

DRAFT – SUBJECT TO BOARD APPROVAL

**OLD DOMINION UNIVERSITY
BOARD OF VISITORS
Friday, September 13, 2024**

MINUTES

A regular meeting of the Board of Visitors of Old Dominion University was held Friday, September 13, 2024, at 9:00 a.m. in the Kate and John R. Broderick Dining Commons on the Norfolk campus. Present from the Board:

P. Murry Pitts, Rector
Susan Allen
Brian E. Campbell
Robert S. Corn
Jerri F. Dickseski
Dennis M. Elmer
Stanley Goldfarb, MD
Andrew Hodge
E.G. Middleton, III
Juan M. Montero, MD
Ross A. Mugler
Bruce L. Thompson
D.R. Wyatt
Raquan Griffin (*Student Representative*)

Absent from the Board:

Brian K. Holland
Elza H. Mitchum
Maurice D. Slaughter
Claire Wulf Winiarek

Also present:

Brian O. Hemphill, President	Son Nguyen
Evelyn Ashley	Tom Odom
Alonzo Brandon	Kimberly Osborne
Ken Fridley	Brian Payne
Stephanie Jennelle	Stacy Purcell
Amber Kennedy	Chad Reed
Susan Kenter	September Sanderlin
Sarah Jane Kirkland	Ashley Schumaker
Nina Gonser Rodriguez	Wood Selig
Melanie Graham	Garrett Shelton
Brandi Hephner LaBanc	Amanda Skaggs
Cathy Lewis	Lane Torbert
Christina Lipuma	Fred Tugas
Donna Meeks	Bruce Waldholtz, MD
Karen Meier	

CALL TO ORDER

The Rector called the meeting to order at 9:02 AM. Pursuant to Va. Code 2.2-3708.3 and Board of Visitors Policy 1107, Board members Brian Holland and Clair Wulf Winiarek requested to participate in the meeting remotely, but the request was not approved by the Rector.

SPECIAL PRESENTATION

Vice President Brandi Hephner LaBanc introduced the newly created Blue Crown Society members to the Board. She noted that the group is not a registered student organization but an official extension of the President's Office and will serve as University hosts at hallmark events. The 11-member group hopes to grow to 40. All who were selected went through a vetting process and received training. Evelyn Ashley and Melanie Graham serve as advisors to the group. She then introduced Carissa Crawford who spoke on behalf of the Society and each member introduced themselves to the Board.

APPROVAL OF MINUTES

Upon a motion made by Mr. Wyatt and seconded by Ms. Dickseski, the minutes of the Board of Visitors meeting held on June 14, 2024, were approved by all members present and voting (*Allen, Campbell, Corn, Dickseski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, Wyatt*).

RECTOR'S REPORT

Rector Pitts stated that the Board had the opportunity to welcome former Rector Bruce Bradley yesterday for the unveiling of his portrait. Mr. Bradley will continue to serve the University as Vice Chair of the Virginia Health Sciences Board of Directors.

The Rector thanked the President and First Lady for the event they hosted in their home last evening for all members of the volunteer boards. He then introduced Dr. Bruce Waldholtz as the newly elected Chair of the Virginia Health Sciences Board of Directors, who will attend all meetings of the Board of Visitors to present a report on behalf of the Board of Directors.

The Rector asked Vice President and Chief of Staff Ashley Schumaker to read a Resolution of Appreciation for Dennis Ellmer, which was presented to Mr. Ellmer by the Rector and President. The following Resolution of Appreciation was approved by the Board by acclamation.

**OLD DOMINION UNIVERSITY
BOARD OF VISITORS
RESOLUTION OF APPRECIATION**

**Member Dennis M. Ellmer '11 HA
September 13, 2024**

WHEREAS, Dennis Ellmer is a current member of the Board of Visitors and a long-standing champion of all things Old Dominion University, while also being deeply admired throughout the nation as an entrepreneurial powerhouse and truly revered across the region as a dedicated and passionate leader due to his care for community and love of family; and

WHEREAS, with the generous gift of \$20 million from Dennis Ellmer, and his lovely wife Jan on behalf of their entire family, significant scholarly support will be provided to Monarch students pursuing cutting-edge degrees across the University's vast health sciences enterprise; and

WHEREAS, students will be eligible for the scholarships if they are enrolled in the EVMS School of Health Professions, the Joint School of Public Health, the ODU Ellmer College of Health Sciences, and the ODU Ellmer School of Nursing; and

WHEREAS, the awards, through the Dennis and Jan Ellmer Health Scholars Program and the Dennis and Jan Ellmer Nursing Scholars Program, combine criteria of both need and merit; and

WHEREAS, within a decade of operation, the Dennis and Jan Ellmer Health Scholars Program alone will provide a total of \$3.3 million in direct support of 225 total scholarship awards in both new and renewable formats; and

WHEREAS, the Ellmer family's commitment to Hampton Roads is evident with a requirement for scholarship recipients to remain in the region or the Commonwealth following graduation; and

WHEREAS, in recognition of leadership in creating opportunities for current and future Monarchs, the University announced the naming of the Ellmer College of Health Sciences and the Ellmer School of Nursing on June 7, 2024, thereby forever etching the distinguished Ellmer family name and storied legacy as part of the University's promise for this integration and impact for generations to come.

THEREFORE, BE IT RESOLVED, that the Board of Visitors expresses its deep gratitude to Dennis Ellmer for his family's generous support of, active engagement with, and meaningful contributions to Old Dominion University and overall vision for a dynamic and game-changing health sciences enterprise defined by education, research, and clinical care.

PRESIDENT'S REPORT

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

Eastern Virginia Medical School Integration Finalization

On July 1, 2024, Old Dominion University officially welcomed Eastern Virginia Medical School employees, programs, services, and students. With 74 days as a singly fully integrated institution, continued collaboration and forward momentum have been in constant focus and served as true hallmarks in our daily efforts.

During that time, the University has navigated a number of anticipated – as well as unanticipated – challenges. Overall, the number of emerging and outstanding items has significantly decreased. Regular updates will continue to be provided to the Board over the course of this academic and budget year and beyond.

2024-2025 Academic Year Engagement Opportunities

The fall semester is marked by various opportunities for community engagement as we welcome back returning students, faculty, and staff and welcome new Monarchs. A staple of that campus-wide outreach is faculty meetings and open forums.

Faculty Meetings

During the faculty meetings, achievements of the prior year were highlighted, specifically the initial establishment and continued implementation of the Monarch Internship and co-Op Office, including a highly-competitive grant from the Mellon Foundation; our growing footprint and expanded impact in Virginia Beach, including a new location for data science programming and research, as well as the ongoing work of the Ellmer School of Nursing; and the long-anticipated formation of the Macon & Joan Brock Virginia Health Sciences at Old Dominion University. Additionally, the path forward was discussed with a priority to double down on student success, enable robust online learning experiences, embrace a mobility mindset, and pursue revenue diversification.

Open Forums

During the next three weeks, students, faculty, and staff will have a direct opportunity to share their personal experiences during a total of nine forums. With forums held on the main campus and the medical campus, as well as fully virtual, feedback will be gathered regarding what is going well and areas for improvement. These forums represent an annual series of events that are held each fall to garner high levels of attendance and interaction.

Forward-Focused

Later this fall, a new event will be held to promote heightened awareness and intentional focus on the current state and future growth of our institution. As a replacement to the traditional State of the University Address, this fall spotlight event will share a thought-provoking perspective on the past, present, and future of Old Dominion University in a broader national context. Additional event details will be shared with the campus and the community in the coming weeks.

A New State-of-the Art Home for the Ellmer College of Health Sciences

On August 29, 2024, a celebratory dedication and formal opening were held for the new home to the Ellmer College of Health Sciences. The cutting-edge, dynamic environment features 128,257 square feet across three floors with two public-facing entrances that serve the broader community.

It was a special morning with a large crowd and a great deal of celebration to mark yet another new era in health sciences at our great institution. The ceremony spotlighted institutional and state leaders; the college namesakes, Dennis and Jan Ellmer; and the amazing students who are learning and practicing in this state-of-the-art facility.

President Hemphill shared a video of the dedication ceremony and recognized, Provost Brian Payne, Karen Meier and members of her team, Executive Vice President Reed and members of his facilities team, and Vice President Rodriguez Gonser for their efforts in making this building and dedication a success.

STUDENT REPRESENTATIVE REPORT

Raquan “Ray” Griffin, student representative to the Board of Visitors, provided an update on his activities over the summer, including his participation in the Summer Leadership Institute sponsored by the Virginia Beach Leadership Foundation, which brings over 200 middle school and high school students to Virginia Wesley University to promote leadership development. He also became a graduate assistant in Student Engagement and Traditions for fraternity and sorority life, working with Greek organizations to become community focused and unity driven.

He shared activities related to Monarch move-in and commented that students are well engaged and excited to be involved. He particularly noted the success of the convocation and community cookout that were held outdoors. He thanked Vice President Hephner LaBanc, Evelyn Ashley and Melanie Graham and the core SEES team for the redefined event and the New to Blues activities. He has found that students have not had many questions and are aware of the resources they have available to them, which is a testament to the SEES team. He provided an overview of a new program, “Big Blue’s Beacon,” designed to broaden student awareness of resources and engagement to create a higher sense of belonging in an effort to increase student retention. Beacon stands for “Blue’s essential assistance and campus outreach network.” Two programs are planned for the Fall the Spring semesters each and will be followed by with student surveys to better understand their successes, needs, and wants.

EDUCATIONAL MOMENT – FINANCIAL AID

Ashley Miller, Associate Vice President for Enrollment Management, provided an overview of Financial Aid. She shared the sources of financial aid and the types of financial aid that include merit-based, financial need, and student/academic specific scholarships; grants; loans; work study; and other aid. She then showed a breakdown of financial aid awarded to ODU students by type of aid and a comparison of financial aid provided to full-time, first-time degree/certificate seeking students awarded among ODU, VCU, Norfolk State, JMU, GMU and Virginia Tech. She then shared the average amount of student debt among graduates with four-year bachelor’s degrees in 2022-2023 for these same institutions, noting that average debt for ODU students is \$29,898, which is just above JMU and GMU but less than Norfolk State, Virginia Tech, and VCU.

Ms. Miller concluded by describing the implications of 2025-2026 FAFSA delay. She noted that fewer students have been completing the FAFSA, making it difficult to predict enrollment in an unpredictable year, requiring Financial Aid staff to repackage financial aid for all students, and the effects it has on other timelines, events and revenue models.

REPORTS OF STANDING COMMITTEES

ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE

Mr. Andy Hodge, chair of the Academic and Research Advancement Committee, reported that the Committee discussed in closed session recommendations for the appointment of five faculty members with tenure, an appointment of a Batten Endowed Chair, a Beasley Named Professor, an Endowed Slover Professor and four dual employments. 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, Campbell, Corn, Dickeski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, 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. Kuntal Bhattacharyya as Professor with the award of tenure in the Department of Information Technology and Decision Sciences in the Strome College of Business effective August 10, 2024.

Salary: \$230,000 for 12 months (includes a \$25,000 stipend to serve as Director of the School of Supply Chain, Logistics, & Maritime Operations)
Rank: Professor (designated as Director, Supply Chain, Logistics, & Maritime Operations)

The following contains my recommendation for the initial appointment with tenure of Dr. Kuntal Bhattacharyya in the Department of Information Technology and Decision Sciences. Dr. Bhattacharyya received a B.S., B.I.E.T. in Electrical and Electronics Engineering from Kuvempu University (India), an M.S. in Electrical Engineering from The University of Texas at Arlington, an M.B.A. in Management from the University of Akron, and a Ph.D. in Operations Management from Kent State University. Prior to ODU, he held several positions at Indiana State University, including Director of the Center for Supply Management Research (2012–2021), Associate Professor (2017–2024), Department Chair (2020–2021), Executive Director for Graduate Programs (2021–2022), Director Logistics 4.0 Innovation Hub@Plainfield (2022–present), and Professor (2024–present). He initially received tenure at Indiana State University in 2017. He has over 60 publications that include journal articles, book chapters, and conference presentations.

The ODU *Teaching and Research Faculty Handbook* states, "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). Reviews were completed by department, college, and university promotion and tenure committees and the college dean. External references were included as part of the review.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Bhattacharyya meets the standards for tenure in the Department of Information Technology and 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. Jeffrey Fergus as Professor with the award of tenure in the Department of Mechanical and Aerospace Engineering in the Batten College of Engineering effective August 10, 2024.

Salary: \$310,000 for 12 months (includes stipend of \$50,000 to serve as Dean of the Batten College of Engineering & Technology)
Rank: Professor (designated as Dean, Batten College of Engineering and Technology)

The following contains my recommendation for the initial appointment with tenure of Dr. Jeffrey Fergus in the Department of Mechanical and Aerospace Engineering. Dr. Fergus received a B.S. in Metallurgical Engineering from the University of Illinois and a Ph.D. in Materials Science and Engineering from the University of Pennsylvania. Prior to ODU, he was the Associate Dean for Program Assessment and Graduate Studies (2014–2020) and Associate Dean for Undergraduate Studies and Program Assessment (2020–present) at the Samuel Ginn College of Engineering at Auburn University. He initially received tenure from Auburn University, has over 180 publications and received \$12 million in external funding.

The ODU *Teaching and Research Faculty Handbook* states, “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). Reviews were completed by department, college, and university promotion and tenure committees and the college dean. External references were included as part of the review.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Jeffrey Fergus meets the standards for tenure in the Department of Mechanical and Aerospace Engineering at Old Dominion University.

INITIAL APPOINTMENT OF FACULTY MEMBER WITH TENURE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Lobat Tayebi as Professor with the award of tenure in the Department of Electrical and Computer Engineering in the Batten College of Engineering effective August 10, 2024.

Salary: \$204,000 for 12 months (includes a \$25,000 stipend to serve as the Inaugural Director for the Institute of Engineering in Medicine, Health, & Human Performance)
Rank: Professor (designated as Director, Institute for Engineering in Medicine, Health, & Human Performance)

The following contains my recommendation for the initial appointment with tenure of Dr. Lobat Tayebi in the Department of Electrical and Computer Engineering. Dr. Tayebi received a B.S. in Physics from Sharif University of Technology (Iran), an M.S. in Engineering Physics from McMaster University (Canada), a Ph.D. in Applied Science from the University of California-Davis, and a D.Phil. in Engineering Science from the University of Oxford. Prior to ODU, she was Associate Professor and Director of Research at the School of Dentistry at Marquette University (2014–2023) and a Professor at the School of Dentistry with a joint appointment in the Department of Mechanical Engineering at Marquette University (2023–Present). She initially received tenure at Marquette University in 2014. She has published four books and 350 journal articles.

The ODU *Teaching and Research Faculty Handbook* states, “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). Reviews were completed by department, college, and university promotion and tenure committees and the college dean. External references were included as part of the review.

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

INITIAL APPOINTMENT OF FACULTY MEMBER WITH TENURE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Bruce McDonald as Professor with the award of tenure in the School of Public Service in the Strome College of Business effective December 25, 2024.

Salary: \$160,000 for 12 months (includes a \$20,000 stipend to serve as Director of the School of Public Service)
Rank: Professor (designated as Director of the School of Public Service)

The following contains my recommendation for the initial appointment with tenure of Dr. Bruce McDonald in the School of Public Service. Dr. McDonald received a B.A. in Communications from Mercer University, an M.A. in International Peace and Conflict Resolution from American Military University, an M.Sc. in Economic History from the London School of Economics, an M.Ed. in Training and Instructional Design from North Carolina State University, and a Ph.D. in Public Administration and Policy from Florida State University. Prior to ODU, he served as MPA Director (2013—2015, 2016–2019), Associate Professor (2017–2023), and Professor (2023–present) at North Carolina State University. Additionally, he is an International Centre of Public Accountability Fellow (2021–present) at Durham University. He initially received tenure at North Carolina State University in 2017. He has published thirteen books and 88 journal articles and has received \$1.2 million in external funding.

The ODU *Teaching and Research Faculty Handbook* states, “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). Reviews were completed by department,

college, and university promotion and tenure committees and the college dean. External references were included as part of the review.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Bruce McDonald meets the standards for tenure in the School of Public Service 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. Kevin Yeager as Professor with the award of tenure in the Department of Ocean and Earth Sciences in the College of Sciences effective December 25, 2024.

Salary: \$180,000 for 12 months (includes a \$30,000 stipend to serve as Chair of the Department of Ocean & Earth Sciences)
Rank: Professor (designated as Chair, Department of Ocean & Earth Sciences)

The following contains my recommendation for the initial appointment with tenure of Dr. Kevin Yeager in the Department of Ocean and Earth Sciences. Dr. Yeager received a B.S. in Geology from the Edinboro University of Pennsylvania, an M.S. in Geology from the University of Toledo, and a Ph.D. in Geology from Texas A&M University. Prior to ODU, he held various roles at the University of Kentucky, including Associate Professor (2011–2021), Director of the Sedimentary and Environmental Radiochemistry Research Laboratory (2011–present), Professor (2022–present), and Director of Graduate Studies (2023–present). He initially received tenure at the University of Kentucky in 2011. He has over eighty publications and has received \$11.2 million in external funding.

The ODU *Teaching and Research Faculty Handbook* states, “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). Reviews were completed by department, college, and university promotion and tenure committees and the college dean. External references were included as part of the review.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Kevin Yeager meets the standards for tenure in the Department of Ocean and Earth Sciences at Old Dominion University.

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

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Lobat Tayebi as the Batten Endowed Chair in the Batten College of Engineering and Technology from 2024-2025 through 2028-2029. A summary of her career is included below for information purposes.

The Faculty Handbook states, “The purpose of the award of a named chair is to recognize and give support to a full professor who has demonstrated sustained excellence in research and teaching and will significantly contribute to the University.” Based on Provost Payne’s assessment, Dr. Tayebi meets these standards.

Lobat Tayebi

**Inaugural Director, Institute for Engineering in Medicine, Health, and Human Resources
Batten College of Engineering and Technology**

Dr. Tayebi’s research interests support the ODU goal of improving public health and addressing the region’s healthcare inequity and disparities. Before joining ODU, Dr. Tayebi was a Professor and Director of Research at Marquette University School of Dentistry with a joint appointment in Mechanical Engineering. She received her Bachelor of Science from Sharif University of Technology in Physics and her Master of Science from McMaster University in Engineering Physics. She earned a PhD from the University of California-Davis in Applied Science and a DPhil degree from the University of Oxford in Engineering Science, Institute of Biomedical Engineering. Her expertise lies in tissue engineering and regenerative medicine. With multiple patents in the field, she has authored two books, edited two others, and published over 380 articles. Her current research encompasses 3D printing for hard/soft/interfacial tissue reconstruction, growth factor delivery, and vascularization of critical-sized defects. Dr. Tayebi has an impressive record of sponsored research contracts and grants funded by federal agencies such as the National Science Foundation (NSF) and the National Institutes of Health (NIH), in addition to funding from private industry.

Dr. Tayebi’s leadership role as Director of the EnMed Institute and her broad research interests in biomedical and tissue engineering are well aligned with ODU’s focal areas of academic excellence, research growth, strategic enrollment growth, and student engagement and success. Her leadership role and research interests are also aligned with the new strategic plan for the Batten College of Engineering and Technology, “Focus on the Future: A Strategic Plan for 2030 and Beyond,” which was released in 2022, and its focus on Academic Excellence and Student Experience and Research and Innovation. EnMed will bring together faculty and students across the Batten College who share an interest in the innovative application of engineering to positively impact patient outcomes, community well-being, and human performance and to connect them with constituencies in the broader ODU and Hampton Roads region. EnMed will also be the bridge that connects the Batten College with Eastern Virginia Medical School (EVMS), both during and after the approaching merger of EVMS and ODU.

**APPOINTMENT OF THE BEAZLEY NAMED PROFESSORSHIP
IN THE SCHOOL OF SUPPLY CHAIN, LOGISTICS, AND MARITIME OPERATIONS**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Kuntal Bhattacharyya as the Beazley Named Professorship in the School of Supply Chain, Logistics, and Maritime Operations from 2024-2025 through 2028-2029. A summary of his career is included below for information purposes.

“The purpose of the award of a named professorship is to recognize and provide support to an Old Dominion University faculty member who has exhibited sustained excellence in teaching and/or research as well as a continuing, exemplary commitment to the University.” Provost Payne believes Dr. Bhattacharyya meets these standards.

Kuntal Bhattacharyya
School of Supply Chain, Logistics, and Maritime Operations

Dr. Kuntal Bhattacharyya has distinguished himself as a dedicated and innovative educator at Indiana State University. Throughout his tenure, he has taught eleven courses, five of which he has expertly redesigned and adapted to multiple teaching formats. His commitment to pedagogical excellence is reflected in his consistently high teaching evaluations, which average above 4.45 on a 5.0 scale. This demonstrates his effectiveness in the classroom and his ability to engage and inspire students. Notably, Dr. Bhattacharyya was recognized as an Indiana Top Educator Nominee at the Central Indiana Supply Chain Awards (CISCA) in Fall 2019. This prestigious nomination underscores his influence and impact in the field of supply chain education, highlighting his role as a leader in fostering academic excellence.

Dr. Bhattacharyya’s influence extends beyond classroom instruction; he actively contributes to the development of curricula and the expansion of knowledge that is crucial for students preparing to enter the workforce in supply chain and logistics. Currently, he is playing a pivotal role in revising both undergraduate and graduate programs as they transition to the new SCLMO at Old Dominion University. His dedication to student success is further evidenced by his mentorship of all students in the Operations and Supply Chain Management track.

Throughout his career, Dr. Bhattacharyya has exhibited sustained excellence in teaching, research and industry outreach and has the potential for exemplary commitment to the Old Dominion University (ODU). He has demonstrated success in student enrollment and retention, community engagement, industry relations, inclusive excellence, and curriculum development and support, along with fundraising.

In his past role as a graduate program director, Dr. Bhattacharyya streamlined curriculum, coursework, and student experience while launching a successful online MBA program. His research in strategic sourcing, supply chain management, and financial economics has been published in the *Journal of Supply Chain Management*, *Supply Chain Management Review*, *Journal of Global Operations and Strategic Sourcing*, and *Advanced Mathematical Modelling*, among others. His extensive industry connections enabled him to create a center of excellence and a logistics 4.0 robotics lab to serve as an incubator for advanced warehouse management, predictive analytics, and industry 4.0 training. These are indicators of his potential of success as the new director of the School of Supply Chain, Logistics and Maritime Operations at ODU.

Dr. Kuntal Bhattacharyya is an exemplary educator, a distinguished scholar, and a committed contributor to both the university and the broader academic and professional communities. His achievements in teaching, research, and service are not only commendable but also align perfectly with the strategic goals of the School of Supply Chain, Logistics, and Maritime Operations. Given Dr. Bhattacharyya’s outstanding record, I support his recognition as the Beazley Named Professor.

**APPOINTMENT OF ENDOWED SLOVER PROFESSOR IN THE DEPARTMENT OF
OCEAN AND EARTH SCIENCES IN THE COLLEGE OF SCIENCES**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Kevin Yeager as an Endowed Slover Professor in the Department of Ocean and Earth Sciences in the College of Sciences beginning Spring 2025 through Spring 2030. A summary of his career is included below for information purposes.

“The purpose of the award of a named professorship is to recognize and provide support to an Old Dominion University faculty member who has exhibited sustained excellence in teaching and/or research as well as a continuing, exemplary commitment to the University.” Provost Payne agrees that Dr. Yeager meets these standards.

Kevin Yeager
Chair, Department of Ocean and Earth Sciences
College of Sciences

Dr. Yeager is an internationally recognized scholar in the field of sedimentary geology and radiochemistry in aquatic systems with research in many interdisciplinary areas related to climate change, sediment processes, and environmental contamination. He has a strong publication record and has made numerous invited presentations. His CV lists 82 publications as published or in press, along with 113 professional meeting abstracts. Many of these publications and presentations include student co-authors. He has been awarded over \$11 million in grants and contracts as PI or co-PI from NSF, NOAA, and the US Army Corp of Engineers among others; he currently has \$6M in support. The four external letters received as part of the hiring process all provide strong evidence for his excellent national and international reputation in research. His record of teaching and mentoring numerous undergraduate and graduate students in research is similarly outstanding. He has a strong record of professional service and engagement with the scholarly community.

Dr. Yeager’s appointment as Chair of the Department of Ocean and Earth Sciences and his designation as the Slover Professor serves ODU’s mission and goals in several ways. First, he brings a new research capability to ODU, one that complements existing strengths. He plans to establish a cutting-edge radiochemistry laboratory what will enable new collaborations with faculty outside ODU as well as those in his department and in other departments at ODU. He brings substantial expertise, and a record of success. He will be well positioned to support and enhance the research of our junior OES faculty, who are excited about the instrumentation he will establish here. Bringing strong, well-funded senior researchers to ODU is part of the ODU strategic plan and will help us to maintain and grow our research productivity.

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 at Old Dominion University and neither has authority to evaluate, supervise or make personnel decisions regarding the other,

Joel Bock and Amadine Dubois, spouses

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.

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 at Old Dominion University/Macon & Joan Brock Virginia Health Sciences at Old Dominion University and special care has been taken that neither has authority to evaluate, supervise or make personnel decisions regarding the other,

Cynthis Ferguson and Adam Fairchilds, 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.

RESOLUTION APPROVING DUAL EMPLOYMENT

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Whereas the following individuals both work at Old Dominion University and neither has authority to evaluate, supervise or make personnel decisions regarding the other,

Hector M. Garcia and Marija Raskovic, spouses

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.

RESOLUTION APPROVING DUAL EMPLOYMENT

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Whereas the following individuals both work in the Department of Medicine at the Macon & Joan Brock Virginia Health Sciences at Old Dominion University and neither has authority to evaluate, supervise or make personnel decisions regarding the other,

Joshua Sill and Julie D. Sill, spouses

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 appointment of 25 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, Campbell, Corn, Dickeski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, 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>
Md Morshed Alam Lecturer, School of Cybersecurity	\$78,000	7/25/2024	10 Mos

Mr. Alam received a B.Sc. in Information and Communication Technology from Comilla University, Bangladesh. He is expected to receive a Ph.D. in Computing and Information Systems from the University of North Carolina at Charlotte. Previously he was a Graduate Research Assistance at the University of North Carolina at Charlotte. (Joint appointment with the Department of Computer Science)

Mohammed Al Kinoon Lecturer, School of Cybersecurity	\$78,000	7/25/2024	10 Mos
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Mr. Al Kinoon received a B.Sc. in Computer Science from Eastern Florida State College. He is expected to receive a Ph.D. in Computer Science from the University of Central Florida. Previously he was a Research Assistant in the area of Healthcare Security and Privacy.

Javad Rafiei Asl Research Assistant Professor, School of Cybersecurity	\$80,000	7/25/2024	10 Mos
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Dr. Asl received a Ph.D. in Computer Science from Georgia State University, a Master of Information Technology from the University of Tehran, Iran and a B.S. in Computer Science from the University of Tabriz, Iran. Previously he was an AI Graduate Researcher for the INSPIRE Center. (Appointment is contingent upon successful work authorization. Restricted one-year appointment)

Soumya Banerjee Research Assistant Professor, School of Cybersecurity	\$80,000	7/25/2024	10 Mos
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Dr. Banerjee received a Ph.D. in Computer Science and an M.E. in Software Engineering from Jadavpur University, India and a B.Tech. in Computer Science and Engineering from West Bengal University of Technology. Currently he is a Research Scientist at VMASC, Old Dominion University. (Appointment is contingent upon successful work authorization. Restricted one-year appointment)

Jenny Berggren Lecturer, Political Science & Geography	\$56,000	7/25/2024	10 Mos
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Dr. Berggren received a Ph.D. in Geography, an M.A. in Teaching and an M.A. in Sociology all from The University of North Carolina at Greensboro. She also received a B.A. in History from Wake Forest University. Previously she was a Consultant to the external evaluation team for the United Nations Institute for Integrated Management of Material Fluxes and Resources in Dresden, Germany. (Restricted one-year appointment)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Maria S. Doncel Lecturer, Department of World Languages & Cultures	\$55,000	7/25/2024	10 Mos

Ms. Doncel received an M.A. in Humanities with a specialization in Latin American Studies from Old Dominion University and a B.A. Literary, Scientific, and Technical Translator of English/Spanish from the National Institute of Higher Education in Modern Languages Juan Ramon Fernandez, Argentina. Previously she was an Upper School Spanish Teacher at Nansemond Suffolk Academy. (Restricted one-year appointment)

Alvis E. Edwards III Clinical Assistant Professor, School of Medical Diagnostic & Translational Sciences	\$75,000	8/25/2024	10 Mos
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Mr. Edwards received an M.A. in Education specializing in Health Professions Education from North Carolina State University and a B.S. in Clinical Laboratory Science from East Carolina University. Currently he is a Medical Laboratory Scientist at Sentara Norfolk General Hospital.

Jeffrey W. Fergus Professor & Dean of the Batten College of Engineering and Technology, Batten College of Engineering and Technology	\$310,000	8/10/2024	12 Mos
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Dr. Fergus received a Ph.D. in Materials Science and Engineering from the University of Pennsylvania and a B.S. in Metallurgical Engineering from the University of Illinois. Previously he was the Associate Dean for Undergraduate Studies and Program Assessment in the Samuel Ginn College of Engineering at Auburn University. (\$50,000 stipend received for serving as Dean of the Batten College of Engineering and Technology)

Jessica Gaffney Lecturer, Department of Communications & Theatre Arts	\$57,000	7/25/2024	10 Mos
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Ms. Gaffney received an MFA in Costume and Scenic Design from New York University Tisch School of the Arts and a B.A. in Theatre Arts from the University of Albany SUNY. Previously she was the Program Chair of Theatre in the Division of Humanities and Fine Arts at the Cape Fear Community College. (Restricted one-year appointment)

Katia M. Grillo Instructor, Department of World Languages & Cultures	\$61,111	8/25/2024	10 Mos
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Ms. Grillo has a B.A. in Foreign Languages with a Minor in Physics. She also holds a Virginia Teaching License with an endorsement in Spanish K-12. Currently she is a Spanish Teacher at King's Fork High School in Suffolk Public Schools.

Hamna Hannan Lecturer, Department of Mathematics & Statistics	\$57,783	7/25/2024	10 Mos
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Ms. Hannan received an M.S. in Statistics from The University of Texas at El Paso, an M.Sc. in Statistics and a B.Sc. in Statistics, Mathematics, and Economics from Bahauddin Zakariya University, Pakistan. Previously she was a Lecturer in the Department of Statistics at the University of Wisconsin-Madison.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
John D. Lape, Sr Lecturer, Information Technology & Decision Sciences	\$75,000	7/25/2024	10 Mos

Mr. Lape received an M.S. in Operations Research from Naval Postgraduate School and a B.S. in Industrial Management from Purdue University. He is currently the owner of a Huntington Learning Center.

Trang T. Le Research Assistant Professor, Institute for Coastal Adaptation & Resilience	\$105,000	8/10/2024	12 Mos
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Dr. Le received a Ph.D. in Recreation, Park, and Tourism Studies from Texas A&M University, an M.S. in Urbanism from Delft University of Technology, Netherlands and a Bachelor of Architecture and Planning from the National University of Civil Engineering, Vietnam. Previously she was the Managing Director of the Southeast Texas Urban Integrated Field Laboratory at the University of Texas at Austin. (Appointment is contingent upon successful work authorization).

Abigail Lemmon Clinical Assistant Professor, School of Rehabilitation Sciences	\$85,000	7/25/2024	10 Mos
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Dr. Lemmon received a Ph.D. in Occupational Therapy at Virginia Commonwealth University and a B.A. in Neuroscience from Princeton University. Currently, she is an Occupational Therapist at ODU Monarch Physical Therapy. (Restricted one-year appointment)

Nicole P. Llanos Lecturer, School of Nursing	\$91,624	6/10/2024	12 Mos
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Ms. Llanos received an M.S. and B.S. in Nursing from Western Governors University. She is currently a Direct Care Mental Health RN at Sentara Virginia Beach General.

Shelly C. Mann Lecturer, Department of Engineering Technology	\$70,000	8/25/2024	10 Mos
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Ms. Mann received an M.S. in Aerospace Engineering and a B.S. in Mechanical Engineering from Old Dominion University. She is expected to receive her Ph.D. in Aerospace Engineering by December 2024. She is currently a Graduate Assistant who has taught numerous courses in the Department of Engineering Technology over the last eight years. (Restricted one-year appointment)

Shideh Yavary Mehr Lecturer, School of Cybersecurity	\$82,000	7/25/2024	10 Mos
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Dr. Mehr received a Ph.D. in Computer Engineering from the University of Lincoln-Nebraska, an M.S. in Electrical Engineering from Iran University of Science and Technology, Iran and a B.S. in Electrical Engineering from Tehran University, Iran. Previously he was an Assistant Visiting Professor at the University of Wisconsin-Milwaukee.

Rina Okada Lecturer, Department of World Languages & Cultures	\$55,000	7/25/2024	10 Mos
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Ms. Okada received an M.S. In Education from the University of Southern Indiana and a B.A. in English from Kyoto University of Foreign Studies, Japan. Previously she was an Adjunct Instructor of Japanese at Virginia Wesleyan University and Old Dominion University. (Restricted one-year appointment)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Summer S. Ortiz Lecturer, Department of English	\$51,000	7/25/2024	10 Mos

Dr. Ortiz received a Ph.D. in English from the University of California, Riverside, an M.S. in English from Virginia Commonwealth University, and a B.A. in Psychology from The College of William and Mary. Previously she was an Adjunct Professor in the Department of English at Old Dominion University.

Tracey A. Regenold Lecturer, Department of Educational Leadership & Workforce Development	\$60,000	7/25/2024	10 Mos
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Dr. Regenold received a Ph.D. in Education, Occupational, and Technical Studies from Old Dominion University, an M.P.A. and a B.S. in Psychology from Arizona State University. Previously she was a Managing Director at Work Transformed in Phoenix, Arizona. (Restricted one-year appointment)

Sara E. Russell Riggs Senior Lecturer, School of Supply Chain, Logistics, and Maritime Operations	\$80,000	7/25/2024	10 Mos
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Ms. Russell Riggs received an M.B.A. in Port/Maritime from Old Dominion University and a B.S. in Management from the University of Delaware. Currently she is a Senior Lecturer in the Department of Finance at Old Dominion University and the Executive Director of the International Corporate Governance Society. Previously she was a Postdoctoral Research Associate at the University of Connecticut.

Jessica S. Turner Assistant Professor, Department of Ocean & Earth Sciences	\$89,000	12/25/2024	10 Mos
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Dr. Turner received a Ph.D. in Marine Science from Virginia Institute of Marine Science at The College of William & Mary, an M.S. in Oceanography from the University of Alaska Fairbanks and a B.A. in Earth & Oceanographic Science from Bowdoin College.

Pe'Atra G. Wilson Lecturer, Department of Counseling & Human Services	\$59,000	7/25/2024	10 Mos
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Ms. Wilson received an M.S. in Marriage and Family Counseling Therapy from Capella University and a B.S. in Psychology from Excelsior College. Currently she is a counselor at the Wishing Well Counseling Center. (Restricted one-year appointment)

Veereswara Lakshmi Diwakar Yalpi Lecturer, School of Cybersecurity	\$66,950	7/25/2024	10 Mos
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Mr. Yalpi received an M.S. in Computer Science from Old Dominion University, a Master of Technology in Software Engineering from the Birla Institute of Technology and Science, India and a B.S. in Electronics and Computer Science from Sri Krishna Devaraya University, India. Previously he was a Lecturer in the School of Cybersecurity. (No longer a Restricted Hire).

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Jana Abou Ziki Associate Professor, Department of Engineering Technology	\$99,000	12/25/2024	10 Mos

Dr. Ziki received a Ph.D. in Mechanical Engineering from Concordia University, Canada, and a B.S. in Mechatronics Engineering from Hariri Canadian University, Lebanon. Previously she was an Assistant Professor in the Department of Engineering & Applied Science at Ontario Tech University, Canada. (Appointment is contingent upon successful work authorization).

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>
Mary Enderson Professor Emerita of Teaching & Learning	September 1, 2024
Donna Hughes-Oldenburg Library Faculty Emerita	September 1, 2024
Bismarck Myrick Lecturer Emeritus of Political Science and History	June 1, 2024

Mary Enderson

Dr. Mary Enderson joined Old Dominion as an Associate professor of mathematics education in 2012. She received a B.S. and M.S. in Education with a concentration in Mathematics from Old Dominion University and a Ph.D. in Mathematics Education from the University of Georgia. She received tenure at Old Dominion in 2019 and continued to share her expertise and service with the professional community.

Upon joining the faculty at Old Dominion, Dr. Enderson submitted and was awarded a grant from VDOE (totaling 1.5 million) to start-up an innovative teacher preparation program for STEM preservice teachers. This began her unwavering commitment to recruiting and supporting preservice STEM teachers across the Hampton Roads area by adopting the UTeach model from University of Texas, Austin at Old Dominion. She served as Co-Director for the past 12 years and has served the UTeach national community in a 3-year Presidential term. She continued her work and support for preservice STEM teachers with a Robert Noyce grant, which was awarded by NSF in 2022 for 1.2 million.

Dr. Enderson has served her profession in a variety of capacities including leadership roles on editorial and review boards, consultant, mentoring, and conference program activities. She served

on numerous university, college, and departmental committees on campus as well. Dr. Enderson has made a name for herself in scholarship and published extensively in research areas that focus on STEM teacher preparation as well as crossing over multiple disciplines.

Dr. Enderson's teaching has been nothing short of outstanding both at the undergraduate and graduate levels. She consistently designs and implements courses for student engagement and discourse. She plans tasks for students to identify their strengths, weaknesses, and challenges. She works hard to address inclusion of all learners and how to build and sustain valuable learning communities.

While Dr. Enderson's energy has focused mostly on undergraduate STEM teacher preparation, she has also supported doctoral students during her tenure at Old Dominion. She has served on doctoral committees in member and in chair roles. She has been committed to education at all levels and shown unwavering commitment and service to Old Dominion University and is retiring after a career of "dedicated and meritorious service" to the university and profession.

Donna Hughes-Oldenburg

Donna Hughes-Oldenburg received the Master of Library and Information Science from University of California, Berkeley, a Master of Arts in English from Hollins University, and a Bachelor of Arts in Sociology from Hollins University. She completed PhD work (ABD) at the University of North Carolina, Chapel Hill in Comparative Literature.

She joined Old Dominion University in 2002 as the Head of Bibliographic Services, and in 2004 also worked as an Adjunct Professor for the Catholic University of America School of Library and Information Science. For her outstanding work as Head of Bibliographic Services she was named ODU's 2006 Librarian of the Year.

Ms. Hughes-Oldenburg maintained an extraordinarily active service profile with the Libraries and University during her tenure. In addition to myriad internal Libraries committees, she served on numerous campus groups, task forces, and search committees. To cite just a few, she served on the search committee for Vice Provost for Faculty Affairs and Strategic Initiatives, Undergraduate Writing Program review Committee, University General Education Assessment Committee, Faculty Advisory Board for the Institute of Jewish Studies and Interfaith Understanding, Faculty Senate (as a Senator, member of the Senate Executive Committee, and on Committee A), Graduate School Strategic Planning Committee, Provost's Academic Action Plan Task Force, University Master Plan Dining and Retail Committee, University Strategic Planning Subcommittee on Academic and Research Strengths, Student Conduct Appeals Committee, and more.

Outside of ODU, Ms. Hughes-Oldenburg was very active in the profession, serving on the Virginia Scholarly Communications Forum, Potomac Technical Processing Librarians, American Association of Law Libraries, and more. She was a regular presenter at Virginia Library Association and American Library Association conferences. She was also highly engaged with the local community, serving on the Northside Civic League and as an Officer of Elections for the City of Norfolk.

Ms. Hughes-Oldenburg served in her role as Head of Bibliographic Services until her retirement from Old Dominion University in 2018.

Bismarck Myrick

Ambassador Bismarck Myrick earned a B.A. in History from the University of Tampa and a Master of Arts in History from Syracuse University and was awarded a Doctor of Humane Letters by Spelman College. He joined Old Dominion University in 2002 as Ambassador-in-Residence and Lecturer in Political Science and History.

Prior to his arrival at Old Dominion, Ambassador Myrick spent more than twenty years in the U.S. Foreign Service. Among the positions he held include U.S. Ambassador to Lesotho (1995 – 1998) and U.S. Ambassador to Liberia (1999-2002). Prior to his Ambassadorships, he served as Consul General for U.S. Diplomatic Missions in Cape Town and Durban, South Africa. Among the many honors he earned includes the government of Lesotho’s Most Meritorious Order of Mohlomi, the highest honor awarded by that country to a non-citizen, for his work in promoting democracy, and the U.S. State Department’s Superior Honor Award. In addition, he represented the United States at the swearing in of South Africa’s first democratically elected post-apartheid parliament.

In addition to these diplomatic roles, Ambassador Myrick has served in a variety of other high-level State Department positions, including as Action Officer in the Office of Strategic Nuclear Policy and Chair of the Interagency Working Group on Nuclear Testing Arms Control, as well as Deputy Director for Policy Planning and Coordination in the Bureau of Inter-American Affairs. In 2022, Ambassador Myrick was appointed as Vice Chair of the Board of Visitors of the National Defense University.

In his more than twenty years at Old Dominion, Ambassador Myrick taught courses in African history, politics, and international relations. His students benefitted greatly from his encyclopedic knowledge and extensive diplomatic experience in gaining a better understanding of the politics and history of Africa.

Brian Payne, Interim Provost and Executive Vice President for Academic Affairs, provided an update on Academic Affairs priorities and the Monarch Internship and Co-Op Office.

Ken Fridley, Vice President for Research and Economic Development, provided an overview of the R&D portfolios of ODU and EVMS over the last few fiscal years as a preview of what our portfolio will look like post-integration.

VIRGINIA HEALTH SCIENCES BOARD OF DIRECTORS

Bruce Waldholtz, MD, Chair of the Virginia Health Sciences Board of Directors, reported that the Board has held its first two meetings. An organizational meeting was held on August 22, 2024, during the Board of Visitors Retreat. The Board elected Bruce Bradley as its vice chair and himself as chair.

On September 9, 2024, the Board of Directors held its orientation and first regular meeting. After hearing presentations from the deans of each of the schools of Virginia Health Sciences and from the senior administrative, the Board of Directors considered several action items. The Board unanimously approved Dr. Abuhamad’s recommendations for

faculty appointments. The following resolution was brought forth as a recommendation of the Board of Directors and was approved by all Board of Visitors members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, Wyatt*).

**MACON & JOAN BROCK VIRGINIA HEALTH SCIENCES
EASTERN VIRGINIA MEDICAL SCHOOL AND EVMS SCHOOL OF HEALTH
PROFESSIONS
AT OLD DOMINION UNIVERSITY**

FACULTY APPOINTMENTS

Salaried and Non-Salaried Faculty

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Sarah N.A. Al Allawi Assistant Professor, Department of Medicine, Division of General Internal Medicine	\$95,000	7/1/2024	12 Mos

Dr. Al Allawi earned her Bachelor of Medicine and Bachelor of Surgery from the University of Duhok in Iraq. She has recently completed her Internal Medicine Residency at Eastern Virginia Medical School. Her clinical interests and academic focus are centered on General Internal Medicine.

John D. Allen Assistant Professor, Department of Physical Medicine and Rehabilitation	\$123,600	6/10/2024	12 Mos
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Dr. Allen earned his Bachelor of Science in Health Science and Master of Science in Physical Therapy from the University of North Florida. He then pursued his Doctor of Osteopathic Medicine at the West Virginia School of Osteopathic Medicine. Dr. Allen completed his residency in Physical Medicine and Rehabilitation at the University of Miami and further specialized with a Pain Medicine Fellowship at the Bureau of Medicine and Surgery with the United States Navy. Most recently, he has served as the Medical Director for Sentara Pain Management Specialists.

Catherine A. Costa Assistant Professor, Department of Pediatrics, Division of Hospital Medicine	N/A	8/1/2024	1 Year
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Dr. Costa earned her Bachelor of Science degree from the University of South Florida before obtaining her Doctor of Medicine from Virginia Commonwealth University School of Medicine. She completed her Pediatric Residency at Georgetown University Hospital in 2023 and is now specializing in Pediatric Urgent Care.

Isaac J. Davis Instructor, Department of Medicine	N/A	7/1/2024	12 Mos
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Dr. Davis received his Bachelor of Arts in Biochemistry from Arizona State University and went on to complete his Doctor of Osteopathic Medicine degree from Alabama College of Osteopathic Medicine in 2020. He is currently acting as Chief Resident for his Internal Medicine residency at the Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Charles M. Dillard Assistant Professor, Department of Pediatrics, Division of Physical Medicine and Rehabilitation	N/A	5/13/2024	1 Year

Dr. Dillard earned his Bachelor of Science in Psychology from Virginia Tech before completing his Doctor of Medicine at Virginia Commonwealth University. He continued at Virginia Commonwealth University for his residency in Physical Medicine and Rehabilitation, where he served as Chief Resident during his final year. Dr. Dillard also completed a fellowship through the American Academy of PM&R Leadership Program and later earned a Master's degree in Health Administration from Virginia Commonwealth University.

John H. Fanton Assistant Professor, Department of Pediatrics, Division of Adolescent and Child Psychiatry	N/A	5/13/2024	1 Year
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Dr. Fanton earned a Bachelor of Science in Biology and Philosophy from Binghamton University before completing his Doctor of Medicine at the University of Buffalo. He then pursued a residency and served as Chief Resident in Pediatrics, Psychiatry, and Child Psychiatry at Brown University. Dr. Fanton further enhanced his expertise with two postdoctoral fellowships at the University of Pittsburgh and Baystate Medical Center.

Amy B. Farkas Assistant Professor, Department of Radiology	N/A	8/1/2024	1 Year
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Dr. Farkas obtained her Bachelor of Arts in Biology from Johns Hopkins University and completed her Doctor of Medicine degree from the University of Florida College of Medicine. After finishing her Radiology Residency and Pediatric Radiology Fellowship, she has been working as a Pediatric Radiologist with CHKD and Diagnostic Radiologist with the Medical Center Radiologists since 2021.

Makena N. Green Instructor, Department of Pediatrics, Division of Genetics	N/A	4/22/2024	1 Year
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Ms. Green earned her Bachelor of Science in Genetics with a minor in Human Development and Family Studies from the University of New Hampshire. She then completed her Master of Science in Genetic Counseling at Kean University. Ms. Green is currently serving as a Genetic Counselor at Children's Hospital of The King's Daughters.

Rebecca Horgan Assistant Professor, Department of Obstetrics and Gynecology, Division of Maternal-Fetal Medicine	\$95,000	7/1/2024	12 Mos
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Dr. Horgan completed her Doctor of Medicine from the Royal College of Surgeons in Dublin, Ireland. She recently complete her Maternal Fetal Medicine Fellowship at Eastern Virginia Medical School. Her clinical interests and academic pursuits are focused on Maternal-Fetal Medicine.

Elizabeth A. Kamin Assistant Professor, Department of Psychiatry and Behavioral Sciences	\$120,000	8/1/2024	12 Mos
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Dr. Kamin completed her Masters of Science in Psychology at Old Dominion University and then went on to obtain her Doctor of Medicine degree from Eastern Virginia Medical School. Dr. Kamin completed a Psychiatry Residency and a Anesthesia Residency. Most recently, she as been the Medical Director for Chesapeake Psychological Associates.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Rhorie P.R. Kerr Assistant Professor, Department of Otolaryngology-Head and Neck Surgery, Division of Facial Plastic and Reconstructive Surgery	\$113,506	8/1/2024	12 Mos

Dr. Kerr received his Bachelor of Science in Biology degree from Hampden-Sydney College and completed his Doctor of Medicine degree from Eastern Virginia Medical School. Dr. Kerr completed an Otolaryngology - Head and Neck surgery residency at The Cleveland Clinic and most recently, completed his Facial Plastic and Reconstructive Surgery Fellowship at University of California, where he has also been a faculty member since 2019.

Iuliia Kovalenko Assistant Professor, Department of Medicine, Division of Hospital Medicine	\$95,000	8/12/2024	12 Mos
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Dr. Kovalenko completed her Doctor of Medicine from Sechenov First Moscow Medical University. She completed her Internal Medicine residency from UPMS in Harrisburg and a Dermatology fellowship with Central Status Medical Academy of Moscow. Dr. Kovalenko's focus is with Hospital Medicine.

Frederick W. Kremkau Professor, Department of Emergency Medicine	\$50,000	7/1/2024	12 Mos
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Dr. Kremkau received his Bachelor of Science in Electrical Engineering from Cornell University, a Masters of Science and PhD in Electrical Engineering from the University of Rochester. Since 2017, he has held a Professor Emeritus position at Wake Forest University School of Medicine. Dr. Kremkau's career focus has been in Radiologic Sciences.

Lisa K. Madren Assistant Professor, Department of Medicine, Division of Hospital Medicine	N/A	3/18/2024	1 Year
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Dr. Madren earned her Bachelor of Science in Biology from Georgetown University before pursuing her Doctor of Medicine degree at the University of Virginia School of Medicine. She completed her residency in Internal Medicine at the University of Virginia as well. Currently, Dr. Madren serves as a Hospitalist at the Hampton Veterans Administration.

Kristi T. McGowin Assistant Professor, Department of Pediatrics, Division of General Academic Pediatrics	N/A	8/1/2024	1 Year
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Dr. McGowin earned her Master of Science in Nursing from the University of Alabama at Birmingham and then her graduated with her Doctorate in Nursing Practice degree from the University of Missouri-Kansas City. Dr. McGowin specializes in Pediatric Emergency Medicine and most recently has held the position of Senior Director in the Pediatric Intensive Care until at Children's Mercy Hospital in Kansas City.

Aung S. Naing Instructor, Department of Medicine	N/A	7/1/2024	12 Mos
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Dr. Naing earned a Bachelor of Medicine, Bachelor of Surgery from University of Medicine 1 in Yangon, Myanmar. Dr. Naing participated in a Graduate Medical Education Improvement Science Fellowship and currently holds the role of Chief Resident at the Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Sarah M. Parsons Assistant Professor, Department of Pediatrics	N/A	2/15/2019	1 Year

Dr. Parsons earned her Bachelor of Science in Biology with a focus on Microbiology and Immunology from Radford University. She then obtained her Doctor of Pharmacy from the Virginia Commonwealth University School of Pharmacy. While in Richmond, Dr. Parsons completed a pharmacy residency with the HCA Health System. She is currently a Clinical Pharmacy Specialist at Children’s Hospital of The King’s Daughters.

Amy E. Quinn Instructor, Department of Pediatrics	N/A	7/1/2024	1 Year
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Ms. Quinn earned a Masters of Science in Education and additionally, another Masters of Science in Community Health Education and Health Promotion from Old Dominion University. She has held the position of Director for Research Administration at the Children's Hospital of The King's Daughters since 2016.

Mariam Rahmani Associate Professor, Department of Pediatrics, Division of Adolescent and Child Psychiatry	N/A	4/1/2024	3 Years
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Dr. Rahmani earned her Bachelor of Science in Environmental Engineering from the University of Central Florida. She then completed her Doctor of Medicine at the University of Florida, where she also finished a residency in General Psychiatry and a fellowship in Child & Adolescent Psychiatry. Most recently, she has held a faculty position at the University of Florida.

Lorna A. Ringwood Assistant Professor, Department of Family and Community Medicine	\$97,850	7/1/2024	12 Mos
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After undergraduate school, Dr. Ringwood earned a PhD from Virginia Tech University and then went on to complete her Doctorate of Medicine from Wake Forest School of Medicine. Most recently, Dr. Ringwood has completed her Family Medicine residency with Ghent Family Medicine through Eastern Virginia Medical School.

Michael A. Shapiro Associate Professor, Department of Pediatrics, Division of Adolescent and Child Psychiatry	N/A	4/1/2024	3 Years
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Dr. Shapiro earned a Bachelor of Science in Interdisciplinary Studies in Basic and Biological Medical Sciences and a Doctor of Medicine from the University of Florida. He further specialized with a residency in General Psychiatry and a fellowship in Child and Adolescent Psychiatry, also at the University of Florida. Most recently, he has served as a faculty member at the University of Florida.

Matthew L. Slief Assistant Professor, Department of Medicine, Division of Hospital Medicine	\$97,850	8/5/2024	12 Mos
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Dr. Slief received a Bachelor of Science in Biochemistry and his Doctor of Medicine degrees from University of Oklahoma. Most recently, Dr. Slief has completed his Internal Medicine residency at the University of Alabama at Birmingham. Dr. Slief’s clinical and academic focus is with Hospital Medicine.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Alastair K. Thomson Assistant Professor, Department of Medicine, Division of Endocrine and Metabolic Disorders	\$95,000	7/1/2024	12 Mos

Dr. Thomson obtained his Bachelor of Medicine and Bachelor of Surgery from the University of West Indies in Kingston, Jamaica. Dr. Thomson completed a Categorical Tract Internal Medicine residency from the SUNY health system and subsequently served as Chief Resident for Kings County Hospital. Dr. Thomson's clinical and academic focus is with Endocrine and Metabolic Disorders.

Alejandra Vargas Instructor, Department of Medicine	N/A	7/1/2024	12 Mos
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Dr. Vargas earned her Doctor of Medicine degree from Pontifical Bolivarian University in Medellin, Columbia. She participated in the L.D. Britt Pre-Faculty Development Academic Medicine Writing Fellowship and currently a Chief Resident for Internal Medicine at the Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.

Seth H. Warren Assistant Professor, Department of Psychiatry and Behavioral Sciences	\$97,850	7/1/2024	12 Mos
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Dr. Warren obtained a Bachelors of Science in Biochemistry from Old Dominion University. He went on to receive a Masters in Science degree and Doctor of Medicine degree from Eastern Virginia Medical School. Dr. Warren has been serving as Chief Resident for the Department of Psychiatry over the past year.

Emily E. Wikner Assistant Professor, Department of Otolaryngology-Head and Neck Surgery, Division of General Otolaryngology	\$95,000	7/1/2024	12 Mos
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Dr. Wikner earned her Bachelor of Arts in Chemistry from Wake Forest University before pursuing a Doctor of Medicine degree at George Washington University School of Medicine and Health Sciences. She recently completed her residency in Otolaryngology-Head and Neck Surgery at Eastern Virginia Medical School. Dr. Wikner's clinical and academic expertise is centered on General Otolaryngology.

Community Faculty

Faculty	Rank	Department	Term
Robert T. Batty	Instructor	Emergency Medicine	1 Year
Christopher R. Beach	Instructor	Emergency Medicine	1 Year
Nathan J. Branson	Instructor	Emergency Medicine	1 Year
Patrick J. Burbano de Lara	Assistant Professor	Ophthalmology	1 Year
Taylor R. Caddell	Instructor	Emergency Medicine	1 Year
Brady S. Christensen	Assistant Professor	Family and Community Medicine	1 Year
Jared A. Crothers	Assistant Professor	Otolaryngology-Head and Neck Surgery	1 Year
Farhod Djuraev	Assistant Professor	Medicine, Division of General Internal Medicine	1 Year
Daniel M. Duk	Instructor	Emergency Medicine	1 Year
Simanta Dutta	Assistant Professor	Medicine, Division of Pulmonary and Critical Care Medicine	1 Year
Belinda O. Escanio	Assistant Professor	Family and Community Medicine	1 Year

Faculty	Rank	Department	Term
Christina R. Gates	Instructor	Emergency Medicine	1 Year
Gabrielle A. Gauthier	Instructor	Emergency Medicine	1 Year
Anupam Gupta	Instructor	Emergency Medicine	1 Year
Camille Halfman	Assistant Professor	Emergency Medicine	1 Year
Olushola E. Ilogho	Assistant Professor	School of Health Professions, Physician Assistant Program	1 Year
Sonia Kapoor	Assistant Professor	Family and Community Medicine	1 Year
Ashley J. Kaufman	Instructor	Emergency Medicine	1 Year
Edwin Jin Su Lee	Assistant Professor	Medicine, Division of Gastroenterology	1 Year
Kristi V. Mizelle	Assistant Professor	Medicine, Division of Rheumatology	1 Year
Ashley M. Nelsen	Instructor	Emergency Medicine	1 Year
Anil N. Patel	Assistant Professor	Medicine Division of Pulmonary and Critical Care Medicine	1 Year
Rodrigo Reyna	Instructor	Emergency Medicine	1 Year
William K. Roache	Assistant Professor	Pediatrics, Division of Surgery - Orthopedic & Sports Medicine	1 Year
Leon I. Smith-Harrison II	Assistant Professor	Family and Community Medicine	1 Year
Jonathan M. Sotosky	Assistant Professor	Surgery, Division of Anesthesiology	1 Year
Jaquelin W. Sugameli	Instructor	Emergency Medicine	1 Year
Jamila S. Wynter	Assistant Professor	Medicine, Division of Gastroenterology	1 Year

Terms:

12 MOS = Salaried Faculty

1 year or 3 years = Non-Salaried or Community Faculty

The Board of Directors also approved Dr. Abuhamad's recommendations for academic honors for two faculty members. The following resolution was brought forth as a recommendation of the Board of Directors and was approved by all Board of Visitors members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, Wyatt*).

**APPROVAL OF ACADEMIC HONORS
MASON & JOAN BROCK VIRGINIA HEALTH SCIENCES
EASTERN VIRGINIA MEDICAL SCHOOL AT OLD DOMINION UNIVERSITY**

Francis L. Counselman, MD, FACEP, Professorship

Anjeza Cipi, MD, FACEP, RDMS, RDCS, Assistant Professor, Department of Emergency Medicine

EVMS Foundation Chair in Pediatrics

Dr. Eric, J. Lowe, Professor and Incoming Department Chair of Pediatrics

The Board of Directors approved a revision to its charter modifying the term length of the chair and vice chair to two years to align the terms of officers with the officers of the Board of Visitors. The following was brought forth as a recommendation of the Board of Directors and was approved by all Board of Visitors members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, Wyatt*).

THE MACON & JOAN BROCK VIRGINIA HEALTH SCIENCES BOARD OF DIRECTORS

ARTICLE I NAME AND PURPOSE

Section 1.01 Name. This standing committee of the Old Dominion University Board of Visitors (“Board”) is created pursuant to § 23.1-2002 of the Code of Virginia, 1950, as amended, and shall be known as the Macon & Joan Brock Virginia Health Sciences Board of Directors (“Board of Directors”).

Section 1.02 Purpose. The purpose of the Board of Directors shall be to exercise such decision-making authority over the Macon & Joan Brock Virginia Health Sciences at Old Dominion University, a division of Old Dominion University (“University” or “ODU”) as the Board of Directors deems necessary or appropriate under the authority of and in accordance with the Board bylaws, as more specifically described in Article III.

ARTICLE II MEMBERSHIP

Section 2.01 Membership, Appointments, and Terms. Membership, appointments, and terms of the members of the Board of Directors is governed by § 23.1-2002 of the Code of Virginia, 1950, as amended. Board of Directors vacancies that occur for reasons other than by expiration of a term shall be filled by the original appointing authority for the unexpired term.

Section 2.02 Chair and Vice Chair. The Chair and Vice Chair of the Board of Directors shall be elected from the membership of the Board of Directors to serve for a term of two years, or until their successors have been elected.

Section 2.03 Conflicts of Interest. Members of the Board of Directors are subject to the provisions of the [Board Conflict of Interests Policy](#), as amended, with the exception that a member who believes that they may have a conflict of interest must inform the Chair of the Board of Directors.

ARTICLE III RESPONSIBILITIES AND AUTHORITY

Section 3.01 Responsibilities and Authority. The Board of Directors shall have the following responsibilities and authority:

- (a) Oversee financial management of Macon & Joan Brock Virginia Health Sciences at Old Dominion University and recommend operating and capital budgets, including

tuition and fees, for the Macon & Joan Brock Virginia Health Sciences at Old Dominion University to the Board for approval.

(b) Develop a strategic plan and master facility plan for the Macon & Joan Brock Virginia Health Sciences at Old Dominion University, which shall be submitted to the Board for approval.

(c) Ensure the mission of the Macon & Joan Brock Virginia Health Sciences at Old Dominion University (i) reflects the commitment to undergraduate, graduate, and professional programs, (ii) is reviewed every five years or more frequently if a significant activity or event necessitates further consideration, (iii) and is submitted to the Board for approval.

(d) Advance and protect the academic quality of the education offered and to promote and preserve excellence in basic and applied research by the Macon & Joan Brock Virginia Health Sciences at Old Dominion University.

(e) Ensure that priorities for fund raising are consistent with the mission, priorities, and goals of the Macon & Joan Brock Virginia Health Sciences at Old Dominion University. While the Board of Director's recognizes the independent governance of these private activities, the Board of Directors and the Board are responsible for private resources contributed to the Macon & Joan Brock Virginia Health Sciences at Old Dominion University for public purpose.

(f) Conduct an annual self-evaluation, which shall be presented to and approved by the Board.

(g) Recommend approval of initial appointments and academic honors of faculty in the Macon & Joan Brock Virginia Health Sciences at Old Dominion University in accordance with policy.

(h) Recommend approval of appointments of tenure for Macon & Joan Brock Virginia Health Sciences at Old Dominion University faculty in accordance with policy.

(i) Approve bylaws of the schools and colleges of Macon & Joan Brock Virginia Health Sciences at Old Dominion University.

(j) Approve changes to the EVMS Medical Group Bylaws.

(k) Approve the hiring or termination of the Executive Vice President for Health Sciences by the President, subject to the dispute process set forth in Article VI.

(l) Approve the hiring or termination of the Dean of the School of Medicine by the Executive Vice President for Health Sciences with approval of the President, subject to the dispute process set forth in Article VI.

(m) Advise the Board on matters related to Macon & Joan Brock Virginia Health Sciences at Old Dominion University.

ARTICLE IV MEETINGS

Section 4.01 Regular Meetings. In accordance with § 23.1-2002 of the Code of Virginia, 1950, as amended, regular meetings of the Board of Directors shall be held at least four times a year. All meetings shall be open to the public except as authorized by a statutory exception to the Virginia Freedom of Information Act.

Section 4.02 Special or Emergency Meetings. Special or emergency meetings may be held as needed upon the call of the Chair in consultation with the Rector of the Board.

Section 4.03 Notice. All notices for regular meetings or any special or emergency meeting shall be provided in accordance with § 3.04 of the Board Bylaws.

Section 4.04 Quorum. A majority of the members then appointed shall constitute a quorum for the purpose of transacting business, but any number less than a quorum at a meeting may adjourn the meeting from time to time until a quorum is present. When a quorum is present, action may be taken by the Board of Directors upon a vote of the majority of the members present, except as set forth in Section 4.07.

Section 4.05 Manner of Voting. Voting on matters acted on by the Board of Directors shall be by call vote and the "ayes" and "nays" shall be entered into the minutes of each meeting unless the vote of the members present is unanimous, in which case the minutes shall be so indicated.

Section 4.06. Rules of Order. The principles of procedure set forth in Robert's Rules of Order shall provide guidance for the conduct of Board of Directors meetings.

Section 4.07 Supermajority Approval. The following actions will require approval of no less than two-thirds of the members of both the Board of Directors and the Board:

- (a) Changes to the process for hiring or firing the Executive Vice President for Health Sciences;
- (b) Changes to the process for hiring and firing the Dean of the School of Medicine;
- (c) Major changes in the scope of the Macon & Joan Brock Virginia Health Sciences at Old Dominion University;
- (d) Any material health sciences affiliation or joint venture between the University and any hospital, health system, physician group, or medical school;
- (e) Sale of all or substantially all assets, or divestiture of legacy assets of Eastern Virginia Medical School, the Macon & Joan Brock Virginia Health Sciences at Old Dominion University, or the assets used to support the EVMS Medical Group; and
- (f) Any change to the name of the Macon & Joan Brock Virginia Health Sciences at Old Dominion University, as either the legal or trade name, or any material change in the public use of this name.

**ARTICLE V
FINANCE SUBCOMMITTEE**

Section 5.01 Finance Subcommittee. The Finance Subcommittee supports the Board of Director’s responsibilities for the budget process, accountability, and fiscal efficiency in general, and will consider all issues of financial operations for the Macon & Joan Brock Virginia Health Sciences at Old Dominion University. The Finance Subcommittee’s responsibilities include: annual and long-term financial planning; operating and capital budgets; and financial monitoring and reporting systems. The CEO of the EVMS Medical Group will report the activities of the Medical Group to the Macon & Joan Brock Virginia Health Sciences at Old Dominion University Finance Subcommittee. The Finance Subcommittee will be composed of the Board of Directors Chair (or designee), Board of Directors members appointed by the Chair, a faculty member recommended by the Macon & Joan Brock Virginia Health Sciences at Old Dominion University Faculty Senate, the EVP (non-voting), and the Chief Executive Officer of EVMS Medical Group (non-voting).

**ARTICLE VI
DISPUTE PROCESS**

Section 6.01 Dispute Process. If the Board of Directors does not agree with the hiring or termination of either the Executive Vice President for Health Sciences or the Dean of the School of Medicine, a six-member panel composed of three members each from the Board and Board of Directors will be formed to review the proposed candidate or the decision to terminate. If the joint panel cannot agree, the selection of or the decision to terminate the Executive Vice President for Health Sciences reverts to the President, and the selection of or the decision to terminate the Dean of the School of Medicine reverts to the Executive Vice President for Health Sciences.

**ARTICLE VII
ADOPTION AND AMENDMENT**

Section 7.01 Adoption. This Charter shall be adopted by an affirmative two-thirds vote of the total membership of the Board of Directors and shall be provisionally effective until subsequent review and approval by the ODU Board.

Section 7.02 Amendments. The Board of Directors may change this Charter by amendment, with an affirmative two-thirds vote of the total membership of the Board of Directors; provided that a copy of the amendments shall be furnished to each member in writing at least seven (7) days in advance of the meeting; and provided further that any change to the Charter shall not be effective until approved by the ODU Board.

Dr. Waldholtz reported that he appointed Admiral Rob Bianchi as chair of the Finance Subcommittee of the Board of Directors. The Subcommittee will meet prior to the next meeting of the Board of Directors.

GOVERNANCE COMMITTEE REPORT

Ms. Jerri Dickseski, chair of the Governance Committee, reported that the Governance Committee approved a revision to Section 4.02(d) of the Board's Bylaws. The revision will change the election of the Chair and Vice Chair of the Virginia Health Sciences Board of Directors to terms of two years to be concurrent with the term of Board of Visitors officers. In accordance with the Board's Bylaws a notice of this proposed revision will be sent out at least 30 days in advance of the Board's meeting in December for approval.

The Committee approved Board Policy 1420, Faculty Salary Increments, with no proposed revisions. This policy had been awaiting review by the Faculty Senate and was the last of the outdated policies awaiting review from the Board's Governance Audit conducted a few years ago. This audit should now be noted as "Complete" in Amanda's list of open audit issues. The following resolution was brought forth as recommendation of the Governance Committee and was approved by all members present and voting (*Allen, Campbell, Corn, Dickseski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, Wyatt*).

RESOLUTION TO APPROVE BOARD OF VISITORS POLICY 1420, FACULTY SALARY INCREMENTS

RESOLVED, that upon the recommendation of the Governance Committee, the Board of Visitors approves Board of Visitors Policy 1420, with no proposed revisions.

NUMBER: 1420

TITLE: Faculty Salary Increments

APPROVED: June 12, 1980; Revised November 19, 1987, Revised June 20, 1996; Approved with No Proposed Revisions September 13, 2024

SCHEDULED REVIEW DATE:

I. Board of Visitors Policy

Annual salary increments for faculty members are determined primarily by the evaluation of performance in teaching, research, and service. Initial recommendations for salary increments are made by the chair. The chair's recommendations are reviewed by the dean, who determines the salary for each faculty member in the college within the total salary budget assigned to the college by the provost and vice president for academic affairs. A faculty member may request that the salary decision be reviewed by the provost and vice president for academic affairs. Requests for review must be submitted to the provost and vice president for academic affairs no later than two weeks after the list of all faculty salaries is submitted by the dean. The decision of the provost and vice president for academic affairs is final.

II. Procedures

- A. These procedures are designed to implement the policy on salary increments established by the Board of Visitors. In all matters concerning salary increments, the board policy is governing.
- B. Based on the anticipated operating budget of the university, the president allocates a certain percentage increment for returning faculty at the institution to the provost and vice president for academic affairs.
- C. The provost and vice president for academic affairs allocates a specific dollar amount to each dean for salary increments within the college or division reporting to that dean. The provost and vice president for academic affairs may designate certain funds for a specific purpose, such as increments for faculty members receiving promotion.
- D. The dean, on the basis of the evaluation of the performance of the department chairs, allocates a salary increment to each chair in the college.
- E. Of the funds remaining, the dean allocates to the chair of each department a dollar amount for use in increments to the other faculty members in the department.
- F. The chair, on the basis of faculty evaluations, allocates specific dollar amounts for each faculty member in the department. In this allocation, the chair should consider not only the percentage increment being granted but also the correction of inequities in cases in which faculty members of equal merit are receiving salaries that are substantially different. The chair notifies each faculty member of his/her proposed increment. The chair then forwards recommendations for salary increments to the dean.
- G. The dean reviews the recommendations made by the chair with particular attention to the dean's evaluation of individual faculty members if it differs from the chair's, and to consistency with the merit principle.
- H. A dean who wishes to change a salary recommendation of a chair first discusses this change with the chair. After such discussions, if any, the dean determines the salary for all returning faculty members in the college for the coming year.
- I. The dean forwards to the provost and vice president for academic affairs a list of all returning faculty members in the college with the salaries for the coming year. The provost and vice president for academic affairs writes contracts for all returning faculty members specifying the salary as determined by the dean.
- J. The dean informs each chair of the salaries determined for the members of each department, and the chair informs each faculty member of the salary to be offered to that faculty member in the contract for the coming year.
- K. The faculty member may request that the provost and vice president for academic affairs review the salary decision of the dean. Requests for review must be

submitted to the provost and vice president for academic affairs no later than two weeks after the list of all faculty salaries is submitted by the dean. The decision of the provost and vice president for academic affairs is final.

The Committee received a briefing on the need for a new Policy 1105, Implementation of Policies Addressing Human Trafficking Awareness and Protection. The Code of Virginia requires the governing boards of each public institution of higher education to develop and implement policies that require a human trafficking awareness prevention training program to be completed by all first-year students as part of its first-year orientation program. The following resolution was brought forth as recommendation of the Governance Committee and was approved by all members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, Wyatt*).

**RESOLUTION TO APPROVE BOARD OF VISITORS POLICY 1105,
IMPLEMENTATION OF POLICIES ADDRESSING HUMAN TRAFFICKING
AWARENESS AND PREVENTION**

RESOLVED, that upon the recommendation of the Governance Committee, the Board of Visitors approves Board of Visitors Policy 1105, Implementation of Policies Addressing Human Trafficking Awareness and Prevention.

NUMBER: 1105

TITLE: Implementation of Policies Addressing Human Trafficking Awareness and Prevention

APPROVED:

SCHEDULED REVIEW DATE:

WHEREAS, [Virginia Code § 23.1-808.1](#) requires the governing boards of each public institution of higher education to develop and implement policies that require a human trafficking awareness prevention training program be provided to and completed by all first-year students as a part of the institution's first-year orientation program;

WHEREAS, [Virginia Code § 23.1-808.1](#) requires the institution's training program to include trauma-informed training on recognition, prevention and reporting of human trafficking.

RESOLVED, the Board of Visitors of the Old Dominion University approves the following to comply with [Virginia Code § 23.1-808.1](#); specifically:

1. The University's division of Student Enrollment, Engagement and Services shall develop an educational and informative human trafficking awareness prevention training program; and

2. The University's Student Engagement and Traditions shall present the human trafficking awareness prevention training program to all incoming first-year students during freshman orientation; and
3. The training program will include trauma-informed training on recognition, prevention and reporting of human trafficking.

RESOLVED FURTHER, the Board approves the foregoing being subject at all times to the ongoing authority and responsibility of the University's Vice President for Student Enrollment, Engagement and Services or officer designated by the Vice President to authorize any such improvements or revisions as may be desirable or necessary and in the best interests of the University and to report any material improvements or revisions to the Board of Visitors at its next scheduled meeting.

The Committee also reviewed and approved revisions to Board Policy 1610, Charter of the University Audit Department, and revisions to the Audit, Compliance, and Human Resources Committee Charter. The following items were brought forth as recommendations of the Governance Committee and were approved by all members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, Wyatt*).

NUMBER: 1610

TITLE: Charter of the University Audit Department

APPROVED: November 14, 1981; Revised May 15, 1982; Revised April 5, 1990; Revised September 13, 2002; Revised June 17, 2010; Revised June 12, 2014; Revised September 24, 2015; Revised September 21, 2017; Revised September 20, 2018; Revised September 19, 2019; September 14, 2021; September 16, 2022

SCHEDULED REVIEW DATE: September 2027

Purpose and Mission

The purpose of ~~Old Dominion the~~ University's Audit Department ~~internal audit activity~~ is to strengthen the University's ability to create, protect, and sustain value by providing the Board of Visitors and management with independent, risk-based, and objective assurance, and consulting services designed to add value and improve the University's operations. The mission of internal audit is to enhance and protect organizational value by providing risk-based and objective assurance, advice, and insight, and foresight.

The internal audit ~~activity function enhances helps the~~ Old Dominion University's

- Successful achievement of its objectives.
- Governance, risk management, and control processes.
- Decision-making and oversight.
- Reputation and credibility with its stakeholders.
- Ability to serve the public interest.

Old Dominion University's internal audit function is most effective when:

- Internal auditing is performed by competent professionals in conformance with The IIA's Global Internal Audit Standards, which are set in the public interest.
- The internal audit function is independently positioned with direct accountability to the Board of Visitors.
- Internal auditors are free from undue influence and committed to making objective assessments.

~~accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management and control processes.~~

~~This charter as adopted herein will serve as a guide for the activities of the University Audit Department at Old Dominion University. This charter does not include, nor is it intended to include, all of the department's duties or responsibilities as they may exist from time to time.~~

Commitment to Adhering to the Global Internal Audit Standards

Old Dominion University's internal audit function will adhere to the mandatory elements of The Institute of Internal Auditors' International Professional Practices Framework, which are the Global Internal Audit Standards and Topical Requirements. The Chief Audit Executive will report annually to the Board of Visitors through the Audit, Compliance and Human Resources Committee and senior management regarding the internal audit function's conformance with the Standards, which will be assessed through a quality assurance and improvement program.

Mandate

Authority

The internal audit function's authority is created by its direct reporting relationship to the Audit, Compliance and Human Resources Committee of the Board of Visitors. Such authority allows for unrestricted access to the Board of Visitors.

The Board of Visitors authorizes the internal audit function to:

- Have full and unrestricted access to all functions, data, records, information, physical property, and personnel pertinent to carrying out internal audit responsibilities. Internal auditors are accountable for confidentiality and safeguarding records and information.
- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques, and issue communications to accomplish the function's objectives.
- Obtain assistance from the necessary personnel of Old Dominion University and other specialized services from within or outside the University to complete internal audit services.

Independence, Organizational Position, and Reporting Relationships

The Chief Audit Executive will be positioned at a level in the organization that enables internal audit services and responsibilities to be performed without interference from management, thereby establishing the independence of the internal audit function. The Chief Audit Executive will report functionally to the Board of Visitors through the Audit, Compliance and Human Resources Committee and administratively (for example, day-to-day operations) to the President. This positioning provides the organizational authority and status to bring matters directly to senior management and escalate matters to the Board of Visitors, when necessary, without interference and supports the internal auditors' ability to maintain objectivity.

The Chief Audit Executive will confirm to the Audit, Compliance and Human Resources Committee of the Board of Visitors, at least annually, the organizational independence of the internal audit function. If the governance structure does not support organizational independence, the Chief Audit Executive will document the characteristics of the governance structure limiting independence and any safeguards employed to achieve the principle of independence. The Chief Audit Executive will disclose to the Audit, Compliance and Human Resources Committee any interference internal auditors encounter related to the scope, performance, or communication of internal audit work and results. The disclosure will include communicating the implications of such interference on the internal audit function's effectiveness and ability to fulfill its mandate.

Changes to the Mandate and Charter

Circumstances may justify a follow-up discussion between the Chief Audit Executive, Board of Visitors, and senior management on the internal audit mandate or other aspects of the audit charter. Such circumstances may include but are not limited to:

- A significant change in the Global Internal Audit Standards.
- A significant reorganization within the organization.
- Significant changes in the Chief Audit Executive, Board of Visitors, and/or senior management.

- Significant changes to the organization’s strategies, objectives, risk profile, or the environment in which the organization operates.
- New laws or regulations that may affect the nature and/or scope of internal audit services.

Chief Audit Executive Roles and Responsibilities

Ethics and Professionalism

The Chief Audit Executive will ensure that internal auditors:

- Conform with the Global Internal Audit Standards, including the principles of Ethics and Professionalism: integrity, objectivity, competency, due professional care, and confidentiality.
- Understand, respect, meet, and contribute to the legitimate and ethical expectations of the organization and be able to recognize conduct that is contrary to those expectations.
- Encourage and promote an ethics-based culture in the organization.
- Report organizational behavior that is inconsistent with the organization’s ethical expectations, as described in applicable policies and procedures.

Objectivity

The Chief Audit Executive will ensure that the internal audit function remains free from all conditions that threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of engagement selection, scope, procedures, frequency, timing, and communication. If the Chief Audit Executive determines that objectivity may be impaired in fact or appearance, the details of the impairment will be disclosed to appropriate parties.

Internal auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively such that they believe in their work product, do not compromise quality, and do not subordinate their judgment on audit matters to others, either in fact or appearance.

Internal auditors will have no direct operational responsibility or authority over any of the activities they review. Accordingly, internal auditors will not implement internal controls, develop procedures, install systems, or engage in other activities that may impair their judgment, including:

- Assessing specific operations for which they had responsibility within the previous year.
- Performing operational duties for Old Dominion University or its affiliates.
- Initiating or approving transactions external to the internal audit function.

- Directing the activities of any Old Dominion University employee that is not in the reporting line to the Chief Audit Executive, except to the extent that such employees have been appropriately assigned to internal audit teams or to assist internal auditors.

Internal auditors will:

- Disclose impairments of independence or objectivity, in fact or appearance, at least annually to appropriate parties, such as the Chief Audit Executive, Board of Visitors, management, or others as may be necessary.
- Exhibit professional objectivity in gathering, evaluating, and communicating information.
- Make balanced assessments of all available and relevant facts and circumstances.
- Take necessary precautions to avoid conflicts of interest, bias, and undue influence.

Managing the Internal Audit Function

The Chief Audit Executive has the responsibility to:

- At least annually, develop a risk-based internal audit plan that considers the input of the Board of Visitors and senior management. Discuss the plan with the Audit, Compliance and Human Resources Committee and senior management and submit the plan to both the Audit, Compliance and Human Resources Committee and the full Board of Visitors for review and approval.
- Communicate the impact of resource limitations on the internal audit plan to the Board of Visitors and senior management.
- Review and adjust the internal audit plan, as necessary, in response to changes in University's business, risks, operations, programs, systems, and controls.
- Communicate with the Board of Visitors and senior management if there are significant interim changes to the internal audit plan.
- Ensure internal audit engagements are performed, documented, and communicated in accordance with the Global Internal Audit Standards.
- Follow up on engagement findings and confirm the implementation of recommendations or action plans and communicate the results of internal audit services to the Board of Visitors and senior management minimally four times a year and for each engagement as appropriate.
- Ensure the internal audit function collectively possesses or obtains the knowledge, skills, and other competencies and qualifications needed to meet the requirements of the Global Internal Audit Standards and fulfill the internal audit mandate.

- Identify and consider trends and emerging issues that could impact the University and communicate to the Board of Visitors and senior management as appropriate.
- Consider emerging trends and successful practices in internal auditing.
- Establish and ensure adherence to methodologies designed to guide the internal audit function.
- Ensure adherence to the University's relevant policies and procedures unless such policies and procedures conflict with the internal audit charter or the Global Internal Audit Standards. Any such conflicts will be resolved or documented and communicated to the Board of Visitors and senior management.
- Coordinate activities and consider relying upon the work of other internal and external providers of assurance and advisory services. If the Chief Audit Executive cannot achieve an appropriate level of coordination, the issue must be communicated to senior management and if necessary escalated to the Board of Visitors.
- Follow Office of the State Inspector General Audit Directives that are created in accordance with their charge as established in Code of Virginia §2.2-307 et seq.

Communication with the Board of Visitors and Senior Management

The Chief Audit Executive will report at least annually to the Board of Visitors and senior management regarding:

- The internal audit function's mandate.
- The internal audit plan and performance relative to its plan.
- Internal audit budget.
- Significant revisions to the internal audit plan and budget.
- Potential impairments to independence, including relevant disclosures as applicable.
- Results from the quality assurance and improvement program, which include the internal audit function's conformance with The IIA's Global Internal Audit Standards and, if applicable, action plans to address the internal audit function's deficiencies and opportunities for improvement.
- Significant risk exposures and control issues, including fraud risks, governance issues, and other areas of focus for the Board of Visitors that could interfere with the achievement of the University's strategic objectives.
- Results of assurance services and other audit activities.
- Resource requirements.

- Management's responses to risk that the internal audit function determines may be unacceptable or acceptance of a risk that is beyond the University's risk appetite.

Objectives and Scope of Internal Audit Activities

~~The scope of internal audit activities encompasses, but is not limited to, objective examination of evidence for the purpose of providing independent assessments to the Audit, Compliance, and Human Resources Committee and Management on the adequacy and effectiveness of governance, risk management and control processes for Old Dominion University.~~

- ~~1. Evaluating financial and operating procedures for adequacy of internal controls and providing advice and guidance on control aspects of new policies, systems, processes, and procedures;~~
- ~~2. Ascertaining the extent of adherence, by the University and its employees, to established policies, plans, and procedures, and compliance with state and federal laws and regulations.~~
- ~~3. Determining whether resources and assets are acquired economically, and protected adequately;~~
- ~~4. Determining the propriety and accuracy of financial transactions and data;~~
- ~~5. Working with management to identify opportunities for process improvements, cost savings and revenue enhancements;~~
- ~~6. Evaluating the accuracy, security, effectiveness and efficiency of the University's information technology and processing systems;~~
- ~~7. Evaluating the effectiveness and efficiency of operations and programs along with determining whether the results of operations or programs are consistent with established goals and objectives;~~
- ~~8. Assisting in the education and training of employees in University policies and procedures, as well as the need for and characteristics of strong internal controls;~~
- ~~9. Assisting management in the deterrence of fraud and investigating any instances of such activity discovered at the University; and~~
- ~~10. Coordinating audit efforts with the Auditor of Public Accounts and other external auditors.~~

Standards for the Professional Practice of Internal Auditing

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

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

~~Reporting and Responsibilities~~

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

~~The Department reports administratively to the President's Office and works with the President for the purpose of the day-to-day operations.~~

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

~~The Chief Audit Executive shall periodically report to senior management and the Audit, Compliance, and Human Resources Committee of the Board of Visitors regarding:~~

- ~~1. The department's purpose, authority, and responsibility.~~
- ~~2. Risk-based audit plan and performance relative to the plan along with any adjustments needed to the plan.~~
- ~~3. Conformance with the IIA's Code of Ethics and *Standards*, and action plans to address any significant conformity issues.~~
- ~~4. Significant risk exposures and control issues to include fraud, governance issues and other matters requiring the attention of, or requested by, the Audit, Compliance, and Human Resources Committee.~~
- ~~5. Results of audit engagements and other activities.~~
- ~~6. The propriety of any limitations on the scope of internal audits that may be imposed by University management.~~
- ~~7. Resource requirements.~~
- ~~8. Any response to risk by management that may be unacceptable to the University.~~

~~As used here, the term "external" shall refer to representatives of or the activities of the Auditor of Public Accounts for the Commonwealth of Virginia, individual certified public accountants (the "CPA") and auditors from organizations, governmental agencies, or commercial entities outside the University.~~

~~Code of Virginia §2.2-307 et seq., established the Office of the State Inspector General (OSIG) effective July 1, 2012, and charged the office with providing services in three core areas: (1) investigating complaints alleging fraud, waste, abuse, or corruption; (2) conducting performance reviews of executive branch agencies; and (3) coordinating and requiring standards for internal audit programs existing as of July 1, 2012, and developing and maintaining other internal audit programs. As the OSIG is required to coordinate and require standards for those internal audit program, ODU's University Audit Department will adhere to any OSIG directives.~~

Authority

~~The Chief Audit Executive will have unrestricted access to, and communicate and interact daily with, the Audit, Compliance, and Human Resources Committee, including private meetings without management present.~~

~~The Audit, Compliance, and Human Resources Committee authorizes the University Audit Department to:~~

- ~~• Have full, free, and unrestricted access to all university activities, property, personnel, and records which are relevant to fulfillment of the department's mission to the University. It is understood that certain items of the university are confidential in nature and special arrangements will be made when examining and reporting upon such items.~~
- ~~• Allocate resources, set frequencies, select subjects, determine scope of work, apply techniques required to accomplish audit objective, and issue reports;~~
- ~~• Obtain assistance from the necessary personnel of Old Dominion University, in order to complete the engagement.~~

Independence and Objectivity

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

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

~~University Audit Department auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively and in such a manner that they believe in their work product, that no quality compromises are made, and that they do not subordinate their judgment on audit matters to others. Internal auditors will have no direct operational responsibility or authority over any of the activities audited. Accordingly, internal auditors will not implement internal controls,~~

~~develop procedures, install systems, prepare records, or engage in any other activity that may impair their judgment.~~

System Planning and Development

~~The University Audit Department may participate, in an advisory capacity, in the planning, development, implementation, and modification of major computer-based and manual systems to ensure that:~~

- ~~1. Adequate controls are incorporated in the system;~~
- ~~2. A thorough testing of the system is performed at appropriate stages;~~
- ~~3. System documentation is complete and accurate; and~~
- ~~4. The intended purpose and objective of the system implementation or modification has been met.~~

~~The internal auditor participating in such a review should ensure that the extent of participation does not affect independence, thus suggested audit trails or other controls will be transmitted through formal correspondence.~~

Responsibility for the Detection of Errors or Irregularities

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

~~If the audit staff believe that an error or irregularity may exist in an area under review or in any other area of the University, the Chief Audit Executive shall be notified at once. The Chief Audit Executive should consider the implications of such an error or irregularity and its disposition with the President and/or the President's representative. If the Chief Audit Executive believes that both of the individuals are directly involved, then the disclosure of potential errors or irregularities should be made directly to the chair of the Audit, Compliance, and Human Resources Committee of the Board of Visitors.~~

~~The University Audit Department cannot be solely responsible for the detection and prevention of all errors and irregularities which may occur within the university. This is a responsibility shared by all members of the university management team.~~

Coordination of External Auditors

~~The Chief Audit Executive is responsible for coordinating the audit efforts of the University Audit Department with those of the Auditor of Public Accounts for the Commonwealth of Virginia and other external auditors that have business with the University. This coordination of audit efforts should be in the planning and definition of scope of proposed audits to the work of auditing groups is complementary and will provide a comprehensive, cost-effective audit.~~

Audit Plan

~~Each year, a proposed detailed audit plan for the next fiscal year will be submitted to the Audit, Compliance, and Human Resources Committee. Upon approval of the plan by the Committee and the full Board of Visitors, audits will be initiated pursuant to the plan.~~

~~A block of time will be set aside for unexpected audits, special request audits, and consulting, and cases received from the Commonwealth's fraud, waste, and abuse hotline. In excess of this, any additions to the plan will require written documentation as to the need for such additions with final approval for the request being made by the President and Committee.~~

~~A copy of all approved revisions to the audit plan will be submitted to the President and the Audit, Compliance, and Human Resources Committee.~~

Audit Reports

~~At the conclusion of each audit, the department or activity audited will be provided an opportunity to respond in writing to the findings, conclusions, and recommendations of the University Audit Department. In addition, an exit conference will be held with the individual in charge of the department or activity under review. All findings, conclusions and recommendations will be discussed, and any differences of opinion settled or so noted. A formal audit report will be prepared that contains a summary of the function of the department or area, the objective of performing the audit, the audit methods used, detailed explanations of any issues noted and recommendations for improvements. A section of the audit report will include the department's response to the recommendations made by the University Audit Department.~~

~~Audit reports will be discussed with the vice president responsible for the area under review prior to the issuance to the President. All final audit reports will be issued to the President, with copies to the Vice President of the area audited and the department head. Executive summaries of all final audit reports will be presented to the members of the Audit, Compliance, and Human Resources Committee. Final audit reports are also shared with the Office of the State Inspector General as required. Further distribution will be at the discretion of the Chief Audit Executive.~~

~~The University Audit Department will conduct a follow-up review on issues noted within the final audit reports to determine whether recommendations have been considered and acted upon. A status of open audit issues will be provided to the Committee periodically.~~

Detection, Investigation and Reporting of Fraud

~~The University Audit Department shall be notified in all cases where the discovery of circumstances suggests a reasonable possibility that assets have, or are thought to have, been lost through defalcation or other security breaches in the financial, operating or information systems. Upon such notifications, the Chief Audit Executive should ensure that the proper authorities within the University have been notified of the potential loss. The Chief Audit Executive should work to ensure that the University promptly notifies other state agencies as required under §30-138 of the Code of Virginia.~~

~~The University Audit Department will perform sufficient tests to identify the weaknesses in financial and operating procedures, both automated and manual, which permitted the loss and evaluate the impact the weaknesses have with respect to other activities of the institution. In addition, the University Audit Department will recommend improvements to correct the weaknesses and incorporate appropriate tests in future audits to discuss the existence of similar weaknesses in other areas of the institution.~~

Consulting Activities

~~As part of its mission, the University Audit Department will engage in evolving forms of value-added services which are consistent with the broad definition of internal auditing. As such, the Department from time to time may be asked to perform a variety of non-standard audit services, such as advisory activities and consulting engagements, both of which may involve formal or informal advice, analysis, or assessment. These services will be provided at the discretion of the Chief Audit Executive where they do not represent a conflict of interest or detract from the Department's obligation to the Board of Visitors or the President.~~

~~Decisions to adapt or implement recommendations as a result of consulting activities should be made by management. It must be understood that consulting services cannot be rendered in a manner that masks information that, in the judgment of the Chief Audit Executive, should be provided to the Board of Visitors and senior management. In the conduct of consulting activities, the Department will be guided by the IIA Code of Ethics and the Standards for the Professional Practice of Internal Auditing.~~

Personnel

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

~~Minimum qualifications for each position within the audit function have been established; however, additional experience, training, specialized skills, as well as intelligence, adaptability, promotability, and inquiring mind, analytical ability, good business judgment, and an ability to communicate with individuals should be considered in the employment process.~~

~~The Chief Audit Executive should report annually to the Audit, Compliance, and Human Resources Committee and the President as to the effectiveness of the present staff in fulfilling the stated objective of the University Audit Department.~~

Continuing Professional Development

~~The University recognizes the need for internal auditors to enhance their knowledge and skills and other competencies through continuing professional development.~~

~~To fulfill this need, it is required that each representative of the department obtain at least forty (40) hours of continuing professional education credits annually, subject to funding availability.~~

Quality Assurance and Improvement Program

~~Old Dominion University recognizes the benefits to be derived from a quality assurance review of the internal audit function. The internal audit activity~~The Chief Audit Executive will develop, implement, and maintain a quality assurance and improvement program that covers all aspects of the internal audit activity function. The program will include external and internal assessments of the internal audit function's conformance with the Global Internal Audit Standards, as well as performance measurement to assess the internal audit function's progress toward the achievement of its objectives and promotion of continuous improvement. The program also will assess the internal audit function's compliance with applicable laws and/or regulations. Also, if applicable, the assessment will include plans to address the internal audit function's deficiencies and opportunities for improvement.~~an evaluation of the department's conformance with the Standards and an evaluation of whether the internal auditors apply the TIAA Code of Ethics. The program will also assess the efficiency and effectiveness of the department and identify opportunities for improvement.~~

~~Annually, T~~he Chief Audit Executive will communicate with~~to senior management and the Audit, Compliance, and Human Resources Committee of the Board of Visitors and senior management about the internal audit function's on the department's~~ quality assurance and improvement program, including results of internal assessments (both ongoing monitoring and periodic self-assessments) and external assessments. External assessments will be conducted at least once every five years by a qualified, independent assessor, or assessment team from outside the Old Dominion University; qualifications must include at least one assessor holding an active Certified Internal Auditor credential.

Scope and Types of Internal Audit Services

The scope of internal audit services covers the entire breadth of the organization, including all Old Dominion University's activities, assets, and personnel. The scope of internal audit activities also encompasses but is not limited to objective examinations of evidence to provide independent assurance and advisory services to the Board of Visitors and management on the adequacy and effectiveness of governance, risk management, and control processes for the University.

The nature and scope of advisory services may be agreed with the party requesting the service, provided the internal audit function does not assume management responsibility. Opportunities for improving the efficiency of governance, risk management, and control processes may be identified during advisory engagements. These opportunities will be communicated to the appropriate level of management.

The scope of internal activities may include but is not limited to the evaluating whether:

- Risks relating to the achievement of University's strategic objectives are appropriately identified and managed.
- The actions of the University's employees, and contractors or other relevant parties comply with the University's policies, procedures, and applicable laws, regulations, and governance standards.

- The results of operations and programs are consistent with established goals and objectives.
- Operations and programs are being carried out effectively, efficiently, ethically, and equitably.
- Established processes and systems enable compliance with the policies, procedures, laws, and regulations that could significantly impact the University.
- The integrity of information and the means used to identify, measure, analyze, classify, and report such information is reliable.
- Resources and assets are acquired economically, used efficiently and sustainably, and protected adequately.

**OLD DOMINION UNIVERSITY BOARD OF VISITORS
AUDIT, COMPLIANCE AND HUMAN RESOURCES
COMMITTEE CHARTER**

Purpose and Authority

To assist the Board of Visitors in fulfilling its oversight responsibilities for the financial reporting process, the system of internal control, the internal and external audit processes, and the University's process for monitoring compliance with laws and regulations and the code of ethics and matters of compliance related to the University's human capital infrastructure. In so doing, it is the responsibilities of the Committee to maintain free and open communication among the Committee, independent auditors, internal audit and compliance leaders, and management of the University. The Committee has such authority as is provided for in the Code of Virginia, the Board Bylaws and as assigned by the Board as a whole.

Composition

The Audit, Compliance and Human Resources Committee will consist of an odd number of members of the Board of Visitors. Committee members and the chair shall be appointed through the normal processes as defined in the Board Bylaws. Members of the Audit, Compliance and Human Resources Committee should have some basic knowledge of generally-accepted accounting procedures and financial reporting and controls. Committee members should also have a basic knowledge of compliance programs and human resource management. Members of the Audit, Compliance and Human Resources Committee may serve on the Administration and Finance Committee; however, a majority of the Audit, Compliance and Human Resources Committee may not serve on the Administration and Finance Committee. The Chair should also not serve on the Administration and Finance Committee.

Meetings

Meetings of the Committee will occur in conjunction with regular meetings of the Board of Visitors, which happen no less frequently than four times each year on such dates and in such places as may be set by the Rector and the Board of Visitors. The Committee will have the

authority to convene additional meetings as circumstances require. All committee members are expected to attend each meeting – in person or via teleconference or videoconference. The Committee will invite members of management, auditors, or others to attend meetings and provide pertinent information, as necessary. It will hold private meetings with auditors (see below) and executive sessions. Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials. Minutes will be prepared and distributed in advance of subsequent meetings.

Responsibilities

The Committee's general responsibilities are defined in Section 4.02 (d) of the Board Bylaws: "The Committee is responsible for (1) oversight of financial reporting and financial statement matters and any critical accounting and reporting issues; (2) reviewing annually the audited financial statements with the external auditors, determining that the administration has been open and has acted in good faith in connection with the audit; (3) oversight of the internal audit function, including receiving reports and approval of the annual audit plan; and (4) reviewing matters of compliance related to the University's human capital infrastructure; and (5) oversight of the University's compliance function."

More specifically, the below are some of the duties of the Committee:

Financial Statements

- Receive entrance and exit communications with the external auditors regarding their annual audit of the University and any other communications as necessary.
- Review with management and the external auditors the results of the audit, including any difficulties encountered.

Internal Control

- Consider the effectiveness of the University's internal control system, including information technology security and control.
- Understand the scope of internal and external auditors' review of internal control over financial reporting, and obtain reports on significant findings and recommendations, together with management's responses.
- Determine whether internal control recommendations made by internal and external auditors have been implemented by management.

Internal Audit

- Discuss with the Chief Audit Executive and senior management the appropriate authority, role, responsibilities, scope, and services (assurance and/or advisory) of the internal audit function.
- Participate in discussions with the Chief Audit Executive and senior management about the essential conditions described in the Global Internal Audit Standards, which establish the foundation that enables an effective internal audit function.
- Ensure the Chief Audit Executive has unrestricted access to and communicates and interacts directly with the Board of Visitors, including in private meetings.

- Review with senior management and the Chief Audit Executive other topics that should be included in the charter, plans, activities, staffing, budget and expenses, and organizational structure of the internal audit function.
- Review and provide input to the President on the Chief Audit Executive's performance.
- Approve annual internal audit plans and receive updates on performance relative to the plan.
- Periodically review and update the internal audit function's audit charter, which includes the internal audit mandate and the scope and types of audit services.
- Ensure there are no unjustified restrictions or limitations, and review and concur in the appointment, replacement, or dismissal of the Chief Audit Executive.
- Review the effectiveness of the internal audit function, including compliance with The Institute of Internal Auditors' *International Standards for the Professional Practices Framework of Internal Auditing*. This includes receiving the results of periodic peer reviews conducted on the internal audit function ensuring a quality assurance and improvement program has been established and review the results annually.
- Review the results of significant audit activities, audit reports, and management responses, and ensure the Committee is informed about fraud, illegal acts, deficiencies in internal control and other audit-related matters.
- Monitoring the adequacy and timeliness of corrective actions taken in response to audit activities.
- ~~On an as needed basis, meet separately with the Chief Audit Executive to discuss any matters that the Committee or internal audit believes should be discussed privately.~~

External Audit

- Review with management and the external auditors all matters required to be communicated to the committee under generally accepted auditing standards.
- Review the external auditors' proposed audit scope and approach, including coordination of audit effort with internal audit.
- Monitor audits performed by the external auditors.
- On an as needed basis, meet separately with the external auditors to discuss any matters that the Committee or auditors believe should be discussed privately.

Compliance

- Support leadership by promoting an institutional culture of ethical conduct and adherence to compliance requirements, ensuring appropriate resources to fulfill compliance requirements and expectations.
- Review the effectiveness of the system for monitoring compliance with laws and regulations and the results of management's investigation and follow-up (including disciplinary action) of any instances of noncompliance, helping enforce accountability for compliance expectations.
- Review the findings of any examinations by regulatory agencies and any other auditor observations.
- Review the process for communicating the code of ethics to university personnel and for monitoring compliance therewith.
- Obtain regular updates from management, internal audit, the compliance function, and University legal counsel regarding compliance matters.

Human Resources

- Receive updates on new and revised policies having campuswide implications.
- Review annual succession planning goals in accordance with Code of Virginia § 2.2-1209.
- Periodically review employee census data reports.
- Receive annual updates on mandatory Commonwealth of Virginia reporting requirements including telework, classified employee turnover, and the employment opportunities plan for hiring people with disabilities.

Reporting Responsibilities

- Regularly report to the Board of Visitors about committee activities, issues, and related recommendations.
- Provide an open avenue of communication between internal audit, the external auditors, and the Board of Visitors.

Other Responsibilities

- Perform other activities related to this charter as required by the Board of Visitors.
- Review and assess the adequacy of the committee charter annually, requesting board approval for proposed changes, and ensure appropriate disclosure as may be required by law or regulation.
- Confirm annually that all responsibilities outlined in this charter have been carried out.
- Chair shall evaluate the Committee's performance and individual member participation on a regular basis.

AUDIT, COMPLIANCE, AND HUMAN RESOURCES COMMITTEE

Robert Corn, chair of the Audit, Compliance, and Human Resources Committee, reported that Mrs. LaToya Jordan, Deputy Auditor of Human Capital and Operations with the Auditor of Public Accounts, provided the results of the fiscal year 2023 financial statement audit. She informed the Committee that the University will receive an unmodified audit opinion on the financial statements. She also provided a summary of the internal control and compliance findings. She indicated that of the prior year findings, two were properly resolved, one will be deferred to the financial aid audit, and two will continue into the 2023 report. While progress was made, management continues to implement corrective action and enhance the internal control environment related to reconciliations and financial reporting. New findings in 2023 related to terminated employees, bad debt write-off process, and oversight of services providers. Confirmation was provided that no fraud or illegal acts were identified. Final reports will be forthcoming as the audit is finalized.

Amanda Skaggs, Associate Vice President for Compliance and Chief Audit Executive, briefed the Committee on the 2024 Global Internal Audit Standards that highlighted the essential relationship between the Board and Audit. Proposed revisions to Board of Visitors Policy 1610, the University Audit Charter, were discussed and approved. The Committee's

Charter was discussed, and the Committee affirmed that it carried out its responsibilities for FY2024. Proposed revisions to the Committee’s Charter to conform to the new Standards were discussed and improved.

The Committee received the annual confirmation of independence. The status of open audit issues was shared with the Committee, noting that 18 action items remain open. The Committee then received an update on the Open Audit Projects.

The Committee convened in Closed Session to discuss the performance of specific departments where such evaluation involved discussion of the performance of specific individuals.

After reconvening in Open Session, September Sanderlin, Vice President for Human Resources, Diversity, Equity, and Inclusion, provided the Committee an orientation on the division of Human Resources, Diversity, Equity, and Inclusion. She also shared details on the Big Read Grant of \$86,372 awarded by the National Endowment for the Arts.

Vice President Sanderlin provided an update on CAPTRUST Financial Advisors, which serves as the fiduciary advisor for more than 800 higher education retirement plans, representing over \$200 Billion in assets.

Vice President Sanderlin presented the resolution to approve the Administrative and Professional Faculty Appointments. Upon recommendation of the Audit, Compliance, and Human Resources Committee, the following resolution was approved by all members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, Wyatt*).

**Administrative Faculty Appointments
May 25, 2024 – August 10, 2024**

RESOLVED, that upon the recommendation of the Audit, Compliance, and Human Resources 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>
Shane Baker Football Quality Control Coach, Athletics <i>Exceptional Hire</i>	\$30,000	8/1/24	12 mos.

Shane Baker holds a Master of Science in Physical Education from Old Dominion University, a Master of Science in Organizational, Development and Leadership from Shippensburg University, and a Bachelor of Science in Health and Physical Education from Lock Haven University. Mr. Baker brings experience as a Special Teams Analyst and Graduate Assistant with Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Terainer Brown, Ph.D. TRiO McNair Director, TriO McNair Program	\$85,000	7/10/24	12 mos.

Dr. Terainer Brown holds a Doctor of Philosophy in Educational Leadership, Research and Policy from the University of Colorado, a Master of Arts in Educational Leadership from the University of Colorado, and a Bachelor of Fine Arts in Education from Wayne State University. Dr. Brown brings experience as a Dissertation Committee Member for the Wayne State University College of Education and as a Lecturer at the College of William and Mary.

Margaret Burton Asst. Athletic Trainer, Athletics	\$52, 000	6/17/24	12 mos.
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Margaret Burton holds a Master of Arts in Sport Management from Tennessee Teach University and a Bachelor of Science in Athletic Training from Middle Tennessee State University. Ms. Burton brings experience as the Head Athletic Trainer for the Tennessee Trojans.

Dwayne Caldwell, Jr. Residence Hall Director, Student Housing	\$43,888	6/25/24	12 mos.
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Dwayne Caldwell, Jr. holds a Master of Business Administration from Alabama A&M University and a Bachelor of Science in Sports Management from Allen University. Mr. Caldwell brings experience as the Area Coordinator for Housing and Residence Life with Slippery Rock University of Pennsylvania.

Morgan Callahan Online Program Coordinator, Digital Innovation	\$60,000	7/25/24	12 mos.
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Morgan Callahan holds a Master of Education in School Counseling from the University of North Carolina at Chapel Hill and a Bachelor of Science in Elementary Education, Sociology from Western Carolina University. Ms. Callahan brings experience as a Title I Program Coordinator with Kestrel Heights School in Durham, North Carolina.

Jared Causby Asst. Director of Outdoor Adventure Program, Outdoor Adventure Program	\$61,985	5/28/24	12 mos.
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Jared Causby holds a Bachelor of Science in Sport Management with a minor in Coaching from North Carolina State University. Mr. Causby brings experience as the Director of Operations with Rock Springs Ranch.

Myles Childs Admissions Counselor, Undergraduate Admissions	\$ 44,286	6/10/24	12 mos.
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Myles Childs holds a Bachelor of Science in Psychology from Old Dominion University. Mr. Childs brings experience as a Campus Ambassador for Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Naomi Collins Asst. Director of Transfer Initiatives & Transfer Liaison for Strome College, Advising Administration & Academic Partnership	\$ 62,000	6/10/24	12 mos.

Naomi Collins holds a Master of Higher Education in Student Affairs from Liberty University and a Bachelor of Arts in Music from the University of Virginia. Ms. Collins brings experience as the Assistant Director of Financial Aid and Compliance with Christopher Newport University.

Wendell Cruz Director of Finance, Assistant VP for University Auxiliary Services	\$95,000	8/10/24	12 mos.
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Wendell Cruz holds a Master of Business Administration from Old Dominion University, a Bachelor of Science in Business Management from Old Dominion University, and a Bachelor of Science in Biology with a minor in Asian Studies from Old Dominion University. Mr. Cruz brings experience as the Interim Director of Finance for Auxiliary Business Services with Old Dominion University.

Jessica DeSocio Instructional Technologist, Digital Innovation	\$71,000	6/10/24	12 mos.
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Jessica DeSocio holds a Master of Science in Education from Longwood University and a Bachelor of Science in Education from Longwood University. Ms. DeSocio brings experience as a Third Grade General Education teacher with Chesapeake Public Schools.

Kory Ferris Assistant Director, Undergrad Admissions, Undergraduate Admissions	\$52,920	6/10/24	12 mos.
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Kory Ferris holds a Bachelor of Arts in Intelligence Studies from American Military University in Charleston, West Virginia. Mr. Ferris brings experience as the Integration Manager and Senior Recruiter with the Office of the Director of National Intelligence (ODNI) within the National Counterterrorism Center (NCTC).

John Foust Assistant Director, Enrollment Marketing, Undergraduate Admissions	\$61,400	6/10/24	12 mos.
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John Foust holds a Master of Science in Business, Communication Strategy from Virginia Commonwealth University and a Bachelor of Arts in Communication Studies with a minor in Leadership from Christopher Newport University. Mr. Foust brings experience as the Assistant Director of Direct Marketing from the College of William & Mary.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Lillian Haber Executive Director for Undergraduate Education, VP Academic Affairs <i>Emergency Hire</i>	\$115,000	7/25/24	12 mos.

Lillian Haber holds a Master of Arts in Educational Psychology and Counselor Education: Mental Health Counseling from Tennessee Technological University and a Bachelor of Arts in Foreign Languages: German from Tennessee Technological University. Ms. Haber brings experience as the Interim Associate Director for the College of Arts and Science Pre-Major Advising Office with Vanderbilt University.

Christy Hawkins, Ph.D. Online Program Coordinator, Center for Learning & Teaching	\$65,000	7/10/24	12 mos.
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Dr. Christy Hawkins holds a Doctorate of Philosophy in Occupational & Technical Education from Old Dominion University, a Master of Science in Physical Education from the University of South Carolina, and a Bachelor of Science in Health Science / Athletic Training from James Madison University. Dr. Hawkins brings experience as the Chief Workforce Officer / Dean of Workforce Services with Piedmont Virginia Community College.

Amy Johnson, Ph.D. Assistant VP for Academic Success, Center for Advising Administration and Academic Partnerships	\$160,000	6/10/24	12 mos.
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Dr. Amy Johnson holds a Ph.D. in History from Duke University, a Master of Arts in History from Duke University, a Bachelor of Arts in African Diasporic Studies from Tufts University and a Bachelor of Arts in Spanish from Tufts University. Dr. Johnson brings experience as the Assistant Provost for Experiential Education and Undergraduate Affairs with Vanderbilt University.

Stephanie Lamphear 1 st Assistant Women's Rowing Coach, Athletics <i>Exceptional Hire</i>	\$50,000	7/31/24	12 mos.
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Stephanie Lamphear holds a Bachelor of Science in Psychology from Eastern Michigan University. Ms. Lamphear brings experience as the Assistant Row Coach with Eastern Michigan University.

Dakota Lawson Academic Success Advisor, Strome College of Business Undergrad Advising	\$49,000	7/25/24	12 mos.
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Dakota Lawson holds a Bachelor of Arts in Sociology from the University of Lynchburg. Ms. Lawson brings experience as a Graduate Assistant with Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Keontae Lee Residence Hall Director, Student Housing	\$43,888	8/10/24	12 mos.

Keontae Lee holds a Bachelor of Science in Criminal Justice from Indiana State University. Mr. Lee brings experience as the Multicultural Services and Programs Graduate Assistant with Indiana State University.

Hayleigh Lutz Residence Hall Director, Student Housing	\$43,888	6/25/24	12 mos.
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Hayleigh Lutz holds a Master of Arts in Higher Education / Student Personnel from the University of Mississippi, a Bachelor of Science in Business Administration from Southern Illinois University Edwardsville, and a Bachelor of Arts in International Studies from Southern Illinois University Edwardsville. Ms. Lutz brings experience as the Graduate Assistant for Student Leadership Programs with the University of Mississippi Center for Community Engagement.

Kimberly Osborne Vice President for University Comms and Chief Marketing Officer, University Communications <i>Exceptional Hire</i>	\$350,000	7/1/24	12 mos.
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Kimberly Osborne holds a Master of Science in Integrated Marketing Communications from West Virginia University and a Bachelor of Arts in Communication Studies from the State University of New York at Cortland College. Ms. Osborne brings experience as the Interim Vice Chancellor for Strategic Communications with the University of North Carolina Greensboro.

Josh Pace Assistant Women's Basketball Coach, Athletics <i>Exceptional Hire</i>	\$110,000	6/18/24	12 mos.
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Josh Pace holds a Bachelor of Science in Selective Studies from Syracuse University. Mr. Pace brings experience as the Head Coach, Women's Basketball with Western New Mexico University.

Paul Panik Assistant Baseball Coach, Baseball Gifts <i>Exceptional Hire</i>	\$65,000	7/23/24	12 mos.
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Paul Panik holds a Master of Science in Sport Administration from Canisus College and a Bachelor of Science in Marketing from Canisus College. Mr. Panik brings experience as the Recruiting Coordinator/Hitting Coach for the College of William & Mary.

Ryan Parncutt Director of Athletic Marketing & Social Media, Athletics	\$43,888	6/17/24	12 mos.
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Ryan Parncutt holds a Bachelor of Science in Career and Technical Education from Old Dominion University. Ms. Parncutt brings experience as the Marketing and Fan Engagement Coordinator with Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Sarah Pirozzi Coordinator for Student Engagement & Traditions, Student Engagement & Traditions	\$45,000	7/25/24	12 mos.

Sarah Pirozzi holds a Master of Education in Higher Education from UNC Greensboro and a Bachelor of Arts in Communication Studies from UNC Greensboro. Ms. Pirozzi brings experience as the Graduate Assistant for Your First Year (YFY) in the Office of New Student Transitions & First Year Experience with UNC Greensboro.

Ariel Rhodes Coordinator of Ops & Aquatics, Recreational Sports	\$49,955	6/10/24	12 mos.
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Ariel Rhodes holds a Bachelor of Science in Integrated Environmental Sciences from Longwood University. Ms. Rhodes brings experience as a Swim Instructor with Virginia Beach Parks & Recreation.

Kathryn “Kate” Rhodes Chief Information Security Officer, Division of Digital Transformation and Technology <i>Exceptional Hire</i>	\$165,000	5/25/24	12 mos.
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Kate Rhodes holds a Bachelor of Science in Occupational Technical Studies from Old Dominion University. Ms. Rhodes brings experience as the IT Security Specialist III with LJT and Associates, INC.

Ethan Ross Coordinator, Honors Advising & Academic Support, Perry Honors College <i>Emergency Hire</i>	\$57,000	8/12/24	12 mos.
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Ethan Ross holds a Master of Fine Arts in Creative Writing from Old Dominion University and Bachelor of Arts in English-Writing from Spring Arbor University. Mr. Ross brings experience as an Online Instructor with Fortis College.

Ahmet Saglam Lead Project Scientist, VA Institute Spaceflight Autonomy <i>Emergency Hire</i>	\$120,000	6/10/24	12 mos.
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Ahmet Saglam holds a Master of Engineering in Computational Modeling and Simulation Engineering from Old Dominion University and a Bachelor of Science in Systems Engineering from the Military Academy in Ankara, Turkey. Mr. Saglam brings experience as the Senior Project Scientist, Robotics in the Office of Enterprise Research and Innovation with Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Leslie Sharpe Executive Director, Enrollment Marketing, Undergraduate Admissions <i>Emergency Hire</i>	\$110,000	6/10/24	12 mos.

Leslie Sharpe holds a Master of Science in Higher Education from Old Dominion University and a Bachelor of Science in Communication from East Carolina University. Ms. Sharpe brings experience as a Marketing Strategist with VisionPoint Marketing in Raleigh, North Carolina.

Gary Skeen, Jr. Associate Director, VP Academic Affairs <i>Emergency Hire</i>	\$100,000	7/25/24	12 mos.
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Gary Skeen, Jr. holds a Master of Education in Educational Leadership Administration and Supervision from Old Dominion University and a Bachelor of Music in Music Education from Radford University. Mr. Skeen brings experience as a Virtual Partnership Specialist in the Office of Innovation and Professional Learning with Hampton City Schools.

Ethan Spencer Assistant Swimming Coach, Athletics <i>Exceptional Hire</i>	\$34,000	8/10/24	12 mos.
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Ehtan Spencer holds a Bachelor of Arts in Communication and a Bachelor of Arts in English Literature from DePauw University. Mr. Spencer brings experience as the Assistant Swimming Coach with Florida Gulf Coast University.

Krishna Priya Sunkara Data Integration Developer, Digital Solutions	\$120,000	7/10/24	12 mos.
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Krishna Priya Sunkara holds a Master of Business Administration from Concordia University and a Bachelor of Technology in Information Technology from Jawaharlal Nehru Technological University in Anantapur, India. Ms. Sunkara brings experience as a Data Engineer III with FedEx Services.

Paige Townley Assistant Director, Student Housing <i>Restricted Hire</i>	\$58,000	6/25/24	12 mos.
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Paige Townley holds a Master of Education in College Student Affairs from Rutgers, The State University of New Jersey, and a Bachelor of Science in Elementary Education from Indiana University of Pennsylvania. Ms. Townley brings experience as the Student Misconduct Investigator in the Office of Student Accountability with the University of Iowa.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Naomi Trader Student Support Specialist, Educational Accessibility Interpret	\$56,000	6/10/24	12 mos.

Naomi Trader holds a Master of Science in Counselling from San Diego State University and a Bachelor of Science in Psychology from Old Dominion University. Ms. Trader brings experience as a Learning Specialist with Temple University.

Ashlynn Van Wingerden Assistant Athletic Trainer, Athletics	\$45,000	6/25/24	12 mos.
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Ashlynn Van Wingerden holds a Bachelor of Science in Kinesiology from Westmont College. Ms. Van Wingerden brings experience as the West Virginia University Men’s Soccer Student Athletic Trainer.

Heather Williams Registered Nurse, IM- Diabetes Center	\$65,000	8/10/24	12 mos.
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Heather Williams, LPN holds a Bachelor of Science in Biology from Old Dominion University, an Associate of Nursing from Bryant & Stratton College and a Practical Nursing Diploma from Bryant & Stratton College. Ms. Williams was awarded a LPN from the Virginia Board of Nursing in March 2023. Ms. Williams brings experience as the Ophthalmic Technician for Wagner Macula & Retina Center in Norfolk, VA.

Chelonda Walker Academic Advisor, College of Sciences	\$52,020	7/25/24	12 mos.
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Chelonda Walker holds a Master of Science in Educational Leadership from Old Dominion University and a Bachelor of Arts in Sociology from Florida International University. Ms. Walker brings experience as the Senior Educational Services Specialist with the Navy College Virtual Education Center.

Larry Whitaker, Jr. 1 st YR Student Success Coordinator, Center for Advising Administration and Academic Partnerships	\$55,824	8/10/24	12 mos.
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Larry Whitaker, Jr. holds a Master of Arts in Urban Education – Professional School Counseling from Norfolk State University and a Bachelor of Social Work from Norfolk State University. Mr. Whitaker brings experience as the Student Development Coordinator with Hampton University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Tianxiao Yang, Ph.D. Instructional Designer, Digital Innovation	\$75,000	6/25/2024	12 mos.

Dr. Tianxiao Yang holds a Ph.D. in Instructional Design, Development and Evaluation from Syracuse University, a Master of Science in Instructional Design, Development and Evaluation from Syracuse University, a Master of Science in Cultural Foundations of Education from Syracuse University, and a Bachelor of Arts in Western Literature and Language Arts from Henan University in China. Dr. Yang brings experience as a Postdoctoral Research Associate in the Center for Innovation in e- Learning with Texas Tech University.

STUDENT ENHANCEMENT & ENGAGEMENT AND DIGITAL LEARNING COMMITTEE

Susan Allen, chair of the Student Enhancement and Engagement Committee, reported that Brandi Hephner LaBanc, Vice President for Student Enrollment, Engagement & Services, shared the post-merger structure of the Division and a high-level overview of the various supports and services offered.

Ashley Miller, Associate Vice President for Enrollment Management, provided information about the Fall 2024 new students on campus. She noted that a strategic enrollment plan is being created that will drive recruitment for the next cycle. She highlighted some strategies for Fall 2025, including an increased emphasis on enrollment marketing and analytics, expanding international efforts, and using predictive modeling to impact enrollment.

Dr. Evelyn Ashley, Senior Associate Vice President for Student Enrollment, Engagement and Services, described the new onboarding programs, “New to Blue,” and “Your Monarch Moment.” Both initiatives have helped ensure new students feel connect to the institution. She shared a video that highlighted these events and students’ positive experiences.

Dr. Bridget Weikel, Associate Vice President for Well-Being and Belonging, shared details about the Monarch International Newcomer Transition (MINT) program. Student response has been good, and the program has a positive impact on student success, so they are looking for ways to grow the number of students who can participate.

Vice President Rodriguez Gonser provided preliminary enrollment information for Fall for online students. There were increases across all categories, and new merit scholarships were successful in recruiting students. They will continue to refine digital marketing and enrollment strategies to help ensure continued growth.

Dr. Chrysoula Malogianni, Associate Vice President for Digital Innovation, shared some of the transformative technologies they are using to create cutting-edge learning environments for students. She highlighted some of the innovative collaborations with faculty that use AI, simulations, animations, and avatars to elevate the learning experience

and more effectively engage students. She noted that these partnerships will continue to evolve, but the goals will always be to impact student engagement, faculty satisfaction, and learning outcomes.

ADMINISTRATION AND FINANCE COMMITTEE

Rudy Middleton, chair of the Administration and Finance Committee, reported that Stephanie Jennelle, Associate Vice President for Budget and Financial Planning, presented the Annual Debt Management Report to comply with the University's Debt Management Policy. The presentation along with the written report included an overview of the University's debt management portfolio, compliance with the debt burden ratio of 5.29%, as well as a future outlook that includes the EVMS legacy debt that positively impacts the ratio.

Steve Harrison, Deputy Chief Facilities Officer, presented an update on the Gordian Project to assess strategic capital planning, classroom space utilization, and Return on Physical Assets. He reviewed the outcomes of the project that include an evaluation of deferred maintenance and comparative information on overall facilities spending compared to peer institutions. He discussed how these key data elements are being incorporated into the development of the University's Master Plan.

Executive Vice President Reed shared the proposed 2024 Amended Six-Year Plan for Committee action. He noted key financial updates based on the additional E&G general fund support received as well as true up for actual changes that were previously based on assumption for FY2025 and FY2026. There were no updates made to the academic and student support strategies previously submitted. Two General Fund requests will be made to the administration to address the need for increased base operating support of \$16.65M and to offset the rising cost of the Commonwealth's Virginia Military Survivors' and Dependents' Education Program of \$12.88M.

Upon recommendation of the Administration and Finance Committee, the following resolution was approved by all members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, Wyatt*).

APPROVAL OF OLD DOMINION UNIVERSITY'S AMENDED 2024 SIX-YEAR PLAN

WHEREAS, the Higher Education Opportunity Act of 2011 became effective July 1, 2011, and requires each public institution of higher education in Virginia to develop and submit an institutional six-year plan; and

WHEREAS, § 23.1-306 of the Act requires, "*The governing board of each public institution of higher education shall (i) develop and adopt biennially and amend or affirm annually a six-year plan for the institution; (ii) submit such plan to the Council (State Council of Higher Education for Virginia), the General Assembly, the Governor, and the Chairmen of the House Committee on Appropriations, the House Committee on Education, the Senate Committee on Education and Health, and the Senate Committee on Finance no later than July 1 of each odd-*

numbered year; and (iii) submit amendments to or an affirmation of that plan no later than July 1 of each even-numbered year or at any other time permitted by the Governor or General Assembly;” and

WHEREAS, Old Dominion University prepared a six-year plan in accordance with the requirements of the Higher Education Opportunity Act of 2011 and guidelines provided by the State Council of Higher Education for Virginia; and

WHEREAS, the University submitted the updated six-year plan to the State Council of Higher Education for Virginia by the stated deadline of July 15, 2024 for the 2024 submission; and

WHEREAS, the 2024 Six-Year Plan must be approved by the Board of Visitors prior to the October final submission.

THEREFORE, BE IT RESOLVED, the Old Dominion University Board of Visitors approves the Old Dominion University Amended 2024 Six-Year Plan (Part I and Part II) as presented in the format provided by the State Council of Higher Education for Virginia; and

BE IT FURTHER RESOLVED, that the University is authorized to amend the 2024 Six-Year Plan as required by State officials for final submission by the stated deadline.

Executive Vice President Reed presented the Capital Projects Report. He shared that there are currently eleven capital projects in various stages of planning, design, and construction. Updates included status on construction for the new Biology Building and ODU Baseball facility. He also provided an update on design of the new ODU Police Station and continued renovations as part of the Rollins Hall project.

Executive Vice President provided the University’s Financial Performance Report as of June 30, 2024. The report illustrated a positive operating fiscal year close with a \$15.67M surplus.

Mike LaRock, Associate Vice President of Foundations, provided the Educational Foundation Investment Update, and Garrett Shelton, Chief of Police, provided the Public Safety Report that included an overview of the many planning efforts underway to ensure the safety of the campus community over the fall 2024 semester.

UNIVERSITY ADVANCEMENT AND UNIVERSITY COMMUNICATIONS COMMITTEE

The Rector asked Brian Campbell to provide the report of the University Advancement in the absence of the chair and vice chair. Mr. Campbell reported that Alonzo Brandon, Vice President for University Advancement, gave an update on the Capital Campaign. Fundraising progress for this fiscal year totaled \$25.3M, broken out into \$24.1M for the Educational Foundation and \$1.2M for the Athletic Foundation. The goal for this year is

\$40 million. He also reported that the Capital Campaign is currently at \$389.04M, which represents approximately 77.81% of the \$500M goal.

Charlotte Kasic, Executive Director of the Barry Art Museum, provided an update on the Museum's expansion project, with a \$25M goal and \$22.5M already raised. Dan Genard, Associate Vice President for Advancement, provided an update on the University Advancement College Advisory Boards in accordance with Board of Visitors Policy 1840/

Dr. Krista Harrell, Associate Vice President for Alumni Relations, shared an update on the Alumni Association, including activities from the last quarter, ongoing Alumni Chapter development, and the Monarch Alumni Ambassador Network.

Kimberly Osborne, Vice President for Communications and Chief Marketing Officer, provided an update on the Division's current and upcoming plans, highlighting key marketing campaigns, timelines, and expectations.

MOTION FOR CLOSED SESSION

The following motion was read by Mr. Wyatt: "Mr. Rector, I move that this meeting be convened in closed session, as permitted by Virginia Code Section 2.2-3711(A), subsections (1), (7), and (8) for the purposes of discussing the appointment and performance of specific employees; consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the University; and consultant with legal counsel regarding specific legal matters requiring the provision of legal advice by counsel. The motion was seconded by Mr. Campbell and approved by roll-call vote (*Allen, Campbell, Corn, Dickseski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, Wyatt*).

In addition to the Board members in attendance, President Brian Hemphill asked the President's Cabinet members to remain for part of the closed session agenda.

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, Campbell, Corn, Dickseski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, Wyatt*).

ACTION ITEM

Upon a motion made by Mr. Pitts and seconded by Mr. Corn, the following resolution was approved by all members present and voting (*Allen, Campbell, Corn, Dickseski, Ellmer, Goldfarb, Hodge, Middleton, Montero, Mugler, Pitts, Thompson, Wyatt*).

**PRESIDENT BRIAN O. HEMPHILL, PH.D.
PROPOSED 2024-2025 PERFORMANCE PLAN**

Now Therefore Be it Resolved, that the Board of Visitors hereby approves President Brian O. Hemphill's Performance Plan for 2024-2025, as discussed in closed session on September 13, 2024, and that said performance plan is considered a personnel record.

With no old/unfinished or new business to come before the Board, the meeting was adjourned at 11:23 AM.