

OLD DOMINION UNIVERSITY
BOARD OF VISITORS
Emergency Meeting
Thursday, June 18, 2020

MINUTES

An emergency meeting of the Board of Visitors of Old Dominion University was held on Thursday, June 18, 2020 at 10:00 a.m., to discuss or transact business statutorily required or necessary to continue operations of the Board and the discharge of its lawful purpose, duties and responsibilities. The meeting was held electronically using the Zoom application pursuant to Executive Amendment 28 to HB 29 (2020). Present from the Board were

Lisa B. Smith, Rector
Yvonne Allmond
Carlton F. Bennett
R. Bruce Bradley
Robert Broermann
Robert S. Corn
Unwana Dabney
Peter Decker, III
Jerri F. Dickeski

Alton J. Harris
Larry Hill
Toykea Jones
Kay A. Kemp
Ross Mugler
Maurice Slaughter
Armistead Williams
Stephen Greiling (Student Representative)

Also present were:

John Broderick, President
Austin Agho
Bruce Aird
Bridget Anderson
Vicki Bonner
Judy Bowman
Mike Brady
Alonzo Brandon
Kristi Costello
Jane Dané
Eric DeBarros
Mary Deneen
Kevin Depew
Greg DuBois
Lauren Eady
Christopher Fleming
Morris Foster

Michelle Fowler Amato
Dan Genard
Giovanna Genard
Velvet Grant
Tiffany Hampton
Rhonda Harris
Scott Harrison
Kate Hawkins
Todd Johnson
Deb Love
Donna Meeks
Harry Minium
Annie Morris
R. Earl Nance
Brian Payne
Delores Phillips
Sheri Reynolds

Dan Richards
Jeremy Saks
September Sanderlin
Tara Saunders
Wood Selig
Amanda Skaggs
Jennifer Sloggie Pierce
Don Stansberry
Deb Swiecinski
James Toscano
Virginia Tucker
Rusty Waterfield
Bridget Weikel
Bo Yi
Alla Zareva

CALL TO ORDER AND APPROVAL OF MINUTES

The Rector called the meeting to order at 10:00 a.m. and asked for approval of the minutes of the Board of Visitors meeting held on March 23, 2020, April 23, 2020 and May 21, 2020. Upon a

General Fund allocations, including new E&G funding and tuition moderation, compensation increases and student financial assistance funding, and will provide for greater flexibility in the recovery of indirect costs from Auxiliary services. For Old Dominion University, the unallocated funding includes \$10M in new base support, \$250,000 for the Virginia Symphony Orchestra Minority Fellowship, and \$3.2M if tuition & mandatory E&G fees for state undergraduates are held to 2020 rates,

RESOLUTION APPROVING THE 2020-

these additional resource reductions, the provisional operating budget accounts for preliminary projections of tuition and nongeneral fee resources only. An updated Operating Budget and Plan will be presented in the fall once enrollment levels are realized and more information is available regarding the economic impact of the pandemic and state funding for higher education.

Mr. DuBois reviewed base operating resources and needs. Resources include mandatory and non-mandatory fee increases, reallocations of central funds, and ~~capital~~ strategic budget reductions and ~~relocations~~. Needs include benefit cost increases, utility, supply and contract escalations, promotion and retention increases, O&M for new facilities, scholarships, technology infrastructure and auxiliary capital investments. The E&G cost increases total \$ (nda)4 (t)-0 (a) ()TJ 2

RESOLUTION APPROVING THE 2020-2021
PROVISIONAL 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 **2020**-Operating Budget and Plan Proposal.

UNIVERSITY EXPENDITURE SUMMARY
(in thousands)

	2020-2021 Provisional
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noted in the governance audit as well and the solution has been to do just as the Vice Rector suggested, keeping the budget as is and request additional funds as necessary.

Mr. Mugler asked if funding has been set aside for the presidential search. The presidential search budget is currently being formulated and will be presented at a later date.

Upon a motion by Mr. Hill and seconded by Ms. Dabney, the proposed operating budget was approved by a roll call vote. (Ayes: Allmond, Bennett, Bradley, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Hill, Jones, Kemper, Mugler, Slaughter, Smith, Williams; Nays: None)

The Rector commended President Broderick and his staff for the work they have done in responding to the pandemic. They have been working around the clock to make decisions and to understand the challenges that are ahead. She congratulated the President and Chief Rhonda Harris for the March for Social Justice on campus last week. It was well attended and exceedingly well run. It is a testament to the President that students feel they can step up and plan such an event.

Rector Smith read the following statement: "This is my last board meeting as Rector of the Board of Visitors. I can honestly say that my last two years have gone by in a flash. I've learned so much during my time on the board and even more as rector. I want to send out a special thanks to President Broderick for his tremendous leadership and for sharing his time and kindness and wisdom, often imparted with a wonderful sense of humor. And to the cabinet and his staff for their willingness to take my calls and requests for meetings. Everyone patiently answered my many questions, entertained my ideas, no matter how crazy, and made certain that I understood the many challenges and rewards associated with higher education. We have proudly witnessed the herculean effort you have all made to add to the COVID crisis the teamwork and compassion for the ODU community. I will fondly remember all of you for your hard work and dedication to making ODU better every day for our students."

REPORT OF STANDING COMMITTEES

ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE

The Rector call on Ms. Jones for the report of the Academic and Research Advancement Committee. Ms. Jones reported that the Committee met in closed session to discuss a dual employment. Following closed session, committee members approved the dual employment. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and approved by the Board by roll call vote (Ayes: Allmond, Bennett, Bradley, Broermann, Corn, Dabney, DeDekas, Harris, Hill, Jones, Kemper, Mugler, Slaughter, Smith, Williams; Nays: None)

RESOLUTION APPROVING DUAL EMPLOYMENT

WHEREAS, pursuant to Virginia Code §21-06(C)(2) immediate family members may both work at Old Dominion University if (i) they are engaged in teaching, research, or administrative support positions, (ii) this Board finds it is in the best interests of Old Dominion University to allow the dual employment, and (iii) the immediate family member does not have sole authority to supervise, evaluate or make personnel decisions regarding the other, and

WHEREAS, the following individuals both work in the F. Ludwig Diebold School of Music and special care has been taken that neither has authority to evaluate, supervise or make personnel decisions regarding the other,

Andrey Kasparov and Oksana Lutsyshyn, husband and wife,

BE IT RESOLVED, that the Board of Visitors of Old Dominion University finds that it is in the best interests of the University and the Commonwealth for the dual employment of the above named to exist.

BE IT FURTHER RESOLVED, that the dual employment of those listed above is recognized and approved effective retroactively to the date of their respective hire.

Committee members approved the appointment of 10 faculty, 44 administrative faculty, and 24 emeritus and emerita faculty. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by the Board by roll call vote (Ayes: Jones, Kemper, Mugler, Slaughter, Smith, Williams; Nays: None)

FACULTY APPOINTMENTS

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Saltuk B. Karahan Lecturer of Political Science and Geography	\$50,000	7/25/20	10 mos

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 Cybersecurity Education and Research at Old Dominion University. (Designated as Cybersecurity Program Coordinator)

Ms. Khedra R. Lewis Lecturer of Communication Disorders and Special Education	\$65,000	8/25/20	10 mos
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Ms. Lewis received an M.S.Ed. in Special Language Pathology from Old Dominion University and a B.S. in Health Education from Virginia Commonwealth University. Previously she was a Speech Pathologist for DirectED Educational Services/Cross Country Education in California. (Designated as Clinical Educator at ODU Speech and Hearing Clinic)

Ms. Sherrie N. Mitchell Lecturer of Mathematic and Statistics	\$55,000	7/25/20	10 mos
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Ms. Mitchell received an M.S. in Applied Mathematics from Hampton University and a B.S. in Applied Mathematics from Norfolk State University and is pursuing a Doctor of Education in E learning and Educational Technology from Northcentral University. Previously she was a Mathematics Instructor at Hampton University and an Academic Center Online Mathematics Tutor at Kaplan University.

Dr. Lisa Morin Lecturer of Communication Disorders and Special Education	\$60,000	7/25/20	10 mos
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Dr. Morin received a Ph.D. in Special Education, an M.S.Ed. in Special Education and a B.S. in Interdisciplinary Studies with a major concentration in Early Childhood Education and Special Education from Old Dominion University. Previously she was a Project Coordinator and an Adjunct Faculty member in the Department of Communication Disorders and Special Education at Old Dominion University.

Ms. Valerie Sledd Taylor Lecturer/Associate Director of the Office of Clinical Experiences, Darden College of Education and Professional Studies	\$62,000	8/10/20	12 mos
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Ms. Taylor received an M.A. in Education and Human Development from The George Washington University, a License in Pre-6 Education from Old Dominion University, a B.A. in Communication Studies from Hollins University and a doctoral candidate in Teaching and Learning from Old Dominion University. Previously she was a Graduate Research and Teaching Assistant in the Department of Teaching and Learning at Old Dominion University.

Name and Rank

Salary

Effective
Date

Term

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Kirk Campbell Assistant Football Coach – Offensive Coordinator, and Instructor	\$200,000	12/29/19	12 mos

Mr. Campbell received a B.A. in Communications from Mercyhurst University and an M.B.A. from Tiffin University. Previously, he worked as an Offensive Analyst for Penn State Athletics. Mr. Campbell also served as the Head Coach at Alderson Broaddus University as the Wide Receivers and Tight Ends Coach at Tiffin University.

Ms. LaraAnn Canner Curator of Music, Special Collections, and Instructor	\$50,000	11/10/2022	43.9 mos
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<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Shawnda Green Director of Financial Operations, Health Sciences, and Instructor	\$75,000	1/10/20	12 mos

Ms. Green received a B.A. in Accounting from James Madison University and an M.B.A. from George Mason University. Previously, she worked in various positions in the Office of Finance, including as the Budget Analyst and Capital Accountant for the last three years. (new position)

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)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Sam Kirschenbaum Assistant Women's Soccer Coach and Assistant Instructor	\$42,864	1/9/20	12 mos

Mr. Kirschenbaum received a B.S. in Psychology from SUNY Cortland. Previously, he worked as the F in P7 aSalary 12 mos

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Andrew Malson Special Teams Quality Control Coach and Instructor	\$36,000	1/25/20	12 mos

Mr. Malson received a B.A. in Physical Education from Westminster College and an M.S. in Sports Management from Missouri Baptist University. Previously, he worked as the Defensive Line Assistant for Stony Brook University.

Mr. Brandy Manning	\$120,000	5/10/20	12 mos
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<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Marcus Porter Civil Rights/Title IX Investigator and Instructor	\$75,000	12/02/19	12 mos

Mr. Porter received a B.S. in Interdisciplinary Studies from Norfolk State University and an M.B.A. from Strayer University. Previously, he served in various roles at Norfolk State University, including as the Assistant Director of Student Conduct, Assistant Director for Community Standards, and a Residence Life Educator. (new position)

Mr. Ricky Rahne Head Football Coach and Assistant Instructor	\$650,000	12/11/19	12 mos
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Mr. Rahne received a B.S. in Industrial and Labor Relations from Cornell University. He spent the last six seasons at Penn State Universi

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Chrystal Trapani Instructional Technology Specialist and Instructor	\$56,500	4/15/20	12 mos

Ms. Trapani received a B.A. in English from Christopher Newport University and an M.A. in English from Old Dominion University. Previously, she worked as an Adjunct Instructor for the University's English department.

Dr. Tomeka Wilcher Educational Program Developer, Academic Affairs/Strategic Initiatives, and Assistant Professor	\$60,000	12/16/19	12 mos
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Dr. Wilcher received a B.A. in English Education and a Master's in Teacher Education both from Hampton University and an Ed.D. from George Washington University. Previously, she worked as an Assistant Professor of Education at Hampton University.

Mr. Leon Wright Assistant Football Coach – Cornerbacks, and Instructor	\$95,000	1/22/20	12 mos
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Mr. Wright received a B.A. in Liberal Arts from Duke University and an M.A. in Liberal Arts from Louisiana State University. Previously, he worked as the Cornerbacks Coach for Mercer University, the Defensive Backs Analyst at Louisiana State University, and the Wide Receivers Coach at Garden City Community College.

EMERITUS/EMERITA APPOINTMENTS

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

<u>Name and Rank</u>	<u>Effective Date</u>
Tami C. Al-Hazza Associate Professor Emerita of Teaching and Learning	January 1, 2020

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<u>Name and Rank</u>	<u>Effective Date</u>
Jeremiah Creedon Director Emeritus of Transportation Research	March 1, 2020
Dayle Daines Associate Professor Emerita of Biological Sciences	July 1, 2020
Frances Dolloph Community and Student Success Director Emerita, Distance Learning	March 1, 2020
ReNeé S. Dunman Assistant Vice President Emerita for Equity and Diversity	July 1, 2020
Bill Gideon Associate Director Emeritus for Military Programs, Distance Learning	February 1, 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
<u>Name and Rank</u>	<u>Effective Date</u>
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

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 postmaster'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 (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 (2015).

Benjamin's scholarship focused on health promotion and prevention of mental and behavioral illness among minority women and adolescents. She was successful in securing over \$1 million in funding for the School of Nursing for initiatives focusing on preparing culturally competent health care providers. Additionally, she has been actively involved in professional leadership serving as president of the Virginia Nurses Association, which included a gubernatorial appointment to the taskforce to establish the Governor's mental health agenda.

JEREMIAH CREEDON

Jeremiah Creedon received a B.S., M.S., and Ph.D. in electrical engineering from the University of Rhode Island and an M.S. in management from Stanford University. Prior to joining ODU, he was the Associate Administrator for Aerospace Technology at NASA, responsible for advocating, planning and conducting NASA's advanced technology programs, and director of NASA Langley Research Center.

Creedon joined Old Dominion University in 2003 and served as Director of Transportation Research. He conducted research activities on National Airspace System (NAS) operations, including defining, modeling, and simulating proposed transformational improvements of the NAS that are aimed at allowing the system to accommodate the projected future increased demand with reduced delay, more efficient operations, and reduced environmental impact. He also served as the project manager for magnetic levitation (MagLev) research efforts at ODU.

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support, exams, bookstore and asynchronous production facilities. This included contract administration and military-specific ODU catalog maintenance and DoD MOU administration.

Dominion University Barbara Jordan Community Service Award (2001), and the APTA Minority Faculty Development Scholarship Award (2000). In 2017, Locke was appointed by former Governor Terence McAuliffe to a four-year term on the Virginia Board of Physical Therapy and is currently serving her second term as Vice President. Locke's organizational board leadership experience includes Chair Emeritus, DH Commissioner's Advisory Council on Health Disparities and Health Equity; VersAbility Resources and Chair, Virginia Rural Health Association. She was an ODU Faculty Senator (2016) and chaired Senate Committee A. Locke's research focus is diversity, health disparities, and pediatric physical therapy. Locke has five invited contributions to professional journals, three peer

supervising the LADDERS program for undergraduates on academic probation, creating and supervising the College of Sciences Math & Science Resource Center as well as the College tutoring program, and initiating the First Year Experience study abroad program. In addition, Mathews supervised the College of Sciences Advising Office and the College of Sciences Testing Center. Her efforts resulted in the creation of the Math 103 course and the ODU Supplemental Instruction program, which have had a significant impact on both retention and student success.

Mathews has also been very active in outreach, organizing the College's contribution to Freshman Preview, Scholar's Day, First Fridays and Lunch & Learn. She also chaired the committee that planned the 50th Anniversary Celebration of the Apollo Moon Landing that was 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 Health & Safety 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 over many years. She served on countless M.A. thesis committees and was the primary advisor for numerous theses. Merritt taught highly enrolled and successful courses and graduate seminars on the American Colonial period, the Revolution, and Native American history.

Merritt's active research program took her from Native American studies in the eighteenth century in her first book *At the Crossroads: Indians and Empires on a Atlantic Frontier, 1700-1763* [UNC Press, 2003]), to economic history and the American Revolution in her second book (*Trouble with Tea: The Politics of Consumption and the Eighteenth Century Global Economy* [Johns Hopkins UP, 2017]). She received prestigious, long-term external funding in the form of an Andrew W. Mellon Fellowship at the Omohundro Institute of Early American History and Culture, and an Early American Economy and Society Fellowship from the Library Company of Philadelphia and the Historical Society of Pennsylvania. She was and remains a regular contributor to scholarly publications in American history in her articles, reviews, and manuscript reviews. She is currently exploring new areas such as family history, historical memory, and indigenous peoples in the American Northwest.

LINDA MILLER -DUNLEAVY

Linda Miller-Dunleavy received a B.S. and M.S. in special education from Old Dominion University. For almost 20 years she worked as a special education teacher in the Virginia Beach

MICHAEL PEARSON

Michael Pearson, professor of English, began teaching creative writing and American literature at Old Dominion University in 1988. During his thirty-two years at ODU, he acted as Director of the MFA Program in Creative Writing for a decade, founding the Writers in Community and the Writer in Residency programs. He has been a leader in experiential learning, teaching three 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's Distinguished Professor in recognition of his exceptional teaching during his career.

Pearson has published essays and stories in *The Boston Globe*, *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, including *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

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Faculty Service Award (2017, 2012), Outstanding Faculty Advising Award (2015), the Shining Star Award presented by Student Engagement and Enrollment Services (2014) and the Faculty Instructor of the Year in the College (2008). 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 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-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 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 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

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 as a 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 to full

professors, and clinical professors, initial consideration will be by the department chair, except for those years when the faculty member is undergoing their sixth year review (see III.B. below).

- C. In the case of financial constraints or demonstrable overstaffing of departments, the dean or the provost and vice president for academic affairs may require that the number of probationary tenurable and nontenable faculty members in the department be reduced.
- D. Faculty members who were appointed as instructors with the expectation that the terminal degrees would be completed may not be reappointed before the award of the degree unless prior approval has been obtained from the provost and vice president for academic affairs. (See the Board of Visitors Policy on Academic Rank and Criteria for Ranks.)
- E. If the critical requirements of the position of a probationary tenurable faculty member are changed so as to affect the primary duties expected of the faculty member, and hence his or her consideration for tenure, the faculty member shall be fully and promptly informed of the changes in writing at least one semester before the changes are implemented.

III. Procedures

A. Reappointment or Nonreappointment of Probationary Tenure 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 (unless the faculty member evaluated is the chair) and the dean, faculty information sheets, and any other relevant data, as well as the needs of the department.
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 faculty in that department (including the chair if untenured). This review is based on the performance of the individual faculty member and the needs of the department and is initially conducted by a committee consisting of tenured members of the department.
4. The departmental promotion and tenure committee recommends to the chair dean in case the faculty member being evaluated is the chair 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 the 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

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:

evaluation of faculty publications, as well as where authorship might constitute a conflict of interest. Documentation of personal and professional relationships with all potential external reviewers, including potential conflicts of interest, would become part of the tenure or promotion file. The final list of external reviewers, along with the documentation of personal and professional relationships and potential conflicts of interest, would be included in the application package for all internal reviewers. In general, 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 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

3. Time in a position that involves no teaching of credit courses, for example as a

president for academic affairs, and the chair of the departmental Tenure Committee, in particular, in a case where no tenure review has occurred yet.

4. A faculty member who applies for tenure before the end of the standard probationary period cannot withdraw from the tenure process after the provost and vice president for academic affairs has approved the final list of external reviewers (Section V.C.2.).

IV. Criteria for the Award of Tenure

A. The following criteria are used in the evaluation of every candidate for tenure. Each faculty committee and administrator considering a tenure case must specifically address each of these criteria as they apply to that case in the written recommendations that are submitted up the line to the provost and vice president for academic affairs. Committee votes must be recorded in the recommendations. In cases in which a vote is not unanimous, reasons for negative votes must be included.

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., 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 consideri

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

tenure cases. The deliberations of all three committees are confidential and must

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.) together with reasons for the recommendation (including a minority statement in the case of a non-unanimous vote). All committee members shall vote yes or no through a secret ballot, after participating (either in person or remotely) in the deliberation of the committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. The chair of the committee shall record the names of all members participating in the discussion and voting on the recommendation letter, as well as the total number of votes in favor and against. In instances of a non-unanimous vote, the minority opinion must be included in the committee recommendation and the minority must be given the option to write a minority opinion. A copy of the recommendation letter will be sent to the faculty member by the chair of the committee. Considering this recommendation, the department chair (or replacement, unless the dean is acting in the chair's stead, see section V.B.) makes an additional decision and rec etieiA(, unl1 (a)-.0 (ad)

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

M.

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.

- Section II.B.2. – Guidelines on Authorship and Conflicts of Interest
- Section II.C.4. – Selection of Chair for Department Promotion and Tenure Committee and Chair's Responsibility
- Section IID. – Confirming Attendance and Voting . n(D)-8 (e)4 (pa)4 (r)3 (t)-. n(D)-2t D7//TT1 (S;(m)-2 Com--

- 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 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

- 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 including potential conflicts of interest. This documentation will become part of the promotion file. 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. The final list of external reviewers, together with the documentation of personal and professional relationships by the candidate (as outlined above), should be included as part of the application package for all internal reviewers. External reviewers should not be those collaborators (former mentors) of the candidate. In general, coauthors on publications should also be excluded as external reviewers, except as permissible under the departmental statement on evaluation of research (see the Policy on the Evaluation of Scholarly Activity and Research) 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

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 (local, 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

5. No dean, associate dean, assistant dean, or other full 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.

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-term renewable twice for a total of three years. This member shall be chosen by majority vote of all fulltime, 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 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 a representative only during 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.

7. The University Promotion and Tenure Committee shall consist of one tenured full professor from each of the major degree

7.

- 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

- 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~~ 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~~ or ~~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~~ 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~~ 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.B of this policy.
- C. For those research faculty who only have appointments in one of the ~~University-~~ university-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. 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 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 Un(h)2 -Ar f. The vih

Committee members approved the voluntary closure of four degree programs and nine certificate programs. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved by the Board by roll-call vote (Ayes: Allmond, Bennett, Bradley, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Hill, Jones, Kemper, Mugler, Slaughter, Smith, Williams; Nays: None)

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 not in the best interests of the State." (m)2 (-10 (3 2m4

Based on the information collected and conversations with faculty, the following certificates are recommended for discontinuance. These certificates will be phased out effective fall 2021. Most courses in the certificate programs will continue to be offered as part of the curricula for graduate degree programs.

- Public Administration and Policy, Strome College of Business
- Modeling and Simulation – Business and Public Administration, Strome College of Business
- Healthcare Executive, College of Health Sciences
- Nurse Executive, College of Health Sciences
- Modeling and Simulation – Education and Training, Darden College of Education
- Modeling and Simulation – Biological Sciences, College of Sciences
- Modeling and Simulation – Computing and Informatics, College of Sciences
- Modeling and Simulation – Mathematics/Statistics, College of Sciences
- Modeling and Simulation – Oceanography, College of Sciences

Committee members approved renaming the Center for Cybersecurity Education and Research (CCSER) the School of Cybersecurity. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved by the Board by roll call vote (Ayes: Allmond, Bennett, Bradley, Broermann, Corn, Dabney, Decker, Dickson, Harris, Hill, Jones, Kemper, Mugler, Slaughter, Smith, Williams; Nays: None)

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 (CAECCO) 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 Rector called on Ms. Kemper for the report of the Athletics Committee. Ms. Kemper reported that Dr. Wood Selig, Athletic Director, introduced DeLisha Milton-Jones, the new head coach for Women's Basketball.

Mr. Randale Richmond, Senior Associate Athletic Director for Sport Administration and Student-Athlete welfare, and Dr. Ron Moses, Associate Athletic Director for Student

STUDENT ENHANCEMENT AND ENGAGEMENT COMMITTEE

The Rector called on Mr. Corn for the report of the Student Enhancement and Engagement Committee. Mr. Corn reported that three candidates were interviewed for consideration as the student representative to the Board. The following resolution was brought forth as a recommendation of the Student Enhancement and Engagement Committee and was approved by the Board by roll call vote (Ayes: Allmond, Bennett, Bradley, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Hill, Jones, Kemper, Mugler, Slaughter, Smith, Williams; Nays: None)

RESOLUTION APPOINTING STUDENT REPRESENTATIVE TO THE BOARD OF VISITORS

RESOLVED, that in accordance with the Board of Visitors policy, and upon the recommendation of the Student Enhancement and Engagement Committee, the Board of Visitors approves the appointment of Bridget Grobe as the student representative to the Board, whose normal term shall expire May 7, 2021; and

RESOLVED, that in accordance with the Board of Visitors policy, and upon the recommendation of the Student Enhancement and Engagement Committee, the Board of Visitors approves the appointment of Tiffany Williams as the representative to the State Council of Higher Education for Virginia Student Advisory Committee, whose normal term shall expire May 7, 2021; and

BE IT FURTHER RESOLVED, that upon the recommendation of the Student Enhancement and Engagement Committee, the Board of Visitors approves the appointment of Wolayat Tabasum to serve on the Student Engagement & Enrollment Services Leadership Council, whose normal term shall expire on May 7, 2021.

Dr. Don Stansberry, Interim Vice President for Student Engagement and Enrollment Services, provided an update on fall opening of classes and the campus culture of care that has been adopted to ensure the safety and success of our students.

Stephen Greiling, student representative to the Board of Visitors, highlighted several recent student initiatives addressing global topics. A virtual “We Can’t Breathe” event was led by a graduate student and provided a safe and caring space for students. The Rise to the Challenge Fund raised more than \$37,000 to support students affected by the COVID pandemic. Stephen expressed his gratitude to the Board for allowing him the opportunity to represent the student body during the past year.

UNIVERSITY ADVANCEMENT COMMITTEE

The Rector called on Mr. Bradley for the report of the University Advancement Committee. Mr. Bradley reported that Alonzo Brandon, Vice President for University Advancement, presented dashboard items measuring productivity in the area of University Advancement

including total giving and Fundraising Initiative breakdowns by focus area and donors. He gave an overview of University Advancement's immediate responses to COVID-19. These included donor wellness checks, financial stress tests, increase in social media presence and pivoting to virtual events. He also reviewed the Rise to the Challenge campaign, which was created for emergency funding for students, faculty and staff. He discussed new virtual approaches and events that University Advancement is using to engage alumni and donors.

Joy Jefferson, Associate Vice President for Alumni Relations, discussed new virtual events and social media pushes used during COVID-19 times. These include panel discussions, virtual events, work with Chapters and Clubs, social media blog posts, as well as

(Ayes: Allmond, Bennett, Bradley, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Hill