

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

Toykea S. Jones, Chair
Lisa B. Smith, Vice Chair
Kay A. Kemper (*ex-officio*)
R. Bruce Bradley

V. Vote on Consent Agenda Resolutions

VI. Regular Agenda

The regular agenda includes proposed revisions to three policies: Evaluation of Tenured Faculty, Tenure, and Promotion in Rank.

VII. Vote on Regular Agenda Resolutions

VIII. Information Items

Information items include the Annual Report of Committee Actions and the Report on Promotions in Rank Effective for 2021-22. Provost Agho will present information on faculty/professional staff diversity and student diversity. Vice President Foster will g8ic[

June 17, 2021

FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Salim Alsharif Lecturer Department of Electrical and Computer Engineering	\$85,000	6/10/21	12 mos

Dr. Alsharif received a Ph.D., an M.S. and a B.S. in Electrical Engineering from Florida

Dr. Victoria Goode Associate Professor School of Nursing Tenure Track	\$140,000	7/25/21	10 mos
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Dr. Goode received a Ph.D. from the University of Virginia and an M.S.N.A. and B.S.N. from Virginia Commonwealth University. Previously she was a Visiting Associate Professor in the School of Nursing at Old Dominion University and Program Director for the Nurse Anesthesia program and Associate Professor at Johns Hopkins University School of Nursing.

Dr. Emily Hardy Lecturer Department of Chemistry and Biochemistry	\$57,750	7/25/21	10 mos
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Dr. Hardy received a Ph.D. in Inorganic Chemistry from Auburn University and a B.S. in Chemistry from Old Dominion University. Previously she was a Lecturer in the Department of Chemistry and Biochemistry at Old Dominion University.

Dr. Yi He Assistant Professor Department of Computer Science Tenure Track	\$97,000	7/25/21	10 mos
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Dr. He received a Ph.D. in Computer Science from the University of Louisiana at Lafayette and a B.E. in Transportation Engineering from Harbin Institute of Technology. Previously he was a Teaching Assistant at the University of Louisiana at Lafayette. (Appointment is contingent upon successful work authorization.)

Mr. Francis Holman Lecturer School of Accountancy	\$70,000	7/25/21	10 mos
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Mr. Holman received an M.S. in Accounting from Old Dominion University, an M.B.A. from the College of William and Mary and a B.S. in Accounting from Brooklyn College. Previously he was Chief Financial Officer at VectorCSP, LLC. and an Adjunct Professor in the School of Accountancy at Old Dominion University.

Kazi Aminul Islam Research Associate School of Cybersecurity	\$80,000	7/25/21	10 mos
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Mr. Islam received a Masters of Engineering Science in Electrical Engineering from Lamar University, a Bachelor of Science in Electrical and Electronic Engineering from Khulna University of Engineering and Technology, Bangladesh and is expected to receive a Ph.D. in Electrical and Computer Engineering from Old Dominion University. Previously he was a

South Carolina and a B.A. in History from Coker College. Previously she was an Assistant Professor in the Department of Political Science and Public Administration at Virginia State University.

Mr. Kyle Kogut Visiting Assistant Professor Department of Art	\$57,000	7/25/21	10 mos
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Mr. Kogut received an M.F.A. in Interdisciplinary Art from Maryland Institute College of Art and a B.F.A. in Printmaking from the Tyler School of Art and Architecture. Previously he was an Adjunct Faculty member at Virginia Commonwealth University and Virginia Union University.

Dr. Nancy Krolikowski Clinical Assistant Professor School of Rehabilitation Sciences	\$85,000	7/25/21	10 mos
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Dr. Krolikowski received a Doctorate in Occupational Therapy from South University West Palm Beach, a Master of Science in Occupational Therapy/Hand Therapy from Virginia Commonwealth University and a Bachelor of Science in Occupational Therapy from Western Michigan University. Previously she was Chair of the Occupational Therapy Assistant Program at South University. (Designated as Academic Fieldwork Coordinator for Doctorate of Occupational Therapy Program)

Ms. Lusi Li Assistant Professor Department of Computer Science Tenure Track	\$97,000	7/25/21	10 mos
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Ms. Li received an M.S. and a B.S. in Computer Science from Zhongnan University of Economics and Law of China and is expected to receive a Ph.D. in Electrical Engineering from the University of Rhode Island. Previously she was Assistant to the Editor-in-Chief, IEEE Transactions on Neural Networks and Learning Systems (TNNLS) at the University of Rhode Island. (Appointment is contingent upon successful work authorization. Rank will be Assistant Professor if all Ph.D. degree requirements are completed by 8/1/2021.)

Ms. Jacquelyn Mohan Lecturer Department of English	\$48,300	7/25/21	10 mos
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Ms. Mohan received an M.F.A. in Creative Writing from Old Dominion University and a B.A. in English from the University of South Carolina. Previously she was an Adjunct Assistant Professor at Old Dominion University and a Book Review contributor for the Virginian-Pilot.

Dr. Lisa Morin Lecturer Department of Communication Disorders and Special Education	\$74,037	7/25/21	10 mos
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Dr. Morin received a Ph.D. and an M.S.Ed. in Special Education and a B.S. in Interdisciplinary Studies with a concentration in Early Childhood Education and Special Education from Old Dominion University. Previously she was Project Coordinator for *Project Prepare!* and an Adjunct Faculty member in the Department of Communication Disorders and Special Education at Old Dominion University.

Ms. Stephanie Moses Lecturer	\$55,000	7/25/21	10 mos
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Psychology from Old Dominion University and a B.A. in Psychology from Randolph-Macon Woman's College. Previously she was a Visiting Assistant Professor in the

Mr. Brian Walden	\$55,000	7/25/21	10 mos
Visiting Assistant Professor			
Ludwig F. Diehn School of Music			

Mr. Walden received an M.M. from New England Conservatory of Music, a Graduate Diploma from the U.S. Naval War College, a B.A. in Music/Religious Studies from Saint Leo University and has completed all coursework for a Ph.D. in Music Education from George Mason University. Previously he was Associate Professor of Music and Director of Bands and Instrumental Studies at Samford University.

Mr. Mohan Yang	\$69,000	7/25/21	10 mos
Lecturer			
Department of STEM Education and Professional Studies			
Tenure Track			

Mr. Yang received an MS.ED in Learning Design and Technology from Purdue University, an M.A. in Secondary Education and Teaching from Oakland University, a B.A. in Teaching Chinese as a Foreign Language from Guangdong University of Foreign Studies, and is expected to receive a Ph.D. in Learning Design and Technology from the University of North Carolina at Charlotte.

June 17, 2021

ADMINISTRATIVE FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Na-Twand Anderson Student Success Director and Instructor	\$53,040	5/25/2021	12 mos

Ms. Anderson received a B.S. in Psychology and an M.Ed. in Student Affairs both from Regent University. Previously, she worked for Norfolk State University as an Academic Advisor. (new position)

Mr. Kyle Barkle Assistant Director of Player Personnel and Assistant Instructor	\$42,500	5/13/2021	12 mos
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Mr. Barkle received a B.S. in Sport Management from Old Dominion University. Previously, he worked as a Football Recruiting Assistant for ODU Athletics.

Ms. Megan Corbett Institutional Effectiveness and Accreditation Analyst and Instructor	\$63,666	5/10/2021	12 mos
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Ms. Corbett earned a B.A. in English and an M.A. in Applied Linguistics both from Old Dominion University. Previously, she worked for the University's Office of Institutional Effectiveness and Assessment as the Data and Credentialing Specialist.

Ms. Katie Ferrara Student Success Director and Instructor	\$53,040	4/25/2021	12 mos
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Ms. Ferrara received a B.A. in Communications from Illinois College and an M.S.Ed. from Old Dominion University. Previously, she worked for the University's Center for Advising Administration and Academic Partnerships as an Academic Success Coordinator.

Ms. Solongo Tsolmon
Student Success Director
and Instructor

\$53,040

4/25/2021

12 mos

Ms. Tsolmon received a B.A. in Government from the College of William and Mary and an M.S.Ed. in Higher Education Administration from Old Dominion University. Previously, she
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Garrett J. McAuliffe University Professor Emeritus and Professor Emeritus of Counseling and Human Services	June 1, 2021
George Steven Rhiel University Professor Emeritus and Associate Professor Emeritus of Information Technology and Decision Sciences	June 1, 2021
Bruce Seifert Professor Emeritus of Finance	June 1, 2021
Deanne Shuman Professor Emerita of Dental Hygiene	June 1, 2021
Donald H. Smith Associate Professor Emeritus of Sociology and Criminal Justice	June 1, 2021
Janis Krebs Smith University Distinguished Teacher Emerita and Senior Lecturer Emerita of English	June 1, 2021
J. Wallace Van Orden Professor Emeritus of Physics	June 1, 2021
Martha Walker Associate Professor Emerita of Rehabilitation Sciences	June 1, 2021
Garland White Associate Professor Emeritus of Sociology and Criminal Justice	June 1, 2021

ROBtion Ash was designated as an Eminent Professor in 1982 and Eminent Scholar in 1989. He served as Acting Dean of Engineering from 1983 to 1984, Chair of the Mechanical Engineering and Mechanics Department from 1984 to 1993, Associate Vice President for Research, Economic Development and Graduate Studies from 1995 to 1999, and Interim Associate Vice President for Research and Graduate Studies and then Interim Vice President for Research between 2001 and 2004.

Ash was granted a leave of absence from 1977 until 1979 to work as a National Research Council Senior Resident Research Associate at Jet Propulsion Laboratory (JPL), California Institute of Technology. In collaboration with JPL Engineer Warren L. Dowler, he was able to prove it was feasible to produce oxygen and chemical rocket propellant from local material on the surface of Mars (they invented In Situ Resource Utilization for round trip space travel). On April 26, 2021, the Mars Perseverance rover's MOXIE experiment successfully produced oxygen from Mars atmosphere based on Ash's invention. Between 1986 and 1989, approximately 50 undergraduate Mechanical Engineering capstone design students designed and tested a Mars Oxygen Processor, proving the feasibility of the 2021 Mars surface experiment.

Ash was a Cofounder of the Cooperating Hampton Roads Organizations for Minorities in Engineering (CHROME) in 1983. He served on the Board of Advisors for the University of Arizona's NASA Center for the Utilization of Local Planetary Resources from 1988 until 1994, serving as chair between 1993 and 1994. He co-authored the NASA proposal creating the Virginia Space Grant Consortium in 1988, serving on its Technical Advisory Board for 25 years, and chairing that board between 1992 and 1995. He also served on the Boards of Trustees for the Southeastern Universities Research Association and Oak Ridge Associated Universities from 1999 until 2004.

Ash has been recognized as an outstanding teacher seven times. He has been Principal Advisor for 33 MS and 13 PhD students and has served on more than 100 MS and PhD committees. He has been Principal Investigator on external research grants totaling more than \$6 million. He and his students have authored more than 100 refereed publications. In addition to Mars resource utilization contributions, Ash co-invented riblets for turbulent skin friction reduction, and more-recently has identified non-equilibrium pressure as a mechanism controlling the intensity of cyclonic flows, ranging from dust devils through hurricanes.

KATHRYN BOONE

Kathryn Boone holds a BS in Criminal Justice and a Graduate Certificate in Geographic Information Systems from Old Dominion University, and an MS in Library and Information Studies from Florida State University. She joined the University Libraries in 1980 as a student worker in the Interlibrary Loan Department. In 1983 she was hired as a full-time Library Assistant in the Government Publications Department. When that department merged with the

Reference Department in the early 1990's, Boone became Government Information Specialist. In 2011, she assumed a new Administrative and Professional Faculty role, Learning Commons Operations Manager, managing services and operations at the newly launched Learning Commons @ Perry Library. In 2017, as part of the Libraries' reorganization, Circulation

Jones served as the major professor for 34 master's and doctoral committees at Old Dominion University and trained nine Post-doctoral students. She also served as co-director for a doctoral student from the University of Lisbon in Portugal and another from the Swedish Agricultural University. She has trained six visiting professors and doctoral students from foreign universities in her lab.

Jones was selected by the Governor to serve as a Commissioner on the Virginia Marine Resources Commission (VMRC). She served as U.S. representative to the Scientific Council of the North Atlantic Fisheries Organization and was elected as President of both the Marine Fisheries Section and the Early Life History section of AFS. Jones's administrative experience includes Director of the Center for Quantitative Fisheries Ecology (1998 to 2020), principal investigator of the Age and Growth program for the VMRC (1989 to 2019), and Associate Director of the Applied Marine Research Laboratory (1988-1998). Jones has served as a member of the National Academy of Sciences (NAS) Oceans Study Board, chaired two NAS committees and served as a member of eight NAS committees. She was awarded a Fulbright Senior Scholarship to Australia and special Professorship at the Agrocampus Rennes in France.

Jones's research concerns the fisheries stock assessment, ecology and management. She has 182 published papers, books, book chapters and technical reports, received 88 grant and contract awards totaling over \$21M, made 198 presentations at scientific meetings or invited seminars, and hosted 14 national and international workshops and conferences. She is among the most highly cited professionals in her field.

ELLIOTT C. JONES

Elliott C. Jones. Associate Professor of Art, studied at the Tyler School of Art at Temple University; he earned his BA in Fine Arts from then Norfolk State College (now Norfolk State University), graduating Magna Cum Laude, and received a Master of Fine Arts degree in Painting and Drawing from The Ohio State University.

Jones's work has been selected for national juried exhibitions from New York to the state of Washington. His work has been selected for regional exhibitions in Maryland, Virginia, and parts of the Southeast as well as in distinguished local arts centers such as the Virginia Beach Center for Contemporary Art (now Virginia MOCA), the Peninsula Fine Arts Center, the Chrysler Museum in Norfolk, Portsmouth Courthouse Galleries, the Charles Taylor Visual Arts Center in Hampton, and the Suffolk Art Gallery.

Jones is a winner of various awards for his work. Among his notable commissions is a pastel portrait of Hugo A. Owens, trailblazer and former Rector of the Board of Visitors, for placement in the Hugo A. Owens African American Cultural Center on campus. Jones was also included among artists mentioned in African American Today, A Celebration of History and Achievement, a special promotional supplement to the Virginian-Pilot Newspaper, January 30, 1997.

Jones had a 44-year career in higher education, 29 of those years at Old Dominion University. He served as the Chief Departmental Advisor in the Art Department for ten years and previously

served for seven years as Graduate Program Director. Jones also served as the Faculty Diversity Leader for the College of Arts & Letters and as a member of the President's Task Force for Inclusive Excellence.

In partnership with his colleagues, Jones made significant contributions to the delivery of the Foundations Curriculum in the Drawing & Design and Painting & Drawing programs. He was the recipient of the Shining Star Award – nominated by students for helping them succeed academically, professionally, or personally inside and outside of the classroom setting, presented by the Division of Student Engagement and Enrollment Services. He coordinated the Annual Undergraduate Research Symposium Student Art Exhibition from its inception for 13 years. For several years, he served as advisor to the Student Art League. Initiated by Jones, articulation agreements were reached with Tidewater Community College, Visual Arts Center, for Graphic Design in 2018 and Studio Arts in 2019. These agreements were designed to ease the transfer of TCC students in these areas to the Art Department at ODU.

Over the years, Jones has promoted numerous programs and activities in support of artists, conducted community arts workshops, organized exhibitions, and judged art shows throughout the region. He was a member of the Virginia Beach Center for Contemporary Art (now Virginia MOCA) Board for six years and is currently a member of the Virginia Beach Arts and Humanities Commission, having served off and on for 21 years, once as Vice Chair and once as Chair. He also serves as Chair of the Virginia Beach Arts and Humanities Commission's Public Art Committee.

currently serves on the Editorial Advisory Board for *Corporate Governance: An International Review* and served as Editor-in-Chief for that scholarly journal during 2007-12.

Judge has also published three books over his career – one in each of his areas of expertise. His first book, *The Leader's Shadow*, was aimed at understanding how executive character comes into play for Chief Executive Officers. His second book, *Building Organizational Capacity for Change*, summarized his ten-year examination of what makes some organizations open to change while others resist change. His third book, *Corporate Governance and Initial Public Offerings*, was an edited volume that examined corporate governance within IPOs from an international perspective.

Since coming to ODU in 2006, Judge has served as area coordinator of the Strategic Management doctoral program. During that fifteen-

Developmental Counselor Education have been widely used by faculty and students nationally and internationally. He has also written or edited other well-

In 2005, Smith returned to the Department of English, where she served as Lecturer and Chief Departmental Advisor. During that time, she taught composition, general education literature, and an introductory class for majors. Smith earned numerous Shining Star awards from students beginning in 2010. In 2010 she was also named Most Inspiring Faculty by a graduating senior. She was promoted to Senior Lecturer in 2017 and also in that year was designated a University Distinguished Teacher.

J. WALLACE VAN ORDEN

J. Wallace Van Orden received a BS in Physics from Utah State University and an MS and PhD in Physics from Stanford University for work in theoretical nuclear physics. He then became a Postdoctoral Research Associate at the University of Maryland, College Park from 1978 to 1981 before being appointed as an Assistant Professor of Physics from 1981-1988. During the 1987-1988 school year, he was a Visiting Scientist at the Continuous Electron Beam Accelerator Facility (CEBAF) in Newport News, Virginia, and has continued there as Staff Scientist since 1988.

Van Orden was appointed Associate Professor at Old Dominion University in 1990 as the first joint appointment between ODU and CEBAF (now Thomas Jefferson National Accelerator Facility) and was promoted to Professor in 1998. Van Orden was appointed as an Eminent Scholar at ODU in 2003 and in the same year became a Fellow of the American Physical Society. His work in theoretical intermediate-energy nuclear physics has resulted in 57 articles published in major refereed journals and more than 45 invited presentations at professional meetings. These works have been cited more than 3000 times according to Google Scholar. At ODU, Van Orden taught a number of different courses at both the undergraduate and graduate levels.

MARTHA WALKER

Martha Walker received a BS in Physical Therapy from the University of Oklahoma, and immediately started clinical practice treating people from around the state who came to Oklahoma Medical Center, a level one trauma center and teaching hospital. She then practiced for a year in Geneva, Switzerland at Hôpital Cantonal de Geneve, expanding her acute care knowledge and experience. Upon return to the United States, she practiced acute care and outpatient physical therapy at the Veteran's Administration hospital in Richmond, Virginia, where she also worked with people following cardiac and kidney transplantation.

Physical Therapy Clinic and the PhD in Kinesiology and Rehabilitation. Both projects are

June 17, 2021

APPROVAL OF PROPOSED REVISIONS TO THE POLICY ON
EVALUATION OF TENURED 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 Evaluation of Tenured Faculty effective July 1, 2021.

Rationale: The changes to the policy on Evaluation of Tenured Faculty are proposed to address two issues.

1. Language has been added to address situations where a faculty member fails to provide information for the annual evaluation.
2. Information has been added to clarify expectations regarding the advancement of associate professors to full professor. The proposed language would require department/school chairs to offer feedback to associate professors who desire promotion on their progress to full professor and work with the faculty member to develop a plan for advancement.

NUMBER: 1413

TITLE: Evaluation of Tenured Faculty

APPROVED: June 12, 1980; Revised September 14, 1984; Revised November 19, 1987; Revised December 3, 1992; Revised April 8, 1993; Revised December 2, 1993; Revised April 6, 1995; Revised April 10, 1997; Revised April 12, 2001; Revised June 14, 2005, Revised April 6, 2007

chair will work with the faculty member to develop a plan for advancement to full professor.

B. Evaluation Process

1. The chair, using the faculty information sheet and whatever other information is obtainable, evaluates the performance of the faculty member during the previous year and writes up the evaluation into a formal statement of the contributions of the faculty member to the department, college, and university. In the case of chairs, these evaluations are written by the dean. Since evaluation of performance is one of the essential factors in determinations concerning tenure, promotion, reappointment, and salary increments, the chair and dean should make every effort to insure that the evaluations are clear, honest, and genuinely evaluative. A listing of facts without interpretation is helpful neither to the faculty member nor to the committees concerning personnel decisions.
2. The chair and the dean will interpret the cumulative record of annual evaluations along with the performance of the faculty member during the previous year (see section II.B.1), so that a clear picture of positive contributions and any deficiencies will emerge. An in-depth evaluation will be conducted if requested by the faculty member, the chair, or the dean. In no case will a faculty member be considered for promotion or other major personnel decision unless an in-depth evaluation as described in the policies on Evaluation of Teaching Effectiveness, Evaluation of Scholarly Activity and Research, and Evaluation of Service has been conducted in the previous twelve months.
3. The dean evaluates in writing the performance of the faculty member by either: endorsing the evaluation of the chair; or indicating areas in which the dean's evaluation differs from that of the chair.

counseling of non-tenured faculty members who are working toward the criteria for tenure.

6. Copies of the faculty information sheets, the chair's evaluation, the faculty

June 17, 2021

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, 2021.

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

Section III.E.3 – The current policy has three passages on early applications for tenure that are not consistent and are confusing to faculty who are considering applying early for tenure.

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Language has been added to specify that it is the responsibility of the faculty member to ensure that all information submitted by him or her in support of tenure is factually accurate and valid and to provide corroborating evidence. Fraudulent claims or non-valid claims can lead to faculty sanctions, including denial of tenure. The department chair and the department promotion and tenure committee share responsibility for verifying the accuracy of portfolio elements that are central to the tenure case.

Language has also been added to address the process if concerns are raised. If concerns are raised about the validity of a candidate's claims, it is the chair's responsibility to verify those claims. The tenure process will be paused while the chair verifies those claims.

Section V.E. – Input on P&T Committees Letter for Tenure from Faculty Members Who Did Not Participate in Committee Deliberations

The tenure policy currently includes language that those who do not participate in committee deliberations about tenure may not vote, but it is not clear whether they may still have input on the committee's letter. The proposed revisions add language to make it clear that only those faculty present as the candidate is being reviewed during the deliberations can participate in drafting or approving the recommendation letter from the committee.

NUMBER: 1411

TITLE: Tenure

APPROVED: June 12, 1980; Revised February 24, 1984; Revised November 19, 1987; Revised December 13, 1988; Revised September 27, 1990; Revised April 9, 1998; Revised December 10, 1998; Revised April 12, 2002; Revised April 11, 2003; Revised June 14, 2005; Revised September 9, 2005; Revised September 22, 2006; Revised June 15, 2007; Revised December 7, 2007; Revised September 17, 2009; Revised April 8, 2010; Revised April 4, 2012 (eff. 5/1/12); Revised June 14, 2012; Revised September 26, 2013; Revised April 24, 2014 (eff. 7/1/14); Revised September 18, 2014

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considered for tenure, as specified by the Board of
Administrative faculty.

- D. Since tenure is granted as a faculty member in a particular position, the award of tenure does not imply continuance in that position, nor does it imply continuance of employment outside the department in which tenure is granted.

III. Probationary Period

- A. The probationary period begins with the initial full-time, tenure-track appointment at Old Dominion University at the rank of instructor, assistant professor, associate professor, or full professor; only time spent in a tenure-track position at one of these ranks is counted as part of the probationary period.

Subject to agreement by the University and the faculty member, any academic year in which a faculty member was on a full-time tenure-track appointment in one of these ranks for at least one semester, may be counted as one year of the probationary period.

- B. The following do not count as part of the probationary period:

1. Time in the rank of assistant instructor, lecturer, master or senior lecturer, faculty of practice, clinical faculty, artist-in-residence, performer-in-residence, writer-in-residence, research professor, research associate professor, research assistant professor, research associate, or any part-time position.
 2. Time in appointment as an administrator, that is, in a position designated as a teaching/research administrative position or as a classified position in the state personnel system. (Time spent in a teaching and research faculty position as defined in the state personnel system will count as part of the probationary period, even if administrative responsibilities are assigned as part of that position; normally, departmental administrative positions such as chair or assistant chair will thus count as part of the probationary period.)
 3. Time in a position that involves no teaching of credit courses, for example as a teacher of children or a therapist in the Children's Learning and Research Center or as a teacher of exclusively noncredit course work.
 4. Time spent on leave of absence.
 5. Time spent on faculty exchanges (including nationally competitive fellowships) if the faculty member so chooses.
- C. A period of time, not to exceed one year¹, may be excluded from the probationary period, upon the approval of the provost and vice president for academic affairs subject to the following conditions.
1. That the faculty member submits a request in writing to the department chair. The department chair and the dean shall forward the request with a recommendation to the provost and vice president for academic affairs.
 2. The request must be the result of the occurrence of a serious event. A "serious event" is defined as a life-altering situation which requires the faculty member to devote a significant fraction of each day to alleviate the impact of the event for a period greater than six weeks and less than one year. These events may include the birth of a child, adoption of a child under the age of six years, serious personal

illness or care of an immediate family member, such as a parent, stepparent, child, spouse, or domestic partner.

3. The faculty member shall provide documentation to justify the time requested and the seriousness of the event.
4. The request shall be made no later than one year from the first day of the serious event.
5. The faculty member must have been adequately performing the duties assigned prior to the first day of the serious event.
6. Faculty who are awarded this exclusion shall have no requirements or expectations beyond those of any probationary faculty member.
7. Work accomplished during the excluded period may be cited in the tenure case.
8. Requests for exclusion may be made at any time during each academic year. No

Handbook. If tenure is approved, a tenure contract 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.

3. A faculty member may apply for early consideration for tenure, if the faculty member believes that he or she has met or exceeded the expectations of quantity and quality of achievements for teaching, scholarship, research, and service needed to qualify for tenure before the end of the normal probationary time period. The criteria for the award of tenure for such faculty will be the same as those who apply after the normal probationary time period, i.e., the total body of work must be equivalent to that expected after a normal probationary period. A faculty member who applies for early consideration for tenure and is denied tenure will be offered a terminal contract for the ensuing year. It is the sense of the Board of Visitors that only demonstrably exceptional faculty or faculty with equivalent experience at a commensurate rank at another accredited institution of higher education or national institutions will be awarded tenure under this clause. Demonstrably exceptional is defined as meeting or exceeding expectations for quantity and quality of achievements for teaching, scholarship, research, and service needed to qualify for tenure prior to the conclusion of the normal probationary time period. Any faculty member considering an application for early consideration for tenure should first elicit feedback on this plan from the department chair, the dean, the provost and vice president for academic affairs, and the chair of the departmental Tenure Committee, in particular, in a case where no pre-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.

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. It is the responsibility of the faculty member to ensure that all information submitted by him or her in support of tenure is factually accurate and valid, and to provide corroborating evidence (e.g., web links, complete citations, grant numbers, etc.) for all claimed accomplishments. The evidence should address the quality of the journals and the reputation of book and other such publishers. Fraudulent or non-valid claims can lead to faculty sanctions, including denial of tenure. The department chair should work with tenure candidates to ensure the completeness and accuracy of their portfolios. The department chair and the department promotion and tenure committee as a part of the regular review process should verify the accuracy of portfolio elements that are central to the tenure case. Should concerns be raised about the validity of a candidate's claims by external or internal reviewers, it is the chair's responsibility to verify those claims. The tenure process will be paused while the chair verifies those claims. In case of material developments, additional documentation may be added to the portfolio before the conclusion of the evaluation process with the concurrence of the department chair and dean.

External evaluation of the quality of the faculty member's research performance will be required from nationally recognized experts in the faculty member's field. Candidates for tenure are responsible for the preparation of the research portfolio and curriculum vitae to be sent to external reviewers. Candidates for tenure should provide a statement of potential external and/or internal reviewers with whom there is a conflict of interest, e.g., co-authors, co-investigators, egata he f[p]2 (r)5 (o)2 (v)2 (id)2 (e962p

4. The University and college administration will assist departments where reasonable expenses are necessary to obtain appropriate external reviews.
- D. Initial consideration of tenure cases is conducted by the tenured faculty of the department.
1. The tenured faculty of a department may determine that a tenure committee of a specified size will be selected from their membership to conduct the tenure deliberations and make recommendations to the chair (or replacement, see section V.B.)

7. The University Promotion and Tenure Committee shall consist of one tenured full professor from each of the major degree-granting academic colleges. This member shall be elected by his/her college's promotion and tenure committee(s) by September 15. The University Promotion and Tenure Committee shall elect one of its members as chair.³ No person shall serve on the University Promotion and Tenure Committee for more than three years consecutively but is eligible for reelection after an absence of at least one year. The representative from a tenure candidate's college will participate in deliberations in the candidate's case but will not cast a vote.
 8. Any committee member who participates in the tenure process votes at most only once or any particular case.
 9. In order to ensure transparency, fairness, and equity in the internal review process, a faculty member or administrator who participates in the tenure process must disclose any potential conflict of interest that might undermine the credibility of the process. The chair of the department (or replacement, see section V.B.) will work in consultation with the dean of the college to decide whether the person should be excluded from serving on the review committee.
 10. The faculty member under consideration is informed whenever a committee is considering tenure and is given an opportunity to submit a statement (in electronic form) to the Provost's Office in support of their tenure case, or to correct any factual misinformation in previous recommendations. The Provost's Office will add such statements to the candidate's file.
 11. In case of material new accomplishments before the conclusion of the evaluation process, additional documentation may be added to the portfolio with the concurrence of the dean. Such additional material must be clearly marked as such and dated at the time of addition to the tenure file by the Provost's Office. If such additional documentation is considered, this must be clearly documented in the 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 in the recommendation letter, as well as the total number of votes in favor and against. Only those faculty present as the candidate is being reviewed during the deliberations can participate in drafting or approving the letter. In instances of a non-

department chair (or replacement, unless the dean is acting in the chair's stead, see section V.B.) makes an additional evaluation and recommendation concerning tenure. A copy of that review and recommendation letter will be sent to the faculty member and the dean by the chair of the department.

- F. If either the tenured faculty (or their committee), or the chair (or replacement, see section V.B.), or both recommend tenure, the credentials of the faculty member together with the recommendations of the tenured faculty (or their committee) and the chair (or replacement, see section V.B.) are forwarded to the tenure committee of the college, which examines the facts and the recommendations and makes a recommendation to the dean. All eligible 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 vote ()-10 (ex)-4-2 (onno)TJe. Proxy (r)3 ug8k4(onno)(e)4 (

committee. Proxy votes or votes submitted by non-

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.

VI. Pre-Tenure Review

- A. The concept of a major review of faculty performance is intended to serve the purpose of giving the faculty member a clear indication of progress toward tenure and to offer constructive suggestions for self-improvement.
- B. Non-tenured faculty members, without prior teaching experience, who are in their third year of probationary service at Old Dominion University will receive a major faculty review. This review will be conducted by the dean and will begin in the spring of the third year of faculty service (fall of the third calendar year of service for faculty hired mid-year). The review will include a meeting with the faculty member and chair. The review process, conducted by the department promotion and tenure committee, department chair, college promotion and tenure committee, and dean, will include an in-depth evaluation of teaching effectiveness, scholarly works, grant and contract efforts, and other professional activities. An evaluation report emphasizing the long-range impact of the faculty member on the University should be submitted to the provost and vice president for academic affairs by May 1 (December 1 for faculty hired mid-year) following the completion of the review at the college level with a copy provided to the faculty member at all evaluation levels. It is important that the review extend beyond certifying adequate teaching performance and focus on creative ability, productivity, and potential to excel.
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June 17, 2021

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, 2021.

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.

I.A.

NUMBER: 1412

TITLE: Promotion in Rank

APPROVED: September 26, 2013; Revised June 9, 2016 (eff. 7/1/16); Revised June 6, 2017 (eff. 7/1/17); Revised June 14, 2018 (eff. 7/1/18); Revised June 13, 2019 (eff. 7/1/19); Revised June 18, 2020 (eff. 7/1/20)

established by the Board of Visitors for the rank being considered and any criteria established by the department or college.

non-tenure track research faculty member's performance in research, (as appropriate) and teaching (as appropriate) is evaluated over the total time in the previous rank as compared to the criteria established by the Board of Visitors for the rank being considered and any other criteria established by the

the rank of associate professor must occur at the time of the tenure award, if promotion on tenure applies.

the rank of full professor is normally considered no earlier than during the second year of a faculty member's service as associate professor at Old Dominion

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 the least, the committees and administrators should examine faculty information sheets, chair evaluations, dean's evaluations, and any other evidence submitted by the faculty member, the chair of the department, or any other relevant source. It is the responsibility of the department chair and the departmental promotion and tenure committee to provide an assessment of the faculty member's performance.

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 reviews.
- C. A candidate for promotion in rank is initially considered by the faculty members in the department who hold the rank being considered or above.¹ Only faculty holding the rank of full professor are eligible to deliberate, review, or otherwise participate and vote on candidates for promotion to full professor.
1. In the case of large departments, the faculty members in the rank being considered or above may select a committee from their ranks to consider and make recommendations concerning promotion. In that case, it is the responsibility of the committee to elicit opinions from all faculty members holding the rank being considered or above.
 2. In departments where fewer than three members hold appointments in the rank being considered or above, the dean, in consultation with the chair (or designee; see section II.B.1.), will appoint enough additional faculty in the rank or above from other disciplines to form a committee of at least three.
 3. Candidates for promotion should provide a statement of potential external and/or internal reviewers with whom there is a conflict of interest, e.g., co-authors, co-investigators, etc.
 4. The group of faculty on the promotion committee elect a chair of the committee among their members. It is the responsibility of that chair to direct the committee members to consider and apply the relevant sections in the Teaching and Research Faculty Handbook and the departmental statement on research evaluation in their comments and votes.
 5. No dean, associate dean, assistant dean, or other full-time administrator or department chair (or designee; see section II.B.1.) shall attend or participate in the deliberation of either the departmental, college, or University Promotion and Tenure Committee. The deliberations of all three committees are confidential and must not be shared with anyone outside of the committee.
 6. The college committees shall consist of one tenured faculty member from each department in the college. All members of the college promotion and tenure committees shall be elected directly by the faculties they represent for a one-year term renewable twice for a total of three years. This member shall be chosen by majority vote of all full-time, tenure-track teaching and research faculty members of the department, present and voting, by secret ballot before April 15 of each year for the ensuing year. Every reasonable effort should be made to ensure that there are at least three full professors on the college committee. If the elected representative of a department will not be able to attend college committee

meetings for a significant time span, the department may elect a temporary

recommendation (including a minority statement in the case of a non-unanimous vote). All eligible committee members shall vote yes or no through a secret ballot after participating (either in person or remotely) in the deliberations 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

- G. The dean, considering all previous recommendations and all credentials, then makes a recommendation concerning promotion, which is forwarded, with reasons, to the provost and vice president for academic affairs.

- H. The University Promotion and Tenure Committee, consisting of one tenured full professor from each of the major degree-granting academic colleges, examines the facts and all previous recommendations and documentation, and makes a recommendation (with reasons, including minority reasons, if any) concerning promotion which is forwarded to the provost and vice president for academic affairs. All eligible committee members shall vote yes or no through a secret ballot after participating (either in person or remotely) in the deliberations of the committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. Members who are eligible to vote on a specific candidate's promotion application are defined in section II.C.6.

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

- A. Promotion to the rank of clinical professor from the rank of clinical associate professor and promotion to the rank of clinical associate professor from the rank of clinical assistant professor shall be upon the recommendation of the department promotion and tenure committee, department chair, college promotion and tenure committee, dean and University Promotion and Tenure Committee to the provost and vice president for academic affairs. If the provost and vice president for academic affairs decides against the promotion the person may request a review by the president. The decision of the president is final.
 - B. The process for promotion to the rank of clinical professor and promotion to the rank of clinical associate professor will require external evaluation of the quality of the faculty member's scholarly activities 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. The schedule for review will follow that for clinical faculty seeking promotion in rank.
- V. Lecturers may be promoted in rank to senior lecturer and senior lecturers may be promoted in rank to master lecturer. The applicable policies are contained in section "Evaluation of Lecturers, Senior Lecturers, and Master Lecturers and Promotion of Lecturers and Senior Lecturers."
- VI. Part-time instructional faculty may be promoted in rank (for example, from adjunct assistant professor to adjunct associate professor) upon recommendation of the chair and dean to the provost and vice president for academic affairs. Full documentation of the credentials of the faculty member being recommended for promotion is required. If the provost and vice president for academic affairs denies the promotion, the faculty member may request a review by the president. The decision of the president is final.

¹ See the Schedules for Faculty Personnel actions in the appendix for specific dates and actions.

²The members of the faculty who are elected to serve on the University Promotion and Tenure Committee shall serve for the subsequent academic year. The promotion and tenure commit Comma3(If 80o31.6 (s)9.5 (i)6.9he)n c y fh6.818(ons)3 (ppe)1

June 17, 2021

ANNUAL REPORT OF THE ACTIVITIES
OF THE ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE
2020-2021

ITEM

MONTH OF BOARD OF
VISITORS PROCEEDING

Request for Leaves of Absence

Larry Filer

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Non-Academic Appointments (cont)

Mr. Joseph Diasanta
CRM Manager for Enrollment Management

September 2020

Ms. Lexi George
Assistant Athletic Trainer

September 2020

Mr. James Haeseker
Director of Athletic Development

September 2020

Mr. Ryan Hardie
Assistant Sports Performance Coach

September 2020

Ms. Sarah Kalafsky
Professional Counselor

September 2020

Mr. Joseph Kosteczko
Assistant Director of Digital Shipbuilding,
Office of Research

September 2020

Mr. Brad Williamson
Executive Director
Maritime Industry Base Ecosystem
Office of Research

September 2020

Mr. Eric Cosio

December 2020

ITEM

MONTH OF BOARD OF
VISITORS PROCEEDING

Non-

ITEM

MONTH OF BOARD OF
VISITORS PROCEEDING

Non-Academic Appointments (cont)

Ms. Alexandra Butterfield

April 2021

<u>ITEM</u>	<u>MONTH OF BOARD OF VISITORS PROCEEDING</u>
<u>Non-Academic Appointments (cont)</u>	
Mr. Fontel Mines Assistant Football Coach	April 2021
Ms. Alyssa Sebesto Assistant Women's Lacrosse Coach	April 2021
Dr. Smruti Shah Instructional Designer Center for Learning and Teaching	April 2021
Dr. Don Stansberry Vice President for Student Engagement and Enrollment Services (SEES)	April 2021
Dr. Jess Whitehead Executive Director, Institute for Coastal Adaptation and Resilience (ICAR)	April 2021
Mr. Alex Whitney Academic Advisor, Darden College of Education and Professional Studies	April 2021
Mr. Christopher Yost Coordinator for Tech Talent Transfer Initiatives Center for Advising Administration and Academic Partnerships	April 2021
Ms. NaTwand Anderson Student Success Director	June 2021
Mr. Kyle Barkle Assistant Director of Player Personnel	June 2021
Ms. Megan Corbett Institutional Effectiveness and Accreditation Analyst	June 2021
Ms. Katie Ferrara Student Success Director	June 2021

MONTH OF

ITEM

Tenure Awards

April 2021

College of Arts and Letters

StaciDefibaugh
English

Michelle Fowler-Amato
English

Myles McNutt
Communication & Theatre Arts

Amy Milligan
Women's Studies

Alison Reed
English

Darden College of Education and Professional Studies

John Baaki
STEM Education & Professional Studies

ElizabethBurns
STEM Education & Professional Studies

Batten College of Engineering and Technology

DipankarGhosh
Mechanical & Aerospace Engineering

Navid Tahvildari
Civil & Environmental Engineering

Hong Yang
Computational Modeling & Simulation Engineering

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Tenure Award (con't)

April 2021

College of Sciences

Ke Shi
Mathematics & Statistics

JeremiaStill
Psychology

Xiang Xu
Mathematics & Statistics

Initial Appointment with Tenure

Richard Maass
Department of Political Science and Geography

December 2020

Initial Appointment s with Tenure

June 2021

Posthumous Emeritus Appointment

Mark D. Havey
Eminent Scholar Emeritus, University Professor Emeritus
and Professor Emeritus of Physics

December 2020

Emeritus/Emerita Appointments for Retiring Faculty and Administrators

Sridharan Krishnaswami

ITEM

MONTH OF BOARD OF
VISITORS PROCEEDING

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

Adolphus Hailstork
Eminent Scholar Emeritus and Professor Emeritus of Music

December 2020

Robert L. Ash
Eminent Scholar Emeritus and Professor Emeritus
of Mechanical and Aerospace Engineering

June 2021

Kathryn Boone
Librarian III Emerita

June 2021

Robert F. Dunker
Medical Director Emeritus of

June 2021

ITEM

MONTH OF BOARD OF
VISITORS PROCEEDING

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

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Honorary Degree Approval

John R. Broderick
Doctor of Humane Letters (honoris causa)

April 2021

Honorary Degree Approval

June 2021

Information Items Concerning Faculty

Report on Promotions in Academic Rank Effective 2021-22

June 2021

Other Actions

Approved the Appointment of Faculty

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ITEM

MONTH OF BOARD OF
VISITORS PROCEEDING

ITEM

MONTH OF BOARD OF VISITORS PROCEEDING

Report from the Provost

June 2021

Austin Agho presented information on Faculty/Professional Staff Diversity and Student Diversity.

Report from the Vice President for Research

June2021

Morris Foster provided an overview of Research Developments

June 17, 2021

PROMOTIONS IN ACADEMIC RANK
EFFECTIVE 2021-2022

Batten Colleg