student learning may have been motivated by the fact that in the last 30 of the 36 years in the Economics Department, he served as the Chief Departmental Advisor for the department and was a member of several faculty searches and peer reviews of teaching. Further, he also often represented the department on the time intensive Undergraduate Curriculum Committee. His detailed institutional knowledge of the Catalogs and undergraduate graduation and continuance policies made him a resource to many.

#### ROBERT ARNETT

Robert Arnett earned a Ph.D. in communications from the University of Mississippi. Before joining Old Dominion University, he was a tenured associate professor at Mississippi State University from 1997-2005. He joined the Department of Communication and Theatre Arts at ODU in 2005 as an associate professor without tenure and was tenured in 2012.

Arnett was Director of the department's Film & Video Studies program from 2008-2012 and Director of the Film Studies minor from 2013-2019. His areas of specialization included film history, film genres, film auteur studies, and screenwriting.

Arnett's research primarily focused on the emergence of Neo-Noir films beginning in the 1970s, with a particular focus on the films of Michael Mann. He is the author of 13 journal articles and one book chapter. His forthcoming monograph on Neo-noir cinema is under contract at Palgrave MacMillan and should be published in 2021.

Arnett is also an accomplished screenwriter. He has written nine screenplays, which have been entered into more than three dozen competitions worldwide. He has been a quarterfinalist seven times in these competitions, a semifinalist six times, a finalist six times, as well as had one Top 20, one Top 10 and Top 3 finishes. Two of his screenplays have been optioned by Hollywood.

#### RICHARDEAN BENJAMIN

Richardean Benjamin received a B.S. in nursing from Armstrong Atlantic University, the master's in nursing from the Medical College of Georgia, a Master of Public Health from the University of Pittsburgh, a Ph.D. in nursing from the University of Texas at Austin, and a post-master's certificate in psychiatric nurse practitioner from the University of Virginia. She joined Old Dominion as an assistant professor of nursing in 1989 and achieved the rank of associate professor in 1995. In 2008 Benjamin was inducted as a fellow of the Academy of Nurse Educators and in 2009 as a fellow of the American Academy of Nursing.

Benjamin has taught students across all levels, baccalaureate, master's and doctoral. Her administrative experience includes chair of the School of Nursing (2002-2009), interim director

of the health services research doctoral program and associate dean of the College of Health Sciences (2009-present), which included a term as interim dean of the college (2016-2018).

Benjamin's scholar (c)4 n

microbiology and immunology. In the classroom, Daines taught courses in her areas of expertise using a problem-based learning style that required students to engage in active learning. In her laboratory, she trained a number of graduate and undergraduate students as well as post-baccalaureate and post-master's scholars.

Daines served as interim chair in the Department of Biological Sciences from 2016-2017, guiding the department through a critical restructuring effort. She then joined the College of Sciences Dean's Office as Associate Dean for Research and Faculty Affairs. In this position, she played a key role in bringing together biomedical faculty from across the university, which has resulted in the monthly, campus-wide Distinguished Biomedical Research Seminar series, an interdisciplinary research seed funding program, and a public lecture in the area of infectious diseases. She also served as an effective advocate for women faculty and as a co-PI on a recent

resource groups, including the Hispanic Latino Employee Association, the Employees with Disabilities Association, and the LGBTQIA Association. During the Obama Administration, Dunman was invited to the White House on two occasions to discuss her work in the field.

Dunman has served two terms as President of the American Association for Access, Equity and Diversity (a national professional organization), and she currently serves on the State Board of Directors for the Virginia Center for Inclusive Communities. She has been interviewed by and made appearances on CNN, the BBC, Court TV, Time Magazine, Inside Higher Ed, Diverse Issues, Atlanta Life Magazine, and others. She has served in an advisory capacity to numerous U.S. legislators and to the Norwegian government on issues of affirmative action, equal employment, and higher education.

## BILL GIDEON

Bill Gideon, associate director for military programs, served more than 30 years as a career Naval Officer and retired as the Navy's Acquisition Manager for Audio-Visual and Reconnaissance Systems. He earned a B.F.A. in cinema from the University of Southern California and a B.S. in education, an M.S. in education, and a Ph.D. in workforce education and development from Southern Illinois University. Gideon joined ODU in 1998 as a faculty administrator Instructional Designer in what was then the Center for Learning and Technology.

Gideon initially taught ODU faculty how to use the technology in high tech classrooms spread over campus and taught in multiple TELETECHNET broadcast classrooms. In 1999 he developed and managed the MBA program (Ships @ Sea), broadcast live by satellite to deployed Navy ships in the Atlantic, Pacific and Indian Oceans, and Mediterranean Sea. This unique ODU program, cited by the Chief of Naval Operations, was provided through NCPACE to every deploying aircraft carrier and flagship until 2006.

In 2001 Gideon began work on the Master of Engineering Management asynchronous courses. Working with the faculty and others, he developed the first MEM CD-ROM courses for Navy nuclear officers to earn their ODU master's degree, even while deployed in submarines and surface ships. As associate director, Gideon managed MEM course development, faculty and student support, exams, bookstore and asynchronous production facilities. This included contract

He coordinated inputs for assessment programs involved in AACSB and other outside evaluations and assisted in continued implementation and maintenance of the Strome College of

## FREDERICK LUBICH

Frederick Lubich, professor of world languages and cultures, was born and raised in West-Germany, studied in Germany, Great Britain and the United States and received his Ph.D. in German literature. In the United States, he taught at seven colleges and universities including Brown University, Columbia University and Rutgers University before joining Old Dominion University in 1997 to become chair of the Department of Foreign Languages and Literatures, which he headed from 1997-2008. During that time, he organized 15 cultural matinees as well as seven international symposia, which altogether brought several hundred scholars from different languages and national cultures to ODU.

Lubich is the author of circa 400 publications including seven scholarly books and editions, academic and journalistic essays on topics such as 19<sup>th</sup> and 20<sup>th</sup> century literature, sexual politics, music, the visual arts and German-Jewish relations. His publications also include many pieces of poetry in newspapers, poetry magazines and literary anthologies locally as well as in half a dozen other countries. He also translated film and musical scripts, appeared numerous times on radio and television in the U.S. and abroad and has given circa 350 presentations and invited lectures in over 30 countries in Europe, Africa, Asia, and Latin America.

Lubich will continue to serve as the managing editor of the bilingual online journal *Glossen* as well as a member of the board of the international PEN-Center of German Speaking Writers Abroad.

## TERRI M. MATHEWS

Terri Mathews received a B.S. in geology from The College of William and Mary, an M.S. in geophysical sciences from Old Dominion University, and a Ph.D. in education with concentration in higher education administration from Old Dominion University. Prior to ODU, she taught at several institutions including University of Maryland, Asian Division, Hawaii Pacific University and Valencia Community College.

Mathews joined Old Dominion as an instructor in 1995, became the Chief Departmental Advisor for the Ocean, Earth and Atmospheric Sciences Department in 1998, and was appointed Assistant Dean for the College of Sciences from 2000-



held at Old Dominion University in July 2019. She coordinated all undergraduate issues in the College, handled all student requests, complaints and grade appeals, and chaired the Pre-Health Advisory Committee. She is known for her creative solutions to challenging situations and her ability to think outside the box. Mathews has helped countless students resolve problems and go on to successful graduation. In 2010, she was awarded the Association of University Administrators Administrator of the Year Award.

#### JANE MERRITT

Jane Merritt received a B.A. from Vassar College, an M.A. in history from the University of Washington, Seattle, and a Ph.D. in history from the University of Washington. She joined Old Dominion University as an assistant professor of history in 1995, was promoted to associate professor in 2001, and to professor in 2018.

Merritt was the Graduate Program Director for the Department of History from 2001 to 2009 and contributed in numerous ways to the administration of the department. She was named the 2009 Outstanding Professor of the Year by the Association of University Administrators. She has been a member of the American Historical Association and the American Society for the History of Education. She has published articles in the *Journal of American Studies* and the *Journal of the History of Education Society*. She is currently co-authoring a book on the history of education in the United States.



times on Semester at Sea for the University of Pittsburgh and the University of Virginia and teaching nine Study Abroad courses for ODU. He developed an Irish literature course and taught four spring/summer terms in that country.

Among the many awards Pearson has received at ODU are the Burgess Award for creativity and the Stern Award for excellence in teaching. He has been a finalist for the SCHEV Outstanding Faculty Award a number of times, and he was given the designation of University Professor in recognition of his exceptional teaching during his career.

Pearson has published essays and stories in *The Boston Globe*, *The Baltimore Sun*, *The Atlanta Journal and Constitution*, *The New York Times*, *The Washington Post*, *The Southern Literary Journal*, *Shenandoah Review*, *Chautauqua*, *The Morning News*, *Creative Nonfiction*, *The New York Journal of Books*, and many others. He is the author of seven books – among them *Imagined Places: Journeys into Literary America* (1991 -- listed as a notable book by *The New York Times Book Review*), *Dreaming of Columbus: A Boyhood in the Bronx* (1999), *Innocents Abroad Too* (2008 -- a narrative about two journeys around the world by ship), and, most recently, *Reading Life -- On Books, Memory, and Travel* (2015). Pearson has also written *Shohola Falls* (2003 -- a coming-of-age novel that imagines the hidden life of Mark Twain and the journal of Thomas Blankenship, the real-life Huck Finn). Willie Morris, the former editor of *Harper's*, said, "Michael Pearson is one of our nation's finest memoirists."

#### SCOTT R. SECHRIST

Scott R. Sechrist received a bachelor's degree in physical science from Old Dominion University, a certificate in nuclear medicine technology from the University of North Carolina at Chapel Hill, a master's degree in community health at Old Dominion, and a doctorate in education from the College of William and Mary. He began his academic career as the program director of the nuclear medicine technology program at Lexington Community College in Lexington, Kentucky.

Sechrist joined the faculty at Old Dominion University, within the then recently formed College of Health Sciences, in 1987 as the founding program director and instructor of nuclear medicine technology. He achieved the rank of associate professor in 1992. He was named a University Professor in 2006. Sechrist has been a community faculty member in the surgical assistant program at the Eastern Virginia Medical school since 2006. He served as associate chair of the School for Medical Diagnostic and Translational Sciences from 2012-2016.

Sechrist has served on the Boards of the American Cancer Society - Norfolk, the ODU Credit Union and the ODU Alumni Association. He also served on the Advisory Boards for the EVMS Surgical Assisting Program and the School of Radiation Therapy at Norfolk General Hospital. In the course of his career, Sechrist has led the nuclear medicine technology program through six accreditation or reaccreditation self-studies. Under his direction, the program has grown from two students and four clinical affiliates, to 13 clinical sites across Hampton Roads. He is most proud of being a mentor and teacher to the 300 students who have graduated with a bachelor's degree in nuclear medicine technology since 1989.

## SIMON SERFATY

Simon Serfaty received a Ph.D. in political science from the Johns Hopkins University. He was an assistant p

Faculty Instructor of the Year in the College (2007-08). He also was named a Super CPA in the Educator category by Virginia Business.

Spurrier is a Board member for the Virginia Society of Certified Public Accountants and served as chair of the Educational Foundation of the Board in 2018-19 and as a member of the Scholarship Committee. He also serves on the Board of the Virginia Society of Certified Public Accountants-Tidewater Chapter.

#### DEBORAH L. SWIECINSKI

Deborah L. Swiecinski began her career at Old Dominion University in 1979. She has served in various positions at the University including Coordinator for Off-Campus Credit Programs, Director of Orientation, Associate Bursar, University Financial Planning Analyst, Assistant to the Vice President for Administration and Finance, University Budget Officer, and Assistant Vice President for Financial Planning, Budget and Finance Operations. In 2014 she was promoted to her current role as Associate Vice President for Financial Services and assumed responsibility and oversight for all fiscal operations in Budget, Finance and Procurement Services. She received a Bachelor of Science degree in education from the University of Pittsburgh and a Master of Education degree from Slippery Rock State College.

Swiecinski is a member of the National Association of College and University Business Officers, the Honor Society of Phi Kappa Phi and Omicron Delta Kappa, Honorary Leadership Society. She has also been a member of the ODU Association of University Administrators and the ODU Women's Caucus for many years and worked with the committee that started the first Child Care Center at ODU in the early 90s.

Swiecinski has served on numerous university committees throughout her career. Currently, she is on the Enrollment Management Committee, the Student Success Committee, the Tuition Task Force, and the Athletic Title IX Committee. During the University's last accreditation, she served as co-chair of the committee responsible for preparing the finance reports for the Southern Association of Colleges and Schools Commission on Colleges. She was actively involved in the Football Planning Committee, which recommended that football be added as an intercollegiate sport at ODU. In 2012 as co-chair for the Business Process Modeling (BPM) initiative, Old Dominion University received the SunGard Award for Institutional Performance and a \$10,000 scholarship for accomplishments in applying technology to enhance and improve services to further student success.

Under her leadership, Old Dominion University has received a clean opinion and audit from the Auditor of Public Accounts, maintained a favorable A+ issuer credit rating, and achieved all the financial and administrative performance measures as specified in the Code of Virginia.

#### LEPOSAVA VUŠKOVI

Leposava Vuškovi , professor of physics and eminent scholar, received a Ph.D. in physics from the University of Belgrade. She served as Head of the Atomic Physics Laboratory at the University of Belgrade from 1975-1978; as a NRC/NASA Senior Resident Research Associate,

Jet Propulsion Laboratory in Pasadena, California from 1978-1980; as Director of the Atomic, Laser and High Energy Physics Division, Institute of Physics, University of Belgrade from 1981-1985; and associate research professor in the Department of Physics at New York University from 1985-1993. Vuškovi<sup>ć</sup> joined the faculty of the ODU Department of Physics in 1993. She Vuškovi<sup>ć</sup> was elected a Fellow of the American Physical Society in 2002.

At the beginning of her career Vuškovi<sup>ć</sup> focused on fundamental atomic physics processes involving scattering of electrons from atoms, including measurements of absolute differential cross sections. At Old Dominion University, she continued to develop new techniques to investigate problems of fundamental interest in atomic physics, but also branched out into gas discharge and plasma physics. Most recently, she conducted experiments with partially ionized plasmas that were directly applicable to accelerator physics.

Vuškovi<sup>ć</sup>'s research efforts have included international collaborations with leading researchers all over the world, including at nearby Jefferson Lab and NASA Langley Research Center. She has supervised over 30 M.S. and Ph.D. students. She has published over 100 peer-reviewed

Waters is the recipient of Old Dominion University and NACADA regional and national awards. These include ODU's Outstanding University Administrator award (2004), the Excellence in Advising Administration award winner by NACADA Region 2 (2012), and the NACADA national Advising Administrator award winner (2012), in addition to the Service to NACADA Region 2 award (2016). Under her leadership, ODU received the NACADA national Certificate of Merit for Outstanding Advising Publications (2002) and a Certificate of Merit for Outstanding Advising Program (2019).

#### GEORGE WILLIAM WHITEHURST

George William Whitehurst ("Dr. Bill") received a B.A. in history from Washington and Lee University, an M.A. in history from the University of Virginia, and a Ph.D. in American diplomatic history from West Virginia University. He served in the U.S. Navy in the Far East in World War II from 1943-46.

Whitehurst began teaching at Old Dominion University in 1960 in the Department of History and served as Dean of Students from 1963-1968. He left ODU in 1968 and served in Congress for 19 years as the representative from Virginia's 2<sup>nd</sup> congressional district. While in Congress, he was active on the Armed Services Committee, the Select Committee on Intelligence, and the Ethics Committee.

Whitehurst returned to ODU in 1987 as the George M. and Linda H. Kaufman University Lecturer in Public Affairs and taught courses on Middle Eastern history, Middle Eastern politics, American Foreign Policy and American politics. Countless students recall his engaging stories and good humor in the classroom.

June 18, 2020

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, 2020.

Rationale: The proposed changes to the policy on Reappointment/Annual Review or Nonreappointment of Faculty are intended to clarify the policy and make it consistent with other policies. Language has been added to explain the process for annual reviews and the reappointment process when the faculty member being evaluated is the department chair. In addition, a section has been added to state how the annual review for faculty of practice will be conducted.



**NUMBER:** 1402

**TITLE:** Reappointment/Annual Review or Nonreappointment of Faculty

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

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.<sup>1</sup> Consideration takes place early in the second semester for faculty members in their first year of service and early in the first semester for faculty members in the second or subsequent year of service.
- B. For instructors, assistant professors, lecturers, clinical assistant professors, research assistant professors, and untenured associate professors and professors, the initial consideration will be by the departmental tenure and promotion committee unless they are in the first year and have been appointed mid-year. For senior lecturers, master lecturers, research associate professors, research professors, clinical associate professors, and clinical professors, initial consideration will be by the department chair, except for those years when the faculty member is undergoing their sixth year review (see III.B. below).
- C. In the case of financial constraints or demonstrable overstaffing of departments, the dean or the provost and vice president for academic affairs may require that the number of probationary tenurable and nontenable faculty members in the department be reduced.
- D. Faculty members who were appointed as instructors with the expectation that the terminal degrees would be completed may not be reappointed before the award of the degree unless prior approval has been obtained from the provost and vice president for academic affairs. (See the Board of Visitors Policy on Academic Rank and Criteria for Ranks.)



5. Considering the written recommendation of this committee, the performance of the faculty member and the needs of the department, the chair (unless she or he is the faculty member being evaluated) makes a recommendation to the dean concerning reappointment or nonreappointment of each individual probationary tenure-track faculty member and provides the faculty member with a copy of the recommendation.
6. Considering the recommendation of the departmental promotion and tenure committee and of the chair (unless she or he is the faculty member being evaluated) as well as the needs of the college, the dean makes a decision concerning reappointment or nonreappointment of each individual probationary tenure-track faculty member, notifies that faculty member in writing of this decision, and provides the faculty member and the provost and vice president for academic affairs with a copy of the decision letter.
  - a. 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 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 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. For senior lecturers and master lecturers, 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 senior lecturers and master lecturers 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.

- 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.
  - d. For faculty of practice (any rank) the annual review is conducted by a committee consisting of tenured members of the department followed by the department chair and dean.
2. For lecturers, faculty of practice, 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:
- d.e.a. That the faculty member be offered an additional annual contract.
  - e.f. b.

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

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<sup>1</sup> See the Schedules for Faculty Personnel Actions in the appendix for specific dates and actions.

<sup>2</sup> For a definition of the academic ranks, types of appointment, and specific procedure variations, see the Policy on Academic Rank and Criteria for Ranks.

June 18, 2020

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, 2020.

Rationale: The proposed changes to the policy on Tenure are intended to clarify and update several sections in the policy.

Section III.C., footnote #1 (at end of policy) – Second Extension of Tenure Clock. The proposed changes would allow for an extension of the tenure clock in the case of national or state emergencies independent of any other extension granted to the faculty member. In addition, all tenure-track faculty members would be offered the option to have their tenure clock extended by one year to help alleviate the impact of the COVID-19 crisis.

Section III.E.3. and 4. – Early Consideration for Tenure. The current policy is silent on whether faculty who apply early for tenure can withdraw from the process. The proposed revisions make it clear that a faculty member who applies for tenure before the end of the standard probationary period cannot x.TT(ot)-2o2c (e)4 (a)4 (r)3 (l)-2 (y c)4 (ons)-1 (i)-2 (de)-(r)3 (a)-

would be included in the application package for all internal reviewers. In general, co-authors would be excluded as external reviewers.

Section V.D.4. – Selection of Chair for Department Promotion and Tenure Committee and Chair’s Responsibility. The proposed revisions would add language stating that departmental promotion and tenure committees elect their own chair among their members. In addition, language would be added stating that the chair of the department promotion and tenure committee should direct the committee members to consider and apply the relevant sections in the Teaching and Research Faculty Handbook and the departmental statement on research evaluation in their comments and votes.

Section V.E. – Confirming Attendance and Voting at Promotion and Tenure Committee Meetings. The proposed revision would add language stating that the chair of the committee must record the names of all persons participating in the discussion and vote and the tally of votes for and against at promotion and tenure committee meetings.

Section VI.C. – Pre-Tenure Review. The pre-tenure review process takes place in the third year of service. The proposed revisions make it clear that pre-tenure will not be conducted for faculty members who apply for tenure before their third year of service. Given that faculty can apply for tenure at any point during their probationary period, the University no longer grants “credit” toward tenure. Thus, language regarding credit toward tenure would be removed from the policy.

**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); Revised June 13, 2019 (eff. 7/1/19)



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,<sup>1</sup> 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

3. The faculty member shall provide documentation to justify the time requested and the seriousness of the event.
- 4.



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 facuu-2 (e)4 (ge (l)-2 (t)-2 (hoz0Vd7 ( )-i.f2136 17.04 5e)-6 a)bu4 (uu-2 ( f6 ( a)6 (d)2 (J0.002 Tc 0.39e)6 (mb)2 (5(f)2 ( )15 (a)6 (c)6 (( th)6 ( p)(e)3.t6 (s)1 (ta)(e



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. 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.

2.4. The tenured faculty of the department, or the members of the tenure committee, elect a chair of the committee among their members. It is the responsibility of that chair to direct the committee members to consider and apply the relevant sections in the Teaching and Research Faculty Handbook and the departmental statement on research evaluation in their comments and votes.

3.5. 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 ftagev to 3(ect)-6 ( t)-6 (h)-420 B 22.84 0 T-30.26 -1TJ-ef5.(C)-1 feCu

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

7.9. In order to ensure transparency, fairness, and equity in the internal review process, a faculty member or administrator who participates in the tenure process must disclose any potential conflict of interest that might undermine the credibility of the process. The chair of the department (or replacement, see section V.B.) will work in consultation with the dean of the college to decide whether the person should be



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.

- 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

- A. The concept of a major review of faculty performance is intended to serve the purpose of giving the faculty member a clear indication of progress toward tenure and to offer

June 18, 2020

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, 2020.

Rationale: The proposed changes to the policy on Promotion in Rank are intended to clarify and update several sections of the policy. In addition, information has been added so that the policy contains the same language as comparable sections in the policy on Tenure.

Changes to the following sections match the proposed revisions to the policy on Tenure.

-

**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); Revised June 13, 2019 (eff. 7/1/19)

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



close collaborators or (former mentors) of the candidate. In general, co-authors on

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.

3.4. The group of faculty on the promotion committee elect a chair of the committee among their members. It is the responsibility of that chair to direct the committee members to consider and apply the relevant sections in the Teaching and Research Faculty Handbook and the departmental statement on research evaluation in their comments and votes.

4.5. 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.

5.6. 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. This member shall be chosen by majority vote of all full-time, tenure-track teaching and research faculty members of the department, present and voting, by secret ballot before April 15 of each year for the ensuing year. Every reasonable effort should be made to ensure that there are at least three full professors on the college committee. If the elected representative of a department will n(r)3 (t)-2 (p (e)4 (ydes)-5 (ea)044 T 2.49c0 Tdi(e)4



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.

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

7.9. In order to ensure transparency, fairness, and equity in the internal review process,

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

- 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.

Lecturers, Senior Lecturers, and Master Lecturers and Promotion of Lecturers and Senior Lecturers.”

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.

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<sup>1</sup> See the Schedules for Faculty Personnel actions in the appendix for specific dates and actions.

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

June 18, 2020

## APPROVAL OF VOLUNTARY CLOSURE OF DEGREE PROGRAMS AND CERTIFICATE PROGRAMS

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the voluntary closure of four degree programs and nine certificate programs.

### Rationale: DEGREE PROGRAMS

Virginia code (§23.1-203) authorizes the State Council of Higher Education for Virginia (SCHEV) “*To review and require the discontinuance of any academic program which is presently offered by any public institution of higher education when the Council determines that such academic program is (i) nonproductive in terms of the number of degrees granted, the number of students served by the program, evidence of program effectiveness, or budgetary considerations, or (ii) supported by state funds and is unnecessarily duplicative of academic programs offered at other public institutions of higher education in the Commonwealth.*” In August 2019, 13 programs were identified as falling below program productivity levels with regard to enrollment and graduates. After several months of discussions with faculty, college leadership, and Academic Affairs leadership, it was determined that it was not cost effective to continue with four degree offerings. It is recommended that the following programs be discontinued, with a termination date of spring 2025.

- BA in Economics
- BS in Modeling and Simulation Engineering
- MA in Applied Sociology
- MS in Occupational and Technical Studies

#### *BA in Economics*

Old Dominion University established the Bachelor of Arts (BA) in Economics (CIP Code 45.0601) in the late 1970s in the then College of Business within the Economics Department. Initially, the program was created to serve students in the College of Arts & Letters who wanted to pursue a degree in economics to add to their liberal arts degree. Enrollments of the program have been declining in recent years mostly due to students selecting the BSBA in Economics. Therefore, it is recommended that the BA in Economics be discontinued, with a termination date of spring 2025. No department faculty will be affected by this termination.



certificates were viable, marketable, or could enhance current graduate degree offerings or enrollments. Certificates that did not confer more than five certificates over a four-year period were examined further. FvDmwuhenncriree (i35(64)Tj( )[(de-



June 18, 2020

APPROVAL TO RENAME THE CENTER FOR CYBERSECURITY EDUCATION AND RESEARCH TO THE SCHOOL OF CYBERSECURITY

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves renaming the Center for Cybersecurity Education and Research (CCSER) the School of Cybersecurity effective August 15, 2020.

Rationale: Established in March 2015 and housed under the Office of Academic Affairs, the Center for Cybersecurity Education and Research (CCSER) weaves together threads of programmatic and facility resources at ODU to develop new education and research initiatives focusing on cybersecurity. The Center faculty launched an IDS Cybersecurity major in Fall 2015 with 11 students enrolled in the program. Since then, the Center has experienced tremendous growth. It has developed two new degrees, i.e., BS in Cybersecurity and MS in Cybersecurity, both approved by the State Council of Higher Education for Virginia (SCHEV). The MS degree was launched in Fall 2018, while the new BS degree was offered in Fall 2019, replacing the existing IDS cybersecurity major. Student enrollment has gained a substantial increase from 11 (in Fall 2015) to 691 (in Fall 2019). The Center also administers a minor in Cybersecurity with an enrollment of over 170 students. A variety of research projects have been developed by and housed in the Center with a total of over \$6 million in active research funding from federal agencies. In May 2019, the Center was designated as a National Center of Academic Excellence in Cyber Operations (CAE-CO) by the National Security Agency (NSA).

The rapidly growing cybersecurity program requires support beyond the capacity of a university center. A review conducted by the faculty and administrators determined that the current Center for Cybersecurity Education and Research (CCSER) should be renamed to School of Cybersecurity and administratively managed by the Vice Provost for Academic Affairs.

The purpose of the proposed name change is to accurately reflect the nature of the unit's organizational mission, structure, programs, and activities. The proposed name change will provide a more accurate description of the unit's overall activities and programs and streamline internal processes. It is needed and will help the unit in two ways. First, the proposed name will demonstrate the focus of the "school" and the programming offered by the unit. The unit will focus on cybersecurity education, research and outreach. Second, the proposed name will allow the university to make a structural adjustment of the Center for

Cybersecurity Education and Research (CCSER). Changing the name from center to school will support the unit's administrative capacity.

The school will administer two degrees (BS in Cybersecurity and MS in Cybersecurity) and a minor in cybersecurity. The school's strategic priority is to deliver exceptional academic programs for both resident and distance students to cultivate cybersecurity workforce and enhance the nation's cybersecurity talent. The school will support undergraduate and graduate students and faculty to achieve healthy and sustainable growth of the cybersecurity program. The school's missions also include developing high-impact, cross-disciplinary research initiatives that center on cybersecurity and conducting outreach and community engagement, being a source of cybersecurity expertise to the community, the Hampton Roads region, the Commonwealth of Virginia, and the nation.



June 18, 2020

ANNUAL REPORT OF THE ACTIVITIES  
OF THE ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE  
2019-2020



**ITEM**

**MONTH OF BOARD OF  
VISITORS PROCEEDING**

Non-

**ITEM**

**MONTH OF BOARD OF VISITORS PROCEEDING**

Non-Academic Appointments (con't)

Mr. Clayton Lott  
Admissions Counselor  
September 2019

Ms. Amy Matzke-Fawcett  
Coordinator of Strategic Communications and Outreach,  
College of Arts and Letters  
September 2019

Dr. Bill Means  
Director of Career Development Services  
September 2019

Ms. Shelby Meier  
Instructor of Early Care and Education  
September 2019

Dr. Ron Moses II  
Associate Athletic Director of Student-Athlete  
Academic Support Services  
September 2019

Ms. Kerri Musick  
Academic Advisor  
College of Sciences  
September 2019

Mr. Keith Pierce  
Director of News and Media Relations  
September 2019

Mr. Jacob Reeves  
Coordinator for LGBTQIA+ Programs and Services,  
Student Engagement and Enrollment Services  
September 2019

Dr. Preston Reilly  
Program Coordinator, Student  
Engagement and Enrollment Services  
September 2019

Mr. Aidyn Scott  
Residential Conduct Coordinator  
Housing and Residence Life  
September 2019

Ms. Leslie Sharpe  
Assistant Director of Administrative Services  
Housing and Residence Life  
September 2019

**ITEM**

**MONTH OF BOARD OF VISITORS PROCEEDING**

Non-Academic Appointments (con't)

Mr. Justin Shreve  
Assistant Director for Residence Education

September 2019

Mr. David Shirley  
Assistant Director of Assessment and Data Analysis  
Institutional Effectiveness and Assessment

September 2019

Ms. Adaya Sturkey  
Residence Hall Director

September 2019

Dr. Kathreen TadResl D    eptember 2019



**ITEM**

**MONTH OF BOARD OF VISITORS PROCEEDING**

Non-Academic Appointments (con't)

Mr. Stirling Goulart  
Assistant Director of Operations  
Baron and Ellin Gordon Art Galleries

December 2019

Ms. Kaleen Lawsure  
Senior Project Scientist  
Virginia Modeling, Analysis and Simulation Center

December 2019

Ms. Lisa Litwiller  
Director of Undergraduate Admissions

December 2019

Dr. Chrysoula Malogianni  
Associate Director

December 2019

**ITEM**

**MONTH OF BOARD OF VISITORS PROCEEDING**

Non-Academic Appointments (con't)

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**ITEM**

**MONTH OF BOARD OF  
VISITORS PROCEEDING**

**ITEM**

**MONTH OF BOARD OF VISITORS PROCEEDING**

Non-Academic Appointments (con't)

Mr. Sam Kirschenbaum Assistant Women's Soccer Coach	June 2020
Ms. Staci Kohen Academic Advisor Strome College of Business	June 2020
Mr. Younes Lalami Laaroussi Associate Head Men's Tennis Coach	June 2020
Ms. Hannah Leopold Residence Hall Director	June 2020
Mr. Tony Lucas, Jr. Assistant Football Coach – Running Backs	June 2020
Dr. Darylnet Lyttle Director Student Health Services	June 2020
Mr. Andrew Malson Special Teams Quality Control Coach	June 2020
Mr. Brandy Manning Associate Women's Basketball Coach	June 2020
Ms. Courtney Meyer Assistant Director of the Women's Center	June 2020
Ms. Delisha Milton-Jones	June 2020

**ITEM**

**MONTH OF BOARD OF VISITORS PROCEEDING**

Non-Academic Appointments (con't)

Ms. Cecilia Ramirez Director of Communications and Marketing, Batten College of Engineering and Technology	June 2020
Mr. Remington Rebstock Assistant Football Coach – Safeties	June 2020
Mr. Kevin Reihner Assistant Football Coach – Offensive Line	June 2020
Ms. Keisha Riddick Director of Financial Operations, College of Arts and Letters	June 2020
Mr. Amin Saleh Safari Admissions Counselor	June 2020
Ms. Kacey Schaum Associate Director for Experiential Learning, Career Development Services	June 2020
Mr. Blake Seiler Assistant Football Coach – Defensive Coordinator	June 2020
Mr. Kevin Smith Assistant Football Coach – Special Teams	June 2020
Ms. Morgan Sumner Athletic Academic Advisor	June 2020
Ms. Chrystal Trapani Instructional Technology Specialist	June 2020
Dr. Tomeka Wilcher Educational Program Developer Academic Affairs/Strategic Initiatives	June 2020
Mr. Leon Wright Assistant Football Coach – Cornerbacks	June 2020

**MONTH OF BOARD OF VISITORS PROCEEDING**

**ITEM**

**Mid-Year Tenure Award**

December 2019

College of Sciences

Daniel J. Barshis  
Department of Biological Sciences

**Tenure Awards**

April 2020

College of Arts and Letters

Michael Allen  
Political Science and Geography

Roderick Graham  
Sociology and Criminal Justice

Vanessa Panfil  
Sociology and Criminal Justice

Kerstin Steitz  
World Languages and Cultures

Nicole Willock  
Philosophy and Religious Studies

Joshua Zingher  
Political Science and Geography

Strome College of Business

Elko Klijn  
Management

Timothy Komarek  
Economics

Eun Hee (Eunice) Park  
Information Technology and Decision Sciences

Darden College of Education and Professional Studies

Justin Haegele  
Human Movement Sciences

**MONTH OF BOARD OF  
VISITORS PROCEEDING**

**ITEM**

April 2020

Tenure Awards (con't)

Darden College of Education and Professional Studies (con't)

Rachel Johnson  
Communication Disorders and Special Education

Gülsah Kemer  
Counseling and Human Services

Tian Luo  
STEM Education and Professional Studies

Anne M.P. Michalek  
Communication Disorders and Special Education

Kristine Sunday  
Teaching and Learning

Patrick Wilson  
Human Movement Sciences

Batten College of Engineering and Technology

Venkat Maruthamuthu  
Mechanical and Aerospace Engineering

College of Sciences

Kristen Heron  
Psychology

Lucia Tabacu  
Mathematics and Statistics

Balša Terzi  
Physics

Yusuke Yamani  
Psychology

**ITEM**

**MONTH OF BOARD OF  
VISITORS PROCEEDING**

**Initial Appointments with Tenure**



**ITEM**

**MONTH OF BOARD OF  
VISITORS PROCEEDING**

Emeritus/Emerita Appointments for Retiring Faculty and Administrators (con't)

Eric E. Anderson  
Associate Professor Emeritus of Economics

June 2020



**ITEM**

**MONTH OF BOARD OF VISITORS PROCEEDING**

**Named Professors**

Appointment of Batten Chairs in the Batten College of Engineering and Technology

September 2019

Mecit Cetin  
Professor of Civil and Environmental Engineering and  
Batten Chair of Transportation Systems

Khan Iftekharuddin  
Professor of Electrical and Computer Engineering,  
Associate Dean for Research and Graduate Programs, and  
Batten Chair of Machine Learning

**Other Actions**

Approved the Appointment of Faculty Representatives to Board of Visitors Committees

September 2019

Renamed the Office of International Programs the Center for Global Engagement

September 2019

Terminated ODU's Agreement with the Confucius Institute Headquarters of China to Host a Confucius Institute

September 2019

Renamed the Department of Management the Department of Management and Entrepreneurship

December 2019

Renamed the Department of Ocean, Earth and Atmospheric Sciences the Department of Ocean and Earth Sciences

December 2019

Approved Dual Employment

April 2020

Proposed Revisions to the Policy on Reappointment/Annual Review or Nonreappointment of Faculty

June 2020

Proposed Revisions to the Policy on Tenure

June 2020

Proposed Revisions to the Policy on Promotion in Rank

June 2020

Approval of Voluntary Closure of Degree Programs and Certificate Programs

June 2020

**ITEM**

**MONTH OF BOARD OF VISITORS PROCEEDING**

Other Actions (con't)

Approval to Rename the Center for Cybersecurity Education and Research (CCSER) to School of Cybersecurity June 2020

Approval of Dual Employment June 2020

Received the Report on Promotions in Academic Rank Effective 2020-2021 June 2020

Received the Annual Report on Committee Actions June 2020

Report from the Provost December 2019

Provost Agho presented an update on strategic diversity recruitment efforts.

Presentation on the Center for High Impact Practices from Lisa Mayes, Executive Director of the Center.

Report from the Provost June 2020

Presentation on Faculty and Staff Diversity from Narketta Sparkman-Key, Academic Affairs Director of Faculty Diversity and Retention

Presentation on Resources Provided for Faculty and how the University Assesses Teaching Effectiveness from Annette Finley-Croswhite, Academic Affairs Director of the Center for Faculty Development

Report from the Vice President for Research September 2019 2019

June 18, 2020

PROMOTIONS IN ACADEMIC RANK  
EFFECTIVE 2020-2021

The President has approved the promotions in academic rank for the following faculty members, effective with the 2020-21 academic year.

**Promotion to Professor**

**College of Arts and Letters**

Michael Carhart  
Department of History

James Hall  
School of Music

John McManus  
Department of English

**Strome College of Business**

Licheng Sun  
Department of Finance

**Batten College of Engineering and Technology**

Julie Hao  
Department of Mechanical and Aerospace Engineering

Jiang Li  
Department of Electrical and Computer Engineering

Dimitrie Popescu  
Department of Electrical and Computer Engineering

Stacie Ringleb  
Department of Mechanical and Aerospace Engineering

Xixi Wang  
Department of Civil and Environmental Engineering

**College of Sciences**

Stephen Buelmann  
Department of Physics

Norou Diawara  
Department of Mathematics and Statistics

**Promotion to Research Associate Professor**

Siqu Guo  
Frank Reidy Research Center for Bioelectrics

**Promotion to Librarian III**

Kathryn Boone  
University Libraries

Lucinda Wittkower  
University Libraries