

Post Integration T&R Faculty Handbook Policy Review and Alignment Process

Following the July 1, 2024 integration of Eastern Virginia Medical School (EVMS) with Old Dominion University (ODU), a comprehensive review of the policies contained in the ODU Teaching and Research Faculty Handbook, as well as additional university and board level policies, commenced. The goal is to align, for accreditation and legal purposes, the policies of the two institutions into a uniformly applicable Faculty Handbook (Figure 1). This review is expected to be completed within two years of the July 1, 2024 'Day One' and is led by Augustine Agho, Ph.D., former ODU Provost and current Chief Integration Officer and Senior Advisor to the President of ODU. Dr. Agho chairs the Integration Management Office (IMO) Policy Review Team, which consists of senior faculty representatives from both legacy EVMS and ODU:

- Dennis Gregory, Associate Professor, Dept of Educational Leadership & Workforce Development, and Provost's Fellow for Policy Integration
- Alireza Hosseini, Associate Professor, EVMS School of Health Professions, Macon & Joan Brock Virginia Health Sciences, and Provost's Fellow for Policy Integration
- Yvette Pearson, Vice Provost of Faculty Affairs & Strategic Initiatives
- Josephine Wiley, Associate Vice President of Compliance and Legal Services, Macon & Joan Brock Virginia Health Sciences

The IMO Policy Review Team is the initial policy review body in a process that entails multiple levels of policy review. All faculty policies will be also reviewed by the Dean's Council Policy Review Team:

- Alfred Abuhamad, Executive Vice President, Macon & Joan Brock Virginia Health Sciences
- C. Donald Combs, Senior Associate Vice President and Dean, EVMS School of Health Professions, Macon & Joan Brock Virginia Health Sciences
- Gail Dodge, Dean, College of Sciences
- Corrin Gillis, Associate Professor, School of Speech-Language Pathology and Vice Chair, Faculty Senate
- Carrie John, Associate Vice President and University Registrar
- Yvette Pearson, Vice Provost of Faculty Affairs & Strategic Initiatives

- Shana Pribesh, Interim Dean of the Graduate School and Chair, Department of STEM Education & Professional Studies

Depending on the type of policy, reviews may also be conducted by the Dean's Leadership Council, the University's Policy Review Committee, and the ODU Board of Visitors (for BOV and University policies). Dr. Agho has specified that all policies that impact ODU teaching and research faculty be forwarded to the Faculty Senate for review and approval through regular processes. (See Figure 1).

Framework Guiding the Integration Policy Committee's Revisions

The Integration Policy Committee applied the following principles when proposing revisions to current policies:

Organizational Integration

- Incorporated the Executive Vice President for Health Sciences position
- Acknowledged program director positions alongside department chairs
- Recognized both colleges and schools within the university structure
- Updated unit names (e.g., Department of Talent Management and Culture, formerly Human Resources, Diversity, Equity, and Inclusion)

Modernization

- Updated language to reflect contemporary standards (e.g., replacing "he/she" with "they")
- Consolidated definitions into dedicated sections for improved clarity
- Distinguished between policies and procedures, with procedures for many policies to be placed in a separate section of the faculty handbook

Harmonization

- Integrated language from EVMS legacy policies with current university policies
- Created a unified policy framework that addresses all faculty types and roles
- Maintained consistency across the newly integrated School of Medicine and existing university units

July , 2025

This framework guided our systematic review and revision process, ensuring comprehensive coverage while preserving the essential functions of existing policies across the integrated institution.

Figure 1

Faculty & Academic Policy Review, Recommendation & Approval Cycle

