

OLD DOMINION UNIVERSITY

BOARD OF VISITORS  
Thursday, December 6, 2018

MINUTES

The Board of Visitors of Old Dominion University met in reu002 TC(r)3 .A8PUEHNA.DD

Lisa

- Yvonne T. Allmond
- R. Bruce Bradley
- Robert S. Corn
- Unwanna Dabney
- Alton J. Harris
- Michael J. Henry
- Larry R. Hill
- Toykea S. Jones
- Kay A. Kemper
- Pamela C. Kirk
- Ross A. Mugler
- Donna L. Scassera
- Maurice D. Slaughter
- Robert M. Tata
- Rafia Haq (Student Representative)
- Carlton F. Bennett
- Jerri F. Dickeski

- |                                      |                         |
|--------------------------------------|-------------------------|
| John R. Broderick,                   | Scott Harrison          |
| (T-2.03 -17 Td[0 T 12bTjEiepn2T7de)4 | EMC /P A MCID 28 BDCJEM |
| Alonzo Brandon                       | Earl Nance              |
| Leigh Comsudis                       | Ellen Neufeldt          |
| Jane Dané                            | Brian Payne             |
| Greg DuBois                          | September Sanderlin     |
| Morris Foster                        | Wood Selig              |
| Giovanna Genard                      | Rusty Waterfield        |
| Velvet Grant                         | Johnny Young            |



Johnny Young, Associate Vice President for Student Engagement and Enrollment Services, received the Southern Association for College Student Affairs' Bobby Leach Award in recognition of contributions to inclusion.

President Broderick commented on the University closing on November 29 due to the bomb threat. He described how University personnel mobilized after the threat was received in the middle of the night and how the decision was made to close the campus for the day. He recognized Greg DuBois, Ellen Neufeldt, Giovanna Genard and Chief Rhonda Harris for their leadership that day. The University received support from the various law enforcement agencies throughout the incident. The investigation continues and he is hopeful that it will result in a conviction of the individual or individuals involved. In response to a question, Vice President Neufeldt said that students were secured in their residence halls, were asked to stay in place, and box lunches were delivered to them. Residence hall staff were there and kept in touch with students and parents throughout the day.

nd(m)w2(c)3(a)(1)-2(2-b)(i)(g)58(h)(4)-163862heblly(d)]Te0.004 Tre61004 Tw[ (a)166 m(ty)-6 deFa-

Vice President DuBois presented information on the Red Flag Report and University



Associate Professor. One reviewer stated, “Her dossier represents that of an active and productive faculty member who has made admirable contributions to the field in which she conducts scholarly activities, teaches, and services.” Another echoes, “Dr. Sparkman-Key’s portfolio and CV demonstrates not only an impressive scholarly agenda, but an extraordinary ability to engage in high-impact practices such as service-learning.” A third reviewer shared, “Dr. Sparkman-Key has clearly defined a niche for herself as an emerging leader in Human Services.” The fourth reviewer shared, “She is advancing the field of human services and explaining ways to expand education specific to human services as m (v)-222o p0dp-5 ( Ačh)-4 t(e)4 (r (o)-3.9

rank of Associate Professor is based on “established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas.” [Faculty Handbook, p. 33]

Recommendations were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean. These different levels of review are important in providing a thorough and fair analysis of a faculty member’s contributions in the three areas of evaluation and allow for a uniform evaluation of faculty across departments and colleges.

Dr. Michaeli received a B.S. (1998) in Naval Architecture and Marine Engineering from the Webb Institute, Glen Cove, New York, an M.S. (1999) in Ocean Systems Management from





recommendations of the Academic and Research Advancement Committee and were unanimously approved by all members present and voting (Allmond Bradley, Corn, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Scassera, Slaughter, Tata)

### 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> |
|---|---------------|-----------------------|-------------|
| Dr. Kristi Costello<br>Associate Professor of English | \$90,000      | 12/25/18              | 10 mos      |

Dr. Costello received a Ph.D. in English from Binghamton University and an M.A. in English and a B.A. in English Literature from Southeast Missouri State University. Previously she was Director of the Campus Writing Program and Composition, Director of the Writing Center, and Associate Professor of Composition, Writing Studies, and Creative Writing at Arkansas State University. (Salary includes \$15,000 for serving as Associate Chair of Writing Studies.)

|   |           |         |        |
|---|-----------|---------|--------|
| Ms. Sheila K. List<br>Instructor of Management (Tenure Track) | \$125,000 | 7/25/19 | 10 mos |
|---|-----------|---------|--------|

Ms. List received an M.S. in Psychology from Radford University, a B.A. in Psychology from Temple University and is expected to receive a Ph.D. in Business with a concentration in Management from Virginia Commonwealth University. Previously she was a Professor of Record in the Department of Management and Entrepreneurship at Virginia Commonwealth University. (Rank will be Assistant Professor if all requirements for the Ph.D. are completed by August 1, 2019.)

|   |          |          |       |
|---|----------|----------|-------|
| Ms. Sarojini Rao<br>Instructor of Economics | \$26,223 | 12/25/18 | 5 mos |
|---|----------|----------|-------|

Ms. Rao received an M.A. in Economics from the University of Chicago, a B.A. in Economics from Carleton College and is expected to receive a Ph.D. in Economics from the University of Chicago. Previously she was a Project Mentor, Lecturer and Teaching Assistant at the University of Chicago. (spring semester only)

|   |          |         |        |
|---|----------|---------|--------|
| Dr. Linda Thurby-Hay<br>Clinical Associate Professor of Nursing | \$45,000 | 8/25/18 | 10 mos |
|---|----------|---------|--------|

Dr. Thurby-Hay received a Doctorate of Nursing Practice from Rush University, a Master of Science from Virginia Commonwealth University and a Bachelor of Science in Nursing from Duquesne University. Previously she was a Clinical Nurse Specialist for Bon Secours Health System and an Affiliate Faculty at Virginia Commonwealth University. (half-time appointment)

| <u>Name and Rank</u>                                | <u>Salary</u> | <u>Effective Date</u> | <u>Term</u> |
|---|---------------|-----------------------|-------------|
| Ms. Jennifer R. Vaziralli<br>Lecturer of Management | \$53,000      | 10/25/18              | 10 mos      |

Ms. Vaziralli received an M.B.A. from The Wharton School, University of Pennsylvania and a B.S. in Human Resource Management and a B.S. in Marketing Management from Virginia Polytechnic Institute and State University. Previously she was Chief Revenue Officer at Collage Group.

|   |          |          |       |
|---|----------|----------|-------|
| Dr. Honggeng Zhou<br>Visiting Professor of Information Technology and Decision Sciences | \$60,000 | 12/25/18 | 5 mos |
|---|----------|----------|-------|

Dr. Zhou received a Ph.D. in Business Administration and a Master of Arts in Business Administration from The Ohio State University, a Master of Science in Applied Statistics from the University of Memphis and a Bachelor of Science in Computer Science and Engineering from Zhejiang University. Previously he was a Professor in the School of Management at

| <u>Name and Rank</u>  | <u>Salary</u> | <u>Effective Date</u> | <u>Term</u> |
|---|---------------|-----------------------|-------------|
| Ms. Kimberly Chavers<br>Second Assistant Women's Rowing Coach<br>and Assistant Instructor | \$38,250      | 9/25/2018             | 12 mos      |

Ms. Chavers received a B.S. in Health Science from Marietta College and a D.P.T. in General Physical Therapy from Northeastern University. Previously, she worked as the Women's Summer Coach for the New York Athletic Club in Central Park, New York.

|   |          |           |        |
|---|----------|-----------|--------|
| Ms. Danielle Dady<br>Senior Research Compliance Coordinator, Office of Research, and Assistant Instructor | \$65,000 | 10/1/2018 | 12 mos |
|---|----------|-----------|--------|

Ms. Dady received a B.S in Animal Science from the University of Connecticut. She holds certifications as a Certified Manager of Animal Resources (CMAR) and as a Registered Laboratory Animal Technologist (RLATG). Previously, she was a Facility Manager for SoBran Biosciences in Norfolk, VA.

Bi-6TJ a1(n)-1 Res67(s)-1 (. i)-2 (1)-7 (es)-5 (ea (s)-1 (i)-2 (s)-1 (t)-2 e)4 (scTw -26.11 -1.)-1 (l)-15.83 (2018)JT

w[(10/M)im(ik()-1 (Eh C)- f)-1 ((l)-6n)-60 F7e(rom)-2 (60 f)-1 ((l)-6 0 Td (n)-y()-1 (D)3(h)-6 e )-4(n)-ic RessP



| <u>Name and Rank</u>  | <u>Salary</u> | <u>Effective Date</u> | <u>Term</u> |
|---|---------------|-----------------------|-------------|
| Dr. Eric Weisel<br>Executive Director of VMASC/Associate Vice President for Applied Research, and Assistant Professor | \$200,000     | 11/10/2018            | 12 mos      |

Dr. Weisel earned a B.S. in Mathematics from the United States Naval Academy, an M.S. in Operations Research from the Florida Institute of Technology, and a Ph.D. in Modeling, Simulation, and Visualization Engineering from Old Dominion University. Previously, he served as the Director of Applied Research for the University's Office of Research. Prior to joining the University, Dr. Weisel worked in a variety of roles such as the Chief Scientist for Training and Simulation Solutions at General Dynamics and as the Founder and CEO for WernerAnderson, Inc., a technology research start-up firm.

|   |          |            |        |
|---|----------|------------|--------|
| Ms. Victoria West<br>Coordinator, Operations and Aquatics, and Instructor | \$38,500 | 11/10/2018 | 12 mos |
|---|----------|------------|--------|

The Jaffe Professorship recognizes outstanding faculty scholars in the College of Arts and Letters who have demonstrated sustained excellence in teaching and/or research as well as a continuing, exemplary commitment to the university.

**Luisa Igloria**  
**Professor, Department of English**

Dr. Igloria's nomination package was recommended by the Promotion and Tenure Committee for



Dr. Yang has contributed to the College by serving in several significant administrative roles. In addition to his ongoing service on departmental and promotion and tenure committees, he was the Chair of the Department of Sociology and Criminal Justice from 2013-2016, Director of the Social Science Research Center from 2009-2012, Graduate Program Co-Director for the M.A. in Applied Sociology Program from 1998-2000, and Director of the Arts and Letters Office of Research Services from 1994-1998.

Proceeds from the Jaffe Professorship endowment funds will be used to provide a stipend of \$5,000 per year to Dr. Yang in the academic years 2018-2019 through 2022-2023.



## **Jimmie Carraway**

Jimmie Carraway received a B.S.B.A. and M.B.A. from Old Dominion University. He joined Old Dominion as a full-time instructor in 1985, achieved the rank of senior lecturer in 1992, and was designated as a University Distinguished Teacher in 2015. Carraway designed and taught numerous undergraduate and graduate courses and successfully delivered positive learning outcomes to over 7,000 students during his academic career. He was instrumental in crafting the curriculum requirements utilized by the highly successful information systems and technology discipline. In addition, he has mentored and helped place hundreds of students in employment situations using his numerous professional contacts.

Carraway served 25 years as the discipline's Cooperative Education and Internship Coordinator and three years as the chair of the college's Information Technology Committee. In addition, he served five years as the Information Systems Laboratory Manager, a student resource he initially configured and designed as a service to the college. He also served multiple years as the original faculty sponsor for the Information Systems Project Management Professionals (ISPMP) student organization.

Recognition of his accomplishments in teaching and service include [Ph.D. (or)-5.pi(ig)]T (s)-6

vicariously experienced violence (e.g., exposure to widely publicized mass shootings) on people's psychological reactions to these incidents and their willingness to engage in social action.

### **Michael J. Doviak**

Michael J. Doviak, associate professor of mathematics and statistics, joined Old Dominion University in 1975. He earned a B.A. in mathematics from Alfred University, an M.A. in mathematics from Bucknell University, and an M.S. and Ph.D. in statistics from the University of Florida.

During his 40 plus years at Old Dominion University, Doviak conducted research in the areas of multivariate statistical methods and regression analysis. He has published seven articles in various professional journals. Doviak taught several different statistics courses at the undergraduate as well as the graduate level and was always ranked as one of the most popular instructors in the department. Throughout his career, his passion for teaching touched many students who chose their careers in the fields of mathematics and statistics.

### **Sylvia Hudgins**

Sylvia C. Hudgins, professor of finance, joined Old Dominion University in 1989. She earned an M.B.A. from Old Dominion University and a Ph.D. from Virginia Tech. Hudgins has taught courses in banking, financial institutions, and corporate finance.

Hudgins examines questions concerning management, regulation, and legislation in her academic research. Much of her research focuses on the empirical analysis of commercial banks and thrifts. The journals publishing her research include: *Journal of Financial Economics*, *Journal of Money, Credit, and Banking*, *Financial Management*, *Economic Inquiry*. She was co-author with Peter S. Rose on *Bank Management and Financial Services*, one of the top-selling bank management textbooks.

Professionally Hudgins has served as director of both the Eastern Finance Association and the Southern Finance Association and as a member of the Board of Editors for the *Financial Management's Survey and Synthesis Series*. Since the 1990's she has served as Treasurer and Board Member of the Old Dominion University Credit Union.

### **Karen Kott**

Karen Kott earned a B.S. in physical therapy, an M.S. in exceptional children education, and a Ph.D. in learning and instruction-special education from the State University of New York at Buffalo. She has continuously maintained a license to practice physical therapy since completion of her baccalaureate degree.

Kott joined Old Dominion as an associate professor of physical therapy in 2006. She has been an active member of the teaching faculty, teaching classes both fall and spring semesters and mentoring approximately 15 doctoral students per year. She has been instrumental in developing

Interprofessional Educational (IPE) experiences that are embedded in the doctor of physical therapy (DPT) curriculum in a way that helps students learn to work in teams with other healthcare professionals for best patient outcomes. This contribution will have a lasting impact on the curriculum.

Kott's interprofessional collaborations have resulted in dozens of publications and presentations in journals and forums that include dental health, nursing and home health care, physical therapy, and of course, interprofessional conferences. She has attended – with a presentation – all Annual Emsweiler Interprofessional Symposia over the last six years. Her activities, as part of an IPE team, have also been awarded hundreds of thousands of dollars in funding, including awards from Health Resources and Services Administration.

An exciting piece of Kott's IPE activities is the development of an Interprofessional Collaborative Clinic with DPT student involvement. The clinic is set up for individuals with little or no health care coverage. The focus is for students from physical therapy, medicine, dental hygiene, clinical counseling, social work and medical residents to work as a team with a client to develop a plan of care to help address the client's needs through resources in the community.

### **Edward P. Markowski**

Edward P. Markowski received a Ph.D. in statistics from the Pennsylvania State University and joined Old Dominion as an assistant professor of mathematics and statistics in 1980. He joined the College of Business as an assistant professor of decision sciences in 1985, was promoted to associate professor in 1989 and to professor in 1995, and was designated as a University Professor in 2006. Markowski has twice been honored by the College of Business with the Outstanding Faculty Award in Teaching (1993 and 2005) and was named College of Business Outstanding Researcher in 1988. He has twice been designated for a three-year term as an E. V. Williams Teaching Fellow (2009-2011 and 2016- 2018). In 2009,

g01 Tw he8was(sad)1(00)as The re(05)picTc91004 Tc -0.004 T004 Tc -3Tj0 Tc .)TjmTw 0.17o (

Institute. Within the community, he has done statistical analysis for a number of private organizations.

**Kneeland Nesius**

assets. They will have enhanced oral and written communication skills to articulate cybersecurity problems and decisions, and clearly understand ethical standards and rules.

The program responds to the vital needs for cybersecurity professionals in the Commonwealth of Virginia, the nation, and the world. Graduates will be prepared to work within the cybersecurity industry, U.S. Army, Navy, Air Force, and other branches of the military, and within federal,

The curriculum will provide students with the skills and competencies that will make them successful in today's competitive, data-driven world. The program will prepare students to develop proficiencies in the fields of computational data analytics or in business intelligence and analytics. Specifically, they will be prepared to use state-of-the-art programming languages, tools, and software packages to perform analytics on complex data, develop statistical and machine-learning models, and organize, manage, and clean data for its maximum effectiveness in analysis and visualization.

The M.S. in data science and analytics will offer two concentrations – computational data analytics and business intelligence and analytics – both of which are designed to prepare students to apply knowledge and skills acquired in the program to specific areas of data science.

-----

Committee members approved by unanimous vote to rename the School of Physical Therapy and Athletic Training the School of Rehabilitation Sciences. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was unanimously approved by all members present and voting (Allmond Bradley, Corn, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Scassera, Slaughter, Tata).

**APPROVAL TO RENAME THE SCHOOL OF PHYSICAL THERAPY AND ATHLETIC TRAINING THE SCHOOL OF REHABILITATION SCIENCES**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves renaming the School of Physical Therapy and Athletic Training the School of Rehabilitation Sciences effective July 1, 2019.

Rationale: The School of Physical Therapy and Athletic Training has progressed from offering only a Doctorate in Physical Therapy (DPT) to also offering a Master of Science in Athletic Training and a Ph.D. in Kinesiology and Rehabilitation. The current

Morris Foster, Vice President for Research, introduced Jennifer Michaeli, Assistant Professor of Engineering Technology, who gave a presentation on digital shipbuilding

## **UNIVERSITY ADVANCEMENT COMMITTEE**

The Rector called on Ms. Jones for the report of the University Advancement Committee. Ms. Jones reported that Vice President Alonzo Brandon presented dashboard items measuring productivity in University Advancement including total giving, planned giving, donor counts and the Fundraising Initiative totals.

Ms. Sarah Jane Kirkland, Chief Operating Officer of the CIVIC Leadership Institute, discussed the ODU/CIVIC Student Scholars Program and provided program highlights from the past year. Ms. Jutta Page, Executive Director of the Barry Art Museum, gave an update on the newly opened museum and the artwork that is currently displayed.

## **OLD/UNFINISHED BUSINESS**

The Rector thanked Vice President DuBois for the tour of the new administrative offices in the Visual Arts Building and complimented his staff for how quickly and nicely they were renovated.

## **NEW BUSINESS**

The Rector asked President Broderick and Vice President September Sanderlin to give an update on the administration's activities related to Title IX. The President thanked the Rector for her participation in one of the earlier meetings. Vice President Sanderlin reported that an Interim Title IX Coordinator, reporting to Institutional Equity and Diversity, has been hired, which addresses the Board's concern that this position not report directly to the President. The Title IX Coordinator is also a member of the Threat Assessment Team. She also noted that the time limit has been removed for reporting incidents and the Women's Center has been re-designated a confidential reporting area.

A Solutions Committee has been created on the recommendation of Rector Smith and President Broderick. It includes representatives from each of the units on campus that have a vested interest in Title IX, including Human Resources, Athletics, Student Engagement & Enrollment Services, University Counsel, ODU Police Department, and Institutional Equity & Diversity. The Committee was charged with addressing the Discrimination Policy and recommending an organizational structure for Title IX. An external consultant has been hired to work with the Committee and he has drafted a policy on Sexual Misconduct, Dating Violence, Domestic Violence and Stalking, thereby pulling Title IX out of the Discrimination Policy.

Since then, the Department of Education has developed regulations that are currently undergoing a 60-day comments period. Those regulations, once approved, will have an impact on the draft policy, so the Committee has shifted its focus on the organizational structure until the regulations are approved. It has developed three organizational structures to present to the next level of leadership. All scenarios address some immediate concerns, such as the desire to have a "one-stop shop" for all things Title IX, has beefed up the due process requirements, and addresses recordkeeping and training. All are viable options, but have varying degrees of resource needs. Earl Nance provided more details about the regulations. They recommend that schools decrease the number of responsible employees, the accused be presumed innocent, the burden of proof be



a preponderance of the evidence or a higher standard (but whatever is chosen must be used in all student conduct cases)