

OLD DOMINION UNIVERSITY/
BOARD OF VISITORS
Friday, April 21, 2023

MINUTES

A regular meeting of the Board of Visitors of Old Dominion University was held on Friday, April 21, 2023, 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
Peter G. Decker, III
Jerri F. Dickeski
Brian K. Holland
Toykea S. Jones
Kay A. Kemper
E. G. Middleton, III
Elza H. Mitchum
P. Murry Pitts
Armistead D. Williams, Jr.
Antra Patel (*Student Representative*)

Absent from the Board:

Dennis M. Ellmer
Larry R. Hill
Ross A. Mugler
Maurice D. Slaughter

Also present:

Brian O. Hemphill, President	Susan Kenter
Austin Agho	Casey Kohler
Orlando Ayala	Maggie Libby
Remica Bingham-Risher	Elsbeth McMahan
Alonzo Brandon	Donna Meeks
Nina Brown	Tyler Miller-Gordon
Daniela Cigularova	Alicia Monroe
Megan Corbett	Kelsey Orsini
Sierra Croker	Brian Payne
Tiffany Cummings	Yvette Pearson
Morris Foster	Chad Reed
Annie Gibson	September Sanderlin
Nina Rodriguez Gonser	Ashley Schumaker
Adam Henken	Wood Selig
Jaime Hunt	Allen Wilson
Amber Kennedy	

CALL TO ORDER AND APPROVAL OF MINUTES

The Rector called the meeting to order at 9:00 a.m. and asked for approval of the minutes of the Board meeting held on December 9, 2022. Upon a motion made by Ms. Dickeski and duly seconded, the minutes were approved by all members present and voting (*Allmond, Broermann, Corn, Decker, Dickeski, Holland, Jones, Kemper, Middleton, Mitchum, Pitts, Williams*).

RECTOR'S REPORT

The Rector recognized Antra Patel, student representative to the Board of Visitors, on the occasion of the last meeting of her term. He presented her with a Certificate of Appreciation and a gift from the Board. He noted that, in his opinion, she sets the standard for what a student representative should do and added that she will speak at Commencement.

The Rector complimented President Hemphill for his tenacity and focus on the progress on the ODU-EVMS merger. He also thanked the President and Brian Payne for the success of the reaccreditation process, noting the significant number of hours Dr. Payne and ODU's SACSCOC team members spent on this important project. He also recognized Vice President Chad Reed and Maggie Libby on their work in addressing the issues identified in last year's audit report that was acknowledged by the APA auditors yesterday.

The Rector encouraged Board members to participate in at least one of the Spring commencement ceremonies on May 5 and 6. Governor Youngkin will speak at the May 6th ceremony. Details are forthcoming.

The Rector stated that, as was pointed out yesterday by Al Wilson, Board members are welcome to attend all committee meetings, but only committee members may make motions or vote. In response to a question from the Rector, President Hemphill said that the Board will receive an update on the progress of the Strategic Plan in the fall.

PRESIDENT'S REPORT

In his report to the Board, President Hemphill provided the following perspectives and updates on behalf of the ODU family as we are completing the Spring 2023 semester and the 2022-2023 academic year.

Historic Service Milestone – As we approach the end of another successful year, we are hosting a number of ceremonies and events to pay tribute to our students, faculty, and staff. This is a special time in which our campus comes together to reflect on our individual and collective successes. I want to take this opportunity to highlight a very special Monarch, who just celebrated a historical service milestone.

Last week, we were honored to celebrate the 2022-2023 faculty and administrators for their many years of service to Old Dominion University. Among them was Nina Brown, Ed.D., a Professor and Eminent Scholar in the Darden College of Education and Professional Studies, specifically the

Department of Counseling and Human Services. She has proudly served as a member of the ODU family for 55 years, which certainly represents a historic service milestone.

Dr. Brown's academic and research specialties include a deep study of what she refers to as destructive narcissistic pattern (DNP), as well as group therapy and creative activities for group therapy. Of her many notable accomplishments, Dr. Brown is a national certified licensed professional counselor, a fellow of the American Psychological Association, and a distinguished fellow of the American Group Psychotherapy Association – just to name a few. Dr. Brown is highly respected among the faculty and across our campus for her continuous care of our community and meaningful mentorship of so many, as well as a strong passion for her professional. As an institution, we are forever indebted to Dr. Brown for her service and her impact.

Dr. Brown was asked to join President Hemphill and Rector Bruce Bradley for a presentation of a special gift and the following Resolution of Appreciation from the Board that was approved by acclamation.

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

Nina Brown, Ed.D.

WHEREAS, Nina Brown, Ed.D., Professor and Eminent Scholar in the Department of Counseling and Human Services, joined Old Dominion University in 1968 after receiving her master's degree in counseling from Old Dominion College and subsequently receiving her Ed.D. in Counseling from the College of William and Mary in 1973; and

WHEREAS, Dr. Brown became a Licensed Professional Counselor in the Commonwealth of Virginia in 1979 and was named National Certified Counselor by the National Board of Certified Counselors in 1979; Group Psychologist of the Year by the Society of Group Psychologists and Group Psychotherapists of the American Psychological Association in 2019; Distinguished Fellow of the American Group Therapy Association in 2020; and Fellow of the American Psychological Association in 2021; and

WHEREAS, Dr. Brown has authored 40 books and ten book chapters published by reputable academic presses and 53 peer-reviewed publications in prestigious academic journals; and has given 110 presentations at well-respected regional, national or international conferences; and

WHEREAS, during her 55-year career at Old Dominion University, Dr. Brown has earned numerous honors and served in multiple leadership roles, all while demonstrating excellence in teaching and mentoring undergraduate and graduate students in her areas of teaching and research expertise; and

WHEREAS, Dr. Brown served as Faculty Senate Chair for 16 years and as chair of the Senate's Tenure and Promotion, Faculty Compensation, Research and Administration, and Admissions and Registration Committees; and

WHEREAS, Dr. Brown currently serves as the Faculty Senate’s representative to the Board of Visitors Academic & Research Advancement Committee and previously served as the representative to the Student Enhancement & Engagement and Digital Learning Committee.

WHEREAS, it is the Board's desire to appropriately recognize Dr. Brown for her achievements and service at Old Dominion University.

THEREFORE, BE IT RESOLVED, that the Board of Visitors of Old Dominion University expresses its congratulations to Nina Brown, Ed.D. for her 55th anniversary at ODU and her continuing service to the University.

First-Ever Maritime Symposium – On April 12-13, 2023, the first-ever Maritime Symposium was hosted by the University in partnership with the Virginia Maritime Association. The purpose of the event was to provide a direct linkage between the maritime industry and the significant work occurring at Old Dominion. The two-day event brought together the academy, industry, and military with more than 25 local companies, 10 maritime training institutions, and six partners and sponsors that engaged with 43 speakers and panelists, including Newport News Shipbuilding President Jennifer Boykin, who served as the keynote speaker. Moving forward, this annual event will expand to include engagement with K-12 schools, including students.

Tidewater Community College Partnership – In an effort to expand access and opportunity, as well as grow an important regional partnership, Old Dominion University is expanding outreach with Tidewater Community College (TCC) by formalizing its work in the area of enrollment management. The TCC-ODU Monarch Ready program will promote a shared interest in student success in Hampton Roads; offer those students who need additional preparation prior to enrolling at ODU the chance to excel at TCC and guarantee their admission to ODU once they have earned at least 24 credits at TCC with at least a 2.5 GPA; and facilitate a reverse-transfer program in which all program participants can be audited for degree completion at TCC after they become students at ODU. He recognized Provost Austin Agho and Daniela Cigularova for launching this program.

To achieve these goals, ODU and TCC will develop and offer joint orientation to the program; provide specialized, personalized assistance via academic advisors at TCC and academic success mentors at ODU; create individualized co-advising; offer program participants support resources with Career Development Services and the Military Connection Centers, as well as the Student Resource Empowerment Center and Center for Military and Veterans Education; provide access to on-campus events like athletic events, Transfer Tuesday, Financial literacy workshops, and faculty spotlights; and offer an application fee waiver when students are ready to re-apply to ODU. Initial planning began during the Spring with full operation this Fall. The TCC-ODU Monarch Ready program is truly a win-win for our students, our institutions, and our region.

First-Ever Budget Summit

On April 26, 2023, Old Dominion will host its first-ever Budget Summit with presentations from University and Commonwealth officials on the overall forecast, both short-term and long-term. Those presentations are open to the entire campus, while approximately 225 individuals – faculty,

staff, and students - will engage in a day-long program with a number of breakout groups on the topics of efficiencies, innovation, and revenue generation. From these groups, a series of recommendations will be compiled, captured in a final report, and released to the campus for next steps. This inclusive and transparent budget conversation is aimed at increasing awareness about the overall process, while also brainstorming ideas for future advancements.

SACSCOC On-Site Review Committee – Earlier this week, our campus hosted an on-site review committee as part of our 10-year accreditation process with the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Under the leadership of Vice Provost for Academic Affairs and Dean of Interdisciplinary Studies Brian Payne, Ph.D., staff in the Office of Institutional Effectiveness and Assessment has been engaged in a multi-year effort to fully prepare for a successful review. Although it takes campus-wide engagement and support to successfully navigate this complex and important process, the dedication of this team was truly instrumental and greatly contributed to demonstrating the excellence of our worthwhile mission and daily work. He asked all members of the team to stand and be recognized for their work. He also recognized Vice President Reed, Maggie Libby, and Etta Henry for the time they spent with the on-site team explaining the efforts that have been made to address the audit findings identified in last year's APA audit.

May Commencement – On May 5-6, 2023, Monarch Nation will join together to celebrate the academic and personal achievements of 2,546 members of our campus community during two ceremonies in which 1,971 undergraduate students and 575 graduate students will receive their degrees. As part of Friday evening's advanced degree ceremony, Dr. Nina Brown will serve as the keynote speaker. For Saturday morning's undergraduate ceremony, Governor Glenn Youngkin will address the graduates and guests as part of an outdoor event at S.B. Ballard Stadium. In anticipation of these ceremonies, we will kick-off Grad Week on Monday, May 1, as we highlight inspiring and powerful stories of individual graduates and hold various celebrations and programs.

STUDENT REPRESENTATIVE'S REPORT

In her final report to the Board, Ms. Antra Patel, student representative to the Board, stated how grateful she is for having had this opportunity to represent the students. She provided an update on her activities related to student engagement and the Monarch Pantry and shared her future plans.

During this past year she committed herself to connecting with students and making herself approachable. She did this through classroom visits, professor interactions, and referred student interactions. Membership in the Health Occupation Students of America Club has grown from 20 members in December to nearly 60.

A project she is very passionate about is the Monarch Pantry that was established to help address food insecurity among students. She thanked Dr. Williams for his support and advice. She shared data showing its growth since Fall 2020 and described her interaction with the Foodbank of Southeastern Virginia and the Eastern Shore to discuss opportunities for collaboration. She said that the current funding for the Monarch Pantry is not sustainable.

In response to questions from Mr. Bradley and Ms. Allmond, Ms. Patel said that the Monarch Pantry is currently funded through a gift that she believes will run out in July and is staffed by a

director and two student workers. The Rector said that he suspects members of the Board would be happy to contribute to the Monarch Pantry and asked Donna to follow up to find out how they can do so.

Following graduation, Ms. Patel said she plans to apply to medical school and will submit her undergraduate research project for publications. She'll continue to look for more research opportunities and hopes to begin medical school in Fall 2024.

EDUCATIONAL MOMENT – MARITIME UPDATE

Elsbeth McMahon, Associate Vice President for Maritime Initiatives, briefed the Board on the University's maritime initiatives. The mission is to provide progressive education, research, and innovation that promotes the blue economy, and the vision is to be a globally recognized maritime center of excellence and a destination for maritime enterprise. Strategic goals include education, engagement, research and innovation, and communication. Her focus today will be on engagement.

Faculty engagement efforts include the establishment of the Maritime "M" Collaborative and the Maritime Initiatives Faculty Advisory Committee (MIFAC). Student engagement efforts include connecting student and professional clubs to industry for mentorship and advisement. The ODU Maritime website is also in development.

Ms. McMahon described the Maritime Symposium that was held recently at VMASC to bring together industry, academia, government, and the military. The Symposium had 140 attendees over two days in person and online and included over 15 local companies; ten maritime training institutions; 40 ODU faculty, staff, and researchers; and six partners and sponsors. Forty-three speakers and panelists participated, including Jennifer Boykin, President of Newport News Shipbuilding; Capt. Janet Days, Commander of Naval Station Norfolk; and Matthew Swartz, Executive Director of U.S. Fleet Forces, as keynote speakers. Six SeaLab displays and one student break-out session were also featured. She shared the key takeaways from the Symposium and her plans for next year's symposium, to be held on campus and include more student involvement, as a means to advertise and highlight careers in the maritime industry and increase enrollment in programs that lead to maritime careers.

Following her presentation, Ms. McMahon answered several questions from Board members.

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 and the award of tenure to 20 faculty members. 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*,

Broermann, Corn, Decker, Dickeski, Holland, Jones, Kemper, Middleton, Mitchum, Pitts, Williams).

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. Rafael Diaz as Professor with the award of tenure in the Department of Engineering Management and Systems Engineering in the College of Engineering and Technology and Director of the Marine Research Cluster in the School of Cybersecurity and the proposed School of Supply Chain, Logistics and Maritime Operations, effective July 25, 2023.

Salary: \$197,000 for 10 months (\$50,000 stipend for serving as Director or Maritime Research Cluster and \$12,000 stipend for serving as Interim Graduate Program Director)
Rank: Professor

The following contains my recommendation for the initial appointment with tenure for Dr. Rafael Diaz in the Department of Engineering Management & Systems Engineering. Dr. Diaz received a B.Sc. in Industrial Engineering from Jose Maria Vargas University, an M.B.A. in Finance and IT, and a Ph.D. in Modeling and Simulation from Old Dominion University. Prior to ODU, he was a Professor at the Zaragoza Logistics Center (2015–2019), and a Research Associate Professor at the Virginia Modeling, Analysis, and Simulation Center (2013-2015, 2019–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. 57]. The ODU *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. Diaz 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 Department of Engineering Management & Systems Engineering (6–0), the Promotion and Tenure Committee for the Batten College of Engineering & Technology (4–0), and the University Promotion and Tenure Committee (5 –0) unanimously recommend appointment with tenure. Dr. Kenneth Fridley, Dean of the Batten College of Engineering & Technology, also recommends appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Rafael Diaz meets the standards for tenure in the Department of Engineering Management & Systems Engineering at Old Dominion University.

INITIAL APPOINTMENT OF FACULTY MEMBER WITH TENURE

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Veronica T. Watson as Professor with the award of tenure in the Department of English in the College of Arts and Letters, effective July 25, 2023.

Salary: \$170,000 for 12 months (\$30,000 stipend for serving as Chair of the English Department; designated as Ruth M. & Perry E. Morgan Endowed Professor in Southern Literature)
Rank: Professor

The following contains my recommendation for the initial appointment with tenure of Dr. Veronica Watson in the Department of English. Dr. Watson received a B.A. in English from Trinity University and an M.A. and Ph.D. in English from Rice University. Prior to ODU, she was an Associate Professor (2002–2013) and Professor (2013–present) at the Indiana University of Pennsylvania.

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. 57]. The ODU *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. Watson 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 Department of English (9–0), the Promotion and Tenure Committee for the College of Arts & Letters (9–0), and the University Promotion and Tenure Committee (5–0) unanimously recommend appointment with tenure. Dr. Laura Delbrugge, Dean of the College of Arts & Letters, also recommends appointment with tenure.

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

The ODU *Teaching and Research Faculty Handbook* states, “The purpose of the award of a named professorship is to recognize and provide support to an Old Dominion University faculty member who has exhibited sustained excellence in teaching and/or research as well as a continuing, exemplary commitment to the University. Appointments to named professor positions are for a five-year period, and they are renewable based on an in-depth performance review. Each named professor shall receive a document from the Dean, with input from the department/school chair or center director where appropriate, outlining research, teaching, and service expectations over the next five years. The recipient will serve as a model of professional accomplishment and

commitment to the mission of the University. The recipient must hold a full-time faculty or senior research appointment at Old Dominion University.”

Dr. Watson received the unanimous endorsement of the Named Chair Committee and endorsement from Dean Laura Delbrugge to be named to the Ruth M. and Perry E. Morgan endowed professorship in Southern Literature for the period 2023-28. Based on my independent review, it is my judgment that Dr. Watson meets the requirements of the position.

TENURE RECOMMENDATIONS

RESOLVED, that upon the recommendation of the Provost, the Academic and Research Advancement Committee recommends that the Board of Visitors approve the award of tenure and promotion to associate professor for the following faculty members at Old Dominion University. The tenure and promotion will be effective with the Fall 2023 semester.

College of Arts and Letters

Brendan Baylor
Department of Art

Jared Ellison
Department of Sociology and Criminal Justice

Michiko Kaneyasu
Department of World Languages and Cultures

Jeehye Kang
Department of Sociology and Criminal Justice

Teresa Kouri Kissel
Department of Philosophy and Religious Studies

Michelle Kundmueller
Department of Political Science and Geography

Benjamin Melusky
Department of Political Science and Geography

Allison Page
Department of Communication and Theatre Arts

Daniel Pryce
Department of Sociology and Criminal Justice

Tracy Sohoni
Department of Sociology and Criminal Justice

Strome College of Business

Marina Saitgalina
School of Public Service

Jay Walker
Department of Economics

Darden College of Education and Professional Studies

Shuntay Tarver
Department of Counseling and Human Services

Batten College of Engineering and Technology

Oleksandr Kravchenko
Department of Mechanical and Aerospace Engineering

Murat Kuzlu
Department of Engineering Technology

College of Health Sciences

Julie Cavallario
School of Rehabilitation Sciences

Denise Claiborne
School of Dental Hygiene

Patricia Laverdure
School of Rehabilitation Sciences

Ryan McCann
School of Rehabilitation Sciences

College of Sciences

Erin Purcell
Department of Chemistry and Biochemistry

Committee members approved the consent agenda items including the appointment of 44 faculty members, 40 administrative faculty, and ten 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, Broermann, Corn, Decker, Dickeski, Holland, Jones, Kemper, Middleton, Mitchum, Pitts, 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. Jane E. Alberdeston Assistant Professor, Department of English (Tenure Track)	\$66,000	7/25/23	10 mos

Dr. Alberdeston received a Ph.D. and an M.A. in English/Creative Writing from Binghamton University and a B.A. in Liberal Arts from Vermont College. Previously she was a Visiting Lecturer at Binghamton University (SUNY) and an Associate Professor in the Department of English at the University of Puerto Rico, Arecibo.

Dr. Rinyka B. Allison Lecturer, Department of Communication Disorders and Special Education	\$65,000	7/25/23	10 mos
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Dr. Allison received a Ph.D. in Special Education from Walden University, an M.A. in Special Education from the University of Phoenix and a B.S. in Social Work from Austin Peay State University. Previously she was Senior Core Faculty in Innovation and Technological Teaching at Capella University. (new position)

Dr. Michelle Lee Arnold Lecturer, Department of Teaching and Learning	\$57,000	7/25/23	10 mos
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Dr. Arnold received a Ph.D. in Curriculum and Instruction and an M.S.Ed. from Old Dominion University and a B.A. in Sociology and Elementary Education, PreK-6 Certification from the College of William and Mary. Previously she was an Advisor and Adjunct Assistant Professor in the Darden College of Education and Professional Studies at Old Dominion University.

Ms. La-Neka S. Brown Instructor, Department of Teaching and Learning	\$82,000	1/10/23	12 mos
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Ms. Brown received a Post-Master Certificate in Educational Leadership, a Masters of Teaching in Early Childhood Education, and a B.S. in Psychology from Virginia Commonwealth University, and a Masters of Education in Curriculum and Instruction-Reading Education from the University of Virginia. Previously she was a Title I Program Specialist for Norfolk Public Schools and a Mentor and Professional Development Facilitator at Virginia Commonwealth University. (Designated as Director, Teacher-in-Residence)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Steffon R. K. Campbell Lecturer, Department of Communication and Theatre Arts	\$52,000	7/25/23	10 mos

Dr. Campbell received a Ph.D. in Social Policy, an M.A. in Communication Studies and a B.A. in Media and Communication from the University of the West Indies, Mona. Previously he was a Lecturer in the Caribbean School of Media and Communication at the University of the West Indies, Mona.

Ms. Marianne L. Chan Assistant Professor, Department of English (Tenure Track)	\$67,000	7/25/23	10 mos
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Ms. Chan received an M.F.A. in Creative Writing from the University of Nevada, Las Vegas, a B.A. in English from Michigan State University and is expected to receive a Ph.D. in English Literature and Creative Writing from the University of Cincinnati. Previously she was an Instructor at the University of Cincinnati. (Appointment is contingent upon completion of Ph.D. by July 2023)

Ms. Kayla J. Culbertson Lecturer, Department of Biological Sciences	\$55,000	7/25/23	10 mos
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Ms. Culbertson received a B.S. and an M.S. in Biology from Old Dominion University. Previously she was a Lecturer in the Department of Biological Sciences at Old Dominion University and an Adjunct Instructor at Tidewater Community College.

Dr. Danielle M. Edwards Assistant Professor, Department of Educational Foundations and Leadership (Tenure Track)	\$75,000	7/25/23	10 mos
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Dr. Edwards received a Ph.D. in Education Policy from Michigan State University and a B.S. in Economics and a B.A. in History from Stetson University. Previously she was a Postdoctoral Research Associate in the Annenberg Institute for School Reform at Brown University.

Dr. Venicia A. Ferrell Research Assistant Professor, Center for Educational Partnerships	\$104,225	3/10/23	12 mos
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Dr. Ferrell received a Ph.D. in Educational Leadership from Old Dominion University and a Masters in Teaching Biology and a Bachelors of Science in Marine and Environmental Science from Hampton University. Previously she was a Research Associate at the Center for Educational Partnerships at Old Dominion University.

Ms. Jamie D. Hartsfield Lecturer, Department of Counseling and Human Services	\$60,000	7/25/23	10 mos
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Ms. Hartsfield received an M.Ed. in Marriage and Family Counseling from the College of William and Mary and a B.A. in Psychology from Texas A&M University. Previously she was a Lecturer in the Department of Counseling and Human Services at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Janice E. Hawkins Assistant Professor, School of Nursing (Tenure Track)	\$102,500	7/25/23	10 mos

Dr. Hawkins received a Certificate in Adult Gerontology Clinical Nurse Specialist from Old Dominion University, a Ph.D. in Nursing Education from Nova Southeastern University, an M.S.N. in Adult Health Clinical Nurse Specialist from the Medical University of South Carolina, and a B.S.N. in Nursing from the University of South Carolina. Previously she was a Clinical Associate Professor in the School of Nursing at Old Dominion University.

Mr. Eaven Holder Assistant Professor, Department of Sociology and Criminal Justice (Tenure Track)	\$70,000	7/25/23	10 mos
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Mr. Holder received an M.A. in Criminal Justice and Criminology from East Tennessee State University, a B.S. in Political Science from the University of Tennessee at Chattanooga and is expected to receive a Ph.D. in Criminology, Law, and Society from the University of Florida. Previously he was a Graduate Instructor in the Department of Sociology and Criminology & Law at the University of Florida. (Rank is contingent upon successful completion of Ph.D. requirements by August 2023).

Ms. Kathryn M. Hughes Lecturer, Department of Counseling and Human Services	\$60,000	7/25/23	10 mos
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Ms. Hughes received a Master of Social Work from Virginia Commonwealth University and a B.A. in Spanish from George Mason University. Previously she was Bachelor of Social Work Core Faculty at Pacific Oaks College.

Dr. John J. Johnson Research Associate Professor, Virginia Modeling, Analysis & Simulation Center	\$160,000	3/10/23	12 mos
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Dr. Johnson received a Ph.D. in Systems Engineering and Engineering Management from Old Dominion University, a Master of Science in Systems Engineering from Virginia Tech, a Master of Science in Industrial Engineering and an M.B.A. from the University of Miami, and a Bachelor of Science in Electrical Engineering from Tuskegee University. Previously he was a Program Manager and Senior Analyst at Systems Thinking & Solutions, Inc. and an Adjunct Professor at the University of Maryland Baltimore County.

Dr. Lisa Rose Johnson Lecturer, Department of Communication Disorders and Special Education	\$65,000	7/25/23	10 mos
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Dr. Johnson received a Doctor of Education from Arcadia University, an M.A. in Educational Psychology and an M.Ed. from Louisiana Tech University and a B.A. in Speech-Language Pathology from Loyola College. Previously she was a Lecturer in the College of Education at the University of Alabama-Huntsville.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Anju Joshi Post-Doctoral Research Associate, Center for Bioelectronics	\$45,000	5/10/23	12 mos

Dr. Joshi received a Ph.D. in Chemical Sciences from the Indian Institute of Technology Ropar and a Masters and Bachelors in Technology (Nanotechnology) from the Centre for Converging Technologies, University of Rajasthan, India. Previously she was a Post-Doctoral Fellow at the Indian Institute of Sciences, Bangalore.

Dr. Jinhee Kim Assistant Professor, Department of STEM Education and Professional Studies (Tenure Track)	\$68,000	7/25/23	10 mos
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Dr. Kim received a Ph.D. in Education from Seoul National University, an M.A. in International Education and Development from the University of Sussex, UK, an M.A. in Education from California State University and an N.D. in Management from the University of Johannesburg, South Africa. Previously she was an Assistant Professor in the Learning Institute for Future Excellence, School of Future Education at Xi'an Jiatong-Liverpool University.

Ms. Ashwini Kulkarni Assistant Professor, School of Rehabilitation Sciences (Tenure Track)	\$86,000	7/25/23	10 mos
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Ms. Kulkarni received an M.S. in Kinesiology from Texas A&M University-Corpus Christi, a Bachelor of Physiotherapy from Maharashtra University of Health Sciences, India and is expected to receive a Ph.D. in Biomechanics and Gerontology from Purdue University. Previously she was a Graduate Teaching Assistant and Graduate Research Assistant in the Department of Health and Kinesiology at Purdue University. (Appointment is contingent upon completion of Ph.D. by July 2023)

Ms. Ling (Ally) Ling Lecturer, Department of Human Movement Sciences	\$65,000	7/25/23	10 mos
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Ms. Ling received a Master of Science in Hospitality Business Management and is expected to receive a Ph.D. in Hospitality Business Analytics from the University of Delaware, and a College Diploma in Tourism Management from Chongqing Technology and Business University, China. Previously she was an Instructor at the University of Delaware.

Dr. Neda Moghim Visiting Research Assistant Professor, Coastal Virginia Center for Cyber Innovation	\$80,000	7/25/23	10 mos
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Dr. Moghim received a Ph.D. in Telecommunication Engineering from Amirkabir University of Technology and an MSc. in Telecommunication Engineering and a BSc. in Electronic Engineering from Isfahan University of Technology. Previously she was a Research Scientist in the Virginia Modeling, Analysis, and Simulation Center at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Lisa L. Morin Lecturer, Department of Communication Disorders and Special Education	\$66,150	7/25/23	10 mos

Dr. Morin received a Ph.D. and an M.S.Ed. in Special Education and a B.S. in Interdisciplinary Studies with a major in Early Childhood Education and Special Education from Old Dominion University. Previously she was a Lecturer in the Department of Communication Disorders and Special Education at Old Dominion University. (Designated as Undergraduate Program Director, Special Education)

Dr. Md Shirajum Munir Research Assistant Professor, Coastal Virginia Center for Cyber Innovation	\$80,000	7/25/23	10 mos
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Dr. Munir received a Ph.D. in Computer Engineering from Kyung Hee University and a BSc. in Computer Science and Engineering from Khulna University. Previously he was a Post-Doctoral Research Associate in the Virginia Modeling, Analysis, and Simulation Center at Old Dominion University.

Mr. Justin A. Pepe Assistant Professor, Department of Management (Tenure Track)	\$140,000	7/25/23	10 mos
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Mr. Pepe received an M.B.A. in Business Administration and is expected to receive a Ph.D. in Business Administration from Florida State University, and a B.A. in Philosophy from Georgia State University. Previously he was a Graduate Research Assistant and Instructor of Record in the Department of Management at Florida State University. (Appointment is contingent upon completion of Ph.D. by July 2023)

Dr. Danika L. Pfeiffer Assistant Professor, Department of Communication Disorders and Special Education (Tenure Track)	\$80,000	7/25/23	10 mos
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Dr. Pfeiffer received a Ph.D. in Communication Sciences and Disorders and an M.S. in Speech-Language Pathology from James Madison University and a Bachelor of Education from the University of Virginia. Previously she was an Assistant Professor in the Department of Speech-Language Pathology and Audiology at Towson University and a Postdoctoral Fellow in the Department of Psychiatry and Behavioral Sciences at the Johns Hopkins University School of Medicine.

Mr. Taseef Rahman Lecturer, Department of Computer Science	\$65,000	7/25/23	10 mos
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Mr. Rahman received an M.S. in Computer Science and is expected to receive a Ph.D. in Computer Science from George Mason University, and a Bachelor of Electrical and Electronic Engineering from Islamic University of Technology, Bangladesh. Previously he was a Graduate Research Assistant and Teaching Assistant in the Department of Computer Science at George Mason University. (new position)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Xinyue Ren Assistant Professor, Department of STEM Education and Professional Studies (Tenure Track)	\$68,000	7/25/23	10 mos

Dr. Ren received a Ph.D. in Instructional Technology, an M.Ed. in Educational Research and Evaluation, and M.Ed. in Critical Studies in Education from Ohio University, and a B.A. in English and Translation from Nankai University, China. Previously she was an Adjunct Faculty in the Department of Curriculum, Instruction, and Technology and an Instructional Designer in the Office of Distance Education at Auburn University.

Ms. Meagan S. Richard Assistant Professor, Department of Educational Foundations and Leadership (Tenure Track)	\$75,000	7/25/23	10 mos
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Ms. Richard received an M.Ed. in Measurement, Evaluation, Statistics, and Assessment from the University of Illinois at Chicago, an M.S. in Applied Sociology from Texas State University, a B.A. in History from Wellesley College and is expected to receive a Ph.D. in Policy Studies in Urban Education from the University of Illinois at Chicago. Previously she was a Research Assistant and Teaching Assistant in the Center for Urban Education Leadership at the University of Illinois at Chicago. (Rank is contingent upon completion of Ph.D. by July 2023)

Mr. Jason E. Saltmarsh Assistant Professor, Department of Educational Foundations and Leadership (Tenure Track)	\$75,000	7/25/23	10 mos
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Mr. Saltmarsh received an M.A. in History from the University of Massachusetts Boston, a B.A. in History and Political Science from the University of Massachusetts Amherst and is expected to receive a Ph.D. in Education Policy from the University of Maryland College Park. Previously he was an Instructor, Researcher and Research Assistant in the Department of Teaching and Learning at the University of Maryland College Park. (Appointment is contingent upon completion of Ph.D. by July 2023)

Mr. Christopher A. Sanders Lecturer, Department of Psychology	\$55,000	7/25/23	10 mos
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Mr. Sanders received an M.A. in Psychology from San Francisco State University, a B.A. in Psychology from California State University, Bakersfield and is expected to receive a Ph.D. in Psychology from the University of Missouri, Columbia. Previously he was a Graduate Student Researcher and Graduate Teaching Assistant at the University of Missouri, Columbia. (Appointment is contingent upon completion of Ph.D. by July 2023)

Dr. Stephanie D. Smith-Durkin Assistant Professor, Department of Counseling and Human Services (Tenure Track)	\$70,000	7/25/23	10 mos
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Dr. Smith-Durkin received a Ph.D. in Counselor Education and Supervision, an M.S.Ed. in School Counseling and a B.S. in Psychology from Old Dominion University. Previously she was a Lecturer in the Department of Counseling and Human Services at Old Dominion University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Kevin C. Snow Assistant Professor, Department of Counseling and Human Services (Tenure Track)	\$72,000	7/25/23	10 mos

Dr. Snow received a Ph.D. in Counselor Education and Supervision from Old Dominion University, an M.S. in Counseling and a B.A. in Sociology from Shippensburg University of Pennsylvania, and an M.A. in American Studies from Pennsylvania State University: Capital College. Previously he was Chair of the Department of Psychology and Counseling and Associate Professor of Counselor Education and Clinical Mental Health Counseling at Marywood University.

Dr. Mary L. Still Assistant Professor, Department of Psychology (Tenure Track)	\$85,000	7/25/23	10 mos
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Dr. Still received a Ph.D. and an M.S. in Cognitive Psychology from Iowa State University and a B.S. in Psychology and a B.A. in English from Missouri Southern State University. Previously she was a Senior Lecturer in the Department of Psychology at Old Dominion University.

Dr. Brittany G. Suggs Lecturer, Department of Counseling and Human Services	\$65,000	7/25/23	10 mos
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Dr. Suggs received Ph.D. in Counselor Education and Supervision from Regent University, an M.A. in Community Mental Health Counseling from Hampton University, an M.P.H. from George Mason University, and a B.A. in Psychology from the University of Notre Dame. Previously she was a Lecturer in the Department of Counseling and Human Services at Old Dominion University.

Dr. Venus Usanga Lecturer, Department of Teaching and Learning	\$57,000	7/25/23	10 mos
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Dr. Usanga received an Ed.D. in Reading and Literacy Leadership from Walden University, an M.Ed., Reading Specialist from Regent University, an M.S.Ed. from Old Dominion University and a B.A. in Education from Medgar Evers College. Previously she was an English Program Specialist for Portsmouth Public Schools.

Dr. Archana Vatwani Clinical Associate Professor, School of Rehabilitation Sciences	\$107,851	7/25/23	10 mos
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Dr. Vatwani received a Doctor of Education in Education and Leadership in Healthcare from Nebraska Methodist College, an M.B.A. from Holy Family University, a D.P.T. from Temple University and a B.A. in Biology from St. Catherine University. Previously she was an Associate Professor for the Doctor of Physical Therapy program at Nova Southeastern University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Ashok K. Veerasamy Lecturer, Department of Computer Science	\$65,000	7/25/23	10 mos

Dr. Veerasamy received a Ph.D. in Computer Science from the University of Turku, Finland, a Master of Philosophy in Computer Science and a Master of Computer Applications from Madurai Kamaraj University, India and a Bachelor of Business Administration from Annamalai University, India. Previously he was a Lecturer - Software Engineering at LUT University, Finland. (new position)

Dr. Yubing Wang Assistant Professor, Department of Human Movement Sciences (Tenure Track)	\$68,000	7/25/23	10 mos
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Dr. Wang received a Ph.D. in Pedagogical Kinesiology from the University of North Carolina-Greensboro and an M.Ed. and B.Ed. in Physical Education from Shanghai University of Sport. Previously he was Assistant Professor in the Department of Kinesiology at the University of Wisconsin-Whitewater.

Dr. Chaniece J. Winfield Assistant Professor, Department of Counseling and Human Services (Tenure Track)	\$72,000	7/25/23	10 mos
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Dr. Winfield received a Ph.D. in General Psychology from Capella University and an M.A. in Urban Education: Community Counseling and a B.A. in Sociology from Norfolk State University. Previously she was a Senior Lecturer in Counseling and Human Services and Human Services Online Program Coordinator at Old Dominion University.

Ms. Sarah C. Wistner Research Associate, Center for Bioelectronics	\$45,000	2/25/23	12 mos
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Ms. Wistner received a B.S. in Biology from the College of Charleston and is expected to receive a Ph.D. in Pharmaceutical Sciences from the University of North Carolina at Chapel Hill. Previously she was a Graduate Research Assistant in the Center for Integrative Chemical Biology and Drug Discovery at the University of North Carolina at Chapel Hill. (new position)

Dr. Suzanne Wright Interim Dean, School of Nursing	\$243,296	1/25/23	12 mos
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Dr. Wright received a Ph.D. in Health-Related Sciences, a Master's degree in Nurse Anesthesia and a Bachelor's degree in Nursing from Virginia Commonwealth University. Previously she was the Chair of the School of Nursing at Old Dominion University and also held leadership positions at Virginia Commonwealth University for nearly 20 years. (Salary includes a \$25,000 stipend for serving as Interim Dean)

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Dr. Yizhou (Joe) Xu Assistant Professor, Department of Communication and Theatre Arts (Tenure Track)	\$65,000	7/25/23	10 mos

Dr. Xu received a Ph.D. and an M.A. in Media and Cultural Studies from the University of Wisconsin-Madison and a B.A. in History and International Relation from Bucknell University. Previously he was a Postdoctoral Fellow in the Digital Studies Institute at the University of Michigan.

Ms. Seongryeong Yu Assistant Professor, Department of Teaching and Learning (Tenure Track)	\$73,000	7/25/23	10 mos
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Ms. Yu received an Ed.M. in Curriculum and Instruction Korean Language Education (Reading Education) from Korea University-College of Education, an A.B. in Elementary Education from Busan National University of Education, South Korea and is expected to receive a Ph.D. in Curriculum and Instruction from The Pennsylvania State University-College of Education. Previously she was an Instructor in the Department of Curriculum and Instruction, College of Education at The Pennsylvania State University. (Appointment is contingent upon completion of Ph.D. by July 2023)

Ms. Gnei Soraya Zarook Assistant Professor, Department of English (Tenure Track)	\$65,000	7/25/23	10 mos
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Ms. Zarook received an M.A. in English and is expected to receive a Ph.D. in English from the University of California, Riverside, and a B.A. in English from California State University, Channel Islands. Previously she was an Instructor in the University Writing Program at the University of California, Riverside. (Rank is contingent upon completion of Ph.D. by July 2023)

Shan (Evie) Zhang Assistant Professor, Department of Economics (Tenure Track)	\$115,000	2/25/23	10 mos
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Ms. Zhang received an M.S. in International Business from the University of Florida, a B.S. in Economics from Dalian Nationalities University and is expected to receive a Ph.D. in Economics from the University of Oregon. Previously she was Instructor of Record at the University of Oregon. (Rank is contingent upon successful completion of Ph.D. requirements by August 10, 2023; \$15,000 stipend for participation in the Economic Forecasting Project, State of the Region Report, and State of the Commonwealth Report as a member of the Dragas Center for Economic Analysis & Policy.)

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>
Jon Anderson Quality Control Coach, Athletics	\$50,000	2/25/2023	12 mos.

Mr. Anderson received a Bachelor of Arts in Secondary Education from Buena Vista University and a Master of Science in Sports Pedagogy from South Dakota University. Previously, he served in various coaching roles at Buena Vista University, Dakota State University, the University of Sioux Falls, and West Virginia State University.

Patrick Ball Core Facilities Manager, Hampton Roads Biomedical Research Consortium	\$90,000	1/10/2023	12 mos.
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Mr. Ball received a Bachelor of Arts in English from Elizabeth City State University. Previously, he served as a Senior Project Scientist for the Virginia Modeling Analysis and Simulation Center.

Bonita Boyette Academic Advisor, College of Health Sciences	\$48,000	1/10/2023	12 mos.
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Ms. Boyette received a Bachelor of Social Work from Radford University and a Master of Legal Studies from Appalachian State University. Previously, she held roles at Regent University as an Academic Advisor, The Crossroads Rural Entrepreneurial Institute as a Higher Education Technology Assistant, and Center Site Manager and Library Media Specialist at various schools in Virginia. (new position)

Kayla Brown Assistant Director for Living Communities, Student Housing	\$52,000	11/25/2022	12 mos.
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Ms. Brown received a B.S. in Liberal Studies from Longwood University and an M.S. in Higher Education Administration from Florida International University. Previously, she served as a Residence Life Coordinator at the University of Houston.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Bernadette Carter Assistant Controller, Office of Finance	\$127,000	3/13/2023	12 mos.

Ms. Carter received a Bachelor of Science in Accounting from Norfolk State University and a Master of Business Administration from Averett University. Previously, she worked as the Regional Controller for Aramark in their Southwest region and as the Senior Unit Controller for Aramark in Colonial Williamsburg. (new position)

Lauren Ciampoli Director, Constituent Relations, Alumni Office	\$63,918	2/10/2023	12 mos.
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Ms. Ciampoli earned a Master of Arts in Lifespan and Digital Communications and a Bachelor of Science in Communication from Old Dominion University. Previously, she worked as an Education Manager and Education Director for Junior Achievement of Greater Hampton Roads. Ms. Ciampoli is also an Adjunct Professor at Old Dominion University.

Russell Czack Assistant Director, Digital Shipbuilding, Virginia Modeling, Analysis & Simulation Center	\$135,000	3/25/2023	12 mos.
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Mr. Czack holds a Master of Science in Supply Chain Management from Syracuse University, a Master of Business Administration from National University, and a Bachelor of Arts from the University of Florida. Previously, he served as a Senior Program Manager for the Hampton Roads Maritime Industrial Base Ecosystem and as a Strategic Program Development & Business Analyst for North Atlantic Treaty Organization (NATO).

Kevin Decker Assistant Football Coach, Athletics	\$220,500	12/5/2022	12 mos.
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Mr. Decker holds a Bachelor of Art in Communication from the University of New Hampshire. Previously, he served as the Offensive Coordinator/Quarterback Coach for Fordham University and Offensive Coordinator/Quarterbacks Coach at Brown University.

Xiaosong Fan Assessment & Accreditation Analyst, Darden College of Education & Professional Studies	\$60,564	1/25/2023	12 mos.
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Mr. Fan earned a Master of Science degree in Business Analytics and a Bachelor of Science degree in Business Administration from the University of Colorado. He has served most recently as a data analyst in the Office of Assessment and Planning in the Division of Student Affairs at the University of Colorado Boulder.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Nicholas Flanders Blackwater Ecological Preserve, Manager and Assistant Professor, Biological Sciences	\$55,000	1/3/2023	12 mos.

Dr. Flanders has a Ph.D. in Ecological Sciences from Old Dominion University, a Master of Science Degree in Fisheries, Wildlife, and Conservation Biology from North Carolina State University and a Bachelor of Science in Biology from Old Dominion University. Previously, he served as a Ph.D. Teaching Assistant/Research Assistant at ODU. (new position)

Jasper Frederick Student Account Director Bursar, Office of Finance	\$120,000	2/6/2023	12 mos.
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Mr. Frederick holds an M.B.A in Business Administration and a B.S. in Business Administration from the University of Maryland. Previously, he served as the Director of Student Accounts-Student Financial Services at Queens University of Charlotte. Mr. Fredrick also served as the Director of Student Accounts-Campus Bursar at Baltimore City Community College, Manager/Director of Student Accounts at Howard University, and Director of Student Accounts-University Bursar at the University of Baltimore.

Megan Frost Director of Web & Digital Strategy, University Marketing	\$90,000	2/25/2023	12 mos.
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Ms. Frost holds a Bachelor of Arts in Fine Arts from New York University. She brings prior experience serving as the Communications Manager, Digital Engagement Manager, Development Officer, and Capital Campaign Coordinator for the Chrysler Museum of Art.

Madisyn Galang Regulated Research Analyst/Assistant, Facility Security Officer, Virginia Modeling, Analysis & Simulation Center	\$60,000	1/25/2023	12 mos.
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Ms. Galang received a Bachelor of Science in Community Health and a Bachelor of Science in Clinical Science from George Mason University. Previously, she served as a Technical Support Specialist for Portsmouth Public Schools, an Ophthalmologist Research Technician at the Wagner Macula and Retina Center, and a Business Analyst for Elite Applied Solutions.

Anne Githae Assistant Vice President, Equity and Diversity, Institutional Equity & Diversity	\$128,000	1/10/2023	12 mos.
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Ms. Githae holds a Doctor of Jurisprudence and a Master of Laws in Homeland Security & National Security Law from Western Michigan University and a Bachelor of Arts in Political Science from Lenoir-Rhyne University. Previously, she served as a Managing Director in Human Resources at Texas Tech University's Health Sciences Center.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Melanie Graham Director of Special Projects, Student Engagement & Enrollment Services	\$65,000	1/16/2023	12 mos.

Ms. Graham holds a Master of Arts in English and a Bachelor of Arts in English from Radford University. She is currently pursuing a Ph.D. in Higher Education from Old Dominion University. Previously, she served as a Graduate Administrative Assistant at Old Dominion University and a Fulbright Public Policy Fellow.

Krista Harrell Associate Vice President for Alumni Relations	\$165,000	12/12/2022	12 mos.
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Dr. Harrell holds a Doctor of Philosophy in Higher Education, a Master of Science in Education, Higher Education Administration, and a Bachelor of Science in Human Services Counseling from Old Dominion University. Previously, she served as the Assistant Vice President for the University of South Alabama. Additionally, she has served in various higher education roles including Associate Dean of Students, Title IX Coordinator, Student Center Director, Assistant Director for Programs, Campus Activities Coordinator, and Student Affairs Fellow.

Victoria Heiduschke Head Learning Commons Branch Librarian, Library Administration	\$83,000	3/25/2023	12 mos.
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Ms. Heiduschke holds a Master of Science degree in Information Studies, a Certificate of Advanced Study in the Administration of Programs in Libraries and Archives from the University of Texas at Austin, and a Bachelor of Arts in German Studies from the University of Florida. Previously, she served as a Communicable Disease Investigator and Case Investigator for COVID-19 at Linn County Health Services, Administrative Assistant at Oregon State University, Temporary Research & Instruction Librarian at Lewis & Clark University, and Learning Commons Coordinator and Library Experience Coordinator at Oregon State University.

Alex Huettel Assistant Football Coach, Athletics	\$135,000	12/05/2022	12 mos.
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Mr. Huettel received a Master's degree in ABA Therapy from the University of Cincinnati and a Master's degree in Gerontology and a Bachelor's degree in Human Development and Family Service from Bowling Green State University. He previously served as the Offensive Line Coach and Run Game Coordinator at Fordham University, Offensive Graduate Assistant at the University of Cincinnati, Offensive Line/Strength & Conditioning Coach at Gannon University, and Offensive Graduate Assistant at Bowling Green State University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Daremoni Jones International Student Advisor, Visa & Immigration Service Advising	\$47,500	1/10/2023	12 mos.

Ms. Jones received a Bachelor of Arts in History from Bethune-Cookman University and is enrolled in a Master’s program in Clinical Mental Health Counseling at Old Dominion University. Previously, she was a Degree Analyst at Christopher Newport University and also served as an International & Transfer Admissions Counselor at Harris-Stowe State University and Correspondence and Credentials Assistant at Bethune-Cookman University.

Nirmala Karunarathna Academic Success Advisor, Center for Advising Administration and Academic Partnerships and Academic Success Center	\$47,000	3/10/2023	12 mos.
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Dr. Karunarathna received a Masters and Doctorate in Molecular Biology from Texas State University. Previously she served as the Student Recruiting and Retention Activity Coordinator for Computer Science at Old Dominion University.

Amber Kennedy Assistant Vice President for Public Relations, University Communications	\$120,000	1/25/2023	12 mos.
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Ms. Kennedy received a Bachelor’s degree in English with a Journalism concentration from Christopher Newport University. Previously she served as Director of News and Media Relations at Old Dominion University. Ms. Kennedy also served as Senior Public Relations Counselor at The Meridian Group and as Director of Marketing and Community Engagement for the Peninsula Fine Arts Center.

Sarah Jane Kirkland Associate Vice President for Corporate Partnerships, Strome Entrepreneurial Center	\$218,000	3/1/2023	12 mos.
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Ms. Kirkland holds a Bachelor of Professional Dance from the Northern Ballet School. She has more than 13 years of experience working with corporate and non-profit leaders. Ms. Kirkland previously served as the President and CEO, Chief Operating Officer, and Director of Alumni Engagement at the CIVIC Leadership Institute. In addition to her work with the CIVIC Leadership Initiative, she has represented the region and served the community on many boards and committees, such as RVA757 Connects, YMCA South Hampton Roads, Hampton Roads Regional Transit Advisory Panel (RTAP), 757 Recovery and Resilience Action Framework, Town Point Club and the Governor's School for the Arts. Additionally, Ms. Kirkland has received accolades and recognition for her advocacy and leadership, including the 2021 Inside Business “Women in Business” award and the 2022 Inside Business “Power Players” list.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Joshua Marlow Assistant Director for Equipment Operations, Athletics	\$63,592	1/30/2023	12 mos.

Mr. Marlow received a Bachelor of Arts in Geography from the University of Florida. He brings experience serving as the Head Athletic Equipment Manager for Duquesne University, Assistant Equipment Manager at IMG Academy, Equipment Intern for the Cleveland Browns, NFL Rookie Camp Equipment Intern for the Tampa Bay Buccaneers, and Post-Graduate Assistant of Football Equipment at the University of Florida Athletic Association.

Timothy Mclaughlin Admissions Counselor, Undergraduate Admissions	\$41,350	11/25/2022	12 mos.
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Mr. Mclaughlin holds a Bachelor of Science degree with a major in Sport Management from Old Dominion University. He has served as an intern with ODU Athletics and as an ODU Athletic Ambassador.

Monique McWhite Director, Center for Business Development, Office of Research	\$85,000	2/25/2023	12 mos.
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Ms. McWhite earned a Bachelor of Fine Arts from Virginia Commonwealth University and a Certificate in Program Management Body of Knowledge from John Hopkins University. She has served as Facility Security Officer at Johns Hopkins, Project Manager for ESRG Government Services, and Director of the ODU Procurement Technical Assistance Center. (new position)

Josephine Momberger Assistant Director for High Impact Learning Initiatives, Academic Success Initiatives & Support	\$47,000	1/25/2023	12 mos.
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Ms. Momberger holds a Master's degree in Higher Education Leadership with a concentration in Student Affairs and a Bachelor of Science in Business Administration with a concentration in Digital Marketing from Old Dominion University. Previously, she served as a Graduate Assistant in the Dean of Students Office at ODU.

Juan Sebastian Oehninger Assistant Director Academic Readiness Program, Academic Success Initiatives & Support	\$85,000	1/10/2023	12 mos.
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Mr. Oehninger received a Master of Science in Marketing Management from Strayer University and a Bachelor of Arts in Communication from Old Dominion University. He has served as a retail associate for the past 19 years and has comprehensive experience in customer service, marketing and communications, and patient advocacy.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Kelsey Orsini Assessment Coordinator, Institutional Effectiveness and Assessment	\$53,500	10/10/2022	12 mos.

Ms. Orsini holds a Master of Fine Arts in Creative Writing from Old Dominion University, a Master of Science in Secondary Education from John Hopkins University and a Bachelor of Arts in English and Secondary Education from The College of William and Mary. She brings experience as a Quality Enhancement Plan Graduate Research Assistant and English Instructor at Old Dominion University.

James Palmer Assistant Director of Institutional Research, Office of Institutional Research	\$82,000	3/10/2023	12 mos.
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Mr. Palmer received a Master of Business Administration in Global Management and a Bachelor's degree in Business Administration from the University of Phoenix. Previously he served as a Senior Market Research Analyst at Old Dominion University, Senior College Research Analyst at Modesto Junior College, and Information Technology Consultant at California State University.

Enrique Rangel-Rodriguez Assistant Director of Admissions, Hispanic/LatinX Outreach and Recruitment, Undergraduate Admissions	\$50,000	3/10/2023	12 mos.
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Mr. Rangel-Rodriguez received a Bachelor of Arts in History from Virginia Commonwealth University. Previously he served as a Research Intern at Sacred Heart and a LatinX Admissions Counselor at Virginia Commonwealth University.

Elisabeth Ray Assistant Swimming Coach, Athletics	\$34,000	10/10/2022	12 mos.
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Ms. Ray holds a Bachelor of Arts in English with a concentration in Professional Writing from Old Dominion University. She brings experience as a Swim Coach for the ODU Aquatic Club and Team Manager for the ODU Men's and Women's Varsity Swim Team.

Stephen Rupprecht SEES Advisor and Special Assistant to the Vice President, Student Engagement & Enrollment Services	\$104,000	11/25/2022	12 mos.
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Dr. Rupprecht holds a Doctor of Education in Educational Leadership Management from Drexel University, a Master of Arts in College Student Personnel from Bowling Green State University, and a Bachelor of Arts in English Literature from State University of New York, College at Oswego. Previously, he worked as the Dean of Students for Cabrini University. He brings nearly 30 years' experience working in the higher education setting and significant experience in Title IX compliance, conduct, and risk management.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Kenya Smith Director of News and Media Relations, University Marketing	\$87,500	3/25/2023	12 mos.

Ms. Smith holds a B.A in Communication Studies an Epley Certificate in International Public Relations from the University of North Carolina-Charlotte. Previously, she served as the Communication Manager for the Guilford County Division of Public Health, Communications Officer for the Government of Bermuda, and Communications & Development Coordinator for Freedom School Partners.

Petra Szonyegi First Year Student Success Coordinator, Center for Advising Administration and Academic Partnerships	\$52,123	3/10/2023	12 mos.
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Ms. Szonyegi received a Master of Science in Education in Higher Education and a Bachelor of Arts in International Studies and Political Science from Old Dominion University. Previously, she served as a First Year Student Success Advisor, Residence Hall Director (First Year Community) and Graduate Teaching and Research Assistant at Old Dominion University.

Patricia Szymurski Associate Vice President for Regional Higher Education Centers	\$150,000	3/10/2023	12 mos.
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Dr. Szymurski holds a Doctorate in Educational Leadership: Administration and Policy from the University of Delaware, a Masters in Adult Education from Widener University, and a Bachelors in Rehabilitation Education from Penn State. She previously served as the Vice President, Marketing & Strategic Initiatives and Interim Vice President, Enrollment Management, Marketing & Communications for Reinhardt University. Dr. Szymurski also served as the Director of Curriculum & Program Development at Emory University and Assistant Vice President for Graduate and Extended Programs & Strategic Alliances at Agnes Scott College.

Quan Thompkins Assistant Strength & Conditioning Coach, Athletics	\$45,000	1/23/2023	12 mos.
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Mr. Thompkins holds a Master's degree in Health and Human Performance from Northwestern State University, a Bachelor in Exercise Science from Lander University, and a Bachelor of Science in Exercise and Sports Science from Costal Carolina University. Previously, he served as the Assistant Strength and Conditioning Coach at the University of Connecticut and Interim Director of Strength and Conditioning and Graduate Assistant Strength Coach at Northwestern State University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
JaRena Whitehead Chief of Staff, Division of Administration and Finance	\$190,000	2/25/2023	12 mos.

Ms. Whitehead received a Master of Business Administration and a Bachelor of Science in Mass Communications from Florida International University. Previously she served as the Assistant Vice President for Human Resources and Deputy Chief Human Resources Officer at Old Dominion University. Ms. Whitehead also served as Director & Chief Human Resources Officer at Florida Memorial University, Associate Director & Deputy Chief Human Resources Officer at Radford University, and Human Resources Manager at the University of Miami.

Mary Wilcox International Admissions Recruitment Coordinator, International Admissions	\$46,300	9/10/2022	12 mos.
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Ms. Wilcox received an M.S. in Educational Leadership in Higher Education from Old Dominion University and a B.A. in International Affairs from James Madison University. Previously, she worked as a Graduate Assistant for International Initiatives in the Office of Intercultural Relations at ODU and previously taught English at the College of Foreign Languages, Hebei University in Baoding, China.

Tarron Williams Assistant Football Coach, Athletics	\$107,500	1/5/2023	12 mos.
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Mr. Williams has a Master of Arts in Community Counseling from Lenoir-Rhyne University and a Bachelor of Science in Psychology from Gardner-Webb University. Previously, he worked at the University of Richmond as the Defensive Pass Game Coordinator/Cornerbacks and also worked at East Carolina University, Virginia Military Institute, and James Madison University.

Tiffany Young Assistant Football Coach, Athletics	\$70,000	2/25/2023	12 mos.
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Ms. Young holds a Master of Arts in Sport Psychology from John F. Kennedy University and a Bachelor of Arts in Psychology from California State University Sacramento. Previously, she served as the Associate Director of Career Services, Senior Career & Talent Management Specialist, and Recruiter at Regent University, Assistant Director of Facilities & Student Development at Towson University, and Operations Manager at Athletes in Action.

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>
Deborah Bauman Assistant Dean Emerita of Health Sciences and Associate Professor Emerita of Dental Hygiene	July 1, 2023
Randy Haddock Senior Lecturer Emeritus, College of Engineering and Technology	June 1, 2023
Robert Holden Professor Emeritus of History	June 1, 2023
James Kosnik Professor Emeritus of Music and University Professor Emeritus	June 1, 2023
Constance Merriman Associate Dean Emerita, Strome College of Business	July 1, 2023
William Owings Professor Emeritus of Educational Foundations and Leadership	June 1, 2023
Ramamurthy Prabhakaran Professor Emeritus of Mechanical and Aerospace Engineering and Eminent Professor Emeritus	June 1, 2023
Gene Hill Price Senior Lecturer Emeritus of Computer Science	June 1, 2023
Susan Lynn Tolle Professor Emerita of Dental Hygiene and University Professor Emerita	June 1, 2023
<u>Name and Rank</u>	<u>Effective Date</u>
Douglas Ziegenfuss Professor Emeritus of Accountancy	June 1, 2023

Deborah Bauman

Deborah Bauman received a B.S. in Dental Hygiene and an M.S. in Dental Hygiene from Old Dominion University. She joined Old Dominion University as an Assistant Professor of Dental Hygiene in 1982 and achieved the rank of Associate Professor in 1988. Recognition of her

accomplishments in teaching, research and service include being appointed as the Board Chair of the Lake Taylor Transitional Care Hospital, past President of the Tidewater Dental Hygienists' Association, and Leader for the Norfolk Emergency Shelter Team.

Bauman has served as the Assistant Dean within the College of Health Sciences since 2009, with a previous appointment as the Chair of the School of Dental Hygiene and as Graduate Program Director for the Master of Science in Dental Hygiene. She has served in multiple leadership roles for the University, including the Undergraduate Administrators Committee, Kaufman Award Selection Committee, Graduate Administrator's Council, Commencement Committee, University Undergraduate Policies and Procedures Committee, Enrollment Management Subcommittee, Strategic Plan Subcommittee, and the Living Learning Communities Taskforce. Bauman has personally led and managed over a hundred open house events, admitted student day, and scholars day events. Lastly, she has been instrumental in oversight of the College of Health Sciences Advising Office, serving the needs of hundreds of undergraduate students over the past many years.

Randy Haddock

Randy Haddock, Senior Lecturer in the Engineering Fundamentals Division, is an Old Dominion University double alumnus. He graduated from ODU with an undergraduate degree in Civil Engineering Technology in 1985 and a graduate degree in Civil Engineering in 2000. After completion of his undergraduate degree, Haddock entered the construction profession as a project manager and estimator. He soon founded an award-winning residential building company and managed it until 1999. Haddock then changed his career to teaching. He obtained his teaching education and certification from Virginia Wesleyan College and completed an Ed.S. in Educational Leadership at the University of Virginia.

Haddock taught math at the secondary education level for 12 years before returning to ODU as a Lecturer in 2013. Presently, he teaches the ENGN 110 Studio classes as a Senior Lecturer in the Engineering Fundamentals Division. During his time in the College of Engineering and Technology, Haddock has left an impression on close to 5,000 freshman engineering students. He currently serves on the state's Board of Contractors being appointed by Governor Ralph Northam.

Robert Holden

Robert Holden received a B.A. in Journalism from the University of Missouri (1970), an M.A. in Latin American History from Pennsylvania State University (1977), and a Ph.D. in History from the University of Chicago (1986). He joined Old Dominion as an Assistant Professor of Latin American History in 1993, received tenure and promotion to Associate Professor in 1999, and achieved the rank of Professor in 2006. Recognition of his accomplishments in teaching, research and service include the Fulbright-Hays Doctoral Dissertation Research Abroad Award, ODU's Certificate of Excellence in Instructional Technology, and a Fulbright Scholar Award for teaching and research.

Holden has served as the major professor for numerous master's students at Old Dominion University and was an associate faculty member of the Graduate Program in International Studies

from 1993 to 2005. From 2005 to 2006 he was Associate Director of the graduate program in International Studies and from May to August 2006 served as Interim Director of the program.

Holden's research concerns the political history of Latin America and the history of US Latin America relations with a focus on state formation, legitimacy and authority and the rule of law. He has published five monographs, more than 25 peer reviewed scholarly papers, and made 71 presentations besides numerous book reviews and other small contributions.

James W. Kosnik

James W. Kosnik, Professor of Music and University Professor, joined Old Dominion University in 1982 and achieved the rank of Professor in 2003. He received his Doctor of Musical Arts degree from the Eastman School of Music, where he studied with Professor Russell Saunders; in addition, he is a recipient of the prestigious Performer's Certificate from the Eastman School. Kosnik served as Chair of the Music Department from 1986-1992 and is the recipient of the Robert L. Stern Award for Excellence in Teaching from the College of Arts & Letters.

Kosnik has recorded six CDs, including three with the Liturgical Organists Consortium: "The Sacred Legacy of Paris," "Divinum Mysterium," and "Chant Mosaic." In addition, he has recorded two solo organ CDs: "Ancient Song, Sacred Sound," and "The Organ Music of Cesar Franck." His sixth CD, "Amazing Grace: The Organ Music of Adolphus Hailstork," is available through Albany Records. Performances of "Victimae paschali laudes," composed by Theophane Hytrek, SSSF, and "Toccata on VENI EMMANUEL," by Adolphus Hailstork, have been broadcast nationally on PIPEDREAMS.

Kosnik has been recognized internationally as a performer, serving in 2009 as the organist at St. Peter's Basilica at the Vatican. He made his Harvard University concert debut in 2013, at Busch Museum, home of the historic Flentrop pipe organ, where the legendary E. Power Biggs helped to initiate the "Orgelbewegung" ("Organ Reform Movement") in the United States with his weekly radio broadcasts and recordings at Harvard. Kosnik's performance at the Busch Museum is available on YouTube. His concert schedule typically includes performances at Christ Cathedral, Lexington, KY, National City Christian Church in Washington, DC, and King's Chapel in Boston, to name a few. His new choral composition, "If the Lord Does Not Build the House," was commissioned by Laramie College, WY, for his Cathedral Artists Concert in Cheyenne, WY.

Kosnik has taught and influenced every student in every degree program offered through the Diehn School of Music. Thousands of student musicians have been regaled by his fascinating and intellectual lectures covering every aspect of music history. Students, congregants, and audiences across the region have been thrilled with his mastery of the pipe organ and his tremendous artistry at the keyboard. Kosnik helped build the Diehn School of Music, literally supervising the construction of the Diehn Center for the Performing Arts in 1990-91.

Constance Merriman

Constance Merriman joined Old Dominion University as a Public Relations Specialist and Technical Support Center Manager in 1998. At the time of completing a Master of Public

Administration degree in 2005, she joined the College of Business as Assistant to the Dean and in 2007 became an Assistant Dean. In 2010, she earned a Ph.D. in Higher Education from Old Dominion University. In 2012 Merriman founded and served as a Sam Walton Fellow for ODU Enactus, an international student organization dedicated to improving the lives of others through social and transitional entrepreneurship. From 2015 to the present, she has steadfastly served as Associate Dean for Undergraduate Studies in the Strome College of Business.

During her career, Merriman has worked cooperatively and successfully with individuals at all levels of the College and the University. She continues to teach in the School of Public Service. Courses that she has taught include PADM 719 – Leadership, PADM 739 – Cultural Competence and Leading Across Differences, PAS 409 – Leadership and Cultural Competence, HNRS 401 – Social Entrepreneurship, and ENTR 494 – Entrepreneurial Projects in Management. And while not required of non-tenure-track faculty, Merriman has engaged in various research projects. She has five published peer-reviewed conference proceedings and was a co-author of the book chapter, *A Life-Cycle Model of Collaboration in Advancing Collaboration Theory: Models, Typology, and Evidence* (Routledge, 2015).

Merriman’s administration and service accomplishments are numerous. They include co-developing the undergraduate minor in Public Service; serving as faculty advisor and Sam Walton Fellow for the ODU Chapter of Enactus; mentoring the student team that acts as the management company for ODU Enactus Entrepreneurship Initiative and the student entrepreneurs’ retail store/learning lab; being a member of the General Education Assessment Committee; being a founding member of the Public Service Week committee; serving as treasurer of the ODU Chapter of the National Honor Society of Phi Kappa Phi; being past president of the Old Dominion University Association for University Administrators; and serving as a member of the Old Dominion University Strategic Enrollment Management Committee on Technology/Distance Learning.

William Owings

William (Bill) Owings, Professor of Educational Foundations and Leadership, joined ODU in 2002 after a career in public education, having served as the Superintendent of Accomack County Public Schools. In his 20 years at ODU, he has been a prolific scholar having secured grants, published numerous journal articles and books, and served on many dissertation committees. Specifically, since 1996 Owings has published nearly 60 journal articles, 15 books (not including 2nd and 3rd additions), eight book chapters, and presented roughly 50 papers at national and international academic conferences.

Owings is a renowned national and international scholar in the area of school finance. In the last 10 years, he has focused on school finance topics, with a particular emphasis on the concept of fiscal effort and funding equity. This work has focused on two closely related new contributions to the field: first, the establishment of a school finance related national longitudinal database and second, the development of a new theory known as critical resource theory.

Owings’ work has been recognized both locally and nationally. He received a number of prestigious awards, which include the 2019 ODU A. Rufus Tonelson Award, the National

Education Finance Academy's Distinguished Fellow of Research and Practice, and the Virginia Educational Research Association's Charles Edgar Clear Research Award for significant and sustained research and scholarship benefitting the Commonwealth of Virginia.

Owings has also been invested in national service to his academic discipline, having been an invited lecturer, held a number of officer positions in national academic organizations, and served as a journal and book editor. Invited lectureships have included, the Oxford Education Research Symposium, the University of Amsterdam, Fatih University, Istanbul, Turkey, the American Education Finance Conference, the Virginia Department of Education Conference on Teacher Quality, and the National Troops to Teachers Conference. Owings held a number of officer positions in national academic organizations, including as a member of the founding Board of Directors, Co-Treasurer, and member of the Board of Trustees for the National Education Finance Academy (NEFA). From 2006-2008, Owings served on the Board of Editors for the *Journal for Effective Schools*, and from 2006 – 2008, as the Editor-in-Chief, as well as serving on the Editorial Advisory Board for the *Journal of Education Finance* from 2006 through the present.

Ramamurthy Prabhakaran

Ramamurthy Prabhakaran received a B.Tech. from the Indian Institute of Technology, Maras, India, in 1965, an M.E. from the Indian Institute of Science, Bangalore, India, in 1967 and a Ph.D. in Engineering Mechanics from the Illinois Institute of Technology, Chicago, in 1970. He joined Old Dominion University as an Associate Professor in Mechanical Engineering in 1979, achieved the rank of Professor in 1985 and was designated as an Eminent Professor in 1987.

Recognition of Prabhakaran's accomplishments in teaching, research and service include: Associate Technical Editor of *Experimental Mechanics*, an international archival journal (seven years); Technical Editor of *Experimental Mechanics* journal for three years; Fellow of the Society for Experimental Mechanics awarded in 1996; US patent for Method of Continuously Determining Crack Length awarded in 1993; Best Paper Award in Experimental Techniques; Outstanding Faculty Award from ASME Student Chapter of ODU; and the College of Engineering and Technology Research Award.

Prabhakaran has served as the major dissertation adviser for 31 master's and doctoral students. He has organized special courses in Composite Materials and Fatigue-Fracture, given special lectures and conducted several workshops. Prabhakaran has given invited lectures at international conferences in India, France, Poland, Denmark, Italy and the United States. He started the Experimental Mechanics and Composite Materials Laboratory at Old Dominion University and has served as its Director.

Prabhakaran's research concerns the applications of experimental mechanics methods to fiber reinforced composites. He has 75 journal publications, two book chapters, 52 publications in conference proceedings, nine invited papers presented at conferences, several technical reports, and has received 53 (sponsored) research grants totaling \$1.6M.

Gene Hill Price

G. Hill Price received a B.S. in Naval Science from the United States Naval Academy in 1969 and an M.S. in Computer Science from Old Dominion University in 1983 after serving as an active-duty naval officer for 11 years. He joined Old Dominion University in 1983 as an Instructor of Computer Science and achieved the rank of Lecturer in 1987 and Senior Lecturer in 2004. Price continued in the Naval Reserves, being recalled to active duty nine times, and retiring in 1998 with the rank of Captain (O-6). His highest awarded decoration is the Meritorious Service Medal.

Price taught 409 class sections of 17 different Computer Science subjects, both graduate and undergraduate, including both distance learning and traditional face-to-face classes; his student totals exceed 10,000. In addition, he taught classes in data communications and programming for Cox Cable Inc., Naval Special Warfare Group Two, private corporations, and Norfolk Public Schools. He served on two Dissertation Committees, one in Electrical Engineering and the other in Computer Art.

In service to the University, Price was elected as the Computer Science Department representative to the Old Dominion University Faculty Senate for 38 consecutive years starting in 1984. While serving, he was personally involved with many important issues, including two overhauls of the University's General Education Program, Faculty Workload, and Faculty Student Evaluations/Surveys. Price drafted proposals for Military and Naval Science minors for ROTC students and making the Faculty Handbook available online, both of which were approved and implemented. He has served on several Faculty Senate committees including Committee G, Faculty Remuneration; Committee K, Academic Support Services; and as Chair of Committee M, Intercollegiate Athletics. Of particular note is Price's service on Faculty Senate Committee A, Undergraduate Curriculum Committee, for 21 years. This committee examines and has approval authority over all General Education classes, all minors, and all new undergraduate programs including proposed changes to existing classes and minors.

Price represented Old Dominion University in the Faculty Senate of Virginia for four years. He is a member of the Norfolk Historical Society and the Agincourt Society where he has been honored to present seven historical presentations.

Susan Lynn Tolle

Susan Lynn Tolle joined Old Dominion University as an Assistant Professor of Dental Hygiene in 1983, achieved the rank of Professor in 1997 and was designated a University Professor in 2010. Twice a University finalist for the State Council of Higher Education for Virginia Outstanding Faculty Award, she has 85 peer-reviewed publications and has presented her scholarly work nationally with over 100 presentations.

Tolle served as Director of the Dental Hygiene Post Licensure Program for seven years followed by 20 years as the Dental Hygiene Director of Clinical Affairs. She represented the College of Health Sciences on the Faculty Senate Executive Committee for many years, has chaired several University committees, and has served widely in faculty leadership roles across the University, including University Mediator and on the Faculty Ombudsman panel.

Internationally, Tolle worked with Physicians for Peace to develop the first dental hygiene program in Central America housed at the University of Managua in Leon, Nicaragua. Noteworthy awards include the American Dental Hygienists' Association Educator of the Year Award, the American Dental Hygienists' Association Award of Excellence, the Alan Rufus Tonelson Distinguished Faculty Award, and the Gene W Hirschfeld Outstanding Faculty Award, College of Health Sciences. She is the only dental hygienist who has received the Outstanding Community Service award from the VA Dental Association. Most recently, Tolle was named the Most Inspirational Faculty by both the 2022 College of Health Sciences outstanding undergraduate student and the College of Health Sciences Kaufman Award finalist.

Douglas E. Ziegenfuss

Douglas E. Ziegenfuss earned a B.A. in Philosophy and History from Mount Saint Mary's College, an M.S. in Accounting from American University, and a Ph.D. in Accounting from Virginia Commonwealth University. Prior to joining the faculty in 1988, he served as an officer in the United States Coast Guard Reserve, a staff auditor with Coopers & Lybrand, an in-charge auditor with Browning-Ferris Industries, and an internal auditor with Dominion Resources. He is a practicing CPA, CMA, CIA, CFE, CGFM, CFF, AND CISA.

Ziegenfuss was awarded tenure and promoted to Associate Professor in 1994 and was promoted to Full Professor in 2001. From 2000 to 2015, he served as Chair or Acting Chair of the Department of Accounting or School of Accountancy. During his time at the University, Ziegenfuss won teaching service awards from teaching various accounting courses, both at the undergraduate and graduate level and online as well as face-to-face.

Ziegenfuss was awarded "Outstanding Educator Awards" by the VSCPA, IIA, ACFE, and BAP. He was active on the Boards of Bons Secours Hampton Roads, The Catholic Diocese of Richmond Diocese Finance Council, The City of Norfolk Public Schools Citizens Audit Committee, and The City of Virginia Beach Citizens Audit Committee. He actively served on the editorial boards of several accounting academic journals.

Ziegenfuss was active in professional accounting organizations at the local (a local chapter president seven times), state (a state vice-president), and national/global (committee member) levels. He co-founded and coordinated the Williamsburg Fraud Conference for 30 years. He began training CPAs in their annual required Ethics Course in 2004. During the period 2004 to 2020, Ziegenfuss annually taught an average of 1,000 CPAs in 30 separate engagements. He was co-founder and faculty advisor for the Managerial Accounting and Auditing Club that served as a student umbrella organization for the IIA, IMA, AGA, and ACFE and raised an endowment to pay for the students' membership dues.

Ziegenfuss's research interests include Professional Accounting Ethics, Audit Quality, and Audit Function/Firm Management. He has published five books or monographs, including as co-author of the educational novel, *The Big R*. He also published approximately 30 articles over the course of his career in such journals as *Auditing, A Journal of Practice and Theory*; *Journal of Business, Finance and Accounting*; *Corporate Governance: An International Journal of Business in Society*; *Managerial Auditing Journal*; *The Journal of Public Budgeting, Accounting & Financial Management*; *The Journal of Forensic Accounting*; and *The Internal Auditor*.

Committee members approved the following regular agenda items by unanimous vote: proposed revisions to the Board of Visitors policies on Promotion in Rank, Emeritus/Emerita Appointments, and Dismissal of Faculty From Employment Due to Financial Exigency or Discontinuance of a Program of Study or a Department of Instruction. The proposed revisions will be reviewed by the Governance Committee and presented to the Board for approval at the June meeting.

Provost Agho introduced Dr. Tammi Dice, Dean of the Darden College of Education and Professional Studies, who gave a presentation on student supports provided by the College.

Vice President Morris Foster introduced Dr. Kevin Leslie, Associate Vice President for Innovation and Commercialization, who gave a presentation on innovation and commercialization at ODU.

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 provided a Capital Projects update, noting there are currently five projects in various stages of pre-planning, schematic design, and construction, with total projected costs of \$394.7M. The new Health Sciences Building and Student Health and Wellness projects are scheduled for completion this fall, while the Biology Building and Baseball Stadium are in the design phase. He then shared information regarding the ODU Police Department, Monarch Way Mixed-Use projects and the upcoming Virginia Beach Data Center and ODU Master Plan timelines.

Vice President Reed presented the campus beautification projects, which include exterior cleaning and painting, pedestrian improvements, and replacement of campus benches and site furnishings. These also include more substantial projects such as Maglev demolition, Chartway Arena lighting, and Powhatan II Apartments infrastructure improvements. In total, these projects represent approximately \$6.2M in beautification investments across campus.

Vice President Reed provided a financial update on the current operating budget that included an overview of the third quarter financial performance report, enrollment outlook, and an update on the legislative process and state budget.

The standing Educational Foundation Investment and Public Safety reports were presented by Mike LaRock, Assistant Vice President for Advancement-Foundations, and R. Garrett Shelton, Interim Chief of Police.

AUDIT, COMPLIANCE, AND HUMAN RESOURCES COMMITTEE

Dr. Williams, chair of the Audit, Compliance, and Human Resources Committee, reported that Ms. LaToya Jordan, Deputy Auditor of Human Capital and Operations for the Auditor of Public Accounts, presented the audit results for the fiscal year ended June 30, 2022. She

noted that this presentation is usually given to the Board at their meeting in June, but the audit was completed early because of the University's reaccreditation process.

The APA has issued an unmodified opinion on the University's financial statements for the year ended June 30, 2022, and, after adjustments, found that the financial statements and related disclosures are fairly stated and presented in accordance with Generally Accepted Accounting Principles (GAAP).

The audit resulted in five findings, two of which were repeat findings and three new findings. A finding of material weakness was attributed to the financial reporting process and significant deficiencies were noted for controls over financial reconciliations, Accounts Payable accounting, controls over Capital Asset Inventory, and prompt return of unearned Title IV Funds to the Department of Education.

The status of the remaining prior year findings was also reviewed. Of the five, two have been resolved and three are deferred. One instance of noncompliance was related to the prompt return of Title IV funds was reported and no fraud or illegal acts were identified as a result of the audit. Other than implementation of GASB Statement 87 – Leases – they did not identify material changes to accounting and reporting policies or standards during the year. They determined that significant accounting estimates were reasonable and fairly stated and management applied proper treatment of accounting principals.

Mr. Chad Reed, Vice President for Administration & Finance and Chief Financial Officer, reviewed the steps that have been taken to address the issues from the prior year audit as well as issues identified in the current audit. He noted that under the leadership of Maggie Libby, Interim Associate Vice President for Finance and University Controller, appropriate personnel are in place to continue to address these issues.

The Committee convened in closed session to discuss the performance of specific where such evaluation will necessarily involve discussion of the performance of specific individuals as permitted by the Code of Virginia.

In open session, Ms. Amanda Skaggs, Chief Audit Executive, presented the results of the completed audit reports on the Police Department's fiscal activities for FY2022, Desktop Management, Office of the President FY2022 expenditures, and the College of Sciences. She also reviewed the status of open audit issues and active audit projects.

Ms. September Sanderlin, Vice President for Human Resources, Diversity, Equity, and Inclusion, provided a CAPTRUST update on supplemental retirement plans, the formation of the University's inaugural Administrative and Professional Faculty Senate, and the University-wide compensation study for administrative and professional faculty and classified employees.

CAPTRUST conducted a portfolio analysis for possible investment exposure due to the recent bank failures and found very slight exposure in the two retirement plans offered to University employees.

Vice President Sanderlin expressed her appreciation to President Hemphill for spearheading the formation of the A/P Faculty Senate to serve as a liaison between ODU's A/P faculty and administration to advocate for and represent the diverse needs of A/P faculty.

The Segal Group has been retained by the University to conduct a compensation study for A/P faculty and classified employees to address the many challenges of attracting and retaining talent, increased turnover, salaries lagging the market, and decreased applicant pools. She shared the project scope and objectives and estimated timeline of the project.

GOVERNANCE COMMITTEE

Ms. Dickseski, chair of the Governance Committee, reported that the Committee reviewed and approved revisions to the committee charters for the Athletics; Audit, Compliance & Human Resources; Student Enhancement & Engagement and Digital Learning; and University Advancement and University Relations Committees. As a recommendation of the Governance Committee, the following standing committee charters were approved by all members present and voting (*Allmond, Broermann, Corn, Decker, Dickseski, Holland, Jones, Kemper, Middleton, Mitchum, Pitts, Williams*).

OLD DOMINION UNIVERSITY BOARD OF VISITORS ATHLETICS COMMITTEE CHARTER

1. General Description of Authority

The Athletics Committee ("Committee") is a standing committee of the Old Dominion University Board of Visitors ("Board"). The purpose of the Committee is to assist in meeting University goals and priorities by supporting the mission and strategic goals for Old Dominion University Athletics.

2. Membership

~~The Committee shall consist of all members of the Board.~~

The Chairs and members of the committee shall be appointed by the Rector and shall serve until their successors have been duly appointed. A quorum of each of the standing committee shall consist of three voting committee members.

The Rector and Vice Rector are deemed committee members for all purposes, including a quorum.

3. Roles and Responsibilities

- a. The Committee shall support the mission of Old Dominion University by reviewing and monitoring Old Dominion University's mission-driven intercollegiate athletics program with respect to such areas and topics as finances; admissions standards and

- policies; student-athlete welfare; Title IX, NCAA and Conference compliance; academic advising; graduation rates; facilities; capital expenditures; and effective promotion of Old Dominion's brand identity.
- b. Periodically review the Committee Charter and recommend revisions as necessary.
 - c. Periodically review Committee processes and procedures to make the Committee more effective.

4. Meetings

The Committee shall meet as needed, but not less than two (2) times a year. The Committee may ask University officers or others to attend meetings, or portions thereof, and provide pertinent information as necessary.

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

Purpose and Authority

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

Composition

The Audit, ~~and Compliance~~ and Human Resources Committee will consist of an odd number of members of the Board of Visitors. Committee members and the chair shall be appointed through the normal processes as defined in the Board Bylaws. Members of the Audit, ~~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. Members of the Audit, ~~and Compliance~~ and Human Resources Committee may serve on the Administration and Finance Committee; however, a majority of the Audit, ~~and Compliance~~ and Human Resources Committee may not serve on the Administration and Finance Committee. The Chair should also not serve on the Administration and Finance Committee.

Meetings

Meetings of the Committee will occur in conjunction with regular meetings of the Board of Visitors, which happen no less frequently than four times each year on such dates and in such places as may be set by the Rector and the Board of Visitors. The Committee will have the authority to convene additional meetings as circumstances require. All committee members are

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

Responsibilities

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

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

Financial Statements

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

Internal Control

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

Internal Audit

- Review with management and the Chief Audit Executive University Auditor the charter, plans, activities, staffing, and organizational structure of the internal audit function.
- Approval annual internal audit plans.
- Periodically review and update the internal audit function's audit charter.
- Ensure there are no unjustified restrictions or limitations, and review and concur in the appointment, replacement, or dismissal of the Chief Audit Executive.
- Review the effectiveness of the internal audit function, including compliance with The Institute of Internal Auditors' *International Standards for the Professional Practice of*

Internal Auditing. This includes receiving the results of periodic peer reviews conducted on the internal audit function.

- Review the results of significant audit activities, audit reports, and management responses, and ensure the Committee is informed about fraud, illegal acts, deficiencies in internal control and other audit-related matters.
- Monitoring the adequacy and timeliness of corrective actions taken in response to audit activities.
- On an as needed basis, meet separately with the Chief Audit Executive to discuss any matters that the Committee or internal audit believes should be discussed privately.

External Audit

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

Compliance

- Review the effectiveness of the system for monitoring compliance with laws and regulations and the results of management's investigation and follow-up (including disciplinary action) of any instances of noncompliance.
- Review the findings of any examinations by regulatory agencies and any other auditor observations.
- Review the process for communicating the code of ethics to university personnel and for monitoring compliance therewith.
- Obtain regular updates from management, internal audit, the compliance function, and University legal counsel regarding compliance matters.

Human Resources

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

Reporting Responsibilities

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

Other Responsibilities

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

OLD DOMINION UNIVERSITY BOARD OF VISITORS STUDENT ENHANCEMENT & ENGAGEMENT AND DIGITAL LEARNING COMMITTEE CHARTER

Purpose and Authority

To assist the Board of Visitors in fulfilling its oversight responsibilities for the student quality of life, fiscal affordability, enrollment, and student engagement and success. The Committee has such authority as is provided for in the Code of Virginia, the Board Bylaws and as assigned by the Board as a whole.

Composition

The Student Enhancement & Engagement and Digital Learning Committee will consist of an odd number of members of the Board of Visitors. Committee members and the chair shall be appointed through the normal processes as defined in the Board Bylaws.

Meetings

The Student Enhancement & Engagement and Digital Learning Committee Meetings will occur in conjunction with regular meetings of the Board of Visitors, which happen no less frequently than four times each year on such dates and in such places as may be set by the Rector and the Board of Visitors. The Committee will have the authority to convene additional meetings as circumstances require. All committee members are expected to attend each meeting – either in person, by phone, or videoconference. An annual calendar will be established. The respective Vice President, in collaboration with the Chair, shall be responsible for establishing the agendas for meetings. An agenda, together with relevant materials, shall be sent to committee members at least 7 days in advance of the meeting. Minutes for all meetings shall be drafted by the staff designee, reviewed by the committee chair, and approved by committee members at the following meeting.

Responsibilities

The Student Enhancement & Engagement and Digital Learning Committee supports the Board's responsibilities for ensuring student quality of life, fiscal affordability, enrollment, online education experience, and student engagement and success. The Committee's general responsibilities are defined in Section 4.02 (f) of the Board Bylaws:

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.
- Reviewing policies relating to student rights, responsibilities, conduct, and discipline, including matters related to the Code of Student Conduct.
- Considering 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.
- Maintaining awareness of the issues impacting the student experience.
- ~~Annually recommending appointments including 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).~~

Actions that fall under the purview of the committee include but are not limited to:

- Student Success - Assuring the high quality of student life necessary to ensure that higher education achievement can take place in an environment conducive to a high level of learning, including the release of student records (Va. Code §23.1-1303 B.5) and posting a list of required textbooks (Va. Code §23.1-1308 B).
- Admissions - Establishing regulations or institution policies for the acceptance and assistance of students (Va. Code §23.1-1303 B.2) and agreements with each associate-degree-granting public institution of higher education (Va. Code §§23.1-907 and 23.1-306).
- Financial Aid - Enforcing provisions related to eligibility for financial aid (Va. Code §23.1-1303 B.3).

Reporting Responsibilities

- Regularly report to the Board of Visitors about committee activities, issues, and related recommendations.
- Provide an open avenue of communication between the Student Enhancement & Engagement and Digital Learning Committee, student representatives to the Board, the State Council of Higher Education's Student Advisory Committee, the Student Engagement & Enrollment Services Leadership Council Student Representative, and the Board of Visitors.

Other Responsibilities

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

OLD DOMINION UNIVERSITY BOARD OF VISITORS
UNIVERSITY ADVANCEMENT AND UNIVERSITY COMMUNICATIONS
COMMITTEE CHARTER

The University Advancement and University Communications Committee of the Board of Visitors is charged with informing and advocating within the Board issues that relate to advancing the priorities of the University through active involvement with alumni engagement and development and marketing and branding. This Committee shall consider and recommend for approval policies and programs relating to philanthropic giving, fundraising initiatives, ~~and~~ alumni engagement, marketing and branding and shall make appropriate recommendations to the Board of Trustees. The Committee shall also recommend 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).

Staff Officer

The Vice President for University Advancement and the Vice President for University Communications shall serve as Staff Officers of this Committee.

Meetings

The University Advancement and University Communications Committee Meetings will occur in conjunction with regular meetings of the Board of Visitors, which happen no less frequently than four times each year on such dates and in such places as may be set by the Rector and the Board of Visitors. The Committee will have the authority to convene additional meetings as circumstances require. All committee members are expected to attend each meeting – either in person, by phone, or videoconference. An annual calendar will be established. The Vice Presidents, in collaboration with the Chair, shall be responsible for establishing the agendas for meetingss. An agenda, together with relevant materials, shall be sent to committee members at least 7 days in advance of the meeting. Minutes for all meetings shall be drafted by the staff designee, reviewed by the committee chair, and approved by committee members at the following meeting.

Agenda, Minutes and Reports:

The Staff Officers will be responsible for developing agendas and materials for the board, in collaboration with the Chair of the committee. Minutes of all meetings shall be prepared by the Staff Officers. The minutes shall be approved by the Committee at the following meeting. Minutes will also be sent, once approved, to the Executive Committee of the Board. The Chair will make regular reports on Committee actions at the following Board meeting.

Committee Responsibilities:

1. Review and recommend fundraising programs which are necessary to enable the University to carry out its purpose; to ensure consistency with and contribution to the mission and goals of the University. These include development, advancement services, and alumni engagement.

2. Review and recommend communications, marketing and branding programs which are necessary to enable the University to build and grow its reputation; to ensure consistency with and contribution to the mission and goals of the University. These include communications, marketing and branding.
- ~~3.3.~~ Affirm fundraising goals established by the Advancement Division and advocate Board definition and/or endorsement of overall University priorities, laying a clear path for fundraising objectives to be established either annually or in multi-year campaign efforts.
4. Affirm communications and marketing goals established by the Office of University Communications and advocate Board definition and/or endorsement of overall University priorities.
- ~~3.5.~~ Provide advice and counsel to the Board regarding new fundraising initiatives, ~~or~~ capital campaigns, and marketing and branding initiatives.
6. Ensure that the Board of Visitors is informed of the institution's marketing and enrollment challenges, opportunities, and strategies.
- ~~4.7.~~ Make recommendations regarding financial expectations for trustee annual giving and capital campaign commitments.
- ~~5.8.~~ Actively engage in Board solicitations, with Committee members setting leadership examples by making the first commitments to any fundraising campaign.
- ~~6.9.~~ In collaboration with the President and Vice President of University Advancement, provide leadership in identifying prospects, cultivating, soliciting, and closing leadership gifts.
- ~~7.10.~~ Host and/or represent the Board at cultivation and stewardship events of the University.
- ~~8.11.~~ Review all activities on an annual basis to ensure the University Advancement Office and the Office of University Communications are pursuing industry "best practices".
- ~~9.12.~~ Assist the University Advancement Office in identifying new and innovative ways to engage and thank donors.
- ~~10.13.~~ Ensure alumni engagement activities are aligned with institutional priorities.
- ~~11.14.~~ Report regularly on its activities to the Board of Trustees.

The Committee reviewed three Board policies. It is recommending reaffirmation of Policy 1012, Resolution Adopting Executive Order Number One, "Equal Opportunity," since, to date, this Executive Order has not been amended or rescinded. Revisions to Policy 1104, Representation to the Board of Visitors, are recommended to change the procedure for selection of the student representative to the Board. Rather than interviews being conducted by the Student Enhancement & Engagement and Digital Learning Committee, they will be

done by the full Board. This proposal was discussed at the last meeting and endorsed by the Committee. Policy 1408, Posthumous Degree or Certificate of Recognition of Achievement for Terminally Ill and Diseased Students, was reviewed by the Provost and Faculty Senate with the recommendation that it be approved with no changes.

Upon the recommendation of the Governance Committee, the following policies were approved by all members present and voting (*Allmond, Broermann, Corn, Decker, Dickseski, Holland, Jones, Kemper, Middleton, Mitchum, Pitts, Williams*).

NUMBER: 1012

TITLE: Resolution Adopting Executive Order Number One (2018), "Equal Opportunity"

APPROVED: June 20, 1990; Revised April 7, 1994; Revised June 12, 2014; Revised April 26, 2018; Reaffirmed April 21, 2023

SCHEDULED REVIEW DATE: April 2028

RESOLVED, that upon the recommendation of the president, the Board of Visitors adopts as policy the Governor's Executive Order Number One (2018), "EQUAL OPPORTUNITY" as stated below:

EQUAL OPPORTUNITY

Importance of the Initiative

By virtue of the authority vested in me as Governor, I hereby declare that it is the firm and unwavering policy of the Commonwealth of Virginia to assure equal opportunity in all facets of state government. The foundational tenet of this Executive Order is premised upon a steadfast commitment to foster a culture of inclusion, diversity, and mutual respect for all Virginians.

This policy specifically prohibits discrimination on the basis of race, sex, color, national origin, religion, sexual orientation, gender identity or expression, age, political affiliation, or against otherwise qualified persons with disabilities. The policy permits appropriate employment preferences for veterans and specifically prohibits discrimination against veterans.

State appointing authorities and other management principals are hereby directed to take affirmative measures, as determined by the Director of the Department of Human Resource Management, to emphasize the recruitment of qualified minorities, women, disabled persons, and older Virginians to serve at all levels of state government. This directive does not permit or require the lowering of bona fide job requirements, performance standards, or qualifications to give preference to any state employee or applicant for state employment.

Allegations of violations of this policy shall be brought to the attention of the Office of Equal Employment Services of the Department of Human Resource Management. No state appointing

authority, other management principals, or supervisors shall take retaliatory actions against persons making such allegations.

Any state employee found in violation of this policy shall be subject to appropriate disciplinary action.

The Secretary of Administration is directed to review and update annually state procurement, employment and other relevant policies to ensure compliance with the non-discrimination mandate contained herein, and shall report to the Governor his or her findings together with such recommendations as he or she deems appropriate. This review shall ensure that state procurement policies fully implement and align with the non-discrimination directives in the Virginia Public Procurement Act, including its prohibitions on discrimination based on race, religion, color, sex, sexual orientation, gender identity or expression, national origin, age, disability, status as a service disabled veteran, or any other basis prohibited by state law relating to discrimination in employment. The Director of the Department of Human Resource Management shall assist in this review.

No state employee or agent within the Executive Branch may engage in discrimination in the provision of public services based on race, religion, color, sex, sexual orientation, gender identity or expression, national origin, age, political affiliation, disability, or veteran status. Any state employee or agent who engages in such discrimination will be subject to appropriate disciplinary action. The Department of Human Resource Management is directed to promulgate, review and update appropriate policies in the Commonwealth's Standards of Conduct to implement these requirements in accordance with any other applicable laws and regulations.

This Executive Order supersedes and rescinds Executive Order No. 1 (2014), Equal Employment Opportunity, issued by Terence R. McAuliffe on January 11, 2015.

Effective Date of the Executive Order

This Executive Order shall become effective upon its signing and will remain in full force and effect until amended or rescinded by further executive order.

Given under my hand and under the Seal of the Commonwealth of Virginia this 13th day of January, 2018.

Ralph S. Northam, Governor

NUMBER: 1104
TITLE: Representation to the Board of Visitors
APPROVED: June 14, 2002; Revised June 14, 2005; Revised September 14, 2021; Revised April 21, 2023
SCHEDULED REVIEW DATE: September 2028

1. Student Representation

Pursuant to [§23.1-1300H, Code of Virginia, “Members of Governing Boards; Removal; Terms; Nonvoting, Advisory Representatives; Residency,”](#) the Board establishes the following principles and regulations relating to the appointment and service of a Student Representative to the Board:

a. Status

The student shall be a non-voting, advisory representative to the Board and shall be excluded from any discussion of issues such as any recommendation or appeal concerning a specific faculty, staff, or administrative member’s appointment, salary, promotion, grievance, disciplinary or tenure status, held in a closed meeting or may be excluded from discussion of other closed meeting matters at the discretion of the Rector or Committee Chair. The incumbent shall be a Non-Board Advisor to Board of Visitors Committees ([§4.05 of the Board of Visitors Bylaws](#)).

b. Term of Service

The term of service of the Student Board Representative and alternate representatives shall be one year, beginning on the May commencement date of each year. The Student Board Representative may be reappointed for no more than one additional consecutive term in accordance with the procedures contained in subparagraphs (c) through (e) of this section.

c. Eligibility

To be eligible to serve, ~~a student~~s must have successfully completed at least 15 semester hours of course work at Old Dominion and possess and maintain a cumulative grade point average of at least 3.0. ~~They~~ ~~He/she~~ must be registered for at least six hours per semester during the regular academic year in which ~~they~~ ~~he/she~~ serves.

d. Appointment

The Board shall appoint the Student Representative from among at least three candidates provided by a selection committee consisting of the Vice President for Student Engagement and Enrollment Services, ~~the current student representative to the Board, a student appointed by the~~ Director of Student Engagement and Traditions, and

~~the President or designee. At least one of the nominees normally should be an undergraduate student and one a graduate student. The Vice-President or designee for Student Engagement and Enrollment Services shall forward information about the nominees its nominees to the Board of Visitors Student Enhancement and Engagement Committee with the April meeting agenda with approval of the President.~~

e. Application for Appointment and Selection

~~In ~~On~~ March of each year, the President or his/her designee will call for applications from students who wish to be considered for the student representative position. Applicants must submit a letter of application indicating why they wish to serve and the nature of their qualifications, a résumé, and ~~two~~ ~~three~~ letters of recommendation. The selection committee shall interview the most outstanding candidates and recommend, via the President, at least three nominees to ~~the Student Enhancement & Engagement Committee of the Board of Visitors~~ for its action at its regular Spring meeting. The ~~Board Student Enhancement & Engagement Committee~~ shall interview the finalists and approve the appointment of the student representative ~~make a recommendation to the entire Board for its action.~~~~

f. Alternate Representatives

Recognizing possible changes that occasionally might occur in student status or eligibility, the Board shall appoint a first and second alternate Student Board Representative, in ranked order, in addition to the primary appointee.

g. Removal

The Board may remove any Student Board Representative that it has appointed at any time by an affirmative vote of at least nine of its voting members. The remainder of the term shall be filled by one of the two alternate Student Board Representatives ~~as recommended by the Student Advancement Committee~~ and approved by the Board.

h. Responsibilities

The Student Board Representative shall participate in all Board activities, including standing and special committees to which he/she may have been appointed consistent with subparagraph a., above. The two alternate representatives shall serve as the State Council of Higher Education for Virginia (SCHEV) student representative and the representative to the Student Enhancement and Engagement Student Leadership Council as designated by the Board and are encouraged to attend those Board Standing Committee meetings as Non-Board Advisors ([§4.05. of the Board of Visitors Bylaws](#)) ~~when the that are not attended by the~~ Student Board Representative cannot attend.

2. Faculty Representation

By resolution of the Board of Visitors on June 17, 2003, one faculty member shall serve as a non-voting representative to each of the following standing committees of the Board of

Visitors: Academic and Research Advancement Committee, Administration and Finance Committee, Athletics Committee, Audit & Compliance Committee, Student Enhancement & Engagement Committee, and University Advancement Committee. The faculty representatives will serve two-year terms and will participate in all public sessions of the Committees. The selection process shall be as follows:

- a. On June 1 of each year, the Faculty Senate Executive Committee will provide the President a list of names of two possible candidates for each committee. The list will be drawn up taking into account the need for Board representation of colleges, disciplines, race, gender, and expertise. The list will include a brief biographical sketch of each candidate.
- b. At the June meeting of the Board of Visitors, the President will present the list of possible candidates to the Academic and Research Advancement Committee which will, in closed session, select one candidate per committee to recommend to the Board. This recommendation will then be considered at the full Board meeting.

NUMBER: 1408

TITLE: Posthumous Degree or Certificate of Recognition or Achievement for Terminally Ill and Deceased Students

APPROVED: June 16, 2006; Revised December 7, 2007; Revised September 26, 2013 (eff. 1/1/14); Revised April 24, 2014; April 26, 2018 (eff. 4/26/18); Reviewed and Approved with no Changes April 21, 2023

SCHEDULED REVIEW DATE: April 2028

Posthumous Degree

When a student has completed all degree requirements but dies before graduation, the University may award the degree posthumously.

Certificate of Recognition

In those instances when a student who is close to completing a degree is terminally ill or dies before completing the degree, the University may award a Certificate of Recognition. The following criteria must be met for receiving the Certificate of Recognition. Any exceptions must be approved by the Provost.

Undergraduate Students

1. The student must have completed at least 90 hours of college credit with at least 30 hours at ODU.

2. The student must have completed 75% of the credit hours required for the major.
3. The student must be in good academic (2.00 GPA) and disciplinary standing.
4. The student must be enrolled at ODU at the time of death or diagnosis of terminal illness.

Graduate Students

1. The student must be degree seeking.
2. The student must have completed at least 75% of the requirements for the degree (for the master's student this will be a minimum of 24 credits; for the doctoral student this will be a minimum of 36 credits).
3. The student must be in good academic (3.00 GPA) and disciplinary standing.
4. The student must be enrolled at ODU at the time of death or diagnosis of terminal illness.

Certificate of Achievement

In those instances when a student is terminally ill or dies before completing the degree but does not qualify for a Certificate of Recognition, the university may award a Certificate of Achievement. The following criteria must be met for receiving the Certificate of Achievement. Any exceptions must be approved by the Provost.

Undergraduate and Graduate Students

1. The student must be in good academic (2.00 undergraduate/3.00 graduate) and disciplinary standing.
2. The student must have completed the equivalent of two semesters of full-time (24 credits undergraduate/18 credits graduate) at Old Dominion University.
3. The student must have died or been diagnosed with a terminal illness within 12 months of the last registration.

Procedures

Procedures for the award of a posthumous degree, Certificate of Achievement, or Certificate of Recognition are as follows:

1. The University Registrar normally identifies the student for the degree or certificate and contacts the student's academic department to recommend review.
2. After review and confirmation that the criteria for the degree or certificate have been met, the department chair forwards the recommendation for the degree or certificate to the dean or designee for approval.

3. On behalf of the faculty, the dean of the appropriate college recommends the award of the degree or certificate to the University Registrar, who conducts the final review.
4. The University Registrar notifies the Dean of Students or designee that the award will be printed by the Office of the University Registrar and forwarded to the Dean of Students.
 - a. In consultation with the appropriate college, the Dean of Students will communicate with the next of kin or their delegate concerning the award of the degree or certification. Arrangements for presentation of a posthumous degree or certificate are the responsibility of the Dean of Students or designee in conjunction with staff from the appropriate college and in consultation with the next of kin or their delegate.
5. If the dean believes an exception to the requirements for a posthumous degree or certificate should be made, a request for exception can be made to the Provost or designee.

The Committee approved a resolution reaffirming the Board’s adoption of the Mission Statement and Strategic Goals with its approval of the Five-Year Strategic Plan in December, and is recommending that Board policies 1001, The Mission of the University, and 1002, Major Goals of the University, be rescinded. Because the Board approves the Mission and Goals every five years as included in the Strategic Plan, these policies are redundant and unnecessary. Upon the recommendation of the Governance Committee, the following resolution was approved by all members present and voting (*Allmond, Broermann, Corn, Decker, Dickseski, Holland, Jones, Kemper, Middleton, Mitchum, Pitts, Williams*).

RESOLUTION REAFFIRMING THE BOARD OF VISITORS’ APPROVAL OF OLD DOMINION UNIVERSITY’S MISSION STATEMENT AND STRATEGIC GOALS AND RESCISSION OF BOARD OF VISITORS POLICIES 1001 AND 1002

WHEREAS, on December 9, 2022, the Board of Visitors approved the 2023-2028 Strategic Plan; and

WHEREAS, included in the approved 2023-2028 Strategic Plan are the University’s new Mission Statement and Strategic Goals; and

WHEREAS, the Board of Visitors approved the University’s Mission Statement as follows:

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.

WHEREAS, the Board also approved the University's Strategic Goals under the following overarching themes, the enumerated goals of which are included in the Plan:

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

WHEREAS, the University's Mission and Goals will be revised every five years concurrent with the adoption of its five-year Strategic Plan; and

WHEREAS, the Board agrees that it is no longer necessary to have Board policies that mirror what it already approves in the University's Strategic Plan.

THEREFORE, BE IT RESOLVED, that the Board of Visitors approves the rescission of Board Policies 1001, The Mission of the University, and 1002, Major Goals of the University.

NUMBER: 1001

TITLE: The Mission of the University

APPROVED: June 10, 1971; Revised June 18, 1987; Revised January 17, 1989; Revised April 15, 1999; Revised June 14, 2002; Revised April 8, 2010; Reaffirmed December 10, 2020; RESCINDED April 21, 2023

MISSION

Old Dominion University, located in the City of Norfolk in the metropolitan Hampton Roads region of coastal Virginia, is a dynamic public research institution that serves its students and enriches the Commonwealth of Virginia, the nation and the world through rigorous academic programs, strategic partnerships, and active civic engagement.

BACKGROUND

Old Dominion University is located in Hampton Roads, one of the world's major seaports. Since the early seventeenth century, Hampton Roads has been the state's gateway to the rest of the world and the world's gateway to Virginia in commerce and industry, in recreation and culture, and in national security. Now a complex of seven major cities, it is a microcosm of the opportunities and

challenges of contemporary urban America. It is also a major center for research and development and a home for extensive scientific and technological activities in marine science, aerospace, ship design and construction, advanced electronics, and nuclear physics.

The University takes its unique character from Hampton Roads as it provides leadership to the state and nation in teaching, research, and service. Thus the University has a special mission for the Commonwealth in commerce, and in international affairs and cultures. It has a significant commitment in science, engineering and technology, particularly in fields of major importance to the region. As a metropolitan institution, the University places particular emphasis upon urban issues, including education and health care, and upon fine and performing arts.

As one of America's major ports, Hampton Roads is the locus of national and international military commands, and the home of a culturally diverse population. The University therefore has natural strengths in activities having international outreach. Faculty members in such fields as business, economics, international studies, geography and the sciences strive to design curricula, teach courses, and encourage foreign exchanges that enhance the University's role as Virginia's international institution.

The Hampton Roads scientific environment provides special opportunities for science and engineering faculty to emphasize research and graduate programs in such fields as marine science, aerospace, and advanced electronics. Global ocean studies and cooperative research at NASA receive particular attention, as University researchers collaborate with U.S. and foreign engineers and scientists.

Urban issues are addressed by programs in public administration, education, the social sciences, and the health professions. The richness of Hampton Roads' artistic life gives great vitality to the University's programs in the visual arts, music, theater, and dance.

MISSION SUPPORT

Old Dominion University serves the needs of several internal and external constituents with its resources. These include: current and prospective students seeking undergraduate, graduate, and continuing education programs; business and industry; government agencies at all levels; the military; research organizations; and the community at large regionally, state-wide, nationally, and internationally. These constituencies are discussed in greater detail in the following paragraphs.

Old Dominion University offers a wide array of undergraduate programs, all of which meet national standards of excellence. Every Old Dominion undergraduate student follows a general education program that is designed to develop the intellectual skills of critical thinking and problem solving and to encompass the breadth of understanding needed for personal growth and achievement and for responsible citizenship. This general education program places special emphasis upon appreciation of the arts and upon understanding the perspectives of women, minorities, and non-Western cultures. Each undergraduate chooses a major program in the liberal arts or sciences or in a technological or professional field.

Old Dominion University's graduate offerings are focused on society's need for advanced professional education and on specialized programs at the master's and doctoral levels for which

the institution is prepared through unusual strength of faculty or special geographic advantages. All graduate programs meet national standards of excellence.

As a national leader in the field of technology-delivered distance learning, the University strives to enhance the quality of the educational experience, wherever education is delivered, by applying emerging technologies; it also supports research to explore the impact of these technologies on the teaching-learning process. By utilizing these technologies and by partnering with institutions of higher education, corporations, and governmental entities, the University is able to provide undergraduate and graduate degree programs to students across time and geographic boundaries.

Because of its commitment to Hampton Roads and its emphasis on creative innovation, Old Dominion University offers life-long learning opportunities through credit and non-credit courses and brings educational services and programs to the people of Hampton Roads at several off-campus centers. The University has a responsibility to serve the many members of the military services and their families. The military forms a unique combination of national and international constituents because they are from other locales in the United States and are looking to become, among other things, internationally capable in an international environment.

As a center of learning, Old Dominion University is committed to the principle of free inquiry. The university faculty of distinguished teacher-scholars seek to pass on the best in academic tradition while establishing themselves at the forefront of discovery and creativity. As partners in the development of the University's future, the faculty enjoy full academic freedom and have a recognized role in the decision-making process of the University. Mindful of present and future needs for a multicultural academic climate, the University deems recruitment and retention of minority and women faculty members and staff to be essential.

The University is committed to providing the highest quality instruction to all of its students. Teaching excellence is encouraged through faculty development programs and appropriate recognition of superior instruction.

The discovery of new knowledge through research and creative endeavor is a central function of Old Dominion University, which values and supports faculty participation in the discovery, synthesis, application and creation of new knowledge and art forms. The institution shall promote and preserve excellence in basic and applied research as a Carnegie Foundation Doctoral Research-Extensive University which is a key production and coordination force in technology development.

The University encourages the involvement of its faculty and staff in community service. The enrichment of the lives of students and residents of Hampton Roads is fostered through university sponsored cultural activities, fine and performing arts events, and intercollegiate athletics. In addition, through applied research, consulting, and other activities, the University plays a prominent role in the development of local business and industry and serves as a resource to government agencies and both public and private educational institutions.

The University seeks in its student body a diversity of age, gender, ethnic, religious, social, and national backgrounds. It actively recruits American minority students along with students from other countries worldwide in such numbers as to have their presence make a discernible impact upon the University's educational processes. Old Dominion recognizes its mandate to serve both

the academically gifted and those who have the potential for academic success despite educational, social, or economic disadvantages.

Extracurricular activities and experiences are offered that challenge students to develop a personal system of values, to think and act autonomously, to achieve physical competence, and to establish a sense of their own identity. Other services help students meet educational, personal, and health needs.

Old Dominion University depends on its alumni for advice, leadership, and support. In close collaboration with the University, the Alumni Association provides to former students opportunities to continue their participation in various aspects of university life, to advance their personal and professional development, and to sustain communication and strengthen bonds with their alma mater and fellow alumni.

To evaluate its accomplishments against its goals, a continuing process of systematic assessment is given high priority by the University. Information gained from such efforts is utilized to ensure the highest possible quality for all university programs. The Board of Visitors will conduct a periodic review of the University's mission and major goals in conjunction with representatives of the major university constituencies. The review will ensure that the mission clearly identifies the University's unique role in Virginia's public higher education system and assures that the University is focusing its resources to be the best that it can be in that role to achieve its mission and accomplish the major goals.

NUMBER: 1002

TITLE: Major Goals of the University

APPROVED: January 17, 1989; Revised April 15, 1999, Revised December 9, 1999;
Reaffirmed December 10, 2020; RESCINDED April 21, 2023

1. Students

Old Dominion University is a selective admission institution. The university strives to serve those students in the immediate geographical area as well as attract students from the national and international communities. Additionally, the university seeks to attract and serve a culturally and ethnically diverse student body. The university pays particular attention to identifying and admitting students who are academically gifted. As a major metropolitan university, Old Dominion University has a special commitment to serve those students who have been academically, socially, or economically disadvantaged, but who have the potential for academic success.

2. Faculty

Old Dominion University seeks to attract and retain a distinguished faculty of teacher-scholars. Its faculty enjoy academic freedom and have a recognized role in the decision-

making process of the university. The university is committed to strengthening its faculty through recruitment and retention of minorities and women.

3. Academic Programs

Undergraduate Programs. As a comprehensive university, Old Dominion University offers and develops quality liberal arts, science, technology and professional programs. Old Dominion University undergraduate students follow a general education program that emphasizes intellectual skills and the breadth of intercultural understanding necessary for personal growth and achievement and responsible citizenship. All Old Dominion University degree programs meet national standards of excellence.

Graduate Programs. Old Dominion University's graduate offerings are focused on society's need for advanced professional education and on specialized programs at the master's and doctoral levels for which the institution is prepared through unusual strength of faculty or special geographic advantages. In selected graduate programs, the university aspires to international leadership.

Special Emphasis Areas. Because Hampton Roads is a major international maritime and commerce center that is Virginia's window to the nation and world, the university has a special mission for the Commonwealth in **commerce**, and in **international affairs and cultures**. With the principal marine and aerospace activities of the Commonwealth concentrated in Hampton Roads, the university has a significant commitment to **science, engineering and technology**, specifically in marine science, aerospace and other fields of major importance to the region. Due to its location in a large metropolitan area, Old Dominion University places particular emphasis on **urban issues**, including education and health care, and on **fine and performing arts**.

4. Teaching

Old Dominion University is committed to providing the highest quality instruction to all of its students. Teaching excellence is encouraged through faculty development programs and appropriate recognition of superior instruction.

5. Research, Scholarship and Creativity

Old Dominion University is a center of learning committed to the principle of free inquiry. The university seeks to participate in the acquisition, discovery, synthesis, application, and creation of new knowledge and art forms through research, scholarly endeavor and creative undertakings by faculty and students. In selected areas of research, scholarship and creativity, the university strives for international recognition.

6. Distance Learning

As a national leader in the field of technology-delivered distance learning, Old Dominion University is committed to providing academic programs to a diverse national and

international population. The University seeks partnerships and alliances that will facilitate delivering those programs to place-bound students.

7. Life-long Learning

Old Dominion University is committed to the concept of life-long learning, and offers credit and non-credit courses throughout the region. The university seeks to develop off-campus centers to bring educational services and programs to the citizens of the region. Because of the major Armed Forces presence in Hampton Roads, the university is particularly cognizant of its responsibility to serve members of the military services and their families.

8. Community Services

Community service is an important part of the university's mission. Particular importance is attached to the enrichment of the lives of students and residents of Hampton Roads through university cultural activities, fine and performing arts events, and recreational, intramural and intercollegiate athletics. The university acts as a resource to business, industrial, health care and educational organizations, as well as to the agencies of local, state and federal government. The university is committed through applied research, consulting and other activities to playing a major role in advancing the overall development of Hampton Roads.

9. Student Life

The university provides opportunities for student development outside of the classroom. Programs are offered to enhance personal and social growth of individual students, to provide an exciting and stimulating collegiate environment and to enable students to cope with educational, career, and health needs. Students choosing to live in on-campus housing benefit from programs especially designed to promote student educational and personal development.

10. Alumni

Alumni are an important part of the university community. Through outreach programs, participation on advisory committees, and a variety of professional and social activities, the university maintains a close relationship with its alumni and seeks alumni involvement and support for planning and development purposes.

11. Quality

Improvement of the university is a continual process. The foregoing goals provide criteria for the rigorous and regular evaluation of the quality, pertinence and effectiveness of academic and other university programs. These goals also provide criteria for the assessment of student achievement and the performance of members of the faculty, administration, and staff.

Included on the Committee's agenda were ten EVMS academic policies for recommended approval by the Board; however, Al Wilson explained the need to table the approval of these policies until the June Board meeting.

The results of the Board's self-evaluation survey were shared with the Committee. These results will be shared with the full Board in June and discussed further at the Board's retreat in August.

STUDENT ENHANCEMENT & ENGAGEMENT AND DIGITAL LEARNING COMMITTEE

Ms. Allmond, chair of the Student Enhancement & Engagement and Digital Learning Committee, reported that Dr. Austin Agho, Interim Vice President for Student Engagement & Enrollment Services, invited Dr. Joy Himmel, Director of the Counseling Center, to speak on the Wellness Collaborative at ODU. Dr. Himmel provided statistics on the prevalence of mental health issues among college students and their impact on academic success and retention. She shared information about students served by the Counseling Center and how those compare to national trends. She discussed opportunities for faculty and staff training, and the impact this can have on positive student outcomes. Dr. Himmel described the Center's new, more flexible, step model of services. She explained the Wellness Collective priorities and highlighted the importance of a coordinated, shared responsibility to the challenges of mental health across campus.

Dr. Agho provided an update on Admitted Students' Day which took place on April 1st, 2023. Despite the weather, the event was a success with over 2000 future students and family members attending. The program included fun activities, as well as many opportunities to engage with faculty and academic services. Responses were overwhelmingly positive, and 140 newly admitted students confirmed their intent to enroll at the event. He invited Hadley Deputy, one of the Campus Ambassadors who participated in the event, to share her experiences.

Nina Rodriguez Gonser, Vice President for Digital Learning, reported on enrollment trends for Fall 2023 for fully online students. She also mentioned the various activities that have been designed and implemented to decrease the amount of time it takes for inquiries and students to get what they need. VP Rodriguez Gonser highlighted some new initiatives for the military population, including the Hire Vets Now program, and how they are working to ensure appropriate application of JST credit. She then introduced the Research Institute for Digital Innovation in Learning (RIDIL). She discussed the activities and opportunities in this area, including research on ChatGPT, that will elevate ODU as a leader in this area. VP Rodriguez Gonser concluded her report by providing further updates on the future of ODUGlobal and digital learning at ODU. They continue to look for the most effective ways to reach and engage leads and students, provide the highest quality experiences for students to help ensure their success, and expose them to innovative new experiences in virtual classrooms that support learning.

UNIVERSITY ADVANCEMENT AND UNIVERSITY COMMUNICATIONS COMMITTEE

Mr. Decker, Chair of the University Advancement and University Communications Committee, reported that Mr. Alonzo Brandon, Vice President for University Advancement, gave an update on the Capital Campaign. Fundraising progress for this fiscal year totaled \$34.2 million, broken out into \$22.1 million for the Educational Foundation and \$12.1 million for the Athletic Foundation. The goal for this year is \$40 million. Additionally, Vice President Brandon reported that the Capital Campaign is currently at \$295.2 million, which represents approximately 59% of the \$500 million goal. Also, he provided an overview of Alumni Relations activities and discussed plans for the future.

Mr. Dan Genard, Associate Vice President for Advancement, shared fundraising efforts to support the proposed Barry Art Museum expansion. Ms. Priya Panikkar, Assistant Vice President, Advancement Operations, gave a presentation entitled “The Power of the Digital Technology Fueling the Forward Focus Campaign”, and talked about recent software updates in the Office of Advancement.

Ms. Jaime Hunt, Vice President for University Communications and Chief Marketing Officer, gave an update on University Communications. She shared the status of her leadership searches and provided updates and timelines regarding new initiatives in the department.

PROPOSED 2023-2024 TUITION AND FEES

Mr. Chad Reed, Vice President for Administration & Finance and Chief Financial Officer, reported that in preparation of the 2023-2024 Tuition and Fee proposal, the administration considered the economic outlook for Virginia and the region, the labor market, potential legislative actions, conservative enrollment planning, and balancing student affordability with the need to address mandatory cost increases and core operating infrastructure needs, investments in strategic initiatives, and the recruitment and retention of faculty and staff. Final legislative and fiscal actions of the Commonwealth and the details of the 2023-2024 Operating Budget and Plan will be presented to the Board at its June meeting.

Mr. Reed shared the proposed range of tuition and fee increases for the others Virginia public institutions as shared during the public comment phase of the tuition and fee approval process. He presented annual cost increases for in-state undergraduate, out-of-state undergraduate, in-state graduate and out-of-state graduate students based on the proposed 2023-2024 mandatory tuition and fees and room and board rates.

During the March 16 Public Forum on proposed 2023-2024 tuition and fees, students shared concerns about their ability to absorb additional tuition and fees. In response, Board members asked what we are doing to ensure, if we have to increase tuition and fees, we are putting more money into financial aid. Mr. Reed shared the sources of aid, which include State need-based aid, institutional need-based aid, and institutional merit-based aid. He noted that ongoing state funding for need-based aid will increase \$17.67 from 2022-2023 to 2023-2024 and the maximum need-based award from Federal and State sources for freshmen will increase \$3,900 from 2022-2023 to 2023-2024.

Following a brief discussion and upon a motion made by Ms. Kemper and seconded by Ms. Dickeski, the following resolution was approved by all members present and voting (*Allmond, Broermann, Corn, Decker, Dickeski, Holland, Jones, Kemper, Middleton, Mitchum, Pitts, Williams*).

**RESOLUTION APPROVING THE 2023-2024 MANDATORY
TUITION AND FEES, AND ROOM AND BOARD RATES**

WHEREAS, §4-2.01.b (Higher Education Tuition and Fees) of the 2022 Acts of Assembly, Chapter 2 states:

2. a) The Boards of Visitors or other governing bodies of institutions of higher education may set tuition and fee charges at levels they deem to be appropriate for all resident student groups based on, but not limited to, competitive market rates, provided that the total revenue generated by the collection of tuition and fees from all students is within the nongeneral fund appropriation for educational and general programs provided in this act.

b) The Boards of Visitors or other governing bodies of institutions of higher education may set tuition and fee charges at levels they deem to be appropriate for all nonresident student groups based on, but not limited to, competitive market rates, provided that: i) the tuition and mandatory educational and general fee rates for nonresident undergraduate and graduate students cover at least 100 percent of the average cost of their education, as calculated through base adequacy guidelines adopted, and periodically amended, by the Joint Subcommittee Studying Higher Education Funding Policies, and ii) the total revenue generated by the collection of tuition and fees from all students is within the nongeneral fund appropriation for educational and general programs provided in this act.

8. a) 1) Except as provided in Chapters 933 and 943 of the 2006 Acts of Assembly, Chapters 594 and 616 of the 2008 Acts of Assembly, Chapters 675 and 685 of the 2009 Acts of Assembly, and Chapters 124 and 125 of the 2019 Acts of Assembly, mandatory fees for purposes other than educational and general programs shall not be increased for Virginia undergraduates beyond three percent annually, excluding requirements for wage, salary, and fringe benefit increases, authorized by the General Assembly. Fee increases required to carry out actions that respond to mandates of federal agencies are also exempt from this provision, provided that a report on the purposes of the amount of the fee increase is submitted to the Chairmen of the House Appropriations and Senate Finance and Appropriations Committees by the institution of higher education at least 30 days prior to the effective date of the fee increase.

b) This restriction shall not apply in the following instances: fee increases directly related to capital projects authorized by the General Assembly; fee increases to support student health services; and other fee increases specifically authorized by the General Assembly.

WHEREAS, Old Dominion University developed the 2023-2024 Tuition and Fees recommendation with consideration of the economic outlook for Virginia and the region, the labor market, potential legislative actions, conservative enrollment planning, and balancing affordability with the need to address mandatory cost increases and core operating infrastructure needs, investments in strategic initiatives, and the recruitment and retention of faculty and staff.

THEREFORE, BE IT RESOLVED, the Board of Visitors of Old Dominion University approves the 2023-2024 Tuition and Fees outlined in Table 1 below.

BE IT FURTHER RESOLVED, the 2023-2024 tuition rates are subject to change pending the outcome of an amended state budget through a potential special session of the General Assembly. As such, the rates may be revisited at the June 2023 meeting of the Old Dominion University Board of Visitors.

Table 1: 2023-24 Tuition and Mandatory Fees

Per Credit Tuition Rates	In-State	Out-of-State
In-State Undergraduate*	\$393	\$1,073
In-State Graduate*	\$599	\$1,439
<i>Norfolk Campus, Higher Ed Centers, Distance Learning Locations within Virginia</i>		
<i>* The per credit hour rate includes the auxiliary student fee of 140 per credit</i>		
Military Rate	\$253	\$253
Undergraduate	\$407	\$407
Graduate	\$595	\$595
<i>Distance Learning Locations outside of Virginia</i>		
Semester Fees		
General Service Fee	\$9	\$9
Student Health Fee	\$160	\$160
Transportation Fee	\$63	\$63
ID Card Fee	\$4	\$4
Room and Board (Academic Year)		
Standard Freshman Housing	\$7,422	\$7,422
Standard Freshman Meal Plan	\$5,941	\$5,941

FINANCIAL UPDATE

Mr. Chad Reed, Vice President for Administration & Finance and Chief Financial Officer, provided an overview of the third quarter financial performance report. He shared E&G and Auxiliary revenue and expenditures to date as well as student financial assistance and noted that he expects to finish out the year in a good position.

MOTION FOR CLOSED SESSION

The Rector recognized Ms. Dickeski, 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 (11) for the purposes of discussing the appointment of specific employees and appointees; 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 discussion and consideration honorary degrees. The motion was seconded by Ms. Kemper and approved by all members present and voting (*Allmond, Broermann, Corn, Decker, Dickeski, Holland, Jones, Kemper, Middleton, Mitchum, Pitts, 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, Dickeski, Holland, Jones, Kemper, Middleton, Mitchum, Pitts, Williams*).

APPOINTMENT OF STUDENT REPRESENTATIVE TO THE BOARD OF VISITORS

Upon a motion made by Mr. Middleton and seconded by Ms. Dickeski, the following resolution was approved by all Board members present and voting (*Allmond, Broermann, Corn, Decker, Dickeski, Holland, Jones, Kemper, Middleton, Mitchum, Pitts, Williams*).

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

RESOLVED, that in accordance with the Board of Visitors policy, the Board of Visitors approves the appointment of Keshav Arun Vermani as the student representative to the Board, whose normal term shall expire May 7, 2024; and

RESOLVED, that in accordance with the Board of Visitors policy, the Board of Visitors approves the appointment of Imani Bradford as the representative to the State Council of Higher Education for Virginia Student Advisory Committee, whose normal term shall expire May 7, 2024; and

BE IT FURTHER RESOLVED, that Claire Belesimo serve on the Student Engagement & Enrollment Services Leadership Council, whose normal term shall expire May 7, 2024.

APPROVAL OF HONORARY DEGREE

Upon a motion made by Mr. Pitts and duly seconded, the following resolution was approved by all Board members present and voting (*Allmond, Broermann, Corn, Decker, Dickseski, Holland, Jones, Kemper, Middleton, Mitchum, Pitts, Williams*).

HONORARY DEGREE

RESOLVED, that the Board of Visitors approves the awarding of the honorary degree of Doctor of Business (*honoris causa*) to The Honorable Glenn Youngkin, Governor of Virginia, to be presented during the May 6, 2023, Undergraduate Commencement Ceremony.

**The Honorable Glenn Youngkin
Governor of the Commonwealth of Virginia**

The Honorable Glenn Youngkin was elected the 74th Governor of Virginia and assumed office on January 15, 2022. Prior to becoming governor, he worked for The Carlyle Group, a global investment firm, for 25 years where he had a long and storied career.

Governor Youngkin is a graduate of Rice University where he received a Bachelor of Arts in managerial studies and a Bachelor of Science in mechanical engineering in 1990. After completing his undergraduate studies, he joined the investment bank, First Boston, where he handled mergers and acquisitions and capital market financing. The company was bought out by Credit Suisse, and he left in 1992 to pursue an MBA at Harvard Business School. Upon graduation from Harvard, he worked for the management consulting firm, McKinsey & Company, the oldest and largest of the “Big Three” management consultancies.

In 1995, Governor Youngkin joined the Washington, D.C. private-equity firm, The Carlyle Group. He began as a member of the U.S. buyout team and was named a partner and managing director of Carlyle in 1999. In this position, he managed the firm’s United Kingdom buyout team from

2000 to 2005 and the global industrial sector investment team from 2005 to 2008, dividing his time between London and Washington.

In April 2008, Governor Youngkin was asked to step back from brokering deals to focus on the firm's broader strategy. The founders of The Carlyle Group created a seven-person operating committee, chaired by Youngkin, which oversaw the non-deal, day-to-day operations. In 2009, Youngkin joined the firm's executive committee, which previously consisted solely of the three founders.

The Governor's star continued to rise at The Carlyle Group. In late 2010, Youngkin became interim CFO and joined the firm's management committee. He went on to serve as chief operating officer from 2011 until 2014, playing a major role in taking Carlyle public and supervising the initial public offering. In June of 2014, he was named co-president and co-chief operating officer along with Michael Cavanagh. Together, they helped develop and implement the firm's growth initiatives and managed the firm's operations on a day-to-day basis. Cavanagh left the firm in 2015 leaving Youngkin as president and COO of Carlyle. In 2017, The Carlyle Group announced that its founders would remain executive chairs on the board of directors but step down as the day-to-day leaders of the firm. They named Youngkin and Kewsong Lee to succeed them as co-CEOs in 2018, at which time they became a member of the company's board of directors. As a co-CEO, Youngkin oversaw Carlyle's real estate, energy, infrastructure businesses, and investment solutions businesses. During this time, the co-CEOs oversaw the firm's transition from a publicly traded partnership into a corporation.

Governor Youngkin retired from The Carlyle Group in September of 2020, after serving as co-CEO for two and a half years. At that time, he and his wife, Suzanne, founded a nonprofit called, *Virginia Ready Initiative*. This organization focuses on connecting unemployed people in the state with job-training programs and potential employers. He and his wife have four children.

APPOINTMENT OF VICE PRESIDENT FOR STUDENT ENGAGEMENT AND ENROLLMENT SERVICES

Upon a motion made by Mr. Pitts and seconded by Ms. Dickeski, the following resolution was approved by all Board members present and voting (*Allmond, Broermann, Corn, Decker, Dickeski, Holland, Jones, Kemper, Middleton, Mitchum, Pitts, Williams*).

APPOINTMENT OF VICE PRESIDENT FOR STUDENT ENGAGEMENT AND ENROLLMENT SERVICES

RESOLVED, that the Board of Visitors hereby approves the appointment of Brandi Hephner LaBanc, Ed.D. as Old Dominion University's Vice President for Student Engagement and Enrollment services, effective June 10, 2023, under the terms and conditions determined by President Brian O. Hemphill, Ph.D. and communicated to the Board.

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 12:43 p.m.