

**OLD DOMINION UNIVERSITY
BOARD OF VISITORS
2024 Interim Executive Summary of Activities**

Document Title

Annual Executive Summary of the Interim Activity and Work of the Board of Visitors of Old Dominion University, January 1, 2024 – December 31, 2024.

Author

Old Dominion University

Enabling Authority

Code of Virginia, Chapter 13, Governing Boards of Public Institutions of Higher Education, [§§23.1-1300 through 1310](#)

Code of Virginia, Chapter 20, Old Dominion University, [§§23.1-2000 through 2007](#)

Executive Summary

As required by [Virginia Code §23.1-1303\(13\)](#), the governing board of each public institution of higher education shall submit to the General Assembly and the Governor and make publicly available on the institution's website an annual executive summary of its interim activity and work no later than the first day of each regular session of the General Assembly. Questions regarding the Executive Summary can be addressed to Mary Jo Karlis, Director of Board Relations and Executive Operations, Office of the President, 757-683-3072, mkarlis@odu.edu.

Among the highlights of this past year are the following.

- On March 28, 2024, the Student Recreation and Well-Being Center (SRWC) was opened with expanded support through Counseling Services, Student Health Services, and the Health Promotion Office. The SRWC is a sign of the University's commitment to putting students first and caring for the mind, body, and soul of the student body.
- On June 7, 2024, the University hosted a community celebration, which was attended by approximately 1,000 individuals, to commemorate the integration of Eastern Virginia Medical School (EVMS) following a multi-year planning effort.
- On July 1, 2024, EVMS was officially integrated into the University and its EVMS students, faculty, staff, programs, and services were welcomed into the Monarch Nation.
- On August 29, 2024, a new state-of-the-art home for the Ellmer College of Health Sciences was formally dedicated and officially opened.
- The University embarked on an extended master planning effort and made significant progress through reviewing the current landscape and accessing future needs through robust community engagement and meeting with Norfolk's Department of City Planning and the ODU Real Estate Foundation, as well as analyzing data and reviewing land use, landscape, mobility, and parking, flood/sea level rise, resiliency, facility condition, student housing, academic and administrative space utilization, and utilities, with formal consideration by the Board planned for June 2025.
- The University made continued progress on implementation of its strategic plan, Forward-Focused: Where Innovation Meets Possibilities.
- A comprehensive plan was developed and implemented for a specialized initiative in artificial intelligence (AI) with a focus on three specific pillars: education, operations, and research, including launching two AI certificates this fall; launching MonarchMind an innovative generative AI platform that integrates multiple AI models to enhance academic learning,

streamline administrative processes, and provide personalized support across the University; participation in the Centennial Cluster Initiative which seeks to recruit 25 new faculty members by bringing expertise in healthcare, autonomous systems, data science, and ethical AI governance to further strengthen interdisciplinary collaboration, expand our research capabilities, and enhance our educational offerings; and creating the AI Research Working Group to unite experts from across disciplines to tackle society's most pressing challenges through AI-customized solutions.

- The Hampton Roads Maritime Industries Education Alliance (HRMIEA), which includes both the Maritime Institute and ODU, was designated as a 2024 Center of Excellence (CoE) for Domestic Maritime Working Training and Education by the U.S. Department of Transportation's Maritime Administration. This designation represents one of 32 CoEs selected from across the nation based on qualifications to assist the maritime industry with training a skilled workforce.
- A \$5 million grant was received from the Mellon Foundation to support the creation of the Monarch Humanities Internship Academy. This initiative will provide necessary resources for humanities majors to gain on-the-job training with a paid internship in areas and at organizations where employers may not have funding in place to support such work-based learning experiences.
- A year-long, recurring Faculty Dialogue Luncheon Series was developed and implemented in order to provide a specialized opportunity to meaningfully engage with a small group of faculty about a variety of important topics on a regular basis.

During 2024, the Board of Visitors of Old Dominion University held four quarterly meetings on April 18-19, June 13-14, September 12-13, and December 5-6 with the June meeting designated as its annual meeting. The Board held a planning retreat on May 1 to discuss the EVMS integration. An orientation session for new Board members was held on July 26, and the Board's annual retreat was held on August 22-23. The Board also held a special meeting on December 19.

The Board has seven standing committees that address key functions within the University, including the Academic and Research Advancement Committee; the Administration and Finance Committee; the Athletics Committee, the Audit, Compliance, and Human Resources Committee; the Governance Committee; the Student Enhancement and Engagement and Digital Learning Committee; and the University Advancement and University Communications. These committees meet in conjunction with the quarterly Board meetings. In accordance with Virginia Code § 23.1-2002.G, Macon & Joan Brock Virginia Health Sciences at Old Dominion University Board of Directors was established. The Board of Directors held its initial meeting on August 22 in conjunction with the annual retreat, and an orientation was held on September 9. It also met on December 5 in conjunction with the quarterly meeting and will continue to do so in 2025.

A public forum on the University's proposed 2024-2025 tuition and fees was held on March 28. Students and other interested individuals were provided the opportunity to sign up in advance to make public comments following a briefing by the Vice President for Administration and Finance and Chief Financial Officer. No individuals signed up to speak or asked to do so following the briefing.

Board members completed the annual self-assessment survey in early 2024, and the results were presented and discussed at the annual meeting on June 14 and again at its annual retreat on August 23. There was 100% participation by Board members on the self-assessment survey, and Board members expressed their high regard for President Brian O. Hemphill, Ph.D. and the leadership team.

The Board met with President Hemphill in closed session on June 14 to discuss the progress on his 2023-2024 performance plan and approve a compensation adjustment; on September 13 to discuss and approve his 2024-2025 performance plan; and on December 6 to discuss the progress report on his 2024-2025 performance plan.

An exit conference with the Auditor of Public Accounts on the University's audit for the fiscal year ending on June 30, 2023 was held with the Audit, Compliance, and Human Resources Committee on September 12.

During 2024, the Board received briefings and/or held discussions on the following topics.

- Quarterly financial updates
- Annual financial statements
- Proposed 2024-2025 tuition and fees
- Proposed 2024-2025 operating budget and plan
- Amended 2024-2025 operating budget and plan
- “Educational Moments” on Student Financial Aid and the Office of Enterprise Research and Innovation (OERI)
- “Fact Pack” issued by the Secretary of Education
- Six-Year Plan update
- Code of Student Conduct updates
- ODU/EVMS integration, including operating budget, final budget action, and integration funding
- Commencement plans
- Student Representative to the Board reports
- Strategic plan updates
- State and federal relations highlights
- Research partnership with the Thomas Jefferson National Accelerator Facility (JLab)
- Partnership with Harbor’s Edge
- Inaugural ODU Day at the Virginia Capitol in Richmond
- Partnership with Naval Station Norfolk
- Research security updates
- College advisory boards
- Athletic programs
- NCAA legislation and NIL updates
- Legislative updates impacting collegiate athletics
- Master planning effort and Gordian project update
- Research and development expenditures
- Research and economic development updates
- Forward Focused Campaign quarterly updates
- Alumni Relations updates
- Partnership with Ologie for brand marketing
- Forward-Focused brand campaign
- Licensing
- Recruitment and enrollment
- Student engagement
- Delayed FAFSA implications

- Fraternity and sorority life
- Division of Digital Transformation and Technology updates
- Cybersecurity overview
- Security trends
- Fair Labor Standards Act (FLSA) updates
- Human Resources updates
- Annual Institutional Review of Graduate Medical Education
- Medical Group activities and Finance Subcommittee update
- Old Dominion Athletic Foundation (ODAF) financial report
- Budget amendments
- Artificial intelligence initiative
- Accelerated academic programs
- Program-based retention plans
- Campus recruitment and retention efforts
- Capital outlay projects status reports
- Public safety updates
- Educational Foundation investment reports
- Information security program
- Annual debt management report
- Supplier diversity program/SWAM program and goals
- Annual Red Flag Rule update
- CAPTRUST supplemental retirement plan updates
- Academic and post graduate success
- Digital learning experience
- Digital environments
- Campus climate updates
- Classified employee turnover rate
- Salary equity review
- Mobility mindset
- Internships and work-based learning
- University Audit Executive reports
 - *University Audit Strategic Plan*
 - *University Audit Performance Measures*
 - *Introduction of the University Compliance Department*
 - *Compliance Program Strategic Plan*
 - *New Audit and Findings Ratings Framework*
 - *Internal Audit Confirmation of Independence*
 - *Global Internal Audit Standards*
 - *Completed Audit Reports*
 - *Police Department Fiscal Activities FY2024*
 - *Athletic Business Office*
 - *Office of the President FY2024 Expenditures*
 - *Status of Open Audit Issues*
 - *Annual Risk Assessment Process*

At its annual retreat, the Board discussed the following topics:

- The Power of Adaptation: Higher Education’s Journey Through Disruption;
- Pathway to 30,000 – Revolutionizing Recruitment;
- Student Success and the NISS: Empowering Achievement;
- The Future of Medical Education;
- Salesforce Education Cloud Elevated ODU;
- From Data to Decisions: Governance at the Core; and
- Charting the Future: Artificial Intelligence in Academia.

The following actions were taken by the Board during 2024:

- Approved Charters for the Audit, Compliance, and Human Resources Committee and the Macon & Joan Brock Virginia Health Sciences at Old Dominion University Board of Directors;
- Approved modification to the FY 2023-2024 Audit Plan to add Salesforce TargetX;
- Approved the Board Officer Elections process;
- Approved FY 2023-2024 University Audit Department Audit Plan extension request;
- Approved Resolutions of Appreciation for outgoing Board members (R. Bruce Bradley, Larry R. Hill, Toykea S. Jones, and Kay A. Kemper);
- Approved Resolution of Appreciation for Coach Alan Dawson in recognition of his almost 30 years of service;
- Approved Resolution of Appreciation to Dennis M. Ellmer for his family’s generous support, active engagement with, meaningful contributions to Old Dominion University, and overall vision for a game-changing health sciences enterprise defined by education, research, and clinical care;
- Approved honorary degrees;
- Approved Report of Nominating Committee and Officer Elections;
- Approved 2024-2025 Old Dominion University Tuition and Mandatory Fees;
- Approved 2023-2024 Old Dominion University Amended Operating Budget;
- Approved 2024-2025 Old Dominion University Operating Budget;
- Approved 2024-2025 Eastern Virginia Health Sciences Center Tuition and Fees;
- Approved the Old Dominion University Eastern Virginia Health Sciences Center 2024-2025 Operating Budget;
- Approved Assumption of Debt Related to Integration with Eastern Virginia Medical School;
- Approved 2024-2025 Old Dominion University Amended Operating Budget;
- Approved Virginia College Building Authority Financing Authorization;
- Approved a Motion for the Board Bylaws Revision 4.2024 v.2;
- Approved a Motion that no member of the Board of Visitors shall serve on the board of directors of an external athletic collective with Board Bylaws Revision;
- Approved Amended 2024 Six-Year Plan;
- Reviewed President Brian O. Hemphill’s progress as part of 2023-2024 and 2024-2025 performance plans;
- Approved President Brian O. Hemphill’s 2024-2025 performance plan;
- Approved President Brian O. Hemphill’s compensation adjustments;

- Approved 92 Old Dominion University faculty appointments, 105 Macon & Joan Brock Virginia Health Sciences at Old Dominion University faculty appointments, 115 administrative and faculty appointments, six appointments with tenure, 27 emeritus/emerita appointments, six dual employments, and granted tenure to 22 faculty members;
- Approved one Batten endowed chair, one Beazley named professor, one Colgate Darden endowed professorship, one Francis L. Counselman professorship, one Slover endowed professor, and one EVMS Foundation Chair;
- Approved appointments of the EVMS School of Medicine and EVMS School of Health Professions faculty and administrative and professional faculty; restricted medical faculty; residents; and librarians to Old Dominion University upon integration;
- Reviewed and approved seven Board of Visitors policies;
- Approved two new programs in the Darden College of Education and Professional Studies (Master of Arts in Teaching (MAT) in Elementary Education and Master of Arts in Teaching (MAT) in Secondary Education);
- Approved Doctor of Philosophy in Electrical and Computer Engineering;
- Approved Master of Science in Electrical and Computer Engineering;
- Approved closure of the Bachelor of Science in Education in Early Childhood Education, Pre-K through 3rd Grade;
- Approved Doctor of Philosophy in Data Science;
- Approved Doctor of Philosophy in Cybersecurity; and
- Approved Closure of Master of Science in Parks, Recreation, and Tourism.

The Old Dominion University Board of Visitors continues to operate in a transparent manner, to the extent required by law, in all Board actions. All meetings were open to the public; notice was provided pursuant to [Virginia Code §2.2-3707](#); agendas and minutes were published on the University’s website and Virginia’s Commonwealth Calendar; and full Board meetings were live-streamed on the Board’s website. Any business that was conducted in closed session was done pursuant to the Virginia Freedom of Information Act. University Counsel and Senior Assistant Attorney General was present for all meetings and closed sessions. With the exception of the special meeting held on December 19, which was an all-virtual meeting held pursuant to Virginia Code § 2.2-3708.3.C, all meetings were held in person with two Board members participating via Zoom during the April quarterly meeting pursuant to Virginia Code [§ 2.2-3708.3.B](#) and as reflected in the meeting minutes.

The [Bylaws of the Old Dominion University Board of Visitors](#) are posted on the Board’s website and note the requirements of the Board in order to ensure the transparency of its actions. Section 3.06 of the Board Bylaws require that all meetings of the Board be conducted in accordance with [Board Policy 1107, Board of Visitors Meeting Scheduling and Procedures](#), unless modified at the discretion of the Rector. Section 3.07 of the Board Bylaws specifies that Board members are subject to the provisions of the State and Local Government Conflict of Interests Act and must file reports as required ([Va. Code §2.2-3114. B](#)) and [Board Policy 1108, Board of Visitors Conflict of Interests Policy](#). University Counsel will review filings in accordance with these provisions. Board members must disclose any conflicts to University Counsel and recuse themselves from any meeting discussions on related topics and abstain from voting.