APP R 22/16

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B O
Thu r s d ay

M IN U

TheBoa r d o Ap r i f
June9 t 8:45 a.m in theBoa r Wed b , R oom b ampus. Uni v
P r esent f

R ona l d C. R
Y v onneT. 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. Chen g
Michae l J. Hen r y
Ma r y Manis-Chae 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. Sessom
Lisa B. Smith
Ju d ith C
R o b e r t M. Tata
F r e d J. Whyte
Peter a Szonyi (Student Representative) i

Absent was: Alton J. H

Also p were:

	Velvet Grant	David Robichaud
	David H	Scott Robinson
John R. Broderick	Scott H	Sep tember Sanderl
Austin Agho	Etta H	Wood Selig
Bruce Aird	Jeff H	Deb Swiecinski
e /P C /P er<</M	ToddClbDn36on>>BD5w 1.51 0 Tc 0.004 Tw 4.47 BDC 70.0041 4T5w 1.2 (g)10 (h	
Jonathan Cawley	Elizabeth K	Jena Virgsey
Leigh Consuds	Richard M assey	Rusty Waterfield
Chandra de Silva	Donna W. M eeks	Debbie White
Dale Feltes	K arer	M M embers of the media
Christop	Earl Nance Fleming	and p ublic atte
M orris Foster	Ellen Neufeld	morning session
Giovanna Genard	Brian Payne	

CALL T O

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 is 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; wider seats ar 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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R EP O R

AUDIT CO MMITTE

The Rector

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

Dr. Frydenlund received a Ph.D. in International Studes from O
in Ap s 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 Studes Dep

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.

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.

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 M ate University. Previously she was a Senior Lecturer of
Counseling and H

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 Assistant Wrestling CoandInstructor	$40,3eHlH	4/10/16	12 mos

M earnedar.BHachelor of Science in Business Administration in both Accounting and
Finance and an M .S. in Accounting from O
wrestling coach at O ldDominion.

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 ldDominion University
LLC, a p roject management firm that p rovi

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

M nedan sMRose ear .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 DirectandInstructor	$53,040	5/25/16	12 mos

M arnedasn.Smith e .S. in Adult Education: H
Carolina A&T University and a Bachelor of Arts in English-GreensUNCo. Previously

assistant p rofessor may be considered for tenure
associate p rofessor is simultaneously considered

II. Board of Visitors Policy and Criteria for Academic Rank (Non-tenure-track Faculty)

A. Full-time faculty members holding the following ranks are not eligible for tenure, but time at O cdoulnDtoemdin siopn University in the p robationary p eriod for tenure

1. Instructor-Ap p s based on evidence ofointment to p romise in teaching. Instructors normally hold mast of sp ecialization. There are three typ University:

   a. Faculty members normally lacking the highest terminal degree who emp loyed to teach undergraduate freshman courses, usually sop They normally receive annual ap p eriod of three years, but in excep rea p p nnual contract. They a maxi must be informed in writing at the time of the original ap their p ositions are not p considered for tenure.

   b. Instructors who are terminal degree candidates for a terminal degree may be given annual ap p p rovide evidence that they will comp degree within the first year of teaching at O instructor in this category who comp letes this dep artment recommends reap as an assistant p rofessor and is eligible for te p robationary p eriod. A degree requirements during the first semester at O is given the title of assistant p rofessor for instructor in this category who does not comp let terminal degree within the first year of emp loyment reap p ointed for a second may be granted with the ap p p resident for academic affairs; if all require comp eted within the second year, the instructor is p assistant p rofessor. If all degree requirements a the second year, a third and terminal contract as instructor may be granted but the faculty member is not eligible for consideration for p tenure.

   c. Tenure-track, master's level instructors I- c er.004 Tc 0.00u p

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

e. Faculty of Practice. Faculty of practice are ap
professor, associate p r
are generally made for a specified term and do no
promotion 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 on
department policies, m
committees. They cannot vote on ap p
tenure of faculty. Initial p
p must be reviewed and recommended for ap
reap pointment 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 dete
should be retained beyond the fifth year. An evaluation rep
submitted to the p rovost iacndavfieairps 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 dep in- th review conducted by the dean during

a. The candidate prepares an c
pro f
prepared in accordance
o o l fo e v a
both quantitative and qua l
chair and d en
credentials to the d pa r

The b dt promotion and tenure committee r e v
v ote ,
recommendation and votes a r esu
copy to the senior lecturer seeking

c. The department chair makes an independent d
recommendation w
f
tenure committee

The co d l . l e g ep r omotion
and makes a recommendation. The criteria
are f

1. I f
are viewed w rs. 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 f p r o
teaching o r p r o
f
equivalent appointment. Persons in this rank are expected
instructional o r l ead er
participate in the p r o
o -time f f

1. Evaluation

a. Persons initially appointed d
and a decision made e concer
according to the po l
Faculty." In ad
persons hol d in g
w i d l e the v l
individual 's tea
need s o f
individual 's pe
retained beyond the

the pr o v ost an d v ice pr esi c
the r e v ie w at the co

I b . f
a f
aca ic year d r s. Those pe r sons w
su b - ject to and the r point h r e v ie
semter r o f
r eappointe d -year r o pe r i d s b
p r oce d u r eas d esc r i b

c. I f
year r o year r appointments f
b enoti
the po l icy on " R eappointment o r Non r eappointment o
r equest a r e v ie w
p r esi d ent

Committee members ap p roved by unanimo
Tenure. The p rop osed revisions refl
regarding the confidentiality of deliberations and the notification cpulty
members during the tenure p rocess. The following was brought forth as a resolution
recommendation of the Academic and Research Advancement Committee and was
unanimously ap p roved by all members p (Allmond, Bennett, Bernd,
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 [illegible] the purposes 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 peric 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 imply 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 period begins at Old Dominion University at the rank of professor, or full professor; -track p ion 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 osition.

2. Time in a p pointment 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, depart assistant chair will thus count as p tionary part of the per

3. Time in a position that involves no teaching of cre a teacher of children or a therapist in the Childre 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 fro 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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