

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

Andrea M. Kilmer, Chair  
David L. Bernd, Vice Chair  
Fred J. Whyte (ex-officio)  
Barry M. Kornblau (ex-officio)  
Richard T. Cheng  
Dee D. Gilmore  
J. William Cofer  
Mary Maniscalco-

#### IV. Reconvene in Open Session and Vote on Resolutions

#### V. Consent Agenda

Included in the consent agenda materials are resolutions recommending 29 faculty appointments, 21 administrative appointments, appointment of the Batten Endowed Professor of Electrical and Computer Engineering, three emeritus/emerita appointments, and one posthumous emeritus appointment.

#### VI. Regular Agenda

The regular agenda includes a proposed new policy on Priority Preregistration for Active Duty, Veterans, Reservists, and Virginia National Guard Service Members, a request to rename the College of Continuing Education as the College of Continuing Education and Professional Development, a request to rename the Office of International Student & Scholar Services as the Office of Visa & Immigration Service Advising, proposed revisions to the Policy on Tenure, and proposed revisions to the Policy on Posthumous Degree or Certificate of Recognition or Achievement for Terminally Ill and Deceased Students.

#### VII. Information Items

Information items include the report on Promotions in Rank Effective for 2014-15, the report from the Provost, and the report from the Vice President for Research. The report from the Provost will include an



## SUMMARY OF POLICIES AND PROCEDURES ON TENURE

### 1. Purpose of tenure

To protect academic freedom

To retain a permanent faculty of distinction in order to carry out the University's mission

To recognize the performance of faculty who have given years of dedicated service to the University

Tenure is awarded only after a suitable probationary period, normally six years.

The decision to award tenure is based both on the merit of the individual faculty member in teaching, research and service and on the long-term needs and mission of the department, the college and the University.

### 2. Criteria for the award of tenure

Tenure may be awarded only to faculty who hold the rank of associate or full professor or who are being simultaneously appointed or promoted to one of those ranks. The minimum requirements for Associate Professor are:

Established high quality of performance in teaching, research, and service and pre-eminence in at least one of those areas.

Except under the most unusual circumstances, the highest terminal degree normally attainable in the field is required.

No faculty can be awarded tenure unless the minimum requirements for Associate Professor are met.

External evaluation of the quality of the faculty member's research performance is required from nationally recognized experts

Evidence of high quality service includes participation on departmental or university-

level committees, contributions to the faculty member's professional organizations; and outreach to the community.

The determined long-term needs of the Department, College and University are also taken into consideration in the awarding of tenure.

### **3. Review process**

Tenured faculty in the department  
Department chair  
College tenure committee  
Dean of the college  
University Promotion and Tenure Committee  
Provost  
President  
Board of Visitors

### **4. Appeals**

If neither the departmental committee nor the chair recommends tenure, the faculty member may request further review by the College Promotion and Tenure Committee and the Dean. If either the decision of the College Committee or the Dean is positive, the faculty member's case is considered. If both decisions are negative, the faculty member may request a further review by the Provost, who makes a final determination concerning further consideration of tenure.

The faculty member may request that the President review a negative decision of the Provost. If the President upholds the decision of the Provost, the faculty member may request a further review by the Board of Visitors or the Academic and Research Advancement Committee. The decision of the Board or the Committee is final.

## TENURE CONTINUUM

The following shows the six-year probationary period and timing of the review steps for a typical entering faculty member seeking to achieve tenure.

	Initial tenure-track appointment
Year 1	Annual review for reappointment
Year 2	Annual review for reappointment
Year 3	Annual review for reappointment
End of Year 3	In-depth pre-tenure review
Year 4	Annual review for reappointment
Year 5	Annual review for reappointment
Beginning of Year 6	Tenure review begins
End of Year 6	Tenure decision made
Year 7	Tenured appointment or terminal year begins

Exceptions

**PERCENTAGE OF TENURED INSTRUCTIONAL FACULTY \*  
 WITHIN THE SIX ACADEMIC COLLEGES  
 FOR ACADEMIC YEAR 2013 - 2014**

**SPRING, 2014**

<b>COLLEGE</b>	<b>TENURED</b>	<b>TENURE ELIGIBLE</b>	<b>NON- ELIGIBLE</b>	<b>TOTAL</b>	<b>% TENURED</b>
<b>ARTS &amp; LETTERS</b>	91	49	74	214	<b>42.52%</b>
<b>BUSINESS &amp; PUBLIC ADMINISTRATION</b>	51	21	27	99	<b>51.52%</b>
<b>EDUCATION</b>	54	40	23	117	<b>46.15%</b>
<b>ENGINEERING &amp; TECHNOLOGY</b>	60	27	12	99	<b>60.61%</b>
<b>HEALTH SCIENCES</b>	30	20	35	85	<b>35.29%</b>
<b>SCIENCES</b>	114	22	52	188	<b>60.64%</b>
<b>TOTAL</b>	<b>400</b>	<b>179</b>	<b>223</b>	<b>802</b>	<b>49.88%</b>

\*FULL, ASSOCIATE, AND ASSISTANT PROFESSORS, INSTRUCTORS, SENIOR LECTURERS AND LECTURERS

VPAA-DPH  
4/5/2013

**ETHNICITY AND GENDER OF INSTRUCTIONAL FACULTY WITHIN THE SIX ACADEMIC COLLEGES FOR AY 2012 - 2013 (SPRING SEMESTER)**

	<b>TOTAL</b>	<b>% OF FACULTY</b>	<b>TENURED</b>	<b>% OF FACULTY</b>	<b>TENURE ELIGIBLE</b>	<b>% OF FACULTY</b>	<b>NON-ELIGIBLE</b>	<b>% OF FACULTY</b>
<b>WHITE MALE</b>	339	44.37%	222	29.06%	67	8.77%	50	6.54%
<b>WHITE FEMALE</b>	253	33.12%	92	12.04%	50	6.54%	111	14.53%
<b>AFRICAN-AMERICAN MALE</b>	21	2.75%	14	1.83%	4	0.52%		



**ETHNICITY AND GENDER OF INSTRUCTIONAL FACULTY WITHIN THE  
SIX ACADEMIC COLLEGES FOR AY 2013 - 2014 (SPRING SEMESTER)**

	<b>TOTAL</b>	<b>% OF FACULTY</b>	<b>TENURED</b>	<b>% OF FACULTY</b>	<b>TENURE ELIGIBLE</b>	<b>% OF FACULTY</b>	<b>NON- ELIGIBLE</b>	<b>% OF FACULTY</b>
<b>WHITE MALE</b>	342	42.64%	214	26.68%	69	8.60%	59	7.36%
<b>WHITE FEMALE</b>	276	34.41%	96	11.97%	52	6.48%	128	15.96%

390	144	157	691
386	149	169	704
365	164	190	719
376	150	184	710
381	167	181	729
385	177	184	746
405	168	191	764
400	179	223	802

*Data was compiled during Spring Semester for reporting to the Board of Visitors.*

**Percentage of Tenured Faculty: 2012-13  
Doctoral Institutions in Virginia\***

	Total Full-Time Faculty	Percentage
College of William and Mary	Not Reported	
George Mason University	1210	56%

April 24, 2014

## 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. Michael J. Allen Instructor of Political Science and Geography Tenure Track	\$54,000	7/25/14	10 mos

Mr. Allen received an M.A. in Geography in 2010 and is expected to receive a Ph.D. in Geography in 2014 from Kent State University. He earned a B.S. in Earth-Science Meteorology in 2008 from California University of Pennsylvania. He has served as a Teaching Assistant at Kent State University and at California University of Pennsylvania since 2007. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by July 1, 2014)

Dr. Christopher G. Bailey Assistant Professor of Electrical and Computer Engineering Tenure Track	\$85,000	7/25/14	12 mos
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Dr. Bailey received Ph.D. in Microsystems Engineering in 2012 and a B.S. in Mechanical Engineering in 2003 from Rochester Institute of Technology. He earned an M.S. in Materials Science Engineering in 2006 from the University of Rochester. Since 2012, he has been a National Research Council Postdoctoral Fellow at the Naval Research Laboratory in Washington, D.C.

Dr. Yongcun Cheng Post-Doctoral Research Associate Ocean, Earth and Atmospheric Sciences	\$50,000	4/10/14	12 mos
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Dr. Cheng received a Ph.D. in Physical Oceanography in 2007 from Ocean University of China and a B.S. in Meteorology in 2002 from Institute of Meteorology, PLA University of Science and Technology. Since 2010, he has been a Postdoctoral Fellow at the National Space Institute, Technical University of Denmark.





Dr. Johanna M. Hoch Assistant Professor of Physical Therapy and Athletic Training Tenure Track	\$60,000	7/25/14	10 mos
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Dr. Hoch received a Ph.D. in Rehabilitation Sciences in 2012 from the University of Kentucky, an M.S. in Recreation and Sports Science in 2008 from Ohio University and a B.S. in Human Performance and Sports Sciences in 2006 from Ohio Northern University. Since 2012, she has served as Administrative Assistant for the Commission on Accreditation of Athletic Training Education (CAATE) and Director of Clinical Education, Post Professional Athletic Training Program as well as Assistant Adjunct Faculty in the School of Physical Therapy and Athletic Training at Old Dominion University.

Dr. Joseph R. Hodes Visiting Assistant Professor of History	\$51,000	7/25/14	10 mos
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Dr. Hodes received a Ph.D. in Humanities in 2011 and a B.A in Religious Studies in 2000 from York University. He earned an M.A. in Middle Eastern History in 2003 from Tel Aviv University. From 2012-2014, he has been a Visiting Assistant Professor at Tulane University.

Dr. Jody K. Howard Associate Professor of Teaching and Learning Tenure Track	\$75,000	7/25/14	10 mos
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Dr. Howard received a Ph.D. in Library and Information Management in 2008 from Emporia State University, a Masters of Library Science and Information Management in 1981 from the University of Denver, an M.Ed. in Educational Media in 1975 from the University of Colorado and a B.A. in English in 1971 from Metropolitan State College. Since 2011, she has been Director of the Palmer School of Library and Information Science and Associate Dean of the College of Education, Information and Technology, Long Island University.

Ms. Rachel E. Kane-Frieder Instructor of Management Tenure Track	\$108,000	7/25/14	10 mos
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Ms. Kane-Frieder received a B.S. in Business Administration in 2009 from the University of Florida and is expected to receive a Ph.D. in Business Administration in 2014 from Florida State University. During her doctoral studies, Ms. Kane-Frieder has conducted research and taught at Florida State. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2014)

Dr. Timothy M. Komarek Assistant Professor of Economics Tenure Track	\$120,000	7/25/14	12 mos
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Dr. Komarek received a Ph.D. and an M.S. in Agricultural, Food and Resource Economics, in 2012 and 2010 respectively, from Michigan State University and a B.A. in Economics in 2006 from





Ms. Megan S. Nutzman  
Instructor of History  
Tenure Track

\$52,000

7/25/14

10 mos

Ms. Nutzman received an M.A. in Classics in 2008 from the University of Chicago, a Master of Theology in 2005 from Holy Cross Greek Orthodox School of Theology and a B.A. in

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April 24, 2014

ADMINISTRATIVE FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Khaled S. Abul-Hassan Director of Patents and Licensing and Assistant Professor	\$130,000	5/1/14	12 mos

Dr. Abul-Hassan received an M.B.A. in 2007 from Lally School of Management and Technology, RPI, a Ph.D. in Molecular Medicine and an M.Sc. Research in Biotechnology, in 1999 and 1997 respectively, from the University of Manchester, UK and a B.S

Mr. Kermit E. Buggs Secondary Football Coach	\$90,000	1/10/14	12 mos
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Mr. Buggs received a Master of Education in 2006 from The Pennsylvania State University and a B.S. in Exercise Science in 1995 from Norfolk State University. Since 2013, he has been a Special Teams Coordinator/Running Backs Coach at the University of Connecticut. Prior to that, Mr. Buggs was as Defensive Coordinator/Secondary Coach at Lock Haven University.

Mr. Jeremy D. Dickerson Director of Undergraduate Admissions and Instructor	\$95,000	2/10/14	12 mos
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Mr. Dickerson received a Master of Education, Higher Education in 2005 from the University of Arkansas and a Bachelor of Arts in German in 2004 from Hendrix College. Previously, he served as Associate Director of Admissions for Information Management and Assistant Dean of Admissions at the University of Arkansas.

Dr. Emily A. Eddins Assistant Director for Service Learning and Assistant Professor	\$43,000	1/25/14	12 mos
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Dr. Eddins received a Ph.D. and an M.S. in Human Dimensions of Natural Resources, in 2013 and 2009 respectively, from Colorado State University and a B.A. in Geography in 2006 from Miami University. Since 2013, she has been a Service Learning Program Assessment Specialist at Campus Compact of the Mountain West. Prior to that, Dr. Eddins, was a Cultural Diversity Graduate Research Assistant in the Department of Human Dimensions of Natural Resources at Colorado State University.

Mr. Ulrick Edmonds Linebackers Coach	\$70,000	12/6/13	12 mos
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Mr. Edmonds received an M.Ed. in College Student Personnel Administration and a B.S. in Psychology and Criminal Justice from James Madison University. Since 2004, he has been a Recruiting Coordinator/Tight Ends and Recruiting Coordinator/Running Backs at James Madison University.

Ms. Angie Hind Head Women's Soccer Coach	\$85,000	3/3/14	12 mos
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Ms. Hind received a B.A. in Sport in the Community in 1998 from the University of Strathclyde in Scotland. Since 2013, she has been Head Women's Coach and Academy Manager at Rangers FC. Prior to that, Ms. Hind was Assistant National Coach for the Scottish Football Association. From 2005-2010, she served as the Head Women's Soccer Coach at Dartmouth College.

Dr. Morris W. Foster Vice President for Research and Professor of Community and Environmental Health	\$260,000	7/1/14	12 mos
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Dr. Foster received a Ph.D. and M.Phil., in 1988 and 1984 respectively, from Yale University and a B.A. in 1981 from the University of Oklahoma. Dr. Foster has served in a number of capacities at the University of Oklahoma, most recently as Special Assistant to the President, Associate Vice President for Research (Norman campus), Associate Vice President for Strategic Planning, Deputy Director for Cancer Prevention and Control for the Peggy and Charles Stephenson Cancer Center, Deputy Director of the Oklahoma Shared Clinical and Translational Resource, and Professor of Anthropology. He also is chair of the Ethics Advisory Board for Illumina Inc., the leading manufacturer of sequencing instruments.

12 mos

Mr. Michael W. Joseph Associate Director of Auxiliary Services and Instructor	\$77,000	5/25/12	12 mos
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Mr. Joseph received an

Prior to that, Ms. Litwiller was an Account Executive with Seventh Point Advertising, Marketing and Public Relations.

Ms. Shevonne Morgan Assistant Director of Marketing and Membership, Recreation and Wellness and Instructor	\$45,000	5/10/14	12 mos
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Ms. Morgan received an M.A. in Urban Affairs in 2007 from Norfolk State University and a B.A. in Communication/Marketing in 1998 from Saint Augustine’s College. Since 2012, she has been Senior Membership Director for the YMCA of South Hampton Roads. Prior to that, Ms. Morgan was a Market Research and Database Strategy Manager for the City of Virginia Beach.

Mr. Matthew Newton CRM Manager and Technical Analyst for Enrollment Management and Assistant Instructor	\$70,000	4/25/14	12 mos
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Mr. Newton received a Bachelor of Business Administration from Haworth College of Business, Western Michigan State in August 2010. Since 2008, he has served as the Webmaster and CRM Administrator at Western Michigan University, Extended University Programs.

Mr. William L. Nuckols Authorization and Compliance Manager and Instructor	\$55,000	3/10/14	12 mos
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Mr. Nuckols received a J.D. in 2000 from Southern Illinois University, a B.A. in History in Secondary Education and Political Science in 1996 and is expected to receive a Ph.D. in Higher Education Administration in 2014 from Old Dominion University. Since 2013, he has been Research Associate for the Entrepreneurism Task Force, Hampton Roads Community Foundation and Special Assistant to the Associate Vice President of Distance Learning at Old Dominion University.

Ms. Tracie Ortiz Instructional Designer and Instructor	\$65,000	12/10/13	12 mos
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Ms. Ortiz received a Master’s Degree in Deaf Studies and Habilitation – Communication Disorders in 1996 from Lamar University and a Bachelor’s Degree in Business Administration – Marketing in 1992 from St. Mary’s University. She is expected to receive a Ph.D. in Educational Technology from the University of Hawaii in May 2014. Since 2011, she has been an Instructional Designer in the Center for Learning and Teaching (CLT) at Old Dominion University.

Ms. Julie M. Perez Transfer Admission Counselor and Assistant Instructor	\$37,000	2/10/14	12 mos
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Ms. Perez received a Bachelor of Arts in Urban Studies in 2009 from Rutgers University. Since 2010, she has been an Academic Advisor at Camden County Community College and at Wake Technical Community College.

Mr. Stephen G. Riegler Associate Director of Operations Recreation and Wellness and Instructor	\$53,000	2/24/14	12 mos
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Mr. Riegler received an M.S. in Sport Management from California University of Pennsylvania and a B.S. in Physical Education from Coastal Carolina University. Since 2012, he has been Assistant General Manager – Leagues and Operations and Sports Director for Virginia Beach Field House.

Dr. Stephanie L. Sanders Associate Director of Diversity Initiatives and Assistant Professor	\$64,000	5/10/14	12 mos
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Dr. Sanders received a Ph.D. in Curriculum and Instruction from Ohio University, and an M.S. and B.S. in Speech-Language-Hearing Science from the University of Central Arkansas. Since 2012, she has been Assistant Director for Diversity and Inclusion at Ohio University.

Ms. Kathleen C. Williamson Director of Human Resources for Employee Relations and Strategic Initiatives and Assistant Instructor	\$103,000	4/10/14	12 mos
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Ms. Williamson received a B.A. in Political Science from The American University. She has 25 years of experience in human resources with 16 years in higher education within the Commonwealth of Virginia. Since 2003, Ms. Williamson has worked in human resources at Old Dominion University, in the roles of Compensation Manager, Employee Relations Manager and most recently as Interim Director of Human Resources.

April 24, 2014

APPOINTMENT OF



April 24, 2014

EMERITUS/EMERITA APPOINTMENTS

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

<u>Name and Rank</u>	<u>Effective Date</u>
David R. Basco Professor Emeritus of Civil and Environmental Engineering	June 1, 2014
Janet M. Bing Professor Emerita of English	June 1, 2014
Carol A. Doll Professor Emerita of Teaching and Learning	June 1, 2014

## DAVID R. BASCO

David R. Basco, professor of civil and environmental engineering, joined Old Dominion University in 1986, specializing in coastal engineering. He was founding director of the Coastal Engineering Center, a position he still holds. He previously taught at Texas A&M for 17 years.

Basco has conducted research in the area of water wave mechanics, the physical and numerical modeling of wave breaking phenomena, the stochastic design of coastal structures, the numerical simulation of free surface, long and short wave phenomena in rivers, estuaries and in near shore coastal regions and has conducted research in several other areas associated with coastal engineering. His major current research interest has been the development of a coastal storm severity index based on hydrodynamics to combine elevated water levels, and wave conditions over the storm duration to supplement the wind-based scales presently employed.

Basco is the author of five books (or book chapters) including parts of the Coastal Engineering Manual (2006, Corps of Engineers). He has authored/co-authored 89 journal and proceedings papers and 115 technical reports. He currently is completing the manuscript for a textbook "Design of Coastal Structures" to be published by World Scientific Publishing Co. in 2014. He is a member of the Board of Directors of the Coastal Engineering Journal, Elsevier Publ. Co. Basco established the online, internet-based Certificate in Coastal Engineering. He also

Basco joined Old Dominion University in 1986 and received his Ph.D. in English from Old Dominion University in 1982 and his M.S. in English from Old Dominion University in 1981. She was a Ph.D. student in English from 1998-2009. She was taught in the Women's Studies Program at Old Dominion University from 1998-2009. She is currently a Ph.D. student in English at Old Dominion University.

## CAROL A. DOLL

Carol A. Doll earned a B.A. in Elementary Education from Michigan State University in 1972, an M.L.S from Western Michigan University in 1974, and a Ph.D. with a Library Science major from the University of Illinois-Champaign in 1980.

Doll joined Old Dominion as Professor of School Library in 2007. She served as Graduate Program Director of the School Library program beginning in Spring 2008 until her retirement in 2014. Doll was involved in many professional organizations including the American Library Association, for which she was awarded the Distinguished Service Award for her work on the Association for Library Service to Children. She also served as Secretary for the American Association of School Librarians, Educators of Library Media Specialists Section, Chicago, IL and as committee chair for the American Educational Research Association REISL Nominating Committee.

During Doll's six years at Old Dominion University, she was actively engaged in research and grants in the area of School Librarians and was part of teams receiving significant funding from the Institute of Museum and Library Services (IMLS). She was also an active researcher and published/presented work both as sole author and collaboratively with fellow faculty and doctoral students at a wide variety of journals and conferences.



April 24, 2014

PROPOSAL FOR A NEW POLICY ON PRIORITY PREREGISTRATION FOR ACTIVE  
DUTY, VETERANS, RESERVISTS, AND VIRGINIA NATIONAL GUARD SERVICE  
MEMBERS

RESOLVED that, upon the recommendation of the Academic and Research  
Advancement Committee, the Board of Visitors approves the new policy on Priority  
Preregistration for Active Duty, Veterans, Reservists, and Virginia National Guard Service  
Members, effective April 24, 2014.

Rationale:

## **PRIORITY PREREGISTRATION FOR ACTIVE DUTY, VETERANS, RESERVISTS AND VIRGINIA NATIONAL GUARD SERVICE MEMBERS**

The 2012 General Assembly established Virginia code 23-9.2:3.7 C, which states:

The governing boards of each public institution of higher education shall, in accordance with guidelines developed by the State Council of Higher Education for Virginia, implement policies that recognize the scheduling difficulties and obligations encountered by active duty members of the United States armed forces.

The State Council of Higher Education for Virginia in consultation with the Military Education Advisory Committee (MEAC) has issued guidelines that require state colleges and universities to establish course registration policies that provide reasonable accommodation to students who are active-duty military members, veterans, reservists and Virginia National Guard members.

Old Dominion University wishes to facilitate priority preregistration for currently enrolled, degree-seeking military students according to the following procedures:

- **Priority preregistration will** begin no sooner than Monday of the first week of preregistration provided documentation has been received and approved in the Office of the University Registrar.
- **PreI9o /Titin**



April 24, 2014

APPROVAL TO RENAME THE COLLEGE OF CONTINUING EDUCATION TO THE  
COLLEGE OF CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT

RESOLVED that, upon the recommendation of the Academic and Research



April 24, 2014

APPROVAL TO RENAME THE OFFICE OF INTERNATIONAL STUDENT AND  
SCHOLAR SERVICES (ISSS) AS THE OFFICE OF VISA AND IMMIGRATION SERVICE  
ADVISING (VISA)

RESOLVED that, upon the recommendation of the Academic and Research  
Advancement Committee, the Board of Visitors approves renaming International Student and  
Scholar Services (ISSS)

April 24, 2014

## 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, 2014.

Rationale: The revisions proposed for the policy on Tenure concern the language in the policy that allows for shortening the probationary period in the case of exceptional merit and performance. The current language has become restrictive and has been interpreted in some departments as a requirement that candidates who wish to be considered early for tenure must be even more exceptional at that time than if they wait and apply for tenure with no shortening of the probationary period.

Instead, meeting the necessary standards of merit and performance that are required for tenure in a shortened probationary period should be considered exceptional in itself. Rather than trying to define “exceptional merit and performance,” there should be a common standard for the award of tenure, and those who achieve the standard should be awarded tenure regardless of the length of time of the probationary period.

The policy has also been revised to state that individuals should be considered for tenure only once.

## Tenure

(Board of Visitors Policy, #1411)

- I. Purpose of Tenure - The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the University, to protect academic freedom, and to enable the University to retain a permanent faculty of distinction in order to accomplish its mission. For these reasons, tenure is awarded only after a suitable probationary period, and the decision to award tenure is based both on the merit of the individual faculty member and on the long-term needs and mission of the department, the college, and the University.
- II. Eligibility for Tenure
  - A. Only faculty members who hold the ranks of assistant professor, associate professor, or full professor are eligible to be considered for tenure. Assistant professors will be awarded tenure only if they are simultaneously being promoted to the rank of associate professor.
  - B. Faculty members may be considered for tenure only once.
  - ~~C.~~ Under certain circumstances administrative faculty holding rank in a department at the assistant professor (if promotion to the rank of associate professor is being simultaneously considered), associate professor, or full professor level may be considered for tenure, as specified by the Board of Visitors policy concerning administrative faculty.
  - ~~D.~~ ~~C.~~ Since tenure is granted as a faculty member in an academic department or program, the award of tenure does not imply continuance in any full-time or part-time administrative position, nor does it imply continuance of any specific work assignment within or outside the department in which tenure is granted.
- III. Probationary Period
  - A.

- C. A period of time, not to exceed one year, may be excluded from the probationary period, upon the approval of the

tract will be offered for the fifth year. In addition, the probationary period for an associate professor may be eliminated, and an initial tenure appointment may be recommended to the board if such an appointment has been requested by the chair, voted on by the departmental tenure committee, the college promotion and tenure committee, the University Promotion and Tenure Committee and approved in writing by the dean, the provost and vice president for academic affairs, and the president. It is the sense of the Board of Visitors that the procedure of eliminating the probationary period for tenure should be rarely used.

4. A faculty member may apply for early consideration for tenure, if the faculty member believes

b.







- N. The above procedures at the departmental and college level may be suitably adapted for faculty members who hold interdisciplinary or interdepartmental appointments. The adapted procedures should be recommended by the promotion and tenure committee of the college or colleges involved and approved by the dean or deans and the provost and vice president for academic affairs. Procedures above the college level will be the same as designated above in all cases.

- Adopted by the Board of Visitors

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

Revised June 14, 2012

Revised September 26, 2013

April 24, 2014

APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON POSTHUMOUS  
DEGREE OR CERTIFICATE OF RECOGNITION OR ACHIEVEMENT FOR  
TERMINALLY ILL AND DECEASED STUDENTS

RESOLVED that, upon the recommendation of the Academic and Research  
Advancement Committee, the Board of Visitors approves the proposed revisions to the  
Policy on Posthumous Degree or Certificate of Recognition or Achievement for  
Terminally Ill and Deceased Students, effective April 24, 2014.

Rationale: The proposed revisions were recommended by the Faculty Senate. They  
felt the President should be the University official who approves  
exceptions to the policy and communicates with the next of kin.

**NUMBER:** 1408

**TITLE:** Posthumous Degree or Certificate of Recognition or Achievement for Terminally Ill and Deceased Students

**APPROVED:** June 16, 2006; Revised December 7, 2007; Revised September 26, 2013

Posthumous Degree - When a student has completed all degree requirements but dies before

## Procedures

Procedures for the award of a posthumous degree, Certificate of Achievement, or Certificate of Recognition are as follows:

1. The University Registrar normally identifies the student for the degree or certificate and contacts the student's academic department to recommend review.
2. After review, the department chair forwards the recommendation for the degree or certificate to the dean (or designee) for approval.
3. On behalf of the faculty, the dean of the appropriate college recommends the award of the degree or certificate.
4. The ~~Provost and Vice President for Academic Affairs~~ President or delegate will communicate with the next of kin.
5. The degree or certificate will be presented only to the next of kin or their delegate.
6. Arrangements for presentation of a posthumous degree or certificate are made by staff from the appropriate college and the Division of Student Engagement and Enrollment Services in consultation with the Office of Academic Affairs and the next of kin or their delegate.

April 24, 2014

PROMOTIONS IN ACADEMIC RANK  
EFFECTIVE 2014-2015

The President has approved the promotions in academic rank for the following faculty members, effective with the 2014-15 academic year. A brief summary of each person's career at Old Dominion University is included.

**Promotion to Professor**

**College of Arts and Letters**

**James Erland Baesler**

**Department of Commun TJ 0 Tc 0 Tw 20.98 0 Td ( )Tj EMC /P <</MCID 13 >>BDC /TT0 1 Tf -2**

*Explorations and Empirical Investigations of Communication and Prayer*, Studies in Religion and Society, Vol. 64 (2003, Edwin Mellon Press), 2 book chapters, and 14 peer-reviewed journal articles in the leading journals in his field; his articles have been published at a steady and consistent pace. He has also published a technical report, 2 editorial reviews, and has presented 18 research papers at national conferences. He has been persistent in seeking external funding to support his scholarly work, although has not been successful in recent years.

Dr. Baesler has provided exemplary service since his promotion to Associate Professor. He has served his department as Acting Chair (1997) and by chairing the Department Promotion and Tenure committee (twice), the Standards committee, and two faculty search committees, as well

as thorough membership on several other departmental committees. He has been an effective

provided his expertise to the Northern Virginia Music Teachers Association and the National Association of Negro Musicians. In service to the Hampton Roads community, he is co-director of the Norfolk Chamber Consort and has worked with the Peninsula Music Teachers Association, and the College of William & Mary's Concerto competition.

**Nancy Klein**  
**Department of Music**

Dr. Klein joined Old Dominion University in 1986 as Assistant Professor of Music and Director of Choral Activities, and was promoted to Associate Professor of Choral Music Education, with tenure in 1992. She holds American Orff-Schulwerk Certification, Level II in music education from Old Dominion University (1993). Since her promotion to Associate Professor, she has been Director of Choirs and has taught 23 different courses on a regular basis. After joining ODU, Dr. Klein systematically revised and reorganized the department's "failing instrumental and choral music education program" (in the words of the departmental committee report) into one of the top music teacher training programs in the Commonwealth. Her students con  
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Choir in an invited performance at the College Music Society's 54<sup>th</sup> National Conference (2011) and the 28<sup>th</sup> Anniversary Concert Series of *MidAmerica Productions* in New York's Avery Fisher Hall (2011). She trained singers for the ODU Concert Choir, Christopher Newport University Singers, and Richmond Symphony Chorus collaboration with the Virginia Symphony in a performance of Mahler's '*Eighth Symphony*' in 2012.

Dr. Klein has served as Graduate Program Director since 2005, advising all of the department's



2006, received the Ruth Harrell Favorite Professor Award in 2007, and in 2009 was designated University Professor. She has twice received the Shining Star award (2008, 2012). I concur with all levels of review that Dr. Time has excelled in the area of teaching.

Dr. Time's research is in the area of criminological theory and law. Since her promotion in 2003, she has published 12 refereed journal articles, 7 as first or sole author, and 6 book chapters. She has a forthcoming book contract for *Legal & Women's Issues in African Current Affairs* with Edwin Mellen Press and a journal article with the same publisher. She has also published 6 book chapters, 6 journal articles, and 6 book chapters. She has a forthcoming book contract for *Legal & Women's Issues in African Current Affairs* with Edwin Mellen Press and a journal article with the same publisher. She has also published 6 book chapters, 6 journal articles, and 6 book chapters.

Students consistently rate him extremely highly, either close to or at the top of the opinion survey scale, saying that his courses are rigorous and made them think critically, and that Dr. Gonzalez is “always willing to help.” He received the College of Engineering Most Inspiring Faculty award in 1997 and in 2011 received a departmental Excellence in Teacher Award. Since his promotion in 1993, he has graduated 4 Ph.D. students and 12 M.S. students, and has supervised 5 Master of Engineering projects. He is currently supervising the dissertation of one Ph.D. student and 2 Master’s theses. Dr. Gonzalez has clearly demonstrated excellence in teaching.

Dr. Gonzalez conducts research in systems and control theory and their applications. His most recent work focuses on improving aviation safety through increased reliability of the flight control computer. Since he became Associate Professor, he has published 12 peer-reviewed articles, with 8 of these since 2008 - several of which are in top-ranked journals. He has also published a book chapter, 8 technical reports, and 53 conference papers. Although his conference publications are spread evenly over the years, there are two gaps in Dr. Gonzalez’s journal publication record: from 1991 to 2000, and again from 2002 to 2008. However, in the past 6 years his productivity in this area has been consistently high and, as noted by the external reviewers, he has placed his publications in the most prestigious journals in his field. Dr. Gonzalez has been very active and successful in obtaining external funding for his research, winning over \$280,000 as Principal Investigator. He has also submitted many collaborative grant proposals and has obtained over \$2.7 million as a Co-PI, primarily from NASA, but also from the Commonwealth of Virginia and industry. He was elected as Senior Member of the Institute of Electrical and Electronic Engineers (IEEE) in 2002.

Dr. Gonzalez has demonstrated outstanding service to the University and to his profession. He has served as his department’s Graduate Program Director since 2011, has been Chair of the Graduate Program Committee, and a member of the Undergraduate Committee and Faculty Portfolio Review Committee. He was Director for the department’s Local Area Network for 10 years, from 1990-2000. He organized the department’s *Institute of Electrical and Electronics Engineers (IEEE)* Robotic Car Exhibit for their Open House. At the college level, he has been a member of the Engineering Graduate Program and Informational Technology committees, among others, and has served on numerous committees for the University, including the Course Evaluation System Committee, Technology Committee, Strategic Planning Committee, and SACS Reaffirmation Committee. Dr. Gonzalez has been very active in IEEE, his professional society, where he has three times served as an elected member of the Board of Governors of the IEEE Control System Society. He has also served as Finance Chair of the 53<sup>rd</sup> International IEEE Conference on Decision and Control (2006), as Publications Chair, and as a member of the organizing committee for IEEE International Conferences on Control Applications, among several other important professional service activities. One of the external reviewers writes, with



been Board Certified as a Family Nurse Practitioner since 1988 and has held an affiliate appointment as Assistant Professor with Eastern Virginia Medical School since 1988. In 2014, Dr. Rutledge won one of the State Council for Higher Education in Virginia's Outstanding Faculty Awards, the Commonwealth's highest award to recognize superior accomplishments in teaching, research, and public service.

Dr. Rutledge has developed and taught a wide variety of different graduate level courses and has received consistently positive chair and peer evaluations. Her students comment that she is knowledgeable, rigorous, accessible, and highly effective as an instructor and mentor. Comments include: "She cares about her students doing well and she does all she can to help us along the way ..... if there is anything I need help with, Dr. Rutledge will be there" "My instructor loves and is energetic about research. She pushes us. Nothing is spoon fed" and "This course and the DNP has open my eyes to evidence based practice in everything I do at work. I find myself seeking out research all the time. It has changed my practice." Numerous other students also comment positively on her enthusiasm and her ability to help them improve their writing and critical thinking skills. Dr. Rutledge has chaired the committees of 2 Ph.D. and 24 Doctor of Nursing Practice graduates. She works effectively with students to assist them in dissertation publication and in presenting their work at conferences, which is highly commendable, and she was awarded the University's 2011 Doctoral Mentoring Award for her work in mentoring doctoral students.

Dr. Rutledge's research focuses on health outcomes to reduce health disparities for vulnerable and disadvantaged populations, particularly in rural areas. Her work covers three main areas: at-risk teens, the elderly, and those with sleep disorders. Since her promotion to Associate Professor in 2002, Dr. Rutledge has published 19 refereed journal articles with another in press. She is the first author on 7 of the published papers. She has also published 3 refereed abstracts, 2 book chapters, one as senior author, and presented her research at almost 80 professional conferences in regional, national, and international venues. Several of her presentations have won awards at state-level conferences, including two in 2013. Dr. Rutledge has been very active in seeking external funding and has had considerable success as Co-Principal Investigator on almost \$10 million in external research and teaching grants. The majority of these funds were from the Department of Health and Human Services' (DHHS) Advanced Practice Nursing Program, Advanced Education Nursing Program, and Undergraduate Nursing Program. She has also been awarded \$26,828 as Co-PI with an EVMS faculty member for her research on patient insomnia, \$24,948 as Co-PI on a DHHS grant to study clinical experiences in federally funded community health centers, and in 2013 received \$40,000 as Co-PI from the Alzheimer's and Related Diseases Research Award Fund.

Dr. Rutledge has been very active in service. At the school level, she has chaired the graduate faculty committee and the graduate curriculum committee, and she was instrumental in the creation of a very successful Doctor of Nursing Practice program. She is currently the lead Graduate Program Director, the Director of MSN in Nursing Administration, and co-Director of the Doctorate in Nursing Practice Program. She has served on the school's promotion and tenure committee, among other committees. She has chaired the college promotion and tenure committee and has served on the college graduate curriculum committee, among others. At the

university level, she has served on Faculty Senate committee D (Scholarly Activity and Research), on the Graduate Administrators Council, on the Honorary Degree Committee and on the 2009-2014 Strategic Planning Committee. In her profession, Dr. Rutledge serves on the Commission on Collegiate Nursing Education as an accreditation site reviewer, has held several positions for the National Organization of Nurse Practitioner Faculty and is a frequent reviewer for journal article submissions to the leading journals in her field. Dr. Rutledge has also been active in service to the community, through her clinical practice at Ghent Family Practice at EVMS where she serves one day per week as a Nurse Practitioner. She is actively involved with the Missions of Mercy, collaborates with the Department of Family and Community Medicine at EVMS, is a regular consultant for the annual Safety Harbor Leadership Conference, and was a consultant for Ball State University's new Doctor of Nursing Practice program. She has also given invited talks at Portsmouth Naval Medical Center, EVMS, Longwood University, East Carolina University, and the University of North Dakota, among other venues. As one external reviewer notes "Through her work as a faculty member and practicing clinician in the service setting, Dr. Rutledge utilizes her expertise to influence policy changes and curricula revisions to shape the future of nursing practice." Dr. Rutledge has provided exemplary service to her university and to her profession.

**Bonnie Van Lunen**  
**School of Physical Therapy and Athletic Training**

Dr. Van Lunen joined Old Dominion University as Assistant Professor in 1999 and was promoted to Associate Professor in 2006. She

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subcontracts as a Co-PI, and is a Co-PI on one large, \$1.76 million award. Dr. Van Lunen was named a Fellow of the National Athletic Trainers' Association (FNATA) in 2012 for "excellence in research and education and outstanding leadership and service to the profession."

Dr. Van Lunen has provided exemplary service to the University and to her profession. Since 1999, she has served as the Graduate Program Director for the Master of Education program, Physical Education concentration (also known as the Athletic Training Post-Professional Degree Program). She founded the Human Movement Sciences PhD track in 2006 and served in that role until the program transferred to the College of Health Sciences in 2012. She has been a member of the Faculty Senate on Committee C and the Preparing Future Faculty Committee. Her leading responsibilities in service were recognized by the award of the Darden College of Education Service Award in 2010. She has served on committees for the National Athletic Trainers' Association (NATA) Post-Professional Education Committee (2010-present) and NATA Executive Committee on Education in Athletic Training (2010-present). She received the NATA Service Award in 2008. She has also held numerous chair duties, including the Post-Professional Education Review Committee (2006-2012), Subcommittee for Accreditt

Dr. Wang's area of research is synthetic organic chemistry with an emphasis on natural product synthesis and their analogs for drug delivery, and the synthesis of novel photosensitizers and fluorescent probes. Her current work is supported by grants from the National Institutes of Health (NIH) and the National Science Foundation (NSF). She is the recipient of 20 patents, 19 of which are held jointly with her graduate advisor with one solely in her own name, and she filed a new provisional patent as first inventor in 2013. Dr. Wang has published over 40 papers –

Dr. Diaz has also been extremely active in proposal preparation, participating in almost 50 proposals to external funding agencies. He has served as an active member of the VMASC Capstone conference each year since his appointment to ODU, is a frequent guest panelist and speaker for joint Centers of Disease Control-National Institutes for Health events, and facilitated the creation of the VMASC Advanced Analytic Research Laboratory, which he currently directs. In addition, Dr. Diaz is currently mentoring undergraduate and graduate students, he has chaired the Emerging Applications Symposium at the Spring Simulation Conference for two years, and he is an Associate Editor for the *Journal of SIMULATION*, among other professional activities.

### **Promotion to Senior Lecturer**

#### **College of Art and Letters**

Sarah Appleton  
Department of English

Vaughan Frederick  
Department of Women's Studies

#### **College of Education**

Sabra Gear  
Department of Communication Disorders and Special Education

Jennifer Kidd  
Department of Teaching and Learning

#### **College of Health Sciences**



**College of Sciences cont.**

Suzanne Morrow  
Department of Psychology

Josh Wallach  
Department of Chemistry and Biochemistry