

**OLD DOMINION UNIVERSITY  
BOARD OF VISITORS  
Friday, December 1, 2023**

**MINUTES**

A regular meeting of the Board of Visitors of Old Dominion University was held Friday, December 1, 2023, at 9:00 a.m. in the Kate and John R. Broderick Dining Commons on the Norfolk campus. Present from the Board:

R. Bruce Bradley, Rector  
Susan Allen  
Robert S. Corn  
Dennis M. Elmer  
Andrew Hodge  
Brian K. Holland  
Toykea S. Jones  
E.G. Middleton, III  
Elza H. Mitchum  
Ross A. Mugler  
P. Murry Pitts  
Maurice D. Slaughter  
D.R. Wyatt  
Keshav Vermani (*Student Representative*)

Absent from the Board:

Jerri F. Dickseski  
Larry R. Hill  
Kay A. Kemper  
Juan M. Montero, MD

Also present:

Brian O. Hemphill, President	Maggie Libby
Austin Agho	Donna Meeks
Casey Kohler	Karen Meier
Ken Fridley	Alicia Monroe
Annie Gibson	Brian Payne
Nina Rodriguez Gonser	Chad Reed
Steve Harrison	Heather Richter
Adam Henken	September Sanderlin
Jaime Hunt	Ashley Schumaker
Stephanie Jennelle	Wood Selig
Amber Kennedy	Amanda Skaggs
Susan Kenter	Dwayne Smith
Sarah Jane Kirkland	Allen Wilson
Brandi Hephner LaBanc	

## **CALL TO ORDER**

The Rector called the meeting to order at 9:01 AM.

## **SPECIAL RECOGNITION**

Director of Athletics Wood Selig presented the Big East Conference Champions Women's Field Hockey Team and the two-time Sun Belt Conference Champions Women's Soccer Team. He introduced the coaches and the teams' players introduced themselves. Each team presented the Rector with a commemorative gift and received congratulations from the President, Rector and the Board.

## **APPROVAL OF MINUTES**

Upon a motion made by Mr. Mugler and seconded by Mr. Pitts, the minutes of the Board of Visitors meetings held on August 15, 2023; August 24-25, 2023; September 14, 2023; and October 27, 2023, were approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Wyatt*).

## **RECTOR'S REPORT**

The Rector noted how impressed he was when Women's Field Hockey Coach Andrew Griffith said during yesterday's Athletics Committee meeting that all team coaches phoned him to congratulate him after the team had won the Big East Conference Championship. This demonstrates the culture of camaraderie among the athletic teams at ODU.

The Rector congratulated President Hemphill on his excellent State of the University Address and noted that a video of his address is available online. He also complimented the President on how he continues to calmly navigate the twists and turns of the EVMS merger, as well as his fundraising skills that resulted in a \$5M gift from the Mellon Foundation.

The launch of the Institute of Data Science will put Old Dominion University on the map. It is located on the 10<sup>th</sup> Floor of the Armada Hoffler Building in Virginia Beach. The Rector congratulated Vice President Chad Reed on the renovation of the space.

The Rector concluded his report by urging Board members to attend all committee meetings on the first day of the two-day meetings to learn more about the University. The meeting schedule was restructured so that each Committee meets independently and allows for attendance by all Board members.

## **PRESIDENT'S REPORT**

In his report to the Board, President Hemphill provided updates on the following events and activities:

### **Annual State of the University Address**

On November 3, 2023, I was honored to stand before approximately 2,000 proud Monarchs to deliver the annual State of the University Address. I want to acknowledge the seven Board members in attendance at this year's address, which is now available in full text and video formats on the University's website. Also, the 2022-2023 President's Report, which was distributed immediately following the address to those in attendance, is being shared broadly with the Monarch Nation. Similar to the annual State of the University Address, the President's Report highlights the individual and collective efforts of Old Dominion students, faculty, staff, alumni, and friends. It is a special moment each year when we reflect on the past, celebrate our accomplishments, and plan for the future!

### **Annual Veterans Day Observance**

On November 10, 2023, the University hosted its annual Veterans Day Observance that featured a distinguished guest speaker, Captain Janet H. Days. Captain Days serves as the Commanding Officer of Naval Station Norfolk and is a dedicated Monarch alumna with many accolades throughout her military career. This annual event, which is traditionally held outside on Kaufman Mall, proudly showcases Army ROTC and Navy ROTC students. Despite this year's cold and windy weather, Captain Days delivered a heartwarming address that paid tribute to her upbringing and service, as well as those who have challenged and inspired her.

### **Regional Workforce Development Roundtable Discussion**

On November 16, 2023, the University was pleased to serve as the meeting location for a Regional Workforce Development Roundtable Discussion that was held with strong support from the Hampton Roads Workforce Council and featured two special guests, Governor Glenn Youngkin and Secretary of Labor Bryan Slater. With a total of 10 regional higher education leaders and 11 top executives from leading companies such as Amazon, Booz Allen, Jefferson Lab, and Sentara Health, the group assembled as a follow-up to an inaugural convening in February of 2022, which was also hosted by ODU.

During the February 2022 discussion, it was clear that there was a deep commitment to working together and creating a more profound impact for our institutions and our communities. Since that time, significant progress has been made, including the establishment and operation of Campus757 through the Hampton Roads Workforce Council.

The focus of the recent roundtable discussion was to further discuss ideas for improving partnerships and related outcomes, such as increasing job placement rates; producing graduates to meet future needs; and ensuring individuals remain in the region following graduation. The agenda included open dialogue regarding pathways to facilitate enhanced engagement, expanded impact, and greater outcomes for our citizens and communities with specialized attention to business and industry needs, workforce gaps, and talent development. The event was held as part of the ongoing effort to make Hampton Roads a true destination to learn, live, work, and raise a family in accordance with Governor Youngkin's goal for all communities throughout the Commonwealth.

### **Dedication and Opening of the ODU Virginia Beach Institute for Data Science**

Also, on November 16, 2023, the University dedicated and opened the Virginia Beach Institute for Data Science. Located on the top floor of the Armada Hoffer Tower in Town Center, ODU's Virginia Beach Institute of Data Science features research labs and innovation spaces as well as a training space for simulating cybersecurity incidents. This project, which represents a powerful partnership with the City of Virginia Beach, provides an additional location for the School of Data

Science and a central place for collaboration and discovery with business and industry. The dedication and open included participation from a large contingent of regional leaders, including a cross-section of government and industry representatives, who had an opportunity to explore the newly-renovated space and engage with world-class faculty.

### **Legislative Priorities for Upcoming Regular Session**

Each year, the University prepares a legislative agenda that includes our top priorities as we enter the regular session of the General Assembly in January. For the upcoming session, the University has identified one capital priority and three funding priorities as follows:

- Our capital priority is the planning and construction of an **Engineering and Arts Building**. The building will address an array of significant existing programmatic and building deficiencies across several academic colleges, while expanding Old Dominion University's ability to prepare students for the challenges of today's society and changing workplace. The approximately 135,000 square-foot building will include state-of-the-art instruction, laboratory, maker, studio, computer, and collaborative spaces that integrate the arts and the sciences and facilitates dynamic ways of teaching and research, along with office and other academic support functions. Specialty spaces will include Securable Heavy Duty High Bay Research Facilities; Export Controlled Research Spaces; Creative Flexible Lab Spaces; Fabrication and Prototyping Facilities; Integrated Augmented/Virtual Reality Laboratory; and Motion Capture Suite.
- **ODU-EVMS Integration:** Additional funding is being requested to support the integration of ODU and EVMS, specifically \$21 million in FY25 and \$16 million in FY26. The integration will support the Eastern Virginia Health Sciences Center at ODU; ensure the ongoing success and stability of EVMS' existing programs; and provide growth opportunities for the campuses, local communities, and the Commonwealth of Virginia.
- **Base Funding:** \$11.4 million in each year is being requested to close the historical disparity in base funding. Primary uses of the funding will include freeing up one-time resources for critical infrastructure support and maintenance by filling the longstanding hole in ODU's ongoing budget; addressing faculty compensation and E&G support services; and investing in wage positions to maintain competitiveness and support employee retention in front-line positions.
- **Virginia Military Survivors and Dependents Education Program (VMSDEP) Waivers:** \$9,114,010 in each year is being requested to cover the full cost of waivers granted pursuant to VMSDEP. The cost of these waivers at ODU has increased from \$2 million in FY19 to over \$9 million in FY23 and is expected to continue its trajectory upward.

In recent months, the University has engaged in a multitude of discussions with current and prospective state leaders to build awareness and support for these important items. With the outcome of the recent election, the University continues to engage in outreach and will do so leading up to and through the upcoming session.

### **Upcoming Commencement Ceremonies**

On December 16, 2023, the Monarch Nation will join together to celebrate our newest graduates during Commencement ceremonies to be held at 9:00 AM with 870 graduates from the Batten

College of Engineering and Technology; the College of Arts and Letters; the College of Sciences; and the School of Cybersecurity followed by a 12:30 PM ceremony with 704 graduates from the Darden College of Education and Professional Studies; the Strome College of Business; the College of Health Sciences; the School of Data Science; and the School of Nursing. On this memorable day, a total of 1,574 graduates, including 1,231 with bachelor's degrees, 279 with master's degrees, four as educational specialists, and 60 with doctoral degrees, will celebrate this significant achievement surrounded by their loved ones and campus champions in Chartway Arena. During both ceremonies, Congressman Bobby Scott, who is well-known and highly-respected in our community and across the Commonwealth, will serve as the keynote speaker. As a dedicated public servant, Congressman Scott will deliver a powerful address to our newest alumni as they prepare for the journey ahead in both their personal and professional lives!

### **STUDENT REPRESENTATIVE REPORT**

Keshav Arun Vermani, Student Representative to the Board, shared fall 2023 updates and spring objectives with the Board. Monarchs Give Back raised over 30,000 canned food items for Norfolk Public Schools and the Monarch Food Pantry and was supported by hundreds of student volunteers. Student usage of the Monarch Pantry has skyrocketed since its creation in 2020. University Advancement is assisting with acquiring financial support through grants, corporate sponsorships, individual donors, and partnership with the Foodbank.

A student survey is planned for the spring semester and will focus on academic resources, affordability, engagement, and mental health. Mr. Vermani said that he will also assist with the student representation transition with planned interest meetings, collaboration on the application process, and updating transition materials.

### **EDUCATIONAL MOMENT – HAMPTON ROADS BIOMEDICAL RESEARCH CONSORTIUM (HRBRC)**

Heather Richter, Ph.D, Interim Executive Director of HRBRC, provided an overview of the Hampton Roads Biomedical Research Consortium in partnership with EVMS, Norfolk State University, and Sentara. This 501c3 organization receives base funding from the Commonwealth of Virginia and is intentionally collaborative with a flat leadership structure. Its charge is to reduce health disparities and inequities and grow the biohealth economy.

Dr. Richter introduced the leadership team and noted that the goals of the Consortium are to lead and elevate the research enterprise in Hampton Roads; engage stakeholders in all sectors of the community to work together to tackle the biggest health and environmental problems in Hampton Roads; and grow the biohealth vertical around health equities. She described the research efforts of the ODU-Thomas Jefferson National Accelerator Facility Joint Institute on Advanced Computer for Environmental Studies and the research computer investment to support complex data types including HIPAA, PHI, and CUI as well as non-protected data.

Dr. Richter explained the transdisciplinary research efforts of the Hampton Roads Community Empowerment Alliance that partners with 115+ church leaders and engages with 60+ nonprofits throughout Hampton Roads, and the startup support programs underway to cultivate an innovation

and commercialization pipeline around biohealth vertical development. She also shared a pilot program for generative AI for maternal fetal medicine.

Through this interconnected effort, Hampton Roads will be the national leader in health equity intervention. Strategic planning to make a focused and significant investment has identified critical mass in women's, children's health & mental health with environmental management and advanced analytics and can disrupt lifelong learning inequities where they start by nurturing strong families through bonding, nutrition, environmental stability, new clinical care models, biohealth innovations, information use, and strategic community.

## **REPORTS OF STANDING COMMITTEES**

### **ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE**

Brian Holland, vice chair of the Academic and Research Advancement Committee, reported that the Committee discussed in closed session recommendations for the appointment of four faculty members with tenure and a dual employment. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Wyatt*).

### **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. Trent D. Buskirk as Professor with the award of tenure in the Department of Information Technology & Decision Sciences in the Strome College of Business, effective November 25, 2023.

Salary: \$195,000 for 10 months  
Rank: Professor (designated as Data Science Fellow)

The following contains my recommendation for the initial appointment with tenure of Dr. Trent Buskirk in the Department of Information Technology & Decision Sciences. Dr. Buskirk received a B.S. in Mathematics from Presbyterian College, an M.S. in Mathematics from the University of South Alabama, and a Ph.D. in Statistics from Arizona State University. Prior to ODU, he was a Professor and the Director of the Center for Survey Research (August 2016 – January 2019) at the University of Massachusetts-Boston, a tenured Novak Family Distinguished Professor of Data Science (January 2019 – present) at Bowling Green State University, and an Affiliate Faculty member (January 2021 – present) for the Social Data Science Center at the University of Maryland.

The ODU *Teaching and Research Faculty Handbook* states, “The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission” (p. 60). The ODU *Teaching and Research Faculty Handbook* policy on Initial Appointment of Teaching and Research Faculty states a request for initial appointment with tenure at the rank of 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” (p. 28).

Recommendations in support of tenure for Dr. Buskirk were received from the departmental, college, and university promotion and tenure committees, as well as from the college dean.

The Promotion and Tenure Committee for the Department of Information Technology & Decision Sciences (6–0), the Promotion and Tenure Committee for the Strome College of Business (5–0), and the University Promotion and Tenure Committee (6–0), unanimously recommend appointment with tenure. Dr. Kenneth Kahn, Dean of the Strome College of Business, also recommends appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Trent Buskirk meets the standards for tenure in the Department of Information Technology & Decision Sciences 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. Frank Y. Liu as Professor with the award of tenure in the Department of Computer Science in the College of Sciences, effective September 10, 2023.

Salary:           \$275,000 for 10 months  
Rank:             Professor (designated as Director, School of Data Science; Centennial Professor)

The following contains my recommendation for the initial appointment with tenure of Dr. Frank Liu in the Department of Computer Science. Dr. Liu received a B.S. in Electrical Engineering from the University of Science and Technology of China, an M.S. in Applied Mathematics and Statistics from the University of Minnesota and a Ph.D. in Electrical and Computer Engineering from Carnegie Mellon University. Prior to ODU, he was a Research Staff Member at IBM Research (August 2000 – August 2019), and is a Distinguished Research Staff (September 2019 – present), and a Research Manager (October 2020 – present) at Oak Ridge National Lab.

The ODU *Teaching and Research Faculty Handbook* states, “The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission” (p. 60). The ODU *Teaching and Research Faculty Handbook* policy on Initial Appointment of Teaching and Research Faculty states a request for initial appointment with tenure at the rank of 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” (p. 28).

Recommendations in support of tenure for Dr. Liu were received from the department and college promotion and tenure committees, as well as from the college dean. The Promotion and Tenure Committee for the Department of Computer Science (9–0) and the Promotion and Tenure Committee for the College of Sciences (6 – 0), unanimously recommend appointment with tenure.

Dr. Gail Dodge, Dean of the College of Sciences, also recommends appointment with tenure. The University Promotion and Tenure Committee emerged with a split vote (2–4) and did not recommend Dr. Liu for tenure, based primarily on their conclusions related to Dr. Liu’s teaching experience.

The *Teaching and Research Faculty Handbook* requires that “any faculty member awarded tenure must meet the minimum requirements for the rank of associate professor” (p. 62), including “an established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas” (p. 37). Dr. Liu has clearly surpassed these requirements, as recognized by all committees, including the University Promotion and Tenure Committee, which concluded that Dr. Liu met or exceeded research and service expectations for tenure. They affirmed that he is “an internationally recognized expert in data science” whose “extensive and impressive” research accomplishments have had a significant and far-reaching impact on a diverse array of issues within computing and data science. Dr. Liu was recognized at all levels of review for his pre-eminence in professional service.

Based on my independent evaluation of the totality of Dr. Liu’s professional experience, academic qualifications, and his strong record of publications, grant acquisition, and management, research, and professional service, I find that Dr. Liu merits the award of tenure in the Department of Computer Science at Old Dominion University. While his teaching record is atypical, his high-quality performance in this area is innovative and impactful, given its emphasis on advising, teaching in alternative and intensive contexts, supervising internships, and mentoring graduate students.

-----

### **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. Hong Qin as Associate Professor with the award of tenure in the Department of Computer Science in the College of Sciences, effective July 25, 2023.

Salary:           \$135,000 for 10 months  
Rank:             Associate Professor

The following contains my recommendation for the initial appointment with tenure of Dr. Hong Qin in the Department of Computer Science. Dr. Qin received a B.S. in Biological Sciences & Biotechnology, and an M.S. in Biophysics from Tsinghua University in China, an M.S. in Computer Science from the Loyola University of Chicago, and a Ph.D. in Biochemistry and Molecular Biology from the University of Chicago. Prior to ODU, he was a tenured Associate Professor (September 2015 – July 2016) at Spelman College and at the University of Tennessee at Chattanooga (August 2018 – July 2022). His most recent appointment was as a tenured Professor (August 2022 – present) at the University of Tennessee at Chattanooga.

The ODU *Teaching and Research Faculty Handbook* states, “The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission” (p. 60). The ODU *Teaching and Research Faculty Handbook* policy on Initial Appointment of Teaching and Research Faculty states a request for

initial appointment with tenure at the rank of 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” (p. 28).

Recommendations in support of tenure for Dr. Qin were received from the department, college, and university promotion and tenure committees, as well as from the college dean.

The Promotion and Tenure Committee for the Department of Computer Science (9–0), the Promotion and Tenure Committee for the College of Sciences (6–0), and the University Promotion and Tenure Committee (6–0) unanimously recommend appointment with tenure. Dr. Gail Dodge, Dean of the College of Sciences, also recommends appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Hong Qin meets the standards for tenure in the Department of Computer Science 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. Daniel Takabi as Professor with the award of tenure in the Department of Electrical & Computer Engineering in the Batten College of Engineering and Technology and Batten Endowed Chair of Cybersecurity, effective July 25, 2023.

Salary: \$275,000 for 10 months  
Rank: Professor (designated as Director, School of Cybersecurity and Research  
Director, Coastal Virginia Center for Cyber Innovation)

The following contains my recommendation for the initial appointment with tenure of Dr. Daniel Takabi in the Department of Electrical & Computer Engineering. Dr. Takabi received a B.Sc. in Computer Engineering from Amirkabir University of Technology in Iran, an M.Sc. in Information Technology (Networking) from the Sharif University of Technology in Iran, and a Ph.D. in Information Science and Technology (Cybersecurity) from the University of Pittsburg. Prior to ODU, he was an Assistant Professor (August 2013 – August 2019) at the University of North Texas and an Associate Professor (August 2019 – June 2023) and Director of the Interdisciplinary Research and Education (INSPIRE) Center (August 2019 – July 2023) at Georgia State University.

The ODU *Teaching and Research Faculty Handbook* states, “The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission” (p. 60). The ODU *Teaching and Research Faculty Handbook* policy on Initial Appointment of Teaching and Research Faculty states a request for initial appointment with tenure at the rank of 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” (p. 28).

Recommendations in support of tenure for Dr. Takabi were received from the department, college, and university promotion and tenure committees, as well as from the college dean.

The Promotion and Tenure Committee for the Department of Electrical & Computer Engineering (10–1), the Promotion and Tenure Committee for the Batten College of Engineering & Technology (4–0), and the University Promotion and Tenure Committee (6–0) recommend appointment with tenure. Dr. Kenneth Fridley, Dean of the Batten College of Engineering & Technology, also recommends appointment with tenure.

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

-----

### RESOLUTION APPROVING DUAL EMPLOYMENT

**Whereas**, pursuant to Virginia Code §2.2-3106(C)(2) immediate family members may both work at Old Dominion University if (i) they are engaged in teaching, research, or administrative support positions, (ii) this Board finds it is in the best interests of Old Dominion University to allow the dual employment, and (iii) the immediate family member does not have sole authority to supervise, evaluate or make personnel decisions regarding the other, and

**Whereas** the following individuals both work in the same department and neither has authority to evaluate, supervise or make personnel decisions regarding the other,

Gordon Melrose and Jessie Melrose, parent/child

**Be it Resolved** that the Board of Visitors of Old Dominion University finds that it is in the best interests of the University and the Commonwealth for the dual employment of the above named to exist.

**Be it Further Resolved** that the dual employment of those listed above is recognized and approved effective retroactively to the date of their respective hire.

-----

Committee members approved the consent agenda items including the appointment of six faculty members and three emeriti appointments. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Wyatt*).

## 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>
<b>Abbas Fakhari</b> Post-Doctoral Research Associate, Department of Mathematics and Statistics	\$60,000	11/10/23	12 Mos

Dr. Fakhari received a Ph.D. in Mechanical Engineering from the City College of New York, an M. Sc. in Mechanical Engineering from the University of Tehran, Iran, and a B.Sc. in Physics from Zanjan University, Iran. Previously he was Consultant and Research & Development Engineer at ANSYS.

<b>Maryam Golbazi</b> Research Assistant Professor, Hampton Roads Biomedical Research Consortium	\$120,000	1/10/24	12 Mos
--	-----------	---------	--------

Dr. Golbazi received a Ph.D. in Ocean Engineering from the University of Delaware, an M.S. in Civil & Environmental Engineering from the University of New Haven and a B.S. in Architectural Engineering from the University of Tabriz, Iran. Previously she was a Graduate Doctoral Fellow at the University of Delaware.

<b>Santosh Kumar Nukavarapu</b> Lecturer, Department of Computer Science	\$65,000	12/25/23	10 Mos
---	----------	----------	--------

Dr. Nukavarapu received a Ph.D. in Computer Science from Virginia Commonwealth University, an M.S. in Computer Science from Old Dominion University, and a B. Tech. in Computer Science and Engineering from Jawaharial Nehru Technological University, India. Previously he was Principal Architect-AIOps, Betacom in Bellevue, Washington.

<b>Isaura I.G. Simões</b> Associate Professor, Department of Biological Sciences	\$97,000	12/25/23	10 Mos
---	----------	----------	--------

Dr. Simões received a Ph.D. in Biochemistry, an M.Sc. in Cell Biology, and a B.Sc. in Biochemistry all from the University of Coimbra, Portugal. Previously she was an Assistant Investigator at the Center for Neuroscience and Cell Biology at the University of Coimbra.

<b>Bikash Chandra Singh</b> Research Assistant Professor, School of Cybersecurity	\$80,000	9/25/23	10 Mos
--	----------	---------	--------

Dr. Singh received a Ph.D. in Computer Science from the University of Insubria, Italy, and an M.Sc. and B.Sc. in Information & Communication Engineering from Islamic University, Bangladesh. Previously he was a Postdoctoral Research Associate at VMASC, Old Dominion University.

<b>Ismat Ullah</b> Post-Doctoral Research Associate, Frank Reidy Research Center for Bioelectrics	\$45,000	11/25/23	12 Mos
--	----------	----------	--------

Dr. Ullah received a Ph.D. in Materials Science from Huazhong University of Science and Technology, China, an M.Phil. in Applied Physics from Federal Urdu University of Arts, Science, and Technology, Pakistan, an M.Ed. and B.Ed. from Allama Iqbal Open University, Pakistan, and a B.S. in Physics from

Bahauddin Zakariya University, Pakistan. Previously he was a Special Research Assistant at the Suzhou Institute of Nano-Tech and Nano-Bionics at the Chinese Academy of Sciences, China.

-----

### EMERITUS/EMERITA APPOINTMENTS

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the title of emeritus/emerita for the following faculty members and faculty administrators. A summary of their accomplishments is included.

<u>Name and Rank</u>	<u>Effective Date</u>
Judy Bowman Assistant Vice President Emerita for Undergraduate Studies	January 1, 2024
David P. Swain University Professor Emeritus and Professor Emeritus of Kinesiology & Health Science	January 1, 2024
Charles E. Wilson, Jr. University Professor Emeritus, Professor Emeritus of English, and Dean Emeritus of the College of Arts and Letters	January 1, 2024

#### JUDY BOWMAN

Judy Bowman joined Old Dominion University in 1982 as the Assistant to the Vice President for Academic Affairs. In 1997, she became the Assistant Vice President for Undergraduate Studies, a role she has held for more than 25 years. Prior to Old Dominion, Bowman was a government and geography teacher at Cradock High School and an advisor at Tidewater Community College. She received an A.B. in Government and an M.Ed. in Counseling from the College of William & Mary.

Bowman has made numerous contributions as the Assistant Vice President for Undergraduate Studies. Her coordination of the Undergraduate Catalog, familiarity with undergraduate policies and procedures, management of the course credit system, maintenance of the Teaching and Research Faculty Handbook, and coordination of high-level meetings, executive searches, and numerous projects for the Provost's Office have helped to shape the entire institution. In addition to coordinating the development, implementation, and revision of academic and institutional policies, Bowman's leadership has been critical to help modernize course cataloging and scheduling practices. Colleagues, students, parents, and others have consistently applauded her for her professionalism, support, and generosity.

Bowman has been recognized with various honors and awards, including recognition by Conference USA and the University for outstanding contributions to the achievement of girls and women in sports, designation as an honorary alum by the ODU Alumni Association, selection as the Administrator of the Year at Old Dominion University, and receipt of the Old Dominion University Women's Caucus Award.

## DAVID SWAIN

David Swain received a Ph.D. in Physiology from the University of North Carolina Medical School and a B.A. in Biology from the University of South Florida. He joined Old Dominion University as an Associate Professor in 1993 and was promoted to the rank of full Professor in 2001.

Swain's scholarship is in the field of exercise physiology. He has significantly enhanced our understanding of the effects of exercise and in developing scientific guidelines for testing and prescribing exercise. Swain has published 63 articles in peer-reviewed journals, many in the top journals of his field, which have been cited more than 18,000 times (Google Scholar). His research has also resulted in more than 70 presentations at professional conferences, and he has secured \$2.1 million in external grants and contracts while at ODU. For the last three years he has been named to Stanford University's World Top 2% of Scientists (for career impact and separately for single-year impact).

Swain has also made significant contributions in teaching and service. He has taught many undergraduate and graduate students during the past 30 years, and with his designation of University Professor in 2006, he was recognized as an outstanding teacher. He has chaired both the Department of Human Movement Sciences and the Department of Science, Technology, Engineering and Math Education and Professional Studies, and has served on many committees and panels within and outside the University. Swain's accomplishments and contributions have been noted at ODU. He received the "Scholar Award" from the Darden College of Education in 1994, the "Rufus and Sarah Tonelson Faculty Award" in 1999, and the "Most Inspiring Faculty Award" from the Outstanding University Scholar in December 2008, and he was a University finalist for the SCHEV Outstanding Faculty Award in 2011.

## CHARLES WILSON

Charles E. Wilson, Jr., received a B.A. in English from West Georgia, an M.A. in English from North Carolina State University, and a Ph.D. in English from the University of Georgia. After his employment at Christopher Newport College (1988-1991), Wilson joined Old Dominion University in 1991 as an Assistant Professor in the Department of English, achieving tenure and promotion to Associate Professor in 1995 and promotion to Professor in 2004. He was named University Professor in 2001.

Wilson held many roles during his time at ODU: Graduate Program Director for the M.A. in English (1997-2000), Chair of the English Department (2001-2004), Acting Associate Dean for Graduate Studies in the College of Arts and Letters (2005), Dean of University College and Vice Provost for Undergraduate Studies (2006-2010), Dean of the College of Arts and Letters (2010-2016), and Special Advisor to the Provost (2016-2018).

His teaching and research centered on both African American literature and Southern literature, in which fields he published three books Gloria Naylor: A Critical Companion (2001); Walter Mosley: A Critical Companion (2003); and Race and Racism in Literature (2005); and a host of articles and book chapters. He earned the Robert L. Stern Award for Excellence in Teaching (College of Arts and Letters, 1998) and the A. Rufus Tonelson Award for Teaching, Research, and Service (University, 2000). In addition, Wilson was awarded the famed Outstanding Faculty Award, presented by the State Council of Higher Education for Virginia (SCHEV) in 2004. As

well, he was named a Fellow by the American Council on Education in 2005-2006. And in recognition of his dedication to the mission of Old Dominion University, Wilson was named in 2006 an Honorary Alumnus by the ODU Alumni Board.

In addition to mentoring scores of students, Wilson always honored requests to speak to community groups, whether at public libraries, retirement homes, or public schools. He was especially fond of obliging speaking requests from former students/now teachers. Regardless of his role at ODU, his focus was always on the students and their lifelong development. In 2014, Wilson established the Charles Edgar Wilson, Jr., Scholarship Endowment, with funds now in excess of \$100,000.

-----

Committee members approved the proposed Master of Arts in Teaching degree programs in Elementary Education and Secondary Education. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Wyatt*).

#### **APPROVAL OF MASTER OF ARTS IN TEACHING DEGREE PROGRAMS IN ELEMENTARY EDUCATION AND SECONDARY EDUCATION**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed Master of Arts in Teaching degree programs in Elementary Education and Secondary Education in the Darden College of Education and Professional Studies effective with the fall 2024 semester pending approval by the State Council of Higher Education for Virginia.

*Rationale:* Old Dominion University seeks approval to initiate a degree program in the following areas to begin fall 2024.

- Master of Arts in Teaching (MAT) in Elementary Education
- Master of Arts in Teaching (MAT) in Secondary Education

The programs will be housed in the Darden College of Education and Professional Studies and will be offered by the Department of Teaching and Learning (T&L). The master's-level elementary education and secondary education offerings have been housed in the Darden College of Education and Professional Studies as Master of Science in Education (MSEd) degrees. Currently enrolled students in the MSEd will complete those degrees, while more recently enrolled students will have the option to transition to one of the MAT programs.

The MAT degree programs were developed in part from State-level attention to the teacher preparation timeline. In 2022 the Joint Legislative Audit and Review Commission (JLARC) initiated a review of the adequacy of the supply of qualified K-12 teachers in Virginia. The report noted that direct pathways, such as higher education teacher preparation programs, yielded teachers better prepared for the classroom. In response to concerns about the decreasing numbers of teacher candidates entering the workforce, the State Council of Higher Education for Virginia (SCHEV) created an expedited process for review and approval of teacher preparation degree pathways to help respond to the teacher shortages.

The proposed Master of Arts in Teaching degree programs in Elementary Education and Secondary Education have been developed in response to this call to increase the teacher pipeline. In addition, the proposed MAT degrees better differentiate the degree pathway for initial teacher licensure for first-time teachers from the existing Master of Science in Education (MSEd) pathway more appropriate for mid-career teachers seeking advanced preparation. The proposed programs address one of the top critical shortage teaching areas identified by the Virginia Department of Education. These degree programs will provide the necessary pedagogy for current and future students entering the teaching profession.

The proposed Master of Art in Teaching degree programs in Elementary Education and Secondary Education will require 37 credits, including core pedagogy courses, program/concentration courses, field work and a capstone student teaching experience. The curriculum for the degree programs has been designed to meet the academic requirements for licensure as specified by the Virginia Department of Education standards, effective August 23, 2018. These requirements include competencies identified for teachers in early childhood through adult education as well as specifically in each teaching concentration and secondary teaching content area. The degrees also incorporate accreditation requirements set forth by the Council for the Accreditation of Educator Preparation (CAEP).

-----

Provost Agho gave a presentation on the Monarch Humanities Internship Academy. The Academy was funded by a philanthropic foundation and supports the Strategic Plan goal of 100% of graduates doing an internship by 2027. Funds were included to hire three new positions to help humanities students get paid internships. The goal is for the academy to serve as a model for other colleges.

Ken Fridley, Interim Vice President for Research, provided information on the changes to the Carnegie Classifications for 2025 and the proposed new research classification. Changes are being made to both basic classifications and research classifications. Changes effective for the 2025 classifications continue to be based on a three-year average.

Provost Agho introduced Dr. Tom Allen, Professor of Geography, and Dr Thomas Alberts, Professor of Mechanical and Aerospace Engineering and Interim Director, Institute of Autonomous and Connected Systems, who gave a presentation on Taking Office with New Technologies: Drones and Autonomous Systems Research and Academic Developments. Dr. Allen noted that the DroneLab is out of the Geography Program and recently acquired new enterprise drones and sensors and outfitted a vehicle. The emphasis of the DroneLab is on geography, mapping, and small Uncrewed Autonomous Systems (sUAS). Dr. Alberts explained the Institute for Autonomous and Connected Systems (IACS) and how it serves to heighten awareness of Old Dominion University's expertise in autonomous and connected systems, connecting ODU researchers with relevant industry and pursue large team-based funding opportunities. Both the DroneLab and IACS bring together faculty and students across the Colleges of Engineering & Technology, Arts & Letters, and Sciences.

## ADMINISTRATION AND FINANCE COMMITTEE

Rudy Middleton, chair of the Administration and Finance Committee, reported that Etta Henry, Executive Director for Strategic Sourcing and Payment Solutions, provided a SWaM report outlining strategies being used to promote the Commonwealth's and University's Supplier Diversity Program. The report detailed how ODU's 46.5% goal for supplier diversity exceeds the Commonwealth's goal of 42%.

Vice President Chad Reed presented the Capital Outlay Projects Status Report, sharing that there are currently ten University capital projects and two Real Estate Foundation projects in various stages of design and construction. Updates included status on construction of the new Health Sciences building, completion of the Student Health and Wellness building, and an update on the baseball stadium renovations. He also provided information regarding the opening of ODU's Virginia Beach Institute of Data Science, the Barry Art Museum expansion, and updates on the ODU Master Plan.

Vice President Reed presented a financial overview and briefed the Committee on mid-year budget and financial performance updates. This includes updates on enrollment and general revenue collections between the approved budget and year-to-date actuals. Additionally, the 2023 General Assembly amendments required modifications to E&G Programs and Undergraduate Financial Assistance adopted budget. The Committee voted in favor of recommending the Board approve the second quarter adjustments to the 2023-2024 operating budget in response to the increased support from the Commonwealth.

Mr. Middleton paused his report for Vice President Reed to provide additional details about the recommendation. The following resolution was brought forth as a recommendation of the Administration and Finance Committee and was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Wyatt*).

### **APPROVAL OF OLD DOMINION UNIVERSITY'S AMENDED 2023-24 OPERATING BUDGET**

**WHEREAS**, the Board of Visitor By-laws require the President or designee to report to the Administration and Finance Committee, any changes to the Operating Budget and Plan that exceed \$250,000.

**WHEREAS**, the substantive nature of the proposed mid-year amendments to the 2023-24 Operating Budget reflects material changes, the President presents the amended budget to the Board of Visitor for approval.

**THEREFORE, BE IT RESOLVED** that upon the recommendation of the President and the Administration and Finance Committee, the Board of Visitors approves the amended 2023-24 Operating Budget.

-----

Vice President Reed provided the Financial Performance Report as of October 21, 2023. He shared that the actual 2022-2023 General Fund revenue exceeded both the adjusted estimate by \$1.45B and the initial estimate by \$3B. General Fund reserve balances will total \$4.6B in FY24 and University reserve balances totaled \$139.45M at 2022-2023 year end. He outlined the upcoming 2024-25 budget development process and highlighted that major cost drivers for 2024-25 planning include growth of VMSDEP waivers, mandated compensation increases, inflationary increases, and 2023-2028 Strategic Plan commitments.

Mr. Mike LaRock, Associate Vice President of Foundations, provided the Educational Foundation Investment Update. He noted that final NACUBO Study results for the year ending June 30, 2023, are expected in February.

R. Garrett Shelton, Chief of Police, provided the Public Safety Report in which he provided information on how to appropriately review the reporting format for the Annual Security Report and outlined the behavioral health response advantages of the Marcus Alert System.

### **ATHLETICS COMMITTEE**

Ross Mugler, chair of the Athletics Committee reported that Andrew Griffiths, ODU head coach of Field Hockey, and Evelyn Murray, Student-Athlete Advisory Council President and Field Hockey Student-Athlete, were introduced at the start of the meeting. The ODU Field Hockey Team won the Big East Conference Championship this season. They answered questions on what it takes to be successful on and off the field of play.

Ms. Danielle Cohea reviewed NCAA updates and Mr. Jay Haeseker, Executive Director of the ODU Collective, The Pride of ODU, educated the committee on how a collective operates. Dr. Ron Moses then updated the group on student-athlete welfare initiatives with six goals that support their success on the field and in the classroom.

Ms. Amy Lynch gave a community service update for fall 2023. She reported that ODU student-athletes consistently rank in the top 10 nationally in community service hours and are currently at #9.

Dr. Wood Selig reported on how the University invests in student-athletes in scholarships, coaching staff, equipment and gear, academic support, athletic trainers, cost of attendance, insurance, nutrition, and mental health. He ended the meeting with highlights from a very successful 2023 fall season including two conference championships (women's soccer and field hockey), volleyball's highest number of games won in the four years we have had the sport at 14, and the exciting last second win for the football team making them bowl eligible for the second time in three seasons. Dr. Selig also announced that head coach of men's soccer, Alan Dawson, recently retired after 27 years at ODU. Tennant McVea, ODU assistant men's soccer coach, has been named his successor.

## **AUDIT, COMPLIANCE, AND HUMAN RESOURCES COMMITTEE**

Robert Corn, chair of the Audit, Compliance, and Human Resources Committee, reported that the Committee convened in closed session to discuss the performance of specific departments where such evaluation would necessarily involve discussion of the performance of specific individuals and specific vulnerabilities. No action was taken after the Committee reconvened in open session and voted on the FOIA Certification.

Ms. Amanda Skaggs, Chief Audit Executive, briefed the Committee on the Housing and Residence Life Audit, which included the following processes where improvements are needed: electronic door access, camp and conference contracts, contract administration, physical keys, revenue deposits and fees charged, employing housing arrangements, web-time entry overrides, and records management.

Ms. Skaggs presented the status of open audit issues since September 2023 and the status of open audit projects. She shared a proposed modification to the FY24 Audit Plan to add Salesforce TargetX – Customer Relationship Manager to the list of audits. Upon recommendation by the Audit, Compliance, and Human Resources Committee, the Modified FY24 Audit Plan and was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Wyatt*).

Vice President Chad Reed reported on the Red Flag Rule that relates to Federal regulations regarding identity theft. University policy requires the Vice President for Administration and Finance to affirm annually to the Board that the University has met all the requirements and that University personnel have completed all training as required by this Rule. Vice President Reed confirmed this for 2023.

Ms. September Sanderlin, Vice President for Human Resources, Diversity, Equity, and Inclusion, briefed the Committee on the proposed Fair Labor Standards Act overtime rule. She also discussed Old Dominion's healthiest employer designated and provided updates on the inaugural Administrative and Professional Faculty Senate.

Vice President Sanderlin presented the resolution to approve the Administrative and Professional Faculty Appointments. The following resolution was brought forth as a recommendation of the Audit, Compliance, and Human Resources Committee and was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Wyatt*).

## 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>
<b>Dina Anderson</b> Instructor, Early Care & Education, Assistant Instructor, ODU Children’s Learning & Research Center	\$42,500	9/10/2023	12 mos.

Dina Anderson holds a Bachelor of Arts in Communications with a Minor in African American Studies from Stockton State College. Prior to her appointment, Ms. Anderson served as the Lead Teacher at the ODU Children’s Learning & Research Center, Teaching Assistant with Chesapeake Montessori, and Property Manager for Airbnb.

<b>Sydnee Brady</b> Athletic Facility and Events Coordinator <i>Emergency Hire</i> Assistant Instructor, Athletics	\$40,000	9/1/2023	12 mos.
---	----------	----------	---------

Sydnee Brady holds a Bachelor of Science degree in Sports Management from Old Dominion University. Most recently, Ms. Brady served as a Graduate Assistant over Athletic Facilities & Events and as an Athletic Facility/Operations Intern with the Old Dominion University Department of Athletics.

<b>Michael Dal Santo</b> Director of CRM & Integrated Systems <i>Exceptional Hire</i> Assistant Instructor , Enrollment Management, Student Engagement & Enrollment Services	\$107,000	9/10/2023	12 mos.
---	-----------	-----------	---------

Michael Dal Santo holds a B.S. in Industrial Engineering from Lehigh University. Mr. Dal Santo joins ODU with past experiences serving as the Acting Director of CRM & Data Analysis and Coordinator of Technology and Data Analysis in the Office of Enrollment Management with Old Dominion University. Additional experiences include serving as the Associate Director of Undergraduate Admissions Operations and Assistant Director of Undergraduate Admissions Operation at the Stevens Institute of Technology in New Jersey.

<b>Tealen Hansen</b> Director of Budget Operations <i>Exceptional Hire</i> Assistant Instructor, University Budget Office	\$160,000	10/14//2023	12 mos.
--	-----------	-------------	---------

Tealen Hansen earned a Bachelor of Science in Accounting from Montana State University and has maintained an active Certified Public Accountant license issued by the Virginia Board of Accountancy in October 2011. She is also a certified Government Finance Officer through the Virginia Government Finance Officers’ Association (VGFOA) and completed the VGFOA Leadership Academy. Ms. Hansen began her accounting career in 1996 and has held accountant

positions with the City of Norfolk from 2009 to 2012. Her experience includes management and leadership experience within the City of Suffolk's finance office, overseeing all aspects of financial reporting and accounting to include budget and procurement.

**Roberta Heggie** \$48,968 9/17//2023 12 mos.  
Student Success Advisor  
Instructor, Center for Advising Administration and Academic Partnerships

Roberta Heggie earned a Master of Education degree in 2020 from Old Dominion University and a Master of Science in Secondary Education from the University of Bridgeport in 2014. She earned her undergraduate degree in English from Tuskegee University. Prior to her appointment to ODU, Roberta worked as a Secondary English Teacher in the Norfolk Public Schools system.

**Rosemarie Igbo** \$86,243 10/25/2023 12 mos.  
Deputy Director, International Programs  
Instructor, Visa & Immigration Service Advising

Ms. Rosemarie Igbo has an extensive background in international student services and the issues and maintenance of most types of visas. Ms. Igbo obtained a B.S. in International Relations from Schiller International University (Spain), a B.A. in Communications from the European Open University (UK), a M.S. in Adult Education from the University of Glasgow (UK) and is currently pursuing a Ph.D. in International Psychology at The Chicago School of Professional Psychology. She brings experience, having served as the Director of the Office of International Student & Faculty Services at Morgan State University, Director of Multicultural Affairs at Hanover College, and Director of the Center for Global Studies & English as a Second Language at Bennett College.

**Stephanie Jennelle** \$225,000 11/01/2023 12 mos.  
Associate Vice President for Budget and Financial Planning  
*Exceptional Hire*  
Instructor, Office of Planning and Budget

Ms. Jennelle has admirably served the Commonwealth for over 20 years, with 13 years dedicated to financial services within higher education. She recently served Radford University as the Associate Vice President and University Controller since 2016 and previously served as the Interim Vice President for Finance and Administration and Chief Financial Officer from 2022 to 2023. In her tenure as Associate Vice President for Finance and University Controller, Ms. Jennelle impacted the organization through system implementations, process improvements, policy creation, financial reporting, resource allocation, and budget management, while supporting a model of strong stewardship and financial health. She also served a leadership role in the merger with Jefferson College of Health Sciences. Prior to joining Radford University, Ms. Jennelle led multiple agency audits while serving the Auditor of Public Accounts from 2003 to 2010. During this time, she developed insight into the inner workings of the Commonwealth with direct connection to agencies such as the Department of Accounts and Department of the Treasury. Her audit oversight included engagements with the Virginia Lottery, multiple higher education institutions, and the Commonwealth's Annual Comprehensive Financial Report. Ms. Jennelle complements her broad financial operations experience with a Bachelor of Science in Business from Virginia Tech and Master of Business Administration from Radford University. She has also maintained a Certified Public Accountant license with the Virginia Board of Accountancy since 2006.

**Sarah Kalafsky** \$71,663 9/10/2023 12 mos.  
Professional Counselor  
Instructor, Counseling Services

Sarah Kalafsky is a Licensed Professional Counselor in the State of Virginia. She received her Bachelor's in Psychology from James Madison University and her Master's in Counseling from ODU. Ms. Kalafsky has been working at ODU in Counseling Services since 2019 as a Triage Counselor and Outreach Coordinator for the Office of Counseling Services. She brings previous experience as a Mental Health Intern at the Center for Child and Family Services in Hampton, VA.

**Morganne Lander** \$64,000 9/10/2023 12 mos.  
Assistant Director of Social Media  
Instructor, University Marketing

Morganne Lander holds a Bachelor of Science in Communications with a concentration in Public Relations from the University of North Florida and a Master of Professional Studies with a concentration in Sports Management from Missouri State University. Ms. Lander joins ODU with experience as a Social Media Specialist at Washburn University, Assistant Director of Sports Information at Texas A&M University, and as the Athletic Communications Graduate Assistant at Missouri State University.

**Anna Makhorkina** \$90,000 10/25/2023 12 mos.  
Chief Administrative Officer  
Assistant Professor, Dragas Center/State of the Commonwealth Report

Dr. Anna Makhorkina holds a Ph.D. in International Studies from Old Dominion University, a M.A in International Studies from Old Dominion University, and a Diploma of Referent-Translator and Specialist in International Relations from Lviv State University in Ukraine. Dr. Makhorkina has served as the Associate Director for Transfer Initiatives with the Academic Success Center at ODU, the Associate Director for Regional Transfer Centers with ODU, and the Assistant Director and Assistant Professor at the Peninsula Center with ODU.

**Zekeia Marshall** \$42,000 9/25/2023 12 mos.  
Residence Hall Director  
Instructor, Student Housing

Zekeia Marshall has a Master's in Student Affairs from Regent University and a Bachelor of Arts in Psychology from Norfolk State University. She joins ODU bringing experiences as the Housing and Residence Life Hall Director at Virginia Union University, Lead Teacher at KinderCare Learning Center, and Director of Student Affairs Assessment and Staff Development Intern at North Carolina Agricultural and Technical University.

**Eleny Miller** \$57,000 9/11/2023 12 mos.  
Case Manager  
*Emergency Hire*  
Instructor, Student Engagement & Enrollment Services

Mrs. Eleny Miller holds a Master of Instructional Leadership from the University of Montevallo and a Bachelor of Science in Psychology from Arkansas University. Prior to her appointment, she

served as a 7<sup>th</sup> Grade Math Teacher with Montevallo Middle School, 8<sup>th</sup> Grade Math Teacher at the Young Women’s STEAM Academy at Balch Springs, and as an 8<sup>th</sup> Grade Math Teacher at Barbara Mann’s Education Center.

**Tony Miller Jr.** \$85,000 9/11/2023 12 mos.  
Assistant Dean of Students and Director of Student Conduct & Academic Integrity  
*Exceptional Hire*  
Assistant Professor, Student Engagement & Enrollment Services

Dr. Tony Miller, Jr. holds a Doctor of Philosophy in Higher Education from Texas Tech University, a Master of Science in Leadership and Policy Studies from the University of Memphis and a Bachelor of Science in Political Science from Georgia Southwestern State University. Prior to his appointment with Old Dominion University, Dr. Miller served as the Director of Student Conduct and Title IX Coordinator, Director of Student Conduct and Title IX Coordinator for Students and Deputy Director of Student Conduct and Title IX Coordinator at the University of Montevallo in Montevallo, Alabama. He brings past experiences as the Coordinator of Student Conduct & Community Standards and Collateral Coordinator for Multicultural Student Affairs with Southern Methodist University.

**Melody Nguyen** \$68,250 9/4/2023 12 mos.  
Research Associate  
Instructor, Dragas Center/State of the Commonwealth Report

Melody Nguyen holds a Bachelor of Corporate Finance and Banking from Ho Chi Minh City Open University and a Master of Business Administration with a concentration in Business Analytics from Virginia Commonwealth University. In 2020, she received a Master of Decision Analytics from Virginia Commonwealth University. Ms. Nguyen worked as an Inventory Analyst for Evergreen Enterprises and as a Risk Assurance Intern for Chesapeake Financial Shares INC. prior to joining Old Dominion University.

**Kelsey Orsini** \$58,000 11/10/2023 12 mos.  
Assessment Coordinator  
Instructor, Institutional Assessment

Ms. Orsini graduated from the MFA program at ODU with a degree in Creative Writing. She holds a Master of Science in Education from Johns Hopkins University and a Bachelor Arts in English and Secondary Education from the College of William and Mary. Previously, she worked as the Assessment Coordinator in the Office of Institutional Effectiveness, a Quality Enhancement Plan Graduate Research Assistant and English Instructor at Old Dominion University.

**Courtney Pearson** \$95,000 9/10/2023 12 mos.  
Associate Dean of Students and Director of the Center for Major Explorations  
*Exceptional Hire*  
Assistant Professor, Student Engagement & Enrollment Services

Dr. Courtney Pearson holds a Doctor of Philosophy in Higher Education/Student Affairs from Florida State University, a Master of Arts in Higher Education/Student Personnel, and a Bachelor of Arts in Secondary English-Education from the University of Mississippi. Prior to her appointment with ODU, Dr. Pearson worked as the Director of New Student Orientation and

Transitions (NSOT) for the University of Massachusetts Amherst, Assistant Director, and Program Coordinator for New Student & Family Programs at Florida State University and as the Department Coordinator for Off-Campus & Commuter Services with the University of Tennessee.

**Jose Roberto ‘Christian’ Ponce** \$155,000 10/10/2023 12 mos.  
Assistant Vice President for Marketing  
Instructor, University Marketing

Christian Ponce holds a double major Communications and French Bachelor of Arts degree from Drury University and a Master of Arts in Communication from Drury University. Mr. Ponce brings experience having served as the Senior Director of Marketing and Communications from Miami University, CMO, Executive Director of Marketing and Communications from Otterbein University and PR and Marketing Communications Consultant for the City of Aurora.

**Francesca Santos** \$48,968 9/10/2023 12 mos.  
Student Success Advisor  
Instructor, Center for Advising Administration and Academic Partnerships

Francesca Santos earned a Master of Fine Arts in Creative Writing in 2022 from Old Dominion University as well as a Master of Arts in English Language and Literature from California State University in 2019. She earned her undergraduate degree in Creative Writing also from California Student University. Prior to her new appointment to ODU, Francesca has served as an adjunct English professor at ODU and has been the Managing Editor for Barely South Review for the past four years.

**Ansh Shah** \$70,000 9/10/2023 12 mos.  
CRM Manager  
*Exceptional Hire*  
Assistant Instructor, Enrollment Management, Student Engagement & Enrollment Services

Ansh Shah holds a Bachelor of Science degree in Computer Science from Rutgers University. Mr. Shah served as a CRM Analyst/Interim Manager with the Student Engagement and Enrollment Services department at ODU and as a Laboratory Assistant/Junior Technologist at Chromocell Corporation in New Jersey prior to his appointment.

**David Sorey** \$90,000 9/25/2023 12 mos.  
Director of Online Scheduling  
Instructor, Digital Learning

David Sorey holds a Master of Science in Education- Occupational and Technical Studies Business and Industry Training Concentration from Old Dominion University and a Bachelor of Arts in Mass Communication, Broadcasting Concentration with a minor in Business Administration from California State University. Mr. Sorey brings experience as a Senior Assistant Registrar and Coordinator of Scheduling at Old Dominion University.

**Akilah Stroman** \$48,000 9/5/2023 12 mos.  
 Athletic Academic Advisor  
*Emergency Hire*  
 Assistant Instructor, Athletics

Akilah Stroman holds a Bachelor of Arts in Communications from Coastal Carolina University. She joins Old Dominion University bringing experience having served as an Athletics Academic Achievement Intern with Towson University and a Mathematics Teacher with Charles County Public Schools in Indian Head, Maryland.

**Brita Tomassoni** \$53,373 11/10/2023 12 mos.  
 Academic Success Coordinator  
 Instructor, Center for Advising Administration and Academic Partnerships

Brita Tomassoni holds a Master's in Business Administration from Old Dominion University and Degree in Mathematics from the Università degli Studi di Perugia in Italy. She holds many certifications including an Associate of Applied Sciences in Management from Tidewater Community College, a Postgraduate Course Certificate in Accounting, Budgeting, and Control Expert, and another Postgraduate Course Certificate in Client/Server Architect: Computer Programming and Java. Previously, Ms. Tomassoni served as an Academic Success Advisor and Program Manager in the Undergraduate Advising Office at Old Dominion University.

**Jordan-Ashley Walker** \$80,000 10/10/2023 12 mos.  
 Marketing and Communication Director  
 Assistant Instructor, Strome College of Business

Jordan-Ashley Walker holds a Bachelor of Arts in Journalism and Mass Communications from the University of North Carolina at Chapel Hill. She brings prior experience serving as the Senior Communications Specialist for the Virginia Department of Transportation, Interim Communications Director for the City of Charlotte, and Public Affairs Manager for the City of Charlotte.

**Gregory "Greg" Ward** \$60,375 9/25/2023 12 mos.  
 Assistant Director for Marketing and Branding  
 Assistant Instructor, University Marketing

Greg Ward holds a Bachelor of Arts in Radio, Television, and Film with a Minor in English from the University of Maryland College Park. Mr. Ward served as a Tourism Marketing Consultant, Account Supervisor/ Senior Strategist, and Partner/ Account Group Director at BCF a Virginia Beach based advertising agency.

**Jessica Whitten** \$54,000 10/10/2023 12 mos.  
 Interdisciplinary Graduate Student Advisor  
 Instructor, Center for Advising Administration and Academic Partnerships

Jessica Whitten holds a Bachelor of Arts in Sociology with a minor in Psychology from the College of William & Mary and a Master of Arts in Higher Education Administration and Adult Learning from the University of South Dakota. Her previous experience includes serving as the Tidewater Community College Portsmouth and Virginia Beach Campuses Academic Advisor, TCC

Portsmouth Campus Adjunct Student Development Instructor and Special Projects Coordinator for the Portsmouth Campus.

**Faith Williams** \$57,000 9/25/2023 12 mos.  
Program Coordinator  
*Emergency Hire*  
Instructor, TRiO McNair

Faith Williams holds a Master of Science in Education, Clinical Mental Health & School Counseling, and a Bachelor of Science in Community & Public Health from Old Dominion University. Ms. Williams worked as a Program Coordinator for The Ronald E. McNair Program, Academic Skills Advisor & Counselor for the TRiO Student Support Services (SSS), and Research Assistant for The Ronald E. McNair Program at Old Dominion University.

**Caroline Wood** \$115,000 10/16/2023 12 mos.  
Assistant Controller-Foundations  
*Exceptional Hire*  
Assistant Instructor, University Advancement/Foundation Accounting

Caroline Wood holds a B.S. in Business Administration from Old Dominion University. She is a Certified Public Accountant and Certified Fraud Examiner. Ms. Wood brings experience serving as the Senior Vice President Accounting for Suburban Capital Inc., Senior Finance Manager at Cannon Information Technology Services, and Director of Accounting at SteamCo (Afton Hospitality LLC).

**Dr. Rachawan Wrongtrirat** \$86,147 10/25/2023 12 mos.  
Director for Office of Intercultural Relations  
*Exceptional Hire*  
Assistant Professor, Office of Intercultural Relations-SEES

Dr. Rachawan Wrongtrirat holds a Ph.D. in Higher Education Administration from Old Dominion University, a Master of Education in Educational Psychology from Chulalongkorn University in Bangkok, Thailand, and a Bachelor of Education in Business Education from Kasetsart University in Thailand. Dr. Wongtrirat has served as the Interim Assistant Director for International Initiatives at Old Dominion University, the Assistant Director for International Education Initiatives at the University of North Carolina Charlotte and as the Assistant Director for International Initiatives with the Office of Intercultural Relations at ODU.

-----

### **GOVERNANCE COMMITTEE**

Vice Rector Murry Pitts presided at the Governance Committee in the absence of the chair and vice chair. He reported that the Committee reviewed the Board's self-assessment survey for any proposed changes before it is sent out for Board members to complete in January. No revisions were proposed, and the Committee approved the survey with no changes. As discussed at the Board retreat in August, the survey will be set up so that individuals who complete the survey can be identified and follow-up can be done for those who do not. The goal is to have 100% participation.

The Committee also considered proposed revisions to the Board’s Bylaws. The first revision is to add Section 2.04, Athletic Collectives, prohibiting members of the Board to serve on the board of athletic collective. This had been discussed and agreed to during the Board’s retreat. The second proposed revision is to delete Section 10.04, Board of Visitors Budget. Given that the Board’s operational budget is a small portion of the President’s Office overall budget and is managed in accordance with existing University policies and procedures, the Committee felt that the Board does not need to be involved with this. In accordance with the Bylaws, notice of these proposed revisions will be sent to the full Board within the 30-day notice requirement, and will be presented to the Board for approval at its meeting in April.

The Committee approved proposed revisions to Board Policy 1412, Promotion in Rank. The revisions were reviewed and approved by the Faculty Senate during the spring semester and were approved by the Committee. The following resolution was brought forth as a recommendation of the Governance Committee and was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Wyatt*).

**NUMBER:** 1412

**TITLE:** Promotion in Rank

**APPROVED:** September 26, 2013; Revised June 9, 2016 (eff. 7/1/16); Revised June 6, 2017 (eff. 7/1/17); Revised June 14, 2018 (eff. 7/1/18); Revised June 13, 2019 (eff. 7/1/19); Revised June 18, 2020 (eff. 7/1/20); Revised June 17, 2021 (eff. 7/1/21)

**SCHEDULED REVIEW DATE:** June 2026

I. Board of Visitors Policy

- A. All promotions in rank are based on evaluation of the faculty member’s performance.
  - 1. A tenure-track faculty member’s performance in teaching, research, and service (as appropriate) is evaluated over the total time in the previous rank as compared to the criteria established by the Board of Visitors for the rank being considered and any other criteria established by the department or college.
  - 2. A non-tenure track research faculty member’s performance in research, service (as appropriate) and teaching (as appropriate) is evaluated over the total time in the previous rank as compared to the criteria established by the Board of Visitors for the rank being considered and any other criteria established by the center.
- B. Promotion to the rank of associate professor must occur at the time of the tenure award, and the policy on tenure applies.

- C. Promotion to the rank of full professor is normally considered no earlier than during the sixth year of a faculty member's service as associate professor at Old Dominion University. Exceptions are made only under the following circumstances:
1. A faculty member who has held the rank of associate professor at another institution and was initially appointed to Old Dominion University at the rank of associate professor may be considered for promotion at the time of the award of tenure.
  2. A faculty member of extraordinary merit may be considered for promotion to the rank of full professor before the sixth year as associate professor at Old Dominion University.
- D. The president, upon the recommendation of the Faculty Senate, shall establish procedures for consideration of promotion to the rank of full professor (as well as for the designation as eminent scholar). Such procedures shall require consideration and recommendation by faculty members at the department and college level, the chair, the dean, and the University Promotion and Tenure Committee. The decision concerning promotion is to be made by the provost and vice president for academic affairs. If the provost and vice president for academic affairs decides against promotion, the faculty member may request a review by the president. The decision of the president is final.

## II. Procedures for Promotion in Rank to Full Professor

### A. Considerations Concerning Promotion

1. Each faculty committee and administrator considering a promotion case must specifically consider factors listed below as they apply to each case in the written recommendations that are submitted up the line to the provost and vice president for academic affairs. In the case of committees, the vote must be recorded in the recommendation, and the reasons produced by the minority members must be specified.
2. Each committee and administrator making a recommendation concerning promotion considers evidence of the faculty member's performance over the total time in which the previous rank has been held as compared to the guidelines for the rank being considered as established by the Board of Visitors and any other guidelines established by the department or college.
3. The total rank structure of the department should be considered.
4. At the least, the committees and administrators should examine faculty information sheets, chair evaluations, dean's evaluations, and any other evidence submitted by the faculty member, the chair of the department, or any other relevant source. It is the responsibility of the department chair and the departmental promotion and tenure committee to provide an assessment of the quality of the publications for the faculty being considered for promotion. It is the responsibility of the faculty member to ensure that all information submitted by him or her in support of promotion is factually accurate and valid, and to provide corroborating evidence (e.g., web links, complete citations, grant numbers, etc.) for all claimed

accomplishments. The evidence should address the quality of the journals and the reputation of book and other such publishers. Fraudulent or non-valid claims can lead to faculty sanctions, including denial of promotion. The chair should work with promotion candidates to ensure the completeness and accuracy of their portfolios. The chair and the department promotion and tenure committee as a part of the regular review process should verify the accuracy of portfolio elements that are central to the promotion case. Should concerns be raised about the validity of a candidate's claims by external or internal reviewers, it is the chair's responsibility to verify those claims. The promotion process will be paused while the chair verifies those claims.

B. External evaluation of the faculty member's research and scholarly activity by nationally recognized experts in the field of specialization will be required.

1. The responsibility for initiating the external review, securing the reviewers, and forwarding complete review files to the dean, provost and vice president for academic affairs, and the University Promotion and Tenure Committee belongs to the department chair. If the department chair does not have the rank of full professor, all chair responsibilities for promotion to full professor will be delegated by the dean to a full professor in the department or from another department within the same college who will assume all of the chair's responsibilities described below. This appointed full professor, acting in the role of chair, cannot take part in any deliberations or votes of the departmental, college or University promotion committees while the promotion case is being considered. In promotion of department chairs, the responsibility belongs to the dean.
2. External reviewers with academic positions must hold the same rank or higher than the promotion rank for which the faculty member is being considered; exceptions should be justified by the dean. The department tenure and promotion committee and the candidate will prepare separate lists of potential reviewers. The candidate will review both lists and will document personal and professional relationships with all potential reviewers, including potential conflicts of interest. This documentation will become part of the promotion file. The chair (or designee, see 1 above) will select three reviewers from the candidate's list and three reviewers from the department tenure and promotion committee's list; the chair (or designee) will provide the list of reviewers to the dean. The dean will submit an agreed upon list to the provost and vice president for academic affairs for final approval prior to initiating the review process. The final list of external reviewers, together with the documentation of personal and professional relationships by the candidate (as outlined above), should be included as part of the application package for all internal reviewers. External reviewers should not be close collaborators or (former) mentors of the candidate. In general, co-authors on publications should also be excluded as external reviewers, except as permissible under the departmental statement on evaluation of research (see the Policy on the Evaluation of Scholarly Activity and Research). The selection of potential external reviewers must be completed before the end of the semester prior to the submission of credentials for promotion.

3. External reviews will be confidential; reviewers will be so advised. Requests for exception to the confidentiality of external reviews should be made directly to the provost and vice president for academic affairs before the reviewers are asked to submit evaluations. If an exception is approved, candidates for promotion will be allowed access to the substance of external reviews, but the authorship of specific external reviews and other identifying information contained therein will remain confidential. All external reviewers will receive a standard letter sent by the chair but prepared by the provost and vice president for academic affairs in consultation with the deans and a copy of the policy on external reviews so their responsibilities will be clear.
  4. A curriculum vitae will be required of each external reviewer. Each reviewer will be asked to describe any personal or professional relationship with the candidate. It is the responsibility of the chair to include a curriculum vitae of each reviewer. For promotion of department chairs, the responsibility belongs to the dean.
  5. External reviewers will be asked to evaluate all submitted material mailed to them. Candidates for promotion are responsible for the preparation of the research portfolio and curriculum vitae to be sent to external reviewers. In the case of the arts, reviewers may be asked to consider works of art or performances. External reviewers will be asked to evaluate: a) the quality of the scholarship or creative work under review; and b) the scholarly reputation (regional, national, international) of the candidate.
  6. All candidates for promotion to full professor will be required to have their scholarship evaluated by no fewer than four external reviewers. If fewer than four reviews are received, the chair will choose additional reviewers alternately from the lists of the department promotion and tenure committee and of the candidate.
  7. The University and college administration will assist departments where reasonable expenses are necessary to obtain appropriate external reviews.
- C. A candidate for promotion in rank is initially considered by the faculty members in the department who hold the rank being considered or above.<sup>i</sup> Only faculty holding the rank of full professor are eligible to deliberate, review, or otherwise participate and vote on candidates for promotion to full professor.
1. In the case of large departments, the faculty members in the rank being considered or above may select a committee from their ranks to consider and make recommendations concerning promotion. In that case, it is the responsibility of the committee to elicit opinions from all faculty members holding the rank being considered or above.
  2. In departments where fewer than three members hold appointments in the rank being considered or above, the dean, in consultation with the chair (or designee; see section II.B.1.), will appoint enough additional faculty in the rank or above from other disciplines to form a committee of at least three.

3. Candidates for promotion should provide a statement of potential external and/or internal reviewers with whom there is a conflict of interest, e.g., co-authors, co-investigators, etc.
4. The group of faculty on the promotion committee elect a chair of the committee among their members. It is the responsibility of that chair to direct the committee members to consider and apply the relevant sections in the Teaching and Research Faculty Handbook and the departmental statement on research evaluation in their comments and votes.
5. No dean, associate dean, assistant dean, or other full-time administrator or department chair (or designee; see section II.B.1.) shall attend or participate in the deliberation of either the departmental, college, or University Promotion and Tenure Committee. The deliberations of all three committees are confidential and must not be shared with anyone outside of the committee.
6. The college committees shall consist of one tenured faculty member from each department in the college. All members of the college promotion and tenure committees shall be elected directly by the faculties they represent for a one-year term renewable twice for a total of three years. This member shall be chosen by majority vote of all full-time, tenure-track teaching and research faculty members of the department, present and voting, by secret ballot before April 15 of each year for the ensuing year. Every reasonable effort should be made to ensure that there are at least three full professors on the college committee. If the elected representative of a department will not be able to attend college committee meetings for a significant time span, the department may elect a temporary replacement for that time span. No person shall serve on a college promotion and tenure committee for more than three years consecutively but is eligible for reelection after an absence of at least one year. Only faculty holding the rank of full professor are eligible to join the deliberations and the vote on candidates for promotion to full professor. If the home department of a candidate for promotion to full professor has no full professor representing it on the college committee, a full professor from ~~member of~~ the departmental promotion committee for that candidate (convened as described in section C.1. and C.2. above) shall be elected to serve as its representative only during for the duration of the deliberations on that specific candidate as well as the other full professor promotion cases in the college committee. In any case, the representative from a promotion candidate's department will participate in deliberations in the candidate's case but will not cast a vote.
7. The University Promotion and Tenure Committee shall consist of one tenured full professor from each of the major degree-granting academic colleges. This member shall be elected by his/her college's promotion and tenure committee(s) by September 15. The University Promotion and Tenure Committee shall elect one of its members as chair.<sup>ii</sup> No person shall serve on the University Promotion and Tenure Committee for more than three years consecutively but is eligible for reelection after an absence of at least one year. The representative from a promotion candidate's college will participate in deliberations in the candidate's case but will not cast a vote.

8. Any committee member who participates in the promotion process votes at most only once on any particular case.
  9. In order to ensure transparency, fairness, and equity in the internal review process, a faculty member or administrator who participates in the promotion process must disclose any potential conflict of interest that might undermine the credibility of the process. The chair of the department (or replacement, see Section II.B.1.) will work in consultation with the dean of the college to decide whether the person should be excluded from serving on the review committee.
  10. The faculty member under consideration is informed whenever a committee is considering promotion and is given an opportunity to submit a statement (in electronic form) to the Provost's Office in support of their promotion case, or to correct any factual misinformation in previous recommendations. The Provost's Office will add such statements to the candidate's file.
  11. In case of material new accomplishments before the conclusion of the evaluation process, additional documentation may be added to the portfolio with the concurrence of the dean. Such additional material must be clearly marked as such and dated at the time of addition to the promotion file by the Provost's Office. If such additional documentation is considered, this must be clearly documented in the recommendation letters by the committee or individual (e.g. dean) who first see this new material.
- D. The committee or faculty group makes its recommendation concerning promotion to the chair (or designee; see section II.B.1.) together with reasons for the recommendation (including a minority statement in the case of a non-unanimous vote). All eligible committee members shall vote yes or no through a secret ballot after participating (either in person or remotely) in the deliberations of the committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. The chair of the committee shall record the names of all members participating in the discussion and voting in the recommendation letter, as well as the total number of votes in favor and against. Only those faculty present as the candidate is being reviewed during the deliberations can participate in drafting or approving the letter. In instances of a non-unanimous vote, the minority opinion must be included in the committee recommendation and the minority must be given the option to write the minority opinion. A copy of the recommendation letter will be sent to the faculty member by the chair of the committee. The department chair (or designee) evaluates independently the credentials of the faculty member, the rank structure of the department, and any additional evidence presented, either by the faculty member or from any other source, and makes a recommendation, with reasons, concerning promotion. A copy of that review and recommendation letter will be sent to the faculty member and the dean by the chair of the department.
- E. If either the departmental committee (or group), or the chair (or designee), or both recommend promotion, the faculty member's credentials together with the recommendation of the faculty committee and the chair (or designee) will be forwarded to a promotion committee of the college for consideration. This committee will make an independent evaluation and make a recommendation concerning promotion with

reasons (including reasons of the minority), to the dean. The recommendations will indicate the vote of the committee. All eligible committee members should vote yes or no through a secret ballot after participating (either in person or remotely) in the deliberations of the committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. Members who are eligible to vote on a specific candidate's promotion application are defined in section II.C.5. In instances of a non-unanimous vote of all eligible voting members, the minority opinion must be included in the committee recommendation and the minority must be given the option to write the minority opinion.

- F. If neither the faculty committee (or group) nor the chair (or designee) recommend promotion, the faculty member will not be considered for promotion in the coming year unless a review by the college promotion committee and the dean is requested by the faculty member. If a review is requested, the departmental committee and the chair forward all documents to the promotion committee of the college, which examines them and makes a recommendation concerning promotion to the dean following the stipulations of II.E. above. The dean examines all documents, including the recommendation of the college committee, and makes a determination concerning promotion. If the dean's determination is negative and is in accordance with the recommendations of the departmental committee, the chair, and the college committee, then the faculty member is not promoted for the coming year. If the dean's determination is negative and is not in accordance with all previous recommendations, the faculty member may request a further review by the provost and vice president for academic affairs. The decision of the provost and vice president for academic affairs is final in such cases.
- G. The dean, considering all previous recommendations and all credentials, then makes a recommendation concerning promotion, which is forwarded, with reasons, to the provost and vice president for academic affairs.
- H. The University Promotion and Tenure Committee, consisting of one tenured full professor from each of the major degree-granting academic colleges, examines the facts and all previous recommendations and documentation, and makes a recommendation (with reasons, including minority reasons, if any) concerning promotion which is forwarded to the provost and vice president for academic affairs. All eligible committee members shall vote yes or no through a secret ballot after participating (either in person or remotely) in the deliberations of the committee. Proxy votes or votes submitted by non-secure means (e.g., email or communication accessible to a third party) are not permitted. Members who are eligible to vote on a specific candidate's promotion application are defined in section II.C.6. In instances of a non-unanimous vote of all eligible voting members, the minority opinion must be included in the committee recommendation and the minority must be given the option to write the minority opinion.
- I. On the basis of all the evaluations and recommendations presented, and after consultation with staff, the provost and vice president for academic affairs makes a decision concerning promotion for the coming year. If the recommendations of the committees and administrators that have previously considered the case have not been in agreement with one another, or if the provost and vice president for academic affairs

disagrees with the recommendations that have been in agreement with one another, the provost and vice president for academic affairs shall consult with the chair, the dean, and the University Promotion and Tenure Committee before reaching a final decision. The decision of the provost and vice president for academic affairs will consist of one of the following:

1. promotion
  2. deferral
- J. If the decision of the provost and vice president for academic affairs is for promotion, the faculty member will receive the higher rank in the subsequent academic year. The decision of the provost and vice president for academic affairs will be reported to the president.
- K. The faculty member may request that the president review a negative decision by the provost and vice president for academic affairs. The decision of the president is final.
- L. All promotions are reported by the president to the Board of Visitors.
- M. Copies of the recommendations by all committees, chairs, deans and the provost and vice president for academic affairs shall be provided to the faculty member being considered for promotion. The faculty member will be provided opportunity to correct any factual misinformation in such recommendations by placing a letter in his or her promotion file at any stage, or up until April 1, to the provost and vice president for academic affairs.
- N. The above procedures at the department and college level may be suitably adapted for faculty members who hold interdisciplinary or interdepartmental appointments. The adapted procedures should be recommended by the promotion and tenure committee of the college or colleges involved and approved by the dean or deans and the provost and vice president for academic affairs. Procedures above the college level will be the same as those designated above in all cases.

### III. Research Faculty

- A. Promotion to the rank of research professor from the rank of research associate professor and promotion to the rank of research associate professor from the rank of research assistant professor shall be upon the recommendation of the department, chair, college promotion and tenure committee, dean and University Promotion and Tenure Committee to the provost and vice president for academic affairs. If the provost and vice president for academic affairs decides against the promotion, the person may request a review by the president. The decision of the president is final.
- B. The process for promotion to the rank of research professor and promotion to the rank of research associate professor will require external evaluation of the quality of the faculty member's research performance from nationally recognized experts in the faculty member's field; procedures for the external review process can be found in section II.B. of this policy.

- C. For those research faculty who only have appointments in one of the University-level research centers, the following promotion policy will apply. Research centers will establish a promotion committee to review faculty promotions and make recommendations to the center director. Appointments to this committee will follow the guidance of section II.C. of this policy pertaining to departments. This promotion committee should include at least one member from the academic department(s) most closely aligned to the center to ensure promotion considerations are being applied equitably between the faculty assigned to that department and those assigned to the center. In centers where fewer than three members hold appointments in the rank being considered or above, the center director will solicit members of the department(s) most closely aligned to the center, in consultation with the chair(s) of those department(s), to form a committee of at least three. The center director will review faculty promotion recommendations and will recommend to the vice president for research those members who have met the promotion criteria. The vice president for research will forward a recommendation regarding promotion to the Office of Academic Affairs for review by the University Promotion and Tenure Committee and the provost and vice president for academic affairs. The University Promotion and Tenure Committee will forward a recommendation to the provost and vice president for academic affairs. If the decision of the provost and vice president for academic affairs is for promotion, the faculty member will receive the higher rank in the subsequent academic year. The faculty member may request that the president review a negative decision by the provost and vice president for academic affairs. The decision of the president is final.

#### IV. Clinical Faculty

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

credentials of the faculty member being recommended for promotion is required. If the provost and vice president for academic affairs denies the promotion, the faculty member may request a review by the president. The decision of the president is final.

-----

The Committee also discussed revisions approved to Policy 1411, Tenure, at its last meeting in September. In addition to the revisions that were proposed by the Academic and Research Advancement Committee, the Committee recommended an additional revision to address a perceived inconsistency in the policy. However, upon subsequent review by the Interim AVP for Faculty Affairs, it was determined that the change did not apply, and the policy was published online with that change. University Counsel Al Wilson said that the Committee did not need to take any action on this.

Next steps for the Committee are to discuss the proposed nominations process at the April meeting for officer elections in June. At the April meeting the Committee will also consider proposed Bylaws revisions to address the merger with EVMS.

Policy 1420, Faculty Salary Increments, is the only remaining board policy with a 2023 review date. It is still being reviewed by the Faculty Senate and it is anticipated to be taken to the Academic & Research Advancement Committee in April for consideration by the Governance Committee and full Board in June. Policy 1106, Public Comment on Undergraduate Tuition and Mandatory Fee Increases, is the only current board policy scheduled for review in 2024.

### **STUDENT ENHANCEMENT & ENGAGEMENT AND DIGITAL LEARNING COMMITTEE**

Robert Corn, vice chair of the Student Enhancement and Engagement Committee, reported that the Vice President for Student Engagement & Enrollment Services Brandi Hephner LaBanc introduced Mrs. Ashley Miller, the new Associate Vice president for Enrollment Management. Mrs. Miller provided an overview of campus-based enrollment changes, encompassing admissions, financial aid, marketing and communications, and strategic Latine enrollment growth efforts. Vice President Hephner-Labanc provided an overview of family engagement efforts as key student retention strategies connected to the ODU Strategic Plan, including a family track at new student orientation, Very Important Parents and Supporters (VIPS) class, and Family Weekend.

Mr. Tyler Miller-Gordon, Senior Research Associate for Institutional Effectiveness and Assessment and Dr. Fred Tugas, Chief of Staff for Student Engagement & Enrollment Services, highlighted findings from the Senior Student Satisfaction Survey, including concurrent responsibilities, overall impressions, academic programs, academic pathways, internship experiences, and students' self-reported abilities.

Vice President for Digital Learning Nina Rodriguez Gonser introduced Associate Vice President for Marketing and Outreach Kate Ledger to report on Spring 2024 applications, spring impact on transfer students, ROAR Application fee waivers, and Fall 2024 applications.

Vice President Rodriguez Gonser presented the Fall 2024 Playbook, encompassing initiatives such as the recognition and promotion of lifelong learning, name buying for adult learners, conversation of service to credits, Social Good Campaign, Healthcare Heroes Campaign, Future Ready Scholars Campaign, and various scholarships including Finish Stronger, Duty to Degree, Beyond Boundaries, and Monarch Pride. She gave an overview of the #ODUPromise, digital badges and stackable credentials, upcoming program offerings, and upcoming innovations including artificial intelligence implementation work.

### **UNIVERSITY ADVANCEMENT AND UNIVERSITY COMMUNICATIONS COMMITTEE**

Brian Holland, chair of the University Advancement and University Communications Committee, reported that Mr. Alonzo Brandon, Vice President for University Advancement, gave an update on the Capital Campaign. Fundraising progress for this fiscal year totaled \$23.3M, broken out into \$19.2M for the Educational Foundation and \$4.1M for the Athletic Foundation. The goal for this year is \$40 million. He also reported that the Capital Campaign is currently at \$325.4M, which represents approximately 65.09% of the \$500M goal.

Ms. Charlotte Kasic, Executive Director for the Barry Art Museum and Old Dominion University Museum Foundation, provided a brief update on the Barry Art Museum Capital Campaign. Mr. Dan Genard, Associate Vice President for Advancement, presented an update on Advisory Council memberships and policies as required by Board Policy 1840. Dr. Krista Harrell, Associate Vice President for Alumni Relations, and Ms. Janet Carter, President of the Old Dominion University Alumni Association, shared an overview of the Alumni Association's alignment with the University's vision in the Strategic Plan. They also provided highlights of alumni and discussed the importance of Board support.

Ms. Jaime Hunt, Vice President for University Communications and Chief Marketing Officer, reported on University Communications' efforts toward building brand awareness, supporting enrollment and retention, aligning the campus, and generating revenue. She reported a 14% increase in royalty revenue year-over-year. She also shared details around the Division's support of recruitment and retention.

### **FINANCIAL UPDATE**

Chad Reed, Vice President for Administration & Finance and Chief Financial Officer, indicated that the latest financial performance report was included in the Board's materials. He noted that the report is a bit off-kilter because it is as of October 31 and the Board just approved an adjustment to the budget. He said he would be happy to answer any questions.

### **MOTION FOR CLOSED SESSION**

The Rector recognized Mr. Pitts, who read the following motion: "Mr. Rector, I move that this meeting be convened in closed session, as permitted by Virginia Code Section 2.2-3711(A),

subsections (1), (6), (8), and (11) for the purposes of discussing the appointment and performance of specific employees; the investment of public funds where competition or bargaining is involved, where, if made public initially, the financial interest of the University would be adversely affected; consultation with legal counsel regarding a specific legal matter requiring the provision of legal advice by such counsel, and discussion on the award of an Honorary Degree.” The motion was seconded by Mr. Holland and approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Wyatt*).

In addition to the Board members in attendance, President Brian Hemphill asked Provost Agho, Vice President Reed, Vice President Rodriguez Gonser, Vice President Schumaker, Vice President Sanderlin, Interim Vice President Fridley, and Ms. Gibson to remain in the closed session.

### **RECONVENE IN OPEN SESSION AND FOIA CERTIFICATION**

At the conclusion of Closed Session, the Rector reconvened the meeting and the following Freedom of Information Act Certification was read: “Any person who believes that the Board discussed items, which were not specifically exempted by law or not included in the motion, must now state where they believe there was a departure from the law or a departure in the discussion of matters other than that stated in the motion convening the closed session. I shall now take a roll call vote of the Board. All those who agree that only lawfully exempted matters and specifically only the business matters stated in the motion convening the closed session were discussed in closed session say “aye.” All those who disagree say “nay.” The certification was approved by roll-call vote (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Wyatt*).

Upon a motion by Mr. Mugler and properly seconded, the following resolution was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Wyatt*).

### **HONORARY DEGREE RESOLUTION**

**Now Therefore Be it Resolved**, the Board of Visitors approves the awarding of an honorary degree as discussed in closed session and as recommended by the Honorary Degree Committee to be presented during the Commencement Ceremony to be held on the morning of December 16, 2023, with the name and supporting information to be included in the minutes of this meeting.

Congressman Robert C. “Bobby” Scott  
Third District of Virginia

Congressman Robert C. “Bobby” Scott has represented Virginia’s third congressional district in the U.S. House of Representatives since 1993. Prior to his service in Congress, he served in the Virginia House of Delegates from 1978 to 1983 and in the Senate of Virginia from 1983 to 1993.

During his tenure in the Virginia General Assembly, Congressman Scott successfully sponsored laws critical to Virginians in education, employment, health care, social services, economic development, crime prevention, and consumer protection. His legislative successes in the General Assembly included laws that increased Virginia’s minimum wage, created the Governor’s

Employment and Training Council, and improved health care benefits for women, infants, and children.

His 1992 election to Congress gave Congressman Scott the distinction of being the first African-American elected to Congress from Virginia since John Mercer Langston's election more than 100 years earlier during the Reconstruction era. Having a maternal grandfather of Filipino ancestry also gives him the distinction of being the first American with Filipino ancestry to serve as a voting member of Congress.

In the 118<sup>th</sup> Congress, Congressman Scott serves as the Ranking member of the Committee on Education and the Workforce – his fifth term as the Committee's Democratic leader. Throughout his tenure, he has advanced legislation that improves equity in education, frees students from the burdens of debt, protects and expands access to affordable health care, ensures workers have a safe workplace where they can earn a living wage free from discrimination and guarantees seniors have a secure and dignified retirement.

During the 116<sup>th</sup> and 117<sup>th</sup> Congresses (2019-2023), Congressman Scott served as Chairman of what was then called the Committee on Education and Labor. As Chairman, congressman Scott spearheaded critical parts of Congress' response to the COVID-19 pandemic. Through several COVID-19 packages – including the American Rescue Plan Act – Congressman Scott's efforts saved the pensions of over one million workers and retirees; reduced the number of uninsured Americans to record lows; significantly reduced child hunger across the nation; and delivered the single largest investment to K-12 schools in U.S. history to help schools reopen safely and make up for lost learning time. Notably, Congressman Scott has championed several other landmark bills in the House of Representatives – including the Every Student Succeeds Act, the Raise the Wage Act, the Protecting the Right to Organize Act, and the Equity Inclusion and Enforcement Act, and the Juvenile Justice Reform Act of 2017, which included key components of Congressman Scott's Youth PROMISE Act.

Congressman Scott ha also served on the Committee on the Budget and the Committee on the Judiciary, and he remains a leading voice in Congress on fiscal policy, the Constitution and reforming our nation's criminal justice system.

During his tenure as Chairman and Ranking Member of the Committee on the Judiciary's Subcommittee on Crime, Terrorism and Homeland Security, Congressman Scott authored several bills to improve and reform our nation's criminal justice system. He sponsored the Death in Custody Reporting Act, which enhances transparency and accountability for law enforcement by requiring state and local law enforcement agencies to report to the U.S. Department of Justice data on how many individuals die annually in custody or during arrest. In 2010, Congressman Scott successfully led efforts in the House to pass the Fair Sentencing Act, one of the first successful reductions in a federal mandatory minimum sentence in decades that reduced the unfair sentencing disparity between crack and powder cocaine. In 2015, he worked across the aisle to sponsor the Safe, Accountable, Fair, and Effective (SAFE) Justice Act, of which several importance provisions were included in the bipartisan First Step Act signed into law by President Trump in 2018.

Congressman Scott was born on April 30, 1947, in Washington, D.C. and grew up in Newport News, Virginia. He is a graduate of Harvard College and Boston College Law School. After graduating from law school, he returned home to Newport News and practiced law from 1973 to

1991. As a young attorney, he founded the Peninsula Legal Aid Center to assist those who could not afford legal representation and served as one of the youngest branch presidents of the Newport News NAACP. He received an honorable discharge for his service in the Massachusetts National Guard and the United States Army Reserve.

Congressman Scott is a member of St. Augustine’s Episcopal Church in Newport News and is a member of many professional, community, and civic organizations.

-----

Upon a motion by Mr. Mugler and properly seconded, the following resolutions were approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Wyatt*).

**PRESIDENT BRIAN O. HEMPHILL, PH.D. PERFORMANCE PLAN**

**Now Therefore Be it Resolved**, that the Board of Visitors hereby approves payment as part of President Brian O. Hemphill’s Performance Plan for 2023-2024 annual performance plan, as discussed in closed session on September 15, 2023, with a progress report provided on December 1, 2023, and that said plan pursuant to Sections D.2. and E. of President Hemphill’s employment agreement is considered a personnel record.

-----

**PRESIDENT BRIAN O. HEMPHILL, PH.D. CONTRACT EXTENSION**

**Now Therefore Be it Resolved**, that the Board of Visitors hereby approves revised contract with term extension for President Brian O. Hemphill, Ph.D. under the terms and conditions discussed by the Board in closed session; delegates to the Rector the authority to execute said contract between the Board and President Hemphill consistent with that discussion; and confirms that said contract supersedes the prior employment agreement between the referenced parties.

-----

There was no old/unfinished or new business to come before the Board. The meeting was adjourned at 12:18 p.m.