

**OLD DOMINION UNIVERSITY
BOARD OF VISITORS
Thursday, April 22, 2021**

MINUTES

The Board of Visitors of Old Dominion University met Thursday, April 22, 2021, at 10:00 a.m. The meeting was held electronically via the Zoom application pursuant § 4-0.01(g) of Chapter 1289 of the 2020 Acts of Assembly. Present from the Board:

Kay A. Kemper, Rector
Yvonne T. Allmond
R. Bruce Bradley
Robert A. Broermann
Robert S. Corn
Unwanna B. Dabney
Peter G. Decker, III
Jerri F. Dickseski
Alton J. Harris
Larry R. Hill
Toykea S. Jones
Ross A. Mugler
P. Murry Pitts
Maurice D. Slaughter
Lisa B. Smith
Armistead D. Williams, Jr.
Bridget Groble (*Student Representative*)

Absent from the Board: Carlton F. Bennett

Also present:

John Broderick, President	Nina Gonser	Tom Odom
Austin Agho	Velvet Grant	Brian Payne
Bruce Aird	Nancy Grden	James Rhoades
D'Andrea Brady	Tiffany Hampton	September Sanderlin
Alonzo Brandon	Scott Harrison	Wood Selig
Jane Dané	Brian Hemphill	Amanda Skaggs
Traci Daniels	Omotomilola Jegede	Don Stansberry
Sherry Davis	Casey Kohler	Rusty Waterfield
Greg DuBois	Cathy Lewis	Ariana Wright
Lauren Eady	Donna Meeks	Jay Wright
Noah Fort	Karen Meier	Dubby Wynne
Morris Foster	Harry Minium	Bo Yi
Dan Genard	Annie Morris	Johnny Young
Giovanna Genard	R. Earl Nance	

CALL TO ORDER AND APPROVAL OF MINUTES

The Rector called the meeting to order at 10:00 a.m. and asked for approval of the minutes of the Board of Visitors meetings held on December 10, 2020, February 3, 2021, February 4-9, 2021, and February 11, 2021. Each set of minutes were voted on separately and, upon proper motions and seconds, were approved by roll-call vote (*Ayes: Allmond, Bradley, Broermann, Corn, Dabney, Dickeski, Harris, Hill, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

PROPOSED 2021-2022 TUITION & FEES

Vice President DuBois recognized Bruce Aird and Tiffany Hampton for their work in budget planning and implementing and monitoring the budget. He reminded the Board that in June a provisional 2020-2021 Operating Budget and Plan was approved while awaiting the Commonwealth's final budget. Bruce Aird presented the final 2020-2021 Operating Budget & Plan. He noted that the provisional budget reflected the un-allotment of new general fund resources as well as a significant reduction in tuition & fee revenue due to anticipated enrollment decreases due to the pandemic. Since then, the General Assembly restored the new general funds and enrollment levels have held steady. The budget has reflected these restored funds and a downward adjustment in funding for benefit costs. It also reflects a reduction in anticipated auxiliary revenues with fewer students on campus. The expenditure plan reflects the critical operating and strategic investments President Broderick highlighted in December.

Upon a motion made by Mr. Mugler and seconded by Mr. Pitts, the Board approved by roll-call vote the 2020-2021 Updated Operating Budget & Plan (*Ayes: Allmond, Bradley, Broermann, Corn, Dabney, Dickeski, Harris, Hill, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

**RESOLUTION APPROVING THE 2020-2021
UPDATED OPERATING BUDGET AND PLAN**

RESOLVED, that upon the recommendation of the President, the Board of Visitors approves the updated 2020-2021 Operating Budget and Plan.

UNIVERSITY EXPENDITURE SUMMARY
(in thousands)

EXPENDITURES	2020-2021 Provisional Budget Plan	2020-2021 Updated Budget Plan
Educational & General	\$288,018	\$310,018
Auxiliary Services	\$110,587	\$109,087
Grants & Contracts	\$17,085	\$17,085
Gifts & Discretionary	\$8,858	\$8,858
Scholarships & Fellowships	\$75,421	\$75,421
Total University Expenditures	\$499,969	\$520,468
Summary of University Revenues & Expenditures		
Revenues	\$500,802	\$521,802
Expenditures	\$499,969	\$520,468
Contributions to Fund Balances	\$833	\$1,334

Vice President DuBois presented the proposal for the 2021-2022 comprehensive fees. He reviewed the general and earmarked E&G allocations. General allocations included a full restoration of new base support of \$12M, additional general fund support of \$4.5M to maintain affordable access, and one-time funding of \$2.8M for unavoidable cost increases. Earmarked allocations including \$2.5M in new base support for the Joint School of Public Health with NSU and a one-time allocation of \$2.1M for Federal Relief Funding for COVID testing. \$5.3M for in-state need based aid was restored and there is an opportunity for additional one-time funding from the Governor’s Emergency Relief Fund. Once the guidelines have been established, the University will apply for funds from that \$22M pool. Funding for graduate-level fellowships has remained flat.

Funding for one-time bonuses was removed from the budget and replaced with a 5% base compensation increase for full-time state employees and adjunct faculty. Authority has also been given to provide up to a 5% increase for hourly employees with no additional state funding and the budget includes funds to do that.

Funding was retained for the construction of the New Health Sciences Building (\$74.9M), stormwater improvements (\$5.2M), and non-general fund authority of \$5.1M to begin the detailed planning for the proposed \$128M Biology Building. Deferred maintenance and equipment trust funds were also retained. No significant changes were made to state funding or language supporting earmarked initiatives that include the Online VA Network, Tech Talent Investment Pipeline, Coastal Virginia Center for Cyber Innovation, and the Hampton Roads Biomedical Research Consortium.

Language was added regarding the Athletic Subsidy that excludes fiscal years 20, 21 and 22 from the five-year rolling average calculation of the change in generated revenue and student fees. Under normal circumstances the University can fund up to only 55% of athletics and the remaining 45% must come from private funds. Mr. Mugler asked how long it should take to recover and Mr. Aird responded that recovery is expected in FY22 or FY23, depending on how close we are to normal operations in the fall when football season begins. Athletic Director Wood Selig added that guarantee games have been scheduled over the next several years to generate revenue.

Vice President DuBois reviewed the budget planning assumptions, including base operating resources and base operating needs. He noted that the University must fund part of the 5% base salary increases authorized by the State. He noted the components of the new E&G resources totaling \$16.3M and the operating expenditures to fund mandatory cost increases, recommended strategic initiatives, and additional initiatives for consideration. President Broderick has agreed to leave the list of additional initiatives on the table for further discussion after Dr. Hemphill arrives and include one-time initiatives that receive continuing funding but at some point need to be base-funded. Approximately \$1.2M remains for other strategic initiatives recommended by the vice presidents. President Broderick has also agreed to set that aside for further consideration.

Student fee resources and investments were reviewed. Available resources total \$2.0M and investments total \$3.3M. If fall enrollment drops and the expenses do end up greater than revenue, less funding will be allocated to the auxiliary capital investment fund to balance the ledger. Vice President DuBois also reviewed the components of the tuition and mandatory fees and the current rates for each of these components for in-state, out-of-state undergraduate and graduate students.

Prior to presenting the proposed tuition and mandatory fees for FY2021-2022, President Broderick made the following remarks: "I'm proud to say that this will be the third consecutive year that I will recommend to the Board that you do not increase tuition. And this year I'm also recommending a zero increase in fees. This is for both our in-state and out-of-state students, undergrad as well as graduate, which is unprecedented in terms of how we approach this. As you know and as Greg has indicated, we received historic General Assembly funding this year, and I believe the spirit of those allocations to higher education were aimed at doing everything possible to hold tuition during this pandemic year. And I want to honor that spirit that the Governor and the House and Senate, I believe, had in mind with these allocations.

"As most of you as board members know or should know, the University serves thousands of first-generation students and more than 7,000 Pell eligible students. Cost is more than likely the number one determinant to retaining our students, so we like to keep in mind its affordability, not ability, another important factor in my decision. In this COVID year, we've had many students who held jobs to pay for schooling who have lost those positions. And, as you know, many of our families not only suffered income loss but a whole host of setbacks, including loss of life.

"This recommendation also ties very closely into our stated goal for the last 13 years about the importance and significance of student success on this campus. It also interestingly reinforces what we just learned yesterday from an international review of 600 universities and colleges by the *Times of London* that ranks Old Dominion University 50th in the world, globally, for our success in reducing inequalities for our students, which is a remarkable record. In fact, we're listed as number 49 internationally for reducing inequalities, but when you just filter for U.S. institutions, we're fourth in the nation behind IUPUI, MIT and Arizona State. That reinforces the importance of this decision and I think our continued moderation, where we can make these decisions to

improve the opportunity for students to succeed, also reflects very nicely in our retention and graduation rates.”

Vice President DuBois shared comparative information on the tuition & mandatory fees either approved or being proposed by the other Virginia doctoral institutions. Should the Board approve the proposed tuition and mandatory fees, ODU’s tuition would again be the most affordable. Although ODU’s mandatory fees are higher than some of the other institutions, the combined tuition and mandatory fees makes ODU the most affordable and is the only one to not increase tuition or mandatory fees for the upcoming fiscal year.

Upon a motion made by Mr. Mugler and seconded by Ms. Dickseski, the Board approved by roll-call vote the 2021-2022 Comprehensive Fee Per Credit Hour (*Ayes: Allmond, Bradley, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Hill, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

**RESOLUTION APPROVING THE 2021-2022
COMPREHENSIVE FEE PER CREDIT HOUR**

RESOLVED, that upon the recommendation of the President, the Board of Visitors approves the proposed 2021-2022 Comprehensive Fee Per Credit Hour.

No Increases for FY2022	In-State	Out-of-State
Norfolk Campus, Higher Education Centers, Distance Learning Locations within Virginia		
Undergraduate	\$360	\$1,032
Graduate	\$551	\$1,387
Technology Delivered Courses Outside Virginia and/or the United States		
Undergraduate	\$407	\$407
Graduate	\$595	\$595

* The comprehensive per credit hour fee includes the student activity fee of \$125.69 per credit hour.

RECTOR'S REPORT

The Rector called on Mr. Bradley for an update on the Board's operating budget. Mr. Bradley reported that \$2,177 has been spent from the E&G budget to date, leaving a balance of \$5,474. \$405 has been spent from the Board's discretionary budget, which has a remaining balance of \$1,945. He also provided an update on the status of the Presidential Search budget, noting that \$158,712 has been spent to date, with one remaining payment due to WittKieffer in fulfillment of their contract.

The Rector then made the following statement, "According to the Board of Visitors Policy 1810, the naming of campus buildings and building spaces is the responsibility of the Board of Visitors. Last fall, a naming task force began reviewing all named building spaces and units on campus. We are grateful to the members of the naming task force for the work they have done to assist us in ensuring that the names of our buildings reflect our values and beliefs of diversity and inclusion. The next step now, I believe, is to ensure that the process we follow has been thoroughly researched, vetted, and implemented.

"In that regard, I am proposing that the Governance Committee be asked to oversee the development of these next step tasks and that representatives from the naming task force assist them with the development of these recommendations. Once the plan is developed, which will take several months, by the Governance Committee, it will be shared with the campus community for their input before being adopted by the board with a goal of equity, fairness, and longevity. A special thank you to Provost Agho and Vice President Brandon for their work on this issue."

The Rector commented that some research needs to be done about what others have done and what has worked and what has not. Consideration needs to be given to who should be on the committee that makes naming recommendations. The process should take the necessary time for it to be done correctly. The Board will be kept apprised of the progress of the Governance Committee. Ms. Dickeski, chair of the Governance Committee, voiced her support of the Rector's recommendation, as did Mr. Pitts. Mr. Slaughter expressed his concern that the University has prided itself on leading many efforts and the naming task force already completed their work. However, Ms. Kemper emphasized that the process should be more deliberative, and the Governance Committee should look at the processes followed by other institutions. She welcomed him to participate in the process and welcomed all to share their opinions with Jerri and to attend the meetings of the Governance Committee when this is discussed.

The Rector made the following announcement, "It is my pleasure today to formally announce four scholarships in honor of John and Kate Broderick. President Broderick and his wife Kate have championed diversity and inclusiveness in higher education and John has received numerous national awards for his efforts, as we know. Their primary goal has always been the success of all students. During his tenure, ODU has achieved its highest graduation and retention rates in its history, and as the longest serving president of Old Dominion, President Broderick's leadership has shaped the campus with more than 25 new facilities showcasing academics, arts, innovation, entrepreneurship, athletics, and research.

“These new scholarship programs are fitting tributes to the Brodericks and will help perpetuate the values that distinguished his presidency, including an institutional commitment to STEM-H and equal opportunity for women in athletics and academics. I’m happy to announce two newly established scholarships to honor the Brodericks. They are the John and Kate Broderick STEM-H Scholarship Endowment, which will be awarded to a student with a declared major in STEM-H, with a preference for female students. To date we have raised \$912,000 for this one. The John and Kate Broderick Athletic Scholarship Endowment, which will be awarded annually to a female student athlete, who preferably participates in an Olympic sport, which currently includes field hockey, golf, lacrosse, rowing, soccer, swimming and diving, tennis, and volleyball. To date we have raised \$399,000.

“In addition, Old Dominion previously created two endowments in tribute to the Brodericks. They are the John and Kate Broderick Honors Opportunity Scholarship, which provides opportunity scholarships to help rising sophomores and juniors pursue their educational interests while making a difference in the world. This was funded by Patricia and Doug Perry at a level of \$1M, but you can also contribute. The John and Kate Broderick Endowed Women’s Volleyball Scholarship is the fourth one funded by the Ripley family at a level of \$175,000. Again, you too can contribute.

“The total of these scholarships is at \$2,486,000. Please join me in thanking and honoring John and Kate Broderick by making a contribution to one of more of these scholarships, which will forever change the life of a Monarch student.”

Rector Kemper noted that the University community has been enjoying a week-long celebration of the campus transformation during President Broderick’s tenure, called Building Our Dominion. The week featured dedication of two new facilities, the Hugo A. Owens House and the New Chemistry Building, and a Health Sciences building that will open in 2023. These new facilities involve a collective \$213M investment, along with the Student Day and the grand opening of the E-Sports Arena. The week’s lead-in video created by Strategic Communications and Marketing’s Dylan Harrell was then shown to the Board.

At the conclusion of her report, the Rector stated, “We owe a debt of gratitude to John for his tireless efforts on behalf of Old Dominion University our region. Thank you. We also offer thanks to the Offices of Community Engagement, Strategic Communications and Marketing and Distance Learning for their collaborative work to celebrate and herald the University’s advancement during President Broderick’s administration.”

PRESIDENT’S REPORT

President Broderick thanked the Rector and commented that Vice President Brandon has been very quiet and stealth about the scholarships, so he wasn’t sure who to individually thank on this Zoom call, but had been told that Bruce Bradley, the Dick and Carolyn Barry, and Joan Brock made significant contributions to get this launched. He also thanked Alonzo Brandon for establishing scholarships that are meaningful for both he and Kate.

President Broderick gave an overview of the progress Old Dominion University has made during his tenure in several categories, including enrollment by race/ethnicity, degrees by race/ethnicity, STEM-H enrollment by race/ethnicity, STEM-H degrees by race/ethnicity, 22 new academic programs, 21 research initiatives, state operating funds, and buildings and building projects. The

progress the University has made in these categories reflects the importance of diversity on this campus, the creation of a diverse Tech-talent pipeline, as well as academic programs that have marketability in the community, with Cybersecurity as a prime example, and important research initiatives. The increase of General fund support for operations by \$83.8 million since 2010 is a significant accomplishment.

The President shared updates from across the University. The Provost is conducting a comprehensive exercise to review and prioritize academic degree programs and academic support services in order to ensure that the University is investing its resources in programs that meet the needs of students as well as the private and public sectors. Summer 2021 registrations are up 5% compared to summer 2020 pre-registration, with a 9% increase in registered credit hours. Leading the growth are graduate students who are up 33% in headcount and up 39% in registered credit hours. He attributes this to the University's work in online education and the dedication of the faculty and students. The Virginia Modeling, Analysis and Simulation Center conducted a 21-day COVID vaccine forecast of case counts, vaccinations administered, and vaccinations shipped to all counties in Virginia and provided automated daily digests to Virginia agencies.

The University has raised \$205M of its \$250M Fundraising Initiative. The President thanked Bruce Bradley for his leadership on the campaign and reminded everyone that we have 60 days to reach the goal. The University also received a \$3.9M National Science Foundation Scholarship Grant for the School of Cybersecurity.

President Broderick recognized Karen Meier and her events staff as well as Giovanna Genard and her marketing and communications staff for putting together the Building Our Dominion Week that highlighted the over \$300M of new buildings that are either opened or planned here on campus. These efforts have resulted in favorable editorials and articles in the media.

Plans are in place to hold in-person commencement ceremonies. A virtual ceremony will be held on May 5 featuring Senator Mark Warner as the keynote speaker. In-person college ceremonies will be held in S.B. Ballard Stadium on May 6-8. The President also shared the successes of the University's athletic teams and the COVID-19 protocol for the student-athletes. He announced Randle Richmond's recent appointment as athletic director at Kent State University.

The President called on Vice President September Sanderlin and Ariana Wright, Director of Equity, EO/AA and Title IX Coordinator for a Title IX update. Vice President Sanderlin expressed her appreciation to President Broderick and the Board for the ongoing commitment to this important responsibility. Today's update focused operational and policy changes that have occurred as a result of the changes in Title IX regulations. Ms. Wright reviewed the policy changes that occurred in August 2020, noting that changes were made to the scope and jurisdiction of Title IX that narrowed its focus. The definition of sexual harassment also changed, raising the bar for the kinds of behaviors addressed by Title IX. It still covers sexual assault, domestic violence, and stalking claims, but "hostile environment" claims have changed under the new regulations where now the behavior has to be so severe, pervasive, and objectively offensive that it interferes with someone's educational access. The Department of Education justified this change in the definition citing freedom of speech and academic freedom concerns. Universities had concerns about how they would respond to situations no longer cover by Title IX, so the definition of sexual harassment under Title VII has been incorporated into existing policies to ensure that the University is still responding responsibly.

In addition to the regulatory changes, scope jurisdiction and definitions, the University is now required to include cross-examination during hearings and parties must bring advisors to the hearing. If a party did not have an advisor, the University is required to provide one at no cost. As a result of these changes, Ms. Wright shared her staff's accomplishments, including the development of an interim Title IX policy, revisions to the Discrimination Policy to complement the new policy, Title IX training for all faculty and staff, new formal and informal procedures for complaint resolution, development and training a hearing officer pool and training all Title IX officials, and are working with constituents to develop expanded advisor options.

With the new Biden administration, however, changes to the regulations are anticipated and she and her staff will await guidance from the Department of Education. In response to a question from Ms. Allmond, Ms. Wright noted that the regulations require the advisor at the time of the hearing process, but the student can request an advisor as early as the first the first meeting with the investigators.

HAMPTON ROADS MARITIME COLLABORTIVE FOR GROWTH & INNOVATION (HRMC)

President Broderick introduced Dubby Wynne, Chair of Reinvent Hampton Roads and the GO Virginia Foundation, and Nancy Grden, Associate Vice President of the ODU Institute for Innovation and Entrepreneurship, who presented information about the Hampton Roads Maritime Collaborative for Growth & Innovation (HRMC). Mr. Wynne explained the genesis of the initiative and said it was the single most significant business cluster to pursue for the future. Old Dominion has a wide range of programs in this area. In the community, however, there were many so silos and redundancy that impacted efficiency and effectiveness. Discussions began about how to coordinate these disparate assets to enrich the community, particularly in workforce development and innovation start-ups. Crucial to this initiative is to have a strong University to lead this effort, and Old Dominion fits the bill. The proposal has been shared with Virginia Economic Development Partnership, the business community, and civic organizations. The proposal has also been shared with the senior leadership of the Navy, Reinvent Hampton Roads, and the Hampton Roads Business Roundtable, and all are on board with this.

Ms. Grden shared additional background information and the current recommendations. She noted that ODU is taking a leadership role in a coordinated, regional effort to ensure a thriving maritime ecosystem that benefits not only Hampton Roads, but the entire Commonwealth. This region offers both natural and man-made assets that are unique to this area, and new assets such as the offshore wind industry, transatlantic pipelines, unmanned systems. The HRMC was formed in 2020 as an umbrella organization of over 30 leaders across a broad array of audiences, recognizing ODU as a globally recognized leader in maritime. The last six to eight months were spent internally on thinking about how we as a university could build on this vision.

Ms. Grden shared the goals of the HRMC, noting that the primary goal is to strengthen ODU's maritime-related resources for curriculum/degrees, research, workforce, and innovation. Additional goals are to support commercial, naval, port, offshore wind, and related sectors with leading-edge data analytic, operational and innovation resources, training, and research; build upon ODU's established research and commercialization Centers; serve as an "anchor" organization for the Region's maritime strategic direction; and create a competitive advantage for ODU among Virginia and other universities.

At the direction of President Broderick and with support from Provost Agho, an internal leadership work group was created representing each of the Colleges, the Office of Research, and the Institute for Innovation and Entrepreneurship. Dr. Grden said that she co-leads the group with Mileta Tomovic from the Batten College of Engineering & Technology. The group gathered information about what ODU is doing today, conducted a situational analysis of competitor universities, and investigated regional opportunities. She shared the results of their research and noted that, first, ODU is not starting from scratch as it already has over 60 Ph.D., Master's, undergraduate and certificate degree programs that either directly or indirectly relate to maritime supply chain or are directly adjacent (for example, Cybersecurity or Data Analytics). There are also over 30 Centers are directly related or are adjacent to supporting maritime. While there are a breadth of programs and Centers related to maritime, they are housed in different Colleges and Centers and there is no area of signature related to maritime.

The internal work group developed a set of recommendations. The first is to establish the ODU Maritime Consortium that would serve as an outreach function and a primary point of contact for organizations, companies and others who are interested in talent, training, innovation, and other commercialization work. The second is to serve as ODU's internal central point for strategy, coordination, and communication of maritime-related opportunities. The third is to work with other university, K-12, and community college partners in talent development. Fourth, promote the maritime mission and opportunity across all academic Colleges, providing research and instruction incentives and supporting recruitment of world-class faculty in the maritime domain. Fifth, broker and create partnerships with the maritime business community, the U.S. Navy, and other organizations to further ODU's role in innovation and advancement of new technologies.

Dr. Grden the roles, organization, and organizational structure of the new Maritime Consortium. She pointed out that a newly-defined Associate Vice President/Executive Director position be created, reporting to the Office of Research with a dotted line to the Provost, to lead this effort. The organization would include an internal operations group, a technical group, an "in-collaborative" maritime-related network of faculty, and an advisory board. Only the AVP/ Executive Director and staff support would be paid positions.

The other role of the consortium is to advance the blue economy through ODU's channels of expertise that include port operations and supply chain; climate change, adaption, and resilience; digitalization of the maritime ecosystem; renewable energy; national defense, maritime, and port security; international trade and development; and tourism and cultural heritage. Next steps to be taken during the upcoming year is to announce strategy and preliminary leadership, confirm the FY2021-22 budget, initiate the TEconomy Partners maritime innovation situation analysis study (with HRMC) to identify opportunities for ODU and the region; develop and launch the brand and communications plan; establish a series of internal and external community building activities; establish 2-3 initiatives that will be early "wins" and assess as signature programs (maritime cybersecurity, resilience, digital transformation); review and develop action plans for degree programs and identified courses; and identify major Regional/Commonwealth opportunities to establish an innovation center of excellence in a maritime-related area.

At the conclusion of the presentation, Dr. Grden thanked President Broderick, Provost Agho and Vice President Foster for their support of this initiative. She also thanked the regional leaders for being supporters of ODU, and the Board for their continued support. Mr. Wynne added that in all his years working in higher education, he has never seen diverse groups that are normally territorial embrace the concept of change in compromising and collaborating for the greater good.

Mr. Bradley asked Dr. Grden if we will eventually see a degree in maritime leadership and is there an opportunity to seek funding from other maritime industries such as Huntington Ingalls or the Port of Virginia. Dr. Grden responded that the work group has identified existing degree programs that could be converted online or a different teaching method or could become certificate programs. They have also identified a couple of very promising new cross-cutting degree programs that could be identified either as degrees, as minors, or as concentrations, and plan to meet with the Deans to look at those areas. The Provost's program prioritization initiative also presents opportunities. Regarding the budget, she is developing a business plan that would include not only University funds but partnerships with that could provide commercialization opportunities. Mr. Wynne added that a group of businesspeople are looking at President Biden's infrastructure recovery proposal and where those monies will go, as well as the \$3.8 billion coming to the State from the Recovery Act that is not yet allocated and another \$3 billion for the localities. There are many opportunities and remain optimistic that investments will be made in innovation, workforce development, and the like. There is no other university better situated physically than Old Dominion University in the midst of all these regional assets.

The Rector thanked Mr. Wynne and Dr. Grden for their informative presentation and asked that they provide updates to the Board as they progress.

MOTION FOR CLOSED SESSION

The Rector recognized Ms. Jones, who read the following motion: "Madam Rector, I move that this meeting be convened in closed session pursuant to Sections 2.2-3711(A) (1) and (11) of the Code of Virginia for the purpose discussing prospective candidates for employment to a proposed new position at the University. The motion was seconded by Ms. Allmond and approved by roll-call vote (*Ayes: Allmond, Bradley, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Hill, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

In addition to the Board members in attendance, President Broderick, President-Elect Brian Hemphill, September Sanderlin, Jay Wright, Donna Meeks, and Tom Odom were present during the closed session.

RECONVENE IN OPEN SESSION AND FOIA CERTIFICATION

At the conclusion of Closed Session, the Vice 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 vote of the Board. All those who agree that only lawfully exempted matters and specifically only the business matter 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 (*Ayes: Allmond, Bradley, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Hill, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

RATIFICATION OF ACTION TAKEN BY EXECUTIVE COMMITTEE ON MARCH 22, 2021

The Rector recognized Ms. Smith, who made the following motion, “Madam Rector, I move that the Board of Visitors of Old Dominion University approve the creation of the position of Chief of Staff and Vice President for Strategic Operations and that Ashley Shumaker serve in this position, effective July 1, 2021, in accordance with the action taken by the Executive Committee on March 22, 2021. The motion was seconded by Mr. Hill and approved by roll-call vote (*Ayes: Allmond, Bradley, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Hill, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

REPORTS OF STANDING COMMITTEES

ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE

Ms. Jones, chair of the Academic and Research Advancement Committee, reported that Committee convened in closed session to discuss the award of tenure to 13 faculty members, an honorary degree, and a dual appointment. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by the Board by roll-call vote (*Ayes: Allmond, Bradley, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Hill, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

TENURE RECOMMENDATIONS

RESOLVED, that upon the recommendation of the Provost, the Academic and Research Advancement Committee recommends that the Board of Visitors approve the award of tenure and promotion to associate professor for the following faculty members at Old Dominion University. The tenure and promotion will be effective with the Fall 2021 semester.

College of Arts and Letters

Staci Defibaugh
English

Michelle Fowler-Amato
English

Myles McNutt
Communication & Theatre Arts

Amy Milligan
Women’s Studies

Alison Reed
English

Darden College of Education and Professional Studies

John Baaki
STEM Education & Professional Studies

Elizabeth Burns
STEM Education & Professional Studies

Batten College of Engineering and Technology

Dipankar Ghosh
Mechanical & Aerospace Engineering

Navid Tahvildari
Civil & Environmental Engineering

Hong Yang
Computational Modeling & Simulation Engineering

College of Sciences

Ke Shi
Mathematics & Statistics

Jeremiah Still
Psychology

Xiang Xu
Mathematics & Statistics

HONORARY DEGREE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the award of an honorary degree to John R. Broderick as noted below. A summary of President Broderick’s career is included with this resolution for information purposes.

President John R. Broderick, community leader
Doctor of Humane Letters (*honoris causa*)

John R. Broderick is Old Dominion University's eighth and longest-serving president. He is beloved by students, respected by faculty and staff, and has a reputation as a friendly, approachable president; however, in the boardroom, he is all business when it comes to his insistence on forging progress at Old Dominion, solving real-world problems and building on the region's strengths.

Under his leadership since 2008, Old Dominion has emerged as a research leader in fields from cybersecurity to bioelectrics, where the University is pioneering advances in cancer treatment and cardiac procedures.

The University established the Center for the Study of Sea Level Rise in 2010, elevating Old Dominion to the top tier in addressing a significant environmental problem. Since then, Old Dominion has broadened its approach with the creation of the multidisciplinary Resiliency Collaborative, the Commonwealth Center for Recurrent Flooding and Resiliency and the Institute for Coastal Adaptation & Resilience.

President Broderick has also led the University's response to the coronavirus outbreak, navigating a successful conclusion to the spring semester and guiding plans for the fall. This past spring, Old Dominion transferred more than 2,880 courses online and helped more than 3,000 employees transition to telework. The University also launched the Rise to the Challenge Fund to help students and employees with unexpected financial challenges.

During his tenure, Old Dominion has received more than \$1 billion in new public and private resources. It also embarked upon a \$250 million fundraising initiative to increase resources for scholarships, faculty research and academic centers, among other areas. Under his leadership, the value of Old Dominion's endowment has grown to \$272 million, as of June 30, 2020.

In 2019, President Broderick received the President's Award from the National Association of Student Personnel Administrators in recognition of his commitment to social mobility and student success, particularly with first-generation undergraduates. Old Dominion has hosted three annual Social Mobility Symposiums, drawing academic leaders from across the country. As a result, *U.S. News & World Report* added a social mobility measure to its college rankings to reward institutions whose students reach higher levels of income after they graduate. Because of his efforts, Old Dominion was ranked No. 9 in the country in the *2020 Times Higher Education Impact Rankings* for reducing inequality.

To improve academic achievement, Old Dominion constructed a \$20 million Student Success Center and Learning Commons. In 2017, the University recorded the highest graduation rate in its history. The University also has the second-largest percentage of degrees awarded in STEM-H fields among Virginia's research universities.

Students from other disciplines have also flourished. In 2013, the University received an \$11 million gift from alumnus Mark Strome to create the Strome Entrepreneurial Center, expanding entrepreneurial initiatives for students inside and outside the classroom. In 2017, Old Dominion opened THE Monarch Way, a unique retail store run by students and selling the products of student, alumni, faculty, and staff entrepreneurs.

Other centers and initiatives launched during his presidency include the Centers for Global Health, Social Mobility, and Cybersecurity Education and Research, the Institute for Innovation and Entrepreneurship, the Virginia Institute for Spaceflight and Autonomy, and the Diehn School of Music.

In 2018, Old Dominion launched an expansion of health sciences offerings at its Virginia Beach Higher Education Center, with an increase in nursing classes and the creation of a center focusing on the cutting-edge field of telehealth. Plans are underway for a new \$75 million health sciences building on its main campus in Norfolk.

Also, in 2018, Old Dominion opened the Barry Art Museum, funded by a \$37 million donation - the largest in the University's history - from Richard and Carolyn Barry. The museum is positioned to be one of the region's major cultural destinations.

Other buildings that have opened during President Broderick's tenure include:

- Barry Arts Building
- Broderick Dining Commons
- Brooks Crossing Innovation and Opportunity Center
- Education Building
- Engineering Systems Building

Two more, the new Chemistry Building and the Owens House residence hall, are scheduled to open in the spring of 2021.

In 2013, the Board of Visitors also renamed the University's Diversity Champion Award in President Broderick's honor to recognize his commitment to diversity and inclusion, which has helped create a vibrant, multicultural campus. In the fall of 2019, Old Dominion enrolled more than 6,700 African Americans, more than any other public four-year school in Virginia, as well as students from more than 100 countries. In 2019, *Diverse Issues in Higher Education* ranked ODU 14th in the nation in the number of African American students who graduate each year.

President Broderick has transformed his belief in community service into a centerpiece of University life. In 2011, he, his wife, First Lady Kate Broderick, and their relatives endowed the Evon-Broderick Award for Community Engagement and Service to recognize students who immerse themselves in service.

In athletics, President Broderick oversaw the return of football to Old Dominion in 2009 after a 69-year absence. He is past chairman of both the Conference USA and Colonial Athletic Association Boards of Directors and a member of the NCAA Division I Presidents Forum; however, he has been clear that the University's priority is academics. Sixty-two percent of ODU's student-athletes earned at least a 3.0 grade point average in the fall of 2019.

Old Dominion's benefactors have recognized the president's focus on academic and athletic excellence. Patricia and Douglas Perry in 2018 provided a significant gift to the Perry Honors College and created the John and Kate Broderick Opportunity Scholarship for high-achieving honors students from Virginia. Ron and Scott Ripley, brothers who are alumni, have endowed a scholarship in President and Mrs. Broderick's honor for the women's volleyball team.

In 2020, he was selected as First Citizen of Hampton Roads, received a Community Leader Award from the Urban League of Hampton Roads, and was named to *Virginia Business'* Virginia 500 Power List. President Broderick also has received the Virginia Center for Inclusive Communities' Humanitarian Award, the New Journal & Guide's Impacting Lives Award, the Dr. Hugo A. Owens Sr. Humanitarian Award from Alpha Phi Alpha fraternity, the Trailblazer Award from Men for Hope, and a Visionary Award from the Hampton Roads Chamber of Commerce. *Inside Business* this year added President Broderick to its Emeritus Power List, which recognizes senior community leaders who provide a "valuable ongoing contribution."

He is past chairman of the Council of Presidents of the Southeastern Universities Research Association and the Virginia Council of Presidents of colleges and universities. He was the only college president to serve as a member of the Virginia Commercial Space Flight Authority board for eight years.

President Broderick is a board member of organizations including the Norfolk International Airport Board of Commissioners, Urban League of Hampton Roads, Hampton Roads Chamber of Commerce, the Greater Norfolk Corporation and Hampton Roads Partnership. He also championed the University's partnership with the Virginia Symphony Orchestra and served as the guest narrator for the orchestra's tribute in 2019 to the 50th anniversary of the Apollo 11 moon landing.

President Broderick, a former journalist, has had articles about sports, education and travel published in outlets such as *The Washington Post*, *The Chronicle of Higher Education*, *The Baltimore Sun*, *Trusteeship* (publication of American Governing Boards), *Champion* (publication of the NCAA), *The Sporting News*, *The Boston Globe*, *The Richmond Times-Dispatch*, *The Virginian-Pilot*, and *The Hartford Courant*. He also has contributed several book chapters about higher education issues.

The Brodericks have three sons who all earned degrees from Old Dominion.

**BOARD OF VISITORS
OLD DOMINION UNIVERSITY
RESOLUTION APPROVING DUAL EMPLOYMENT**

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

Whereas, the following individuals both work in the Office of Admissions and special care has been taken that neither has authority to evaluate, supervise or make personnel decisions regarding the other,

J. Christopher Fleming and Demetria Faith Fleming, parent/child,

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

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

Committee members approved the consent agenda items including the appointment of 14 faculty and 19 administrative faculty. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by the Board by roll-call vote (*Ayes: Allmond, Bradley, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Hill, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

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>
Ms. Loretta Alsop Lecturer of Mathematics and Statistics	\$55,000	12/25/20	10 mos

Ms. Alsop received an M.S. in Mathematics and Statistics and a B.S. in Mathematics Education from Indiana University of Pennsylvania. Previously she was a manager at Market Analytics and an Assistant Professor of Statistics and Mathematics at South University.

Dr. Virginia Brinn Lecturer of Art	\$45,000	12/25/20	10 mos
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Dr. Brinn received a Ph.D. in Art Education from Virginia Commonwealth University, an M.Ed. in Early Childhood Education Pk-5 from Armstrong Atlantic State University, and a B.F.A. in Art Education from Virginia Commonwealth University. Previously she was a Lecturer in the Department of Art at Old Dominion University.

Ms. Molly Brown Assistant Professor of English (Tenure Track)	\$66,000	7/25/21	10 mos
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Ms. Brown received an M.F.A. in Creative Writing, Poetry from the University of Mississippi and a B.A. in English, Creative Writing from Stanford University. Previously she was a faculty member at Kenyon College.

Ms. Emily Culver Visiting Assistant Professor of Art	\$57,000	12/25/20	5 mos
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Ms. Culver received a Master of Fine Art in Metalsmithing from Cranbrook Academy of Art and a B.F.A. in Metals/Jewelry/CAD-CAM from Tyler School of Art at Temple University. Previously she was an Instructor in the Department of Craft/Material Studies at Virginia Commonwealth University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mr. Rhett Epler Instructor, Department of Marketing (Tenure Track)	\$134,000	7/25/21	10 mos

Mr. Epler received an M.A. in American Studies, a B.A. in Distributed Social Sciences and is expected to receive a Ph.D. in Marketing from the University of Wyoming. Previously he was an Assistant Lecturer of Marketing at the University of Wyoming. (Rank will be Assistant Professor if all requirements for the Ph.D. degree are completed by August 1, 2021)

Dr. Emily J. Hawkins Clinical Assistant Professor, School of Rehabilitation Sciences	\$70,000	7/25/21	10 mos
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Dr. Hawkins received a Doctor of Physical Therapy from Old Dominion University, a B.S. in Exercise Physiology from East Carolina University and is pursuing a Ph.D. in Kinesiology and Rehabilitation at Old Dominion University. Previously she was a Lecturer and Interim Director of Clinical Education for the Doctorate in Physical Therapy (DPT) in the School of Rehabilitation Sciences at Old Dominion University. (Designated as Director of Clinical Education for the DPT Program)

Dr. Jonathan Leib Professor of Political Science and Geography(Tenured)	\$170,000	1/25/21	12 mos
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Dr. Leib received a Ph.D. and an M.A. in Geography from Syracuse University and a B.A. in Geography, Political Science from Mary Washington College. Previously he was a Professor and Chair in the Department of Political Science and Geography at Old Dominion University. (Designated as Interim Dean of the College of Arts and Letters. Salary includes additional \$10,000 added to current salary and \$40,000 administrative stipend for serving as Interim Dean.)

Dr. Kate Mattingly Visiting Assistant Professor, Communication and Theatre Arts	\$60,000	7/25/21	10 mos
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Dr. Mattingly received a Ph.D. in Performance Studies from the University of California, Berkeley, an M.F.A. in Dance from New York University, and a B.A. in Architecture: History and Theory from Princeton University. Previously she was Assistant Professor in the School of Dance at the University of Utah.

Dr. Heather Basara Richter Research Associate Professor, Office of Research	\$130,000	1/25/21	12 mos
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Dr. Richter received a Ph.D. in Occupational and Environmental Health, an M.S. in Environmental Management and an M.S. in Industrial Hygiene from the University of Oklahoma Health Science Center, Oklahoma City, and a B.S. in Botany from the University of Oklahoma. Previously she was a Managing Partner and Scientific Consultant at Geomedicus, LLC.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Sachin Shetty Associate Professor, Virginia Modeling, Analysis and Simulation Center	\$165,000	2/25/21	12 mos

Dr. Shetty received a Ph.D. in Modeling and Simulation from Old Dominion University. Previously he was Associate Director in the Virginia Modeling, Analysis and Simulation Center at Old Dominion University. (Designated as Executive Director – Center for Secure and Intelligent Critical Systems (CSICS)).

Dr. Demetrice Smith-Mutegi Assistant Professor, Department of Teaching and Learning (Tenure Track)	\$67,106	7/25/21	10 mos
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Dr. Smith-Mutegi received a Doctor of Education, Science Education from Morgan State University, a Master of Arts in Teaching, Science Education from East Carolina University, and a B.A. in Biology from the University of North Carolina at Chapel Hill. Previously she was an Assistant Professor of STEM Education at Marian University, Klipsch Educators College.

Dr. Veronica Thomas Associate Professor, Department of Marketing (Tenure Track)	\$136,000	7/25/21	10 mos
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Dr. Thomas received a Ph.D. in Marketing and an M.B.A. with a concentration in Marketing from Kent State University and a B.S.B.A. in Marketing from Robert Morris University. Previously she was an Associate Professor of Marketing at Towson University.

Dr. Suzanne Wright Associate Professor, School of Nursing	\$198,000	6/10/21	12 mos
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Dr. Wright received a Ph.D. in Health-Related Sciences, Nurse Anesthesia, an M.S. in Nurse Anesthesia, and a B.S. in Nursing from Virginia Commonwealth University. Previously she was the Herbert T. Watson Professor and Chair in the Department of Nurse Anesthesia, College of Health Professions at Virginia Commonwealth University. (Designated as Chair of the School of Nursing) (reallocated position)

Mr. Hamed Yousefi Visiting Assistant Professor of Finance	\$103,000	7/25/21	10 mos
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Mr. Yousefi received an M.A. in Economics and is expected to receive a Ph.D. in Finance from Old Dominion University in May 2021, an M.B.A. in Finance from the University of Economic Sciences, Iran and a B.Sc. in Mechanical Engineering from Ferdowsi University, Iran. Previously he was an Instructor and Teaching Assistant in the Department of Finance at Old Dominion University.

ADMINISTRATIVE FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Charles Anderson Executive Director of Counseling Services and Assistant Professor	\$120,000	3/10/21	12 mos

Dr. Anderson received a B.A. in Music from George Washington University and an M.S. and Psy.D. in Counseling Psychology, both from Virginia Commonwealth University. Previously, he worked as the Director of Counseling and Psychological Services for the University of New Haven. Dr. Anderson also worked as the Associate Director of Clinical Services for the College of William and Mary and as the Associate Director of the Counseling Center for Virginia Tech.

Ms. Alexandra Butterfield Training and Assessment Coordinator, ODUOnline and Instructor	\$53,000	3/25/21	12 mos
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Ms. Butterfield received a B.S. in Sociology and an M.A. in Education, both from Virginia Tech. Previously, she worked as an Enrollment Coordinator for ODUOnline.

Ms. Sarah Camp Instructional Technology Specialist, Center for Learning and Teaching, and Instructor	\$56,100	3/10/21	12 mos
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Ms. Camp received a B.A. and an M.A. in English, both from Old Dominion University. Previously, she worked as an Adjunct Instructor for the University's English Department.

Ms. Christy Cheesman Student Clinical Services Coordinator, School of Nursing, and Instructor	\$52,005	1/4/21	12 mos
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Ms. Cheesman received a B.A. in Conflict Analysis and Resolution from George Mason University and an M.Ed. in Counselor Education from Virginia Commonwealth University. Previously, she worked as an Intern Career Counselor for the University of Richmond.

Ms. Kate Couch Civil Rights/Title IX Investigator, Institutional Equity and Diversity, and Instructor	\$70,000	2/25/21	12 mos
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Ms. Couch received a B.S. in Geology and an M.S.Ed., both from Old Dominion University. Previously, she worked as the Investigator and Deputy Title IX Investigator for Christopher Newport University. (new position)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Shanna Crockett Digital Media and Graphic Design Advisor, Tech Talent Program, Academic Affairs, and Instructor	\$43,000	2/10/21	12 mos

Ms. Crockett received a B.F.A. in Graphic Design and an M.A. in Lifespan and Digital Communication, both from Old Dominion University. Previously, she worked as the Creative Communications and Design Coordinator for the University's Center for High Impact Practices. (new position)

Ms. Venicia Ferrell Research Associate, Center for Educational Partnerships, and Instructor	\$90,000	3/10/21	12 mos
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Ms. Ferrell received a B.S. in Biology and an M.S. in Teaching Biology, both from Hampton University. Previously, she worked as the Science Curriculum Leader for Hampton City Schools and as the Lead Science Coordinator for Virginia Beach Public Schools.

Mr. Toni Gaines Director of Finance and Support Services, Auxiliary Business Services, and Assistant Instructor	\$81,500	1/5/21	12 mos
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Mr. Gaines received a B.S. in Political Science from North Carolina State University. Previously, he worked as the Director of Business and Administration for North Carolina State's College of Veterinary Medicine.

Ms. Nina R. Gonser Associate Vice President for Academic Affairs and Instructor	\$151,000	4/10/21	12 mos
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Ms. Gonser received a Bachelor of Science in Business Administration in Finance/Business Analytics and a Master of Business Administration in Finance/Human Resources from Temple University. Previously, she was Interim Vice President for Academic Affairs at Old Dominion University. Prior to that, Ms. Gonser was Director of the Business Services Center and Director of Finance and Operations at Temple University.

Mr. Victor Irokansi Assistant Football Coach and Assistant Instructor	\$102,500	2/4/21	12 mos
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Mr. Irokansi received a B.S. in Sociology from Oklahoma State University. Previously, he worked as the Defensive Line Analyst for Oklahoma State and as the Defensive Line Graduate Assistant for both the University of Mississippi and Texas State University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Kevin Leslie Executive Director, Hampton Roads Biomedical Research Center, and Assistant Professor	\$160,000	12/10/20	12 mos

Dr. Leslie received a B.S. and an M.S. in Biology, both from the College of William and Mary, and a Ph.D. in Integrated Life Sciences from Virginia Commonwealth University. Previously, he worked as the New Venture Manager for VCU Ventures. Dr. Leslie also worked as a Senior Scientist for MR Technologies in Midlothian, VA and as a Laboratory and Research Manager for Virginia Commonwealth University.

Mr. Tyler Miller-Gordon Senior Research Associate, Institutional Effectiveness and Assessment, and Assistant Instructor	\$50,000	3/25/21	12 mos
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Mr. Miller-Gordon received a B.A. in Philosophy from Youngstown State University. Previously, he worked as the Graduate Assistant for International Initiatives for the University's Office of Intercultural Relations.

Mr. Fontel Mines Assistant Football Coach and Assistant Instructor	\$105,000	2/26/21	12 mos
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Mr. Mines received a B.A. in Anthropology from the University of Virginia. Previously, he worked as an Inside Receivers Coach for East Carolina University. Mr. Mines has also worked as a Recruiting Coordinator for James Madison University and as the Wide Receivers Coach and Recruiting Coordinator for the University of Delaware.

Ms. Alyssa Sebesto Assistant Women's Lacrosse Coach and Instructor	\$30,900	12/10/20	12 mos
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Ms. Sebesto received a B.S. in Sociology and Criminal Justice and an M.S. in Sport Management, both from Old Dominion University. Previously, she worked at MadDog Lacrosse in Wayne, NJ as an Assistant Coach.

Dr. Smruti Shah Instructional Designer, Center for Learning and Teaching, and Assistant Professor	\$67,626	3/25/21	12 mos
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Dr. Shah received a B.S. in Psychology, an M.S. in Psychology, and a Ph.D. in Instructional Design and Technology, all from Old Dominion University. Previously, she worked as a Research Assistant for the University's Center for Learning and Teaching.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Don Stansberry Vice President for Student Engagement and Enrollment Services (SEES) and Assistant Professor	\$235,000	1/10/21	12 mos

Dr. Stansberry received a B.S. in Organizational Communication and an M.Ed. in College Student Personnel Administration from Ohio University and a Ph.D. in Higher Education Administration from Old Dominion University. Prior to accepting this role, he served as the Interim Vice President for SEES. Dr. Stansberry has over 20 years of ODU service, including as Dean of Students and as Assistant Vice President. Before joining Old Dominion, he served in various student affairs leadership roles at Towson University, Western Illinois University, and Defiance College.

Dr. Jess Whitehead Executive Director, Institute for Coastal Adaptation and Resilience (ICAR) and Assistant Professor	\$225,000	2/25/21	12 mos
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Dr. Whitehead received a B.S. in Physics from the College of Charleston and an M.S. in Meteorology and a Ph.D. in Geography, both from Pennsylvania State University. Previously, she worked as the Chief Resilience Officer for North Carolina’s Office of Recovery and Resiliency. Dr. Whitehead also worked as a Coastal Communities Hazards Adaptation Specialist for the North Carolina Sea Grant. (new position)

Mr. Alex Whitney Academic Advisor, Darden College of Education and Professional Studies, and Instructor	\$45,000	2/10/21	12 mos
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Mr. Whitney received a B.S. in Chinese Languages and Literature from Christopher Newport University and an M.S.Ed. from Old Dominion University. Previously, he worked as a Graduate Assistant Academic Advisor for Old Dominion University. (new position)

Mr. Christopher Yost Coordinator for Tech Talent Transfer Initiatives, Center for Advising Administration and Academic Partnerships, and Instructor	\$47,000	1/10/21	12 mos
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Mr. Yost received a B.S. in Psychology from Christopher Newport University and an M.S.Ed. from Old Dominion University. Previously, he worked as a Data Agent for T. Parker Host in Norfolk, VA.

Committee members approved the regular agenda items including the proposal to establish a Faculty Code of Conduct and a request to change the name of the Bachelor of Arts and Bachelor of Science degrees in Women’s Studies to Women’s, Gender and Sexuality Studies. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by the Board by roll-call vote (*Ayes: Allmond, Bradley, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Hill, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

APPROVAL TO ESTABLISH A FACULTY CODE OF CONDUCT

RESOLVED. that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the establishment of a Faculty Code of Conduct, effective April 22, 2021.

Rationale: The proposal to establish a Faculty Code of Conduct was recommended by the Faculty Senate and subsequently approved by the Deans Council and President Broderick. Part I of the Code sets forth the responsibility of the University to maintain conditions and rights supportive of the faculty's pursuit of the University's central functions. Part II of the Code elaborates standards of professional conduct, derived from general professional consensus about the existence of certain precepts as basic to acceptable faculty behavior. Conduct that departs from these precepts is viewed by faculty as unacceptable because it is inconsistent with the mission of the University.

Faculty Code of Conduct

Preamble

Ethical principles refer to general judgments that function as a basic justification for ethical prescriptions and evaluations of human actions. Old Dominion University employs the widely accepted Belmont Report (Belmont, 1979) as its Code to guide researchers in the protection of individuals who participate in research as human subjects. We extend Belmont's three principles protecting human research subjects to frame the Old Dominion University Faculty Code of Conduct intended to guide faculty and administrators in their mutual protection and in their duty to the community in the course of their activities at Old Dominion University: (1) Respect for persons, (2) Beneficence, and (3) Justice.

Part I of this Code sets forth the responsibility of the University to maintain conditions and rights supportive of the faculty's pursuit of the University's central functions.

Part II of this Code elaborates standards of professional conduct, derived from general professional consensus about the existence of certain precepts as basic to acceptable faculty behavior. Conduct which departs from these precepts is viewed by faculty as unacceptable because it is inconsistent with the mission of the University. The articulation of types of unacceptable faculty conduct is appropriate both to verify that a consensus about minimally acceptable standards in fact does exist and to give fair notice to all that departures from these minimal standards may give rise to disciplinary proceedings. This code outlines principles that require interpretation by faculty members who have relevant experience and expertise in areas close to the behavior in question. As such, it lays out principles that require interpretation and application by a faculty member's peers. This Code, and any process for its enforcement, emphasizes faculty members' judgment as preferable to specific rules that are applied more mechanically.

In Part II a clear distinction is made between statements of (1) ethical principles, (2) expected behaviors and (3) types of unacceptable behavior.

The scope of this Code is inclusive of all faculty: full-time, adjunct, administrators with faculty appointments, faculty librarians, and research faculty. Usage of the term "faculty" hereafter uses this inclusive definition.

Ethical Principles

1. Respect for persons. (A) Individuals should be treated as autonomous agents holding unique opinions and choices (self-determination). Faculty should refrain from obstructing free speech and other legally protected rights and refrain from obstructing each other's actions that are not harmful to others. (B) Due to their position, status, or circumstance some faculty may have diminished autonomy and require additional protections in order to uphold the principle of respect.

2. Beneficence. (A) Do no harm is a fundamental ethical principle guiding researchers, physicians, and the like. Faculty should refrain from actions that injure, damage, or otherwise expose each other to harm. (B) A corollary principle is ethical faculty should conduct themselves in ways that seek to maximize personal benefits for each other, that is, to act in the best interests of each other.

3. Justice. According to Belmont, an injustice occurs "when some benefit to which a person is entitled is denied without good reason or when some burden is imposed unduly" (p. 5). Benefits and burdens should be distributed fairly among faculty, and the criteria determining assignment of benefits and burdens should be transparent, with redress processes clear and respected. Differential treatment should be justified. Ethical faculty and administrators should conduct themselves in ways that maximize fairness and justice for each other.

In summary, faculty members are expected to conduct themselves in a manner, both on campus and in the community, that is in consonance with the University's reputation as an institution of high ethical values. At the same time, the University affirms and protects faculty members' rights to academic freedom, freedom of expression, and due process.

I. Responsibilities of The University

A. Responsibilities of the University - Rights of Faculty

As an institution of higher learning, a major responsibility of the University and its academic community is to support faculty members in their teaching, learning, research, and professional service activities and to protect them in these functions. The authority to discipline faculty members derives from the shared recognition by the faculty and the University that discipline may sometimes be necessary to preserve conditions hospitable to these pursuits. In outlining expected behavior of its faculty, the University acknowledges that all expectations and discipline of departures from these expectations must be done respecting each faculty member's fundamental rights to Academic Freedom¹, Freedom of Expression², Due Process, and other legal requirements.

Examples of how faculty members enact these rights include, but are not limited to:

1. Free inquiry and exchange of ideas;
2. Presenting controversial material relevant to a course of instruction and the faculty member's expertise;
3. Addressing any matter of institutional policy or action when acting as a member of the faculty;

1 University Policy 1403: Academic Freedom

2 University Policy 1011: Statement on Freedom of Expression

4. Participation in the governance of the University, as provided in the Bylaws and Standing Orders of The Board of Visitors and the regulations of the University, including;
 - a. approval of course content and manner of instruction;
 - b. establishment of requirements for matriculation and for degrees;
 - c. appointment, reappointment, tenure and promotion of faculty;
 - d. selection of chairs of departments and certain academic administrators;
 - e. discipline of members of the faculty, and the formulation of rules and procedures for discipline of students;
 - f. establishment of norms for teaching responsibilities and for evaluation of both faculty and student achievement; and
 - g. determination of the forms of departmental governance.

5. When appropriate, being evaluated or judged by one's colleagues, in accordance with fair procedures and due process, in matters of promotion, reappointment, tenure, and discipline, solely on the basis of the faculty members' professional qualifications and professional conduct.

II. Responsibilities of Faculty

This listing of faculty responsibilities, ethical principles, and types of expected and unacceptable behavior is organized around the individual faculty member's relation to teaching and students, to scholarship, to the University, to colleagues, and to the community. Since University discipline, as distinguished from other forms of administrative actions, should be reserved for faculty misconduct that is either serious in itself or is made serious through its repetition, or its consequences, the following general principle is intended to govern all instances of its application.

University discipline under this Code may be imposed on a faculty member only for conduct which is not justified by the ethical principles and which impairs the University's central functions as set forth in the Preamble. To the extent that violations of University policies mentioned in the examples below are not also inconsistent with the ethical principles, these policy violations may not be independent grounds for imposing discipline as defined herein. The guiding ethical principle for each section and examples of expected and unacceptable conduct are listed below. Examples of expected conduct listed below illustrate the standards of behavior, whereas examples of unacceptable conduct illustrate conduct that may be presumptively subject to University discipline. Other types of serious misconduct, not specifically enumerated herein, may nonetheless be the basis for disciplinary action if they also violate ethical standards of conduct³ or professional ethics⁴.

1. Faculty's Responsibilities for Teaching and Students

Ethical Principles. "As teachers, professors encourage the free pursuit of learning in their students. They hold before them the best scholarly and ethical standards of their discipline. Professors demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors. Professors make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect each student's true merit. They respect the

³ University Policy 1002: Code of Ethics

⁴ University Policy 1404: Professional Ethics

confidential nature of the relationship between professor and student. They avoid any exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic or scholarly assistance from them. They protect their academic freedom.” (AAUP Statement, 1966; Revised, 2009)

The integrity of the relationship between faculty and students is the foundation of the University’s educational mission. This relationship vests considerable trust in the faculty member, who, in turn, bears authority and accountability as mentor, educator, and evaluator. The unequal institutional power inherent in this relationship heightens the vulnerability of the student and the potential for coercion. The pedagogical relationship between faculty member and student must be protected from influences or activities that can interfere with learning consistent with the goals and ideals of the University. Whenever a faculty member is or will be responsible for academic supervision of a student, a personal relationship between them of a romantic or sexual nature, even if consensual, is inappropriate. Any such relationship jeopardizes the integrity of the educational process. Faculty members are expected to treat students with respect, providing guidance and mentoring in a manner that avoids verbally abusive interactions. **In this section, the term student refers to all individuals, whether undergraduates, graduate students, postdoctoral fellows, or other trainees, under the academic supervision of faculty.**

A. Faculty are expected to:

1. Encourage student learning both in and out of the classroom;
2. Demonstrate respect for students as individuals;
3. Adhere to their roles as intellectual guides and counselors;
4. Foster honest academic conduct;
5. Ensure that faculty evaluations of students reflect the students’ true merit;
6. Acknowledge students’ significant academic or scholarly contributions in publications, presentations, and other scholarly endeavors;
7. Protect students’ academic freedom;
8. Avoid or appropriately manage dual relationships with students in a manner that respects their autonomy and the rights of other students;
9. Where relevant, disclose conflicts of interest.
10. Meet the responsibilities of instruction and refrain from:
 - a. arbitrary denial of access to instruction;
 - b. significant intrusion of material unrelated to the course;
 - c. evaluation of student work by criteria not directly reflective of course performance;
 - d. delay in evaluating student work that is excessive and beyond course and department standards.

11. Abide by university policies governing discrimination⁵;
 - a. sexual violence and sexual harassment;
 - b. nondiscrimination against students on the basis of disability;
 - c. participating in, tolerating, or abetting disruption, interference, or intimidation in the classroom;
 - d. verbal abuse or harassment of a student.

12. Refrain from entering into a romantic or sexual relationship with any student for whom a faculty member has, or should reasonably expect to have in the future, academic responsibility (instructional, evaluative, or supervisory);

13. Refrain from exercising academic responsibility (instructional, evaluative, or supervisory) for any student with whom a faculty member currently has or has previously had a romantic or sexual relationship. Note: A faculty member should reasonably anticipate future academic responsibility of this nature (instructional, evaluative, or supervisory) for (1) students whose academic program will require them to enroll in a course taught by the faculty member, (2) students known to the faculty member to have an interest in an academic area within the faculty member's academic expertise, or (3) any student for whom a faculty member must have academic responsibility (instructional, evaluative, or supervisory) in the pursuit of a degree.

2. Faculty's Responsibilities for Scholarship

Ethical Principles. "Professors, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subject is to seek and to state the truth as they see it. To this end professors devote their energies to developing and improving their scholarly competence. They accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. They practice intellectual honesty. Although professors may follow subsidiary interests, these interests must never seriously hamper or compromise their freedom of inquiry." (AAUP Statement, 1966; Revised, 2009)

A. Faculty are expected to:

1. Practice intellectual and academic honesty in all interactions with students, colleagues, and academic communities, observe the canons of intellectual honesty and avoid research misconduct and/or intentional misappropriation of the writings, research, and findings of others;

2. Accurately acknowledge the scholarly contributions of colleagues, students, other trainees, and relevant institutions and affiliations in work that is shared with the larger community;

⁵ University Policy 1005: Discrimination

3. Practice scholarly activities within their bounds of expertise, making the distinction between public statements of expertise and non-expert personal opinion;
4. Where relevant, disclose conflicts of interest;
5. For full-time faculty members or part-time faculty members whose primary scholarly work was done at Old Dominion University, to acknowledge Old Dominion University as their primary institutional affiliation.

3. Faculty's Responsibility to the University

Ethical Principles. "As members of an academic institution, professors seek above all to be effective teachers and scholars. Although professors observe the stated regulations of the institution, provided the regulations do not contravene academic freedom, they maintain their right to criticize and seek revision. Professors give due regard to their paramount responsibilities within their institution in determining the amount and character of work done outside it. When considering the interruption or termination of their service, professors recognize the effect of their decision upon the program of the institution and give due notice of their intentions." (AAUP Statement, 1966; Revised, 2009)

A. Faculty are expected to:

1. Seek above all to be effective teachers and scholars;
2. Observe the stated regulations of the institution, provided the regulations do not contravene academic freedom;
3. Maintain their right to criticize and seek revision of the institution's regulations;
4. Give due regard to their paramount responsibilities within their institution in determining the amount and character of the work done outside it;
5. When considering the interruption or termination of their service, professors recognize the effect of their decision upon the program of the institution and give due notice of their intentions. They do not engage in activities that may disrupt future research or instruction, such as deleting online course content from University-managed servers.
6. Observe or abide by university policies and rules governing:
 - a. intentional disruption of functions or activities sponsored or authorized by the University;
 - b. incitement of others to disobey or disrupt functions or activities sponsored or authorized by the University;
 - c. unauthorized use of University resources or facilities for personal, commercial, political, or religious purposes;

- d. forcible detention, threats of physical harm to, or harassment of another member of the University community, that interferes with that person's performance of University activities;
- e. the professional conduct of faculty, including but not limited to policies applying to research, outside professional activities, conflicts of commitment, clinical practices, violence in the workplace, and whistleblower protections.

4. Faculty's Responsibility to Colleagues

Ethical Principles. "As colleagues, professors have obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates, even when it leads to findings and conclusions that differ from their own. Professors acknowledge academic debt and strive to be objective in their professional judgment of colleagues. Professors accept their share of faculty responsibilities for the governance of their institution." (AAUP Statement, 1966; Revised, 2009)

A. Faculty are expected to:

1. Respect and defend the free inquiry of associates, in a manner that respects the Commonwealth of Virginia's workplace policies.
2. Show due respect for the opinions of others;
3. Acknowledge academic obligations;
4. Strive to be objective in their professional judgment of colleagues;
5. Accept their share of faculty responsibilities for the governance of their institution;
6. Where relevant, disclose conflicts of interest;
7. Make evaluations of the professional competence of faculty members using criteria directly reflective of professional performance;
8. Act without discrimination or harassment, in violation of University policy and ethical standards;
9. Act without violation of the University policy, including the pertinent guidelines, applying to non-discrimination against faculty on the basis of disability;
10. Abide by established rules governing confidentiality in personnel procedures;
11. Act without misrepresentation of faculty affiliations;

12. Refrain from behavior that is disruptive to another faculty member's exercise of their academic freedom, freedom of expression, teaching, scholarship, professional service, or other pertinent academic duties.

5. Faculty's Responsibilities in The Community

Ethical Principles: "As members of their community, professors have the rights and obligations of other citizens. Professors measure the urgency of these obligations in the light of their responsibilities to their subject, to their students, to their profession, and to their institution. When they speak or act as private persons, they avoid creating the impression of speaking or acting for their college or university. As citizens engaged in a profession that depends upon freedom for its health and integrity, professors have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom."

A. Faculty are expected to:

1. In their professional roles, participate in their communities in a manner that represents their discipline and which upholds their responsibilities to their students, colleagues, and the institution;
2. Communicate their credentials accurately;
3. In public actions, fulfill the obligation to promote free inquiry and the public's understanding of their subject and the practice of scholarship in their discipline;
4. Clarify in any communication or correspondence when they are speaking or acting as private persons to avoid the impression that they are speaking for the university or in a capacity of expertise represented in their role as professor;
5. Observe the University's Code of Ethics and Values across platforms and venues in which communication takes place, including social media and other electronic media⁶;
6. Where relevant, disclose conflicts of interest;
7. Comply with criminal laws.

⁶ Virginia State Policy 1.75: Use of Electronic Communications and Social Media

**APPROVAL TO RENAME THE DEPARTMENT OF WOMEN’S STUDIES THE
DEPARTMENT OF WOMEN’S, GENDER AND SEXUALITY STUDIES**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves renaming the Department of Women’s Studies the Department of Women’s, Gender and Sexuality Studies effective July 1, 2021.

Rationale: The addition of Gender and Sexuality Studies to the department’s name would more accurately reflect the full range of research areas of the department’s faculty members, as well as the department’s course offerings. The department offers courses in the areas of Gender and Sexuality Studies, but these aspects of the undergraduate and graduate programs are not visible under the department’s current name. The name change will allow the department to attract more students and faculty who are interested in working in the areas of Gender and Sexuality Studies, but who may not be aware that this work is already part of the department’s active research and teaching agendas.

The proposed name also reflects the wider work that is currently occurring in the disciplinary field as a whole. As Women’s Studies has developed to encompass analyses of femininities and masculinities, as well as the complex intersections between gender and sexuality, many departments across the United States and Canada have shifted to the name “Women’s, Gender, and Sexuality Studies.” In this sense, the proposed name brings the department into alignment with the disciplinary norms now shaping the field.

Finally, the department is seeking to launch a new minor in Queer Studies. A departmental name change to Women’s, Gender, and Sexuality Studies signals that the new minor is viewed as a valued and integral part of the department as a whole.

Committee members received information on two requests for leave of absence without compensation. Provost Agho introduced Max Milder from the Education Advisory Board who presented research and information related to funding marketing in higher education.

ADMINISTRATION AND FINANCE COMMITTEE

Mr. Hill, chair of the Administration and Finance Committee, reported that Mike Brady, Assistant Vice President for Facilities Management and Construction, briefed the Committee on the implementation of a project to improve the appearance of the Hampton Boulevard medians.

David Kozoyed, Executive Director of Enterprise Systems in the Office of Information Technology Services, gave a presentation on the NextGen Administrative System initiative.

Vice President September Sanderlin provided an update on the University’s succession planning efforts. Maggie Libby, Associate Vice President for Advancement-Foundations, provided an investment update.

Rob Wells, Director of Risk Management, provided an overview of Risk Management's role in the University's COVID response efforts. Jared Hoernig, Associate Director of Emergency Management, briefed the Committee on the University's collaboration with the City of Norfolk and VDH and vaccination delivery and planning at the Military Circle Community Vaccination Center.

David Robichaud, Director of Design and Construction, briefed the Committee on major capital projects that have been completed or are in the design or planning stages.

AUDIT AND COMPLIANCE COMMITTEE

Ms. Dickeski, chair of the Audit and Compliance Committee, reported that Mark Walsh, University Records Manager, briefed the Committee on the University-wide Records Management Program that began just over five years ago and has focused on core records management activities. The University is preparing for departmental informal assessments beginning July 2021 in advance of the formal assessments in July 2022.

Amanda Skaggs, Chief Audit Executive, shared the status of active audit projects. She also reported on the results of the audits of Academic Affairs and Information Technology. The Academic Affairs Audit revealed concerns regarding new faculty hiring including background checks and I-9 form processing, overload payments to faculty and decommissioning of faculty Banner accounts. Issues were also reported related to emergency management plans, budget management, time and leave entry approvals, records management, fixed assets, and lack of establishment of goals and objectives for the unit. The ITS audit noted needed improvements for electronic door access, records management, emergency management plans, leave and time approvals, and internal rates charged for services. She completed her report with a status report on open audit issues.

The Committee discussed the evaluation of the performance of specific departments in closed session.

GOVERNANCE COMMITTEE

Ms. Dickeski, chair of the Governance Committee, reported that the Committee met three times since the last Board meeting. The Committee reviewed the Board's self-assessment survey and suggested a few revisions that were incorporated into the most recent survey. The Committee has also begun its work on revising the Bylaws and policies in response to the suggestions from the 2019 governance audit.

The proposed revisions to the Bylaws were sorted into three categories. The first category includes those revisions that are time-sensitive and are needed to meet statutory and SACSCOC reaccreditation requirements. The Committee reviewed and approved those revisions for the Board's consideration at its meeting in June and Board members will receive the required 45 days' notice of those proposed revisions.

The second category includes revisions that are considered AGB best practices, are included in other institutions' bylaw, or are antiquated based on practices that have been

followed by the Board. The Committee will review those proposed revisions at its next meeting in May.

The third category includes those revisions that are considered issues for additional board consideration, such as committee structure, board officer terms, officer elections, and other philosophical issues that require thoughtful discussion.

The Committee also reviewed proposed revisions to Board policies 1101 (Board of Visitors Governance) and 1301 (University Governance), which will be considered for approval at the Committee's next meeting on May 18 for recommendation to the Board for approval in June.

STUDENT ENHANCEMENT AND ENGAGEMENT COMMITTEE

Mr. Corn, chair of the Student Enhancement and Engagement Committee, reported that three candidates were interviewed for consideration as the student representative to the board. The following resolution was brought forth as a recommendation of the Student Enhancement and Engagement Committee and was approved by the Board by roll-call vote (*Ayes: Allmond, Bradley, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Hill, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

**RESOLUTION APPOINTING STUDENT REPRESENTATIVE
TO THE BOARD OF VISITORS**

RESOLVED, that in accordance with the Board of Visitors policy, and upon the recommendation of the Student Enhancement and Engagement Committee, the Board of Visitors approves the appointment of Omotomilola Jegede as the student representative to the Board, whose normal term shall expire May 7, 2022; and

RESOLVED, that in accordance with the Board of Visitors policy, and upon the recommendation of the Student Enhancement and Engagement Committee, the Board of Visitors approves the appointment of Devontae Allen as the representative to the State Council of Higher Education for Virginia, whose normal term shall expire May 7, 2022; and

BE IT FURTHER RESOLVED that Noah Fort serve on the Student Engagement & Enrollment Services Leadership Council, whose normal term shall expire May 7, 2022.

Vice President Stansberry thanked the ODU students for following the REIGN Responsibly COVID guidelines and introduced Traci Daniels, Special Assistant to the Vice President, to provide an overview of the review of the Student Code of Conduct. She reported that the review began in early 2020 and the review team consulted with a colleague from the College of William and Mary with expertise in this area . Consultation was also obtained from ODU's University Counsel, the Foundation for Individual Rights in Education (FIRE) and ODU's Institutional Equity & Diversity Office/Title IX Team. The

proposed changes are currently being vetted with students and Faculty Senate and will be presented for the Board's approval at their meeting in June.

Bridget Groble, student representative to the Board, provided COVID updates on student testing and SGA initiatives. She spoke about students not feeling engaged on campus, with 61% of classes beheld held online this spring. She reported that the new director of Counseling Services has eliminated the waitlist for student services. Feedback from students and mentors in the Peer Major Mentors program has been very positive. She expressed her gratitude to the Board for allowing her the opportunity to represent the student body during the past year.

UNIVERSITY ADVANCEMENT COMMITTEE

Dr. Dabney, chair of the University Advancement Committee, reported that the Committee considered revisions to Board Policy 1801, Development Policy. The following resolution, which was brought forth as a recommendation of the University Advancement Committee, was approved by the Board by roll-call vote (*Ayes: Allmond, Bradley, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Hill, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

NUMBER: 1801

TITLE: Development Policy

APPROVED: August 14, 1981; Revised June 19, 1986; Revised June 12, 2014

I. General Policies

- A. Solicitation for gifts for the university or any of its colleges, schools, departments, centers, institutes, or programs must have the prior written approval of the president or a designated representative- and comply with the following Code of Virginia statute: **§23.1-1304.1. Governing board; additional duties; policy; acceptance of terms and conditions associated with donations, gifts, and other private philanthropic support.**
- B. Private gifts or grants which entail a commitment on the part of the university may not be accepted without the written approval of the president or a designated representative.
- C. All gifts shall be received, recorded, and acknowledged by the Office of **Development University Advancement** of the university.
- D. Private gifts or grants are received on behalf of the university by the Old Dominion University Educational Foundation, Old Dominion Athletic Foundation, Old Dominion University Real Estate Foundation, **and the Old Dominion University Community Development Corporation, and the Old Dominion University Museum Foundation.** The university (as opposed to the foundations) receives gifts when specifically requested by a donor and when it is in the best interest of the university to do so.

- E. The president of the university shall establish policies to provide for the orderly and prudent transfer of funds from the foundations to the university.
- F. The president of the university may establish additional policies governing the solicitation or acceptance of gifts in the name of the university.
- G. The Board of Visitor's shall be informed of and approval gifts that direct academic decision-making or gifts of \$1,000,000 or more that impose a new obligation on the institution of higher education, excluding gifts for scholarships or other financial aid.

II. Commemorative Gift Opportunities

A. Named Facilities

A building, a room, a space, or an area on campus may be named to recognize a substantial gift. This is provided for in the Board of Visitors' policy on the Naming of University Buildings, Building Spaces, or Areas.

B. Named Programs

A college, school, department, center, or institute may be named by the Board of Visitors to recognize a substantial endowment gift.

C. Eminent Scholars

The Commonwealth of Virginia established the eminent scholars program in 1964 to encourage endowment gifts to attract and retain outstanding faculty. The program provides state funds to match the income from endowments established for this purpose. Virginia was the first state to establish such a program. Old Dominion University has participated in this program from its inception and encourages such endowment gifts.

D. Named Chair

A chair may be named in recognition of an endowment gift sufficient to provide for ~~the entire compensation of a distinguished scholar~~ a significant salary supplement. Ideally, such an endowment would provide for ~~secretarial~~ administrative, travel, and research support in addition to compensation.

E. Named Professorship

A professorship may be named in recognition of an endowment gift for a salary supplement sufficient to attract and retain a distinguished scholar.

F. Named Visiting Scholar or Artist

A visiting scholar or artist may be named in recognition of an endowment gift sufficient to provide for the cost of such a program.

G. Named Lectureship

A lectureship or lecture series may be named in recognition of an endowment gift sufficient to provide for the honorarium and expenses related to the lecture.

H. Named Fellowship

A fellowship may be named to recognize an endowment gift to provide for tuition and fees assistance and a research stipend for a graduate student.

I. Named Scholarship

A scholarship may be named to recognize an endowment gift to provide for tuition and fees assistance for an undergraduate student. An athletic grant-in-aid may be named to recognize an endowment gift to provide for tuition, fees, room and board, and books assistance for a student-athlete.

J. Other Named Funds

The president of the university may establish other named funds such as library or book funds, loan funds, or prize funds when a gift or gifts are sufficient to meet an objective of the university.

Alonzo Brandon, Vice President for University Advancement, presented dashboard items measuring productivity in the area of University Advancement including total giving and Fundraising Initiative breakdowns by focus area and donors. The Fundraising Initiative has raised over \$205 million since July 2016. He also gave a quarterly review of virtual events for both Alumni Relations and Community Engagement.

Tiffany Williams, Director of Donor Relations, reviewed the Donor Relations program, stewardship efforts and events. She discussed new engagement methods such as digital endowment reports, monthly gratitude videos and a new loyal donor program. She also presented a new tiered system for events, an effort to further engage annual donors.

Joy Jefferson, Associate Vice President for Alumni Relations, gave an update of alumni relations programs. She discussed current virtual events, signature events and chapters and clubs. She also reviewed a new program, “40 Under 40,” which launched this year, and discussed communication platforms and partnerships with admissions and athletics.

MOTION FOR CLOSED SESSION

The Rector recognized Ms. Jones, who read the following motion: “Madam Rector, I move that this meeting be convened in closed session pursuant to Sections 2.2-3711A.7 and 11 of the Code of Virginia, for the purpose of consultation with legal counsel on actual or probable litigation and to consider a special award. The motion was seconded by Dr. Dabney and approved by roll-call

vote (*Ayes: Allmond, Bradley, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Hill, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

In addition to the Board members in attendance, President Broderick, Earl Nance and Donna Meeks were present during the closed session.

RECONVENE IN OPEN SESSION AND FOIA CERTIFICATION

At the conclusion of Closed Session, the Vice 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 vote of the Board. All those who agree that only lawfully exempted matters and specifically only the business matter 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 (*Ayes: Allmond, Bradley, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Hill, Jones, Kemper, Mugler, Pitts, Smith, Williams; Nays: None*).

SPECIAL PRESENTATION TO PRESIDENT JOHN R. BRODERICK

The Rector introduced a video of Delegate Jerrauld C. Jones introducing House Joint Resolution 714 commending John R. Broderick. He noted President Broderick’s many accomplishments during his distinguished career and the friendship their families have formed during this time. The Resolution was passed unanimously. Speaker of the House Eileen Filler-Corn also spoke about her relationship with John and Kate Broderick and all that they have done for the Old Dominion University community.

Following the video presentation, Annie Gibson presented the signed resolution to President Broderick, who expressed his appreciation for this great honor and to all who were involved in this presentation.

OLD/UNFINISHED BUSINESS

There was no old or unfinished business to come before the Board.

NEW BUSINESS

There was no new business to come before the Board.

BOARD SELF-ASSESSMENT SURVEY

In a discussion facilitated by Cathy Lewis, the Board received the results of the second annual self-assessment survey that was conducted over the last few months. Before reviewing specific questions, she noted that the results overall were excellent, with some areas that may need additional consideration. She noted that the first survey being completed just before the Pandemic hit last spring, and discussion on those results were done at the last Board meeting in December. Some of the responses to this current survey may have been influenced by the realities of the Pandemic.

The purpose of the self-assessment was to gain insight into Board members' understanding of their roles and experiences and identify where improvement may be needed. Two new questions were added to this year's survey as a result of the discussion in December about providing the Board members with more opportunities to discuss important topics as well as to interact socially. The response scale was slightly modified. The student representative to the Board also participated in this year's survey. Responses were received from 15 of the 18 who received the survey. The results were compared with the results of the 2020 survey and in some cases the percentages dropped, which, again, could be a result of COVID. The results of the survey and today's discussion will go back to the Governance Committee for any additional recommendations.

The survey results indicate that overall Board members are knowledgeable about ODU and their role as a board and a board member; are satisfied with the information received and their level of engagement; experiences and service are viewed positively, the Board is effective; and Board members are honored to serve. 77% of respondents said that they were well informed about the University's educational programs and academic quality (100% in 2020), 60% have a clear understanding of ODU's mission and strategic plan (77% in 2020), and 53% follow trends and developments that may affect ODU (85% in 2020). An area of improvement relates to understanding the needs, concerns and perspectives of students, alumni, faculty, and the Cabinet. This year, those numbers have dropped in all of those categories.

In the area of fiduciary responsibilities, 60% of respondents noted that they have been informed about their board service, bylaws, policies and procedures, the University's financial position, the Board's responsibility for overseeing risk, and are provided information that informs their decisions (75% in 2020). The percentage of those who felt informed to a great extent about infrastructure needs was 53% (54% in 2020).

The area that showed the most improvement since last year was in Board experience and service. Two-thirds or more were fulfilled by their responsibilities, read materials prior to meetings, participate in discussions, have a good rapport with other board members, feel board leadership is approachable and available, are comfortable expressing opinions or providing support to the President, and attend other ODU activities and events. Improvements were in two key areas of engagement in robust discussion when exploring ideas or solutions (12% increase) and feeling that their interests, skills, and background are utilized effectively (73% agreeing to "a great extent" in 2021 while 62% agreed "somewhat or very little" in 2020).

The majority of respondents agreed that committee meetings are well organized, run effectively and meeting times are worthwhile. There was a 21% drop in those who agreed to a great extent that the board focuses on strategic issues over operational and administrative matters. Some of the suggestions included making sure the meeting time matches the agenda, plan for more discussion

time, consistently deliver materials in time for members to become fully informed on the issues and reviewing existing committees and determining whether some could be combined or more closely coordinated (for example, Advancement and Marketing). She asked the board members what was meant by having the materials “in time.” Ms. Dickeski answered that the earlier she can get the materials the better given her job demands, but she also understands that sometimes earlier isn’t necessarily realistic. The suggestion about combining some committees is one that the Governance Committee will continue to discuss.

The new questions on this year’s survey had to do with the scheduling of Board and committee meetings, and the results show that most favored in-person, two-day meetings. This model (which would not be two full days) would provide the opportunity for the Board members to socialize with each other. Mr. Mugler commented that he spoke with the Rector of another Virginia institution is discussing the same issue and are considering two one-day meetings and two two-day meetings for their four quarterly meetings. Two-day meetings may be better when the Board is discussing the larger issues such as the budget, tuition & fees, and the strategic plan. ODU may want to consider something like this initially. Mr. Bradley commented that the issue is what we need the additional time for. He agreed that more time is needed but perhaps to spend on more strategic vs. tactical issues. He also suggested, as was one of the issues identified in the survey, that the Board consider how it might get regular input from students, faculty, and alumni, whether that be through surveys or having them attend meetings. That as well as discussions on longer-term issues would take more time. Ms. Lewis commented that there were also discussions about having more time in committee meetings to discuss these larger issues. Ms. Dickeski noted that the Governance Committee has been holding two-hour monthly meetings to do their work and it has been really helpful, but as Mr. Bradley mentioned, it’s agenda-driven.

In terms of Board performance, two-thirds agreed that the Board serves as a sounding board and thought partner to the President, ensures the administration involves the board on high-profile issues, establishes appropriate committees, promotes trust through a culture of openness and respect, focuses its time on issues of greatest consequence to the institution, and understands the University’s business model and ensures adequacy for the future. An area of improvement relates to assessment, with a decrease in the percentage of board members agreeing to a great extent that the Board periodically assesses individual Board members and uses the results to strengthen performance. There is also a desire for professional development as board members.

Comments received noted that they were honored to serve, enjoyed being part of the presidential search, and were enthusiastic about helping shape ODU’s future. Individual points of view and leadership and experience were considered their primary, non-financial personal contributions. The following questions to add to the survey were suggested: Do you have any goals for the next 12 months in terms of your role as a member of the Board, and if so, what are they? What do you wish you had known when you were appointed? What area(s) would you like to learn more about in the coming year? What can the University do to make your experience more fulfilling?

Board members continued to discuss the concept of the two-day meeting approach as a way to have more time to deal with issues as well as to get to know each other and the staff in a social setting. Mr. Mugler asked if the June Board meeting would be in person. Donna Meeks said that it will depend on where we are in terms of physical distancing requirements and staff are being asked to return to campus by the end of June. She and Vice President DuBois discussed possibly holding the committee meetings virtually while having the full Board meeting in person in the Priority Auto Club where there is more space than in the Board Room of the Broderick Dining

Commons. As we approach the date of the meeting, we'll see where we are and what the Board's comfort level is for holding at least the full Board meeting on campus. It was noted that various businesses are starting to return to the office with social distancing and mask requirements, and vaccinations will have a great impact on the timing. There was great support for an in-person meeting in June.

The Rector thanked her colleagues for these last two days of meetings and all the preparation that entails. She also thanked Donna Meeks and all of the staff who assist in coordinating the Zoom meetings.

With no further business to discuss, the meeting was adjourned at 1:21 p.m.