

**OLD DOMINION UNIVERSITY  
BOARD OF VISITORS  
Friday, June 3, 2022**

**MINUTES**

The Board of Visitors of Old Dominion University held its annual meeting on Friday, June 3, 2022, at 9:00 a.m. in the Kate and John R. Broderick Dining Commons on the Norfolk campus. Present from the Board:

R. Bruce Bradley, Rector  
Yvonne T. Allmond  
Carlton F. Bennett  
Robert A. Broermann  
Robert S. Corn  
Unwanna B. Dabney (via Zoom)  
Jerri F. Dickseski  
Alton J. Harris  
Toykea S. Jones (via Zoom)  
Kay A. Kemper (via Zoom)  
Ross A. Mugler  
P. Murry Pitts (via Zoom)  
Maurice D. Slaughter  
Lisa B. Smith  
Armistead D. Williams, Jr.  
Antra Patel (*Student Representative*)

Absent from the Board: Peter G. Decker, III  
Larry R. Hill

Also present:

Brian O. Hemphill, President	Brian Payne
Austin Agho	Chad Reed (via Zoom)
Bruce Aird	September Sanderlin
Alonzo Brandon	Ashley Schumaker
Morris Foster	Amanda Skaggs
Annie Gibson	John Sokolowski
Nancy Grden	Don Stansberry
Amber Kennedy	Cecelia Tucker
Donna Meeks	Allen Wilson
Tom Odom	Nicola Ziady

## **CALL TO ORDER AND APPROVAL OF MINUTES**

The Rector called the meeting to order at 9:06 a.m. Pursuant to Virginia Code § 2.2-3708.2 and the Board's corresponding policy, the following Board members participated in the meeting via Zoom:

- Unwanna Dabney, from her home in Richmond; unable to attend in person due to a medical issue
- Toykea Jones, from her home in Upper Marlboro, MD; unable to attend in person due to a work conflict
- Kay Kemper, from her home in Boca Grande, FL; unable to attend due to travel complications
- Murry Pitts, from his home in Charlottesville; unable to attend due to a a medical issue

A quorum of the Board was physically present.

The Rector recognized Ms. Antra Patel, the new student representative to the Board of Visitors, and asked her to introduce herself. In response to a question from the Rector, Ms. Patel said that the diversity of the campus and its community is what she likes best about Old Dominion University.

Upon a motion by Mr. Harris and seconded by Mr. Broermann, the minutes of the Board of Visitors meeting held on April 22, 2022, were approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Jones, Kemper, Mugler, 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 the Committee discussed in closed session the appointment of four faculty members with tenure and the appointment of faculty representatives to the Board of Visitors committees. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Jones, Kemper, Mugler, Slaughter, Smith, Williams; Nays: None*).

### **INITIAL APPOINTMENT OF FACULTY MEMBER WITH TENURE**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Laura Delbrugge as Professor with the award of tenure in the Department of World Languages and Cultures in the College of Arts and Letters, effective July 9, 2022.

Salary: \$245,000 for 12 months (\$45,000 stipend for serving as Dean of the College of Arts and Letters)  
Rank: Professor, Department of World Languages and Cultures and Dean of the College of Arts and Letters

The following contains my recommendation for the initial appointment with tenure of Dr. Laura Delbrugge as Professor in the Department of World Languages & Cultures. Dr. Delbrugge received a B.S. in Spanish at Central College and an M.A. and Ph.D. in Spanish from Pennsylvania State University. Prior to ODU, she was a Professor of Spanish at Indiana University of Pennsylvania (1998 – 2019) and is Dean of College of Arts & Sciences at Clarion University of Pennsylvania (2019 – present), and Dean of the College of Arts & Humanities at PennWest University (2022 – Present).

The ODU Teaching and Research Faculty Handbook states, “The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission.” [p. 56]. The Teaching and Research Faculty Handbook policy on Initial Appointment of Teaching and Research Faculty states a request for initial appointment with tenure at the rank of professor must be “initiated by the chair and reviewed by all tenure review bodies.” The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position.” [p. 27].

Recommendations in support of tenure at the rank of Professor for Dr. Delbrugge were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean.

The Promotion and Tenure Committee for the Department of World Languages & Cultures (6 – 0), the Promotion and Tenure Committee for the College of Arts & Letters (7 – 0), and the University Promotion and Tenure Committee (5 – 0) unanimously recommend this appointment. The chair and dean recommend appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Laura Delbrugge meets the standards for tenure at the rank of Professor in the Department of World Languages & Cultures at Old Dominion University.

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### **INITIAL APPOINTMENT OF FACULTY MEMBER WITH TENURE**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Kenneth Fridley as Professor with the award of tenure in the Department of Civil and Environmental Engineering in the Batten College of Engineering and Technology, effective July 1, 2022.

Salary: \$325,000 for 12 months (\$50,000 stipend for serving as Dean of the Batten College of Engineering and Technology)  
Rank: Professor, Department of Civil and Environmental Engineering and Dean of the Batten College of Engineering and Technology

The following contains my recommendation for the initial appointment with tenure of Dr. Kenneth Fridley as Professor in the Department of Civil and Environmental Engineering. Dr. Fridley received a B.S. in Civil Engineering from Washington State University, an M.S. in Architectural Engineering from the University of Texas, and a Ph.D. in Civil Engineering from Auburn University. Prior to ODU, he was Assistant Director for Technology Transfer, Integrative Center for Athletic and Sport Technology (2016 – 2019), and Senior Associate Dean for Administration at the University of Alabama (2014 – Present).

The ODU Teaching and Research Faculty Handbook states, “The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission.” [p. 56]. The Teaching and Research Faculty Handbook policy on Initial Appointment of Teaching and Research Faculty states a request for initial appointment with tenure at the rank of professor must be “initiated by the chair and reviewed by all tenure review bodies.” The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position.” [p. 27].

Recommendations in support of tenure at the rank of Professor for Dr. Fridley were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean.

The Promotion and Tenure Committee for the Department of Civil and Environmental Engineering (5 – 0), the Promotion and Tenure Committee for the Batten College of Engineering & Technology (10 – 0), and the University Promotion and Tenure Committee (5 – 0) unanimously recommend this appointment. The chair and dean recommend appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Kenneth Fridley meets the standards for tenure at the rank of Professor in the Department of Civil and Environmental Engineering at Old Dominion University.

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### **INITIAL APPOINTMENT OF FACULTY MEMBER WITH TENURE**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Dharmakeerthi Nawarathna as Associate Professor with the award of tenure in the Department of Electrical and Computer Engineering in the Batten College of Engineering and Technology, effective July 25, 2022.

Salary:           \$115,000 for 10 months  
Rank:             Associate Professor, Department of Electrical and Computer Engineering

The following contains my recommendation for the initial appointment with tenure of Dr. Dharmakeerthi Nawarathna as Associate Professor in the Department of Electrical & Computer Engineering. Dr. Nawarathna received a B.S. in Mechanical Engineering at the University of Peradeniya, Sri Lanka, and a Ph.D. in Mechanical & Biomedical Engineering from the University of Houston. Prior to ODU, he was Assistant Professor at North Dakota State University (2014 – 2020), and an Associate Professor at North Dakota State University (2020 – Present).

The ODU Teaching and Research Faculty Handbook states, “The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission.” [p. 56]. The Teaching and Research Faculty Handbook policy on Initial Appointment of Teaching and Research Faculty states a request for initial appointment with tenure at the rank of professor must be “initiated by the chair and reviewed by all tenure review bodies.” The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position.” [p. 27].

Recommendations in support of tenure at the rank of Associate Professor for Dr. Nawarathna were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean.

The Promotion and Tenure Committee for the Department of Electrical & Computer Engineering (15 –1), the Promotion and Tenure Committee for the Batten College of Engineering & Technology (5 – 0), and the University Promotion and Tenure Committee (5 – 0) voted in favor of recommending this appointment. The chair and dean recommend appointment with tenure.

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

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### **INITIAL APPOINTMENT OF FACULTY MEMBER WITH TENURE**

RESOLVED, that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Christopher Rhea as Professor with the award of tenure in the School of Rehabilitation Sciences in the College of Health Sciences, effective June 10, 2022.

Salary:           \$165,000 for 12 months  
Rank:             Professor, School of Rehabilitation Sciences and Associate Dean of Research and Innovation

The following contains my recommendation for the initial appointment with tenure of Dr. Chris Rhea as Professor in the School of Rehabilitation Sciences. Dr. Rhea received a B.S. in Physical Education from the University of Central Missouri, an M.S in Movement Science from Barry University, and a Ph.D. from Perdue University. Prior to ODU, he was an Associate Department Chair for Research (2018-2019), and Director of Research and Instruction in STEM Education Network (2019-Present) at the University of North Carolina. The University of North Carolina Board of Trustees approved Dr. Rhea’s promotion to Full Professor in March 2022.

The ODU Teaching and Research Faculty Handbook states, “The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission.” [p. 56]. The Teaching and Research Faculty Handbook policy on Initial Appointment of Teaching and Research Faculty states a request for initial appointment with tenure at the rank of professor must be “initiated by the chair and reviewed

by all tenure review bodies.” The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position.” [p. 27].

Recommendations in support of tenure at the rank of Professor for Dr. Rhea were received from the departmental, college, and university promotion and tenure committees, as well as from the department chair and the college dean.

The Promotion and Tenure Committee for the School of Rehabilitation Sciences (3-0), the Promotion and Tenure Committee for the College of Health Sciences (3-0), and the University Promotion and Tenure Committee (5-0) unanimously recommend this appointment. The chair and dean recommend appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Chris Rhea meets the standards for tenure at the rank of Professor in the School of Rehabilitation Sciences at Old Dominion University.

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**APPROVAL OF FACULTY REPRESENTATIVES TO  
BOARD OF VISITORS COMMITTEES**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the following faculty representatives to Board of Visitors committees for the 2022-23 and 2023-24 academic years, effective June 3, 2022: Student Enhancement and Engagement, David Burdige; University Advancement, Lynn Tolle; Athletics, Corrin Gillis; and Audit and Compliance, Wie Yusuf.

Dr. David Burdige is professor and eminent scholar of Ocean & Earth Sciences. An internationally-known expert in marine geochemistry, he has spent much of his career studying biogeochemical processes in marine and estuarine sediments and their resulting effects on the cycling of carbon, nitrogen, and trace metals such as iron, manganese and copper. He has published more than 90 peer-reviewed papers, and in 2006 authored the book *Geochemistry of Marine Sediments*, published by Princeton University Press. Dr. Burdige is co-Editor in Chief of the journal *Estuarine and Coastal Shelf Science*, an associate editor of the journal *Aquatic Geochemistry*, and a former associate editor of the journals *Marine Chemistry* and *Geochimica et Cosmochimica Acta*. In 2016 Dr. Burdige was awarded the NSF Antarctic Service Award Medal in recognition of his valuable contributions to exploration and scientific achievement under the US Antarctic Program, and in 2017 he was elected a Fellow of the Association for the Sciences of Limnology and Oceanography (ASLO) in recognition of his contributions in the field of oceanography and service to the society. A long-time representative on the ODU Faculty Senate, which he also chaired for three years, Dr. Burdige is one of the strongest voices of the faculty.

Dr. Lynn Tolle is professor of Dental Hygiene, University Professor, and twice a finalist for the SCHEV Outstanding Faculty Award. She has more than 70 peer-reviewed publications and has presented her scholarly work nationally with over 100 presentations. Her current research focus is on practice management and safety issues in oral health care. She represents the College of Health Sciences on the Faculty Senate Executive Committee, has chaired several of the University committees, and serves widely in faculty leadership roles across the University. Noteworthy

awards include the American Dental Hygienists' Association Educator of the Year Award, the American Dental Hygienists' Association Award of Excellence, the Alan Rufus Tonelson Distinguished Faculty Award, from the ODU Alumni Association, and the Gene W Hirschfeld Outstanding Faculty Award, College of Health Sciences. Most recently, she was named the Most Inspirational Faculty by both the 2022 College of Health Sciences Outstanding Undergraduate Student and the College of Health Sciences Kaufman Award Finalist.

Dr. Corrin Gillis is associate professor of Communication Disorders & Special Education. She has published and presented nationally and internationally on topics related to preschoolers who stutter as well as preschoolers who are deaf or hard of hearing. Her research interests include the assessment, treatment, and systematic study of language disorders particularly as they relate to childhood stuttering and the implementation of interprofessional education for training speech-language pathologists. A life-long athlete, she was recruited as an undergraduate to play soccer at James Madison University. Dr. Gillis was recently elected as vice chair of the Faculty Senate, having served two terms as the Senate's secretary.

Dr. Wie Yusuf is Professor of Public Service and Assistant Director for Education for the ODU Institute for Coastal Adaptation and Resilience. Her expertise is in public budgeting and finance, environmental policy, and transportation policy. As a policy scholar, she focuses on policy issues that emerge at the intersection of governments, non-profit/non-governmental organizations, businesses, and civil society. Dr. Yusuf has served as Provost Fellow for graduate education and led the development of the strategic plan for the newly-established Graduate School. She has represented the School of Public Service to the ODU Faculty Senate since 2015, chaired Committee C (Graduate Studies) since 2018, and served on the Executive Committee since 2018. Dr. Yusuf is a firm believer in shared governance, accountability, stakeholder engagement, and transparency.

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Committee members approved the consent agenda items including the appointment of 25 faculty, 12 administrative faculty, five emeritus/emerita faculty, and the E.V. Williams Chair. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Jones, Kemper, Mugler, 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>
Dr. Tyler Austin Assistant Professor, F. Ludwig Diehn School of Music (Tenure Track)	\$60,000	7/25/22	10 mos

Dr. Austin received a D.M.A. in Wind Conducting from Michigan State University, an M.M. in Bassoon Performance/Wind Conducting Rel. Field from the University of North Texas and a B.M. in Music Education from Susquehanna University. Previously he was Interim Associate Director of Bands at Oklahoma State University. (Designated as Director of Bands)

Dr. Vickie Carnegie Lecturer, School of Public Service	\$80,000	7/25/22	10 mos
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Dr. Carnegie received a Ph.D. in Public Affairs from the University of Central Florida, a JD, Law from Florida Agricultural and Mechanical University and a B.A. in Speech Communication from George Mason University. Previously she was a Lecturer and Interim Graduate Program Director in the School of Public Service at Old Dominion University.

Dr. Kameron Carter Assistant Professor, Department of Management (Tenure Track)	\$135,000	7/25/22	10 mos
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Dr. Carter received a Ph.D. in Management and Organizations from the University of Iowa and an M.B.A. and B.S. in Chemistry from Longwood University. Previously she was an Assistant Professor of Human Resource Management at Pennsylvania State University, School of Labor and Employment Relations.

Ms. Emily Culver Assistant Professor, Department of Art (Tenure Track)	\$60,000	7/25/22	10 mos
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Ms. Culver received an M.F.A. in Metalsmithing from Cranbrook Academy of Art and a B.F.A. in Metals/Jewelry/CAD-CAM from Temple University. Previously she was a Visiting Assistant Professor in the Department of Art at Old Dominion University.

Dr. Mary Dalmida Visiting Clinical Assistant Professor, School of Rehabilitation Sciences	\$66,667	7/25/22	10 mos
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Dr. Dalmida received a Doctor of Physical Therapy from Old Dominion University and a B.S. in Exercise Sport and Health Education from Radford University. Previously she was a Physical Therapist, Advanced Clinical Specialist at Sentara Princess Anne Physical Therapy and an Adjunct Associate Professor in the School of Rehabilitation Sciences at Old Dominion University.



<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Steffani Dambruch Lecturer, Department of English	\$48,300	7/25/22	10 mos

Ms. Dambruch received an M.A. in English, Literature and a B.A. in English, Literature and Creative Writing from Old Dominion University. Previously she was a Lecturer in the Department of English at Old Dominion University.

Dr. Ashley Doane Senior Lecturer, Department of Psychology	\$64,000	7/25/22	10 mos
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Dr. Doane received a Ph.D. in Applied Experimental Psychology, an M.S. in Experimental Psychology and a B.S. in Psychology from Old Dominion University. Previously she was Associate Professor and Chair in the Department of Psychology at Chowan University.

Dr. Adrienne Hartgerink Clinical Assistant Professor, School of Nursing	\$204,902	6/10/22	12 mos
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Dr. Hartgerink received a Doctor of Nursing Practice from the University of Minnesota, a Master of Science in Nursing from Uniformed Services University and a Bachelor of Science in Nursing from James Madison University. Previously she was Associate Director of the Nurse Anesthesia Program and Lecturer of Nursing at Old Dominion University and Staff CRNA and Clinical Preceptor at Naval Medical Center Portsmouth. (Designated as the Nurse Anesthesia Program Director)

Ms. Adaira Howell Lecturer, School of Dental Hygiene	\$68,250	7/25/22	10 mos
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Ms. Howell received a Master of Science and a Bachelor of Science in Dental Hygiene from Old Dominion University. Previously she was an Adjunct Assistant Professor in the School of Dental Hygiene at Old Dominion University.

Ms. Sarah Hutton Lecturer, School of Nursing	\$71,700	7/25/22	10 mos
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Ms. Hutton received a Master of Science in Nursing Education from Liberty University and a Bachelor of Science in Nursing from James Madison University. Previously she was an Adjunct Faculty member in the School of Nursing at Old Dominion University and a Clinical Practice and Education Specialist at Children's Hospital of the King's Daughters.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Dalya Ismael Assistant Professor, Department of Engineering Technology (Tenure Track)	\$74,000	7/25/22	10 mos

Dr. Ismael received a Ph.D. in Civil Engineering from Virginia Polytechnic Institute and State University, a Master of Science in Construction Management from the University of Leeds, UK and a Bachelor of Science in Civil Engineering/Construction Management from Kuwait University. Previously she was an Associate Professor in the Built Environment Department and Energy Management Technology at Sinclair Community College.

Ms. Sarah M. Lacy Lecturer, Department of English	\$48,300	7/25/22	10 mos
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Ms. Lacy received an M.A. in Literature from Cleveland State University, a B.A. in English-Film & Theatre Production from the University of Delaware and is expected to receive a Ph.D. in Rhetoric and Composition from Kent State University. Previously she was an Instructor in the Department of English at Kent State University.

Dr. Arjun Mohan Post-Doctoral Research Associate, Center for Bioelectronics	\$45,000	6/25/22	12 mos
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Dr. Mohan received a Ph.D. from NIT Calicut, a Masters in Nanotechnology from SRM University and a Bachelor's in Mechanical Engineering from Anna University, India. Previously he was a Post-Doctoral Research Assistant at the Indian Institute of Technology, India. (new position)

Ms. Maria E. Espilondo Murdock Lecturer, Department of Engineering Technology	\$70,000	7/25/22	10 mos
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Ms. Murdock received an M.S. and a B.S. in Civil Engineering from Clemson University. Previously she was an Adjunct Professor in the Department of Engineering Technology at Old Dominion University and a Senior Project Manager at GET Solutions, Inc.

Dr. Elaine Murphy Lecturer, Department of Psychology	\$57,750	7/25/22	10 mos
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Dr. Murphy received a Ph.D. in Applied Experimental Psychology, an M.S. in Experimental Psychology and a B.S. in Psychology from Old Dominion University. Previously she was a Lecturer in the Department of Psychology at Old Dominion University.

Dr. Sandra Nichols Visiting Clinical Assistant Professor, School of Nursing	\$105,600	5/25/22	12 mos
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Dr. Nichols received a Master's Degree in Nursing, a Bachelor of Science in Nursing, a Ph.D. in Higher Education, an M.A. in English and a B.S. in Political Science and English from Florida State University. Previously she was Psychiatric Mental Health Nurse Practitioner Concentration Coordinator, Adult-Geriatric Primary Care NP Concentration Coordinator and Assistant Professor of Nursing at Northern Kentucky University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Nisha Polawar Lecturer, Department of Computer Science	\$58,000	7/25/22	10 mos

Ms. Polawar received a Master's in Information Systems and a Bachelor's in Computer Applications from Kakatiya University, India. Previously she was an Assistant Professor in the Department of Computer Science at Nalanda College, India. (new position)

Ms. Judith Preston Clinical Assistant Professor, Department of Counseling and Human Services	\$67,000	7/25/22	10 mos
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Ms. Preston received an M.S.Ed. from Old Dominion University, an M.A. in International Affairs from Ohio University, a Bachelor of Arts from the University of Nairobi and is expected to receive a Ph.D. in Education, Counselor Education and Supervision from Old Dominion University. Previously she was Counselor/Owner of Practice at Centered Counseling Services, LLC. (Rank is contingent upon the successful completion of Ph.D. requirements by August 2022.)

Ms. Jing Qin Assistant Professor, Department of Art (Tenure Track)	\$57,000	7/25/22	10 mos
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Ms. Qin received a Master of Fine Arts in Painting and Drawing from the University of Tennessee-Knoxville and a Master of Arts in Studio Arts/Fine Arts and a Bachelor of Fine Arts in Painting from Sichuan University, China. Previously she was a Visiting Professor in the School of Art and Art History at the University of Denver.

Dr. Felix Ringer Assistant Professor, Department of Physics	\$105,000	6/10/22	12 mos
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Dr. Ringer received a Ph.D. in Physics from the University of Tübingen, Germany and a Master of Advanced Study/Certificate of Advanced Studies in Mathematics at the University of Cambridge, UK. Previously he was a Simons Foundation Bridge Fellow at the C.N. Yang Institute for Theoretical Physics at Stony Brook University. (Joint appointment with Jefferson Lab Theory Center – ½ funded by Jefferson Labs).

Dr. Lauren B. Robins Clinical Assistant Professor, Department of Counseling and Human Services	\$67,000	7/25/22	10 mos
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Dr. Robins received a Ph.D. in Counselor Education and Supervision and a Master of Arts in Clinical Mental Health Counseling from Regent University and a B.S. in Psychology from Old Dominion University. Previously she was a Visiting Assistant Professor in the Department of Counseling and Human Services at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Ms. Jenna Simmons Lecturer, Department of Communication and Theatre Arts	\$50,000	7/25/22	10 mos

Ms. Simmons received a Master of Science in Mass Communication and a Bachelor of Arts in Advertising from University of Southern Mississippi-Hattiesburg. Previously she was an Adjunct Professor in the Department of Communication and Theatre Arts at Old Dominion University and a Marketing Assistant at Military Produce Group, LLC.

Dr. Ashish Tamhane Lecturer, Department of Mechanical and Aerospace Engineering	\$72,000	7/25/22	10 mos
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Dr. Tamhane received a Ph.D. in Mechanical Engineering and an M.S. in Aerospace Engineering from Old Dominion University and a Bachelor of Engineering, Mechanical Engineering from the University of Mumbai, Fr.C.R.I.T, Vashi, India. Previously he was a Lecturer in the Department of Mechanical and Aerospace Engineering at Old Dominion University. (new position)

Dr. Sri Ramulu Torati Post-Doctoral Research Associate, Center for Bioelectronics	\$55,000	6/25/22	12 mos
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Dr. Torati received a Ph.D. in Nanotechnology from Chungnam National University, South Korea, and an M.Sc. in Chemistry and B.Sc. in Chemistry, Industrial Chemistry and Physics from Sambalpur University, India. Previously he was a Research Professor/Researcher at Magnetics Initiative Life Care Research Center, DGIST, South Korea. (new position)

Dr. Clayton Wright Lecturer, Department of Biological Sciences	\$69,000	6/10/22	12 mos
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Dr. Wright received a Ph.D. in Biomedical Sciences from Eastern Virginia Medical School and a B.S. in Biology from Livingstone College. Previously he was an Assistant Professor of Practice/Lecturer in the Department of Biological Sciences at Old Dominion University.

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### **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>
Chrisie Brown Director of Creative Services and Assistant Instructor	\$52,000	5/10/22	12 mos

Ms. Brown received a B.A. in Graphic Design from Old Dominion University. Previously she was Assistant Director of Athletic Publishing and Creative Services at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Christine Clarke Study Aboard Coordinator and Instructor	\$48,414	5/10/22	12 mos

Ms. Clarke received an M.S.Ed. in Higher Education with an International Education focus from Old Dominion University and a B.S. in International Affairs from Florida State University. Previously she was a Graduate Assistant in the Office of Study Abroad at ODU. She also worked in the International Office at the Florida Institute of Technology.

Tammi Dice Dean, Darden College of Education and Professional Studies	\$240,000	6/10/22	12 mos
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Dr. Dice received a Ph.D. in Counselor Education from The College of William and Mary and an M.S.Ed. in Counseling and a B.S. in Psychology from Old Dominion University. She has served as Interim Dean of the Darden College of Education and Professional Studies since 2020. Dice joined the faculty of Old Dominion University in 2005 and since has obtained tenure and promotion to full professor as well as held a number of administrative positions. She served as the Undergraduate Program Director (UPD) of the Human Services program and as Assistant Chair for the Counseling and Human Services Department. As Associate Dean for Undergraduate Education, she led the development of the UPD policy for the University and spearheaded the development of four B.S. in Education programs, authoring the related State Council of Higher Education for Virginia (SCHEV) and Virginia Department of Education (VDOE) proposals. (Salary includes \$50,000 stipend for serving as Dean of the Darden College of Education and Professional Studies)

Mr. Timothy Hackman Dean, University Libraries	\$175,000	7/25/22	12 mos
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Mr. Hackman received a Bachelor of Arts in English from Shippensburg University and a Master of Library Science and Master of Arts in English Language and Literature from the University of Maryland, College Park. Previously he served as Associate Director of Public Services at the University of Maryland Baltimore County. Prior to that he held several positions at the University of Maryland Libraries, College Park, including Director of User Services and Resource Sharing, Head of Resource Sharing and Access Services, and Librarian for English and Linguistics. Mr. Hackman received the Outstanding Librarian Award and a Special Recognition Award from the University of Maryland Libraries.

Zachary Harrison Associate Director of Administrative Services, Housing and Residence Life, and Instructor	\$65,500	5/10/22	12 mos
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Mr. Harrison received a B.A. in Psychology from East Carolina University and an M.A. in Higher Education from Eastern Michigan University. Previously, he worked as the Assignments Manager in Housing and Residence Life at ODU and as Residence Hall Director at both Virginia Commonwealth University and Xavier University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Kimberly Hill Assistant Athletic Trainer and Instructor	\$40,000	5/25/22	12 mos

Ms. Hill received a B.S. and M.S. in Athletic Training from Marshall University. Previously, she worked as an Athletic Trainer at Coastal Carolina University, Kentucky Christian University, and Marshall University.

Anna Lacy Transfer Academic Success Advisor, Student Success Center, and Instructor	\$47,000	4/25/22	12 mos
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Ms. Lacy received a B.S. in Psychology from James Madison University and an M.Ed. in Higher Education from UNC Greensboro. She previously worked at the University of Richmond as Area Coordinator for Residence Life and also served as academic advisor.

Jeanna Mann Assistant Director of Student and Family Programs, Student Engagement and Enrollment Services, and Instructor	\$50,000	5/11/22	12 mos
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Ms. Mann received a B.A. in Mass Communications and an M.A. in Professional Studies from Towson University. Previously she served on the Strategic Enrollment Management team at the University of Maryland Global Campus.

Jean McClellan-Holt Associate Director of Programs and Wellness and Professor	\$65,000	5/10/22	12 mos
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Dr. McClellan-Holt received a B.S. in Education from James Madison University, an M.S. in Parks, Recreation & Tourism from Virginia Commonwealth University, and an Ed.D. in Educational Leadership from the University of Central Florida. Previously she served in several positions in Recreation and Wellness at Old Dominion University, including Assistant Director of Recreation and Wellness and Assistant Director of Recreation Sports.

Briana Morris Residence Hall Director and Assistant Instructor	\$35,584	5/10/22	12 mos
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Ms. Morris received a B.B.A. in Marketing from Radford University and an M.F.A. in Creative Writing from Old Dominion University. Prior to the Residence Hall Director position, she served as an Assistant Hall Director for Housing & Residence Life at Old Dominion University.

Suzanne Peterson Manager of Education and Engagement, Barry Art Museum and Assistant Instructor	\$55,000	5/10/22	12 mos
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Ms. Peterson received a Bachelor of Fine Arts in Studio Art from the University of Wisconsin. She founded the Lil Truck of Tools, a 501c3 nonprofit mobile maker studio with a mission of craft equity for young students and serves as Executive Director & Instructor. Ms. Peterson has also worked as a part-time Youth Instructor at the Chrysler Museum Glass Studio and as Set Assistant for the production of Exodus: Homecoming with the In[heir]itance Project.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Stephen Tang-Nian Assistant Director for Residence Education and Instructor	\$54,000	5/10/22	12 mos

Mr. Tang-Nian received a Bachelor of Science in Electronic Media & Film: Audio Production Concentration from Towson University and a Master of Arts in Education from Virginia Polytechnic Institute & State University. Previously, he worked as a Residence Life Coordinator at the University of Delaware.

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### EMERITUS/EMERITA APPOINTMENTS

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

<u>Name and Rank</u>	<u>Effective Date</u>
Jen-Kuang Huang Professor Emeritus of Mechanical and Aerospace Engineering	June 1, 2022
Isao Ishibashi Professor Emeritus of Civil and Environmental Engineering	June 1, 2022
Wayne Talley Eminent Scholar Emeritus and Professor Emeritus of Economics	June 1, 2022
Renee Olander Associate Vice President Emerita for Regional Higher Education Centers	August 1, 2022
C.J. Butler Master Lecturer Emeritus of Communication Disorders and Special Education	September 1, 2022

#### JEN-KUANG HUANG

Jen-Kuang Huang received a B.S. degree in Mechanical Engineering from National Taiwan University, Taiwan, ROC and an M.S. degree in Aeronautics and Astronautics and a Ph.D. degree in Estimation and Control both from Massachusetts Institute of Technology (MIT). He joined Old Dominion College of Engineering as an Assistant Professor in the Mechanical Engineering and Mechanics Department in 1985, rising through the ranks as an Associate Professor in 1990 and Professor in 1996. Huang served as Graduate Program Director for the Mechanical Engineering Department from 1997 to 2004, Chair of the Mechanical Engineering Department from 2004 to 2010, and Chair of the Mechanical and Aerospace Engineering Department from 2010-2012.

Huang's awards and recognition include the NAMTAC Outstanding Projects of the Year Award from the National Association of Management and Technical Assistance Centers in 1999; NASA-ASEE Summer Faculty Fellowship Awards in 1993, 1994, and 1997; Who's Who in the South and Southwest, 1992; Best Session Paper Presentation Award from the American Control Conference, 1991; and Most Outstanding Student Award, China Society of Mechanical Engineering, 1974.

Huang has been Principal Advisor for seven M.S. students and 15 Ph.D. students. He has been Principal Investigator on external research grants totaling more than \$1 million and Co-PI on grants totaling \$650,000.

## ISAO ISHIBASHI

Isao Ishibashi obtained a B.S. and M.S. in Civil Engineering from Nagoya University, Nagoya, Japan and a Ph.D. from the University of Washington. He was a research and teaching faculty member at the University of Washington and Cornell University before joining Old Dominion University in 1986 as a Professor in the Department of Civil and Environmental Engineering. Ishibashi guided 34 master's and eight Ph.D. students at Old Dominion University for their degree completions. He served as the Graduate Program Director of the department from 1997 to his retirement in 2022.

Ishibashi was involved in research in the field of Geotechnical Engineering and Earthquake Engineering. Through his research activities, he contributed, in particular, in advancing the knowledge in dynamic lateral earth and water pressures against retaining structures during earthquakes, anisotropic soil's properties and its relation to soil liquefaction phenomenon during earthquakes, and others. He is the author or co-author of over 100 published technical papers in journals and proceedings, including a book titled "Soil Mechanics Fundamentals and Applications" (in English and Japanese versions), which are well received around the world as one of the most popular introductory textbooks in the field.

Ishibashi also served as a technical expert in the field of soil dynamic research around the world to help developing new research programs and facilities; at Tunis, Tunisia (from US AID) and at New Delhi, India (from UN DP). He was a visiting researcher at Port and Harbor Research Institute, Ministry of Transportation, at Yokosuka, Japan in 1992 and a visiting professor at Kyusyu University, Fukuoka, Japan in 2015.

## WAYNE KENNETH TALLEY

Wayne Kenneth Talley received a B.A. in Economics from the University of Richmond, an M.S. in Business from Virginia Commonwealth University, and an M.A. and Ph.D. in Economics from the University of Kentucky. He joined Old Dominion as an Assistant Professor of Quantitative Sciences in 1972, achieved the rank of Associate Professor of Economics in 1977 and achieved the rank of Professor of Economics in 1983. Talley is the Frederick W. Beazley Professor and Eminent Scholar of Economics in the Economics Department and Professor of Maritime and Supply Chain Management in the Department of Information Technology and Decision Sciences. He is a founding member and current director of ODU's Maritime Institute and was recently recognized for 50 years of service at ODU. Talley has testified in front of United States Senate Committees regarding recent supply chain issues such as port congestion.



Talley's research is in Maritime Research and Transportation Economics. He is very well known in the academy for his significant contributions in both fields having published a combined 134 refereed journal articles, 42 special issues journal articles and book chapters, and 13 books. Google Scholar indicates that his research has been cited over 5,000 times. Talley has received 16 grants and contract awards totaling over \$1.5 million.

Talley has been the editor in chief for the journals *Maritime Transport Research*, *Transportation Research Part E: Logistics and Transportation Review* and the *International Journal of e-Navigation and Maritime Economy*. He has also served on the editorial board for 10 different academic journals in transportation research.

Talley has won several awards. Most significantly he was recognized in 2018 as a co-recipient of the Onassis Prize in Shipping, presented at City University London. Talley's international appointments include honorary chair professor (for life) at the National Chiao Tung University in Taipei, Taiwan; honorary guest professor (for life) at Shanghai (China) Maritime University; honorary appointments at the Cass Business School at City University, London and the faculty of Maritime and Transportation at Ningbo (China) University; and member of the Board of Advice for the Institute of Transport and Logistics Studies at the University of Sydney, Australia. He has been an invited speaker at 26 international conferences and played a significant role in 63 international conferences around the world. Talley has also given guest lectures and has served on dissertation committees for universities around the world.

## RENÉE ELLEN OLANDER

Renée Ellen Olander earned a B.A. in English from Mary Baldwin University, an M.A. in English from Old Dominion University, and an M.F.A. in Creative Writing from the University of Southern Maine. She joined ODU in 1986 as English GTA, was adjunct in 1987-88 and appointed Instructor in 1989.

In 1995, Olander became Director of Academic Advising for the College of Arts and Letters. She created and taught the "Intro to Arts & Letters" student success course, led Learning Communities, trained peer advisors/facilitators, coached faculty members, and advised hundreds of students. The university's Presidential Scholar and Kaufman Award winners each recognized Olander as their "Most Inspiring Faculty" in 1998.

In 2000, Olander assumed the Interdisciplinary Studies Teacher Preparation Department directorship. The Virginia Department of Education recognized the Elementary Teacher Prep program as a model curriculum, the ODU Student Virginia Education Association chapter presented Olander their "Apple of Our Eye" award, and the Dean presented her the College's Service Award.

Olander became interim Virginia Beach Higher Education Center Director in 2005, and in 2006 was appointed Director and Assistant Professor. She led degree program expansion, increasing on-site enrollment and fostering academic community. Beginning 2010, Peninsula and Tri-Cities Centers also reported to her, and the regional centers advanced partnerships with employers, municipalities, and nonprofit agencies, especially in the maritime, cyber, healthcare, and resilience/sustainability sectors.

Olander received the University Women's Caucus and AUA Worth Pickering Administrator of the Year awards. She served on boards including YWCA-SHR, Cultural Alliance of Greater Hampton Roads, Southeastern Virginia Women's Political Caucus, and Virginia Beach Vision, Inc. She served on the City of Virginia Beach's Quality of Education and Lifelong Learning Strategic Issues Team, GrowSmart Policy Board, Public Libraries' Strategic Planning team, and at many annual Strategic Planning Summits.

Olander's writing has been widely published, including in poetry collections, anthologies, journals, newspapers, blogs, and on radio. She was featured at the 2018 Montréal Poetry Festival and has performed in México and Ireland. The ODU Literary Festival featured her three times. Throughout her administrative tenure, Olander published, taught, and served on MA and MFA students' thesis committees. In 2018, the last year she taught a university course, a graduating student recognized her with a Shining Star Award.

## CJ BUTLER

CJ Butler received a B.S.Ed. and M.S.Ed. in Special Education from Old Dominion University. He joined Old Dominion as an adjunct Lecturer of Special Education in 1996, then transitioned to faculty as a full-time Lecturer in 2006. He was promoted to the rank of Senior Lecturer in 2012 and Master Lecturer in 2017. Recognition of Butler's accomplishments in teaching and service include several Shining Star Awards, awarded by the Office of Student Engagement & Enrollment Services between 2010-2018, the Darden College of Education Teaching Excellence and Innovation Award in 2011, and the Old Dominion University Distant Educator of the Year Award in 1999.

Butler was integral in the development of the undergraduate program in special education, and he has served as the Undergraduate Program Director (UPD) since its inception. As UPD, he advised all students in the undergraduate license programs in special education, helping over 200 students to obtain their goal of earning a teaching license in special education. Additionally, he directed and instructed in the *Teacher Reaching Youth Intervention Training* (TRYIT) program. This six-course, field-based partnership with Virginia Beach City Public Schools was initiated in 2007 and to date, over 200 administrators, teachers, and other allied professionals have successfully completed this training to add the Special Education General Curriculum, K-12 endorsement to their current teaching license. Finally in support of student advancement, Butler was a faculty member in the U.S. Department of Education sponsored Teacher Immersion Residency Program from 2011-2014, and the Program Director from 2015-2016.

Butler has maintained an extraordinary level of service, contributing extensive time to the profession. He has built and maintained relationships at the local, state, and national levels. For example, he was the only trainer of Functional Behavior Assessment and Behavior Intervention Planning (FBA/BIP) for the Virginia Department of Education from 2008-2021, and he conducted state-wide trainings in five regions annually. Furthermore, he served as Livetext coordinator for the College, and he has served on countless University and College committees.

Butler also has a strong record of scholarship. Specifically, he has received four grants for pre- and in-service teachers, and he has written several articles and been principal developer for videos and other training media. Most recently he was part of the team that developed the Seclusion and Restraint training modules that are required for all teachers in Virginia.

## **APPOINTMENT OF E.V. WILLIAMS CHAIR IN STRATEGIC LEADERSHIP STROME COLLEGE OF BUSINESS**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Anil Nair as the E.V. Williams Chair in Strategic Leadership in the Strome College of Business for 2022-2023 through 2026-2027. A summary of his career is included below for information purposes.

### **Anil Nair Professor of Management**

This letter contains my recommendation for Dr. Anil Nair, Professor, to be designated as the E.V. Williams Chair in Strategic Leadership in the Strome College of Business.

The *Teaching and Research Faculty Handbook* states, “The purpose of the award of a named chair is to recognize and give support to a full professor who has demonstrated sustained excellence in research and teaching and will significantly contribute to the University. The holder of a named chair is a person of national stature.” The E.V. Williams Chair position was posted as an open recruitment in January 2021 with the intention of attracting an outstanding external candidate. The chairholder is charged with conducting research publishable in top-tier journals, providing intellectual leadership, and cultivating growth in the entrepreneurship program at ODU. The recruitment drew some interested applicants, but no one with the national stature that was expected. After deliberation, the faculty concluded that a second search was unlikely to be successful. They observed that Dr. Nair was more strongly qualified than the recent applicants for the E.V. Williams Chair, based on his leadership, his sustained research in business strategy, innovation, and entrepreneurship, and his esteemed reputation in the international academic community. They voted unanimously to recommend his selection to the Dean, who then urged Dr. Nair to submit his materials for consideration.

The ODU policy on Named Chairs in the *Teaching and Research Faculty Handbook* states, “Normally, named chairs do not hold an administrative post such as department chair, Dean or Provost.” Dr. Nair is currently the chair of the Department of Management. If Dr. Nair is designated as the E.V. Williams Chair, he will vacate his role as department chair at the conclusion of the current academic year.

Dr. Nair has been an active scholar, with 35 peer-reviewed publications, including works appearing in 4 journals of management and entrepreneurship ranked as the most prestigious in those fields. He has delivered 50 conference presentations, and his work has been cited more than 3,200 times by other scholars. Dr. Nair is a champion in advancing the emergent research area of “transitional entrepreneurship,” referring to entrepreneurs who overcome significant life challenges in starting new ventures, e.g., veterans, immigrant/refugees, women/minorities, and residents of economically distressed communities. This field is identified as a strategic pillar for the college and is consistent with university values in promoting diversity, inclusion, and social mobility. The creation of the Hudgins Transitional Entrepreneurial Lab, and the synergy with Dr. Nair’s leadership, evidenced by his research activities, mentorship of tenure-track faculty specializing in this area, and organization of professional symposiums in each of the last two years focused on transitional entrepreneurship (TE), have had considerable impact in advancing the field. He recently acquired a \$400K grant from the E.W. Kauffman Foundation, which he will use to continue the professional conferences through 2024.

Dr. Nair's stated intentions as the holder of the E.V. Williams Chair in Strategic Leadership are to promote ODU's role in TE, initiate new projects to enhance ODU's Ph.D. program in Strategic Management and other departmental degree programs, and to establish himself as a senior faculty scholar in the department. In entrepreneurship, he plans to continue the TE efforts noted above and cultivate additional interest in TE in the academic community through published research and editing special issues on TE in professional journals. He also plans to expand TE community engagement initiatives regionally by tapping into his longstanding business networks and to solicit additional grant funding beyond the Kauffman Foundation. He will strengthen the Ph.D. program in Strategic Management by initiating case studies of local area businesses, which not only strengthens our partnerships, but has the potential to develop internships, jobs, and retain the ODU alumni talent pool locally. He is finalizing an open access text for the capstone course in strategic management, after piloting it for five years in the MBA program, just one example of Dr. Nair's forward-thinking perspective and his personal commitment to serving the university. He has a strong track record of publishing with his doctoral students and mentoring junior faculty in the department, and anticipates growth in these collaborations if he is designated as the E.V. Williams Chair.

Dr. Nair holds a Bachelor's degree in Technology from the National Institute of Technology in Raipur, India, a Master's degree in Technology from the Indian Institute of Technology in Kharagpur, India, and a Ph.D. in Management from the Stern School of Business at New York University in New York City, NY.

As a holder of the E.V. Williams Chair in Strategic Leadership, Dr. Nair will receive a stipend of \$50,000 per year and the remaining balance to be used for research of approximately \$20,000 per year (depending on the spend letter each year), for Academic Years 2022-2023 through 2026-2027.

Given Dr. Nair's sustained scholarship and his exemplary teaching record and service to the college, university, and his profession, I strongly recommend that he receive the E.V. Williams Chair in Strategic Leadership in the Strome College of Business.

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Committee members approved proposed revisions to the Policy on Reappointment/Annual Review or Nonreappointment of Faculty and proposed revisions to the Policy on Tenure. The proposed revisions will be reviewed by the Governance Committee and presented to the Board for approval at the September meeting.

Committee members approved the proposed Charter for the Academic and Research Advancement Committee. The proposed Charter will be reviewed by the Governance Committee and presented to the Board for approval at the September meeting.

Committee members approved the creation of a School of Supply Chain, Logistics, and Maritime Operations. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Jones, Kemper, Mugler, Slaughter, Smith, Williams; Nays: None*).

## **APPROVAL TO CREATE THE SCHOOL OF SUPPLY CHAIN, LOGISTICS, AND MARITIME OPERATIONS**

RESOLVED, that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves creating the School of Supply Chain, Logistics, and Maritime Operations effective October 15, 2022.

*Rationale:* ODU has a long history in education and research focused on supply chain management, logistics, and maritime operations. These educational efforts and scholarly pursuits have traditionally been carried out across academic units and research centers at the university. A maritime workgroup including faculty, staff, and administrators recently reviewed the history and structure of maritime and supply chain course offerings and research activities at the institution and identified a number of initiatives across the university that, while successful in their own right, potentially failed to reach their fullest potential because they operated separately from one another. To better facilitate the coordination of these activities and improve the institution's ability to serve the region and become a global leader in maritime and supply chain management, the workgroup recommended the creation of a Maritime Consortium. After reviewing the workgroup's recommendations, President Brian O. Hemphill, PhD, approved the development of the Maritime Consortium. The Hampton Roads Maritime Industrial Base Ecosystem (MIBE) enthusiastically embraced President Hemphill's leadership in setting the framework for Old Dominion University to become a regional and international leader in maritime, logistics, and supply chain management programming designed to promote economic development, encourage innovative research, and bolster the workforce of the future.

Two goals of the Maritime Consortium are the following:

- Promote, coordinate, and expand the wide range of ODU's maritime-related resources for curriculum/degrees and training, research, workforce, and innovation;
- Support naval and defense, shipbuilding/ repair, commercial shipping, port and maritime supply chains, offshore wind, and related sectors with leading-edge data analytics, digital transformation, operational and innovation resources, training, and research.

Old Dominion University will create the School of Supply Chain, Logistics, and Maritime Operations to provide the organizational structure needed to achieve these goals. The School is a natural outgrowth of prior efforts and will build on the legacy of multiple maritime-focused initiatives including the university's International Maritime, Ports, and Logistics Institute, an institute created in the Strome College of Business three decades ago. Other maritime and supply chain-focused institutes and initiatives have been created in other areas on campus such as the College of Sciences, College of Arts and Letters, Batten College of Engineering and Technology, and Office of Research. The success of these initiatives in generating awareness about maritime and supply chain topics within those specific areas is laudable. The absence of a central academic home to coordinate academic programming on maritime and supply chain topics justifies the creation of the School of Supply Chain, Logistics, and Maritime Operations.

The need for the school is further justified by the interdisciplinary nature of the topic, workforce needs in the region, and the university's commitment to enhancing its research efforts. The School of Supply Chain, Logistics, and Maritime Operations will be grounded in interdisciplinary ideals and bring together faculty from each of the academic colleges to build academic programs that are not limited by disciplinary boundaries, frameworks, or perspectives. The success of comparable

efforts, such as Old Dominion University's School of Cybersecurity, suggests that the proposed school will greatly benefit from an interdisciplinary foundation. Those disciplines that will be involved in the School include but are not limited to business analytics, coastal engineering, oceanography, engineering management, systems engineering, information technology, political science, geography, history, management, sociology, data science, cybersecurity, and marketing.

The interdisciplinary foundation is particularly helpful in addressing the workforce needs of the community. Focus groups with business leaders in preparation for the university's strategic plans were commissioned by President Hemphill. Several themes surfaced in those focus groups. One theme was the need for Old Dominion University to take the lead in preparing the region's maritime and supply chain workforce of the future. An interdisciplinary School provides a model for meeting this need.

The School of Supply Chain, Logistics, and Maritime Operations also builds on Old Dominion University's commitment to expanding its research enterprise in areas that have a direct and meaningful impact on the regional community. Given the needs of the Hampton Roads community, coordinated cross-disciplinary research focused on maritime, logistics, and supply chain topics will pay dividends in our region while helping to build the institution and the region as an international leader in the field. Indeed, the institution was recently ranked number one in the United States for its maritime research. The proposed School will more clearly connect the maritime and supply chain domains through its interdisciplinary foundation that is guided by industry input.

The design of the School of Supply Chain, Logistics, and Maritime Operations will be comparable to the School of Cybersecurity (opened in October 2020) and the recently approved School of Data Science. Those schools support a small group of core faculty who coordinate instruction and research across the university, while drawing on a much larger group of teaching and research faculty from multiple departments, colleges, and research centers to execute those activities. This matrix structure for the School of Cybersecurity has resulted in rapid growth both in cybersecurity enrollments and external research funding, and positioned ODU to be a successful participant in the Commonwealth Cyber Initiative (CCI). Comparable outcomes are anticipated for the School of Supply Chain, Logistics, and Maritime Operations.

The School of Supply Chain, Logistics, and Maritime Operations will administer select maritime and supply chain degrees and certificate programs. These programs include the current Master of Science degree in Maritime Trade and Supply Chain Management. Two Bachelor's of Science degrees will be developed in the School. One will be a Bachelor of Science in Supply Chain Management and the other will be a Bachelor of Science in Maritime Operations. In addition, the School will develop meaningful relationships with regional industry and military partners to foster joint research and workforce development initiatives that promote economic development in Hampton Roads and across Virginia. The current and proposed organizational charts are included in the appendices.

The Committee received the Annual Report of Committee Actions and the Report on Promotions in Academic Rank Effective for 2022-2023. Provost Agho presented an overview of faculty demographics for tenured/tenure-track faculty and non-tenure track faculty, an analysis of promotion and tenure, faculty separation data for 2017-2022, and the faculty demographics trend for 2011-2022.

## **ATHLETICS COMMITTEE**

Ms. Allmond, Chair of the Athletics Committee, reported that the Committee reviewed and approved the Athletics Committee Charter for recommendation to the Governance Committee for its review and final approval by the Board.

Delisha Milton-Jones, head Coach of women's basketball, Jeff Jones, head coach of men's basketball, Dr. Ron Moses, Executive Senior Associate Athletic Director, Danielle Cohea, Senior Associate Athletic Director, and Casey Cegles, Senior Associate Athletic Director, presented on the Transfer Portal, Name, Image, and Likeness (NIL), and Collectives.

The NCAA's one-time transfer rule, which took effect in April 2021, allows student-athletes to transfer to a different school one time and play immediately. Football, men's basketball, and women's basketball, see the highest number of transfers which has greatly increased since 2018-2019. Various statistics were shared and discussed.

Name, Image, and Likeness (NIL) provides opportunities for student-athletes to profit off their name, image, and likeness. Schools cannot facilitate deals for their athletes, but they are allowed to educate them about opportunities. Collectives are business entities that supporters of a school's athletic teams (not the schools themselves) form to generate and pool revenue to fund NIL opportunities for student-athletes. Strategies for NIL for ODU athletics were presented and discussed.

Dr. Moses provided an academic summary for the Spring 2022 semester as well as the academic year 2021-2022. The departmental spring GPA was a 3.2 and 70% of student-athletes earned a GPA of 3.0 or greater. The GPA for the academic year was a 3.2, which is a departmental record.

Amy Lynch, Athletics Academic Advisor, reported on community engagement for the 2021-2022 academic year. Our student-athletes contributed a total of 3,435 hours, which is over 1,000 more hours than our highest year on record in 2019-2020. Several of our teams were in the top 10 nationally for number of service hours completed.

Head coach of women's tennis, Dominic Manilla, attended the meeting and talked about the team's successful season that included a Conference USA Championship and advancement to the NCAA Tournament second round, both for the second consecutive year. Accompanying Coach Manilla was student-athlete Tatsiana Sasnouskaya whose success this past season included First Team All-Conference Singles, First Team All-Conference Doubles, and Outstanding Doubles Team of the Championship.

Dr. Selig announced to the committee that Jana Melichova, ODU women's golfer, was recently named an All American by the Women's Golf Coaches Association.

At the conclusion of Ms. Allmond's report, Rector Bradley commented on the notable achievement that 87% of our student-athletes graduate in six years. He also commented on the Collectives that athletic donors have formed to recruit players to their schools and noted that Old Dominion has elected not to do collectives, which he believes is the right and ethical way to go. According to President Hemphill and Wood Selig, our athletes will still

be eligible for name, image and likeness opportunities, but there is a prescribed format as to what is and is not acceptable.

### **AUDIT AND COMPLIANCE COMMITTEE**

Ms. Dickeski, chair of the Audit and Compliance Committee, reported that Ms. LaToya Jordan, Deputy Auditor for Human Capital and Operations, and Megan Bridgewater, Audit Supervisor with the Auditor of Public Accounts (APA), provided a report on the FY2021 Financial Statement audit. The external financial statement audit for fiscal year 2021 is currently in the wrap-up stage by APA. All significant field work has been completed to date, and the remaining work relates to ensuring all audit adjustments proposed during the audit were posted correctly by management in the financial statements and related footnote disclosures. APA anticipates including seven internal control and/or compliance findings within the Internal Control report. Four relate to non-compliance with Federal student financial aid regulations, one pertains to strengthening policies and procedures when processing terminated employees, one pertains to inappropriate access to the student housing system, and the last relates to improving the financial reporting process. At this time, APA anticipates the financial reporting finding will be classified as a material weakness, with the remainder being significant deficiencies. The APA does anticipate issuing an unqualified opinion on the financial statements and anticipates dating the opinion no later than June 17, 2022. If anything changes with this anticipated timeline or any additional findings are identified during the wrap-up of the audit, the APA will notify the Audit and Compliance Committee as auditing standards require.

The Committee discussed in closed session the performance of specific departments where such evaluation involved discussion of the performance of specific individuals and discussed the evaluation of the Chief Audit Executive as permitted by the Code of Virginia Section 2.2-3711 (A)(1).

In open session Ms. Amanda Skaggs, Chief Audit Executive, requested of the committee a new administrative position and it was approved. She then presented the completed audit reports to the Committee. These included Payroll Benefits, Closeout Procedures for the Confucius Institute and Banner Workflows in addition to the Activity and Status of Open Audit Issues since April. She then briefed the Committee on the annual risk assessment process and shared the current status of the open audit projects. The Committee voted to approve the motion to modify the FY2022 Audit Plan and the motion to approve the FY2023 Audit Plan.

The following resolution was brought forth as a recommendation of the Audit & Compliance Committee and was approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Jones, Kemper, Mugler, Slaughter, Smith, Williams; Nays: None*).

### **RESOLUTION TO APPROVE FY 2022 and FY 2023 AUDIT PLAN**

RESOLVED, that the Audit & Compliance Committee approve the modifications to the FY2022 Audit Plan and the proposed FY2023 Audit Plan as recommended.



At the conclusion of her report, Ms. Dickseski stated that Ms. Skaggs received a stellar evaluation from the Committee and President Hemphill and noted that she is a great asset to the Board and the University.

The Rector explained, for those who were unable to attend the Audit & Compliance Committee meeting, that the material finding by the APA auditors was not due to any malicious or fraudulent behavior on the part of any employee but was related to personnel turnover in the department and antiquated financial systems.

## **GOVERNANCE COMMITTEE**

Ms. Dickseski, chair of the Governance Committee, reported that the Committee met twice since the last Board meeting. A notice of a proposed Bylaws revision, which was reviewed and approved by the Committee at its meeting on March 28, was distributed to Board members in accordance with Section 11.01 of the Bylaws. The proposed revision to Section 2.03 includes language to provide 10 days' notice to a Board member that the Board, as required by statute, will be considering a vote to certify that the Board member failed to attend meetings of the Board for one year or failed to attend educational programs sponsored by SCHEV without sufficient cause. The Board member will be given an opportunity to attend the meeting to explain if there is sufficient cause for failure to attend.

The following resolution was brought as a recommendation of the Governance Committee and was approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Jones, Kemper, Mugler, Slaughter, Smith, Williams; Nays: None*).

## **PROPOSED REVISION TO BOARD OF VISITORS BYLAWS**

RESOLVED, that upon the recommendation of the Governance Committee, the Board approves the proposed revision to Section 2.03, Removal, of the Board of Visitors Bylaws.

§ 2.03. Removal. Pursuant to [Va. Code §23.1-1300.E](#), if any member of the Board of Visitors fails to attend (i) the meetings of the board for one year without sufficient cause, as determined by a majority vote of the board, or (ii) the educational programs sponsored by the State Council of Higher Education for Virginia, pursuant to [Va. Code §23.1-1304](#), in the first two years of membership without sufficient cause, as determined by a majority vote of the board, the remaining members of the board shall record such failure in the minutes of its next meeting and notify the Governor, and the office of such member shall be vacated. If such situation arises, the Rector shall notify the Board member no less than ten days in advance that the Board will be discussing the Board member's non-attendance at Board meetings for one year without sufficient cause and/or the Board member's failure to participate in educational programs sponsored by SCHEV in the first two years of membership at an upcoming meeting without sufficient cause. The date, time and location of the meeting will be included in the notice as well as the Board member's right to attend to explain why there is sufficient cause for failing to attend. In addition, pursuant to [Va. Code §2.2-108](#), notwithstanding any provision of law to the contrary, the Governor may remove from office for malfeasance, misfeasance, incompetence, or gross neglect of duty any member of the board of any public institution of higher education or other educational institution of Virginia, and fill the vacancy resulting from the removal. Each appointment to fill a vacancy shall be subject to confirmation by the General Assembly.

At its meeting on May 11, the Committee considered nominations for the Board officer positions of Rector, Vice Rector, and Secretary. The Committee's report has been distributed with the agenda and will be considered during the Election of Officers later in the meeting.

At its meeting yesterday, the Committee reviewed the three remaining Board policies required by the SACS reaccreditation team. Policy 1415, Advanced Placement, International Baccalaureate and A/AS Level Credit, was reviewed by the Faculty Senate and no revisions were proposed. Policy 1810, Naming of University Buildings, Building Spaces, or Areas, was reviewed with no revisions proposed at this time. A summary of the proposed revisions to Policy 1530, Code of Student Conduct, was provided by Vice President Stansberry and Ms. Traci Daniels. Upon the recommendation of the Governance Committee, the following Board of Visitors policies were approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Jones, Kemper, Mugler, Slaughter, Smith, Williams; Nays: None*).

**NUMBER:** 1415  
**TITLE:** Advanced Placement, International Baccalaureate and A/AS Level Credit  
**APPROVED:** April 7, 2011; Revised September 15, 2011; Reviewed with no proposed revisions

Old Dominion University recognizes the rigor and challenge of the Advanced Placement (AP), International Baccalaureate (IB) and Cambridge Advanced (A/AS Level) programs. Credit may also be awarded for A/AS Level Examinations from examining boards other than the Cambridge Advanced Program. Advanced standing credit is awarded to students who earn qualifying scores on AP, IB and Cambridge Advanced (A/AS Level) subject examinations. (See AP and IB equivalency charts, Office of Admissions website: [admissions.odu.edu](http://admissions.odu.edu).) For further information on credit awarded for A/AS Level Examinations, contact the Office of Admissions.)

Most credits awarded for AP, IB and Cambridge Advanced (A/AS Level) examinations satisfy individual course requirements in ODU's General Education curriculum. Course credit will not be awarded until final and official examination scores are received. Students must request their official exam results be sent to Old Dominion University Office of Admissions.

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**NUMBER:** 1810  
**TITLE:** Naming of University Buildings, Building Spaces, or Areas  
**APPROVED:** February 15, 1973; Revised June 18, 1992; Revised June 17, 2010; Revised December 8, 2011; Reviewed with no proposed revisions

1. The naming of campus buildings, building spaces, or areas for gifts to the University of \$1,000,000 or more shall be the responsibility of the Board of Visitors. All naming recommendations in this tier will be submitted to the President of the University who will, in turn, make recommendations to the Board of Visitors.

2. The Board of Visitors authorizes the President to approve the naming of building spaces, rooms and areas for gifts to the University under \$1,000,000. The President shall report the naming of such building spaces, rooms and areas to the Board of Visitors at the next regular meeting.
3. The University shall have a campus committee to review prospective naming opportunities from major gifts, as well as recommending the naming of existing facilities to memorialize individuals. The Committee will be chaired by the Vice President for University Advancement and will follow the reporting guidelines set in 1. And 2. above.
4. Naming in Recognition of Gifts to the University
  - a. Pledges for naming are acceptable for a period of five years only if matched with an irrevocable deferred instrument.
  - b. Once 50% of the pledge amount is received, the University will physically name or rename the facility.
  - c. Gifts of at least 20% of project cost for new buildings will be eligible for naming.
  - d. Gifts of at least 20% of the current value or replacement cost of an existing facility will be eligible for naming.
  - e. The minimum amount to name a college is \$10 million and ranges upward depending on the size, reputation, and range of gifts for similar projects received from appropriate peer institutions.
  - f. Naming rights for donors shall not be changed; however, the Board of Visitors reserves the rights to rename in the event of unusual or compelling circumstances.
5. Terms for memorial naming shall be limited to:
  - a. Historical personalities who have made notable contributions to the Commonwealth or to the nation; or
  - b. Individuals who have made outstanding contributions to the University; or
  - c. Functionally descriptive names.
  - d. Normally, buildings shall not be named for current faculty or staff of the University.
  - e. Naming rights for memorialized facilities shall be considered for a period of 30 years; however, the Board of Visitors reserves the rights to rename in the event of unusual or compelling circumstances.
6. Exceptions to this policy may be made only by the President of the University with final approval from the Board of Visitors.

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**NUMBER:** 1530

**TITLE:** Code of Student Conduct

**APPROVED:** August 27, 1970; Revised April 5, 1979; Revised April 6, 1984; Revised February 14, 1985; Revised February 12, 1987; Revised December 8, 1994; Revised June 20, 1996, Revised June 18, 1998; Revised June 17, 1999; Revised September 14, 2000; Revised June 16, 2001; Revised December 10, 2004; Revised April 7, 2006; Revised June 13, 2008; Revised June 17, 2010; Revised September 15, 2011; Revised June 14, 2012; Revised December 3, 2015; Revised June 3, 2022

## **I. BASIS AND RATIONALE**

Old Dominion University (“the University”) is committed to fostering an environment that is: safe and secure, inclusive, and conducive to academic integrity, student engagement, and student success. The University expects students and student organizations/groups to uphold and abide by standards included in the Code of Student Conduct (“the Code”). These standards are embodied within a set of core values that include personal and academic integrity, fairness, respect, community, and responsibility. The student conduct process exists to protect the interests of the community, and to educate and respond to those students and student organizations/groups whose behavior is not in accordance with our standards. Additionally, students and/or student organizations/group may be held responsible for the behavior of their guests/visitors.

## **II. OBJECTIVES**

- A.** Promote an environment that provides the best opportunity for academic integrity and learning.
- B.** Facilitate a fair process to resolve allegations of violations of the Code.
- C.** Address harmful student and student organization/group behavior affecting any member of the University community.
- D.** Educate the campus community about the expectations for student and student organization/group behavior.

## **III. AUTHORITY**

Old Dominion University is governed by its Board of Visitors and supported by the Commonwealth of Virginia. The Board is specifically authorized to establish rules and regulations for the conduct of students in accordance with [Virginia Code Section 23-1301](#), as amended.

The Director of Student Conduct & Academic Integrity (hereafter “Director”) is the University official with primary responsibility for the administration of the student conduct process. The Director may delegate all or part of this responsibility to other persons as appropriate and may take any action necessary to ensure fairness. If there is no Director, the Vice President for Student Engagement & Enrollment Services will designate a university official to oversee this responsibility.

Faculty are responsible for managing the classroom environment and may direct a student to leave the class if the student engages in disruptive behavior. Longer separations from a class must be preceded by a conduct meeting. Faculty who encounter disruptive classroom behavior are

encouraged to follow the procedures outlined in the [Guidelines and Policy on Dealing with Disruptive Students](#) published in the Faculty Handbook. A student dismissed from class may be required to meet with a department chair, program director, faculty member, or the Director of Student Conduct & Academic Integrity before the student may return to class.

Unless specifically noted in the Code, the Office of Student Conduct & Academic Integrity has no jurisdiction over decisions made by faculty in academic programs, departments, or professional schools. The Code does not cover decisions made by the faculty in any academic program, department, or professional school as to the character or professional disposition required of a student for the purposes of awarding a degree or certificate, for continuation as a candidate for such degree or certificate, for eligibility to maintain an assistantship, or any other activity typically within the purview of the faculty.

#### **Policies on Discrimination and Sexual Misconduct**

Procedures regarding discrimination may be found in [University Policy 1005: Discrimination Policy](#) and procedures regarding sexual misconduct violations may be found in [University Policy 1008: Policy on Title IX and Sexual Misconduct](#).

#### **IV. APPLICABILITY**

Because the Code is based on shared values, they set a range of expectations for university students, their guests and visitors and student organizations no matter where or when their conduct may take place. The following are general categories of the applicability of the Code:

- A. Location:** The Code will apply to behaviors that take place on university premises and at University activities. The Code also applies to conduct occurring off University premises.
- B. Time Frame:** Those who are aware of a suspected code violation are encouraged to report it promptly to the Office of Student Conduct & Academic Integrity and/or University Police.
- C. Persons:**
  - 1. Students:** The Code may be applied to conduct that takes place whenever a person has a continuing relationship with the University as a student. Each student will be responsible for their conduct from the time of admission through the awarding of a degree, including lapses in enrollment. Students who withdraw from the University after allegedly violating the Code will be considered “students” for the purposes of resolving alleged violations.
  - 2. Visitors and Guests:** The Code applies to all guests and visitors of students, meaning a student may be held accountable for the misconduct of their guest(s)/visitor(s). Visitors and guests are also protected by the Code and may initiate complaints for violations of the Code allegedly committed against them by students.
- D. Student Groups and Organizations:** The Code applies to the conduct of individual students as well as student organizations. Specifically, the conduct (which may be intentional or unintentional action) must involve one or more members of a student group or organization. Members may be general members, officers, new/associate members or alumni.

## V. DEFINITIONS

- A. Academic Exercise:** all forms of work (oral, written, electronic, or otherwise) submitted as a draft, extra credit, or for credit, grading, continuance, graduation, honors, awards, scholarships, or recognition at the University as well as materials submitted to other institutions, associations, or organizations for evaluation (e.g., awards, scholarships, or publication). The term “Academic Exercise” does not include “Misconduct in Scientific Research and Other Scholarly Activity” as defined in [Board of Visitors Policy 1426: Policy, Procedures and Timeline for Responding to Allegations of Misconduct in Scientific Research and Scholarly Activity](#). Students found to be responsible for violating Policy 1426 may be referred to the Office of Student Conduct & Academic Integrity for application of sanctions under this Code. For the purpose of the Code, any sanction issued by the Office of Student Conduct & Academic Integrity will also be considered an academic exercise.
- B. Academic Integrity Council:** a panel authorized to hear alleged academic integrity violations.
- C. Amnesty:** exemption from a student conduct violation for behavior related to use and/or possession of alcohol or drugs if help is sought during the incident. Students granted amnesty may be required to complete educational activities or meet other conditions. Amnesty granted in accordance with this Code does not prevent action that may be taken by a law enforcement agency.
- D. Appellate Administrator:** University official(s) designated to review appeals of findings associated with the resolution process and/or outcomes. The appellate administrator may not investigate or be involved in the adjudication of the case.
- E. Business Day:** any weekday the University is open, regardless of whether classes are in session.
- F. Crime of Violence:** any incident involving arson, assault, burglary, robbery, homicide, sex offenses, destruction/damage/vandalism of property, and kidnapping/abduction.
- G. Complainant:** A University community member or visitor who files a formal complaint under the [University Policy 1500: Discrimination Policy](#) and/or [University Policy 1008: Policy on Title IX and Sexual Misconduct](#).
- H. University as Complainant:** As necessary, the University may initiate a complaint, serve as a complainant, appoint a proxy complainant, and/or initiate the conduct process without a formal complaint.
- I. Conduct Administrator:** University official(s) assigned to facilitate informal resolutions, conduct conferences, or hearings.
- J. Conduct Chairperson:** the leader of any panel authorized to conduct a hearing in accordance with this Code.
- K. Conduct Conference:** resolution offered when an alleged violation will not result in a review for suspension or expulsion from the University.
- L. Conduct Hearing:** resolution offered when an alleged violation may result in a review for suspension or expulsion from the University.

- M. Consent:** as defined in [University Policy 1008: Policy on Title IX and Sexual Misconduct](#), is knowing, voluntary and clear permission, by word or action, which a reasonable person would interpret as a willingness to participate in mutually agreed-upon sexual acts.
- N. Faculty Member:** Full-time or part-time university official who facilitate classroom, lab, or teaching activities, including practica/internships.
- O. Final Resolution:** The outcome of a non-appealed conduct meeting or an appeal response.
- P. Guest/Visitor:** As described above, complainants may also include visitors to and guests of the University. Guest and visitors are those present in space rented, owned, or controlled by the University, or off-campus with a student, including parents or guardians, friends and uninvited persons. As complainants, they may also submit reports for violations of the Code.
- Q. Incapacitation:** As defined in [University Policy 1008: Policy on Title IX and Sexual Misconduct](#), when a person lacks the ability to make informed, rational judgments about whether to engage in sexual activity. They are unable, temporarily or permanently, to give consent because of mental or physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place. A person may be incapacitated as a result of the consumption of alcohol or other drugs, or due to a temporary or permanent physical or mental health condition
- R. No Contact Directive:** A written communication emailed to the student that prohibits direct, indirect, or third-party contact (e.g., physical, written, verbal, telephone, or electronic communication, or any other contact) between students.
- S. Notice:** Written communication sent to a respondent, complainant, or other participant in a conduct case. Notice will be sent to a student’s official email University address.
- T. Online Misconduct:** harassment delivered by email, social media, posted to blogs, webpages, or other online postings. While the University does not monitor online activities, it may act on reported information.
- U. Possession:** control over an object with or without regard to ownership. A student may be in possession of an object when it is located in a place that the student controls, such as an assigned space or common area of a suite-style apartment.
- V. Reasonable person:** a person under similar circumstances with an ordinary degree of reason, prudence, care, foresight, or intelligence A person under similar circumstances with an ordinary degree of reason.
- W. Respondent:** any student, student organization/group reported for violating the Code.
- X. Student:** a person who has been admitted to the University and has not completed a program of study. Student status continues whether the University’s academic programs are in session. Each student will be responsible for their conduct from the time of admission through the awarding of a degree, including lapses in enrollment. Students who withdraw from the University after allegedly violating the Code will be considered “students” for the purposes of resolving alleged violations.

- Y. Student Group:** two or more students with common interest organized to work or act together but are not registered, or are not required to register, as a student organization (e.g., athletic teams, musical or theatrical ensembles, other clubs, etc.).
- Z. Student Organization:** two or more students with common interest organized to work or act together and have registered with the University as a student organization (e.g., club sports, fraternities, sororities, etc.).
- AA. Substantial Emotional Distress:** significant mental suffering or anguish that may require medical or other professional treatment or counseling.
- BB. University Activity:** any activity authorized, sponsored, or supervised by the University occurring on or off university premises.
- CC. University Community:** any student, faculty or staff member, University official, or other person employed by the University.
- DD. University Official:** any person given authority by the University to perform administrative or professional responsibilities (e.g., faculty, staff, University police, resident/community assistants, and graduate/teaching assistants).
- EE. University Premises:** all land, buildings, facilities, and other property in the possession of, or owned, rented, controlled, or used for the institution's educational purposes.
- FF. Witness/Reporting Party:** someone who has direct, personal knowledge of the incident or any person reporting a violation of the Code. Witnesses do not have other roles in the meeting (e.g., advisor) and may only be present during the witness portion of the meeting. Witnesses may be questioned by respondents directly or the conduct administrator/chairperson may require questions be submitted for approval. Character witnesses are not permitted. A respondent may request to invite witnesses not identified in the Notice by emailing the Office of Student Conduct & Academic Integrity at [oscai@odu.edu](mailto:oscai@odu.edu) the name of each witness and a summary of their expected statement no later than 3 business days prior to the meeting.

## VI. GENERAL PROVISIONS

- A. Incident Reporting:** Those who are aware of misconduct are encouraged to report it promptly to the [Office of Student Conduct & Academic Integrity](#) and/or [Old Dominion University Police Department](#). There is no time limit on reporting violations; however, it may be difficult for the University to obtain information and witness statements and make a determination regarding alleged violations as time progresses after an incident. While anonymous reports may be difficult to investigate, the University takes all concerns and reports seriously. Incidents involving sexual harassment, including but not limited to sexual assault, stalking, dating and/or domestic violence and sexual exploitation should be reported directly to the [Office of Institutional Equity & Diversity](#) -Title IX Coordinator. [University Policy 1008: Policy on Title IX and Sexual Misconduct](#)- addresses the Title IX Coordinator's review of incidents of this nature.
- B. Location of Violation:** The Code also applies to conduct occurring off University premises when the Office of Student Conduct & Academic Integrity determines that the conduct affects a substantial University interest. A substantial University interest is any factor that adversely affects the University's mission and may include, but is not limited to, the following:



1. **Crimes:** Violations of any local, state, or federal law, or city ordinance. The conduct process may be carried out prior to, concurrently with, or following criminal proceedings. Determinations made or sanctions imposed under this Code will not be subject to change because criminal charges arising out of the same set of facts were dismissed, reduced, or resolved in criminal court. If information is unavailable due to criminal proceedings, the University may delay its investigation and/or hearing. The University may impose an interim suspension and determine what information is sufficient to proceed.
2. **Health & Safety Concerns:** Any behavior of a student or student organization/group posing a substantial and immediate threat to the University community, or to the stability and continuance of normal University functions.
3. **Infringements:** Significantly infringing upon the rights, property, or achievements of self or others or significantly disrupts the University community.

## VII. SPECIAL PROVISIONS

### A. Student Organizations/Groups:

1. Members of student organizations/groups are expected to promptly report violations by other members of the student organization/group of the Code or other University policies to the [Office of Student Conduct & Academic Integrity](#) including the following information:
  - a. detailed description of the concerning conduct including date, time, and location;
  - b. name(s) of any individual(s) involved; and
  - c. description of any internal actions taken by the student organization/group (e.g., chapter and/or inter/national organizational governing body), if applicable.
2. When concerning behavior is reported, the Office of Student Conduct & Academic Integrity may facilitate an investigation with the individual(s) included in the report. If information indicates the conduct was affiliated with or sanctioned by the student organization/group, the investigation may continue into the student organization/ group. The Office of Student Conduct & Academic Integrity may assign violations to be heard by a trained self-governing body, if appropriate.
3. To determine whether conduct might reasonably be associated with a student organization/group, the conduct (commission or omission) must involve one or more members (e.g., general, officer, or new/associate) of the student organization/group, and meet one or more of the following criteria:
  - a. The conduct is sanctioned by the student organization/group and/or any of its officers. "Sanctioned by" may include but is not limited to active or passive consent or encouragement; prior knowledge that the conduct would likely occur; or helping to plan, advertise, or promote the conduct.
  - b. The conduct is committed during the course of an activity financed by the organization/group or financed as a result of one or more members of the student organization/group contributing personal funds in support of the conduct/activity.
  - c. The conduct occurred on property owned, controlled, rented, leased, or used by the organization/group or any of its members.
  - d. The purpose of the conduct was related to initiation, admission into, affiliation with, or as a condition for continued membership in the student organization/group.

- e. Non-members of the student organization/group learned of the activity through members, advertisements, or communications associated with the student organization/group, or a reasonable person would conclude that the conduct was affiliated with or sanctioned by the student organization/group.
  - f. Members of the student organization/group had an opportunity and failed to intervene, did not report the violation, attempted to conceal the conduct, or attempted to protect other members who were involved; or
  - g. One or more officer(s) of the organization/group had prior knowledge or reasonably should have known the conduct would occur.
- B. Student Athletes:** As an NCAA member institution, student athletes must comply with the Code of Student Conduct, all applicable rules, and regulations of the NCAA and Conference partners as published in the University Student Athlete Handbook. Sanctions may be imposed by both the Athletic Director and Office of Student Conduct & Academic Integrity for any NCAA violation that also violates the Code. Incidents under this provision will be reported annually to the Board of Visitors, in accordance with the [Code of Virginia § 23.1-1303](#).
- C. Residence Halls:** This Code applies to all students, including those students who live in or visit residence halls and apartment communities that are owned or controlled by the University. Misconduct occurring in University owned or controlled residence halls or apartment communities typically will be addressed by Conduct Officers in Housing and Residential Life regardless of where individual respondents live unless the nature of the offense alleged violation or the cumulative conduct record of the respondent will result in a review for suspension or dismissal. In suspension and expulsion-level cases, the Director, or designee, will assign a Conduct Administrator.

## VIII. PROHIBITED CONDUCT

The following prohibited conduct applies to students, student organizations/groups, and/or guests/visitors. The University will treat attempts to commit any of the violations listed in the Code as if those attempts had been completed. Being in the presence of others violating the Code is not in and of itself a violation, absent acts of assistance or encouragement.

Violations of [University Policy 1008: Policy on Title IX and Sexual Misconduct](#), which covers sexual harassment and sexual misconduct, to include dating violence, domestic violence, sexual assault and stalking will be referred to the Title IX Coordinator in the Office of Institutional Equity & Diversity.

### A. Academic integrity violations include:

1. Cheating is defined as unauthorized access to or use of assistance, or collaboration in an academic exercise (including, but not limited to unapproved resources or assistance on an assignment, quiz, or exam; submission of the same or similar paper more than once without permission, etc.).
2. Plagiarism is defined as using someone else's language, ideas, or other material without a proper citation in an academic exercise<sup>1</sup> (including but not limited to submitting work of

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<sup>1</sup>“Ethical writers make every effort to acknowledge sources fully and appropriately in accordance with the contexts and genres of their writing. A student who attempts (even if clumsily) to identify and credit their source, but who misuses a specific citation format or incorrectly uses quotation marks or other

another person, making minor changes to borrowed materials, taking credit for group work without participating, etc.). For more information about plagiarism, please visit the [Academic Integrity Tutorial](#).

3. Fabrication is defined as. Inventing, altering, or falsifying data, citation, or information in an academic exercise (including but not limited to citing a secondary source as primary; or inventing or altering data).
  4. Facilitation is defined as helping a student commit an academic integrity violation (including, but not limited to sharing course materials without permission).
- B.** Improper use or possession of alcohol or other controlled substances, including:
1. Alcohol. Underage use or possession of alcohol or possession in a prohibited area.
  2. The unlawful furnishing, distribution or manufacturing of alcohol.
  3. Cannabis<sup>2</sup>. Use or possession of cannabis.
  4. Cultivating, growing, manufacturing, distributing, selling, or possessing any illegal/controlled substance with the intent to distribute.
  5. Other Drugs. Possession or use of narcotics, controlled substances, or other illegal drugs.
  6. The Possession of drug paraphernalia.
- C.** Public Intoxication. Appearing in a public place significantly under the influence of a controlled or other intoxicating substance.
- D.** Smoking. Smoking or vaping inside or within 25 feet of the entrance to a university facility.
- E.** Tobacco. Underage use or possession of tobacco or possession in a prohibited area.
- F.** Fire safety. Failure to evacuate a university building during a fire alarm; unauthorized use, possession, or tampering with University fire safety equipment; intentionally or recklessly causing a fire.
- G.** Harassment. Unwelcome conduct that a reasonable person would consider to be so severe,

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forms of identifying material taken from other sources, has not plagiarized. Instead, such a student should be considered to have failed to cite and document sources appropriately” (Council of Writing Program Administrators, 2003). Faculty members may consider this misuse of sources when evaluating the student’s academic performance.

<sup>2</sup> Federal law, including the [Drug Free Schools and Communities Act](#), continues to prohibit cannabis; therefore, the use and/or possession of cannabis, (e.g., medical or recreational) is prohibited on University premises and at University activities even if in compliance with state law.

pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity.

- H.** Hazing is defined as intentionally or recklessly endangering the health or safety of another person or causing injury with or for the purpose of initiation, admission into or affiliation with or as a condition for continued membership in student organization/group ([Student Organization Handbook](#)).
- I.** Intentionally or recklessly causing physical harm to any person.
- J.** Intimidation, defined as implied or articulated threats or acts that cause a reasonable person to fear harm.
- K.** Holding or transporting another person against their will, or otherwise unreasonably impeding a person's ability to exit any property.
- L.** Conduct that threatens or endangers the health or safety of any person.
- M.** Threatening or endangering. Threatening harm to a person and/or behavior endangering the health or safety of a person (including, but not limited to inviting violence, hosting 16 or more in a residence hall room)
- N.** Unauthorized recording. creation, use, maintenance, display, or transfer of any recording (including audio, video, etc.) without permission.
- O.** Weapon. Use or possession of a weapon (such as firearm, knife, etc.) as described in the [University Gun & Weapon Regulation, 8 VAC 65-10, et. seq.](#)
- P.** Failure to report. Destroying, hiding, or failing to report or provide information about a violation or obstructing an investigation (including., refusal to report violation, previous or new conviction, and/or disciplinary action).
- Q.** Falsification. Making, possessing, or providing forged, altered, or falsified information, documentation, record, or identification to the University or University official; initiating a false report of fire, explosion, or emergency.
- R.** Impersonation. Acting as a University official without authorization.
- S.** Distribution of material. Unauthorized download, creation, sale, posting, transfer, access, reproduction, or distribution of copyrighted or class material.
- T.** Failure to comply. Failure to follow directions of a university official or law enforcement officer, accurately identify oneself, comply with informal resolution outcomes, or complete a sanction by an assigned deadline.
- U.** Assistance. Helping a student violate the Code.
- V.** Crime. Violation of federal, state, or local laws or ordinances (such as a disorderly house or noise ordinance).

- W.** Disruption. Interfering with University activities, regular class flow, conduct meetings, or legitimate activities of a person.
- X.** Guests/Visitation. Violation of guest/visitation expectations as described in the [Guide to Living on Campus](#).
- Y.** Indecent exposure. Exposure of genitalia, breasts, buttocks, etc. in a lewd, readily observable manner.
- Z.** Noise. Excessive or disruptive noise.
- AA.** Pets. Possession of unapproved pet/animal in a university building.
- BB.** Policy violation. Violation of a University policy approved by the Board of Visitors, President, or University office/department (e.g., Student Organization Handbook, Guide to Living on Campus).
- CC.** Prohibited Item(s). Possession of a prohibited item in a residence hall as described in the [Guide to Living on Campus](#).
- DD.** Retaliation. Action taken against a person participating in a conduct investigation or process (such as threats, physical or psychological abuse, educational or employment consequences, unauthorized disclosure of a party's identifiable information, or discouraging participation).
- EE.** Theft or damage. Destroying, damaging, possessing, or taking University property or property of another person without permission; knowing possession of stolen property; or unreasonable use or taking of complimentary materials.
- FF.** Unauthorized access. Use or misuse of university facilities, property, or service (such as riding the lion) without permission.
- GG.** Unauthorized or inappropriate usage of information technology resources as prohibited by [University Policy 3500: Policy on the Use of Computing Resources](#)
- HH.** Helping any student violate or attempt to violate the Code.

## **IX. PROCEDURES**

### **A. Reports of Violations**

1. Those who are aware of misconduct are encouraged to report it promptly to the [Office of Student Conduct & Academic Integrity](#) and/or [Old Dominion University Police Department](#). There is no time limit on reporting violations; however, it may be difficult for the University to obtain information and witness statements and make a determination regarding alleged violations as time progresses after an incident. While anonymous reports may be difficult to investigate, the University takes all concerns and reports seriously. Incidents involving sexual harassment, including but not limited to sexual assault, stalking, dating and/or domestic violence and sexual exploitation should be reported directly to the [Office of Institutional Equity & Diversity - Title IX Coordinator](#). [University Policy 1008: Policy on Title IX and Sexual Misconduct](#) addresses the Title IX Coordinator's review of incidents of this nature.

2. Members of student organizations/groups are expected to promptly report violations by other members of the student organization/group of the Code or other University policies to the [Office of Student Conduct & Academic Integrity](#) including the following information:
  - a. detailed description of the concerning conduct including date, time, and location.
  - b. name(s) of any individual(s) involved; and
  - c. description of any internal actions taken by the student organization/group (e.g., chapter and/or inter/national organizational governing body), if applicable.
3. When concerning behavior is reported, the Office of Student Conduct & Academic Integrity may facilitate an investigation with the individual(s) included in the report. If information indicates the conduct was affiliated with or sanctioned by the student organization/group, the investigation may continue into the student organization/ group. The Office of Student Conduct & Academic Integrity may assign violations to be heard by a trained self-governing body, if appropriate.
4. After reviewing a report, the Office of Student Conduct & Academic Integrity, will determine whether sufficient information exists to indicate that a student and/or student organization/group engaged in any prohibited conduct and, if so, identify applicable violations and appropriate resolutions.
5. If necessary, the Office of Student Conduct & Academic Integrity, may request a mandatory meeting with a student to discuss a report and/or gather additional information. If the Office of Student Conduct & Academic Integrity subsequently determines the report lacks merit, it will be dismissed. Additionally, the Office of Student Conduct & Academic Integrity may also require a student to attend a mandatory meeting prior to returning to class for reports of classroom disruption. Investigation information and timelines may be found on the Office of Student Conduct & Academic Integrity [website](#).
6. As necessary, the University may initiate a complaint, serve as a complainant, appoint a proxy complainant, and/or initiate the conduct process without a formal complaint.

## **B. Notice**

Respondents will receive a written Notice of Alleged Violation (“Notice”) including alleged prohibited conduct, documentation to be considered, and information about a resolution meeting sent to the respondent’s ODU email. Notice for student organizations/groups will be emailed to the organization/group’s representative (e.g., president/representative/captain on file with the Office of Student Engagement & Traditions, Recreation & Wellness and University Intercollegiate Athletics). Witnesses invited by the Office of Student & Academic Integrity will receive a written Notice with information about the resolution meeting.

## **C. Interim Measures**

1. To ensure continuity of university operations, the well-being of the University or of a student, the Vice President of Student Engagement & Enrollment Services, Office of Student Conduct & Academic Integrity or designee may impose certain interim measures upon a student or student organization/group. These actions may include suspension (separation from the University), no contact directives, temporary termination or modification of the housing assignment, or alteration of academic or work schedules.

2. The Office of Student Conduct & Academic Integrity will notify the student or student organization in writing about the reported incident and that an interim suspension is being imposed. The student or student organization will be given a prompt opportunity to discuss with the Director of Student Conduct & Conduct or a designee in order to the following issues only:
  - a. the reliability of the information concerning the student/student organization/ groups conduct, including the matter of their student's identity;
  - b. whether the conduct and surrounding circumstances reasonably indicate that the continued presence of the student/student organization on university premises poses a substantial and immediate threat to safety or the stability and continuance of normal University functions.
3. A student or student organization may appeal an interim measure to the Vice President of Student Engagement & Enrollment Services, Office of Student Conduct & Academic Integrity or designee by submitting an appeal to the Office of Student Conduct & Academic Integrity. Based on this review of the appeal, the interim measures may be upheld, modified or removed. The Vice President or designee's decision is final.

#### **D. Withdrawal Due to Pending Felony**

1. It may be in the best interest of a student accused of a felony to withdraw from the University until the criminal charges are resolved. During a withdrawal, the following conditions apply:
  - a. The student may not be present on university premises or attend University activities.
  - b. The student may not register for or attend any classes, including courses offered online or through Distance Learning; and
  - c. Disciplinary holds will be placed on the student's registration, graduation, and transcripts.
2. To request a withdrawal due to pending felony, the student should email the Office of Student Conduct & Academic Integrity at [oscai@odu.edu](mailto:oscai@odu.edu). Prior to submitting the request, the Office of Student Conduct & Academic Integrity recommends that students interested in a withdrawal during pending felony speak with the Office of Finance to discuss any implications for financial aid. The request for a withdrawal during pending felony does not have a deadline. The request should include the following:
  - a. A request to be withdrawn from classes due to the pending felonies, including information about each felony;
  - b. an understanding that a conduct hearing must occur and any applicable sanctions must be completed prior to enrollment; and
  - c. any supporting documentation about the pending court case. If the request is approved, the Office of Student Conduct & Academic Integrity will facilitate the administrative process with the Office of Student Outreach & Support. Readmission to a specific college or academic degree program is subject to that college or program's approval.

## **E. Conduct Hearings**

### **1. General Provisions**

- a.** All conduct meetings are closed. Only individuals with relevant information will be permitted to attend and participate in the meeting. Conduct administrators or chairpersons will determine the relevance of information and credibility of participants.
- b.** A respondent, complainant, or witness may participate in a meeting remotely if their identity is confirmed.
- c.** Students may submit a request to use aids, services, or other reasonable accommodations to participate in the conduct process by emailing the Office of Student Conduct & Academic Integrity at [oscai@odu.edu](mailto:oscai@odu.edu) no later than 3 business days prior to the meeting. Modifications or accommodations are determined by the Office of Student Conduct & Academic Integrity on a case-by-case basis after consulting with the Office of Educational Accessibility.
- d.** The Office of Student Conduct & Academic Integrity may develop boards to hear cases. Composition, size, and responsibilities may be determined as appropriate. Boards will receive training from the Office of Student Conduct & Academic Integrity.
- e.** Respondents and witnesses have the responsibility to avoid the following:
  - i.** Falsifying, distorting, or misrepresenting information presented to any conduct administrator or panel;
  - ii.** Failure to provide, destroying or hiding information during any investigation of an alleged policy violation, or otherwise impeding or obstructing an investigation of suspected Code violations;
  - iii.** Attempting to discourage or impede an individual's participation in, or use of, the conduct process;
  - iv.** Harassment (verbal or physical) and/or intimidation of a conduct administrator or panel member prior to, during, and/or after a conduct meeting;
  - v.** Disrupting or otherwise interfering with a conduct meeting;
  - vi.** Failure to comply with instructions provided during a conduct meeting;
  - vii.** Failure to comply with the outcomes of an informal resolution;
  - viii.** Failure to complete any sanction by an assigned deadline;
  - ix.** Influencing or attempting to influence another person to abuse of the conduct process;
  - x.** Helping a student violate, or attempt to violate, the Code; and Retaliation.

### **2. Conduct Administrator/Chairperson**

- a.** The conduct administrator or chairperson maintains order and determines the proper sequence of events during a conduct meeting. Any person who fails to comply with instructions, disrupts, or obstructs a conduct meeting may be dismissed and the meeting will proceed in their absence.
- b.** If a conduct administrator or panel member cannot be impartial, they should remove themselves from adjudicating the case. A respondent may request the removal of a conduct administrator or panel member due to perceived bias. A conduct administrator or panel member's prior interactions with the respondent or knowledge of the case may not be an adequate reason to grant the request. Requests for a new conduct administrator or chairperson should be emailed to the Office of Student Conduct & Academic Integrity at [oscai@odu.edu](mailto:oscai@odu.edu) no later than 3 business days prior to the scheduled



hearing. Requests should include reasons the respondent believes an adjudicator cannot be impartial. The Office of Student Conduct & Academic Integrity will notify the respondent.

- c. The conduct administrator or chairperson may record the meeting, not including any discussions regarding decisions. Recordings are the property of the University. Respondents may be given access to the recording for the purposes of preparing an appeal. Any request to review a recording should be made by emailing the Office of Student Conduct & Academic Integrity at [oscai@odu.edu](mailto:oscai@odu.edu).
- d. Additional Information: The conduct administrator or chairperson may reconvene a conduct meeting to call additional witnesses, modify or add violations for a respondent, request information or documentation, or facilitate further investigation before issuing an outcome letter.
- e. Credibility and Relevance: Conduct administrators or chairpersons will determine the relevance of information and credibility of participants.
- f. Decisions are made based on a preponderance of evidence. If it is more likely than not that the respondent violated the policies as alleged, the respondent will be found responsible.

### 3. Respondents

- a. Respondents will have access to all reports and other relevant information.
- b. A respondent may have an advisor for assistance and support before, during, and/or after the conduct meeting. The advisor must be a person from within the University community; however, the respondent may be advised by an attorney when criminal court charges are filed and pending or when the respondent is charged with stalking, domestic violence, dating violence, or sexual assault under this Code. The respondent is responsible for any attorney's fees. A student organization/group may choose an advisor from their organization's local, national, or international governing body. An advisor may have no other role in the conduct meeting (e.g., witness). Advisors are not permitted to speak, represent, participate directly in any hearing, or make requests on behalf of the respondent. Respondents must email the Office of Student Conduct Academic Integrity at [oscai@odu.edu](mailto:oscai@odu.edu) a completed Release of Information form no later than 3 business days prior to the conduct meeting for approval. A conduct administrator or chairperson may also be assisted by an advisor.
- c. A respondent may request to postpone a conduct meeting by emailing the Office of Student Conduct & Academic Integrity at [oscai@odu.edu](mailto:oscai@odu.edu) no later than 3 business days prior to the meeting. A meeting may be rescheduled if the request is reasonable. Meetings may not be postponed due to a respondent's work schedule, availability of a preferred advisor or witness, or because related criminal charges are filed and pending in court. The Office of Student Conduct & Academic Integrity may also postpone the conduct meeting if necessary.
- d. Respondents have the following right to:
  - i. Be present at the resolution meeting and hear all statements made;
  - ii. Present relevant information on one's own behalf/on behalf of a student organization/group.
  - iii. Be accompanied by an advisor.
  - iv. Question available witnesses (if applicable);
  - v. Refuse to attend the meeting. If a respondent does not attend, the conduct administrator or panel will determine findings based on the information available at

- the time of the meeting, and the respondent forfeits their right to appeal the outcome;
- vi. Refuse to participate or answer questions. If a respondent refuses to participate or answer questions during the meeting, the conduct administrator or panel will determine findings based on the information available at using their statement as new information; and
  - vii. Opportunity to request a new conduct administrator in advance of the resolution meeting.
- e. **Waiver:** The Office of Student Conduct & Academic Integrity may offer a hearing waiver including proposed sanctions to a respondent. If accepted, the respondent will waive their right to a hearing, take responsibility for the allegations, and accept sanctions without a conduct meeting. To waive a hearing, the respondent must submit a written statement to [oscai@odu.edu](mailto:oscai@odu.edu) describing the respondent's involvement in the incident, indicating the respondent accepts responsibility for the charges, waives their right to a hearing, accepts the proposed sanctions, and waives their right to appeal the outcome.

## F. Resolution Options

Informal and formal resolution options are available and may be assigned at the discretion of the Office of Student Conduct & Academic Integrity. When more than one respondent is involved in the same incident, conduct meetings may be combined, though separate findings will be made for each respondent.

### 1. Conduct Conference

- a. Respondents whose referral will not result in a review for suspension or expulsion from the University may be provided with a conduct conference. Referrals involving Academic Integrity violations or other complex referrals (especially those depending upon the participation of witnesses) will proceed directly to a hearing. Conferences are closed meetings that permit respondents to discuss the referral informally with a Conduct Administrator. After considering all relevant information, the Conduct Administrator will determine whether it is more likely than not that the respondent violated any policies contained in the Notice and will provide a written outcome via the respondent's official University-supplied email address. A Conduct Administrator has the discretion to convert a conference into a hearing at a later date once proper notice is given. Respondents scheduled to participate in a conference will be provided:
  - i. Upon three (3) days written notice, a conduct conference permits the respondent to discuss the alleged violation with a conduct administrator. After considering all relevant information, the conduct administrator determines whether it is more likely than not that the respondent violated any policies contained in the Notice and will provide a written outcome via the respondent's ODU email. The outcome of a conduct conference may not be appealed. A conduct administrator has the discretion to convert a conference into a hearing if necessary and after proper notice is provided.
  - ii. Upon five (5) days written notice, the respondent will be scheduled for a conduct hearing with either a conduct administrator or appropriate hearing panel. A hearing permits the respondent to discuss the alleged violation. After considering all relevant information, the conduct administrator or panel determines whether it is more likely

than not that the respondent violated any policies contained in the Notice and will provide a written outcome via the respondent's ODU email.

## 2. Informal Resolutions

- a. Informal resolutions consist of opportunities for a respondent(s) to resolve a report without a formal resolution meeting. These resolutions are designed to address behavior inconsistent with the Code; however, the violation is not severe enough to be considered for suspension or expulsion. The outcomes of informal resolutions may not be appealed.
  - b. An amnesty meeting may be offered for behavior related to use and/or possession of alcohol or drugs if help is sought during the incident. After the amnesty meeting with a conduct administrator, students granted amnesty may be required to complete educational activities or satisfy other conditions.
  - c. Reports may be resolved through a Facilitated Conflict Resolution (FCR) process (e.g., mediation, facilitated dialogue, restorative conferences, etc.). The Office of Student Conduct & Academic Integrity maintains agreements and documentation associated with the resolution and outcomes may be assigned.
  - d. A report may be resolved administratively without participating in a conduct meeting or facilitated dialogue. In such administrative resolutions, a respondent will be considered to have accepted responsibility unless the respondent specifically follows directions to protest the outcome. This resolution option will only be used in circumstances of a clear finding of responsibility such as the possession of a prohibited item in a residence hall room. For applicable cases, appropriate sanctions may not rise above reprimand, direction to remove items, and/or policy reviews.
  - e. A faculty member may offer a respondent the opportunity to voluntarily resolve an academic integrity violation (Academic Integrity Voluntary Resolution (AIVR)). The faculty member meets with the respondent, outlines the information discovered and, if the respondent acknowledges the violation, the faculty member and respondent may come to an agreed resolution as described in the academic integrity procedures below (section G).
3. **Formal Resolution:** If no conduct conference or meeting is offered to a respondent, or the conference or meeting does not result in a final resolution, the responded will be afforded an opportunity for a hearing in accordance with the Code.

## G. Academic Integrity Procedures

1. **Reporting:** Faculty members who believe that a student may have engaged in an academic integrity violation are encouraged to consult with the Office of Student Conduct & Academic Integrity regarding the applicability of this Code, potential courses of action, and guidance on imposing appropriate sanctions.

Faculty who suspect a graduate student may have violated one or more standards of Academic Integrity should consult with the Office of Student Conduct & Academic Integrity, as graduate students are normally reviewed for suspension or expulsion, even for a first Academic integrity violation.

Faculty should submit a written referral to the Office of Student Conduct & Academic Integrity within 10 business days of the alleged violation's discovery. The referral should include, when available: a description of the information giving rise to the allegation; the names of any

witnesses; a copy of the course syllabus; the student's accumulated grade for the course (notwithstanding the academic exercise in question); and any other relevant information, documents or correspondences concerning the allegation. The referral should indicate whether the student and faculty have reached a voluntary resolution or if the matter is being referred for a hearing.

- 2. Resolution:** A faculty member may offer a respondent the opportunity to voluntarily resolve an academic integrity violation through Academic Integrity Voluntary Resolution (AIVR). The faculty member meets with the respondent, outlines the information discovered and, if the respondent acknowledges the violation, the faculty member and respondent may come to an agreed resolution. The faculty member may assign an appropriate grade sanction (e.g., F in the course or an F for the assignment or exam) and other sanctions as appropriate. Additionally, the Office of Student Conduct & Academic Integrity assigns 1 year conduct probation and a follow-up meeting about academic integrity. After the agreement, the faculty member submits a report to the Office of Student Conduct & Academic Integrity using the [Academic Integrity Voluntary Resolution Form](#). The report should include a description of the allegation, copies of any relevant communications between the faculty member and respondent regarding the incident, a copy of the assignment/exam/quiz with the violations highlighted, a copy of the course syllabus, and the Academic Integrity Voluntary Resolution Form signed by both the respondent and faculty member. If the respondent is currently on conduct probation or has a previous academic integrity violation, a hearing will be scheduled.

If a respondent does not agree to an AIVR or the faculty member chooses not to meet with the respondent, the faculty member will submit an Academic Integrity Incident Report to the Office of Student Conduct & Academic Integrity, and a hearing will be scheduled. The report should include a description of the allegation, copies of any relevant communications between the faculty member and respondent regarding the incident, a copy of the assignment/exam/quiz with the violations highlighted, a copy of the course syllabus, and the faculty member's sanction recommendations. Faculty may recommend suspension or expulsion as a sanction of a graduate student, even for a first violation.

- a. The faculty member will be asked to attend the hearing as a witness to give insight regarding the allegation and to answer questions. The hearing may be facilitated by a conduct administrator or the academic integrity council.
- b. If facilitated by the academic integrity hearing council, the following conditions apply:
  - i. The Council will be drawn primarily from a pool of students and faculty nominated by the Student Government Association and the Faculty Senate. The Office of Student Conduct & Academic Integrity may also nominate students or University Officials to serve on the Council. Nominees who complete initial and ongoing training provided by the Office of Student Conduct & Academic Integrity will be recognized as Council members and eligible to serve as a panelist for any given Council hearing. Appointments to the Council will be valid for one year and are renewable. Council members will not be eligible to serve more than three consecutive years. Two University Officials and two students will normally serve as panelists for a Council hearing. A Council hearing may proceed with as few as three members, including a Council Chairperson appointed by the Director to oversee Council hearings, one faculty member, and one student. The Council Chairperson will not normally vote, except in cases of a tie.
  - ii. The respondent, reporting faculty member, and any relevant witnesses will be given the opportunity to provide information at any hearing that occurs on the basis of the

faculty member's report. The faculty member is strongly encouraged to participate in the hearing.

- iii. The council chairperson will submit a recommendation of findings for review and approval to the Office of Student Conduct & Academic Integrity. Once approved, the Office of Student Conduct & Academic Integrity will provide a written outcome to the respondent via the respondent's ODU email, including appeal options.
  - iv. The Office of Student Conduct & Academic Integrity will notify the faculty member after the final resolution has been issued.
- c. No grade sanction should be assigned by the faculty member until the referral is finally resolved, including the process of considering the student's appeal, if any. Should the referral not be resolved prior to the end of the semester, a grade of "I" should be assigned by the faculty member.
  - d. Students may not utilize the grade forgiveness policy to retake the class in which the academic integrity violation occurred. Nothing about this provision is intended to prevent a student from retaking a course required for advancement within the student's intended course of study.
  - e. In all academic integrity cases, the faculty member will be notified of the final outcome so that an appropriate grade may be assigned. If a student accused of an academic integrity violation is not found responsible for the allegation(s), the student will have the option to withdraw from the course without notation on the student's academic transcript, even if the deadline to withdraw without a grade of "W" has passed. Furthermore, a faculty member may not issue a grade sanction in cases where a student has not been found responsible for an academic integrity violation.
  - f. Students found responsible for an academic integrity violation will normally have a notation placed on the student's academic transcript.
  - g. A student may petition the Director to have the notation removed from the student's academic transcript if:
    - i. The student's period of conduct probation has expired; and
    - ii. The student has successfully completed the University's "Academic Integrity Matters" seminar, or alternate educational activity approved by the Director, and any other outstanding sanctions; and
    - iii. The student has not been found to have engaged in other Academic Integrity violations during the student's tenure at the University.
  - h. The Director will normally notify the student of the decision whether to remove the notation within 15 business days of receiving the petition. The notation will not be removed from the student's transcript when the violation involved substantial premeditation of deliberate conduct.
  - i. A student may only petition to have one notation removed from the student's transcript. Any subsequent violations that result in a transcript notation will not be eligible for removal.
  - j. Students may file a grade appeal utilizing the Grade Appeal procedures outlined in the appropriate [University Catalog](#) if a grade sanction for an alleged academic integrity violation occurs without substantial adherence to the above procedures. Grade recommendations made by Conduct Administrators or the Council are not subject to appeal using the Appeal Procedures outlined in the below **Section J Appeal Procedures**.

## H. Outcome

Once a resolution is reached, the conduct administrator or chairperson will send a written outcome letter to the respondent's ODU email. The outcome letter will include a rationale for the

decision, findings for each violation, and if the respondent is found responsible, any sanctions imposed.

1. The outcome of a student conduct meeting is considered part of a respondent's education record and is protected from unauthorized disclosure under the Family Educational Rights and Privacy Act (FERPA). However, the University may release the final resolution<sup>3</sup> of any conduct meeting, without a respondent's prior consent, in the following circumstances:
  - a. Complainants in sexual misconduct, sexual harassment, stalking, dating violence, domestic violence (i.e., Title IX), and other gender-based incident will be informed of the outcome, appeal options, and appeal outcome of any complaint, in writing, without condition or limitation.
  - b. The University may release the final outcome of a student conduct meeting to a complainant/witness of a crime of violence or non-forcible sex offense<sup>4</sup> when requested in writing by the complainant/witness (or the complainant/witness' next of kin if the complainant/witness is deceased).
  - c. University officials will be notified of any final resolution actions that require their action. In all academic integrity cases, the faculty member will be notified of the final resolution so that an appropriate grade may be assigned.
  - d. The University reserves the right to notify parents or guardians when a student is found responsible for the use or possession of alcohol or a controlled substance, as permitted by the Family Educational Rights & Privacy Act (FERPA).

#### **I. Holds**

When a student has failed to complete sanctions by assigned deadlines, is suspended or expelled from the University, is not presently enrolled and a conduct meeting is pending, or the student has a pending conduct case that must be resolved prior to graduation, a hold will be applied to prevent course registration and/or graduation.

#### **J. Appeals Procedures**

1. Only respondents who attend and participate in a formal resolution can appeal an outcome. Appeal procedures for cases involving discrimination may be found in [University Discrimination Policy 1005](#) and cases involving sexual misconduct may be found in Policy 1008: Policy on Title IX and Sexual Misconduct.
2. Only outcomes involving separation (e.g., termination of Housing & Dining agreement, revocation of admission and/or degree, conduct suspension, dismissal or expulsion) may be appealed.
3. Appeal requests must be submitted within five (5) business days from the date of the outcome letter using the Appeal Request Form. An appeal is an administrative review of the written documentation and will not involve a re-adjudication of the case. The appellate administrator may uphold, modify, overturn, or return the case to a conduct administrator or panel to remedy errors or consider new information. The decision of the appellate administrator is final.

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<sup>3</sup> Limited to the name of the student, finding(s), and any sanction(s) imposed.

<sup>4</sup> A "non-forcible sex offense" includes incest and statutory rape.

4. A respondent may request an appeal for the following reasons:
  - a. To determine whether sanctions involving separation were appropriate considering all relevant factors.
  - b. To determine whether a significant departure from procedure has occurred and impacted the outcome of the resolution.
  - c. To determine whether a finding of responsibility was reasonable based on the information available; and
  - d. To consider new information not known or available to the respondent at the time of the resolution impacting the outcome.

## X. SANCTIONS

The following sanctions may be applied to any student or student organization/group.

- A. **Reprimand:** a written notice indicating the respondent violated the Code.
- B. **Conduct Probation:** a period of time a respondent is not in good conduct standing with the University.
- C. **Educational or Restorative Measures:** sanctions designed to educate a respondent about the expectations of the University community.
- D. **Loss of privileges** includes denial or restriction of privileges for a designated period of time. Loss of privileges may include, but are not limited to, the following: Restriction or exclusion from university premises or University activities, or from hosting visitors or guests on University premises. Withdrawal or transfer from a course in which the student is currently enrolled (tuition refunds will be evaluated in accordance with the Tuition Refund Policy as outlined in the Old Dominion [University Catalog](#)).
- E. **On-Campus Reassignment:** modification of a housing assignment.
- F. **Restitution:** compensation for loss or damage to university property, funds, or premises applied to a respondent's financial account.
- G. **Termination of On-Campus Housing & Dining Agreement:** cancellation of a respondent's Housing & Dining Agreement. The respondent remains financially responsible for the entire cost of the agreement period for the assigned building.
- H. **Separation of Student Organization/Group:** a period of time (up to or including permanent separation) that a student organization/group is not recognized by the University; therefore, may not access University resources or support.
- I. **Conduct Suspension:** Conduct suspension is the separation of a student or student organization/group from the University for a designated period of time. Suspension may include satisfaction of conditions for re-enrollment in the University as established by a Conduct Administrator or panel. Re-enrollment in a specific College or academic degree program is subject to that College or program's approval. During a suspension, the suspended student is not permitted on university premises or at University activities without express permission from the Director. A registration hold is placed on the student during the suspension. In cases of suspension, tuition refunds will be evaluated in accordance with the Tuition Refund Policy as



outlined in the Old Dominion [University Catalog](#). A deferment of suspension may be appropriate if the student complies with certain conditions set forth by the Conduct Administrator.

1. A student or student organization/group may be required to complete the reactivation/reenrollment process for the University and/or degree program. During the suspension, the respondent is not permitted on university premises or at university activities, in person or virtually, without permission from the Office of Student Conduct & Academic Integrity and will be subject to trespass orders. A registration hold will be placed on the respondent's account during the dismissal. Tuition refunds will be evaluated in accordance with the Tuition Refund Policy as outlined in the [University Catalog](#).
- J. **Conduct Expulsion:** permanent separation from the University with no opportunity for reactivation/re-enrollment. The respondent is not permitted on university premises or at university activities, in person or virtually, without permission from the Office of Student Conduct & Academic Integrity and will be subject to trespass orders. A registration hold will be placed on the respondent's account. Tuition refunds will be evaluated in accordance with the Tuition Refund Policy as outlined in the [University Catalog](#).
- K. **Revocation of Admission and/or Degree:** The University may revoke admission, or a degree awarded for fraud, misrepresentation, or other violations of institutional standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.

## XI. TRANSCRIPT NOTATIONS

- A. The Office of Student Conduct & Academic Integrity may issue a transcript notation for academic integrity violations. If the respondent has completed all sanctions and conditions and has not been found responsible for additional violations of similar nature, the respondent may submit a request to the Office of Student Conduct & Academic Integrity at [oscai@odu.edu](mailto:oscai@odu.edu) to have the notation removed. A respondent may only petition to have one notation removed.
- B. Sexual Misconduct. In accordance with [Va. Code § 23.1-900](#), the University is required to place a notation on a respondent's transcript if suspended, dismissed, or expelled from the University after being found responsible for a violation of sexual misconduct or withdraws during an investigation for sexual misconduct.

## XII. RECORD MAINTENANCE

The Director is the official custodian of conduct records and has decision-making authority on requested disclosures. The Office of Student Conduct & Academic Integrity retains records for no less than 7 years in compliance with the [Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act](#). Cases resulting in conduct suspension, dismissal, or expulsion will be retained permanently. FCR and Amnesty cases will not be retained unless the agreed upon conditions are not met and the case proceeds to a formal resolution.

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The Committee reviewed and approved the Governance Committee's proposed charter. At its meeting in September, the Committee will review the proposed charters that were approved by the standing committees yesterday to bring forth as a recommendation for approval by the Board.

### **ADMINISTRATION AND FINANCE COMMITTEE**

Mr. Broermann, chair of the Administration and Finance Committee, reported that Mr. Doug Streit, Chief Information Security Officer, briefed the Committee on the University's Information Security Program.

Vice President Chad A. Reed presented the Proposed 2022-2023 Operating Budget and Plan to the Committee. The planning objectives confirm a commitment to the University mission and investing in its future and consistent approach to balancing pricing with student affordability and institutional requirements. The plan includes strategic reallocation of resources in combination with new funding to address mandatory cost increases, core operating and infrastructure needs, student financial assistance to support recruitment and retention, and investment in strategic initiatives. The total resources in the 2022-2023 Operating Budget and Plan total \$615.56 million.

The following resolution was brought forth as a recommendation of the Administration and Finance Committee and was approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickseski, Harris, Jones, Kemper, Mugler, Slaughter, Smith, Williams; Nays: None*).

(CONTINUED ON NEXT PAGE)

**RESOLUTION APPROVING THE 2022-2023 OPERATING BUDGET AND PLAN**

**NOW, THEREFORE, BE IT RESOLVED**, that upon the recommendation of the President and the Administration and Finance Committee, the Board of Visitors approves the proposed 2022-2023 Operating Budget and Plan.

<b>OLD DOMINION UNIVERSITY</b>						
<b>FY23 Proposed Operating Budget and Plan</b>						
				<b>FY2022 – 2023 Budget</b>		
Dollars in Millions	<b>Current Operating Budget</b>	<b>Technical Adjustments</b>	<b>Adjusted Base Budget</b>	<b>Base Adjustments</b>	<b>One-Time Adjustments</b>	<b>Total Proposed Budget</b>
<b>Educational and General Programs</b>						
<u>Resources</u>						
GF	163.14	0.73	163.87	16.69	0.00	180.56
T&F	166.76	(9.04)	157.72	(2.89)	0.00	154.83
All Other	<u>19.93</u>	<u>(16.07)</u>	<u>3.86</u>	<u>0.00</u>	<u>16.00</u>	<u>19.86</u>
Total	349.83	(24.38)	325.45	13.80	16.00	355.25
<u>Expenditures</u>						
Instruction, Research & Academic Support	(238.88)	23.97	(214.91)	1.44		(213.47)
All Other Programs	<u>(110.95)</u>	<u>2.18</u>	<u>(108.77)</u>	<u>(15.24)</u>	<u>(17.77)</u>	<u>(141.78)</u>
Total	(349.83)	26.15	(323.68)	(13.80)	(17.77)	(355.25)
<b>Net</b>	<b>0.00</b>	<b>1.77</b>	<b>1.77</b>	<b>0.00</b>	<b>(1.77)</b>	<b>0.00</b>
<b>Student Financial Assistance</b>						
Revenue	81.62	17.81	99.43	4.30	1.00	104.73
Expenditures	<u>(81.62)</u>	<u>(17.81)</u>	<u>(99.43)</u>	<u>(5.30)</u>	<u>0.00</u>	<u>(104.73)</u>
<b>Net</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>(1.00)</b>	<b>1.00</b>	<b>0.00</b>
<b>Sponsored Program</b>						
Revenue	19.09	0.00	19.09	4.00	0.88	23.97
Expenditures	<u>(19.09)</u>	<u>0.00</u>	<u>(19.09)</u>	<u>(4.00)</u>	<u>(0.88)</u>	<u>(23.97)</u>
<b>Net</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Auxiliary Enterprises</b>						
Revenue	115.63	2.01	117.64	3.74	0.62	122.00
Expenditures	<u>(114.56)</u>	<u>3.96</u>	<u>(110.60)</u>	<u>(1.54)</u>	<u>(5.13)</u>	<u>(117.27)</u>
<b>Net</b>	<b>1.07</b>	<b>5.97</b>	<b>7.04</b>	<b>2.20</b>	<b>(4.51)</b>	<b>4.73</b>
<b>Gifts and Discretionary</b>						
Revenue	9.26	0.34	9.60	0.00	0.00	9.60
Expenditures	<u>(9.26)</u>	<u>(0.34)</u>	<u>(9.06)</u>	<u>0.00</u>	<u>0.00</u>	<u>(9.90)</u>
<b>Net</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Total University</b>						
<b>Revenue</b>	<b>575.43</b>	<b>(4.22)</b>	<b>571.21</b>	<b>25.84</b>	<b>18.50</b>	<b>615.55</b>
<b>Expenditures</b>	<b>(574.36)</b>	<b>11.96</b>	<b>(562.40)</b>	<b>(24.64)</b>	<b>(23.78)</b>	<b>(610.82)</b>
<b>Net</b>	<b>1.07</b>	<b>7.74</b>	<b>8.81</b>	<b>1.20</b>	<b>(5.28)</b>	<b>4.73</b>

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At the request of the Rector, Vice President Reed also presented the projected final Financial Performance Report for FY2022 and a report comparing the year-end projections for FY2022 with the FY2023 Operating Budget and Plan.

Vice President Reed briefed the Committee on the Level II Delegated Authority Renewal, providing background, requirements, and pertinent renewal information. The following

resolution was presented as a recommendation of the Administration & Finance Committee and was approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Jones, Kemper, Mugler, Slaughter, Smith, Williams; Nays: None*).

**APPROVAL FOR OLD DOMINION UNIVERSITY TO CONTINUE  
LEVEL II AUTHORITY**

**WHEREAS**, the 2005 Session of the General Assembly enacted Chapters 933 and 945, Acts of Assembly, known as the Restructured Higher Education Financial and Administrative Operations Act (the “Act”), originally codified at Chapter 4.10 of Title 23, Sections 23-38.88 *et seq.*, and now codified at Chapter 10 of Title 23.1, Sections 23.1-1001 *et seq.*, of the Code of Virginia (1950), as amended; and

**WHEREAS**, the 2008 Session for the General Assembly enacted Chapters 824 and 829, Acts of the Assembly to amend and reenact §23-38.90 of the Code of Virginia relating to operational authority for public institutions of higher education in procurement, information technology, and capital projects excluding leases of real property, and which allows the University to enter into memoranda of understanding for additional operating authority in two, but no more than two, of these three areas; and

**WHEREAS**, on July 15, 2009, the University and the Commonwealth of Virginia entered into original memoranda of understanding with the appropriate Cabinet Secretaries, as designated by the Governor, granting appropriate operational authority, for the functional areas of procurement and information technology, for a period of three years. Subsequent five year renewal periods commenced July 1, 2012 and July 1, 2017.

**WHEREAS**, the University desires to continue the operational authority originally granted and as required must enter into subsequent memoranda of understanding with the Commonwealth. As a condition to entering into subsequent memoranda of understanding, the Board of Visitors must approve a resolution affirmed by at least two-thirds of the Visitors expressing the sense that the institution is qualified to be, and should continue to be, governed by such subsequent memoranda of understanding.

**NOW THEREFORE, BE IT RESOLVED** that the Old Dominion University Board of Visitors does hereby approve that the President of the University and its Vice President for Administration and Finance are authorized to proceed in cooperation with the applicable Cabinet Secretaries to obtain the continuation of the additional operating authority outlined in §23.1-1003 of the Code of Virginia relative to procurement and information technology and to take all actions deemed by them to be necessary or advisable to facilitate this understanding.

**BE IT FURTHER RESOLVED**, that upon approval of the subsequent memoranda of understanding, the President and Vice President for Administration and Finance are granted full continuation of the authority and responsibility of management of the procurement and information technology functions of the University.

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Vice President Reed presented the Administration and Finance Committee Charter for Committee review and recommendation. The Committee endorsed the charter for submission to the Governance Committee for further review and adoption.

The Capital Outlay Projects Status Report was presented by Vice President Reed. Ms. Maggie Libby, Associate Vice President for Foundations-CIO, provided the Investment Report and Mr. R. Garrett Shelton, Interim Chief of Police, presented the Public Safety Update.

At the conclusion of the Chair's report, Vice President Reed provided comments on the projected final financial performance report for FY2022, noting E&G revenue balances that may be carried forward to FY23 and an auxiliary reserve contribution of approximately \$19M.

### **STUDENT ENHANCEMENT AND ENGAGEMENT COMMITTEE**

Mr. Corn, chair of the Student Enhancement and Engagement Committee, reported that the Committee reviewed and approved the proposed Committee Charter for recommendation to the Governance Committee.

Vice President Stansberry reported that the new SGA Executive Board members have outlined three goals for the upcoming 2022-2023 year: increasing student pride and engagement, creating a more diverse and inclusive campus, and improving the Monarch Experience for students. He also updated the Committee on recruitments within the SEES Division. Completed searches have resulted in the hiring of a new Director for Counseling Services, a Director of Career Development Services, a First Star Academy Director, and a Director for the Women Gender and Equity Center. A search for the Executive Director for Student Engagement & Traditions and the director for Educational Accessibility are underway. Vice President Stansberry also provided a brief fall update that included plans for residence hall move-in, COVID-19, and the Monarch Experience.

Coulson Thomas, Director of Recreation & Wellness, shared wellbeing updates including the new addition to the Student Recreation Center with Student Health Service, Counseling Services, and Health Promotion. He also shared the results of the ODU National College Health Assessment that was administered in the fall of 2021 and was sent to over 10,000 undergraduate students at ODU with a 7% response rate. The Wellbeing Collective, an initiative to identify and collectively work with stakeholders on campus to identify a strategy to effectively provide support and resources to ODU students on managing their wellbeing, was reviewed.

Antra Patel, student representative to the Board, introduced herself to the Committee and gave a brief background about her time at Old Dominion University. She shared with the Committee her goals for the 2022-2023 academic year. Her first goal is to increase student engagement through spreading awareness of available opportunities on campus, helping students discover ways to get involved on campus, and encouraging students to start new organizations. Her second goal is to increase student engagement through social media and connections with the student body and faculty. She will also focus on the ODU Food Pantry Drive to address food insecurities among ODU students.

The Rector requested that a regular report from the student representative to the Board be added as a standing item on future Board meeting agendas.

### **UNIVERSITY ADVANCEMENT COMMITTEE**

Dr. Dabney, chair of the University Advancement Committee, reported that the Committee reviewed and approved a proposed Committee Charter at the request of the Governance Committee. Vice President Alonzo Brandon presented dashboard items measuring productivity in the area of University Advancement. Fundraising progress for this fiscal year totaled \$37.35M, broken out to \$26.8M for the Educational Foundation and \$10.5M for the Athletic Foundation. He also reviewed major gift metrics that showed 180 major gifts have been raised to date.

Ms. Joy Jefferson, Associate Vice President for Alumni Relations, presented on alumni events and engagement activities including Commencement related events, the third annual alumni wine tour and the 20<sup>th</sup> annual alumni golf tournament. She also shared information on the 2022 40 Under 40 Class.

At the conclusion of her report, the Rector commented on the Commencement ceremonies and encouraged Board members to participate in one or more upcoming ceremonies. He noted that 2022-2023 Board calendar that was distributed that also includes the dates of the fall and spring commencements.

### **RECTOR'S REPORT**

Board Operating Budget Report - The Rector called on Vice Rector Toykea Jones to provide an update on the status of the Board's operating budget. Since the April meeting, a \$6,000 one-time allocation as approved by the Board was made to the E&G budget to cover a previously reported deficit and projected year-end expenses. 94% of the E&G budget has been spent to date with a current balance of approximately \$3,000. 96% of the discretionary budget has been spent and has a current balance of less than \$1,000. A \$7,500 base allocation was approved for FY23 to cover anticipated meeting expenses and an additional \$22,000 base allocation will cover the annual AGB OnBoard subscription cost. In addition, a one-time allocation of \$12,500 was approved in FY23 to cover the anticipated two-day retreat expenses.

In response to question from Ms. Dickeski, Ms. Meeks explained that the orientation dates included on the 2022-2023 are for the new Board appointees. ODU provides an institution-specific orientation and new members must attend SCHEV's orientation during their first two years of service. Continuing Board members are required to participate in SCHEV-approved training every two years; the program President Hemphill provided for the Board at its retreat in September, 2021, satisfied that requirement. Mr. Mugler added that participation in AGB conferences and forums also satisfies this requirement.

Resolutions of Appreciation – On behalf of the Board, the Rector presented the following Resolutions of Appreciate to John Sokolowski, retiring faculty member and former chair of the Faculty Senate, and to Carlton Bennett, Jay Harris and Lisa Smith to commemorate their retirement

from the Board of Visitors after having served two terms. These resolutions were approved by the Board by acclamation.

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

**John A. Sokolowski**

**June 3, 2022**

**WHEREAS**, John A. Sokolowski joined Old Dominion University in 2001 as a senior research scientist in the University's Research Foundation after a 27-year career in the United States Navy; and

**WHEREAS**, John became the Chief Scientist for ODU's Virginia Modeling, Analysis and Simulation Center (VMASC) in 2004, Executive Director in 2010, and was awarded tenure in the Department of Computational Modeling and Simulation (CMSE) in 2016; and

**WHEREAS**, John stepped down from his Executive Director role at VMASC and transitioned to teaching in the CSME department in 2017; and

**WHEREAS**, during his teaching career, John served as a major professor for twelve master's and doctoral students and as a co-advisor for an additional 18 master's and doctoral students; and

**WHEREAS**, among his many accolades, John was personally responsible for over \$8 million of research funding spanning his time at VMASC, published four books in modeling and simulation, and served as author or co-author on 16 journal articles and 36 conference papers; and

**WHEREAS**, as VMASC's Executive Director he diversified the Center's research priorities beyond that of the Department of Defense into several areas, including Cybersecurity; and

**WHEREAS**, John served on Old Dominion University's Faculty Senate since 2020 and as Chair of the Senate from 2019 to 2022; and

**WHEREAS**, as Chair of the Faculty Senate, John served a pivotal role on the Board's Presidential Search Committee that culminated in the appointment by the Board of Old Dominion University's ninth President, Brian O. Hemphill, Ph.D.; and

**WHEREAS**, on the occasion of John's retirement from Old Dominion University, it is the Board's desire to appropriately recognize him for his achievements in research and academia but especially for his collaboration with the Board.

**THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Old Dominion University expresses its congratulations to John A. Sokolowski for his esteemed career at ODU and its sincere appreciation for his leadership on the Faculty Senate.

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

**Carlton F. Bennett, Esq. '72**

**June 3, 2022**

**WHEREAS**, Carlton F. Bennett was appointed by Governor Terry McAuliffe to the Old Dominion University Board of Visitors on July 1, 2014, and reappointed to a second four-year term by Governor Ralph Northam on July 1, 2018; and

**WHEREAS**, the Board of Visitors elected Carlton to lead the Board as Rector from July 1, 2016, to June 30, 2018; and

**WHEREAS**, Carlton took a very active role in advocating for Old Dominion University, attending meetings with the Governor and President to make a case for differential budget cuts in recognition of ODU's service to the greatest number of Pell-eligible students while keeping its tuition the lowest among the doctoral institutions; and

**WHEREAS**, under his leadership, the University embarked on many successful initiatives, including the Online Virginia Network, the expansion of health programs in Virginia Beach, the first graduating class of Cybersecurity students and the receipt of funds to build the program's capacity, and the inauguration of the institution's fundraising initiative to raise \$250 million in support of academic, student success and athletic initiatives; and

**WHEREAS**, also during Carlton's tenure as Rector, the Athletics Committee was established as a standing committee of the Board; and

**WHEREAS**, during his eight years on the Board, Carlton served on every board standing committee during his eight years on the Board, including Chair of the Academic & Research Advancement Committee and Vice Chair of the Athletics Committee; and

**WHEREAS**, while his tenure on the Board is ending, his commitment to his *alma mater* endures and he will be witness to transformational changes that began under his stewardship.

**THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Old Dominion University expresses its gratitude to Carlton F. Bennett for his eight years of service on the Board and his leadership as Rector of Old Dominion University.

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

**Alton J. Harris**

**June 3, 2022**

**WHEREAS**, Alton (Jay) Harris was appointed by Governor Terry McAuliffe to the Old Dominion University Board of Visitors on July 1, 2014, and reappointed to a second four-year term by Governor Ralph Northam on July 1, 2018; and

**WHEREAS**, during his eight years on the Board, Jay was a strong advocate for the University, attending and hosting many events on various topics ranging from social justice issues to athletic milestones; and

**WHEREAS**, Jay's leadership on the Board resulted in the University's growth and expansion in many areas, including but not limited to, the opening of the Barry Art Museum, renovation of the S.B. Ballard football stadium and construction of the new Hugo A. Owens House and Chemistry Building; the establishment of a new Center for Telehealth Education and Research at the Virginia Beach Higher Education Center; and the initiation of a \$250 million fundraising initiative; and

**WHEREAS**, during his eight years on the Board, Jay served on the Academic & Research Advancement Committee, Administration & Finance Committee, Student Enhancement & Engagement Committee (Chair), the Athletics Committee, the Audit & Compliance Committee (Vice Chair), and the Marketing Subcommittee; and

**WHEREAS**, while his tenure on the Board is ending, his commitment to his *alma mater* endures and he will be witness to transformational changes that began under his stewardship.

**THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Old Dominion University expresses its gratitude to Alton Jay Harris for his eight years of service on the Board of Visitors of Old Dominion University.

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

**Lisa B. Smith, Esq.**

**June 3, 2022**

**WHEREAS**, Lisa B. Smith was appointed by Governor Terry McAuliffe to the Old Dominion University Board of Visitors on July 1, 2014, and reappointed to a second four-year term by Governor Ralph Northam on July 1, 2018; and



**WHEREAS**, the Board of Visitors elected Lisa to lead the Board as Rector from July 1, 2018, to June 30, 2020; and

**WHEREAS**, during her tenure as Rector, the University embarked on many successful initiatives, including the expansion of the School of Nursing program and the establishment of a new Center for Telehealth Education and Research at the Virginia Beach Higher Education Center; the expansion of the Cybersecurity Program opening of the Barry Art Museum; the renovation of the S.B. Ballard football stadium and the construction of the new Hugo A. Owens House and Chemistry Building; and

**WHEREAS**, Lisa took an active role in the University's commitment to addressing Title IX issues; worked with the President to provide more informative meetings and retreats, including campus tours and presentations on topics of interest; and upon her recommendation and counsel, was instrumental in the formation of an Athletics Committee of the Board; and

**WHEREAS**, prior to becoming Rector, Lisa served as Vice Rector for two years and also served as a member of the Board's Academic & Research Advancement Committee (Chair), Student Enhancement & Engagement Committee (Chair), Athletics Committee, Marketing Subcommittee, and represented the Board on the University's Honorary Degree Committee; and

**WHEREAS**, an important initiative that was undertaken during Lisa's second year as Rector was the Board Governance Audit conducted by the Office of the University Audit Executive in preparation for the University's ten-year reaccreditation. Among the outcomes of the audit was the establishment of an annual Board self-assessment and an intensive review of the Board's Bylaws and policies; and

**WHEREAS**, while her tenure on the Board is ending, her commitment to Old Dominion University endures and she will be witness to transformational changes that began under her stewardship.

**THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Old Dominion University expresses its gratitude to Lisa B. Smith for her eight years of service on the Board and her leadership as Rector of Old Dominion University.

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## **PRESIDENT'S REPORT**

In his report to the Board, President Hemphill first expressed his appreciation to those employees from Auxiliary Services and Facilities Management who worked to get the air conditioning working again this morning. He thanked the members of the Board for the time and support they haven given him over the course of his first year at ODU. He asked the members of his Cabinet and leadership team to stand and be recognized for their great work and dedication to this institution.

## **Warm Welcomes and Fond Farewells**

I want to take this opportunity to introduce Nicola Ziady, ODU's inaugural Vice President for University Communications and Chief Marketing Officer. Nicola will officially begin her tenure as a Monarch on July 11 but has joined us today as part of her transition from the University of Cincinnati into ODU's inaugural leadership position for the newly-created, stand-alone Office of University Communications. With many years of substantial experience and proven success, I am confident that Nicola will hit the ground running and make a significant impact with regard to our brand and reputation both near and far.

On May 11, 2022, Kristin Dini was announced as ODU's inaugural Assistant Vice President for Federal Relations. She will be based in Washington, DC effective June 10, 2022. In this position, Kristi will advocate with legislators and their staffs, as well as leaders and staffs of federal agencies, on policies and opportunities that are relevant to the University's academic interests. ODU was the only research institution in the Commonwealth that did not have a presence in Washington. Kristin currently serves as Assistant vice President of Federal Government Relations at Temple University, a position she has held since November of 2014. He recognized Annie Gibson, Associate Vice President for Government Relations, for her leadership role in the search process.

I want to take this opportunity to thank Nancy Grden for her many contributions to and very successful tenure at ODU. Nancy served as the Executive Director of the Strome Entrepreneurial Center before becoming Associate Vice President with oversight of ODU's Institute for Innovation and Entrepreneurship. She has deep connections in Hampton Roads, especially with the business community. She was instrumental in a number of important initiatives, including the University's growing role in maritime. As Nancy prepares to depart ODU to become the President and Chief Executive Officer of Reinvent Hampton Roads, please join me in bidding a fond farewell and expressing our heartfelt appreciation to her!

Our final farewell goes to Cee Cee Tucker, who has poured her heart and soul into our campus and our community over the past 30 years. Just last week, we had a special celebration, which was a fitting tribute to all that she has accomplished and the incredible impact she has had on countless individuals through her community relations work. During that event, I was honored to announce the establishment of the Cecelia Tucker Scholarship Endowment presented by the Old Dominion University Educational Foundation and the awarding of the Presidential Medallion for Distinguished Service. As Cee Cee leaves ODU, she certainly takes a significant piece of Monarch Nation with her into a well-deserved retirement!

## **Fall Semester Preparation and Upcoming Special Events**

Although we are just beginning the summer months, our campus is busy preparing for our robust programming and engagement, which comes with the start of every academic year. We are very much looking forward to welcoming new students and their families and re-engaging with our returning students. I want to recognize Vice President for Student Engagement and Enrollment Services Don Stansberry, Ph.D. and his entire team who are working diligently to build and shape a strong incoming class of proud Monarchs.

In addition to our normal schedule of Fall events, I am looking forward to joining together with the campus and the community for two special events this fall. The first event will occur on September 2, 2022, beginning at 10:00 AM in Chartway Arena, as part of the annual State of the University Address. This will become a recurring event each fall, during which, as a campus

community, we will reflect on the prior academic year by highlighting our collective and individual achievements, as well as look ahead to our future. The second event will occur as part of Homecoming on October 18-22, 2022. This year's activities will include Monarchs Give Back to help address food insecurities in local communities, especially among school-aged children and their families. Additional details regarding these special events and fall programming will be distributed in the coming weeks.

Ashley Schumaker, Chief of Staff and Vice President for Strategic Operations, announced that President Hemphill's inauguration will be held at 10:00 AM on Friday, October 21, in Chartway Arena. A "Save the Date" mailer will be distributed broadly in the coming weeks. The Presidential Inauguration Planning Committee is working with University Advancement on plans for a Gala and with Student Engagement on other events during Homecoming week.

### **Virginia Beach Monarch Memorial**

In closing, I want to thank all of those who contributed to the Virginia Beach Monarch Memorial located in Bugg Plaza. This past Tuesday, on the third anniversary of the senseless shooting and terrible tragedy, ODU joined with the City of Virginia Beach and the families of the 12 victims to pay tribute to the lives and legacies of those who were lost on May 31, 2019. It is such a beautiful memorial and provided a wonderful backdrop for a moving event, which would not have been possible without dedicated individuals in Administration and Finance, Community Engagement, and University Advancement, specifically the financial support of the Alumni Association. He recognized Vice President for University Advancement Alonzo Brandon and Associate Vice President for Alumni Relations Joy Jefferson for their leadership.

### **Legislative Budget**

Following an extended session to consider the biennial budget, the General Assembly concluded its work earlier this year with \$222 million in additional funding for our institution. Several highlights are: \$140 million in capital construction, including \$128 million for a new Biology Building; \$41.3 million in Education and General (E&G) operating support; and \$25.4 million in increased student financial assistance. It was truly a transformational year for our institution. I would like to take this opportunity to acknowledge Associate Vice President for Government Relations Annie Gibson, Vice President for Administration and Finance and Chief Financial Officer Chad A. Reed, Chief of Staff and Vice President for Strategic Operations Ashley Schumaker for their diligent efforts to garner greater levels of support for our initiatives, outreach, projects, and programs. Over the summer, we will quickly shift our focus to our priorities for the next session. The Rector recognized President Hemphill for his leadership and the strong relationships he has built in Richmond for the University's success during the legislative session.

## **REPORT OF THE NOMINATING COMMITTEE AND ELECTION OF OFFICERS**

Jerri Dickeski, Chair of the Governance Committee, serving as the Nominating Committee pursuant to Section 4.02(e) of the Board's Bylaws, presented the proposed slate of officers, effective July 1, 2022:

<b>RECTOR:</b>	R. Bruce Bradley
<b>VICE RECTOR:</b>	P. Murry Pitts
<b>SECRETARY:</b>	Jerri F. Dickeski

Ms. Dickeski asked for nominations from the floor. Hearing none, a motion to close nominations was made by Mr. Mugler. The motion was duly seconded and approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*). A motion was then made and seconded to approve the slate of officers. The motion was approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

### **MOTION FOR CLOSED SESSION**

The Rector recognized Ms. Almond, who read the following motion: “Mr. Rector, I move that this meeting be convened in closed session, as permitted by Virginia Code Section 2.2-3711(A), subsections (1), (6), and (7) for the purposes of discussing the appointment and performance of specific employees; the investment of public funds where competition or bargaining is involved, where, if made public initially, the financial interest of the University would be adversely affected; and consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probably litigation, where such consultation or briefing in an open meeting would adversely affect the negotiating or litigating posture of the University. The motion was seconded and approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

In addition to the Board members in attendance, President Brian Hemphill, Vice President Ashley Schumaker, University Counsel Allen Wilson, Provost Austin Agho, Vice President Chad Reed, Vice President September Sanderlin, and Vice President Morris Foster were present during portions of the closed session.

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

At the conclusion of Closed Session, the Rector reconvened the meeting and the following Freedom of Information Act Certification was read: “Any person who believes that the Board discussed items, which were not specifically exempted by law or not included in the motion, must now state where they believe there was a departure from the law or a departure in the discussion of matters other than that stated in the motion convening the closed session. I shall now take a roll call vote of the Board. All those who agree that only lawfully exempted matters and specifically only the business matters stated in the motion convening the closed session were discussed in closed session say “aye.” All those who disagree say “nay.” The certification was approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

### **RESOLUTION TO APPOINT VICE PRESIDENT FOR DIGITAL LEARNING**

Upon a motion made by Mr. Mugler and duly seconded, the following resolution was approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

**RESOLUTION TO APPOINT VICE PRESIDENT FOR DIGITAL LEARNING**

**Now Therefore Be it Resolved**, the Board of Visitors hereby authorizes the appointment of Old Dominion University's inaugural Vice President for Digital Learning, under the terms and conditions determined by President Brian O. Hemphill, Ph.D. and communicated to the Board in closed session. The Board also delegates authority to President Hemphill to enter into an employment agreement with the selected individual and that said appointment will be formally approved by the Board as part of its August retreat.

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**RESOLUTION TO APPROVE OUTSIDE ACTIVITIES**

Upon a motion duly made and seconded, the following resolution was approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

**RESOLUTION TO APPROVE OUTSIDE ACTIVITIES**

**Now Therefore Be it Resolved**, that the Board of Visitors hereby approves President Brian O. Hemphill's membership on the Wiley Board of Directors in accordance with Section K of his employment agreement.

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**RESOLUTION REGARDING PRESIDENT HEMPHILL'S COMPENSATION ADJUSTMENT**

Upon a motion made by Mr. Bennett and seconded by Mr. Mugler, the following resolution was approved by roll-call vote (*Ayes: Allmond, Broermann, Corn, Dabney, Decker, Dickeski, Harris, Jones, Kemper, Mugler, Pitts, Slaughter, Smith, Williams; Nays: None*).

**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.

With no further business to discuss, the meeting was adjourned at 12:33 p.m.