

OLD DOMINION UNIVERSITY

BOARD OF VISITORS
Thursday, September 20, 2018

MINUTES

The Board of Visitors of Old Dominion University met in regular session on Thursday, September 20, 2018, at Lisa B. Smith, Rector

~~Caroline H. Belmont~~
Robert S. Corn
Jerri F. Dickeski
Unwana Dabney
Alton J. Harris
Michael J. Henry
Larry R. Hill
Toykea S. Jones
Kay A. Kemper
Pamela C. Kirk
Ross A. Mugler
Maurice D. Slaughter
Robert M. Tata
Rafia Haq (*Student Representative*)
R. Bruce Bradley
Donna L. Scassera

Absent were:

Also present were:

John R. Broderick, President
Austin Agho
Alonzo Brandon
Jane Dané
Gail Dodge
Gregory DuBois
ReNeé Dunman
Morris Foster
Giovanna Genard
Velvet Grant
Scott Harrison
Jared Hoernig

Leo Lo
Donna W. Meeks
Harry Minium
Annie Morris

CALL TO ORDER

Rector Smith called the meeting to order at 9:10 a.m. She welcomed new board member Unwana Dabney and noted that President Broderick will be joining the meeting. Provost Austin Agho introduced Gail Dodge, Dean of the College of Sciences, who will provide an overview of the College.

COLLEGE OF SCIENCES PRESENTATION

Dr. Gail Dodge, Dean of the College of Sciences, provided an overview of the College. She reported on the mission of the College, its departments, the makeup of its faculty, and the numerous honors they've received. She also provided data on the number of undergraduate and

University facts card provided by the Office of Strategic Communication and Marketing. She also reminded Board members to complete the required Conflict of Interests training.

PRESIDENT'S REPORT

In his report to the Board, President Broderick reviewed the nine priorities included in the Six-Year Academic and Financial Plan. These include (1) Operating Funds for Access, Completion and Student Success, (2) Increase Faculty Salaries, (3) Student Financial Aid, (4) Online Education Expansion and Modernization, (5) Cybersecurity, (6) School of Public Health, (7) STEM-H Express, (8) Commonwealth Center for Recurrent Flooding Resiliency, and (9) Maritime Trade and Transport Innovation Hub. Together these initiatives total \$27.9M. He must now attest that the Board has formally approved the Plan and offered a resolution for such approval. A motion was made by Mr. Mugler that the Board approves University's 2019-2024 Six-Year Academic and Financial Plan as presented. The motion was seconded by Mr. Harris and unanimously approved by all members present and voting (*Allmond, Corn, Dickeski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

President Broderick recognized Chief Rhonda Harris and Jared Hoernig, Associate Director of Emergency Management, for their efforts in preparing the University's response to the threat of Hurricane Florence. Over 5,000 students were evacuated from campus housing in less than a 24-hour time period. The University received an overwhelmingly positive response for its proactive efforts. He thanked Provost Agho and Vice Presidents DuBois, Neufeldt and Sanderlin for their leadership.

The 2020-2025 Strategic Plan Development was also discussed, with the President noting that the process will start in earnest later this fall. The process will be led by Provost Agho and Vice President Neufeldt. The Rector noted that the possibility of bringing in a third party to facilitate the process was also discussed. The President assured board members that the process will include their input and discussions will continue about the possibility of a facilitator.

The President shared a leadership profile of state-assisted universities in Virginia noting each institution's current enrollment, number of vice presidents and deans. Old Dominion University compares favorably with the other institutions with six vice presidents and seven deans for its enrollment of 24,375. This information has also been shared with the Faculty Senate.

Vice President Ellen Neufeldt and Jane Dane, Associate Vice President for Enrollment Management, and their colleagues were recognized for their efforts in recruiting the University's largest freshman class of over 3,150 students. Close to 90% are living on campus with a few still temporarily housed in area hotels.

The President briefed the Board on HB 1401, introduced in the 2017 Virginia legislative session, which prohibits public institutions of higher education from abridging the constitutional freedom of any individual, including enrolled students, faculty and other employees, and invited guests, to speak on campus, except as otherwise permitted by the First Amendment to the United States Constitution. Student Engagement and Enrollment Services, with the assistance of the Office of Strategic Communication and Marketing, has developed a Student Freedom of Speech and Activism website to share information with students. Vice President Neufeldt noted that a group will be on campus this fall that may generate some debate. While this is not a University-

7. Evaluating the effectiveness and efficiency of operations and programs along with determining whether the results of operations or programs are consistent with established goals and objectives;
8. Assisting in the education and training of employees in University policies and procedures, as well as the need for and characteristics of strong internal controls;
9. Assisting management in the deterrence of fraud and investigating any instances of such activity discovered at the University; and
10. Coordinating audit efforts with the Auditor of Public Accounts and other external auditors.

Standards for the Professional Practice of Internal Auditing

The Institute of Internal Auditors, Inc., an international organization dedicated solely to the advancement of the internal auditing profession, has adopted "The International Professional Practices Framework (IPPF)." The four mandatory elements of the IPPF are the core principles for the professional practice of internal auditing, definition of internal audit, Code of Ethics, and the International Standards for the professional practice of internal auditing (Standards).

The University Audit Department will govern itself by adherence to the mandatory elements of the Institute of Internal Auditors' International Professional Practices Framework. The Chief Audit Executive will periodically report to senior management and the Audit Committee regarding the internal audit activity's conformance to the Code of Ethics and the *Standards*.

Reporting and Responsibilities

The University Audit Department is functionally accountable and reports to the Board of Visitors through the Audit Committee. The Chief Audit Executive will meet with the Audit Committee at each of the scheduled quarterly Board meetings.

The Department reports administratively to the President's Office and works with the President or through a designated representative for the purpose of the day-to-day operations.

The Chief Audit Executive shall have direct access to the President and to the Audit Committee of the Board of Visitors in any instance where the Chief Audit Executive believes that such access is needed to fulfill the stated objectives of the department.

The Chief Audit Executive shall periodically report to senior management and the Audit Committee of the Board of Visitors regarding:

1. The department's purpose, authority and responsibility.
2. Risk-based audit plan and performance relative to the plan along with any adjustments needed to the plan.
3. Conformance with the IIA's Code of Ethics and *Standards*, and action plans to address any significant conformity issues.

4. Significant risk exposures and control issues to include fraud, governance issues and other matters requiring the attention of, or requested by, the Audit Committee.
5. Results of audit engagements and other activities.
 6. The propriety of any limitations on the scope of internal audit work performed by University management.
 7. Resource requirements.
 8. Any response to risk by management that may be unacceptable.

As used herein, the term "external" shall refer to representative of Public Accounts for the Commonwealth of Virginia, individuals (the "CPA") and auditors from organizations, government entities, and the University.

~~The Internal Audit Director also presented materials to the Administration and Finance Committee~~

~~Code of Virginia § 2-307 et seq., established effective July 1, 2012, and charged the (1) investigating complaints alleging performance reviews of executive branch~~

Independence and Objectivity

The University Audit Department shall be free from all conditions that threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of audit selection, scope, procedures, frequency, timing, and report content. The University Audit Department shall be free from control or undue influence in the determination of facts revealed by the examination or in the development of recommendations or opinions as a result of the examination.

If the Chief Audit Executive determines that independence or objectivity may be impaired in fact or appearance, the details of impairment will be disclosed to the appropriate parties. The Chief Audit Executive will disclose to the Audit Committee any interference and related implications in determining the scope of internal auditing, performing work, and/or communicating results.

Internal auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively and in such a manner that they believe in their work product, that no quality compromises are made, and that they do not subordinate their judgment on audit matters to others. Internal auditors will have no direct operational responsibility or authority over any of the activities audited. Accordingly, internal auditors will not implement internal controls, develop procedures, install systems, prepare records, or engage in any other activity that may impair their judgment.

System Planning and Development

The University Audit Department will participate, in an advisory capacity, in the planning,

Responsibility for the Detection of Errors or Irregularities

The staff of the University Audit Department have a professional responsibility to conduct reviews with an attitude of professional skepticism, recognizing that the application of internal auditing procedures may produce evidential matter indicating the possibility of errors or irregularities.

audit report will be prepared after the exit conference is held and draft report reviewed. This report will contain a summary of the function of the department or area, the objective of performing the audit, the audit methods used, detailed explanations of any issues noted and recommendations for improvements thereon. A section of the audit report will include the department's response to the recommendations made by the University Audit Department.

Audit reports will be discussed with the vice president responsible for the area under review prior to the issuance to the President. All final audit reports will be issued to the President, with copies to the University Audit Department, the area audited and the department head. Executives

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the Department will be guided by the IIA Code of Ethics and the Standards for the Professional Practice of Internal Auditing.

Personnel

The ultimate quality of the University Audit Department's performance is directly related to the quality of the people employed. The internal audit function should be directed by and staffed with qualified and competent individuals.

Minimum qualifications for each position within the audit function have been established; however, additional experience, training, specialized skills, as well as intelligence, adaptability, promotability, an inquiring mind, analytical a

ACADEMIC & RESEARCH ADVANCEMENT COMMITTEE

The Rector called on Mr. Henry for the report of the Academic & Research Advancement Committee. Mr. Henry reported that the Committee met in closed session to discuss the initial appointment of two faculty members with tenure, faculty representatives to Board of Visitors committees, the rescission of an honorary degree, and an update on the appeal of a tenure decision.

Following closed session, committee members approved by unanimous vote the initial appointment with tenure. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were unanimously approved by all members present and voting (*Allmond, Corn, Dickeski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

INITIAL APPOINTMENT OF FACULTY MEMBER WITH TENURE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Sherif S. Ishak as Professor of Civil and Environmental Engineering with the award of tenure in the Department of Civil and Environmental Engineering in the Batten College of Engineering and Technology, effective July 25, 2018.

Salary: \$168,000 for 12 months
Rank: Professor of Civil and Environmental Engineering (Designated as Chair of the Department of Civil and Environmental Engineering)

The following contains my recommendation for the initial appointment with tenure of Dr. Sherif Ishak as Professor in the Department of Civil and Environmental Engineering in the Batten College of Engineering & Technology. Dr. Ishak received a B.S. degree in Civil Engineering from Cairo University, Cairo, Egypt, and an M.S. and Ph.D. from the University of Central Florida, Orlando, Florida. Dr. 22 Tw -f

well as from the department chair and the acting college dean.

The Promotion and Tenure Committee for the Department of Civil and Environmental Engineering (7-0), the Promotion and Tenure Committee for the Batten College of Engineering & Technology (5-0) and the University Promotion and Tenure Committee (5-0) unanimously recommend this appointment. The chair and acting dean recommend appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Ishak meets the standards for tenure at the rank of Professor in the Department of Civil and Environmental Engineering at Old Dominion University.

INITIAL APPOINTMENT OF FACULTY MEMBER WITH TENURE

RESOLVED, that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Gymama Slaughter as Associate Professor of Electrical and Computer Engineering with the award of tenure in the Department of Electrical and Computer Engineering in the Batten College of Engineering and Technology, effective August 25, 2018.

Salary: \$210,000 for 10 months
Rank: Associate Professor of Electrical and Computer Engineering (Designated as Executive Director of the Frank Reidy Research Center for Bioelectronics. Salary includes \$30,000 for serving as Executive Director.) (new position)

The following contains my recommendation for the initial appointment with tenure of Dr. Gymama Slaughter as Associate Professor in the Department of Electrical and Computer Engineering in the Batten College of Engineering & Technology. Dr. Slaughter received a B.S. degree in Chemistry from Virginia Commonwealth University, Richmond, Virginia, and an M.S. in Chemical Engineering, and Ph.D. in Computer Engineering from the same institution. She served as an Instructor (2005-2007), Assistant Professor (2007-2010), and Associate Professor (2010) at Virginia State University. Then Dr. Slaughter joined University of Maryland Baltimore County as an Assistant Professor (2010-2016) before being promoted to the rank of Associate Professor (2016-2018) in Computer Science and Electrical Engineering. She also held the position of Affiliate Associate Professor (2018) in Chemical, Biochemical and Environmental Engineering at the same institution.

The ODU *Faculty Handbook* states, “The main purposes of tenure are to recognize the performance of faculty members who have given years of dedicated service to the university, to protect academic freedom, and to enable the university to retain a permanent faculty of distinction in order to accomplish its mission.” [*Faculty Handbook*, p. 50]. The *Faculty Handbook* policy on Initial Appointment of Teaching and Research Faculty states a request for initial appointment with tenure at the rank of associate professor must be “initiated by the chair and reviewed by all tenure review bodies.” The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position.” [*Faculty Handbook*, p. 24].

Recommendations in support of tenure at the rank of Associate Professor for Dr. Gymama Slaughter were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the acting college dean.

The Promotion and Tenure Committee for the Department of Electrical and Computer Engineering (17-0), the Promotion and Tenure Committee for the Batten College of Engineering & Technology (5-0), and the University Promotion and Tenure Committee (5-0) unanimously recommend this appointment. The chair and acting dean recommend appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Slaughter meets the standards for tenure at the rank of Associate Professor in the Department of Electrical and Computer Engineering at Old Dominion University.

Committee members approved by unanimous vote the faculty representatives to the Board of Visitors Committees. 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, Corn, Dickeski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

**APPROVAL OF FACULTY REPRESENTATIVES TO
BOARD OF VISITORS COMMITTEES**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the following faculty representatives to Board of Visitors committees for the 2018-19 academic year, effective September 20, 2018: Academic and Research Advancement, Sebastian Kuhn; Administration and Finance, Ingrid Whitaker; University Advancement, David Burdige

National Science Foundation and through Jefferson Lab, with total funding of \$15.2M as PI or Co-PI. He has published 154 refereed papers and has 14,000 citations. Kuhn has been active in

which all members are safe and free from all forms of sexual misconduct; and

WHEREAS, upon recommendation of the Provost and Vice President for Academic Affairs, the ODU President reaffirms that commitment by recommending the revocation of the honorary degree awarded to Mr. Cosby.

THEREFORE, BE IT RESOLVED, that the Board of Visitors of Old Dominion University hereby rescinds the honorary Doctor of Humane Letters degree awarded to William H. Cosby, Jr. on May 9, 1998.

Provost Agho informed committee members that there was no further appeal from the faculty member discussed at the last meeting who was not awarded tenure.

Committee members approved the resolutions on 40 faculty appointments, 50 administrative appointments and one emerita appointment. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were unanimously approved by all members present and voting (*Allmond, Corn, Dickeski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, 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>
Ms. Cortney N. Armitano Lecturer of Physical Therapy and Athletic Training	\$55,000	7/25/18	10 mos

Ms. Armitano received an M.S. in Exercise Science from the University of Rhode Island, a B.S. in Athletic Training from Campbell University and is expected to receive a Ph.D. in Kinesiology and Rehabilitation from Old Dominion University. Previously she was a Lab Manager and Research Assistant in the Center for Brain Research and Rehabilitation in the School of Physical Therapy and Athletic Training at Old Dominion University.

Ms. Lisa Blum Lecturer of Mathem (1)-2 (660 BDC5 (t)-u2P MCID 25 BDC 0.02b)Tj6.3 0 Td[(10 m)-2 (os)]Tcy.1 Tc 0.009 T	\$47,000	7/25/18	10 mos
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Ms. Bradshaw received an M.S. and B.S in Dental Hygiene from Old Dominion University and a B.A. in Elementary Education from Coker College. Previously she was an Adjunct Clinical Faculty in the School of Dental Hygiene at Old Dominion University and a Registered Dental Hygienist for Drs. Thornton, Koontz, & Spalding, LLC.

Dr. Lauren Browning	\$60,000	7/25/18	10 mos
Visiting Assistant Professor of Biological Sciences			

Dr. Browning received a Ph.D. in Biomedical Science and a B.S. in Biology from Old Dominion University. Previously, she was a Postdoctoral Research Associate in the Center for Molecular Medicine at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Anna A. Bulysheva	\$85,000	8/25/18	10 mos
Visiting Assistant Professor of Electrical and Computer Engineering			

Dr. Bulysheva received a Ph.D. and an M.S. in Biomedical Engineering from Virginia Commonwealth University and a B.S. in Biology from the University of North Carolina at Chapel Hill. Previously she was a Research Assistant Professor at the Frank Reidy Center for Bioelectrics at Old Dominion University.

Dr. Angela Busila	\$61,000	7/25/18	10 mos
Lecturer of Accountancy			

Dr. Busila received a Ph.D. in Human Science from Saybroo 0 Td[(T)-3 (er)-1 (m)]TJ1 (6DC 8EMC /P

Ms. Gattian received an M.F.A. in Painting and Drawing from Ohio University and a B.F.A. in Painting from Sonoma State University. Previously she was the Instructor of Record and Studio Coordinator in the School of Art and Design at Ohio University.

Dr. Matthew T. Hall	\$50,000	7/25/18	10 mos
Visiting Assistant Professor of Political Science and Geography			

Dr. Hall received a Ph.D. in International Studies from Old Dominion University and an M.A. and B.A. in Political Science from Virginia Tech. Previously he was an Assistant Director for the Graduate Program in International Studies and an Adjunct Faculty member in Political Science and Geography at Old Dominion University.

Name and Rank	Salary	Effective Date	Term
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Dr. Leigh Ann McGlinn

\$45,000

8/10/18

10 mos

Dr. Amber L. Pope	\$56,000	8/10/18	12 mos
Lecturer of Graduate Clinical Coordination Counseling and Human Services			

Dr. Pope received a Ph.D. in Counseling and Counselor Education and an M.S. in Community Counseling from the University of North Carolina at Greensboro and a B.A. in Psychology from the University of North Carolina at Chapel Hill. Previously she was Program Chair and Associate Professor in the Clinical Mental Health Counseling program at Hodges University.

Dr. Rachel R. Phillips	\$65,000	7/25/18	10 mos
Visiting Assistant Professor of Psychology			

Dr. Phillips received a Ph.D. in Human Factors Psychology and an M.S. in Experimental Psychology from Old Dominion University and a B.A. in Psychology from Randolph-Macon Woman's College. Previously she was an Assistant Professor in the Department of Psychology at Chowan University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Katie B. Rafferty	\$47,000	7/25/18	10 mos
Lecturer of Mathematics and Statistics			

Ms. Rafferty received an M.S. in Computational and Applied Mathematics and a B.S. in Mathematics from Old Dominion University. Previously she was Lecturer of Mathematics and Statistics at Old Dominion University.

Dr. Michelle L. Redmond	\$45,000	7/25/18	10 mos
Lecturer of Human Movement Sciences			

Dr. Redmond received a Ph.D. in Education and an M.S.Ed. in Physical Education from Old Dominion University and a B.S. in Physical Education from the University of Arizona. Previously she was an Adjunct Instructor in the Department of Human Movement Sciences at Old Dominion University.

Ms. Jane Roitsch	\$57,000	7/25/18	10 mos
Lecturer of Communication Disorders and Special Education			

Ms. Roitsch received an Executive Master of Business Administration from Case Western Reserve University, an M.A. in Speech-Language Pathology from The Ohio State University, a B.A. in Speech-Language Pathology and a B.A. in Public and Corporate Communications from Butler University, and is a Doctoral student in the Department of Communication Disorders and Special Education at Old Dominion University. Previously she was an Adjunct Instructor in the Department of Communication Disorders and Special Education at Old Dominion University.

Dr. Mary Sanderfer	\$49,000	7/25/18	10 mos
Lecturer of Counseling and Human Services			

Dr. Sanderfer received a Ph.D. in Counseling from Old Dominion University, an M.A. in Community Counseling from Regent University and a B.A. in Psychology from the University of Louisville. Previously she was a Clinical Director at Quality of Life Counseling Center.

Santa María La Antigua. Previously he was a Professor of Macroeconomics at the Universidad de Chile in the Republic of Panama and Business Development Manager at the Panama Canal.

Dr. Judy A. Wessell Lecturer of Nursing	\$37,500	7/25/18	10 mos
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Dr. Wessell received a Doctorate of Nursing Practice, an M.S.N. in Family Nurse Practitioner, and a B.S. in Nursing from Old Dominion University. Previously she was an Adjunct Faculty Assistant Professor in the School of Nursing at Old Dominion University and a Health Educator at Virginia Commonwealth University. (half-time appointment)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Yewei Zheng Assistant Professor of Civil and Environmental Engineering (Tenure Track)	\$84,000	7/25/18	10 mos

Dr. Zheng received a Ph.D. in Geotechnical Engineering from the University of California, San Diego, an M.Sc. in Geotechnical Engineering from the University of Oklahoma and a B.E. in Civil Engineering from Huazhong University of Science and Technology. Previously he was a Postdoctoral Research Scholar in the Department of Structural Engineering at the University of California, San Diego.

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Adult Education from Strayer University. Previously, he worked as the Coordinator of Special Events and Projects at Tidewater Community College in Virginia Beach, VA.

Ms. Taryn Boone	\$81,600	8/10/2018	12 mos
Director of Administrative Services, Housing and Residence Life			

Ms. Boone received a B.A. in English and an M.A. in Human Services from Liberty University. Previously she worked as the Director of Auxiliary Services at Hampton University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Christopher Bowman	\$60,000	8/25/2018	12 mos
CRM Manager for Enrollment Management and Instructor			

Mr. Bowman received a B.S. in Psychology from Old Dominion University. Previously, he worked as the Undergraduate Curriculum Coordinator for the University's Office of the Registrar.

Ms. Marla Britton	\$52,000	8/10/2018	12 mos
Professional Counselor, Counseling Services			

Ms. Britton received a B.S. in Business Administration from SUNY College at Buffalo and an M.S. in Community Mental Health Counseling from the University of Rochester. Previously she managed her own private psychotherapy practice in Rochester.

Dr. Joseph Brobst	\$69,000	8/15/2018	12 mos
Research Assistant Professor			

Dr. Brobst received a B.S. in Biological Sciences, an M.A. in Science Education Curriculum and Instruction, and a Ph.D. in Higher Education Curriculum and Technology from the University of Delaware. Previously, he worked as a Research Associate for Western Washington University.

Ms. Maggi Buckley	\$30,000	7/10/2018	12 mos
Assistant Women's Lacrosse Coach and Instructor			

Ms. Buckley received a B.A. in Physical Education and an M.A. in Health and Physical Education from Old Dominion University. Previously, she worked as a Volunteer Graduate Assistant Coach for the University's women's lacrosse program.

Mr. Mitchell Burket	\$32,000	7/25/2018	12 mos
Residence Hall Director and Instructor			

Mr. Burket received a B.S. in Biology from the University of Texas and an M.Ed. in Educational Leadership from the College of William and Mary. Previously, he served as a Resident Assistant for the Division of Housing and Food Services at the University of Texas.

Mr. Jonathan Clay	\$36,414	9/5/2018	12 mos
Admissions Counselor and Assistant Instructor			

Virginia Medical School's Public Health graduate program. (new position)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Matthew Fitzpatrick Residence Hall Director and Instructor	\$32,000	7/10/2018	12 mos

Mr. Fitzpatrick received a B.S. in Business Administration from Old Dominion University and an M.Ed. in Student Affairs Administration from the University of Georgia. Previously, he served as a Graduate Resident Assistant for the University of Georgia.

Ms. Emily Harmon Student Support Services Counselor, Center for High Impact Practices, and Instructor	\$45,900	8/10/2018	12 mos
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Ms. Harmon received a B.S. in Parks, Recreation, and Tourism Studies and an M.S.Ed. in Mental Health Counseling from Old Dominion University. Previously, she worked as an Academic Skills Advisor for the University's Student Support Services Department.

Ms. Sarah Hart Associate Director of Residence Education and Instructor	\$65,000	7/23/2018	12 mos
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Ms. Hart earned a B.S. in English Education and an M.S. in Higher Education from Florida State University. Previously, she served as the Assistant Director of Residence Life for Western Illinois University.

Ms. Courtney Hill Academic Advisor and Program Manager and Instructor	\$45,000	7/10/2018	12 mos
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Ms. Hill received a B.S. in Speech Pathology and Audiology from Old Dominion University and an M.A. in Counseling from Hampton University. Previously, she worked as an Academic Advisor for the College of Sciences at Old Dominion.

Ms. Brianna Horton Residence Hall Director and Instructor	\$32,000	7/10/2018	12 mos
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Ms. Horton received a B.A. in English Literature from East Carolina University and an M.S. in Higher Education Administration from Florida International University. Previously, she served as an Assistant Residence Life Coordinator at Florida International University.

Mr. Scott Johnson Associate Athletic Director for Sports Medicine and Athletic Training and Instructor	\$80,000	7/25/2018	12 mos
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Mr. Johnson earned a B.A. in Communications from Bridgewater State College and an M.S.Ed. with a concentration in Athletic Training from Old Dominion University. Previously, he served as the Associate Head Athletic Trainer for ODU Athletics.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Maurice Jones Residence Hall Director and Instructor	\$32,000	7/10/2018	12 mos

Mr. Jones received a B.S. in Human Services and an M.S.Ed. in Clinical Mental Health Counseling from Old Dominion University. Previously, he served as a Graduate Assistant Hall Director for the University's Office of Housing and Residence Life.

Ms. Jessica Lang Admissions Counselor and Assistant Instructor	\$36,414	9/5/2018	12 mos
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Ms. Lang received a B.S. in Communications from Bradley University. Previously, she worked as the Chicago Regional Admissions Counselor for Eastern Illinois University.

Ms. Amy Lynch Athletic Academic Advisor and Assistant Instructor	\$41,000	8/25/2018	12 mos
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Ms. Lynch received a B.S. in Biology from the University of Mary Washington. Previously, she worked as a Community Relations Coordinator for Old Dominion University.

Ms. Melissa McLevain Assistant Director of Residence Education and Instructor	\$52,000	7/10/2018	12 mos
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Ms. McLevain received a B.A. in Psychology from Georgetown College and an M.S.Ed. in Higher Education from Baylor University. Previously, she worked as the Residential Learning Coordinator for Virginia Tech.

Ms. Cynthia Meca Academic Advisor and Retention Specialist and Instructor	\$42,167	7/25/2018	12 mos
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Ms. Meca received a B.S. in Psychology from Old Dominion University. Previously, she worked as a Retention Specialist and Academic Advisor at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Annie Morris Director of State Governmental Relations and Assistant Instructor	\$115,000	6/18/2018	12 mos

Ms. Morris received a B.A. in Political Science and Sociology from Virginia Commonwealth University. Previously, she worked as the Deputy Director of Governmental Relations for VCU and the University's health system. Ms. Morris has also worked as a Legislative Aide for the Office of Senator Walter A. Stosch and as the Assistant Director for Legislative Affairs and Policy Development for the Office of the Governor in Richmond, VA. She is a member of Virginia21's Young Professionals Advisory Council.

Ms. Laura Morrison Professional Counselor/Outreach Coordinator, Counseling Services, and Instructor	\$51,900	7/10/2018	12 mos
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Ms. Morrison earned a B.A. in Journalism and an M.S.W. from the University of North Carolina at Chapel Hill. Previously, she served as the Post-MSW Fellow for Emory University's Counseling and Psychological Services department.

Ms. Caroline Neal Coordinator of Graduate Recruitment, Office of Admissions, and Instructor	\$40,000	8/10/2018	12 mos
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Ms. Neal received a B.A. in French from the University of Tennessee at Chattanooga and an M.S.Ed. in Educational Leadership from Old Dominion University. Previously, she worked as a Graduate Assistant for ACE's Internationalization Laboratory at Old Dominion University.

Ms. Ming Ni Research Associate, Institutional Research, and Instructor	\$50,000	7/25/2018	12 mos
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Ms. Ni earned a B.S. in Statistics from East China Normal University in Shanghai, China and an M.S. in Statistics from George Washington University. Previously, she worked as a Graduate Analyst for George Washington University's Office of Institutional Research and Planning.

Mr. Christopher Norton Manager of Collections and Exhibitions, Barry Art Museum, and Instructor	\$60,000	6/10/2018	12 mos
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Mr. Norton received a B.A. and M.A. in Art History from Old Dominion University. Previously, he served as the Gordon Galleries Registrar at Old Dominion University. (new position)

Ms. Julie Perez Associate Director of Admissions – Recruitment, and Instructor	\$63,240	6/25/2018	12 mos
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Ms. Perez received a B.A. in Urban Studies from Rutgers University and an M.Ed. in Higher Education Administration from Northeastern University. Previously, she worked as the Student Support Services Counselor for the University's Center for High Impact Practices.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. David Perkins Client Services and Consulting Manager, Strome Entrepreneurial Center, and Instructor	\$66,300	9/10/2018	12 mos

Mr. Perkins earned a B.S. in Information Technology from George Mason University and an M.S. in Technical Management from Johns Hopkins University. Previously, he worked as a Business Counselor for the Innovation Commercialization Assistance Program.

Ms. Emily Rodgers Instructor of Early Care and Education	\$38,000	8/25/2018	12 mos
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<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Daryl Thomas Assistant Wrestling Coach and Assistant Instructor	\$40,310	6/25/2018	12 mos

Mr. Thomas earned a B.A. in Communications from the University of Illinois at Urbana-Champaign. Prior to joining the University, he served as the Head Wrestling Coach and Fitness Center Manager for Lincoln College.

Mr. Nikolas Turner Head Athletic Trainer for Football and Instructor	\$63,000	8/14/2018	12 mos
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Mr. Turner received a B.S. in Athletic Training from the University of Central Florida and an M.S. in Exercise Science from California University of Pennsylvania. Previously, he worked as the Assistant Athletic Trainer for San Diego State University.

Dr. Janice Underwood Director of Diversity Initiatives, Institutional Equity and Diversity, and Assistant Professor	\$90,000	8/25/2018	12 mos
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Dr. Underwood earned a B.A. in Psychology and an M.A. in Education from Hampton University and a Ph.D. in Curriculum and Instruction from Old Dominion University. Previously, she worked as an Assistant Professor and Executive Program Director for the University's Teacher-In-Residence Grant Program. Prior to joining the University, Dr. Underwood worked as the Lead Special Education Teacher for Hampton High School and as a Board Advisor for Teacher Education and Licensure for the Virginia Department of Education.

Ms. Austin Vick Admissions Coordinator for Student Guides and the Campus Experience, and Instructor	\$36,414	7/25/2018	12 mos
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Ms. Vick earned a B.S. in Human Development from East Carolina University and an M.Ed. in Counselor Education from Clemson University. Previously, she served as the Campus Activities and Events Assistant for Clemson University.

Ms. Sarah Walker Athletic Academic Advisor and Instructor	\$40,080	8/25/2018	12 mos
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Ms. Walker received a B.S. in Sport Administration from the University of Miami and an M.A. in Higher Education Administration from the University of Louisville. Previously, she worked as the Assistant Academic Counselor for the University of Louisville's Athletic Division.

Ms. Kara Werkmeister Student Success Advisor, Center for Advising Administration and Academic Partnerships, and Instructor	\$44,000	7/25/2018	12 mos
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Ms. Werkmeister received a B.S. in Secondary Education and an M.A. in Student Affairs from Slippery Rock University. Previously, she served as a Residence Hall Director for the University's Office of Housing and Residence Life.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Jody Williams Director of Finance and Support Services, and Instructor	\$78,000	6/18/2018	12 mos

APPROVAL TO DISCONTINUE THE JOINT OFFERING OF

Committee members approved by unanimous vote the discontinuation of the current offering of the Master of Science in Athletic Training and initiation of the degree program as a professional/entry-level credential. 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, Corn, Dickseski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

APPROVAL TO DISCONTINUE THE CURRENT POST-PROFESSIONAL MASTER OF SCIENCE IN ATHLETIC TRAINING DEGREE PROGRAM AND TO INITIATE THE DEGREE PROGRAM AS A PROFESSIONAL/ENTRY-LEVEL CREDENTIAL

COLLEGE OF HEALTH SCIENCES

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the discontinuation of the current post-

professional/entry-level credential program and to initiate the degree program as a professional/entry-level credential. 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, Corn, Dickseski, Dabney, Harris, Henry, Hill, Jones, Kemper, Kirk, Mugler, Slaughter, Tata*).

Committee members received information on a request for leave of absence without compensation. Vice Provost Brian Payne presented information on the LeADERS program, which provides experiences leadership, ePortfolios, academic internships, diversity, entrepreneurships, research, and services learning for students who elect to participate. These students complete three to five class areas and an ePortfolio and earn bronze, silver or gold status.

Morris Foster, Vice President for Research, highlighted a recent grant received from NSF that provides \$1.5M to recycle the University's high performance computing resources. The grant is in addition to a \$500,000 match from the University.

ADMINISTRATION & FINANCE COMMITTEE

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allocable to financing or refinancing the Capital Project; and (iv) the Participating Institution will agree to make payments under the promissory note in sums sufficient to pay, together with certain administrative and arbitrage rebate payments, the principal of, premium, if any, and interest due on such Pooled Bonds;

WHEREAS, the Board of Visitors (the “Board”) of *OLD DOMINION UNIVERSITY* (the “Institution”) from time to time desires to finance or refinance Capital Projects for the Institution as a Participating Institution under the Program, and now proposes that the Institution issue its promissory note or notes (collectively, the “Note”) to be sold to the Authority in accordance with a loan agreement or loan agreements between the Institution and the Authority (collectively, the “Loan Agreement”), under which proceeds of Pooled Bonds will be loaned to and received by the Institution in exchange for the Note, to finance or refinance costs of the following Capital Projects authorized for bond financing by the General Assembly: the *Reconstruct the Stadium at Foreman Field* (Project Code 18303) (collectively, the “Project”); and

WHEREAS the Board desires to designate certain Institution officers (i) delegated the authority to approve the forms of and to execute and deliver the Loan Agreement, the Note and any amendments thereto, and any other documents necessary or desirable in connection with financing or refinancing costs of the Project through and participation in the Program; and (ii) responsible for monitoring post-issuance compliance with covenants of the Institution related to maintaining any federal tax-exempt status of interest on Pooled Bonds.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD:

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