APP R 22/16

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B O
Thu r s d ay

M IN U

The Boa r d o Ap r i f
June 9 t 8:45 a.m in the Boa r Wed b , R oom b apus. Uni v
Present f

R ona l d C. R
Y v onne T. A l
Ca r l ton F . Bennett
Da v i d L. Be r n d
John F . Bia g as
R icha r d T. Chan g
Michae l J. Hen r y
Ma r y Manis-Tha lb coe r g
ss R. Mu o g l e r
F r ank R eid d
Donna L. Scasse r a
Wi l l iam D. Sessoms
Lisa B. Smith
Ju d ith C
R o b e r t M. Tata
F r e d J. Whyte
Petra Szonyi (Student Representative) i

Absent was: Al t on J. H

Also p were:

John R. Broderick
Austin Agho
Bruce Aird
e /P C /Per<</M
Jonathan Cawley
Leigh Consuds
Chandra de Silva
Dale Feltes
Christop
M orris Foster
Giovanna Genard

Velvet Grant
David H
Scott H
Etta H
Jeff H
Todd Johnson
Elizabeth K
Richard M assey
Donna W M eeks
K are
Earl Nance Fleming
Ellen Neufeld
Brian Payne

David Robichaud
Scott Robinson
September Sanderl
Wood Selig
Deb Swiecinski
Jena Virga
Rusty Waterfield
Debbie White
Members of the media and public atte
morning session

CALL TO

The Rector called the meeting to order at 8:45 a.m.

team to focus on the Foreman Field site for the new stadium. Data also sup
rebuild at the Foreman Field site: 90% of the fans surveyed liked the game-day atmosp
Foreman and indicated a strong desire to remain at Foreman; infrastructure is already in p
items on the “dissatisfaction” list from the fan survey can be overcome with a p
reconstruction; cost of a targeted and strategically implemented recon
venerable structure while modernizing amenities at an achievable cost threshold; the desired
inventory of amenities in a new stadium can be achieved in a strategized rebuild; and the current
site meets the required space needs.

A key requirement to accommodate the stadium rebuild is the narrowing of Bluestone Avenue by
14 feet. The modification will eliminate the p -way travel lanes, and will mai
sidewalk, and existing right-of-way. Utilities will be relocated and the street will convert to a
pedestrian pathway on game day.

The Foreman Field rebirth includes design elements that address issues raised in the survey. For
example, deep-back seats will address the request for wider seats a
more knees in backs; enhanced sightline ADA compliant seating acr
addresses the need for better wheelchair/enhanced needs seating; open con
indoor clubs, outdoor patios and decks will p

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REPOR

AUDIT COMMITTE

The Rector

Name and Rank	Salary	Effective Date	Term
Dr. Erika F. Frydenlund Research Assistant Professor, Virginia M	$90,000	6/10/16	12 mos

odeling, Analysis & Simulation Cente

Dr. Frydenlund received a Ph.D. in International Studies from O
in Ap lied Statistics from Virginia Polytechnic Institute and State University and a B.S. in
Ap p lied M athematics from
Project Scientist at Virginia M odeling, Analysis & Simulation Center and an
the Women' s Studies Dep

Name and Rank	Salary	Effective Date	Term
M r. Dennis L. H Lecturer of Finance	$64,272	7/25/16	10 mos

M r. H
from Troy State University and a Bachelor of Science in M arketing from O
University. Previously he was an Instructor of Finance at O
Instructor at Bryant and Stratton College.

Name and Rank	Salary	Effective Date	Term
M s. M ing H Lecturer of Art	$43,000	7/25/16	10 mos

M s. H
Painting from the University of K entucky. Previously she was an
University.

Name and Rank	Salary	Effective Date	Term
Dr. Jill M . K rahwinkel Assistant Professor of Counseling and H	$59,000	7/25/16	10 mos

Dr. K rahwinkel received a Ph.D. in Counseling and Counselor Educatio
State University, an M .Ed in M ental H
a B.A. in Psychology from Murray State University. Previously she was a Senior Lecturer of
Counseling and H

Name and Rank	Salary	Effective Date	Term
Dr. Weidong Li Lecturer of M athematics and Statistics	$45,620	7/25/16	10 mos

Dr. Li received a Ph.D. in Fluid Dynamics from Graduate University of Chinese Academy of
Sciences and a B.Sc. in Engineering M echanics from Wuhan University of
Technology. Previously he was a Post Doctoral Research Associate in the Dep
M athematics and Statistics at O ld Do

Name and Rank	Salary	Effective Date	Term
Dr. Zhanping Liu	$82,000	7/25/16	10 mos

Name and Rank	Salary	Effective Date	Term
Mr. K yle H Assistant Wrestling Coach and Instructor	$40,310	4/10/16	12 mos

M earned a r. H Bachelor of Science in Business Administration in both Accounting and
Finance and an M .S. in Accounting from O
wrestling coach at O ld Dominion.

Name and Rank	Salary	Effective Date	Term
Mr. David Robichaud Assistant Director of Design and Construction and Instructor	$102,000	5/10/16	12 mos

Mr. Robichaud earned a B.S. degree from Worcester Polytechnic Institute and an M
Averett College. Previously he was a Project M anager at the University of Virg
of Design and Construction at O ld Dominion University
LLC, a p roject management firm that p rovi

Name and Rank	Salary	Effective Date	Term
Ms. K ristolyn Rose Instructional Designer and Instructor	$66,000	5/10/16	12 mos

M ned an s. Rose ear M .E.D. from Texas Tech University. Previously she was an Ins
Designer for Distance Education at Colorado M esa University.

Name and Rank	Salary	Effective Date	Term
Ms. Demetrice Smith Community and Student Success Director and Instructor	$53,040	5/25/16	12 mos

M arned an s. Smith e .S. in Adult Education: H
Carolina A&T University and a Bachelor of Arts in English -Greensboro UNC. Previously

assistant professor may be considered for tenure
associate professor is simultaneously considered

II. Board of Visitors Policy and Criteria for Academic Rank (Nontaenuckr Feaculty)

A. Full-time faculty members holding the following ranks are not eligible for tenure, but time at O cdudlDedaisnipon University in the probationary period for tenure

1. Instructor–Ap p s based on evidence ofointment to promise in teaching. Instructors normally hold mast of specialization. There are three typ University:

   a. Faculty members normally lacking the highest terminal degreeewho employed to teach umdetghreadteusltmacnoaunsdes, usually sop They normalhloymrecleivedsa-nnual ap period of three years, but in excep reap p nnual contracoistedTheyr a maxin must be informed in writing at the time of the original ap their positions are not p considered for tenure.

   b. Instructors who are terminal degree candCeastsd-atse for a terminal degree may be given annual ap p provide evidence that they will comp degree within the first year of teaching at O instructor in this ocrayteqgho comp letes this v department recommends reap as an assistant professor and is eligible for ter probationary p l eriod A degree requirements during the first semester at O is given the title of assistant professor for instructor in this category who does not comp let terminal degree within the firsatr ypef emp loyment reap p ointed for a second may be granted with the ap p president for academic affairs; if all require competed within the second yearl, the instructor is p assistant professor. If all degree requirements a

Master Lecturer. This is a time rank that requires an
appropriate master
sustained record o
service ,
service ,
a minimum f
equivalent. Persons appointed d
predominantly instructional
graduate l
normal ltime y assi g

e. Faculty of Practice. Faculty of practice are ap
p rofessor, associate p r
are generally made for a specified term and do no
p romotion during the sp e
may be for a term of one to three years and may be renewable under
exceptional circumstances. Faculty members in
employed to work on a sp ld
involve teaching, research or service or some combination of these
activities. If used in teaching, they need to meet all university credential
requirements. Employment of such faculty in p
may be limited by the funds available. Faculty of pract
some University-wide committees and, depending o
department policies, m
committees. They cannot vote on ap p
tenure of faculty. Initial p
p must be reviewed and recommended for ap
reappointment by the p
in question. A tenure-track faculty member who is denied tenure shall not
be eligible for a faculty of practice ap
denied tenure. Faculty of practice ap
the total number of tenured/tenure-track positions in

f. Intercollegiate coach. This is a full-time rank normally requiring a

ani 06 -n a c

dep th evaluation of the individual's teaching effectiven
activities, as well as the needs of the dep artment. The p
shall be to evaluate the individual's p erformance and deter
should be retained beyond the fifth year. An evaluation rep
submitted to the p rovost icandafvfiaeirps following
comp letion of the review at the college level.

b. If the evaluation is p ositive and the dean's recommend
affirmative, the individual may be offered an ap p
academic years. Those p are reap ersons who p
subject to another depin- th review conducted by the dean during

a. The candidate prepares an c
pro f
prepared in accordance
o o l foe v a
both quantitative and qua l
chair and d ean
credentials to the d epar

The b d t promotion and tenure committee r e v
v otes ,
recommendation and votes are resu
copy to the senior lecturer seeking

c. The dt chairperson makes an independent d
recommendation w
f
tenure committee

The co d l . l e g e promotion
and makes a recommendation. The criteria
are f

1. I f
a r e v ie w r s. The
d ecision o

C. Master Lecturer This is a time rank that requires an appropriate
d e g r e
per n teaching and d f p r o
teaching o r p r o
f
equivalent appointment. Persons this rank are expected
instructional o r l ea d e r
participate in other p r o
o -time f f

1. Evaluation

a. Persons initially appointed d
and a decision made d econcer
according to the pol
Faculty." In ad
persons hold ing
w i d l p the v l
individual 's teac
need s o f
individual 's pe
retained beyond the

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semte r 0 f
r eapp0inte d -yea r 0pe r i d s b
p r 0ce d u r eas d esc r i b

c. I f
year 0 year app0intemts f
b en0ti
thep0 l icy 0n " R eapp0intemt 0 r N0n r eapp0intemt 0
r equest a r e v ie w
p r esi d ent

Committee members ap p rovedby unanimo
Tenure. The p rop osed revisions refl
regardng the confidentiality of deliberations and the notificationcpulty
members during the tenure p rocwass.bTrhoeugfhot lfoowritnhg arsesolution
recommendation of the Academic and Research Advancement Committee and was
unanimouslyap p (Allmond, Bennett, Bernd,reovtiedd:byall members p
Biagas, Cheng, Henry, Maniscalco-Theberge, Mugler, Reidy, Scassera, Smith, Swystun, -0 BD [

NUMBER: 1411

TITLE: Tenure

APPROVED: June 12, 1980; Revised February 24, 1984; Revised November 19, 1987;
Revised December 13, 1988; Revised September 27, 1990;
9, 1998; Revised December 10, 1998; Revised April 12,
April 11, 2003; Revised June 14, 2005; Revised Sep
Revised September 22, 2006; Revised June 15, 2007; Revi
7, 2007; Revised September 17, 2009; Revised April 8
April 4, 2012 (eff. 7/1/12); Revised June 14, 2012; Revised Sep
2013; Revised April 24, 2014 (eff. 7/1/14); Revised Sep
Revised April 23, 2015 (eff. 6/1/15); Re

I. Purpose - The main purpose of Tenure rize the p oses faculty members who have given years of dedicated service to the University, to p academic freedom, and to enable the University to retain a p distinction in order to accomplish its mission. For these reas after a suitable probationary period 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 rank professor, or full professor a professors will be awarded tenure only if they are simultaneously being p 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 dep at the assistant professor (if p ng simultaneously considered), associate professor, or full considered for tenure, as specified by the Board of Visitors p administrative faculty.

D. Since tenure is granted as a faculty member in an academic department or program, the award of tenure does not imp p time administrative position, nor does it imp assignment within or outside the department in which tenure is granted.

III. Probationary Period

A. The probationary -time, tenure-track ap period begins at Old Dominion University at the rank of professor, or full professor; c -track position at one of these ranks is counted as part of the p

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 ap
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 p

1. Time in the rank of assistant instructor, faculty of p in-residence, p in-residence, writer-in-residence, research p r associate professor, research assistant p p -time part position.

2. Time in ap p ointment as an a teaching/research administrative position or as a classified position in the state personnel system. (Time spent defined in the state personnel system will count as p period, even if assigned administrative resp position; normally, dep art assistant chair will thus count as p tionary part of the per

3. Time in a position that involves no teaching of cred a teacher of children or a therapist in the Children Center or as a teacher of exclusively noncredit coursework.

4. Time spent on leave of absence.

5. Time spent on faculty exchanges if the faculty member

C. A period of time, not to exceed one year, may be excluded from period, upon the ap subject to the following conditions.

1. That the faculty member submits a request in writing to the dep The department chair and the dean shall forward recommendation to the provost and vice p

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 more than eight hours of each day to alleviate the imp event for a period greater than six weeks and less than may include the birth of a child, adop d under the age of six years, of a chil

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