

MEMORANDUM

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

Carlton F. Bennett, Chair  
R. Bruce Bradley  
Richard T. Cheng  
Michael J. Henry  
Toykea S. Jones  
Kay A. Kemper  
Mary Maniscalco-Theberge  
Frank Reidy  
Lisa B. Smith  
Andres Sousa-Poza (*Faculty Representative*)

FROM:

V. Vote on Consent Agenda Resolutions

VI. Regular Agenda

The regular agenda includes proposed revisions to the policy on Initial Appointment of Teaching and Research Faculty.

VII. Vote on Regular Agenda Resolution

VIII. Information Items

Information items include the report from the Provost and a research update report from the Vice President for Research.

IX. Topics of Interest to Board of Visitors Members

Committee members will have an opportunity to discuss topics of interest.

C: John R. Broderick  
Donna Meeks

2, 2016  
AGENDA

September 22, 2016

### FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Nicholas A. Adams Lecturer of Sociology and Criminal Justice	\$45,000	7/25/16	10 mos

Mr. Adams received an M.A. in Applied Sociology and a B.A. in Sociology and Criminal Justice from Old Dominion University and is expected to receive a Ph.D. in Sociology from the University of New Hampshire. Previously he was an Instructor in the Department of Sociology

Dr. Allen received a Ph.D. in Geography from the University of North Carolina at Chapel Hill and a B.S. in Geography from Old Dominion University. He is currently an Assistant Professor of Geography in the Department of Geography, Planning and Environmental Studies at Old Dominion University. (new position)

Dr. Susan Braid  
Assistant Professor of Nursing  
Tenure Track \$110,000

Dr. Braid received a Dr.P.H. from Johns Hopkins University, an M.S. in Nursing from the University of Pennsylvania, and a B.S. in Nursing from Boston College. Previously, she was a Neonatal Nurse Practitioner at the University of Maryland Secours Richmond Health System and the University of Maryland. She is currently an Assistant Professor of Nursing at the University of Maryland.

Dr. Alan L. C. Campbell Visiting Assistant Professor of Communication/Theatre Arts	\$42,000	8/25/16	10 mos
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Dr. Campbell received a Ph.D. from the School of Communication and the Arts and an M.A. in Communication/Film from Regent University, an M.Div. from Golden Gate Baptist Theological Seminary, and a B.A. in Humanities from Holy Apostles College and Seminary. Previously he was an Adjunct Instructor for Language and Speech in the Humanities Division at Tidewater Community College.

Dr. Ron Carlee Visiting Assistant Professor of Public Service	\$125,000	8/25/16	10 mos
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Dr. Carlee received a Doctor of Public Administration from George Mason University, a Master of Arts in Urban Studies from the University of Alabama-Birmingham and a Bachelor of Arts in English from the University of Montevallo. Previously he was the City Manager of Charlotte, North Carolina. (new position)

Dr. Julie M. Cavallario Visiting Assistant Professor of Physical Therapy and Athletic Training	\$60,000	7/25/16	10 mos
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Dr. Cavallario received a Ph.D. in Human Movement Sciences and an M.S.Ed. in Athletic Training from Old Dominion University and a B.S. in Physical Education, Athletic Training from the State University of New York at Cortland. Previously she was an Accreditation Associate and Communication Coordinator at the Commission on Accreditation of Athletic Training Education (CAATE) and an Adjunct Faculty member in the Department of Human Movement Sciences at Old Dominion University.

Dr. Lenese M. Colson Lecturer of Teaching and Learning	\$48,000	7/25/16	12 mos
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Dr. Colson received a Ph.D. in Information Studies and an M.S. in Library and Information Science from Florida State University, an M.A.Ed. in Curriculum and Instruction from Virginia Polytechnic Institute and State University and a B.S. in Computer Science from Norfolk State University. Previously she was a Lead Graduate Instructor in the School of Information at Florida State University.

Dr. Praveen Kumar Durgampudi Visiting Associate Professor of Community and Environmental Health	\$98,404	8/10/16	10 mos
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Dr. Durgampudi received a European Public Health (E.P.H.) degree from the French School of Public Health, France, a Master of Science in Public Health from Jagiellonian University, Poland, a Master of Public Health from the University of Sheffield, UK, and a Medical Degree (M.B.B.S.) from N.T.R. University of Health Sciences, India. Previously he

was Track Director in Community and Preventive Medicine and Associate Professor in the Department of Public Health and Preventive Medicine at St. George's University.

Dr. Howard O. Goodwin Lecturer of Nursing	\$65,000	7/25/16	12 mos
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Dr. Goodwin received a Doctor of Nurse Anesthesia Practice from Virginia Commonwealth University, an M.S. in Nursing, Nurse Anesthesia and a B.S. in Nursing from Old Dominion University, and a B.A. in Psychology from Virginia Wesleyan College. Previously he was a Certified Registered Nurse Anesthetist at Southampton Memoria

Old Dominion University.

Mr. Thomas Kennedy Lecturer of Computer Science	\$47,000	7/25/16	10 mos
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Mr. Kennedy received an M.S. and a B.S. in Computer Science from Old Dominion University. Previously he was an Adjunct Instructor in the Department of Computer Science at Old Dominion University. (new position)

Dr. Barbara Kraj Associate Professor of Medical Diagnostic and Translational Sciences	\$95,000	7/25/16	10 mos
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Dr. Kraj received a Ph.D. in Health Related Sciences/Clinical Laboratory Science from Virginia Commonwealth University and an M.S. in Biology/Molecular Biology from the University of Silesia, Poland. Previously she was an Associate Professor and Clinical Laboratory Science Program Director in the Department of Medical Laboratory, Imaging and Radiologic Sciences at Augusta University.

Ms. Deborah Ann Krzyzaniak Senior Lecturer of Medical ostic and Translation-0.004 Te ( o)-41i6 (ow 10.7 0 Td ( )Tj 10.3 0 Td ( )T7 EMC /P <</MCID 10 >>-6 (i)-6 (	\$70,500	7/25/16	10 mos
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Mr. Caleb Magyar Lecturer of English	\$42,000	7/25/16	10 mos
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Mr. Magyar received an M.A. in English from the University of Louisville and a B.A. in English Literature and Language from the University of Virginia. Previously he was an Adjunct Instructor in the Department of English at Old Dominion University.

Dr. Kalpana Mahadevan Lecturer of Chemistry and Biochemistry	\$47,000	8/10/16	10 mos
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Dr. Mahadevan received a Ph.D. in Organic Chemistry and an M.Sc. in Chemistry from the Indian Institute of Technology, India and a B.Sc. in Chemistry from Stella Maris College (Autonomous), University of Madras, India. Previously she was an Adjunct Assistant Professor in the Department of Chemistry and Biochemistry at Old Dominion University.

Ms. Mino





Dr. Joshua M. Steinfeld	\$80,000	7/25/16	10 mos
Assistant Professor of Public Service			
Tenure Track			

Dr. Steinfeld received a Ph.D. in Public Administration from Florida Atlantic University, an M.S. in Finance from Johns Hopkins University, a Master of Professional Studies in Organizational Leadership from the University of Denver, and a B.S. in Business Administration an

Ms. Janae B. Tull Lecturer of Mathematics and Statistics	\$47,000	7/25/16	10 mos
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Ms. Tull received an M.A. in Mathematics from Wake Forest University and a B.S. in Secondary Math Education from Southeastern University. Previously she was a Teacher's Assistant in the Math Center at Wake Forest University.

Ms. Chelsea A. Valentine Lecturer of Information Technology and Decision Sciences	\$60,000	7/25/16	10 mos
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Ms. Valentine received a Master of Business Administration in Port Operations/Logistics/Supply Chain Management from Old Dominion University and a B.S. in Psychology from Virginia Polytechnic Institute and State University. Previously she was a Marine Operations and Vessel Specialist at CMA-CGM (AMERICA), LLC.

Ms. Domenica M. Webb Visiting Assistant Professor of Art	\$50,000	7/25/16	10 mos
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Ms. Webb received an M.F.A. from the Norfolk State University and Old Dominion University Joint Program and a B.F.A. from Old Dominion University. Previously she was an Adjunct Assistant Professor in the Department of Art at Old Dominion University.

Dr. Eric W. Weisel Research Associate Professor	\$120,000	8/25/16	10 mos
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Dr. Weisel received a Ph.D. in Engineering, Modeling and Simulation from Old Dominion University, an M.S. in Operations Research from Florida Institute of Technology and a B.S. in Mathematics from the United States Naval Academy. Previously he was Director of Applied Research at Old Dominion University. (Salary includes \$30,000 for serving as Facilities Security Officer for VMASC and directing business development in data sciences for the Office of Research.) (new position)

Ms. Sabrina A. T. Wyche Lecturer of Nursing	\$65,000	8/10/16	10 mos
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Ms. Wyche received an M.S. in Nursing from Old Dominion University, a B.S. in Nursing from Carlow University of Pittsburgh, Pennsylvania, and is enrolled in a Doctor of Education in Organizational Leadership program at Grand Canyon University of Phoenix, Arizona. Previously she was an Associate Professor at Sentara College of Health Sciences.

Ms. Amy L. Yaroch-Meeker Lecturer of Nursing	\$50,000	7/25/16	10 mos
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Ms. Yaroch-Meeker received an M.S. in Nursing from Walden University and a B.S. in Nursing from Old Dominion University. Previously she was an Adjunct Faculty member in the School of Nursing at Old Dominion University and at Tidewater Community College.

Dr. Fred W. York, III Visiting Assistant Professor of Philosophy and Religious Studies	\$50,000	7/25/16	10 mos
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Dr. York received a Ph.D. in Historical Theology and Ethics from Garrett-Evangelical Theological Seminary, an M.T.S. in Ethics from Duke University and a B.A. in Religious Studies and Dramatic Arts from Trevecca Nazarene University. Previously he was an Instructor of Religious Studies at Virginia Wesleyan College.

September 22, 2016

APPOINTMENT OF THE BATTEN ENDOWED CHAIR IN CYBERSECURITY  
BATTEN COLLEGE OF ENGINEERING AND TECHNOLOGY

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Hongyi Wu as the 2016-21 Batten Endowed Chair in Cybersecurity. A summary of his career is included below for information purposes.

Dr. Wu received a Ph.D. in 2002 in Computer Science and Engineering from the State University of New York at Buffalo. He received an M.S. from the Department of Electrical and Computer Engineering at the State University of New York at Buffalo and a B.S. from the Department of Scientific Studies at The University of Louisiana at Lafayette (2002-2007) and Associate Professor (2007-2012) Professor since 2012 at the same institution. He served as Director of The Center for Computer Studies at the University of Louisiana at Lafayette (2013-2014) and the Alfred and Helen M. Lamson Endowed Professorship in Computer Science in 2008.

Dr. Wu has taught both undergraduate and graduate students and his teaching has been highly praised by his students. He supervised eight successful graduate students. Dr. Wu has published 36 articles and received 14 grants totaling over \$2 million and has received the CAREER Award. He has an excellent service record, having organized several conferences.

September 22, 2016

APPOINTMENT OF THE BATTEN PROFESSORSHIP IN JEWISH STUDIES  
COLLEGE OF ARTS AND LETTERS

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Amy K. Milligan as the 2016-21 Batten Professor in Jewish Studies. A summary of her career is included below for information purposes.

Dr. Milligan received a Ph.D. in American Studies from Pennsylvania State University – Harrisburg, an M.T.S. and a Certificate in Gender Studies from Duke University, and a B.S. in Religious Studies and German from Elizabethtown College. She previously served as the Director of Faculty Development and Support at Pennsylvania College of Health Sciences. Dr. Milligan also has experience as Visiting Assistant Professor of Women and Gender Studies and Adjunct Professor of Women and Gender Studies and Religious Studies at Elizabethtown College.

Dr. Milligan has taught many courses on or related Jewish Studies, including Contemporary Women and Global Religion, Holocaust and Genocide Studies, Introduction to Judaism, Introduction to Islam, Introduction to World Religions, and Religion in American Life and Thought. In addition, she served as a Fulbright Scholar in Germany. Dr. Milligan's scholarly credentials are superb. She has already published one book (as sole author) and has a co-edited volume forthcoming in 2017 (already contracted) along with journal articles and edited volumes.

As well, Dr. Milligan has been active in the communities where she has resided. Because of her successful record of community engagement, she has various awards, including the Interfaith Leadership and Service Award from Elizabethtown College, the Raphael Patai Prize in Jewish Folklore and Ethnology, and the Presidential Interfaith and Community Service Campus Challenge (recognition by the White House).

September 22, 2016

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. Katie Anderson Advisor/Success Coach and Instructor	\$44,000	7/10/16	12 mos

Ms. Anderson received an M.S. in Counseling from James Madison University. Previously she served as an Academic Counselor at the University of California, San Diego.

Ms. Alyssa Armstrong Second Assistant Women's Rowing Coach and Assistant Instructor	\$37,500	8/25/16	12 mos
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Ms. Armstrong earned an M.S.Ed. in Physical Education from Old Dominion University and a B.S. in Sport and Recreation Management from the University of Iowa. Previously she served as a Graduate Assistant Coach for the University's women's rowing team. She also has experience as a women's rowing team member for the University of Iowa.

Mr. Aaron Arenas and Assistant Instructor	\$35,700	7/25/16	12 mos
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Mr. Arenas received a B.A. in Psychology and from George Mason University. Previously he served Drexel University as a recruitment coordinator and m

Mr. Sergey Avdeyev  
Assistant Tennis Coach  
and Assistant Instructor

Mr. Avdeyev received a B.A. in Sociology fr  
he served as a volunteer men's coach for the Univers

Dr. Nancy Badger Executive Director of Counseling Services and Assistant Professor	\$125,000	8/9/16	12 mos
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Dr. Badger received a Ph.D. in Counseling Psychology from Kent State University, a Master's degree in Student Personnel Administration, a Master's degree in School Psychology and a Bachelor's degree in Psychology from Ball State University. Previously she was Director of the Counseling Center at the University of Tennessee at Chattanooga.

Mr. Robert Batchelder Jr. Academic Advisor and Instructor	\$45,000	8/25/16	12 mos
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Ms. Mary Gregory MonarchTeach Master Teacher Darden College of Education and Instructor	\$64,000	7/10/16	12 mos
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Ms. Gregory earned an M.S.Ed. and a Certificate of Advanced Graduate Studies from Regent University. Previously she worked as the Pre-Medical, Health, and Engineering Professions Specialty Program Coordinator for Norfolk Public Schools.

Mr. James Haeseker Assistant Recruiting Coordinator, Football and Instructor	\$30,000	5/25/16	12 mos
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Mr. Haeseker received an M.S. in Sports and Entertainment Management from the University of South Carolina. Previously he served as an Operations Recruiting Fellow for Wake Forest University.

Mr. Adam Hanson Student Success Advisor, Advising and Transfer Programs and Instructor	\$44,000	5/25/16	12 mos
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Mr. Hanson received an M.S.Ed. in Counseling from Old Dominion University. Previously he held advising positions in the Office of Advising and Transfer Programs and the Strome College of Business at Old Dominion University.

Ms. Jasmine Harris Residence Hall Director and Instructor	\$32,000	7/10/16	12 mos
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Ms. Harris received an M.S. in Health Informatics and Information Management from East Carolina University. Previously she worked as a Campus Living Graduate Assistant for East Carolina University.

Ms. LaToya Haynes Case Manager, Student Engagement and Enrollment Services and Instructor	\$45,000	6/10/16	12 mos
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Ms. Haynes received an M.S.W. from Stony Brook University. Previously she served as a Community Director for the Department of Residence Life at the University of Maryland College Park.

Ms. Kaila Henry  
Residence Hall Director  
and Instructor

\$32,000

7/10/16

12 mos

Ms. Henry received an M.S.Ed. with a concentration in Student Affairs Administration from the University of Wisconsin at La Cross. Previously she worked as the Pride Center

for Boys in South Kent, CT and as an Assistant Men's Basketball Coach for Colgate University, Stony Brook University, American University, and the University of Vermont.

Dr. Michele Kekeh

\$50,000

Ms. LaShay McQueen

Mr. Lamarr



Ms. Page Stooks Assistant Vice President for Development and Assistant Instructor	\$125,000	6/25/16	12 mos
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Ms. Stooks received a B.S. degree in Business Administration from Christopher Newport University. Previously she worked as the Director of Major Gifts for Old Dominion University and was a Chief Development Officer for ForKids, Inc, a non-profit organization helping families dealing with homelessness and poverty.

Mr. Travis Thomas Athletic Academic Advisor and Instructor	\$40,800	7/10/16	12 mos
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Mr. Thomas received an M.S.Ed. in Exercise Science from Auburn University at Montgomery. Previously he worked as the Athletic Academic Support Services Assistant at the University of Alabama.

Ms. Kathleen Wade Nurse Practitioner and Instructor	\$75,000	8/10/16	11 mos
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Ms. Wade received a B.S. in Nursing from Franklin University and an M.S. in Nursing as a Family Nurse Practitioner from Wright State University. Previously she worked as a Practitioner for the Sentara Medical Group of Family Medicine in Virginia Beach, VA.

Mr. Shixing Wen Associate University Librarian for Resources	\$95,000	8/10/16	12 mos
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Mr. Wen received an M.L.S. from Indiana University and an M.A. and B.A. from Hangzhou University. Previously he was Head of Technical Services at the University of Minnesota Duluth Library.

Mr. Timothy Wentz Assistant Athletic Media Relations Director and Assistant Instructor	\$32,000	8/10/16	12 mos
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Mr. Wentz received a B.A. in English from Virginia Commonwealth University. Previously he served as the Athletics Public Relations Assistant for Southern Methodist University.



September 22, 2016

EMERITUS APPOINTMENTS





September 22, 2016

APPROVAL OF PROPOSED

**NUMBER:** 1401

**TITLE:** Initial Appointment of Teaching and Research Faculty

**APPROVED:** June 12, 1980; Revised November 19, 1987; Revised April 12, 2002; Revised September 9, 2005; Revised April 7, 2011; Revised June 16, 2011; Revised April 23, 2015 (eff. 6/1/15)

I. Board of Visitors Policy

- A. No one has the authority to make a firm offer of employment (subject to approval by the Board) except the provost and vice president for academic affairs, who acts by authority of the president. Any communication at the departmental or college level with potential appointees should make it clear that approval by the provost and vice president for academic affairs is required.
- B. An initial faculty appointment should not be considered final until it has been approved by the Board of Visitors. All offers of employment and other communications with potential faculty members should specifically state this fact.
- C. No administrative official shall have the authority to make a statement of expectation of tenure or a written/ oral commitment that implies in any way a promise of tenure except as described in

## II. Initial Appointment Procedures

### A. Position Approval

1. Department. In a timetable established in accordance with the procedures for building the operating budget for the coming year, each department anticipating hiring new faculty for the coming year projects the positions it wishes to fill (including both new positions and replacements for retiring faculty members or others known to be leaving).
  - a. These projections must be in accordance with the approved mission of the department and must be clearly related to demonstrable needs of the department, including at least a clear relationship between instructional faculty and projected FTE students in accordance with the departmental faculty/student ratios approved by the Office of the Provost and Vice President for Academic Affairs.
  - b. Other justifications for positions may include establishment of new programs that may not immediately produce FTE students sufficient to justify the position, existence of substantial funded research for which time will be purchased by an outside agency, and important service activities required by the department within the university's mission.
2. Dean. The dean, once reports have been received from all departments, recommends to the provost and vice president for academic affairs in priority order new and replacement faculty positions for the coming year together with salaries required for each position. Copies of the departmental recommendations are included by the dean in the report to the provost and vice president for academic affairs.
3. On the basis of the projected needs of the following year, the provost and vice president for academic affairs requests a specific number of faculty positions and a budget for these positions from the president at the appropriate time in the annual budget process.
  - a. Within the budget and positions allocated to the provost and vice president for academic affairs by the president, the provost and vice president for academic affairs assigns positions and funds to each dean for new and replacement faculty positions.



- b. If the position is assigned to a college, the provost and vice president for academic affairs assigns additional funds to the dean of that college to cover the salary of this position. These funds are not necessarily equal to the salary of the departing faculty member.
- c. The dean may then assign an additional position to the department within the college having the greatest need.
- d. Positions falling vacant are not automatically assigned to the same college or department but are assigned on the basis of university and college priorities.

B. Recruitment and Interview Procedures

- 1. Once a position has been assigned to a department, the following recruitment procedure is instituted. A similar procedure will be followed for interdisciplinary faculty. Aahe

- e. After ensuring that appropriate affirmative action policies and procedures have been met, the chair, with the approval of the dean, then chooses one or more of the most qualified candidates to visit the campus. All final candidates for a position should visit the Old Dominion University campus. Because of fund limitations, it will usually not be possible to invite more than two or three candidates for one position.
4. The following procedures for campus visitations are followed:
- a. The search committee must receive prior approval from the Office of Academic Affairs (who will check with the assistant vice president for institutional equity and diversity in order to ensure that procedures have been followed) for the expenditure of the travel funds before the candidate is invited.
  - b. The search committee has the responsibility for setting up the schedule of campus meetings with designated personnel.
  - c. All candidates meet with the chair, dean, all available f2m4/-4 (l)-6 (e)-6 (hy2)2 (i)-2Tmb (i)

- b. The dean recommends to the provost and vice president for academic affairs on a prescribed form that a contract be written. Appended to this form is a copy of the recommendation of the faculty or of the appointments committee together with the recommendation of the chair.
  - c. If the dean is requesting any special consideration, limitations, or exceptions to normal policy and procedure concerning the appointment, such recommendations should be transmitted to the provost and vice president for academic affairs at this time.
  - d. Any recommendation that credit toward the probationary period for tenure for prior academic experience be granted shall also accompany the request that a contract be written.
2. The provost and vice president for academic affairs or the vice provost consults with the university's assistant vice president for institutional equity and diversity to ensure that proper affirmative action procedures have been followed.

d.