

**OLD DOMINION UNIVERSITY  
BOARD OF VISITORS  
Friday, December 9, 2022**

**MINUTES**

A regular meeting of the Board of Visitors of Old Dominion University was held on Friday, December 9, 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  
Robert A. Broermann  
Robert S. Corn  
Jerri F. Dickseski (via Zoom)  
Dennis M. Ellmer  
Larry R. Hill  
Toykea S. Jones  
Kay A. Kemper (via Zoom)  
E. G. Middleton, III  
Elza H. Mitchum  
Ross A. Mugler  
P. Murry Pitts  
Maurice D. Slaughter  
Armistead D. Williams, Jr.  
Antra Patel (*Student Representative*)

Absent from the Board:

Peter G. Decker, III  
Brian K. Holland

Also present:

Brian O. Hemphill, President	Alicia Monroe
Austin Agho	Brian Payne
Bruce Aird	Chad Reed
Alonzo Brandon	Nina Rodriguez-Gonser
Kristin Dini	September Sanderlin
David Flanagan	Ashley Schumaker
Christopher Fleming	Wood Selig
Morris Foster	Amanda Skaggs
Todd Johnson	Don Stansberry
Amber Kennedy	Eric Weisel
Casey Kohler	Vicki Williams
Elspeth McMahon	Allen Wilson
Donna Meeks	Suzanne Wright

## **CALL TO ORDER**

The Rector called the meeting to order at 9:00 a.m. and noted that a quorum was physically present. Two members of the Board participated remotely via Zoom. Board member Jerri Dickeski participated remotely from her personal vehicle while traveling and Board member Kay Kemper participated from her principal residence in Florida more than 60 miles from the meeting location.

## **SPECIAL RECOGNITION**

The Women's Soccer Team was recognized by the Rector, President Hemphill, and Athletic Director Wood Selig for their 2022 Sun Belt Conference championship, the first Sun Belt Championship for Old Dominion University. The team presented a signed soccer ball to the Rector.

## **APPROVAL OF MINUTES**

The Rector called for approval of the minutes of the Board of Visitors Orientation held on August 16, 2022, the Board's Annual Retreat held on August 22-23, 2022, and the regular Board meeting held on September 16, 2022. Upon a motion made by Mr. Hill and seconded by Dr. Williams, the minutes were approved by roll-call vote (*Allmond, Bradley, Broermann, Corn, Dickeski, Ellmer, Hill, Jones, Kemper, Middleton, Mitchum, Mugler, Pitts, Slaughter, Williams*).

## **RECTOR'S REPORT**

In his report to the Board, Rector Bradley commented on the well-attended holiday reception hosted by President and First Lady Hemphill and how well-represented the Board was at President Hemphill's inauguration ceremony. He encouraged board members to also participate in at least one of the fall commencement ceremonies. Former Board member Jay Harris will speak at both ceremonies.

As the result of discussions held at the Board's retreat, each Board meeting will feature an educational moment. Today's meeting will include an in-depth briefing on the SACSCOC reaccreditation process. The Rector encouraged Board members to send to Donna any suggestions for topics to be considered for the next Board meeting. At the retreat, the Board also agreed that the most important issue for the Board is student success. At the suggestion of Dr. Williams, a presentation on student success and graduation and retention rates is included in today's agenda.

The Rector then called on Vice Rector Murry Pitts to provide an update on the Board's operating budget. Mr. Pitts referred to the handout provided and asked if anyone had any questions. He noted that the Board's budget is not a large item in the University's overall budget and, moving forward, may not be a standing report for the Board. The Rector added that it is such a small budget that it is not worthy of a discussion but may just be a handout in the future.

## **PRESIDENT'S REPORT**

In his report to the Board, President Hemphill provided an update on behalf of Monarch students, faculty, and staff as we complete the Fall 2022 semester and mark the half-way point of the 2022-2023 academic year.

Securing Our Cutting-Edge Research – On November 30, 2022, representatives from Old Dominion University were joined by officials from the Defense Counterintelligence and Security Agency (DCSA) to celebrate a significant effort associated with our cutting-edge research and related security efforts. During the event at the Virginia Modeling, Analysis and Simulation Center (VMASC), DCSA Director William Lietzau presented Old Dominion with the 2021 Excellence in Counterintelligence Award. The University was one of only four recipients out of 10,000 organizations eligible to receive the award.

This prestigious award represents the highest accolade provided by the federal government in the area of counterintelligence and places our University among the best in the nation in protecting sensitive information from foreign adversaries. This recognition would not have been possible without the strong leadership and hard work of Vice President for Research Morris Foster, Ph.D.; Associate Vice President for Applied Research and VMASC Executive Director Erie Weisel, Ph.D.; and Facility Security Officer David Flanagan.

Continuing Our Focus on Maritime – Last November, Old Dominion University and the Hampton Roads Maritime Collaborative for Growth and Innovation (HRMC) unveiled two major maritime initiatives to advance the region's economic development. The establishment of the ODU Maritime Initiative and the identification of four opportunities to leverage and expand the region's innovation and workforce support for industry partners provided a strong platform which we have continued to grow in the past year.

In July of this year, we welcomed Elspeth McMahon as Associate Vice President for Maritime Initiatives, which represents the first fully-dedicated professional staff member to this critical work. In recent months, Elspeth has focused on enhancing existing partnerships, building new partnerships, and solidifying next steps. As a University, we are deeply committed to graduating students with the right training and education to have them flourish in maritime related careers; strengthening the regional maritime ecosystem and local economy; increasing applied research in the maritime space in our expanded role as a Research 1 University; and continuing to be recognized as a top maritime-centric University. We will actively pursue these key areas with intentional work around K-12/K-20 workforce pipeline and outreach; University curriculum development; external outreach; internal cohesion; and marketing, communication, and advertisement.

Also, under the continued leadership of Vice Provost for Academic Affairs and Dean of Interdisciplinary Programs Brian Payne, Ph.D., we are still in the process of seeking state approval for the School of Supply Chain, Logistics, and Maritime Operations. The proposed implementation for this expanded academic initiative is now targeted for Fall 2023.

Establishing Our Federal Presence and Advocating for Our Top Priorities – With the June 2022 hiring of Assistant Vice President for Federal Government Relations Kristin Dini, Old Dominion

now has an active and engaged federal presence. In addition to planning efforts around opening an office in Washington, D.C., the University has been focused on broad-scale discussions around federal priorities, both short-term and long-term.

Following in-depth dialogue among administrators and researchers, specific initiatives have emerged around the priority areas of affordability and accessibility, including the Pell Grant and Postsecondary Student Success Program; basic needs and mental health, including childcare and suicide prevention; Minority Serving Institution (MSI) status exploration; and research through both an agency and interest focus. Our research efforts will be focused on current work and expanded opportunities with the Department of Defense (DOD), the Department of Energy (DOE), the National Science Foundation (NSF); the National Aeronautics and Space Administration (NASA); the National Oceanic and Atmospheric Administration (NOAA); and the National Institutes of Health (NIH).

With federal lawmakers convening in early 2023, Old Dominion is poised to advocate for increased opportunities at both the policy and funding levels based on the advance work of Assistant Vice President Dini and direct engagement of campus stakeholders. We look forward to these recent efforts becoming part of our regular process moving forward.

Celebrating Winter 2022 Commencement – On December 17, 2022, Monarch Nation will join together to celebrate our newest graduates during Commencement ceremonies to be held at 9:00 AM with 976 graduates from the Darden College of Education and Professional Studies; the Batten College of Engineering and Technology; the College of Sciences; and the School of Cybersecurity followed by a 12:30 PM ceremony with 718 graduates from the College of Arts and Letters; the Strome College of Business; and the College of Health Sciences. On this day, a total of 1,694 graduates, including 1,278 with bachelor’s degrees, 334 with master’s degrees, nine as educational specialists, and 73 with doctoral degrees, will celebrate this significant achievement surrounded by their loved ones and campus champions in Chartway Arena. During both ceremonies, Jay Harris, who is no stranger to this group, will serve as the keynote speaker and will receive an honorary degree. As an accomplished journalist, family man, and proud Monarch, Jay will provide an inspiring address to our newest alumni as they prepare for the next phase in life’s journey.

As part of today’s meeting, Board consideration of the University’s new strategic plan is being requested. On behalf of the campus community, we are honored to bring this plan forward, which is the culmination of a year-long process in which both campus and community stakeholders have outlined an ambitious agenda and promising path for Old Dominion University. I would be remiss if I did not take this opportunity to share my sincere appreciation and lasting gratitude to all of those who were involved in this important process, but especially Provost Agho, Suzanne Wright, and Ashley Schumaker.

### **SPECIAL RECOGNITION**

Ms. Lola Jegede, the Board’s student representative from May 2001 to May 2002, was invited to attend today’s meeting to receive a special recognition from the Board. The Rector presented her with a framed Certificate of Appreciation and an ODU bracelet in appreciation of her service to the University and the Board.

## **STUDENT REPRESENTATIVE'S REPORT**

Ms. Antra Patel, student representative to the Board, provided a recap of fall student activities, resource awareness, engagement opportunities, spring goals and a follow-up to a question posted by the Rector at the last meeting. She discussed her activities with the food pantry, food truck and the food bank to address food insecurity and the need for more resources, including enlarging its space in Webb Center. She has also been working with the Food Bank to bring a food truck to campus and has initiated a fundraiser for this effort. She has been visiting classrooms in an effort to engage students in service-learning projects and to promote the Health Occupations of Students in America Club in which she is a member. She has focused on in-person collaboration to increase students' interest in leadership roles such as hers as well as others available to students.

She plans to continue her engagement efforts during the spring semester and work with her colleagues in student leadership on sharing individual goals and collaborating on shared goals. She is gathering data that she hopes to share with the Board in April. Increasing awareness of the Board representative role will also be a focus during the spring semester.

The question posed to her at the last meeting was what the typical ODU student is like. She said that, in her opinion, there is no average or typical ODU student; each is unique in this very diverse student population and that is the beauty of ODU. ODU supports a good work/life balance, not only for its students also for faculty and staff. She spoke of her experience as being a commuter student who is very engaged on campus like other commuter students. In response to a question from the Rector, Antra said that she would be studying for the MCATs over the holiday break.

The Rector commented that Antra is a fine example of the strong work ethic of ODU students. He asked her what she hears from students about their concerns or issues of highest importance. She responded that students are facing some challenges in returning to a post-COVID environment and getting back into the flow of on-campus life and productivity, as well as connecting and reaching out for assistance from professors, mentors, or other resources available to them on campus. In response to a question from Dr. Williams, Ms. Patel said that there are many opportunities for students to work on campus.

## **EDUCATIONAL MOMENT – OUR JOURNEY TO ACCREDITATION EXCELLENCE**

Brian Payne, Vice Provost for Academic Affairs, provided a detailed overview of the SACSCOC reaffirmation process and response report action plan. In his introductory comments, he said that this process demonstrates that the degrees earned by Old Dominion University students have value and that the institution offers value to the community. This process occurs every ten years and provides an opportunity to evaluate how things are done and how they can be done better. Federal funding is dependent on being accredited by a Department of Education-recognized accreditor. The compliance report has 73 standards and 17 core requirements and includes a Quality Enhancement Plan.

Vice Provost Payne reviewed the reaffirmation timeline, committee structure, and external review cycle. The process, which began in summer 2022, will culminate with an on-site visit of an external accreditation team composed of faculty and administrators from other institutions. The visit is

scheduled for April 2023 and an on-site follow-up report will be due in September 2023. The SACSCOC Board of Trustees will vote on the University's accreditation at its meeting in December 2023.

The reaffirmation committees are led by a Leadership Team that includes the compliance audit lead (Dr. Orlando Ayala, Associate Professor of Engineering Technology) and the QEP lead (Dr. Yvette Pearson, Professor of Philosophy & Religious Studies). The leadership team is guided by an Executive Advisory Board led by the Provost. Twelve compliance committees that aligned with the standards include approximately 70 members who reviewed the 2012 and 2018 narratives, determined evidence or updates needed, compiled evidence, and drafted narratives. The report, completed in June, was 552 pages and includes over 2,500 pieces of evidence. An external reviewer worked with the University through this process to provide feedback before the issuance of the final report.

The Quality Enhancement Plan (QEP) is the component on the reaffirmation process that reflects and affirms the commitment of SACSCOC to enhancing the quality of higher education in the region and focusing attention on student learning. It describes a carefully designed course of action that addresses a well-defined and focused topic or issue related to enhancing student learning and/or student success and should be identified through or in concert with the institution's ongoing integrated institution-wide planning and evaluation process. ODU's 2023 Quality Enhancement Plan is entitled, "Pursue Truth: Read Responsibly. Think Critically." The next steps in the QEP development are to finalize the faculty workshop curriculum, complete the draft QEP report and submit it to external content experts, develop Community of Practice Guidelines, finalize the QEP Critical Reading Rubric for the spring 2023 pilot test and collection of baseline data, develop and market pilot workshops, finalize the QEP budget, and submit the report for SACSCOC review by February 28, 2023.

Prior to the on-site visit the week of April 17, 2023, the visiting team will receive a focus report about 30 days in advance that responds to the feedback received throughout the process. They will review the report and meet with different groups during their on-site visit. Those groups, which may include board members, will be communicated ahead of time and boot camps will be held to prepare those who will be interviewed. They will also identify the kinds of questions they may be asking. For board members, that may include questions about the Board's self-evaluation process, approval of academic programs, or how policies are reviewed and approved by the Board.

Vice Provost Payne shared a slide showing data that is shown at each SACSCOC meeting that shows percentages of institutional non-compliance during the three review stages – off-site committee, on-site committee, and Board of Trustees. Most often issues of non-compliance are due to lack of evidence to demonstrate compliance in a particular area. He also showed a listing of the top 10 most frequently cited SACSCOC Principles during off-site reviews and how ODU compared. He noted where ODU was cited as non-compliant and said that those areas will be addressed in the next report due at the end of February.

At the conclusion of the Vice Provost's report, President Hemphill applauded Brian Payne for his leadership during this process, which can often be a tense time for an institution.

## **RETENTION AND GRADUATION RATES BRIEFING**

President Hemphill stated that the Board agreed at their retreat that student retention and graduation rates were of significant importance, so he has asked Don Stansberry, Vice President for Student Engagement & Enrollment Services, to provide the Board with a current snapshot of where the institution currently stands. Vice President Stansberry introduced two members of his leadership team, Christopher Fleming, Assistant Vice President for Enrollment and Executive Director of Admissions, and Vicki Williams, Dean of Students and Associate Vice President for Engagement.

Vice President Stansberry commented that past decisions have impacted retention and graduation rates, so President Hemphill asked that we rethink things. In the area of retention, he shared the top five national challenges for student retention and comparative retention data with Old Dominion's APLU and aspirational peers. ODU's ten-year average retention rate for first-time, full-time, degree-seeking students is 78%. These data vary by gender, first generation students, Pell grant recipients and high school GPA.

A discussion followed on ODU's current admission rate, which stands at 95%, and how that impacts retention. Vice President Stansberry said that this is an issue he, President Hemphill, and the Cabinet have discussed with a desired goal to lower the rate and the pool but increase the yield. Packaging of student financial aid will be crucial in accomplishing that goal.

SEES staff engage in telephone outreach to learn why students do not return. The most cited reason is transfer, followed by stop-out, other, financial, and academic. Other reasons include feeling isolated, getting the bureaucratic "run around," and family pressures. Included in the Strategic Plan are efforts to address some of these issues students are facing.

The six-year graduation rate, based on a ten-year average, is 52%, but is now trending in the wrong direction. Increasing the graduation rate is a stated goal of the Strategic Plan. This will need to be an institutional effort and will be impacted by who we enroll and ensuring they are ready, as well as also how we support them to retain them throughout their journey. A lot of support is provided for first-year students, but we also need to support them through their sophomore, junior, and senior years to impact graduation rates.

Staff are currently focusing on best practices and keeping track of what is happening on the national level. Noell Levitz prepared best practices based on the research they conducted and found that 71% of four-year public institutions have a chief retention officer. ODU has a retention, progression, and graduation team and a student success team in partnership with Academic Affairs that take a team approach to tracking student progression, providing support, and coaching and student life programming, but it needs to do more, and it needs to do better. With the support of the Provost, Deans are taking a more proactive approach in support of student success.

Nationally and at ODU, there is a need to adapt to the virtual world and to leverage technology to provide on-demand support to students. Vice President Stansberry shared the various strategies currently used by the institution to connect with students and assist them in progressing through graduation. Several specific strategies are also included in the new Strategic Plan for which baseline and target data are identified as well as responsible parties and projected timelines. New

initiatives that are being implemented in the spring semester include a Male Achievement Center, Care Center, Reentry Counselor, Peer Mentoring/Success Coaches, Sophomore Celebrations, and Family Engagement.

Following his presentation, Vice President Stansberry responded to questions from Board members regarding staffing, financial aid packaging, family involvement, and a proposed University 101 course as part of the General Education requirements.

## **REPORTS OF STANDING COMMITTEES**

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

Ms. Jones, chair of the Academic and Research Advancement Committee, reported that the Committee met in closed session to discuss recommendations for the appointment of two faculty members with tenure. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by all members present and voting (*Allmond, Bradley, Broermann, Corn, Ellmer, Hill, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Williams*).

(NOTE: At this point during the meeting, there were no Board members participating remotely, so a voice-vote was allowed.)

### **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. Li-Wu Chen as Professor and Dean of the School of Public Health with the award of tenure in the School of Community and Environmental Health in the College of Health Sciences, effective March 10, 2023.

Salary: \$290,000 for 12 months (\$50,000 stipend for serving as Dean of the School of Public Health)  
Rank: Professor and Dean of the School of Public Health

The following contains my recommendation for the initial appointment with tenure for Dr. Li-Wu Chen in the School of Community & Environmental Health. Dr. Chen received a BPH in Public Health from the National Taiwan University, an MHSA in Health Services Administration from the University of Michigan, and a PhD in Health Policy & Administration from The Pennsylvania State University. Prior to ODU, he was a Professor at the University of Nebraska Medical Center (2012 – 2020) and a Professor at the University of Missouri-Columbia (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 for Dr. Chen were received from the departmental, college, and university promotion and tenure committees, as well as from the college dean.

The Promotion and Tenure Committee for the School of Community & Environmental Health (5 – 0), the Promotion and Tenure Committee for the College of Health Sciences (4 – 0), and the University Promotion and Tenure Committee (5 – 0) unanimously recommend this appointment. Dr. Bonnie Van Lunen, Dean of the College of Health Sciences, also recommends appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Li-Wu Chen meets the standards for tenure at the rank of Professor in the School of Community & Environmental Health 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 B. Kahn as Professor of Marketing with the award of tenure in the Department of Marketing in the Strome College of Business, effective September 1, 2022.

Salary:           \$305,000 for 12 months (\$50,000 stipend for serving as Dean)  
Rank:             Dean of the Strome College of Business and Professor of Marketing

The following contains my recommendation for the initial appointment with tenure for Dr. Kenneth Kahn in the Department of Marketing. Dr. Kahn received a B.S. in Industrial Engineering from the Georgia Institute of Technology, an M.S. in Industrial Engineering, and a Ph.D. in Business with a major in Marketing from Virginia Polytechnic Institute and State University. Prior to ODU, he was a Professor of Marketing at Virginia Commonwealth University (2009 – 2020) and Dean of Monte Ahuja College of Business at Cleveland State University (2020 – 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 for Dr. Kahn were received from the departmental, college, and university promotion and tenure committees, as well as from the acting college dean.

The Promotion and Tenure Committee for the Department of Marketing (5 – 0), the Promotion and Tenure Committee for the Strome College of Business (5 – 0), and the University Promotion and Tenure Committee (5 – 0) unanimously recommend this appointment. Dr. Gail Dodge, serving as acting dean for the purposes of this review, also recommends appointment with tenure.

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

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Committee members approved the consent agenda items including the appointment of four faculty, 27 administrative faculty, and five emeritus/emerita faculty. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by all members present and voting (*Allmond, Bradley, Broermann, Corn, Ellmer, Hill, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Williams*).

### 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. Peggy Galdini Clinical Assistant Professor, School of Rehabilitation Sciences	\$90,000	10/25/22	10 mos

Dr. Galdini received a Doctorate in Occupational Therapy (OTD) from St. Augustine University, and an M.S. in Occupational Therapy and a B.S. in Rehabilitation Science from the University of Pittsburgh. Previously she was an Adjunct Professor in Occupational Therapy at the University of St. Augustine and a member of the OTD Advisory Committee, Strategic Planning Committee and Admissions Council at Old Dominion University. (new position)

Dr. Claudia Muratori Visiting Assistant Professor, Department of Electrical and Computer Engineering	\$90,000	9/25/22	10 mos
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Dr. Muratori received a Ph.D. in Human Biology and Genetics and an M.S. in Molecular Biology from the University of Rome “La Sapienza” Rome, Italy. Previously she was a Research Assistant Professor in the Frank Reidy Research Center for Bioelectrics at Old Dominion 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	12/25/22	10 mos

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

Dr. Michelle Thompson Assistant Professor, School of Rehabilitation Sciences (Tenure Track)	\$100,000	12/25/22	10 mos
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Dr. Thompson received a Ph.D. in Special Education Disability Policy and an M.S. in Occupational Therapy from Virginia Commonwealth University and a B.A. in Spanish Literature from Indiana University. Previously she was the Lead Occupational Therapist and Assistive Technology Specialist at Richmond Public Schools. (new position)

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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>
Dina Anderson Instructor of Early Care and Education and Assistant Instructor	\$39,900	9/28/2022	12 mos

Ms. Anderson received a Bachelor of Arts in Communications from Stockton State College. Previously, she worked as a Teaching Assistant with the Chesapeake Montessori School.

Amanda Barrett Professional Counselor, Counseling Services, and Instructor	\$65,000	9/10/2022	12 mos
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Ms. Barrett received a Master of Science in Mental Health Counseling from Longwood University and a Bachelor's degree in Psychology. Previously she worked as a Staff Counselor with Christopher Newport University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
SheAyre Bowles Coordinator, Sport and Youth Programs, and Instructor	\$42,000	11/10/2022	12 mos

Ms. Bowles received a Master's in Sports Management from Old Dominion University and a Bachelor's degree in Sports Management. She previously worked as a Group Sales Coordinator with the Norfolk Tides Baseball Club and was a Sports Clubs Graduate Assistant with Old Dominion University.

Katelyn Canady Outreach and Public Services Librarian/Archivist	\$60,000	1/25/2023	12 mos
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Ms. Canady received a Master of Library and Information Science from Simmons College and a Bachelor of Arts in History from Old Dominion University. Previously she was the Evening Reference Training and Technology Specialist at the Old Dominion University Perry Library.

Ron Chen Director of Athletic Marketing and Social Media, and Assistant Instructor	\$42,500	9/10/2022	12 mos
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Mr. Chen received a B.A. in Sports Management from the University of Michigan Ann Arbor. He worked as a Social Media Assistant for the Detroit Tigers and also worked at the University of Michigan as the Head Social Media & Marketing Intern for football. (new position)

Richard Clark Executive Director of Housing & Residence Life, and Instructor	\$120,000	11/25/2022	12 mos
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Mr. Clark received a Master of Business Administration in Business Management and Strategic Planning from the University of Illinois at Chicago, a Master of Arts in College Student Personnel from Eastern Michigan University and a Bachelor's degree in Speech Communications. Previously he served as the Interim Associate Vice President for Student Life at the University of Nevada Las Vegas. (new position)

Emma Gargan-Wark Professional Counselor, Counseling Services, and Instructor	\$60,000	10/25/2022	12 mos
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Ms. Gargan-Wark received a Master's in Social Work from the University of Kentucky and a Bachelor of Social Work from the University of North Carolina Wilmington. Previously she worked as a Community Based Clinical Services Counselor for Tidewater Youth Services Commission. (new position)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Mallory Griest Assistant Director for Residence Education and Instructor	\$54,000	10/25/2022	12 mos

Ms. Griest received a Master's in Counseling from Shippensburg University and a Bachelor's degree in Psychology from Messiah College. Previously she served as a Residence Hall Director with Old Dominion University.

Hannah Leopold Assistant Director, Undergraduate Admissions, and Instructor	\$51,000	11/10/2022	12 mos
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Ms. Leopold received a Master of Education in Counselor Education from Virginia Commonwealth University and a Bachelor's degree in Early & Elementary Education. Previously, she worked as a Residence Hall Director in Housing and Residence Life at Old Dominion University.

David Hunt Director of Digital Marketing, Division of Digital Learning, and Assistant Instructor	\$120,000	10/3/2022	12 mos
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Mr. Hunt received a Bachelor of Liberal Studies from the University of Wisconsin-Oshkosh. Previously he served as the Director of Strategic Digital Marketing and Communication at Miami University, Graphic Design Manager and Marketing/PR Strategist at Wake Forest University, Director of Communications for Alumni Relations at Virginia Tech, and Graphic Designer at Lawrence University. (new position)

Alisha Melton Student Success Advisor, Advising Administration and Academic Partnerships, and Instructor	\$48,510	11/10/2022	12 mos
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Alisha Melton earned a Master of Arts and a graduate certificate in Student Affairs in Higher Education from East Carolina University and an undergraduate degree in Social Science from Chowan University. Previously she worked as an Academic Advisor at Tidewater Community College.

Tyler Miller-Gordon Senior Research Associate for Assessment and Instructor	\$65,181	10/25/2022	12 mos
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Mr. Miller-Gordon received a B.A. in Philosophy and a B.A. in French from Youngstown State University and an M.S.Ed. in Educational Leadership from Old Dominion University. Previously, he worked as a Senior Research Associate for Assessment and an Assessment and Data Assistant at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Samantha Palmucci Associate Director of Assessment and Instructor	\$75,000	10/25/2022	12 mos

Ms. Palmucci received a Master of Science in Education in Educational Leadership in Higher Education from Old Dominion University and a Bachelor's degree in Communication. Previously, she worked as a Retention Coordinator in the Dean of Students Office at Old Dominion University.

Alysa Patti Professional Counselor, Counseling Services, and Instructor	\$60,000	10/25/2022	12 mos
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Ms. Patti received a Master of Education in Clinical Mental Health Counseling from The College of William and Mary and a Bachelor of Science in Psychology from Christopher Newport University. She previously worked as Resident in Counseling at White Cloud Therapeutic Services and as a Graduate Intern at The Arbor Behavioral Healthcare and The Flanagan Counselor Education Clinic.

Angela Pezzella Residence Hall Director and Instructor	\$38,500	10/10/2022	12 mos
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Ms. Pezzella received a B.S. in Psychology from the College of William and Mary, an M.A. and Ed.S. in Clinical Mental Health Counseling from James Madison University and is currently completing a Ph.D. in Counseling and Human Development at George Washington University. Previously, she worked as a Graduate Research Assistant at George Washington University and a Graduate Assistant in Website and Marketing at James Madison University.

Alexis Porterfield Athletic Trainer and Instructor	\$38,500	10/10/2022	12 mos
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Ms. Porterfield received a Master of Athletic Training and a Bachelor of Science in Applied Science from Youngstown State University. Previously, she worked as Athletic Trainer at Morgan State and Youngstown State University. (new position)

Paul Posener Director of Administrative Services, Housing and Residence Life, and Instructor	\$90,000	12/10/2022	12 mos
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Mr. Posener received a Bachelor of Arts in Political Science from the State University of New York College at Fredonia and a Master of Science in Student Personnel Administration from the State University of New York College at Buffalo. Previously he was Director of the Office of Housing and Residence Life at the University of North Carolina, Pembroke.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Jaira Rahman-Bowman Admissions Counselor and Assistant Instructor	\$41,350	11/10/2022	12 mos

Ms. Rahman-Bowman received a Master of Science in Education and a Bachelor of Science in Human Services from Old Dominion University. She previously worked as a Student Accounts Outreach Specialist in the Office of Finance at Old Dominion University.

JoAnna Reihner Assistant Director of Fitness and Wellness	\$52,300	10/22/2022	12 mos
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Ms. Reihner received an M.A. in Wellness and Lifestyle Management from Rowan University and a B.S. in Health Behavior Science from the University of Delaware. Previously she was a Site Director (Fit360) for OneLife Fitness, Head Trainer for RockBox Fitness, Fitness and Wellness Coordinator for Pennsylvania State University, and Fitness Coordinator for the University of Delaware Recreation.

Jennifer Renne Digital Shipbuilding Curriculum Coordinator, Office of Research, and Instructor	\$80,000	10/10/2022	12 mos
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Ms. Renne received a B.S. in Technology Education from the State University of New York at Oswego and an M.A.Ed. in Integrative STEM Education from Virginia Tech. Previously she worked as a Technology Education teacher at Landstown High School Governor's STEM Academy and as a Technology Education teacher at Staunton High School.

Tahj Scott Athletic Academic Advisor and Instructor	\$45,202	9/25/2022	12 mos
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Mr. Scott received a Master of Business Administration from St. Andrews University and a Bachelor of Science in Psychology. Previously, he worked as Director of Athletic Academic Support/Life Skills at Hampton University.

Raychel Smithson Transfer Success Coordinator, Advising Administration and Academic Partnerships, and Instructor	\$49,641	9/10/2022	12 mos
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Ms. Smithson received a Master of Arts in Human Services Counseling from Regent University and a Bachelor's degree in Human Services/English. Previously, she worked as an Academic Advisor with Tidewater Community College.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Tammy Speer Director, ODU Primary Care Clinic, School of Nursing, and Assistant Professor	\$125,000	9/10/2022	12 mos

Dr. Speer received a Bachelor of Science in Nursing from Virginia Commonwealth University, a Master of Science in Nursing from Duquesne University, and a Doctor of Nursing Practice from the University of Alabama. Previously she was a Family Nurse Practitioner at Atlantic Shores Wellness and Director of Quality Improvement for CHKD Pediatric Urgent Care. She has served in the capacity of Family Nurse Practitioner, Manager of Quality Outcomes, Clinical Supervisor, and as a Registered Nurse.

Ivonee Thompson Professional Counselor, Counseling Services, and Instructor	\$60,000	10/25/2022	12 mos
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Ms. Thompson received a Master of Arts in Clinical Mental Health Counseling from Regent University and a Bachelor of Science in Psychology from Radford University. Previously she worked as an Intern Counselor at Kempsville Center for Behavioral Health.

Tre'elle Tolbert Content Strategist, Division of Digital Learning, and Instructor	\$80,000	10/10/2022	12 mos
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Ms. Tolbert received a Master's degree in Communications from Arizona State University and a Bachelor's degree in Clinical Psychology from Regent University. Previously, she was a Digital Marketing and Brand Strategist for TAG IT BRAND IT and worked in Interior Communications for the United States Navy.

Olivia Trumino Research Compliance Coordinator, Office of Research, and Instructor	\$58,000	9/19/2022	12 mos
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Ms. Trumino received an M.S. in Exercise Science from the State University of New York (SUNY) College at Courtland and a Bachelor's degree in Exercise Science. She has held research program coordinator positions at SUNY Courtland and Johns Hopkins University and has been an Assistant Program Manager of the EVMS Wellness Centers.

Dongli Zhang Instructional Designer, Division of Digital Learning, and Instructor	\$71,500	9/10/2022	12 mos
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Ms. Zhang received a Master of Science in Instructional Design and Technology and a Master of Arts in English from Emporia State University and a Bachelor of Arts in English from Wuhan Institute of Technology. Previously she was an Instructional Designer at Illinois State University and an Instructional Design Specialist at the University of Wisconsin-Madison.

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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>
Jane H. Dané Associate Vice President Emerita for Enrollment Management	February 1, 2023
Kenneth Mopper Eminent Scholar Emeritus and Professor Emeritus of Chemistry and Biochemistry	January 1, 2023
Lytton J. Musselman Eminent Scholar Emeritus, Professor Emeritus of Biological Sciences and Mary Payne Hogan Distinguished Professor Emeritus of Botany	January 1, 2023
Kent Sandstrom Professor Emeritus of Sociology and Criminal Justice	January 1, 2023
Michael Tamburello Associate Professor Emeritus of Rehabilitation Sciences	January 1, 2023

### **Jane H. Dané**

Jane H. Dané, Associate Vice President for Enrollment Management, joined Old Dominion University in 2011. She received her bachelor's degree from the University of Delaware and a master's degree in Education from Salisbury University.

Dané was the recipient of the President John R. Broderick Diversity Champion Award in 2020, and the Outstanding Enrollment Management Professional Award in 2019 by the Enrollment Management Knowledge Community of NASPA: Student Affairs Administrators in Higher Education. She was also the recipient of the 2011 American Association of Collegiate Registrars and Admissions Officers (AACRAO) Strategic Enrollment Management Award for Excellence that recognizes outstanding achievement and visionary leadership in strategic enrollment management. In 2018, Dané served as the conference chair for the Southern Association for College Student Affairs (SACSA). Additionally, she is active in national and regional enrollment and student affairs organizations and has presented recently at AACRAO, National Association for College Admission Counseling (NACAC), Student Affairs Administrators in Higher Education (NASPA), Higher Education Users Group, National Academic Advising Association (NACADA), and SACSA.

Dané co-authored "The Impact of Study Abroad on Academic Success: An Analysis of First- Time Students Entering Old Dominion University, Virginia, 2000-2004," which was published in

Frontiers: The Interdisciplinary Journal of Study Abroad, Volume XXIII-Fall 2013. Her research article, "Keeping Our Options Open: Evaluating the Impact of a Pilot Test-Optional Admission Policy" was also published and presented at the American Education Research Association (AERA).

During her tenure, Dané's leadership has transformed enrollment management within the Division of Student Engagement and Enrollment Services at ODU. Her infusion of comprehensive, data-informed practices has consistently produced positive outcomes, contributing to the University's enrollment complexity. Beyond the work she's accomplished within enrollment, Jane has also served in many leadership positions that have impacted major decisions of the University, including her work leading Strategic Planning teams on three separate occasions.

A strong advocate for ODU Online, Dané has served on the Authority Board for the Online Virginia Network (OVN), which promotes degree completion for non-traditional students who have some college and no degree. She has also served as the Director of Old Dominion University's National Center for Social Mobility and worked to raise awareness among national peers about the value of supporting students and their successes, particularly those who are first-generation and low-income who may encounter greater challenges.

### **Kenneth Mopper**

Kenneth Mopper received a BA in Chemistry from the City University of New York at Queens, an MS in Chemistry from the Massachusetts Institute of Technology, and a PhD jointly from the Massachusetts Institute of Technology and the Woods Hole Oceanographic Institute (the MIT-WHOI Joint Program). He left Washington State University to join the Department of Chemistry and Biochemistry at Old Dominion University in 2001 as a full professor and was appointed as an Eminent Scholar in 2020. In recognition for his accomplishments, Mopper was elected as a Fellow of the American Geophysical Union in 2013 and a Sustaining Fellow to the Association for the Sciences of Limnology and Oceanography in 2019. He also won the 32<sup>nd</sup> Faculty Research Achievement Award from ODU in 2016.

While at ODU, Mopper has served as the advisor for nine PhD and two MS students. He was awarded visiting professorships and fellowships by the Chinese Academy of Sciences, the University of Oldenburg, and ETH Zurich and was appointed as an associate member of the Scientific Committee on Ocean Research in 2013.

Mopper's research focused on the composition and origin of dissolved organic matter in natural waters and the impact of photochemical processes on global carbon cycling.

He was consistently ranked in the top ten most highly cited researchers at ODU. He has published over 110 publications, 38 at ODU, which have garnered over 22,000 citations. In addition, Mopper was awarded over \$3 million in external funding, primarily from the National Science Foundation, for a lifetime record of \$8.5 million, and he presented his work in numerous conferences and colloquia worldwide.

## **Lytton John Musselman**

Lytton John Musselman received a BA from Beloit College, an MS from the University of Wisconsin-Milwaukee, and a PhD from the University of North Carolina-Chapel Hill. In 1973 he joined ODU as an Assistant Professor of Biology, was designated an Eminent Scholar in 1993, and appointed the Mary Payne Hogan Professor of Botany in 1999. He established the Blackwater Ecologic Preserve near Zuni, Virginia in 1985 and served as Manager of the Preserve. Musselman also served as Department Chair from 2002-2008.

Musselman is the recipient of four Fulbright Awards (Sudan, West Bank, Jordan, Brunei Darussalam) and served as host to three Fulbright Scholars (Nigeria, Bahrain, Sri Lanka). He has also been a Visiting Professor at the American University of Beirut, the American University of Iraq-Suleimani, and a Visiting Scientist at the U. S. Forest Service Southern Research Laboratory, Weed Research Organization (Oxford), Royal Botanic Garden Edinburgh, Royal Society for the Conservation of Nature (Jordan), and Nature Iraq (Iraq). Among his funding sources are the National Science Foundation, National Geographic Society, USAID, and the U. S. Department of Agriculture.

Musselman's publications include 200 journal articles, numerous popular articles, 12 edited volumes and nine books. His most recent books are *Edible Wild Plants of the Carolinas: A Forager's Companion* (with P. Schafran) 2021, *Solomon Described Plants: A Botanical Guide to Plant Life in the Bible* 2022, and *Parasitic Plants in African Agriculture* (with J. Rodenburg). He is co-founder and currently co-editor of *Haustorium, The Newsletter of the International Parasitic Plants Society*, currently editor of *Chinquapin, The Newsletter of the Southern Appalachian Botanical Society*, and former editor of the botanical journal *Castanea*.

Among Musselman's awards are the ODU Outstanding Researcher Award, Meritorious Teaching Award from the Association of Southeastern Biologists, inaugural Fellow of the International Parasitic Plant Society, Elizabeth Bartholomew Award from the Southern Appalachian Botanical Society, and the True Longleaf Champion Award by the Longleaf Alliance. He sponsored and participated in regional national, and international meetings often with his undergraduate and graduate students and had numerous consultancies for parasitic plants and plants of the Bible and Qur'an.

During his fifty years at ODU, Musselman taught mainly field courses, taking advantage of the mosaic of plant communities in Southeastern Virginia. Approximately 35 MS students were trained under him as well as seven PhD students, one of whom received a student Fulbright for Namibia.

## **Kent Sandstrom**

Kent Sandstrom, Professor of Sociology, joined ODU as Dean of the College of Arts & Letters in 2017 and joined the Department of Sociology and Criminal Justice in 2021. He has served in a variety of leadership and administrative roles over the course of his 30-year academic career at ODU, North Dakota State University, the Midwest Sociological Society, and the University of Northern Iowa. Sandstrom has received numerous awards for his contributions as a leader, teacher,

and scholar including the Outstanding Service Award from ODU's College of Arts and Letters. While serving as dean at ODU, he played a central role in establishing the F. Ludwig Diehn School of Music. Sandstrom also oversaw and facilitated significant increases in college enrollments, fundraising, alumni engagement, sponsored research, scholarly productivity, the number of women and people of color serving in leadership roles, and the implementation of a variety of diversity initiatives.

Sandstrom has maintained an active record of scholarship throughout his career. He is the author of six books and more than 40 other publications; his work has been published in flagship journals, multiple languages, and been among the top-selling anthologies. Overall, Sandstrom's publications have made notable contributions to social theory as well as to qualitative methodology, social psychology, the sociology of deviance, and the sociology of health and illness. His ethnographic analyses have provided an incisive chronicle of the biographical disruptions and identity dilemmas encountered by persons living with HIV disease and, more generally, by chronically ill people. Sandstrom's analyses have also revealed how seriously ill people reconstruct their identities, interactions, and goals for self as they come to terms with the changes that emerge in their bodies, routines, and intimate relationships, pushing sociologists to focus greater attention on the final stages of chronic illness and its implications for self-conception and identity work.

Sandstrom has a deep commitment to teaching, and he uses a variety of innovative pedagogical strategies to engage his students in the classroom and move students beyond narrow preoccupation with the contents of a specific topic, theory, or class. Instead, he has stressed the process of learning and the ethical challenges and responsibilities that accompany the gathering of knowledge.

### **Michael Tamburello**

Michael Tamburello received his PhD in Sports Medicine from the University of Virginia, an MS in Orthopedic & Sports Physical Therapy from the Medical College of Virginia/VCU, and a BS in Physical Therapy from the University of Florida. He is both a physical therapist and an athletic trainer, having been certified by the American Board of Physical Therapy Specialists as a Sports Physical Therapist and Electrophysiologic Specialist. He is also certified by the National Strength and Conditioning Association as a Strength and Conditioning Specialist and is a Certified Athletic Trainer in Virginia.

Tamburello has been an integral member of the Physical Therapy program at Old Dominion for nearly 30 years, serving as an adjunct faculty member from 1993-1998 and then joining the faculty full-time as an Associate Professor in 1999. More recently, he has served as the Graduate Program Director of the Doctor of Physical Therapy program, successfully guiding the program back to full accreditation status. Previously, Tamburello served in the US Navy as the Director of Physical Therapy and consultant to the US Navy SEAL teams at Naval Medical Center Portsmouth. He retired from the US Navy as a Captain in 1999. He has also served as an adjunct faculty member for the University of St. Augustine (1997-2004), Rocky Mountain University for the Health Professions (1992-2001), and Medical College of Virginia/VCU (1983-1986).

Tamburello is widely regarded within the College as an exceptional and inspiring teacher within the Doctor of Physical Therapy program. His teaching accomplishments include being awarded the Excellence in Teaching Award by the American Academy of Sports Physical Therapy in 2019 and the College of Health Sciences Excellence in Teaching Award in 2003 and 2015. He was also awarded the Lindsay Rettie Best Faculty Research award. Since joining ODU, he has 30 presentations, both platform and poster, 23 of them peer-reviewed, at local, state, and professional association conferences in the areas of electrophysiologic testing, sports medicine, and sports injuries.

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Committee members approved the following regular agenda items by unanimous vote: Department of Women’s Studies name change to Women’s and Gender Studies; creation of the School of Kinesiology and Health Science and the School of Communication Sciences and Disorders within the College of Health Sciences; a Bachelor of Science degree in Data Science; and a Master of Science degree in Applied Behavior Analysis. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by all members present and voting (*Allmond, Bradley, Broermann, Corn, Ellmer, Hill, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Williams*).

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

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves renaming the Department of Women’s Studies the Department of Women’s and Gender Studies effective July 1, 2023.

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

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

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**APPROVAL TO CREATE THE SCHOOL OF KINESIOLOGY AND HEALTH SCIENCE AND THE SCHOOL OF COMMUNICATION SCIENCES AND DISORDERS**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves creating the School of Kinesiology and Health Science and the School of Communication Sciences and Disorders within the College of Health Sciences effective for the 2023-2024 academic year.

Rationale: The Program Prioritization Initiative (PPI) report was completed in 2022 by the Office of Academic Affairs and included actions to improve the overall viability of academic programs and the effectiveness and efficiency of key academic support areas. One of the actions included the opportunity to examine whether some academic programs would be more appropriate in other colleges. Through discussions with associated program faculty, it was determined that the following programs would migrate into the College of Health Sciences effective for the 2023-2024 academic year.

- Bachelor of Science in Exercise Science
- Master of Science in Exercise Science
- Bachelor of Science in Speech-Language Pathology & Audiology
- Master of Science in Speech-Language Pathology
- Undergraduate Major in Recreation Therapy

The shifting of the programs into the College of Health Sciences allows for streamlined pathways for students interested in health-related disciplines. Additionally, the College will be better prepared to advise students and create linked programs, which will decrease overall time to degree completion and serve as a mechanism to keep the best and brightest at the University.

As part of that migration, several faculty forums and meetings have taken place to determine the best fit for these programs within the College of Health Sciences. Faculty were able to vote for their preferred structural model, and the College of Health Sciences Dean’s Office used this information to formulate the final model consisting of the development of two new Schools.

- School of Communication Sciences and Disorders
- School of Kinesiology and Health Science

The School of Communication Sciences and Disorders will consist of faculty from Speech-Language Pathology, and the School of Kinesiology and Health Science will consist of faculty associated with exercise science related disciplines. The formation of these individual Schools with the associated names will allow for future growth with additional programmatic areas, such as nutrition, physiology, and audiology. Each School will contain the requisite faculty to align with the College’s institutional processes for tenure and promotion. Budgets for each of the Schools will be reallocated from existing resources in the Darden College of Education and Professional Studies (College in which the programs were previously aligned).

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**APPROVAL OF A BACHELOR OF SCIENCE  
IN DATA SCIENCE DEGREE PROGRAM**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed Bachelor of Science in Data Science degree in the new School of Data Science effective for the 2023-2024 academic year.

Rationale: The purpose of the BS in Data Science program is to provide students foundational knowledge in the core competency areas of data science. The proposed program will provide skills in computer science, mathematics and statistics, and data analytics. Students will learn to use data for identifying trends and patterns, solving problems, communicating results, and recommending solutions. Additionally, it will provide opportunities for students to practice these skills across application areas from different domains. The program will provide project-based learning and students will discover how to use data to solve real-world problems. Graduates will be knowledgeable and skilled at developing statistical models to detect trends and lead teams in organizing, managing, and modeling data. The program will prepare graduates to work in public or private settings that require data-driven solutions to gain insights, make decisions, and communicate solutions.

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**APPROVAL OF A MASTER OF SCIENCE IN APPLIED  
BEHAVIOR ANALYSIS DEGREE PROGRAM**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed Master of Science in applied Behavior Analysis degree in the Darden College of Education and Professional Studies effective for the 2023-2024 academic year.

Rationale: The purpose of the proposed MS in Applied Behavior Analysis is to train master-level students to become eligible for the national examination required for certification by the Behavior Analyst Certification Board and for state licensure. The program will emphasize the identification, selection, and implementation of evidence-based practices to promote positive outcomes and improve quality of life for clients who need behavior-analytic services. Students will gain skills in behavioral assessment, selection and implementation of behavior-change, data collection and evaluation of behavior-change programs within the context of professional and ethical conduct. Such skills are greatly valued by educational agencies, behavior-analytic providers, and community organizations. Students will also learn to collaborate with clients, caregivers, and other professionals. Furthermore, students will gain skills in mentoring and supervision lower-level behavior analysts.

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Vice President Morris Foster described the research motivations and benefits of the new Strategic Plan. He also presented a preliminary overview of the findings of a study of data science opportunities in Hampton Roads.

Dr. John Nunnery presented outcomes of the applied research initiative launched by the Office of Research in 2016 and described the five key strategies used in the initiative. Outcomes include growth in traditional R&D expenditures, applied research expenditures, and industry-sponsored research as well as new types of funding mechanisms.

### **ADMINISTRATION AND FINANCE COMMITTEE**

Mr. Broermann, chair of the Administration and Finance Committee, reported that Vice President for Administration and Finance and Chief Financial Officer Chad Reed briefed the Committee on the Mid-Year Budget Update. The update included a review of enrollment for the Summer and Fall semesters, as well as projections for the upcoming Spring semester, collectively showing that enrollment levels are in line with the budget plan for the year. This was followed by a discussion of favorable stability of the state general fund and other cost factors influencing FY2023 resources. In addition, Mr. Reed discussed the recovery of \$26 million in lost tuition and auxiliary revenues through available pandemic relief funding. The recovery of these resources will serve to fortify reserves and fund \$5.5 million of one-time strategic investments. Vice President Reed then presented the updated Financial Performance Report which reflects the increase in resources resulting from the \$26 million of lost revenue recovery funds and an additional \$800,000 of gift income. These adjustments to the FY2023 Operating Budget result in a total of \$645 million in resources, \$625 million in expenditures, and a \$20 million contribution to reserves. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved by all members present and voting (*Allmond, Bradley, Broermann, Corn, Ellmer, Hill, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Williams*).

### **APPROVAL OF OLD DOMINION UNIVERSITY'S AMENDED 2023 OPERATING BUDGET AND PLAN**

WHEREAS, the Board of Visitors Bylaws require the President or designee to report to the Administration and Finance Committee any changes to the Operating Budget and Plan that exceed \$250,000; and

WHEREAS, due to the substantive nature of the proposed mid-year amendments to the 2023 Operating Budget and Plan reflect material changes, the President presents the amended budget and plan to the Board of Visitors for approval.

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



OLD DOMINION UNIVERSITY						
Amended FY2023 OPERATING BUDGET AND PLAN						
Dollars in Millions	Adopted Budget	Technical Base Adj	Adjusted Base	One-Time Adjustments	Amended Operating Budget	Year-to-Date 11.20.2022
<b>Educational and General Programs</b>						
<u>Resources</u>						
GF	180.56	0.00	180.56	0.00	180.56	71.26
T&F	154.83	0.00	154.83	0.00	154.83	136.77
All Other	19.86	0.00	19.86	10.34	30.21	27.13
<b>Total</b>	<b>355.25</b>	<b>0.00</b>	<b>355.26</b>	<b>10.34</b>	<b>365.59</b>	<b>235.16</b>
<u>Expenditures</u>						
Instruction, Research, & Academic Support	(213.47)	0.00	(213.47)	(6.21)	(219.68)	(82.74)
All Other Programs	(141.78)	0.00	(141.78)	(4.13)	(145.91)	(59.30)
<b>Total</b>	<b>(355.25)</b>	<b>0.00</b>	<b>(355.24)</b>	<b>(10.34)</b>	<b>365.59</b>	<b>(142.03)</b>
<b>Net</b>	<b>0.00</b>	<b>0.00</b>	<b>0.01</b>	<b>0.00</b>	<b>0.00</b>	<b>93.13</b>
<b>Student Financial Assistance</b>						
Revenue	104.73	0.52	105.25	0.00	105.25	57.08
Expenditures	(104.73)	(0.52)	(105.25)	0.00	(105.25)	(52.18)
<b>Net</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>4.90</b>
<b>Sponsored Programs</b>						
Revenue	23.97	2.75	26.72	0.00	26.72	12.87
Expenditures	(23.97)	(2.75)	(26.72)	0.00	(26.72)	(4.14)
<b>Net</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>8.73</b>
<b>Auxiliary Enterprises</b>						
Revenue	122.00	0.00	122.00	15.61	137.61	111.70
Expenditures	(117.27)	0.00	(117.27)	0.00	(117.27)	(24.83)
<b>Net</b>	<b>4.73</b>	<b>0.00</b>	<b>4.73</b>	<b>15.61</b>	<b>20.34</b>	<b>86.87</b>
<b>Gifts and Discretionary</b>						
Revenue	9.60	0.00	9.60	0.80	10.40	9.73
Expenditures	(9.60)	0.00	(9.60)	(0.80)	(10.40)	(4.49)
<b>Net</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>5.24</b>
<b>Total University</b>						
<b>Revenue</b>	<b>615.55</b>	<b>3.27</b>	<b>618.82</b>	<b>26.75</b>	<b>645.57</b>	<b>426.53</b>
<b>Expenditures</b>	<b>(610.82)</b>	<b>(3.27)</b>	<b>(614.09)</b>	<b>(11.14)</b>	<b>(625.23)</b>	<b>(277.68)</b>
<b>Net</b>	<b>4.73</b>	<b>0.00</b>	<b>4.73</b>	<b>15.61</b>	<b>20.34</b>	<b>198.86</b>

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Vice President Reed concluded his presentation with a preview of the FY2024 budget development process and the key assumptions and points of emphasis that will influence the forthcoming budget development process.

Vice President Reed then presented the Capital Outlay Project Status Report, highlighting updates on several projects currently under construction or nearing completion, as well as an update on the status of the design of the new Biology Building.

Vice President Reed briefed the Committee on the Public Private Education Facilities and Infrastructure Act. He discussed the legislation and enabling language that allows private sector and government agency partnerships to acquire, construct, maintain or operate “qualifying projects.” Some of the qualifying projects may include education facilities, improvements to enhance public safety and security of buildings, utility and telecommunications and other communication infrastructures, recreational facilities, and technology infrastructure and services. The proposed ODU PPEA Guidelines require approval of the Board of Visitors. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved by all members present and voting (*Allmond, Bradley, Broermann, Corn, Ellmer, Hill, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Williams*).

**RESOLUTION TO ADOPT GUIDELINES FOR PROJECTS UNDER  
THE PUBLIC-PRIVATE EDUCATION FACILITIES AND  
INFRASTRUCTURE ACT (PPEA) OF 2002**

WHEREAS, the Public-Private Education Facilitates Act of 2002 (PPEA) grants responsible public entities the authority to create public-private partnerships for the development of a wide range of projects for public use if the public entity determines there is a need for the project and that the private involvement may provide the project to the public in a timely and cost-effective manner; and

WHEREAS, for the purposes of the PPEA, the Commonwealth of Virginia, its agencies and institutions, including Old Dominion University, is a “responsible public entity” that has the power to develop or operate the applicable qualifying projects; and

WHEREAS pursuant to the Code of Virginia §56-575, the University must adopt guidelines in compliance with the PPEA in order to pursue any qualifying project.

THEREFORE, BE IT RESOLVED, that the Board of Visitors of Old Dominion University hereby adopt the “Old Dominion University Guidelines for Projects under the Public-Private Education Facilities Infrastructure Act (PPEA) of 2002”.

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Maggie Libby, Associate Vice President for Finance and University Controller presented an update on the FY2022 Annual Financial Statements.

The meeting concluded with a Public Safety Update from Interim Chief of Police, Garrett Shelton.

Due to time constraints, the presentation from Doug Streit, Executive Director of IT Security and Planning on an ODU Phishing Campaign exercise, and the presentation of the Investment Report from Mr. Mike LaRock, Assistant Vice President for Foundations were tabled. Both presentations are available for review in OnBoard.

## **ATHLETICS COMMITTEE**

Mr. Mugler, Chair of the Athletics Committee, reported that the Committee reviewed and approved the proposed revisions to the Athletics Committee Charter to be recommended to the Governance Committee for consideration at their next meeting.

Ken Brown, ODU athletics chief of staff, and Nicole Turner, associate athletics director for business and finance, presented the athletics budget for FY23. They reported on revenue, expenses, and budgeted revenue for football, men's basketball, women's basketball, and Olympic sports. Funding for FY23 from the NCAA includes sport sponsorship, grant-in aid, academic enhancement, NCAA Basketball Units, and APR. A comparison was made for student fee revenue between FY18 and FY23 to illustrate it has decreased approximately 200K annually over that time frame. Mr. Brown reported on the Sun Belt Conference Revenue Distribution which consists of the current college football playoff, future college football playoff potential, and bowl game reimbursement. He also reported that the Old Dominion Athletic Foundation transfers funds to athletics for scholarships, conference affiliation (lost revenue from Conference USA this one year), and supplemental salaries. Athletics has revenue contracts with Playfly, Under Armour, Pepsi, and Chartway Naming Rights. Mr. Brown reported that Athletics currently has approximately 130 full time employees. In FY23, mental health staff were added to serve student-athletes. The Athletics budgeted amount for scholarships is just over \$11M. Athletics awards 251.5 scholarships; ODAF covers 45% of the annual scholarship bill which is close to \$5M for FY22. Mr. Brown reported that Title IX for FY22 had 196 female student-athletes and 257 male student-athletes. Males received 57% of athletic aid, and females received 43% of athletic aid which is within 1% of the male/female participation ratio and complies with Title IX standards.

Jena Virga, Executive Director of the Old Dominion Athletic Foundation (ODAF), presented an SBC peer institution analysis on total fundraising dollars and total scholarship bill and amount that each foundation is responsible. Ms. Virga reviewed the ODAF's Statements of Financial Position and Statement of Activities for September 30, 2022, vs. September 30, 2021. She reported the 2022 fundraising year total raised in donations and premium seating as \$11,635,892. Ms. Virga provided a chart of donor giving levels and number of donors per level. In the past 13 years, the ODAF has raised an average of \$10.6 million per year for a total of \$138,710,149. Lastly, Ms. Virga announced that the ODAF has raised 67% percent (\$79,181,000) of its \$120M goal toward the University campaign goal of \$500M. She closed by informing the committee that the ODAF has raised \$18M of its \$20M goal for the Baseball Stadium Fundraising Initiative.

Danielle Cohea, Senior Associate Athletics Director for Compliance, Conduct, and Regulatory Affairs, presented an update on Name, Image, and Likeness (NIL), Collectives, and Alston payments. She broke down scholarships into five traditional elements: room, board, books, tuition, and fees. She informed the group of new allowable funding elements in cost of attendance, Alston academic payments, and expanded benefits and expenses. She reminded the group what is allowed under NIL and also educated the committee on Collectives. Dr. Wood Selig, Director of Athletics, provided his thoughts on the future landscape of Name, Image, and Likeness, Alston, and Collectives.

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

Dr. Williams, chair of the Audit, Compliance, and Human Resources Committee, reported that Ms. Amanda Skaggs, University Audit Executive, presented the completed audit report on University Libraries, noting that recommendations were made related to records management, budget management, overdue and lost materials, and discretionary accounts. Areas of strength for the University Libraries include contract administration, maintenance of physical materials, time reporting, performance evaluations, and availability and suitability of materials. Ms. Skaggs also reported on the status of open audit issues.

Chad Reed, Vice President for Administration & Finance and CFO, reported on the Red Flag Rule that relates to federal regulations regarding identity theft. As required by policy, he affirmed that the University has met all of the requirements and personnel have completed all required training.

The Committee went into closed session to discuss the performance of specific departments where such evaluation necessarily involved discussion of the performance of specific individuals. Following closed session, September Sanderlin, Vice President for Human Resources, Diversity, Equity, and Inclusion, briefed the Committee on the proposed revisions to the Audit, Compliance, and Human Resources Committee charter. The revisions were approved and will be forwarded to the Governance Committee for approval and recommendation to the full Board.

Vice President Sanderlin reported on the findings of the 2022 Staff Climate Survey and recommendations, and also shared strategies for increasing participation in exit interviews for classified and administrative and professional faculty who voluntarily separate from the University. The FY24 succession planning strategy was also shared and will include the executive level positions.

## **GOVERNANCE COMMITTEE**

Ms. Dickeski, chair of the Governance Committee, reported that the Committee reviewed the 2022 Board self-assessment survey for any changes it wished to make for the 2023 survey. The survey had been shared with the Board with an invitation to make suggestions, but none were received. The Committee approved the survey with no changes. It will be sent out to Board members in early January and the results of the survey will be shared and discussed with the Board at an upcoming meeting. She asked all Board members to take the time to complete it.

The Committee reviewed the proposed Bylaws revisions to reflect the new responsibilities of the Audit, Compliance, and Human Resources; Student Enhancement & Engagement and Digital Learning; and University Advancement and University Communications standing committees. Revisions to Section 6.01 of the Bylaws regarding the selection of the Vice Rector and succession planning were also reviewed. A notice of these proposed revisions was sent out to the Board in accordance with the 30-day notice requirement and the Committee approved the proposed revisions. Upon a recommendation from the

Governance Committee the following revisions were approved by all members present and voting (*Allmond, Bradley, Broermann, Corn, Ellmer, Hill, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Williams*).

**BYLAWS  
OF THE OLD DOMINION UNIVERSITY  
BOARD OF VISITORS**

**ARTICLE IV  
Committees**

§ 4.02. Standing Committees. In addition to the Executive Committee, the standing committees of the Board shall consist of the Academic and Research Advancement Committee, Administration and Finance Committee, Athletics Committee, Audit, Compliance and Human Resources Committee, Governance Committee, Student Enhancement and Engagement and Digital Learning Committee, and University Advancement and University Communications Committee. The chairs and members of the standing committees shall be appointed by the Rector, after consultation with the parties involved, and shall serve until their successors have been duly appointed. The Rector should consider rotating board members through various committees and leadership positions to plan for board officer succession. All members may be reappointed from year to year. Board members shall typically serve on two or more standing committees. Standing Committee chair vacancies (versus temporary absences) may be filled at any time by appointment of the Rector. A quorum of each of the standing committees shall consist of three voting Visitors who are committee members. The Rector and Vice Rector are deemed committee members for all purposes, including a quorum. The agenda for each regular Board meeting shall include reports by committees to the Board. Unless otherwise specifically provided by the Board, decisions/recommendations of standing committees (except decisions by the Academic and Research Advancement Committee on review of negative tenure decisions) are advisory and must be ratified and approved by the Board of Visitors.

(d) Audit, Compliance, and Human Resources Committee. The Audit, Compliance, and Human Resources Committee helps the Board fulfill its financial oversight and compliance responsibilities. The Committee is responsible for (1) oversight of financial reporting and financial statement matters and any critical accounting and reporting issues; (2) reviewing annually the audited financial statements with external auditors, determining that the administration has been open and has acted in good faith in connection with the audit; (3) oversight of the internal audit function, including receiving reports and approval of the annual audit plan; ~~and~~ (4) reviewing matters of compliance related to the University's human capital infrastructure; ~~and~~ (5) oversight of the University compliance function. Members of the Audit, ~~and~~ Compliance and Human Resources Committee should have some basic knowledge of generally-accepted accounting procedures and financial reporting and controls. Committee members should also have a basic knowledge of human resource management. The Committee may also receive reports from the Chief Audit Executive on matters of economy, efficiency and effectiveness of operations and internal controls and from the Vice President for Administration and Finance on matters of compliance.

(f) Student Enhancement and Engagement and Digital Learning Committee. The Student Enhancement and Engagement and Digital Learning Committee supports the Board's responsibilities for ensuring student quality of life and fiscal affordability, online education experience, and enrollment, government relations, and communication and marketing. The Committee is responsible for making recommendations to the Board on matters and policies pertaining to students and shall continuously assess and appraise the quality of student life. It shall review policies relating to student rights, responsibilities, conduct, and discipline, including matters related to the student honor system. The Committee shall consider issues concerning student organizations and their funding, extracurricular activities (including intramural athletics), and matters related to student government and appropriate student participation in University governance by all types of students and on student recruitment and admissions criteria and policies. ~~The Committee annually recommends to the Board the appointment of the student representatives to the Board, the State Council of Higher Education's Student Advisory Committee, and the Student Engagement & Enrollment Services Leadership Council (Board Policy 1104).~~

(g) University Advancement and University Communications Committee. The University Advancement and University Communications Committee supports the Board's responsibility for relations with affiliated foundations and is responsible for making recommendations to the Board on matters and policies pertaining to the University's fund raising, community relations, ~~and alumni activities,~~ marketing and communications, and branding. The Committee recommends to the board the naming of anything associated with the University, including, but not limited to, academic colleges, buildings, building spaces or areas in recognition of benefactors in affiliation with University Advancement (Board Policy 1810).

## **ARTICLE VI**

### **Board Officers**

§ 6.01. Officers Elected from the Board. The officers to be elected from the members of the Board of Visitors shall be the Rector, Vice Rector, and Secretary. In accordance with Va. Code § 23.1-1300 J, The Rector or Vice Rector shall be a Virginia resident. Officers must have more than one year remaining in their terms of appointment or be eligible for reappointment. At the annual meeting in June of even numbered years, the Board shall elect its officers from its own body (Va. Code §23.1-2002.C). Newly elected officers shall take office on July 1 and shall serve for a term of two years, or until their successors have been elected. Officers must be elected by an affirmative vote of at least nine voting members of the Board. Officers may not hold the same office for more than one term. For purposes of the preceding sentence, service of a partial term of one year or less shall not be considered. In the nomination and election of the Vice Rector, the Board should integrate the principles associated with succession planning into the process. Additionally, the Rector will incorporate a development plan for the newly elected Vice Rector to be prepare him or her for succession.

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The Committee discussed eight of the 11 remaining policies that are older than five years. These policies were reviewed by the administration and proposed revisions were recommended for policies 1003, 1540, 1541, 1601 and 1840. No revisions were recommended for policies 1418, 1461, and 1820. Upon a recommendation from the

Governance Committee the following policies were approved by all members present and voting (*Allmond, Bradley, Broermann, Corn, Ellmer, Hill, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Williams*).

**NUMBER:** 1003

**TITLE:** The University's Name and Identification

**APPROVED:** June 19, 1986; Revised October 16, 1986; Revised June 14, 2012

1. Name

As provided by statute, the name of the university is Old Dominion University.

The name of the university shall not be used in the name of any other corporation, association, organization, or other entity or used in any other way so as to identify the university with the aims, policies, programs, products, or opinions of any other entity or its members, without the express authority of the president.

The name of the university shall not be used to align the university with any political, economic, social, or cultural cause or for any private commercial or promotional advertising purposes whatsoever without express authority from the president.

2. Seal

The seal of the university shall be as follows:

The central portion of the seal is a modified and simplified version of the Stuart arms, royal arms of the Stuart rulers of England at the time Virginia became known as the Old Dominion. Included therein are the shields of the kingdoms of England, Scotland, Ireland, and France, the last of which England still claimed at the time. Over this is placed the coat of arms of The College of William and Mary, granted by the Herald's College in 1694, to indicate the origin of the university. Within concentric circles around the shields are the name of the institution and the date of its founding as follows: "Old Dominion University 1930."

The university seal will be used for official university business where traditional imagery is appropriate or as otherwise deemed appropriate by the president.

3. Flag

The flag of the university has a royal blue background, with the seal of the university in color in the center. The proportion of the length of the flag to the width is 3 to 2, and the proportion of the width of the flag to the diameter of the seal is 2 to 1. If a fringe is used, it shall be gold and shall be 1/20th of the length of the flag.

The president shall be responsible for establishing policies governing the display of the flag.

#### 4. Colors

The university colors are blue (PMS 540) and silver and were selected to be highly distinctive and unique to Old Dominion University. In applications where silver may not be used, grey (PMS 430) should be substituted.

##### Color Palette

In addition to Old Dominion University's blue and silver school colors, the ODU brand employs ~~six~~<sup>16</sup> additional colors. These vibrant tones were chosen for their youthful feel and because they retain a sense of energy at lower opacities. They are: PMS 7545, PMS 286, PMS 2736, PMS 303, PMS Orange-021, PMS 5295, PMS 285, PMS 2728, PMS 308, PMS 649, PMS 284, PMS 2925, PMS 3145, PMS 5315, PMS 310, PMS 326 and PMS 283. PMS 369, PMS 283, PMS 110, PMS 7426 and PMS Violet.

The president shall be responsible for establishing policies governing the use and application of the university colors.

#### 5. Logo and Signature

Two components make up the ODU signature: the word mark and the logo. The word mark is rendered in the Beaufort Bold font (caps and small caps). The crown is a fresh expression of the qualities of prestige and leadership.

~~The ODU signature can be used with or without the tagline.~~ When presented in full color, the signature employs the school colors PMS 540 (blue) and PMS 430 (gray). ~~The tagline is PMS 540.~~ When presented in a single color, 10% black or 100% PMS 540 is used to maintain the dimension of the signature. When reversed, the background must be a dark value so that the signature is clearly read – 100% black or PMS 540 is preferred.

~~The University tagline, "Idea Fusion," is rendered in two weights of the font Geometric 415: "Idea" in medium, all caps, and "Fusion" in black, all caps. In full color "Idea Fusion" is PMS 540.~~

The president shall be responsible for establishing policies governing the use and application of the university's logo and signature.



**NUMBER:** 1418

**TITLE:** Priority Preregistration for Active Duty, Veterans, Reservists and Virginia National Guard Service Members

**APPROVED:** April 24, 2014; **Reviewed, no revisions recommended**

Virginia Code § 23.1-904 C states:

The governing board of each public institution of higher education shall, in accordance with guidelines developed by the State Council of Higher Education for Virginia, implement policies that recognize the scheduling difficulties and obligations encountered by active-duty members of the United States armed forces.

The State Council of Higher Education for Virginia in consultation with the Military Education Advisory Committee (MEAC) has issued guidelines that require state colleges and universities to establish course registration policies that provide reasonable accommodation to students who are active-duty military members, veterans, reservists, and Virginia National Guard members.

Old Dominion University wishes to facilitate priority preregistration for currently enrolled, degree-seeking military students according to the following procedures:

- Priority preregistration will begin no sooner than Monday of the first week of preregistration provided documentation has been received and approved in the Office of the University Registrar.
- Preregistration will be based on the student's class standing (senior, junior, sophomore, freshman) and will permit the student to participate during the earliest registration time slot for his or her class. Time tickets will be assigned using rules to assign the appropriate time slot. All graduate students are invited to register on the first day of preregistration.

To qualify for priority preregistration:

- Active Duty, Reservist and National Guard students must provide proof of current active-duty status to the Office of the University Registrar prior to preregistration each semester. With valid Military ID, students will be granted a priority registration time slot.
- Veterans receiving federal VA educational benefits to include but not limited to Chapter 30, Chapter 31, Chapter 32, Chapter 33, Chapter 1606, and Chapter 1607 will automatically receive priority preregistration if benefits have been received at Old Dominion University during the current semester (for example, priority preregistration will be granted if the student has submitted the benefits certification form for the spring semester and wishes to preregister for the fall semester).
  - GI Bill benefits recipients who have submitted the Veterans Clearance form to the Office of the University Registrar by the deadline will be granted a priority window registration time slot. The VA Clearance Form is available at: <https://www.odu.edu/registrar/forms>.

- Veterans who do not use federal VA educational benefits must provide a copy of the DD214, retired military identification card or the DMV issued veteran card.
- In order to participate in priority preregistration, students who are qualified must self-identify as indicated and provide requested documentation by the following deadlines:
  - Fall preregistration: March 15  
Generally, fall preregistration will begin no later than the second week of April for currently enrolled degree seeking students.
  - Spring/Summer preregistration: October 15  
Generally, spring preregistration will begin no later than the second week of November for currently enrolled degree seeking students. Summer preregistration is ongoing and concurrent with spring preregistration.

All students must have been advised, have no restrictive holds on the student account and be otherwise eligible to register in order to participate in preregistration. First semester students may register during their orientation date.

Documents should be mailed or delivered to the Veterans Affairs Certification Team, Office of the University Registrar, 1009 Rollins Hall, Norfolk, VA 23529 or faxed to 757-683-5357. They can also be mailed to [vaservices@odu.edu](mailto:vaservices@odu.edu). The VA Certification Team is responsible for all requests regarding priority preregistration.

Communication about the priority preregistration process will be published in the University Catalogs, available online on the [Veterans Services website](#) and through direct communication via email to the ODU email address to all currently qualified and enrolled students.

Staff in the Office of the University Registrar, Military Connections Center and the Office of Admissions will be trained to communicate the policy to students who may be qualified for this benefit.

**NUMBER:** 1461

**TITLE:** Declaration of a State of Bona Fide Financial Exigency or Severe Financial Difficulty

**APPROVED:** November 15, 1990; **Reviewed, no revisions recommended**

A. Purpose

The fiscal integrity of the university is the ultimate responsibility of the Board of Visitors. To that end, the administration, represented by the president, has the obligation to ensure that the scope of the mission of the university is adjusted to fit within its financial ability.

B. Definitions:

Bona fide financial exigency means one or more circumstances which, if left unattended, could result in the financial insolvency of the university.

Severe financial difficulty means one or more circumstances which, if left unattended, could result in a budget shortfall of serious proportion, but less than the financial insolvency of the university.

C. Recommendation of Financial Assessment:

Upon the recommendation of the president that one or more circumstances exist which if left unattended could threaten the financial integrity of the university, the Board of Visitors shall assess the financial condition of the university.

D. Financial Assessment:

The Board of Visitors shall assess the financial condition of the university, by a manner and means of its choice, to determine whether there exists a condition of bona fide financial exigency, severe financial difficulty, or neither. The Board's findings shall be concluded by an appropriate resolution.

E. Board Direction and Action:

In the event the Board determines that neither a bona fide financial exigency nor a condition of severe financial difficulty exists, it shall refer the matter back to the president for reconsideration and further recommendation.

In the event the Board determines that either a Bona Fide Financial Exigency or a condition of Severe Financial Difficulty exists, it shall direct the president to prepare an institutional plan to rectify the financial condition of the institution. The president shall prepare an institutional plan as expeditiously as circumstances allow, consistent with Board and university policy.

Upon completion of the planning process, the president shall present the plan to the rector, who shall promptly present the plan to the Board of Visitors either at its next regularly scheduled meeting or at a special meeting, as he/she shall deem appropriate under the circumstances.

The Board of Visitors shall either accept, modify, or reject the president's plan as it, in the exercise

**NUMBER:** 1540

**TITLE:** Notification of Parents of Tax-Dependent Students in Instances of Psychological Emergency

**APPROVED:** June 13, 2008; Revised June 12, 2014

WHEREAS, Virginia Code ~~23.1-1303 (5)~~ ~~23.1-1303~~ provides notice under certain circumstances to the parents of a dependent student receiving mental health treatment at a state college or university student health or counseling center; and

WHEREAS, the Virginia Code specifically requires a parent of a dependent student be notified when there exists a substantial likelihood that, as a result of mental illness the student will, in the near future, (i) cause serious physical harm to self or others as evidenced by recent behavior or any other relevant information or (ii) suffer serious harm due to the student's lack of capacity to protect from self-harm or to provide for the student's own basic human needs; and

WHEREAS, the Virginia Code allows such notification to be withheld if the student's treating physician or treating clinical psychologist has made a part of the student's record a written statement that, in the exercise of the physician or clinical psychologist's professional judgment, the notification would be reasonably likely to cause substantial harm to the student or another person; and

WHEREAS, the Virginia Code requires that the governing boards of each institution shall establish the policies and procedures necessary to comply with the legislation;

RESOLVED, the Board of Visitors of the Old Dominion University hereby affirms as University policy the aforesaid parental notification requirement which shall be implemented as follows:

2. The University's Office of Counseling Services or Student Health Services shall notify promptly the Vice President Office of Student Engagement & Enrollment Services or designee whenever the office treats a student who meets the criteria for parental notification under this legislation; and
2. The Division Office of Student Engagement and Enrollment Services shall be primarily responsible for contacting the parent of any such dependent student as required by state law and documenting such notification as appropriate under the circumstances. The foregoing general procedure is subject at all times to the authority and direction of the University's Vice President for Student Engagement and Enrollment Services, or officer designated by the Vice President to approve notification by such other University office or personnel as may be necessary or appropriate under the circumstances.

**NUMBER:** 1541

**TITLE:** Implementation of Policies Addressing the Needs of Potentially Suicidal Students

**APPROVED:** June 13, 2008; Revised June 12, 2014

WHEREAS, Virginia Code § ~~23-9.2:823.1-802~~ requires the governing boards of each public institution of higher education to develop and implement policies that advise students, faculty, and staff, including residence hall staff, of the proper procedures for identifying and addressing the needs of students exhibiting suicidal tendencies or behavior; and

WHEREAS, Virginia Code § ~~23-9.2:823.1-802~~ prohibits each institution from establishing policies that penalize or expel any student solely for attempting to commit suicide or seeking mental health treatment for suicidal thoughts or behaviors; and

WHEREAS, Virginia Code § ~~23-9.2:823.1-802~~ permits each institution to establish policies and procedures for appropriately dealing with students who are a danger to themselves, or to others, and whose behavior is disruptive to the academic community;

RESOLVED, the Board of Visitors of the Old Dominion University approves the following to comply with Virginia Code § ~~23-9.2:823.1-802~~; specifically:

1. The University's Office of Counseling Services shall continue to educate the University community, including Residence Life staff, regarding the manifestations of depression and risk of suicide; and
2. The University's Office of Counseling Services shall continue its comprehensive clinical assessment and treatment of students at risk of suicide; and
3. The University's Office of Counseling Services shall continue its professional education of its own staff and mental health trainees regarding the assessment and treatment of students at high risk of suicide; and

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

**NUMBER:** 1820

**TITLE:** The University Medal

**APPROVED:** February 10, 1977; Revised June 20, 1991; **Reviewed, no revisions recommended**

The university medal shall be a smaller version of the medallion of the presidential office to recognize distinguished friends of the university.

The university medal will be awarded only to individuals who, by their activities, have made a substantial contribution to the university or to society. Current employees of the university will not be eligible to receive the medal.

Nominations for recipients may come from diverse sources and must be presented in writing to the president. The president will select the recipient(s) after consultation with the rector of the Board of Visitors.

**NUMBER:** 1840  
**TITLE:** Advisory Councils  
**APPROVED:** August 14, 1975; Revised February 13, 1986; Revised August 27, 1987;  
Revised June 12, 2014

Old Dominion University's academic programs can benefit substantially from the advice, counsel, and support available from alumni and friends through advisory councils. The Board of Visitors encourages the development of such councils and authorizes the president of the university to establish advisory councils, where appropriate, for the university's colleges, schools, departments, and programs. The Board further authorizes the president to establish such policies and procedures governing the composition and operation of the councils as the president deems necessary and to appoint the members of the councils. Annually, by July 1, the president or designee shall report to the University Advancement and University Communications Institutional Advancement Committee of the Board of Visitors the policies, procedures, and membership of the advisory councils which have been established.

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Don Stansberry, Vice President for Student Engagement and Enrollment Services, discussed the Board's policy on representation to the Board of Visitors as it relates to the selection of the student representative. He shared how it is done at other institutions for the Committee to consider. The Committee asked he and Vice President Schumaker to bring proposed revisions to the Committee at its next meeting for consideration.

In addition to the three remaining academic policies awaiting Faculty Senate review, three other Board policies are scheduled for review in 2023. Later today when the Board adopts the new Strategic Plan, it will approve as part of the plan the new vision, mission, and goals of the University.

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

Ms. Allmond, chair of the Student Enhancement & Engagement and Digital Learning Committee, reported that the Committee reviewed and approved the revised Committee charter for recommendation to the Governance Committee.

Dr. Don Stansberry, Vice President for Student Engagement & Enrollment Services, gave a briefing on Fall 2022 new student enrollment. He shared total enrollment numbers for freshman, transfer, and graduate students and provided a breakdown of first-year freshman students, to include first generation students, legacy students, military dependents, and students attending furthest out-of-state. He shared the top transfer majors and institutions for students leaving Old Dominion University.

Dr. Johnny Young, Associate Vice President for Inclusion, provided updates on the First Star Old Dominion University Academy. He shared statistics on education for foster youth and reviewed the background of the First Star program as well as the structure, curricular framework, goals, and core values of the program. He highlighted sample academy schedules, provided information on ODU campus collaborations, and outreach and recruitment efforts for the Academy.

Vice President Stansberry reported statistics on student homelessness and noted resources available to those students. He also reviewed strategic plan initiatives aimed at increasing retention and graduation rates. He concluded his report by sharing recent SACSA awards that were presented to two members of the Student Engagement & Enrollment Services Division.

Nina Rodriguez Gonser, Interim Vice President for Digital Learning, reported on the final Fall 2022 enrollment trends for the fully online class. She provided an update on Spring 2023 registration trends to include new students, graduate students, and fully online freshmen. She also shared total enrollment trends for fully online students and highlighted progress made on the recommendations from the ODUOnline Task Force. Areas of advancement included online growth, student experience and success, operational efficiencies, campus partnerships, and online offerings. She concluded her report by providing an overview of the future of digital learning. Offerings include a metaverse or virtual ODU campus, digital twin environments including VR classrooms and immersive experiences, as well as drone video recordings to provide unique experiences for online students.

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

In the absence of the chair and vice chair, Mr. Pitts provided the report of the University Advancement and University Communications Committee. He reported that Mr. Alonzo Brandon, Vice President for University Advancement, gave an orientation of the Capital Campaign and presented dashboard items measuring productivity in the areas of University Advancement. Fundraising progress for the fiscal year totals \$22.1M, broken out into \$13.1M for the Educational Foundation and \$9M for the Athletic Foundation. The goal this year is \$40M. Additionally, Vice President Brandon reported that the Capital Campaign is currently at \$278.7M, which represents approximately 56% of the \$500M goal.

The Committee approved its revised Charter, which will be taken to the Governance Committee in April. It also approved a resolution to name the Ellmer Family Baseball Complex. Upon a recommendation from the University Advancement and University Communications Committee, the following resolution was approved by all members present and voting (*Allmond, Bradley, Broermann, Corn, Ellmer, Hill, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Williams*).

### **RESOLUTION TO NAME THE OLD DOMINION UNIVERSITY BASEBALL STADIUM AS THE ELLMER FAMILY BASEBALL COMPLEX**

WHEREAS, the Baseball program is a part of the University's Athletic Department; members of Division I, the highest level of competition sponsored by the National Collegiate Athletic Association (NCAA) competing in the Sun Belt Conference; and

WHEREAS, the Baseball program continues a rich history of competitive excellence and producing high-performing Student-athletes who will benefit greatly from facility improvements and bring the campus and local communities closer in celebration of sport; and

WHEREAS, The Old Dominion University Baseball Stadium will undergo renovation and expansion and the project creates a dynamic athletic facility along 43<sup>rd</sup> Street; and

WHEREAS, the renovated Old Dominion University Baseball Stadium will be a first-class stadium that includes new and enhanced seating, upgraded facilities and amenities, and a new press box; and

WHEREAS, Mr. Dennis Ellmer and Mrs. Jan Ellmer have been and continue to be generous supporters and leaders in numerous local, and regional philanthropic causes and boards; and

WHEREAS, Mr. and Mrs. Ellmer's philanthropy includes lead support for the Baseball Stadium renovation, and numerous other contributions to the University and overwhelming support to countless community organizations.

THEREFORE, BE IT RESOLVED, that the Board of Visitors of Old Dominion University approve the naming of Old Dominion University Baseball Stadium as the Ellmer Family Baseball Complex.

BE IT FURTHER RESOLVED, that this Resolution be spread across the minutes of the Board of Visitors and an appropriately framed copy be presented to Mr. and Mrs. Ellmer and signage be prominently displayed in the facility.

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Jaime Hunt, Vice President for University Communications and Chief Marketing Officer, reported on plans to evaluate the current marketing communications efforts of the University and to develop the long-term vision and short-term strategies for maturing the University's marketing and communication efforts. She also shared plans for national awareness, building current media strategy, and an omni channel marketing campaign around ODU's R1 status.

## **FINANCIAL UPDATE**

Chad Reed, Vice President for Administration & Finance and Chief Financial Officer, provided a financial performance update. He thanked the Board for their approval of the mid-year operating budget adjustment. He stated that the University is doing exceptionally well from a revenue standpoint. Student credit hours were initially budgeted at 535,000 and are projected to be 534,000. While enrollment is down by about 387 students, out-of-state students are taking more credit hours to make up the difference in revenue collections. To date, about 64% of E&G revenue has been collected, and expenditures are at about 40% through November. With the adjusted budget, projected contributions to the reserves increased from \$4.8M to \$20.3M, partly as a result of the drawdown of lost revenue from the Cares Funding. Auxiliary reserves fund balances are now projected to total \$138.3M by the end of the year. Over the last two years, \$46M has been added to the auxiliary reserves to create the Auxiliary Stabilization Fund. Efforts are now focused on identifying the needs across campus, including deferred maintenance.



## **2023-2028 STRATEGIC PLAN BRIEFING AND REQUEST FOR APPROVAL**

President Hemphill introduced Provost and Vice President for Academic Affairs Austin Agho, Ph.D., and Associate Professor and Chair of Nursing Suzanne Wright, Ph.D., who served as Co-chairs of the 2023-2028 Strategic Plan Steering Committee. Provost Agho and Dr. Wright presented the final draft of the 2023-2028 Strategic Plan. Each Board member received the full Strategic Plan as well as an Executive Summary. The Plan includes the Vision and Mission Statements, the Core Values, and the seven Strategic Goals and strategies to support each goal. The Plan also includes Key Performance Indicators (KPIs) for each of the goals and strategies and a timeline and responsible individual(s) for completing them.

Dr. Wright emphasized the importance of transparency during the process. A significant effort was made to share the process and progress on the Plan with stakeholders and public through the Strategic Planning website. The initial draft was submitted to the Board in September, followed by a 30-day public comment period in October. The Steering Committee received nearly 40 comments, which were taken into consideration and resulted in the final draft of the Plan. It is designed to be amenable to changes in order to be responsive to a dynamic environment. Once approved, the Board will receive an update every six months on the progress toward the plan.

The Rector commented that the Plan is very impressive, especially the inclusion of the KPIs. He complimented process that was followed and the opportunity for stakeholders to provide input, including members of the Board. He congratulated Provost Agho, Dr. Wright, and Ashley Schumaker, Chief of Staff and Vice President for Strategic Operations, for a job well done. Mr. Broermann added that he has seen many strategic plans over the years and this one is as close to perfect as he has seen with the right balance between strategic goals and the tactics for meeting them.

President Hemphill stated that many strategic plans are developed without any financial commitment to support them. A concerted effort, however, was led by Vice President for Administration & Finance and Chief Financial Officer Chad Reed to develop a budget to support the plan. Over the next five years, \$25M will be invested in order to meet the goals as included in the Plan.

Upon a motion made by Mr. Broermann and seconded by Ms. Jones, the *2023-2028 Strategic Plan – Forward Focused: Where Innovation Meets Possibilities* - inclusive of the Vision, Mission, Core Values, and Goals and Strategies as noted below - was approved by roll-call vote (*Ayes: Allmond, Bradley, Broermann, Corn, Dickseski, Ellmer, Hill, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Williams; Nays: None*).

### **Old Dominion University 2023-2023 Strategic Plan Forward Focused: Where Innovation Meets Possibilities**

#### Vision

Together, we will be a forward-focused public research university that is both innovative and entrepreneurial in propelling Old Dominion University to national and international prominence.

## Mission

Old Dominion University (ODU) is a preeminent public research university located in Coastal Virginia. Our world-class faculty fosters dynamic on-campus and global online learning for undergraduate and graduate students that enriches their lives, promotes insightful and perceptive leadership, and motivates the pursuit of excellence in dedicated fields and professions. We collaborate with strategic partners to address challenges and propose solutions that impact the economy, environment, health and wellness, and social justice. In pursuit of equity and inclusion, ODU provides opportunities for educational, artistic, and professional growth to our diverse Monarch community.

## Core Values

- Accessibility
- Collaboration
- Excellence
- Global Engagement
- Inclusion
- Innovation
- Respect

## Goals and Strategies

- Academic Excellence
- Branding, Marketing, and Communication
- Corporate/Community Partnerships and Economic Development
- Philanthropic Giving and Alumni Engagement
- Research Growth
- Strategic Enrollment Growth
- Student Engagement and Student Success

## **MOTION FOR CLOSED SESSION**

The Rector recognized Mr. Pitts, who read the following motion: “Mr. Rector, I move that this meeting be convened in closed session, as permitted by Virginia Code Section 2.2-3711(A), subsections (1), (6), and (7) for the purposes of discussing the assignment, appointment, and performance of specific employees; and 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 probable 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 by Mr. Mugler and approved by roll-call vote (*Allmond, Bradley, Broermann, Corn, Dickeski, Ellmer, Hill, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Williams*).

In addition to the Board members in attendance, President Hemphill asked the Cabinet members to attend the first part 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 (*Allmond, Bradley, Broermann, Corn, Decker, Dickeski, Ellmer, Holland, Jones, Kemper, Middleton, Mitchum, Mugler, Pitts, Williams*).

## **APPROVAL OF PRESIDENT’S COMPENSATION BONUS**

Upon a motion made and properly seconded, the Board approved the following Resolution by roll-call vote (*Allmond, Bradley, Broermann, Corn, Dickeski, Ellmer, Hill, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Williams*).

### **RESOLUTION**

#### **President Brian O. Hemphill, Ph.D., Annual Performance Plan**

#### **Authorization of Payout for Part 1 (Fall) and One-Time Incentive Payment**

**Now Therefore Be it Resolved**, the Board of Visitors hereby approves payment as part of President Brian O. Hemphill’s 2022-2023 annual performance plan, as discussed in closed session on August 23, 2022, with a progress report provided on December 9, 2022, and that said plan pursuant to Sections D.2. and E. of President Hemphill’s employment agreement, as well as the First Amendment on June 29, 2021, and the Second Amendment on June 22, 2022, is considered a personnel record. The Board also approves an incentive payment as discussed in closed session.

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## **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 12:55 p.m.