

Approved by the Board of Visitors - 4/25/2025

**OLD DOMINION UNIVERSITY  
BOARD OF VISITORS  
Friday, December 6, 2024**

**MINUTES**

A regular meeting of the Board of Visitors of Old Dominion University was held Friday, December 6, 2024, at 12:00 p.m. in the Kate and John R. Broderick Dining Commons on the Norfolk campus.  
Present from the Board:

P. Murry Pitts, Rector  
Susan Allen  
Brian E. Campbell  
Robert S. Corn  
Jerri F. Dickseski  
Dennis M. Ellmer  
Stanley Goldfarb  
Andrew Hodge  
Brian K. Holland  
E.G. Middleton, III  
Elza H. Mitchum  
Juan M. Montero, II  
Ross A. Mugler  
Bruce L. Thompson  
Claire Wulf Winiarek  
D.R. Wyatt  
Raquan Griffin (*Student Representative*)

Absent from the Board: Maurice D. Slaughter

Also present:

Brian O. Hemphill, President	Tom Odom
Alfred Abuhamad, MD	Kimberly Osborne
Austin Agho	Brian Payne
Alonzo Brandon	Stacy Purcell
Ken Fridley	Chad Reed
Annie Gibson	Tina Russell
Nina Rodriguez Gonser	September Sanderlin
Adam Henken	Ashley Schumaker
Mary Jo Karlis	Wood Selig
Stephanie Jennelle	Amanda Skaggs
Amber Kennedy	Fred Tugas
Susan Kenter	Bruce Waldholtz, MD
Brandi Hephner LaBanc	Eric Weisel
Donna Meeks	Allen Wilson

## **CALL TO ORDER AND SPECIAL PRESENTATION**

The Rector called the meeting to order at 12:00 p.m. and he and President Hemphill presented the following Resolution of Appreciation to Donna Meeks in recognition of her upcoming retirement. The Board approved the Resolution by proclamation.

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

**Donna W. Meeks  
December 6, 2024**

**WHEREAS**, Donna Meeks has dedicated nearly 45 years of service to Old Dominion University, beginning her tenure in July 1980 as an hourly employee in Academic Affairs and subsequently advancing to serve in key administrative roles in support of the Board of Visitors, the University's governance structure, and several of the University's major leaders; and

**WHEREAS**, in 1990, Interim President William B. Spong, Jr. appointed Donna Meeks as Secretary to the Board of Visitors, a position she held with distinction for 34 years, thereby providing leadership and support under 23 Rectors and six Presidents; and

**WHEREAS**, during her distinguished career, Donna Meeks played a critical role in facilitating University governance through staffing three presidential searches, as well as developing and maintaining strong relationships with members of the Board, University leadership, and the broader campus community; and

**WHEREAS**, in 1998, she was appointed Assistant to the Vice President for Administration and Finance, a role in which she represented the division on numerous University-wide committees, served as the Budget Unit Director, and provided essential administrative support to the Vice President; and

**WHEREAS**, in 2008, Donna Meeks was appointed University Policy Manager and Chair of the Policy Review Committee, thereby establishing a formal process for the review of University policies every five years and overseeing the management of the University Policies and Procedures website, which has become a vital resource for the entire campus community, as well as the general public; and

**WHEREAS**, in 2021, Donna Meeks joined the Office of the President where she continued to provide Board and policy support, while also lending her administrative expertise and budget acumen to advance broader institutional efforts; and

**WHEREAS**, throughout her distinguished career, Donna Meeks has been widely recognized for her dedication to and passion for the University and has consistently earned the admiration and respect of her colleagues, as well as Board members and University leaders; and

**WHEREAS**, Donna Meeks' tireless work has been instrumental in maintaining the integrity of University policies and procedures and ensuring the smooth operation of Old Dominion University's administrative and governance functions; and

**WHEREAS** Donna Meeks' legacy of commitment, excellence, and service to the University will continue to positively impact Old Dominion University for many years to come.

**THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Old Dominion University honors Donna Meeks for her extraordinary career marked by unmatched professionalism and dedicated service, expresses its deepest gratitude for her lasting contributions to the University, and extends its best wishes for her well-deserved retirement.

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An announcement was made that Mary Jo Karlis would assume the role of Director of Board Relations & Executive Operations and serve as Executive Secretary to the Board.

### **APPROVAL OF MINUTES**

Upon a motion made by Mr. Wyatt and duly seconded, the minutes of the Board of Visitors Orientation on July 26, 2024, the Board of Visitors Retreat on August 23-23, 2024, the Board of Visitors meeting on September 13, 2024 were approved by all members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Goldfarb, Hodge, Holland, Middleton, Mitchum, Montero, Mugler, Pitts, Thompson, Wulf Winiarek, and Wyatt*).

### **RECTOR'S REPORT**

Rector Pitts thanked President Hemphill and his family for hosting last evening's holiday reception at their home. He encouraged Board members to participate in one or both of the Commencement ceremonies next weekend. The morning ceremony begins at 9:00 AM and the afternoon ceremony begins at 12:30.

The Rector commended the President and his team for the integration and transformation of the University, noting that this is a special time for the University and the community.

### **PRESIDENT'S REPORT**

In his report to the Board, President Hemphill provided updates on the following events and activities:

#### **Annual Veterans Day Observance**

On November 7, 2024, the University hosted its annual Veterans Day Observance, which featured a distinguished guest speaker and Old Dominion University's very own, Lieutenant General Donna W. Martin. Lieutenant General Martin, who is preparing for her upcoming retirement, currently serves as the 67<sup>th</sup> Inspector General and previously served as the Provost Marshal General, both of which are top leadership positions within the United States Army. She gave an inspiring address that reflected on her personal journey, but also highlighted the critical elements of community, freedom, and service. This annual event, which is held at Kaufman Mall during activity hour, proudly showcases Army ROTC and Navy ROTC students, as well as the critical work of the Military Connection Center and a strong partnership with the Student Veterans Association. I

would like to take this opportunity to acknowledge Vice President for Student Enrollment, Engagement, and Services Brandi Hephner LaBanc, Ed.D. and her team for their outstanding efforts to support our veterans by providing a sense of true community and a suite of personalized services.

### **Faculty Dialogue Luncheon Series**

Consistent and meaningful engagement with campus constituents is a true cornerstone of shared governance and my leadership philosophy. At the recommendation of Professor and Eminent Scholar Nina Brown, Ed.D., housed in the Darden College of Education and Professional Studies' Department of Counseling and Human Services, who also leads the University Faculty Ombuds Office, the Faculty Dialogue Luncheon Series was developed and implemented during the 2023-2024 academic year in order to provide a specialized opportunity to meaningfully engage with a small group of faculty about a variety of important topics. Last year, there was a total of five luncheons around the below topics.

- October 19, 2023 – Enhancements for Faculty Productivity
- November 10, 2023 – Infrastructure Investments to Enhance Faculty Productivity
- February 22, 2024 – Identifying Benchmarks for Our R1 Status and New Initiatives
- March 21, 2024 – Collaborative Health Sciences Programs/Initiatives and Shared Governance
- April 16, 2024 – Increasing Student Retention and Enrollment for Undergraduate and Graduate Students

Thus far, in the 2024-2025 academic year, two opportunities were hosted with the first on November 22, 2024, focused on Exploring New Frontiers for Research and Enrollment and the second on December 3, 2024, focused on Building Bridges Between Faculty Mediators, Colleges/Schools, and Programs. On January 30, 2025, a group will gather to discuss the topic of Forward-Focused and Future-Ready Through Artificial Intelligence in Research, Teaching, and Operational Excellence. For the remainder of the Spring 2025 semester, opportunities will be offered on February 27, 2025, and April 22, 2025, in addition to our first gathering on the medical campus. These engagements have resulted in the collection of a number of personal perspectives and community feedback with additional insights on the horizon.

### **Future-Ready: Artificial Intelligence**

Over a year ago, our campus community gathered for the University-Wide Artificial Intelligence (AI) Symposium, *Striking the Balance: AI Automation and Human Interaction in Teaching and Learning*. That event marked a pivotal moment for our institution by sparking ideas and facilitating conversations that continue to shape our concentrated efforts as we collectively position our University as a leader in artificial intelligence.

Since then, a robust foundation has been laid for AI research, teaching, and operational excellence. The AI Research Working Group united experts from across disciplines to tackle society's most pressing challenges through AI-customized solutions. From that specialized work, a total of seven projects were selected, totaling \$375,000 in seed funding to be spent during the 2025 calendar year. This initiative is fostering collaboration across departments and driving impactful outcomes that extend beyond academia. Additionally, the inaugural cohort of AI Teaching Fellows was selected with a mission to integrate AI into our curriculum, thereby ensuring students gain hands-on experience and a deep understanding of AI applications.

We proudly launched two AI certificates this fall – Trustworthy Artificial Intelligence and Artificial Intelligence in Data Science – equipping both students and professionals with the skills necessary in today’s AI-driven landscape. We have two additional AI certificates on the horizon. Looking ahead, our AI Teaching Fellows will continue their vital work by developing additional certificates and creating new pathways for learners to build expertise in this rapidly evolving field.

At the heart of our overarching efforts is MonarchMind, an innovative generative AI platform that integrates multiple advanced AI models. Launching this semester, MonarchMind enhances academic learning, streamlines administrative processes, and provides personalized support across the University. MonarchMind has entered a pilot phase with testing from individual users across the campus community. Alongside MonarchMind, other groundbreaking projects are being piloted, including ODU AssistNOW, an AI-based helpdesk platform, and additional AI-powered tools aimed at improving the experiences of our students, faculty, and staff. These initiatives demonstrate our dedication to fostering a responsive and forward-thinking campus environment. Our vision for the future also includes the Centennial Cluster Initiative, which seeks to recruit 25 new faculty members by bringing expertise in healthcare, autonomous systems, data science, and ethical AI governance. This initiative will further strengthen interdisciplinary collaboration, expand our research capabilities, and enhance our educational offerings. These accomplishments underscore a University-wide commitment to innovation, collaboration, and leadership in AI. By unifying our AI efforts, we ensure that our work is impactful, ethical, and aligned with our long-standing mission of advancing learning, research, and community engagement.

To further elevate Old Dominion University’s role as a thought leader in AI, we partnered with a strategic communications firm to amplify our national presence. Beginning earlier this fall, our “Future-Ready AI” campaign was featured across prominent platforms, such as *The Chronicle of Higher Education*, *Inside Higher Education*, *The Hechinger Report*, LinkedIn, and more. I am incredibly proud of what we have accomplished thus far, and I extend my deepest appreciation and lasting gratitude to the involved campus partners for their dedication and passion. I would like to take this opportunity to recognize Vice President for Digital Transformation and Technology Nina Rodriguez Gonser and her entire team for their visionary work to bring greater levels of opportunity and synergy to this overarching and exciting effort. I would also like to acknowledge Vice President for Research and Economic Development Ken Fridley, Ph.D. and Interim Provost and Executive Vice President for Academic Affairs Brian Payne, Ph.D. for their contributions and involvement in this true partnership.

### **Legislative Priorities for Upcoming Session**

Each year, the University prepares a legislative agenda that includes our top priorities as we enter the regular session of the General Assembly in January. For the upcoming session, the University has identified a number of priorities. Our top capital priority remains the Engineering and Arts Building. During the last session, we requested and were approved for planning money. Due to how the process evolves, we are not slated to request full funding until the planning is complete or nearly complete. Although, we are not making a formal request for funding, we are still working diligently to build awareness and support for this transformational project, which includes a 135,000-square-foot building with state-of-the-art instruction, laboratory, maker, studio, computer, and collaborative spaces, which will integrate the arts and the sciences and facilitate dynamic ways of teaching and research. The facility will also include office and other academic support functions, as well as specialty spaces.

For the 2025 session, we have two focused priorities: operating support/base funding in the amount of \$16.5 million annually, as well as two renovation projects, the Oceanography Building and Spong and Rollins Hall. These aging facilities are in need of improvements and repairs to enhance academic delivery, research engagement, and operational activities. During the session, we will also provide support for a number of broader initiatives that have been identified through collaborative work of presidents from across the state's public higher education system.

In recent months, the University has engaged in a multitude of discussions with current and prospective state leaders to build awareness and support for these important items. With the outcome of the recent election, the University continues to engage in outreach and will do so leading up to and throughout the upcoming session. Additionally, we are proud to have six Monarch students that will live and work in Richmond during the 45-day session by actively serving in a total of 12 offices through the University's distinguished General Assembly Internship Program. This program has been long-running and highly-successfully with a number of Monarch alumni serving in the role of legislative staffers as a direct result of this enriching experience. The Government Relations team, with support from the Educational Foundation, hosts this program each year. Selected interns work closely with Virginia state legislators and their staff members in Richmond. Students develop professional skills, while also strengthening their political knowledge and gain a unique understanding of Virginia's General Assembly. I would like to take this opportunity to acknowledge Vice President for Government Relations Annie Gibson and her dedicated team for their outstanding efforts to recruit and train the 2025 cohort.

### **Upcoming Commencement Celebration**

On Saturday, December 14, 2024, our campus community will gather in Chartway Arena to celebrate our newest graduates, including the first two Eastern Virginia Medical School (EVMS) legacy students becoming Old Dominion University alumni, which will mark a special milestone in our post-integration work. There will be two Commencement ceremonies to be held at 9:00 AM with 910 participating graduates from the College of Arts and Letters; Batten College of Engineering and Technology; College of Sciences; and Interdisciplinary Schools (Cybersecurity and Data Science) followed by 12:30 PM with 736 participating graduates from the Strome College of Business; Darden College of Education and Professional Studies; Ellmer College of Health Sciences; Ellmer School of Nursing; Graduate School; and EVMS School of Health Professions. On this memorable day, a total of 1,646 graduates, including 1,236 with bachelor's degrees, 328 with master's degrees, 15 as educational specialists, and 67 with doctoral degrees, will walk across the stage to celebrate this significant achievement surrounded by their loved ones and campus supporters. During both ceremonies, Kelly Till, who is the first woman president and publisher to lead the Richmond Times-Dispatch since its inception in 1850, will serve as the keynote speaker. Additionally, we will celebrate the career and contributions of former Board of Visitors Rector Kay Kemper. Please join me in recognizing the Community Engagement team, which is proudly led by Karen Meier, for their continued dedication in serving our campus and celebrating Monarch moments all year long!

### **STUDENT REPRESENTATIVE REPORT**

Raquan "Ray" Griffin, student representative to the Board of Visitors, provided an update on his activities during the fall semester, including his participation in the Leadership Conference, the Divine 9 Plaza Unveiling during Homecoming, and the many activities during Homecoming and Family Weekends.

He provided an update on the BEACON Program (Blue's Essential Assistance and Campus Outreach Network). Two programs were held during the fall with high attendance and engagement. The Student Enrollment, Engagement & Services Student Leadership Council (SSLC) hosted a field trip. A survey was conducted to receive feedback on the BEACON program; survey responses highlight satisfaction with the event structure and resources and indicate a desire for more frequent BEACON events. He thanked President Hemphill for sponsoring the BEACON events.

Mr. Griffin also shared the highlights of the Paw-sitive Vibes event held on November 14 in Kaufman Mall. This student well-being initiative was held in collaboration with the Tidewater Kennel Club and Monarch Dining and was supported by Board member Susan Allen. 93% of those surveyed expressed a strong desire for the initiative to become a recurring event.

### **EDUCATIONAL MOMENT – OFFICE OF ENTERPRISE RESEARCH AND INNOVATION (OERI)**

Eric Weisel, Ph.D., Senior Associate Vice President for Applied Research, provided an overview of the Office of Enterprise Research and Innovation (OERI). The OERI is the University's largest research unit that unifies and focuses the advanced research of six distinct and diverse multidisciplinary applied research centers. Located in the Tri-Cities Center in Suffolk, over 100 OERI researchers, project scientists, and students work with the most advanced tools, technologies, and methods across 11 research labs, 10 conference rooms, and a secure physical and digital storage and processing architecture, to generate insights, foster innovation, and construct solutions in our 60,000 sq. ft. cutting-edge facility.

The OERI manages a robust portfolio of contracts and leads ODU's engagement in several formal partnerships such as the Systems Engineering Research Center (SERC). The SERC contract vehicle provides ODU faculty a pathway to collaborate with researchers at other SERC universities and allows opportunities for the University to contract work with the Department of Defense and other federal agency sponsors.

Dr. Weisel shared the OEIR's organizational structure and its six research centers. The Center for Mission Engineering, under Executive Director Thomas Irwin, Ph.D., is an applied research center focused on advancement in designing, analyzing, integrating, and improving the ability of engineered systems to deliver desired effects. The Center for Secure and Intelligent Critical Systems (CSICS), under Executive Director Sachin Shetty, Ph.D., conducts research on developing and integrating secure and intelligent technologies to ensure a safe, reliable, and resilient infrastructure future. The Institute for Coastal Adaptation & Resilience, under Executive Director Jessica Whitehead, Ph.D., leverages ODU faculty's disciplinary depth and interdisciplinary breadth in leading research, education, and community partnerships to develop practical solutions to challenges faced by coastal communities. The Virginia Digital Maritime Center (VDMC), under Executive Director RADM Mark Whitney, combines the capabilities of ODU's successful Maritime Industrial Base Ecosystem and digital shipbuilding programs into an interdisciplinary research center supporting Virginia's maritime enterprise to advance the maritime workforce, foster collaborative partnerships, and drive economic growth in Hampton Roads. The Virginia Institute for Spaceflight & Autonomy (VISA), under Executive Director Yiannis Pangelis, Ph.D., aims to create interdisciplinary research opportunities that grow the spaceflight and autonomous systems industry. The Virginia Modeling, Analysis, & Simulation Center (VMASC), under

Deputy Executive Director Barry Ezell, Ph.D., is ODU's longstanding center of excellence in modeling, simulation, and analysis.

Dr. Weisel described OERI's synergies and growth potential and future directions. Include stronger ODU branding for enterprise research centers enabling larger applied research captures; improve efficiency of administrative, financial, and research support services across centers enables center directors to focus on growth and global impact; stacked impact with four levels of revenue generation; and an analysis of aspirational peers implies that a revenue impact goal of \$30M is achievable during the course of ODU's Strategic Plan. He concluded his presentation with future directions of the OERI.

## **REPORTS OF STANDING COMMITTEES**

### **MACON & JOAN BROCK VIRGINIA HEALTH SCIENCES AT OLD DOMINION UNIVERSITY BOARD OF DIRECTORS**

Bruce Waldholtz, MD, Chair of the Virginia Health Sciences Board of Directors, reported that the Board's Finance Subcommittee held its first meeting prior to the Board meeting. The Board unanimously approved Dr. Abuhamad's recommendations for salaried and non-salaried faculty appointments. The following resolution was brought forth as a recommendation of the Board of Directors and was approved by all Board of Visitors members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Mugler, Pitts, Thompson, and Wulf Winiarek*).

### **MACON & JOAN BROCK VIRGINIA HEALTH SCIENCES EASTERN VIRGINIA MEDICAL SCHOOL AT OLD DOMINION UNIVERSITY AND MACON & JOAN BROCK VIRGINIA HEALTH SCIENCES EVMS SCHOOL OF HEALTH PROFESSIONS AT OLD DOMINION UNIVERSITY**

## **FACULTY APPOINTMENTS**

### **Salaried and Non-Salaried Faculty**

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
<b>Mariam Agladze</b> Assistant Professor, Department of Medicine, Division of Infectious Diseases	\$95,000	9/3/2024	12 Mos.

Dr. Mariam Agladze received a MD from David Tvildiani Medical University in Tbilisi, Georgia. She completed a residency in Internal Medicine at the Icahn School of Medicine at Mount Sinai and a fellowship in Infectious Diseases at NYU Grossman School of Medicine. Currently, Dr. Agladze is a practicing physician in the Department of Medicine, Division of Infectious Diseases at Macon & Joan Brock Virginia Health Sciences at Old Dominion University.



<b>Wasl Al-Adsani</b>	N/A	9/23/2024	1 Year
Assistant Professor, Department of Medicine, Division of Infectious Diseases			

Dr. Wasl Al-Adsani received a DO from Des Moines University, a Ph.D. in Clinical Psychology from California School of Professional Psychology, an M.S. in School Psychology from University of Wisconsin and a B.S. in Psychology from North Dakota State University. He completed a residency in Internal Medicine at University of Arizona/ UPKH and fellowships in Geriatrics at Mercy Medical Center and in Infectious Diseases at the University of Arizona. Currently, Dr. Al-Adsani is a practicing physician at the Hampton VA Medical Center.

<b>Khadijah M. Al-Dahwah</b>	N/A	10/7/2024	1 Year
Assistant Professor, Department of Pediatrics, Division of General Academic Pediatrics			

Dr. Khadijah M. Al-Dahwah received a MBBS from the University of Sana'a, Faculty of Medicine in Yemen. She completed a residency in Pediatrics at the Arab Board of Pediatrics in Sana'a and a Pediatric Endocrinology Fellowship at SUNY Downstate Medical Center. Additionally, she completed a residency in Pediatrics at Eastern Virginia Medical School. Currently, Dr. Al-Dahwah is a practicing physician at Children's Hospital of The King's Daughters.

<b>Tolulope O. Amiola</b>	N/A	10/21/2024	1 Year
Assistant Professor, Department of Neurology			

Dr. Tolulope O. Amiola received a MBChB from Obafemi Awolowo University in Ile-Ife, Nigeria. He completed an internship in Internal Medicine at University College Hospital in Ibadan and a residency in Neurology at Tulane University of Louisiana School of Medicine. Additionally, he completed a fellowship in Multiple Sclerosis and Neuroimmunology at Virginia Commonwealth University School of Medicine. Currently, Dr. Amiola is a practicing physician with Sentara Neurology Specialists.

<b>Elizabeth A. Banks</b>	N/A	10/21/2024	1 Year
Assistant Professor, Department of Pediatrics, Division of Adolescent and Child Psychiatry			

Dr. Elizabeth Banks received a Ph.D. in School Psychology, an M.S. in Educational Psychology with a concentration in School Psychometrics from Oklahoma State University and a B.S. in Psychology from Abilene Christian University. Currently, Dr. Banks is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

<b>William H. Benson</b>	N/A	7/1/2024	3 Years
Professor, Department of Ophthalmology			

Dr. William Benson received a MD from West Virginia University School of Medicine and a B.A. from Northwestern University. He completed a transitional internship at Mercy Hospital and Medical Center and a residency in Ophthalmology at West Virginia School of Medicine. Additionally, he completed fellowships in Cornea and External Disease, and Cornea and Refractive Surgery, at the University of Texas Medical School. Currently, Dr. Benson is a tenured Professor of Ophthalmology at Virginia Commonwealth University and is a practicing physician at the Hampton VA Medical Center.

<b>Michelle K. Betz</b> Assistant Professor, Department of Neurology	N/A	10/21/2024	1 Year
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Dr. Michelle Betz received a DO from Lake Erie College of Osteopathic Medicine and B.S from Salisbury University. She completed an internship and residency in Neurology at the University of Pittsburgh Medical Center-Hamot Medical Center. Additionally, she completed a fellowship in Multiple Sclerosis at the same institution. Currently, Dr. Betz is a practicing physician with Sentara Neurology Specialists.

<b>Daniel T. Carr</b> Assistant Professor, Pediatrics, Division of Emergency Medicine	N/A	11/11/2024	1 Year
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Dr. Daniel Carr received a MD from Trinity School of Medicine in Kingstown, St. Vincent and a B.S in Business Administration from Christopher Newport University. He completed a residency in Pediatrics at Eastern Virginia Medical School, where he also served as Chief Resident. Additionally, he completed fellowships in Pediatric Emergency Medicine and in Pediatric Point of Care Ultrasound (POCUS) at Children's National Hospital in Washington, DC. Previously Dr. Carr was an Assistant Professor in the Department of Pediatrics at The George Washington University School of Medicine and Health Sciences. Currently, Dr. Carr is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

<b>Shannon W. Clark</b> Assistant Professor, Department of Neurology	N/A	10/21/2024	1 Year
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Dr. Shannon Clark received a MD from the University of South Florida, College of Medicine and a B.S. in Materials Science & Engineering from University of Florida, College of Engineering. She completed a residency in Neurosurgery at Thomas Jefferson University, where she received training in StereoEEG and DBS placement. Additionally, she completed a Sugita Fellowship for Advanced Micro-Neurosurgical Techniques at University Hospitals of Nagoya. Currently, Dr. Clark is a practicing physician with Sentara Neurosurgery Specialists.

<b>Angela C. Coker</b> Assistant Professor, Pediatrics, Division of Critical Care	N/A	11/11/2024	1 Year
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Dr. Angela Coker received a MD degree from the Medical College of Georgia at Georgia Regents University and a B.S. in Biology and Psychology from the University of Georgia. She completed a residency in Pediatrics at Johns Hopkins All Children's Hospital in Florida and a fellowship on Pediatric Critical Care at the University of Utah. Previously she was a Clinical Assistant Professor in the Department of Pediatric Critical Care and Hospitalist Medicine at East Carolina University Brody School of Medicine. Currently, Dr. Coker is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

<b>Isaac J. Davis, DO</b> Instructor. Department of Medicine	N/A	7/01/2024	12 Mos.
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Dr. Isaac Davis received a DO from Alabama College of Osteopathic Medicine and a BA in Biochemistry, Pre-Med from Arizona State University. Currently, he is completing a year as Chief Resident in the Department of Medicine in Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.

<b>Charlotte A. Dawson</b>	\$97,850	10/7/2024	12 Mos.
Assistant Professor, Department of Psychiatry and Behavioral Sciences			

Dr. Charlotte Dawson received a Ph.D. in Clinical Psychology from the Virginia Consortium Program, an M.S. in Psychology from Old Dominion University and a B.A. in Psychology with a minor in Spanish from the University of Virginia. She completed a predoctoral internships at Western Carolina University Counseling Center and a postdoctoral fellowship in Health Psychology at Virginia Commonwealth University. Currently, Dr. Dawson is a practicing physician in the Department of Psychiatry and Behavioral Sciences at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.

<b>Ruhani P. Desai</b>	\$97,850	9/3/2024	12 Mos.
Assistant Professor, Department of Medicine, Division of Rheumatology			

Dr. Ruhani Desai received a MBBS from Smt. N.H.L. Municipal Medical College in India. She completed a residency in Internal Medicine at Cleveland Clinic Foundation and a Fellowship in Rheumatology and Advanced Rheumatology Research at the University of Texas Health Science Center. Currently, Dr. Desai is a practicing physician in the Department of Medicine at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.

<b>Vikas Gupta</b>	N/A	10/21/2024	1 Year
Assistant Professor, Department of Neurology			

Dr. Vikas Gupta received a MD from the University of Pittsburgh School of Medicine and a B.S. in Psychobiology from Binghamton University. Dr. Gupta completed a residency in Neurology and a fellowship in Clinical Neurophysiology (EEG & Epilepsy track) at Albert Einstein College of Medicine / Montefiore Medical Center. Currently, Dr. Gupta is a practicing physician with Sentara Neurology Specialists.

<b>Erik S. Haley</b>	N/A	10/21/2024	1 Year
Assistant Professor, Department of Neurology			

Dr. Erik Haley received a MD degree from Eastern Virginia Medical School and a B.S. in Biology from the University of Virginia. He completed an internship in Internal Medicine and a residency in Neurology at Virginia Commonwealth University Health System and a fellowship in Clinical Neurophysiology/ Epilepsy at University of Virginia Health System. Currently, Dr. Haley is a practicing physician with Sentara Neurology Specialists.

<b>Lindsay D. Howe</b>	N/A	10/21/2024	1 Year
Instructor, Department of Neurology			

Lindsay Howe received a M.P.A. in Physician Assistant Studies and a B.H.S. in Health Sciences from Gannon University. Currently, Ms. Howe is a practicing health professional with Sentara Neurology Specialists.

<b>Kaitlin L. Hufstetler</b>	N/A	9/10/2024	12 Mos.
Instructor, Department of Obstetrics and Gynecology, Division of Obstetrics and Gynecology			

Dr. Kaitlin Hufstetler received a MD from Medical College of Georgia at Augusta University and a B.S. in Biology from the University of Georgia. She completed a residency in Obstetrics and Gynecology at Wellstar Kennestone Regional Medical Center and is currently, completing a fellowship in Maternal-Fetal Medicine at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.

<b>Jennifer E. Langer</b>	N/A	10/21/2024	1 Year
Assistant Professor, Department of Neurology			

Dr. Jennifer Langer received a MD from University of Rochester School of Medicine and Dentistry and a B.A. in Public Health from Johns Hopkins University. She completed an internship and residency in Neurology, and a fellowship in Clinical Neurophysiology/EEG and another as a Clinical Instructor in Epilepsy at University of Virginia. Currently, Dr. Langer is a practicing physician with Sentara Martha Jefferson Neurosciences.

<b>Deborah E. Lowen</b>	N/A	10/1/2024	3 Years
Professor, Department of Pediatrics, Division of Child Abuse			

Dr. Deborah Lowen received a MD from Wake Forest University School of Medicine and a B.S. in Zoology and Religion from Duke University. She completed a residency in Pediatrics at University of Colorado School of Medicine at The Children's Hospital and a fellowship in Child Abuse and Neglect at Brown University School of Medicine at Hasbro Children's Hospital. Currently, Dr. Lowen is the Medical Director of the Child Advocacy Center at Children's Hospital of The King's Daughters Division of Child Abuse.

<b>Christin A. McDonald-Fix</b>	N/A	10/21/2024	1 Year
Assistant Professor, Department of Pediatrics, Division of Adolescent and Child Psychiatry			

Dr. Christin A. McDonald-Fix received a Ph.D. in Counseling Psychology and School Psychology from University at Buffalo, an M.A. in Clinical Psychology from Edinboro University of Pennsylvania, and a B.A. in Psychology from Gannon University. She completed internships at Summit Center and the Institute for Autism Research, as well as a postdoctoral fellowship at the Center for Autism Spectrum Disorders at Nationwide Children's Hospital. Previously she was a Clinical Assistant Professor in the Department of Pediatrics at The Ohio State University. Currently, Dr. McDonald-Fix is the Clinical Director of Neurodevelopmental Services at Children's Hospital of The King's Daughters.

<b>Michaela O. Nadeau</b>	N/A	11/11/2024	1 Year
Instructor, Neurology			

Michaela Nadeau received a M.P.A. in Physician Assistant Studies from Eastern Virginia Medical School and a B.S. in Cellular and Molecular Biology with a minor in Leadership Studies from Christopher Newport University. Currently, Ms. Nadeau is a practicing health professional with Sentara Neurology Specialists.

<b>Aung S. Naing, MBBS</b>	N/A	7/01/2024	12 Mos.
Instructor, Department of Medicine			

Dr. Aung Naing received an MBBS from University of Medicine 1, Yangon, Myanmar. Currently, he is completing a year as Chief Resident in the Department of Medicine in Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.

<b>Ruchita Negi</b>	N/A	10/7/2024	1 Year
Assistant Professor, Department of Pediatrics, Division of Infectious Diseases			

Dr. Ruchita Negi received a MBBS from Lady Hardinge Medical College. She completed two residencies in General Pediatrics at University College of Medical Sciences and Case Western Reserve University MetroHealth Medical Center, and a fellowship in Pediatric Infectious Diseases at Cleveland Clinic Children's Hospital. Currently, Dr. Negi is a practicing physician at Children's Hospital of The King's Daughters.

<b>Lawrence Nolan</b>	N/A	10/21/2024	1 Year
Assistant Professor, Department of Neurology			

Dr. Lawrence Nolan received a DO from Lake Erie College of Osteopathic Medicine, a B.S. in Biomedical Science from Shawnee University, and a B.S. in Psychobiology from Binghamton University. He completed an internship in Internal Medicine, a residency in Neurology at Albany Medical Center and a fellowship in Neurocritical Care at Cleveland Clinic. Currently, Dr. Nolan is a practicing physician at Sentara Norfolk General Hospital.

<b>Zenobia Ofori-Dankwa</b>	N/A	9/10/2024	12 Mos.
Instructor, Department of Obstetrics and Gynecology, Division of Obstetrics and Gynecology			

Dr. Zenobia Ofori-Dankwa received a MD from Michigan State University College of Human Medicine, a M.A. in Biological Sciences from Marshall University and a B.A. in Biology with a minor in Chemistry from Case Western Reserve University. Currently, she is completing a fellowship in Minimally Invasive and Complex Gynecologic Surgery at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.

<b>Samantha N. Olafson</b>	\$101,764	10/1/2024	12 Mos.
Assistant Professor, Department of Surgery, Division of Acute Care Surgery			

Dr. Samantha Olafson received a MD from George Washington University School of Medicine and a B.A. in Biology with a Global Health Concentration from The Johns Hopkins University. She completed a residency in General Surgery at Einstein Healthcare Network and a fellowship in Surgical Critical Care at the R. Adams Cowley Shock Trauma Center in Maryland. Currently, Dr. Olafson is a practicing physician in the Department of Surgery at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.

<b>Haley A. Powell</b>	N/A	11/04/2024	1 Year
Assistant Professor, Department of Pediatrics, Division of Sports Medicine			

Dr. Haley Powell received a DO from Alabama College of Osteopathic Medicine and a B.S. in Exercise Physiology from Florida State University. She completed a residency in Pediatrics at Orlando Health Arnold Palmer Hospital for Children and a fellowship in Primary Care Sports Medicine Fellowship at Children's Hospital of Philadelphia. Currently, Dr. Powell is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

<b>Bryant R. Ramirez</b>	N/A	10/21/2024	1 Year
Assistant Professor, Department of Neurology			

Dr. Bryant Ramirez received a MD from Wright State University Boonshoft School of Medicine and completed his residency in Neurology at the University of Cincinnati. Currently, he is a practicing physician with Sentara Neurology Specialists.

<b>Luisel J. Ricks-Santi</b>	\$165,000	9/4/2024	12 Mos.
Associate Professor, Department of Biomedical and Translational Sciences			

Dr. Ricks-Santi received a Ph.D. in Tumor Biology from Georgetown University and a B.S. in Molecular Biology from Hampton University. She completed a post-doctoral fellowship in Cancer Genetic Epidemiology and Cancer Disparities Research at Howard University Cancer Center. Previously she was an Associate Professor in the Department of Pharmacotherapy and Translational Research in University of Florida, School of Pharmacy. Currently, Dr. Ricks-Santi serves as the Senior Associate Vice President for Diversity and Inclusion at Macon & Joan Brock Virginia Health Sciences at Old Dominion University.

<b>John Carl Rowe IV</b>	N/A	9/10/2024	12 Mos.
Instructor, Department of Obstetrics and Gynecology, Division of Obstetrics and Gynecology			

Dr. John Rowe received a MD from Virginia Commonwealth University and a B.S. with Honors in Biochemistry and Molecular Biology and a B.A. in History (magna cum laude) from University of Richmond. He completed a residency in Obstetrics and Gynecology at East Carolina University Health Medical Center. Currently, Dr. Rowe is completing a fellowship in Maternal-Fetal Medicine at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.

<b>Glorimar Salcedo-Martir</b>	N/A	11/11/2024	1 Year
Assistant Professor, Pediatrics, Division of Urgent Care			

Dr. Glorimar Salcedo-Martir received a MD from Ponce Health Sciences University and a B.S. in Biology from the University of Puerto Rico. She completed a Transitional Year at Damas Hospital and a residency in Pediatrics at Puerto Rico Women and Children's Hospital. Currently, Dr. Salcedo-Martir is a practicing physician at Children's Hospital of the Kings Daughters.

<b>Victoria Shum</b>	N/A	11/11/2024	1 Year
Assistant Professor, Pediatrics, Division of Hospital Medicine			

Dr. Victoria Shum received a MD from University of Nebraska Medical Center and a B.S. in Biochemistry, with minors in Asian Studies, Chemistry, and Mathematics, from University of Nebraska-Lincoln. She completed her residency in Pediatrics at Eastern Virginia Medical School / Children's Hospital of the King's Daughters. Currently, Dr. Shum is a practicing physician at Children's Hospital of the King's Daughters.

<b>Thanh T. Van</b>	N/A	7/1/2024	3 Years
Associate Professor, Department of Radiology			

Dr. Thanh Van received a MD from Baylor College of Medicine and a B.S in Science from Southwestern University. She completed a residency in Nuclear Medicine at Northwestern University and a residency in Diagnostic Radiology at Illinois Masonic Medical Center in Chicago. Dr. Van also completed fellowships in Nuclear Medicine at Northwestern University and in Radiology with a focus on Mammography at the University of Texas Health Science Center. Previously she was an Associate Professor in the Department of Radiology at University of Texas Health Science Center. Currently, Dr. Van is a practicing physician with Medical Center Radiologist Inc.

<b>Alejandra Vargas, MD</b>	N/A	7/01/2024	12 Mos.
Instructor, Department of Medicine			

Dr. Alejandra Vargas received a MD from Pontifical Bolivarian University Medellin, Colombia. Currently, she is completing a year as Chief Resident in the Department of Medicine in Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.

**Aaron P. Wessell** N/A 10/21/2024 1 Year  
Assistant Professor, Department of Neurology

Dr. Aaron Wessell received a MD from The George Washington University School of Medicine & Health Sciences and a B.S. in Biology from the University of Wisconsin. He completed an internship and residency in Neurosurgery and a fellowship in Endovascular at University of Maryland Medical Center. Additionally, he completed residency training in Trauma Neurosurgery Service at R. Adams Cowley Shock Trauma Center, and in Pediatric Neurosurgery at Johns Hopkins Hospital. Currently, Dr. Wessell is a practicing physician with Sentara Neurosurgery Specialists.

**Ivy L. Wilson** N/A 11/01/2024 1 Year  
Assistant Professor, Department of Pediatrics, Division of Hospital Medicine

Dr. Ivy Wilson received a MD from University of South Carolina School of Medicine and a B.S. in Biology with a minor in Chemistry from Anderson University. She completed an internship and residency in the Pediatrics at University of South Florida. Previously she was a Clinical Instructor in the Department of Pediatrics at University of South Florida. Currently, Dr. Wilson is a practicing physician hospital medicine with Children's Specialty Group at Children's Hospital of The King's Daughters.

**Allison E. Wood** N/A 11/01/2024 1 Year  
Assistant Professor, Department of Pediatrics, Division of Emergency Medicine

Dr. Allison Wood received a DO from Edward Via College of Osteopathic Medicine and a B.S in Nutrition and Exercise from Virginia Polytechnic Institute and State University. She completed her residency in Pediatrics at Akron Children's Hospital and a fellowship in Pediatric Emergency Medicine at Children's Hospital of the King's Daughters. Previously she was a Clinical Assistant Professor in Pediatric Emergency Medicine at University of North Carolina. Currently, Dr. Wood is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

### Community Faculty

Faculty	Rank	Department	Term
Emnet Alemu	Assistant Professor	Family and Community Medicine	1 year
Elizabeth L. Crockett	Instructor	Emergency Medicine	1 year
Karen M. Davis	Assistant Professor	Obstetrics and Gynecology	1 year
Liam F. Delahanty	Instructor	Emergency Medicine	1 year
Kelsey G. Dorwart	Instructor	Emergency Medicine	1 year
Donald C. Engle	Instructor	Emergency Medicine	1 year
Melissa A. Erskine	Assistant Professor	School of Health Professions, Physician Assistant Program	1 year
Anshu Mahajan	Assistant Professor	Medicine, Division of Gastroenterology	1 year
Pramod R. Malik	Assistant Professor	Medicine, Division of Gastroenterology	1 year
Charles D. Meyer	Assistant Professor	Otolaryngology-Head and Neck Surgery	1 year
Camelia Pana	Assistant Professor	Medicine, Division of Geriatrics and Palliative Medicine	1 year
Grace Wholley	Instructor	Emergency Medicine	1 year
Jedrzej M. Wykretowicz	Assistant Professor	Medicine, Division of Hematology and Oncology	1 year

Terms:

12 MOS = Salaried Faculty

1 year or 3 years = Non-Salaried or Community Faculty

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Dr. Waldholtz updated the Board of Directors on various administrative matters of Macon & Joan Brock Virginia Health Sciences at Old Dominion University. Recruitment for the chairs of Dermatology, Otolaryngology, and Biomedical Sciences, and for the Dean of the Eastern Virginia Medical School and the Ellmer School of Nursing are ongoing, with multiple on-campus interviews scheduled for December. He discussed the planning activities underway with the schools under Macon & Joan Brock Virginia Health Sciences at Old Dominion University to effectively coordinate VHS activities, including a review of education programs, research, clinical care, and community outreach; and plans to take part in the next school wide strategic planning process.

Dr. Abuhamad provided an overview of the faculty and academic policy review, recommendation, and approval cycle, as we continue aligning legacy EVMS policies with ODU policies. He reported that a new position of Chief Transformation Officer has been created within the medical group to assist the group with implementing efforts that are underway to improve the patient experience and faculty productivity. He also shared that the Joint School of Public Health was approved by SCHEV, and a Council of Education in Public Health visit has been scheduled for November 2025.

Dr. Francis Counselman, Vice Dean for Graduate Medical Education, presented the Annual Institutional Review. The Accreditation Council for Graduate Medical Education (ACGME), the accrediting body of residency and fellowship programs in the U.S., requires medical schools to complete an Annual Institutional Review, which is a comprehensive evaluation of its graduate medical education programs to demonstrate effective oversight and compliance with ACGME standards. This review only covers ACGME accredited programs that, for ODU, includes 15 residency programs and 17 fellowship programs. For the most recent prior reviewed, we received Continued Accreditation status, which is the highest status achievable. Both the resident/fellow and faculty surveys indicated a mostly favorable opinion and evaluation of the programs. All citations have been resolved.

Real Admiral Bianchi reported on the meeting on the Finance Subcommittee, which held its first meeting yesterday. After reviewing the subcommittee's responsibilities included in the Charter of the Macon and Joan Brock Virginia Health Sciences Board of Directors, the subcommittee was provided a restated FY2025 budget converting the legacy EVMS-approved budget into a format consisting with ODU's budget. Additionally, the FY2026 budget timeline was reviewed, incorporating the Commonwealth budget process. The subcommittee discussed the engagement of Huron Consulting to perform a tuition study for the EVMS legacy school programs that will inform the tuition strategy for the next several years. The study aims to align tuition with ODU. Management continues to monitor enrollment trends closely and anticipates leveraging resources at ODU to increase enrollment. The Subcommittee also heard a report from the CEO of the EVMS Medical Group on its activities.



## **ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE**

Mr. Andy Hodge, Chair of the Academic and Research Advancement Committee, reported that the Committee discussed in closed session the appointment of one faculty member with tenure. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved by all members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Pitts, Thompson, and Wulf Winiarek*).

### **TENURE RECOMMENDATION**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the award of tenure and promotion to associate professor for the following faculty member at Old Dominion University. The tenure and promotion will be effective on July 25, 2025.

#### **Strome College of Business**

Yuhong Li  
Department of Information Technology and Decision Sciences

**DR. YUHONG LI**

**DEPARTMENT OF  
INFORMATION TECHNOLOGY  
AND DECISION SCIENCES**

#### **Analysis and Recommendation:**

This following contains my recommendation for the awarding of tenure and promotion to Dr. Yuhong Li, Assistant Professor in the Department of Information Technology and Decision Sciences in the Strome College of Business.

Dr. Yuhong Li received a B.S. in Management Information Systems from Xi'an Jiaotong University in China, an M.A. in Management Science from the Capital University of Economics and Business in China, and a Ph.D. in Business Information Technology from Virginia Tech. She joined ODU as an Assistant Professor in the Department of Information Technology and Decision Sciences in 2017. Prior to ODU, she was a Visiting Assistant Professor in the School of Business Administration at Oakland University (August – December 2017).

The *Old Dominion University 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. 78). The promotion to the rank of Associate Professor is based on “established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas” (p. 46).

Dr. Li has taught a range of undergraduate and graduate courses during her time at ODU. Dr. Li’s teaching portfolio, student surveys, and peer evaluation reports provide evidence of her effectiveness as an educator. Her colleagues, peers, and students frequently commend her enthusiasm for teaching and her unwavering dedication to student support.

Dr. Li's research is focused on supply chain risk management and resilience. Since joining ODU, she has published nine articles in peer-reviewed journals, including four as first author, all in highly-ranked journals, including *Decision Support Systems*, *European Journal of Operational Research*, *Decision Sciences*, and *Production and Operations Management*, with the latter two ranked among the top five elite journals in her field. Alongside her excellent publication record, she has also secured \$200,000 in extramural funding.

Dr. Li has demonstrated excellence in service at the department, college, and university levels and to her profession. She has served on faculty recruitment, curriculum review, and teaching portfolio review committees. In addition, she has volunteered for commencement registration, presented at new-student orientations, and participated in the "Beach Girls Rock" event to promote STEM interest among middle-school girls. In terms of professional service, Dr. Li was a consultant for Stihl, Inc. from 2019 to 2021 to enhance their logistics efficiency.

In recognition of her demonstrated high level of performance in teaching, research, and service, I enthusiastically endorse the recommendations of the chair, dean, and the department, college, and University promotion and tenure committees to promote Dr. Yuhong Li to the rank of Associate Professor with tenure in the Department of Information Technology and Decision Sciences. This decision will be reported at the December 6, 2024, meeting of the Board of Visitors (BOV). Pending BOV approval, her new rank will be effective July 25, 2025, and will be reflected in the contract for the 2025–2026 academic year.

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Committee members approved the appointment of five faculty members and three emeriti appointments. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by all members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Pitts, Thompson, Wulf Winiarek*).

### 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>
<b>Chamint Barati Ntechtezi</b> Research Assistant Professor, Interdisciplinary Schools	\$80,000	11/10/2024	10 Mos

Dr. Barati received a Diploma in Engineering in Computer, Telecommunications, and Network Engineering from the University of Thessaly, Greece and a Ph.D. in Electrical Engineering from the NYU Tandon School of Engineering. Previously he was a Research Engineer at Rice University. (Restricted one-year appointment)

<b>Ruben M.L. Colunga Biancatelli</b>	\$77,000	10/25/2024	10 Mos
Research Assistant Professor, Frank Reidy Research Center for Bioelectrics			

Dr. Colunga Biancatelli received an M.D. from the School of Medicine at La Sapienza University of Rome, Italy. Currently he is an Adjunct Professor in the Department of Pulmonary & Critical Care Medicine at Macon & Joan Brock Virginia Health Sciences at Old Dominion University.

<b>Kendra Y. Hall</b>	\$65,000	9/25/2024	10 Mos
Lecturer, STEM Education & Professional Studies			

Dr. Hall received a B.S. in Psychology and an M.S.Ed. in Adult Education/Human Resource Development from James Madison University, and a Ph.D. in Educational Psychology from Old Dominion University. Previously she was the Lead Graduate Research Assistant in the Motivation, Identity, and Learning Lab at Old Dominion University. (Restricted one-year appointment)

<b>Prajwal P. Panzade</b>	\$80,000	9/25/2024	10 Mos
Research Associate Professor, Interdisciplinary Schools			

Dr. Panzade received a B.Tech. in Information Technology from the Government College of Engineering, India, an M.Tech. in Computer Science and Engineering from the Indian Institute of Technology, and a Ph.D. in Computer Science from Georgia State University. Previously he was a Graduate Research Assistant in the Department of Computer Science at Georgia State University. (Restricted one-year appointment)

<b>Michael R. Weber</b>	\$52,000	8/10/2024	10 Mos
Lecturer, English			

Mr. Weber received a B.A. in English from California State University, an M.A. in English from Binghamton University, and an M.F.A. in Creative Writing from the University of Tampa. Previously he was a Visiting Lecture in the English Department at Old Dominion University. (Restricted one-year appointment)

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### EMERITUS/EMERITA APPOINTMENTS

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

<u>Name and Rank</u>	<u>Effective Date</u>
Steve C. Hsiung Professor Emeritus Engineering Technology	January 1, 2025
Charles B. Keating Professor Emeritus Engineering Management and Systems Engineering	January 1, 2025

Donna Meeks  
University Policy Manager and Executive Secretary  
to the Board of Visitors Emeritus

January 1, 2025

### **Charles B. Keating**

Dr. Keating received a B.S. in Engineering from the United States Military Academy (West Point), an M.A. in Management from Central Michigan University, and a Ph.D. in Engineering Management from Old Dominion University (ODU). He joined the faculty in 1994 and has served as a full professor in the department since 2006. Prior to joining the faculty at ODU, he served in leadership and technical engineering management positions for over 12 years in both the U.S. Army (7th Infantry Division platoon leader, 1st Ranger Battalion Special Operations Unit Leader) and as an engineer/engineering manager in private industry (Texas Instruments, Newport News Shipbuilding). Recognition of his accomplishments in teaching, research, and service include Batten College of Engineering Outstanding Researcher Award, Batten College of Engineering and Technology Excellence in Teaching Award, 2-time nominee from ODU for Outstanding Faculty Award from the State Council of Higher Education for Virginia, Fellow and Past President of the American Society for Engineering Management (ASEM), ASEM's most prestigious award (the Sarchet Award) for his pioneering efforts in the field, and Stanford University acknowledgment as a member of the top 2% of worldwide scientists in his field in 2023. Dr. Keating has served as chair for 30 doctoral and 2 master's degree students at Old Dominion University. His major administrative contributions include Founding Staff and Director for the National Centers for System of Systems Engineering at ODU, Graduate Program Director for his department, Co-Designer of the ODU Asynchronous Master's Degree Program for Navy nuclear officers, architect of the Master of Engineering in Systems Engineering degree program, and Co-Designer of the ODU certification program in Engineering Systems and Industrial Engineering for Newport News Shipbuilding. Dr. Keating's research has focused on Systems Engineering, System of Systems Engineering, and Complex System Governance. He has authored over 146 peer-reviewed papers, 22 book chapters, 49 technical reports, and a book *Complex System Governance* (Springer, 2022), generated over \$21M in research funding, and given numerous international conference keynote addresses. His research has spanned a variety of sectors, including defense, security, aerospace, healthcare, nonprofits, R&D, and automotive. He has been instrumental in the success of the department over his career at ODU, responsible for shaping programs, mentoring junior faculty and doctoral students, performing high-caliber research, and sustaining excellence in scholarship and teaching.

### **Steve Hsiung**

Dr. Steve Hsiung received a B.Ed. in Industrial Education from Kaohsiung Normal University, Taiwan. He then earned an M.S. in Industrial Technology from the University of North Dakota, Grand Forks, and an M.S. in Electrical Engineering from Kansas State University, Manhattan. Dr. Hsiung completed his Ph.D. in Industrial Technology at Iowa State University, Ames.

Since August 2003, Dr. Hsiung has been a professor of Electrical Engineering Technology at Old Dominion University, earning tenure in 2008. He teaches digital circuits, microprocessors, microcontroller-based design, electrical technology, linear electronics, intelligent machines, and senior/capstone projects. Dr. Hsiung's creative work includes designing and developing systems for advanced technology education and practical applications. His innovations include multiple

versions of a PIC Training System and curriculum used in distance and on-campus microcontroller courses and a PIC microcontroller programmer with PC interfaces for embedded systems education.

Dr. Hsiung's accomplishments include multiple Excellence in Discovery Awards from ODU's Department of Engineering Technology, recognition for Teaching with Technology and undergraduate research mentorship, and leadership honors such as the ATMAE JIT Leadership Services Recognition. His exemplary service was also celebrated with the EECT Exemplary Service Award and the Best Selected Paper Award at national conferences, showcasing his impact on academic and professional communities.

Dr. Hsiung has secured over \$1.1 million in grant funding, serving as the principal investigator (PI) on projects totaling \$896,013.78 and as co-principal investigator (Co-PI) on projects worth \$231,399. His research grants span diverse initiatives, including developing embedded systems for Unmanned Aerial Systems, NSF-supported training systems for microcontrollers, and NASA-funded projects related to space exploration technologies. Notable projects include the NSF-funded dissemination of microprocessor courses via cyber-enabled technologies, the collaborative development of microcontroller training systems, and workshops integrating technology into educational curricula. He has 22 publications in peer-reviewed journals and 29 in peer-reviewed conference proceedings. Dr. Hsiung's work has advanced engineering education and applied research in embedded systems, robotics, and safety-enhanced technologies.

### **Donna Meeks**

Donna Meeks received a Bachelor of Arts degree in Psychology from The College of William and Mary in 1980. She joined Old Dominion University in July 1980 as an hourly employee in Academic Affairs to assist with the SACS reaccreditation process. Her position became classified in 1981, reporting to the Special Assistant to the President and Secretary to the Board of Visitors. In 1990, President Spong appointed Meeks as Secretary to the Board of Visitors, a position she has held for 34 years.

In 1998, Meeks was appointed the Assistant to the Vice President for Administration and Finance as an A/P faculty member. President James Koch personally asked her to continue to support the Board in her new role due to her professional relationship with the Board, individually and collectively. As Assistant to the Vice President for Administration and Finance, Meeks represented the Division on several university-wide committees, served as Budget Unit Director, and provided primary support to the Vice President.

In 2008, Meeks established a formal review process for University policies and was appointed the University's Policy Manager and Chair of the Policy Review Committee. Through the work of the Committee, University policies are reviewed every five years or on an as-needed basis, and proposed new policies are presented to the President's Cabinet for approval. In this position, Meeks has managed the University Policies and Procedures website and provided notice to the campus community of policies under review and new policies executed by the President.

During her tenure at the University, Meeks served under six Presidents and 23 Rectors and staffed three presidential searches. She has been recognized by past Rectors for her dedication and professionalism.

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Committee members approved the proposed Ph.D. in Data Sciences. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved by all members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Pitts, Thompson, and Wulf Winiarek*).

## **APPROVAL OF DOCTOR OF PHILOSOPHY DEGREE PROGRAM IN DATA SCIENCES**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed Doctor of Philosophy degree program in Data Science effective with the fall 2025 semester pending approval by the State Council of Higher Education for Virginia.

*Rationale:* Old Dominion University seeks approval to initiate a Doctor of Philosophy degree program in Electrical and Data Science to begin in the fall of 2025. The proposed program will be administered by the School of Data Science in the Interdisciplinary Schools.

ODU has a history of educating future data scientists. As part of Old Dominion University's strategic plan (2014-2019), the university committed to an investment in data science. The College of Sciences, Engineering and Business all built capability in data analytics and data-intensive research and developed several data science educational programs.

ODU initiated an interdisciplinary Master of Data Science and Analytics degree in 2020. This program represents an interdisciplinary effort bringing together faculty members with a wide range of expertise in computer science, information technology, engineering, and mathematics. As such, students completing this program choose a concentration from the following choices: Artificial Intelligence and Machine Learning, Business Intelligence and Analytics, Engineering and Big Data Analysis, Geospatial Analytics, and Physics.

ODU's School of Data Science was launched in February 2023 and has become the central home for coordinating data science academic programming that had previously been spread across the University's colleges. Teaching and research faculty within the new school are creating interdisciplinary courses and conduct state-of-the-art research. The School of Data Science includes over fifty faculty teaching or conducting research in data science related fields including but not limited to computer science, mathematics, statistics, engineering, psychology, criminal justice, education, business, information technology, history, and philosophy. The School of Data Science will offer interdisciplinary academic programming for undergraduate, graduate, and non-degree students.

To support the new school, ODU opened the Virginia Beach Institute of Data Science in November 2003. The facility is the central home for academic programming in data science and research. The facility will provide an environment where industry-research partnerships can take place, facilitating the exchange of ideas, resources and expertise between academia and the business community. The School of Data Science will particularly focus on enhancing research partnerships with federal research laboratories located in the region. The new facility is designed to be a hub for data-driven research and exploration, including collaboration areas where students and industry

leaders can discuss and test new research models and cutting-edge research labs for data driven exploration. ODU has a unique opportunity to develop a regionally specific data science emphasis that also can become nationally known, due both to regional employers that require a large number of operational data analytics employees and nearby national labs with research thrust areas that can magnify ODU's investments in specific data science niches.

The proposed PhD in Data Science is designed to educate students to become data science scholars capable of teaching about and studying complex topics related to the domain of data science. Graduates of the program will be prepared to educate future data science professionals, so those professionals are able to develop proficiencies in the fields of computational data analytics in various sectors of industry, military, and government. The program will prepare individuals who have a strong understanding of data science topics and the ability to translate the subject matter to students seeking knowledge in areas such as machine learning, artificial intelligence and data visualization. In addition, graduates will have the skills to enter research careers where they will be able to study the theory, technologies, skills, and practices necessary to address the daily challenges of analyzing data and integrating the outcomes with business processes to make them more productive. The graduates will have enhanced oral and written communication skills to articulate data science problems and decisions in a cohesive and well-structured way. Finally, graduates will clearly understand ethical standards and rules for data science scholars, allowing them to promote social responsibility in coursework, research, and innovations.

The graduates from this program will have the skills and competencies that will make them successful in today's competitive, data-driven world, especially for senior positions. Around the world, data science is transforming business, health care, banking, agriculture and many other fields. Data scientists use analytical tools and techniques to extract meaningful insights from digital information. The graduates from this program will be prepared to use state-of-the-art programming languages, tools, and software packages to perform analytics on complex data, develop statistical and machine-learning/artificial intelligence (AI) models, and organize, manage, and clean data for its maximum effectiveness in analysis and visualization. It will also address the need for a larger workforce in data analytics and artificial intelligence (AI).

This program is also designed to help prepare data science professors and researchers. Graduates will develop skills and competencies in technical aspects of data science in current and emerging technologies and will be prepared to conduct empirical research. Data science is a multidisciplinary and inter-professional field that combines computer science, business analytics, mathematics, and statistics to understand and leverage data to make advances and decisions that were not possible within previous organizational tools. The program will prepare graduates to teach in higher education programs and conduct research in public and private sectors aiming to build scientific understanding about data science.

The mission of the institution states: "Old Dominion University, located in the City of Norfolk in the metropolitan Hampton Roads region of coastal Virginia, is 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."

The proposed PhD in Data Science aligns with this mission by (1) providing a rigorous academic program that trains individuals in the field of data science, (2) enhances research on data science and its interdisciplinary components, and (3) strengthening ODU's commitment to contributing to the economy and workforce of the Hampton Roads region and the Commonwealth of Virginia through applications of data driven decision making.

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Brian Payne, PhD, Interim Provost and Executive Vice President for Academic Affairs, provided an update on ongoing activities in the Division of Academic Affairs, including upgrades on ongoing dean searches and academic success vision initiatives. Specific attention was given to program-level student retention plans developed by department chairs. Also, the new Director of the School of Supply Chain, Logistics, and Maritime Operations shared his vision for the School.

Ken Fridley, PhD, Vice President for Research and Economic Development, provided an overview of internal seed funding programs offered to support faculty and the AI research initiative.

### **ADMINISTRATION AND FINANCE COMMITTEE**

Rudy Middleton, Chair of the Administration and Finance Committee, reported that Etta Henry, Executive Director for Strategic Sourcing and Payment Solutions, presented the University's annual SWaM report. The presentation, along with the written report, included an overview of the University's supplier diversity commitment, SWaM FY24 goals and results, a five-year overview, integration impact, and campus department training and outreach resources.

Executive Vice President of Administration and Finance and Chief Financial Officer, Chad Reed presented the Capital Projects Report. He shared that there are currently fifteen active projects in various stages of planning, design, and construction. He provided a status update and six-month outlook to the new Biological Sciences Building as well as Rollins Hall.

The status of the Ellmer Family Baseball Complex was reported along with the renovations of the project that adds 15,700 sf of new construction and 5400 sf of renovated space. Executive Vice President Reed presented a request for the Committee to recommend for the full Board's approval of the University's intention to issue \$10 million in bond funds through the Virginia College Building Authority (VCBA) Pooled Bond Program for renovation of this athletic facility. This is required by the Virginia Department of the Treasury prior to an institution participating in a bond sale.

Upon recommendation of the Administration and Finance Committee, the following resolution was approved by all members present and voting (*Allen, Campbell, Corn, Dickseski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Mugler, Pitts, Thompson, Wulf Winiarek, and Wyatt*).



## **RESOLUTION OF THE BOARD OF VISITORS OF OLD DOMINION UNIVERSITY VIRGINIA COLLEGE BUILDING AUTHORITY FINANCING AUTHORIZATION**

**WHEREAS**, pursuant to and in furtherance of Chapter 12, Title 23.1 of the Code of Virginia of 1950, as amended (the “Act”), the Virginia College Building Authority (the “Authority”) developed a program (the “Program”) to purchase debt instruments issued by public institutions of higher education in the Commonwealth of Virginia “Participating Institutions” and each a “Participating Institution”) to finance or refinance projects of capital improvement (“Capital Projects” and each a “Capital Project” included in a bill passed by a majority of each house of the General Assembly of Virginia (the “General Assembly”));

**WHEREAS**, under the Program, the Authority from time to time issues its Educational Facilities Revenue Bonds (Public Higher Education Financing Program) (“Pooled Bonds”) to finance the purchase or refunding of debt instruments issued by Participating Institutions to finance or refinance Capital Projects;

**WHEREAS**, if a Participating Institution desires to finance or refinance a Capital Project through the Program it must enter into a loan agreement with the Authority, under which: (i) the Participating Institution will issue its promissory note pursuant to Chapter 11, Title 23.1. of the Code of Virginia of 1950, as amended, to evidence a loan to it by the Authority; (ii) the Authority will agree to issue Pooled Bonds and use proceeds thereof to purchase the promissory note; (iii) the Participating Institution will agree to use proceeds of Pooled Bonds, loaned to it and received in exchange for its promissory note, to finance or refinance the Capital Project and to not take actions that may jeopardize any federal tax-exempt status of interest on Pooled Bonds allocable to financing or refinancing the Capital Project; and (iv) the Participating Institution will agree to make payments under the promissory note in sums sufficient to pay, together with certain administrative and arbitrage rebate payments, the principal of, premium, if any, and interest due on such Pooled Bonds;

**WHEREAS**, the Board of Visitors (“the Board”) of Old Dominion University (the “Institution”) from time to time desires to finance or refinance Capital Projects for the Institution as a Participating Institution under the Program, and now proposes that the institution issue its promissory note or notes (collectively, the “Note”) to be sold to the Authority in accordance with a loan agreement or loan agreements between the Institution and the Authority (collectively, the “Loan Agreement”), under which proceeds of the Pooled Bonds will be loaned to and received by the Institution in exchange for the Note, to finance or refinance costs of the following Capital Projects authorized for bond financing by the General Assembly: the Renovate Baseball Stadium (Project Code 17549) (collectively, the “Project”); and

**WHEREAS**, the Board desires to designate certain Institution officers (i) delegated authority to approve the forms of and to execute and deliver the Loan Agreement, the Note and any amendments thereto, and any other documents necessary or desirable in connection with financing or refinancing costs of the Project through and participation in the Program; and (ii) responsible for monitoring post-issuance compliance with covenants of the Institution related to maintaining any federal tax-exempt status of interest on Pooled Bonds:

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD:**

**Section 1.** The Project is hereby designated to be undertaken and financed or refinanced by the Authority and, accordingly, the *President and Executive Vice President of Administration and Finance* (the “Authorized Officer”) are each hereby delegated and invested with full power and authority to approve the forms of the Loan Agreement, the Note and any amendments thereto (in connection with any refunding of Pooled Bonds financing or refinancing the Project or otherwise), and any pledge to the payment of the Note and any amendment thereto of total gross university sponsored overhead, unrestricted endowment income, tuition and fees, indirect cost recoveries, auxiliary enterprise revenues, general and non-general fund appropriations and other revenues not required by law or previous binding contract to be devoted to some other purpose, restricted by a gift instrument for another purpose or excluded from such pledge as provided in the Loan Agreement, subject to the provisions of Section 3 hereof.

Executive Vice President Reed gave an overview of the completion of campus plots to recognize National Pan-Hellenic Council (NPHC). He then presented an update on the Campus Master Plan. He provided a layout of the process that included physical analyses, identifying opportunities and space needs, as well as next steps. He discussed bringing SmithGroup, an architectural, engineering and planning firm, to the April meeting to present and discuss the draft Plan.

Executive Vice President Reed presented a FY2024-25 mid-year budget update to reflect amendments for FY2023-24 reappropriated balances. These adjustments recognize a total of \$11.8 million in unspent general fund appropriation from FY2023-24. The technical adjustments reflected carryover of \$10.3 million in educational and general funding to support one-time activities and \$1.5 million in student financial aid funding.

Upon recommendation of the Administration and Finance Committee, the following resolution was approved by all members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Mugler, Pitts, Thompson, Wulf Winiarek, and Wyatt*).

## Recommendation for approval of amendments to Old Dominion University's 202 –

Board of Visitors approval of amendments to Old Dominion University's 202 –

Old Dominion University 2024-25 Adjusted Operating Budget									
	Old Dominion University (Agency 221)			Virginia Health Sciences - Legacy EVMS			Combined		
	Adopted Budget	Adjustments	Adjusted Budget	Adopted Budget	Adjustments	Adjusted Budget	Adopted Budget	Adjustments	Adjusted Budget
<b>Education &amp; General Programs</b>									
Revenue									
General Fund	\$ 213.03	\$ -	\$ 213.03	\$ 67.57	\$ -	\$ 67.57	\$ 280.80	\$ -	\$ 280.80
Tuition & Fees	\$ 162.74	\$ -	\$ 162.74	\$ 43.92	\$ -	\$ 43.92	\$ 208.57	\$ -	\$ 208.57
All Other	\$ 2.09	\$ 10.30	\$ 12.39	\$ 76.55	\$ -	\$ 76.55	\$ 78.64	\$ 10.30	\$ 88.94
<b>Total Revenue</b>	<b>\$ 377.86</b>	<b>\$ 10.30</b>	<b>\$ 388.16</b>	<b>\$ 187.95</b>	<b>\$ -</b>	<b>\$ 187.95</b>	<b>\$ 565.81</b>	<b>\$ 10.30</b>	<b>\$ 576.11</b>
Expenditures	\$ (377.86)	\$ (10.30)	\$ (388.16)	\$ (187.95)	\$ -	\$ (187.95)	\$ (565.81)	\$ (10.30)	\$ (576.11)
<b>Net</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Student Financial Assistance</b>									
Revenue	\$ 133.29	\$ 1.55	\$ 134.84	\$ 1.23	\$ -	\$ 1.23	\$ 134.52	\$ 1.55	\$ 136.07
Expenditures	\$ (133.29)	\$ (1.55)	\$ (134.84)	\$ (1.23)	\$ -	\$ (1.23)	\$ (134.52)	\$ (1.55)	\$ (136.07)
<b>Net</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Sponsored Programs</b>									
Revenue	\$ 25.84	\$ -	\$ 25.84	\$ 70.02	\$ -	\$ 70.02	\$ 95.86	\$ -	\$ 95.86
Expenditures	\$ (25.84)	\$ -	\$ (25.84)	\$ (69.52)	\$ -	\$ (69.52)	\$ (94.45)	\$ -	\$ (94.45)
<b>Net</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1.40</b>	<b>\$ -</b>	<b>\$ 1.40</b>	<b>\$ 1.40</b>	<b>\$ -</b>	<b>\$ 1.40</b>
<b>Auxiliary Enterprises</b>									
Revenue	\$ 137.87	\$ -	\$ 137.87	\$ 8.73	\$ -	\$ 8.73	\$ 148.60	\$ -	\$ 148.60
Expenditures	\$ (133.65)	\$ -	\$ (133.65)	\$ (8.73)	\$ -	\$ (8.73)	\$ (142.38)	\$ -	\$ (142.38)
<b>Net</b>	<b>\$ 4.22</b>	<b>\$ -</b>	<b>\$ 4.22</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 4.22</b>	<b>\$ -</b>	<b>\$ 4.22</b>
<b>Gifts &amp; Discretionary</b>									
Revenue	\$ 10.80	\$ -	\$ 10.80	\$ 16.44	\$ -	\$ 16.44	\$ 27.04	\$ -	\$ 27.04
Expenditures	\$ (10.80)	\$ -	\$ (10.80)	\$ (13.54)	\$ -	\$ (13.54)	\$ (24.14)	\$ -	\$ (24.14)
<b>Net</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2.90</b>	<b>\$ -</b>	<b>\$ 2.90</b>	<b>\$ 2.90</b>	<b>\$ -</b>	<b>\$ 2.90</b>
<b>Total University</b>									
Revenue	\$ 685.47	\$ 11.86	\$ 697.32	\$ 284.36	\$ -	\$ 284.36	\$ 909.83	\$ 11.86	\$ 921.69
Expenditures	\$ (681.24)	\$ (11.86)	\$ (693.10)	\$ (280.00)	\$ -	\$ (280.00)	\$ (901.31)	\$ (11.86)	\$ (913.16)
<b>Net</b>	<b>\$ 4.22</b>	<b>\$ -</b>	<b>\$ 4.22</b>	<b>\$ 4.30</b>	<b>\$ -</b>	<b>\$ 4.30</b>	<b>\$ 8.52</b>	<b>\$ -</b>	<b>\$ 8.52</b>

Executive Vice President Reed provided the University's financial performance report as of September 30, 2024. Mike LaRock, Associate Vice President of Foundations, provided the Educational Foundation investment update, and Garrett Shelton, Chief of Police and Assistant Vice President for Public Safety, provided the public safety report that included an overview of the Old Dominion University Police Department Guardian Score, a collection of data reflecting the community's interaction with their police. The ODU Police Department earned an overall score of 4.71 out of 5.

## ATHLETICS COMMITTEE REPORT

Mr. Ross Mugler, Chair of the Athletics Committee, reported that Murray Rudisill, Head Coach for Men's Golf, and Kyle Edwards, Student-Athlete Advisory Council President and baseball student-athlete, were introduced at the start of the meeting. Coach Rudisill is preparing to enter his 50<sup>th</sup> season as the head coach of Old Dominion University's men's golf program. He reflected on his time throughout his tenure and answered questions from the Board. Mr. Edwards explained the role of the Student-Athlete Advisory Board (SAAC) on campus and that ODU student-athletes have 99% participation in SAAC. He shared the various community engagement opportunities that Monarch student-athletes have participated in so far this semester. Over 4,300 community service hours have been donated by student-athletes this semester and ODU consistently ranks in the top 10 nationally for Division I institutions in community service.

Scott Johnson, Associate Athletic Director for Sports Medicine and Athletic Training, showcased by video the ways in which athletic training is collaborating with the new Ellmer College of Health Sciences and EVMS. Jena Virga, Executive Director of the Old Dominion Athletic Foundation

(ODAF), provided an update on the fundraising progress of the Foundation, including the following:

- Campaign goal: \$120M; achieved \$93.8M (78.21% of the goal).
- Key contributions: 524 major gifts over \$25K and 10 gifts over \$1M.
- 60th Anniversary Achievements:
  - \$250M raised, induction of 182 athletes into the ODU Sports Hall of Fame, and development of state-of-the-art facilities.
  - A \$60K campaign celebrating 60 years.

Danielle Cohea, Senior Associate Athletics Director, provided updates on the *NCAA v. House* settlement and its impact on ODU Athletics. Key aspects of a recent NCAA legal settlement include:

- Compensation for past and future losses tied to NCAA distribution;
- Changes to scholarship team limits and introduction of roster caps; and
- New revenue-sharing mechanisms linked to direct NIL (Name, Image, and Likeness) deals.

Wood Selig, Ed.D., reported on the impact of the Sun Belt Conference's ESPN media rights deal and how ODU Football was able to have three nationally televised broadcasts this fall. Of note was the ESPN2 televised broadcast on October 24, 2024, which saw 241,000 viewers. Dr. Selig ended the meeting with academic highlights from the conference. ODU had the most football student-athletes in the conference achieve SBC Commissioner's List (3.5 GPA or better) at 40 student-athletes and Academic Honor Roll (3.00-3.49 GPA) at 22 student-athletes. ODU and Marshall co-lead the SBC with six programs at each institution earning perfect 100% graduation success rates.

At the conclusion of the Committee report, Mr. Campbell requested that this Committee meet four times a year considering the fast-paced environment of athletics.

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

Robert Corn, Chair of the Audit, Compliance, and Human Resources Committee, reported that Amanda Skaggs, Associate Vice President for Compliance and Chief Audit Executive, briefed the Committee on several items that are now required of the 2024 Global Internal Audit Standards to include the University Audit Department's strategic plan, performance measures, and budget.

Associate Vice President Skaggs reported on the results of the Police Department Fiscal Activities FY2024 engagement, noting that the department received an overall rating of Effective and had no reportable findings. She also shared the results of the Office of the President FY2024 Expenditures engagement, which included an overall rating of Highly Effective and no reportable findings. The status of open audit issues was shared with the Committee, noting that only 12 action items remain open. The Committee then received an update on the open audit projects.

The annual risk assessment process and the FY2025 proposed audit plan were shared. Upon the recommendation of the Audit, Compliance, and Human Resources Committee, the proposed FY2025 Audit Plan was approved by all members presented and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Mugler, Pitts, Thompson, Wulf Winiarek, and Wyatt*).

OLD DOMINION UNIVERSITY University Audit Department Proposed Audit Plan FY2025			
SCHEDULED ENGAGEMENTS			
Audits	Area	Budget Hours	Group Total
Honors College	Academic Affairs	250	
Graduate School	Academic Affairs	250	
University Travel	Administration and Finance	350	
Indigent Care Apportionment Plan FY2024 EVMS Activities	Virginia Health Sciences	200	
Veteran Affairs Post-9/11 GI Bill Benefits FY2024 EVMS Activities	Student Enrollment, Engagement and Services	300	
Campus Life Services: Dining Services Contract Administration	Student Enrollment, Engagement and Services	225	
Petty Cash	Multiple	125	
Amazon Web Services Cloud Computing Environment	Digital Technology and Transformation	400	
IT Project Management	Digital Technology and Transformation	300	
Endowment and Gift Spending	Multiple	200	
			2,600
Annual Engagements	Area	Budget Hours	Group Total
Office of the President FY2024 Expenditures	Office of the President	125	
Police Department Fiscal Activities FY2024	Administration and Finance	200	
			325
Audits Started In Prior Fiscal Years	Area	Budget Hours	Group Total
Enterprise Data Storage and Recovery	Digital Technology and Transformation	150	
College of Engineering and Technology	Academic Affairs	300	
Onboarding Processes (Classified and AP Faculty)	Multiple	350	
Provisioning of Affiliate Access	Multiple	200	
EVMS Research and Development FY2024	Virginia Health Sciences	1200	
			2,200
Total Scheduled Audit Hours			5,125
OTHER AUDIT ACTIVITIES			
Assisting Others	Area	Budget Hours	Group Total
Audit Outreach	University Wide	50	
Web Time Entry Override Reports	University Wide	70	
Auditor of Public Accounts Internal Control Follow-Up	Multiple	150	
Advisory Services (Multiple Engagements)	Multiple	850	
			1,120
Activity		Budget Hours	Group Total
Audit, Compliance and Human Resources Committee Activities		200	
Audit Planning and Risk Assessment		150	
State Fraud, Waste and Abuse Hotline and Internal Investigations		200	
Follow-Up Activities for Open Action Items		200	
Policy Review Committee		75	
Audit Software Administration		30	
IIA Global Internal Audit Standards Implementation		50	
Quality Assurance Improvement Program		200	
Continuing Professional Development		300	
			1,405
Total Other Audit Activities			2,525
Total Audit Hours			7,650

The Committee convened in Closed Session to discuss the performance of specific departments where such evaluation involved discussion of the performance of specific individuals and to discuss the results of two IT audits that included specific cybersecurity threats and vulnerabilities where discussion in an open meeting would jeopardize the safety or security of the University's information technology system of software programs.

After reconvening in open session, Executive Vice President Reed reported on the Reg Flag Rule that relates to federal regulations regarding identity theft. It is University policy that requires annual affirmation to the Board that the University has met all the requirements and that University

personnel have completed all required training. Executive Vice President Reed confirmed this for 2024.

Ms. September Sanderlin, Vice President for Human Resources, Diversity, Equity, and Inclusion, updated the Committee on FLSA, Department of Human Resources transformation, and recognition as a Healthiest Employer in Virginia.

Vice President Sanderlin shared the proposed 403b Plan Document Amendment and Restatement. Upon recommendation of the Audit, Compliance, and Human Resources Committee, the proposed 403b Plan Document Amendment and Restatement (*Allen, Campbell, Corn, Dickseski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Mugler, Pitts, Thompson, Wulf Winiarek, and Wyatt*).

Vice President Sanderlin presented the resolution to approve the Administrative and Professional Faculty Appointments. Upon recommendation of the Audit, Compliance, and Human Resources Committee, the following resolution was approved by all members present and voting (*Allen, Campbell, Corn, Dickseski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Mugler, Pitts, Thompson, Wulf Winiarek, and Wyatt*).

### **Administrative Faculty Appointments May 25, 2024 – August 10, 2024**

RESOLVED, that upon the recommendation of the Audit, Compliance, and Human Resources Committee, the Board of Visitors approves the following administrative faculty appointments.

<b><u>Name and Rank</u></b>	<b><u>Salary</u></b>	<b><u>Effective Date</u></b>	<b><u>Term</u></b>
<b>Julia Adkins</b> Senior Auditor, Assistant Instructor University Audit Department	\$87,526	9/10/2024	12 mos.

Julia Adkins holds a Bachelor of Science degree in Business Administration from Radford University. Adkins brings experience as the Digital Operation Analyst at Dollar Tree Stores.

<b>Pierre Atallah</b> Senior Associate Registrar for Academic Services, Assistant Instructor Academic Affairs <i>Exceptional Hire</i>	\$110,000	11/1/2024	12 mos.
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Pierre Atallah holds a Master of Science in Business Administration from American University of Science and Technology, Lebanon and a Bachelor of Science in Management Information Systems from American University of Science and Technology, Lebanon. Atallah brings experience as the Associate Registrar for Student Services at Old Dominion University.

<b>Amy Becraft</b> Standardized Patient Educator, Professional Skills CTR	\$81,452	10/24/2024	12 mos.
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Amy Becraft holds a Bachelor of Science in Psychology from the University of Dayton. Becraft brings experience as a Standardized Patient, Event Administrator for Eastern Virginia Medical School.

<b>Natasha Bibbins</b> Director of Academic Resources, Instructor VP of Academic Affairs	\$92,000	9/25/2024	12 mos.
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Natasha Bibbins holds Master of Science in Management from the University of Phoenix and a Bachelor of Science in Business from the University of Phenix. Bibbins brings experience as the Operations Manager, Interdisciplinary Schools with Old Dominion University.

<b>Brittany Bookout</b> Ultrasonographer I, MFM- Hofheimer Hall	\$68,776	10/25/2024	12 mos.
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Brittany Bookout holds a Master of Education from Norfolk State University, Bachelor of Science in Biology from Virginia Tech, and Associates of Diagnostic Medical Sonography from ECPI University. Bookout brings experience as Diagnostic Medical Sonographer.

<b>Dr. Eric Bumanglag</b> Nurse Practitioner II, Otolaryngology	\$140,185	9/25/2024	12 mos.
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Dr. Eric Bumanglag holds a Doctor in Nursing Practice from Virginia Commonwealth University, a Master of Arts in Human Services Counseling from Regent University and a Bachelor of Science in Nursing from Hampton University. Dr. Bumanglag holds around 15 years of clinical experience from various hospitals including Sentara.

<b>Dr. Erin Bunton</b> Civil Rights/Title IX Investigator, Assistant Professor Institutional Equity and Diversity	\$85,000	9/25/2024	12 mos.
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Dr. Erin Bunton holds a Doctor of Philosophy degree in Higher Education from Old Dominion University, a Master of Science degree in Education at Old Dominion University, and a Bachelor of Arts degree in Sociology from Old Dominion University. Dr. Bunton brings experience as the Data Analyst at AMA, Inc.

<b>Dr. Allison Burch</b> CRM Manager, Assistant Professor Enrollment Management	\$71,400	10/10/2024	12 mos.
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Dr. Allison Burch holds a Doctor of Philosophy degree in Agricultural Sciences Education and Communication from Perdue University, and a Master of Science degree in Regulator Science from the University of Arkansas. Dr. Burch brings experience as the Director of Admissions Operations at Mary Baldwin University.

<b>Charlotte Burchett</b> Physician Assistant, Medical Group- Psychiatry	\$98,758	8/10/2024	12 mos.
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Charlotte Burchett holds a Master of Physician Assistant from Eastern Virginia Medical School and a Bachelor of Arts, Foreign Affairs from the University of Virginia. Burchett brings experience from her clinical rotations as an EVMS student in the departments of Psychiatry, Family Medicine, Pediatrics, ENT, Women's Health, Emergency Medicine, Surgery, and Internal Medicine.

<b>Nancy Cline</b> Civil Rights/Title IX Investigator, Instructor Institutional Equity and Diversity	\$80,000	9/10/2024	12 mos.
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Nancy Cline holds a Master of Science degree in Education Administration and Supervision from Old Dominion University, and a Bachelor of Science degree in History from Hampton University. Cline brings

experience as the Assistant Director of Family and Community Partnership at West Virginia Department Education.

<b>Dr. Sara ‘Nicole’ Cronenwett</b> Director, Fraternity & Sorority Life, Assistant Professor Student Engagement and Traditions <i>Exceptional Hire</i>	\$85,000	9/10/2024	12 mos.
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Dr. Nicole Cronenwett holds a Doctor of Philosophy degree in Higher Education Administration from Bowling Green State University, a Master of Science in College Student Personnel Administration from the University of Central Missouri, and a Bachelor of Science in Mass Communications from Texas Women’s University. Dr. Cronenwett brings experience as the Director of Fraternity and Sorority Life with Radford University.

<b>Robert Donovan</b> Senior Auditor, Assistant Instructor University Audit Department	\$84,000	9/25/2024	12 mos.
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Robert Donovan holds a Bachelor of Science degree in Business Administrator from Old Dominion University and an Associate of Science degree in Business Administrator from Northern Virginia Community College. Donovan brings experience as the Internal Auditor at TowneBank.

<b>Kristin Dunham</b> Registered Nurse, Otolaryngology	\$81,452	10/7/2024	12 mos.
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Kristin Dunham holds a Bachelor of Science in Nursing from Western Governors University. Her previous clinical experience included working within Sentara Hospital systems as a Registered Nurse in general surgery and pain management.

<b>Maria Edwards</b> Professional Counselor, Instructor Counseling Services	\$68,000	9/25/2024	12 mos.
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Maria Edwards holds a Master of Science degree in Art Therapy and Counseling from Eastern Virginia Medical School, and a Bachelor of Fine Arts degree in Studio Art at Western Carolina University. Edwards brings experience as the Psychotherapist at Pasadena Villa Outpatient.

<b>Keith Fellenstein</b> Assistant Athletic Director of Facilities, Grounds and Turf Management, Assistant Instructor Athletics	\$60,000	10/25/2024	12 mos.
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Keith Fellenstein holds a Bachelor of Arts degree in History from the University of Maryland. Fellenstein brings experience as a Golf Course Superintendent at Belmont Country Club.

<b>Shannon Freeman</b> Associate Director for Finance, Instructor Student Housing	\$75,000	11/25/2024	12 mos.
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Shannon Freeman holds a Master of Science degree in Psychology from Walden University, a Bachelor of Arts degree in Business Administration at Saint Leo University, and an Associate of Applied Science degree in Office Systems Technology from Tidewater Community College. Freeman brings experience as the Budget Manager at Old Dominion University.



<b>Amelia Frelier</b> Coordinator of Graduate Recruitment, Instructor Graduate Admissions <i>Emergency Hire</i>	\$55,156	9/25/2024	12 mos.
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Amelia Frelier holds a Master of Public Administration from Old Dominion University and a Bachelor of Science in Psychology from Old Dominion University. Frelier brings experience as an Administrative and Academic Program Coordinator for Old Dominion University.

<b>Kimberly Gray</b> Nurse Practitioner, Internal Medicine	\$116,534	7/29/2024	12 mos.
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Kimberly Gray holds a Master of Science, PMHNP from Walden University and a Bachelor of Science in Nursing from Norfolk State University. Gray brings experience as a Registered Nurse for the Department of Defense- Navy.

<b>Rebecca Hales</b> Audiologist, Otolaryngology HNS	\$74,598	7/8/2024	12 mos.
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Rebecca Hales holds a Bachelor of Science in Deaf Education K-12 from the University of North Carolina at Greensboro. Hales brings experience as a Graduate Clinician for EVMS Hearing & Balance and JMU Audiology Clinic. Hales also brings experience as a Teacher of the Deaf for Williamsburg/James City County.

<b>Raven Holloman</b> Registered Nurse, OB/GYN	\$66,414	10/10/2024	12 mos.
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Raven Holloman holds an Associate of Science in Nursing from Fortis College with a Phlebotomy Certification from ECPI University. Her most recent professional experience includes working as Riverside Regional Medical Center as a Medical Surgical Nurse.

<b>Yujie Huang</b> Associate Director for Assessment, Assistant Professor Institutional Effectiveness & Assessment	\$85,000	9/10/2024	12 mos.
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Dr. Yujie Huang holds a Doctor of Philosophy degree in Agricultural Sciences Education and Communication from Perdue University, and a Master of Science degree in Regulator Science from the University of Arkansas. Dr. Huang brings experience as the Learning Assessment and Applied Research Manager at the Studio for Teaching & Learning Innovation.

<b>Dr. Kelly King</b> Physician, Assistant Professor Student Health Services	\$200,384	11/10/2024	12 mos.
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Dr. Kelly King holds a Doctor of Medicine degree from the University of Mississippi, a Master's degree from the University of Mississippi, and a Bachelor's degree from the University of Mississippi. Dr. King brings experience as a Physician at US Acute Care Solutions.

<b>Deborah Kirkland</b> Transfer Academic Success Advisor, Instructor Arts & Letters Commonwealth Account	\$50,715	8/25/2024	12 mos.
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Deborah Kirkland holds a Master of Science Education degree in Clinical Mental Health Counseling from Old Dominion University, a Bachelor of Science degree in Human Services from Old Dominion University,

and an Associate of Applied Science degree in Psychology and Social Work from Rappahannock Community College. Kirkland brings experience as an Advisor at Old Dominion University.

<b>Henry Leonardi</b> 2 <sup>nd</sup> Assistant Women's Rowing Coach, Assistant Instructor Athletics <i>Exceptional Hire</i>	\$63,920	8/25/2024	12 mos.
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Henry Leonardi holds a Bachelor of Art in Economics from Bucknell University. Leonardi brings experience as the Assistant Coach & Recruiting Coordinator Men's Club- Varsity Crew with Bucknell University.

<b>Kaitlyn McCoy</b> MEESA ILAB Program Manager Instructor, Maritime & Environment Studies <i>Emergency Hire</i>	\$85,000	10/25/2024	12 mos.
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Kaitlyn McCoy holds a Master of Science in Library Science from East Carolina University and a Bachelor of Art in English from the University of Phoenix. McCoy brings experience as the Program Manager for the Brooks Crossing Innovation Lab for Old Dominion University.

<b>Brittany Mitchell</b> Community Faculty Relationship Specialist, Experiential Learning	\$81,452	9/25/2024	12 mos.
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Brittany Mitchell holds a Bachelor of Arts in Broadcast Journalism from the University of Mississippi. She holds experience as a News Anchor/ Reporting for WVEC-TV in Norfolk, VA. Her most recent position as a Sales Director with Mary Kay, Inc. where she demonstrated the ability to act as a key partner in business operations.

<b>Leah Mudd</b> Associate Director for Orientation, Instructor Center for Orientation, Transition and Retention <i>Emergency Hire</i>	\$65,000	9/10/24	12 mos.
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Leah Mudd holds a Master of Science in Higher Education from Florida State University and a Bachelor of Arts in Psychology from Bellarmine University. Mudd brings experience as the Student Recruitment and Admissions Officer with Bellarmine University.

<b>Stephanie Nahitchevansky</b> Registered Nurse, MFM- Hofheimer Hall	\$81,452	11/10/2024	12 mos.
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Stephanie Nahitchevansky brings 20+ years of nursing experience as a travel and staff RN, most recently as a Pediatric School Nurse for Norfolk Public Schools.

<b>Sarah Osorio</b> CRM Administrator, Instructor Distant Learning Support	\$75,000	9/25/2024	12 mos.
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Sarah Osorio holds a Master of Science degree in Library Science from the University of North Carolina and a Bachelor of Arts degree in Government and History from the University of Virginia. Osorio brings experience as the Quality Assurance and Testing Lead, Consultant Analyst at Cloud for Good.

<b>Crystal Rawls</b>	\$51,912	10/25/2024	12 mos.
Academic Advisor, Instructor School of Public Health			

Crystal Rawls holds a Master of Science degree in Educational Leadership in Higher Education from Old Dominion University and a Bachelor of Science in Mass Communication from Virginia Commonwealth University. Rawls brings experience as a Senior Academic Advisor at George Washington University.

<b>Dr. Luisel Ricks-Santi</b>	\$165,000	9/4/2024	12 mos.
Senior Associate VP of Diversity & Inclusion EVHSC Diversity and Inclusion			

Dr. Luisel Ricks-Santi holds a Doctor of Philosophy in Tumor Biology from Georgetown University and Bachelor of Science in Molecular Biology from Hampton University. Dr. Ricks-Santi brings experience as an Associate Director of Diversity, Equity & Inclusion for the University of Florida Health Cancer Center.

<b>Kiarra Robinson</b>	\$81,452	10/10/2024	12 mos.
Registered Nurse, Internal Medicine - Sickle Cell Program			

Kiarra Robinson holds a Bachelor of Science in Nursing from University of Maryland and an Associate Degree in Nursing from Prince George's Community College in Maryland. She began her professional experience with Sentara Norfolk General Hospital in 2018 as a Registered Nurse in the Surgical Observation Unit.

<b>Briana Sachner</b>	\$72,686	9/25/2024	12 mos.
Nurse Manager I, MFM- TPC			

Briana Sachner holds a Bachelor of Science in Nursing and a Bachelor of Science in Health Science from George Washington University. Sachner brings experience as Staff Nurse, Oncology for Sentara Virginia Beach General.

<b>Ruby Schaubach</b>	\$49,440	9/10/2024	12 mos.
Coordinator, Fitness and Wellness, Instructor Recreation & Wellness			

Ruby Schaubach holds a Master of Science degree in Exercise Science from Old Dominion University, and a Bachelor of Science degree in Athletic Training from James Madison University. Schaubach brings experience as the Fitness Specialist with MWR at Dam Neck Base Fitness Facility.

<b>Brandy Sidlo</b>	\$73,000	9/25/2024	12 mos.
Instructional Technologist, Assistant Professor Digital Innovation & Technology			

Brandy Sidlo holds a Master of Arts degree in English from Old Dominion University, a Master of Arts degree in Education from the College of William and Mary, and a Bachelor of Arts degree in English from College of William and Mary. Sidlo brings experience as a Teacher at Hampton City Schools.

<b>Maura Simokaitis</b>	\$98,758	8/20/2024	12 mos.
Physician Assistant, Dermatology			

Maura Simokaitis holds a Master of Physician Assistant from Eastern Virginia Medical School and a Bachelor of Science in Biology from the University of Missouri-Columbia. She held honors in her various clinical rotations and pertinent experience with various healthcare treatments and technologies. Simokaitis began her healthcare career with Washington University in St. Louis as a Certified Medical Assistant.

<b>Bhavdeep Singh</b> CRM Developer, Instructor Digital Innovation & Technology	\$100,000	11/10/2024	12 mos.
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Bhavdeep Singh holds a Master of Science in Computer Science from California State University, Northridge and a Bachelor of Science in Computer Science and Engineering from Punjab Technical University in India. Singh brings experience as a Senior Sales Force Developer/ Administrator/Dev-Ops.

<b>Alecia Stancil</b> Program Manager CSLS, Assistant Instructor Computer Science Lab Schools <i>Emergency Hire</i>	\$75,000	10/25/2024	12 mos.
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Alecia Stancil holds a Bachelor of Science in Biology from Virginia Union University. Stancil brings experience as a TEC Training Coordinator for the Institute for Advance Learning and Research.

<b>Rajaka Tucker</b> Assistant Controller – Foundations, Instructor Foundation Accounting <i>Exceptional Hire</i>	\$115,000	9/25/2024	12 mos.
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Rajaka Tucker holds a Master of Business Administration in Accounting from Regent University, a Master of Education from Regent University, and a Bachelor of Arts in Business Administration from Lakeland College. Tucker brings experience as the General Accounting Manager with Smithfield Foods.

<b>Ashlyn Tuft-Williams</b> Program Manager, OB/GYN	\$70,569	8/25/2024	12 mos.
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Ashlyn Tuft-Williams holds a Master of Business Administration from Longwood University and a Bachelor of Science in Health Services Administration from Old Dominion University. Tuft-Williams brings experience as a Staff Accountant for Eastern Virginia Medical School.

<b>Taylor Waddell</b> Registered Nurse, MFM- Hofheimer Hall	\$81,452/10/2024	12 mos.
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Taylor Waddell holds a Bachelor of Science in Nursing from Marian University. She holds various Licensures and certifications ranging from NRP to AWHONN. She has prior working experience as a Labor & Delivery Nurse with Sentara Norfolk General Hospital.

<b>Mary Wagner</b> Registered Nurse, MFM-TPC	\$81,452	9/10/2024	12 mos.
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Mary Wagner holds a Bachelor of Science degree in Nursing from James Madison University. She holds three active certifications from the American Heart Association and prior experience working in L&D and HCA Reston Hospital Center.

<b>Dr. Jasper Waugh-Quasebarth</b> Director and Curator, Gordon Art Galleries, Assistant Professor College of Arts and Letters	\$89,600	8/25/2024	12 mos.
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Dr. Jasper Waugh-Quasebarth holds a Doctor of Philosophy with distinction from the University of Kentucky, a Master of Arts degree in Anthropology from the University of Kentucky, and a Bachelor of Arts degree in Anthropology and History from the University of Virginia. Dr. Waugh-Quasebarth brings experience as a Visiting Assistant Professor in the Department of Comparative Studies, Director of the Center of Folklore Studies and Archivist for Center of Folklore Studies at Ohio State University.

<b>Dr. Rachel Sparks White</b>	\$100,000	10/25/2024	12 mos.
Director, Aerospace Academy Eastern Shore, Assistant Professor Aerospace Academic of Eastern Shore <i>Emergency Hire</i>			

Dr. Rachel Sparks White holds a Doctor of Philosophy in Curriculum and Instruction from Old Dominion University, a Master of Science in Physics from the University of Utah, a Bachelor of Science in Physics and a Bachelor of Science in Applied Mathematics from Old Dominion University. Dr. Sparks White brings experience as the Assistant Director for the Virginian Space Grant Consortium.

<b>Kelsey Whitlow</b>	\$57,000	9/10/2024	12 mos.
Student Success Director, Instructor Digital Transformation and Technology			

Kelsey Whitlow holds a Master of Science degree in Education from Old Dominion University, and a Bachelor of Science degree in Human Services from Old Dominion University. Whitlow brings experience as the Academic Advisor & Success Coach at Old Dominion University.

<b>Kelsey Wilkinson</b>	\$125,000	11/10/2024	12 mos.
Assistant Vice President for State Relations and Health Policy, Instructor Governmental Relations			

Kelsey Wilkinson holds a Master of Public Administration degree from the University of Pennsylvania and a Bachelor of Arts in Political Science and Business Management from Randolph Macon College. Wilkinson brings experience as the Director of Government Affairs with the Medical Society of Virginia.

<b>Heather Williams</b>	\$65,000	8/10/2024	12 mos.
Registered Nurse, Diabetes CTR			

Heather Williams holds a Bachelor of Science in Biology from Old Dominion University and an Associate Degree in Nursing from Bryant and Stratton College. Williams brings experience as an LPN for Eastern Virginia Medical School.

<b>Otis Williams</b>	\$57,031	11/10/2024	12 mos.
Assistant Director for Leadership and Career Programs, Instructor Center for Career and Leadership Development			

Otis Williams holds a Master of Science degree in Education from Old Dominion University, and a Bachelor of Science degree in Economics from Florida Atlantic University. Williams brings experience as a Residence Director at Berklee College of Music.

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## **GOVERNANCE COMMITTEE REPORT**

Ms. Jerri Dickeski, Chair of the Governance Committee, reported that the Governance Committee reviewed the Board self-assessment survey or any proposed changes before it is sent out for Board members to complete in January. The Committee appropriate the survey with no changes. As was done last year, the survey will be set up so that individuals who complete the survey can be identified and follow-up can be done for those who did not. The goal once again is to have 100% participation.

The Committee reviewed two Board policies that were scheduled for review in 2024. Only two minor revisions were proposed for Board Policy 1106, Public Comment on Undergraduate Tuition and Mandatory Fee Increases. The Committee approved the revisions and recommended the policy to the Board for approval. Proposed revisions to Policy 1106 were approved by all members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Mugler, Pitts, Thompson, Wulf Winiarek, and Wyatt*).

**NUMBER:** 1106

**TITLE:** Public Comment on Undergraduate Tuition and Mandatory Fee Increases

**APPROVED:** December 5, 2019

**SCHEDULED REVIEW DATE:** December 2024

In accordance with § 23.1-307(D) of the *Code of Virginia*, the Old Dominion University Board of Visitors (hereinafter referred to as “the Board”) will provide students and the public a projected range of any planned increase in undergraduate tuition and mandatory fees, an explanation of the need for the increase, and notice of the date and location of any such increase at least 30 days prior to such vote. Additionally, in accordance with § 23.1-307(E), the Board will permit public comment on any proposed increase in undergraduate tuition and mandatory fees prior to any vote referenced in subsection D.

- A. The Board will facilitate a budget overview for the public followed by a public comment session whenever increases in undergraduate tuition & mandatory fees are proposed. This workshop/public comment session will be held prior to the Board’s regular meeting at which time the Board will consider the administration’s proposal. Public notice for this session will be given as required by law and concurrent with the notice of the projected range of any planned undergraduate tuition and mandatory fee increase.
- B. The budget workshop/public comment session will generally be held on the established date of the Board’s Executive Committee meeting held in March in advance of its regular meeting in April, unless the Board elects to consider such increases during another public meeting as defined by §2.2-3701 of the *Code of Virginia*. All members of the Board will be invited to attend this session.
- C. At least three Board members must be present for the public comment session, including at a minimum the Rector or Vice Rector of the Board.
- D. Prior to the public comment session, the university administration will present the background and history of the University’s tuition and fees and factors considered in proposing any increases.
- E. Anyone who wishes to comment at this session must register in advance with the Executive Secretary of the Board of Visitors. Requests must be made via email or telephone and will be accepted on a first-come/first-served basis up to 48 hours prior to the meeting. Speakers will be asked to specify their affiliation with the University (e.g., current/former student, faculty/staff, parent, member of public, etc.) and provide contact information. Instructions

for registering to speak will be included with the notice of the meeting.

- F. All public comment made at the public comment session must be limited to the topic of undergraduate tuition and mandatory fee increases and each registered speaker will be allowed to speak for up to three minutes.
- G. Dedicated time slots will be reserved during the public comment session for the student representative to the Board and a representative of the Student Government Association should they wish to make comments.
- H. The public comment session will be limited to 60 minutes. If time remains during the one-hour public comment session after the pre-registered speakers offer their comments, additional individuals may be offered the opportunity to speak but will be limited to speak for only two minutes.
- I. Written comments will also be accepted from the date that the public notice is issued until 24 hours prior to the meeting at which the Board considers tuition and fee increases and may be submitted in hard copy or via email. Instructions for doing so will be included in the public notice.
- J. The Board will not respond to oral or written comments.

In accordance with § 23.1-307(F) of the *Code of Virginia*, the Board of Visitors, through the Rector or his/her designee will provide the public with an explanation for any deviation from the projected range of the planned increase in undergraduate tuition and mandatory fees that it previously provided to the general public. Such explanation will be provided orally or in written form before the Board takes final action on any undergraduate tuition and mandatory fee increase. The Board's minutes will include the written comments or a transcript of the oral comments.

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Policy 1419, Course Material Adoption Policy, was shared with the Faculty Senate and the Senate proposed two revisions. The Committee approved the revisions and recommended the policy to the Board for approval. Proposed revisions to Policy 1106 were approved by all members present and voting (*Allen, Campbell, Corn, Dickeski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Mugler, Pitts, Thompson, Wulf Winiarek, and Wyatt*).

**NUMBER:** 1419  
**TITLE:** Course Materials Adoption Policy (Reviewed; No Proposed Revisions)  
**APPROVED:** April 25, 2019

#### **I. Policy Statement and Purpose**

In accordance with the Code of Virginia §23.1-1038, it is the policy of Old Dominion University to encourage efforts to minimize the cost of course materials for students while maintaining the quality of education and academic freedom. In addition, pursuant to §23.1-1308, Old Dominion University shall implement guidelines for the adoption and use of low-cost and no-cost open educational resources in courses offered at the University.

## II. University Compliance

To the maximum extent practicable, each institution of higher education receiving Federal financial assistance shall disclose, on the institution's Internet course schedule and in a manner of the institution's choosing, the International Standard Book Number (ISBN) and retail price information of required and recommended college textbooks and supplemental materials for each course listed in the institution's course schedule used for preregistration and registration purposes.

Pursuant to § 23.1-1038.3:1 of the Code of Virginia, no employee at Old Dominion University shall demand or receive any payment, loan, subscription, advance, deposit of money, services or anything, present or promised, as an inducement for requiring students to purchase a specific textbook required for coursework or instruction, with the exception that the employee may receive

- (i) sample copies, instructor's copies, or instructional material, not to be sold, and
- (ii) royalties or other compensation from sales of textbooks that include such instructor's own writing or work.

Faculty members may require course materials they have authored or co-authored for classes they teach. However, the selection of one's own course material for which the faculty member is receiving remuneration should be communicated to the department chair (or the Dean if the faculty member teaching the course is the chair) prior to adoption. The chair should determine that the course materials are appropriate for that class and keep a copy of the communication in the department file.

## III. Definitions

- A. **Course materials** - For the purpose of this policy, course materials include but are not limited to textbooks, articles, videos, streaming media, software applications, and/or media bundles designed to be used in a course to introduce students to a subject or continue basic instruction at the intermediate or advanced level. Commonly, although not always, course materials include study questions, discussion topics, study guides or exercises at the end of each chapter and may be published in subsequent editions in order to update information in previous editions. Course materials may be designed for use in undergraduate courses, graduate courses, or for use in professional programs.
- B. **Open Education Resources** – For the purposes of this policy, the definition of the U.S. Department of Education is followed. Open education resources (OER) are openly licensed educational resources as teaching, learning, and research resources that reside in the public domain or have been released under a license that permits their free use, reuse, modification, and sharing with others.
- C. **Open Education Resources Committee** – The University-level committee that establishes overall policy and guidelines for implementation and expansion of OER course materials in accordance with existing University policies.



#### **IV. Open Education Resources (OER) Adoption Practices**

- A. To reduce costs and provide access to course materials, faculty and departments are encouraged to use open education materials in their courses to minimize the costs of course materials for students.
- B. Faculty are encouraged to adopt or adapt existing, or create new OER, including open textbooks.
- C. Faculty and departments who develop OER can have those resources digitally stored at Old Dominion University. For questions on copyright of materials development by the faculty, please see [Board of Visitors Policy 1424, Policy on Intellectual Property](#).
- D. The Libraries and Academic Affairs, where feasible, will provide resources and training for faculty to identify and use open education resources.
- E. A University OER Committee will be responsible for coordinating the expansion of OER materials across the University.

#### **V. Additional Actions to Minimize the Cost of Course Materials for Students**

- A. Course materials and related class supplies shall be part of the financial aid Cost of Attendance budget used to award financial aid to students.
- B. Faculty are encouraged to utilize the ODU Libraries' collection and electronic books, journals, image databases, audio and video materials, and other supplemental items available.
- C. Faculty are encouraged to limit their use of new edition non-OER textbooks when previous editions do not significantly differ in a substantive way. The appropriate faculty and the University Village Bookstore should ensure adequate supply of the older edition. Faculty members are also encouraged to adopt the best practice of using the same non-OER textbooks for consecutive semesters. Except in unusual circumstances, non-OER textbooks used in sequential courses (e.g., PHYS 101N and PHYS 102N) should not be changed after the first semester.
- D. Faculty are encouraged to use new technologies and packaging techniques such as e-text and bundles that reduce the cost of course materials to students.
- E. Faculty are encouraged to provide instructional materials for students to use through their respective departments and/or the ODU Libraries.
- F. No funds provided for financial aid from University Village Bookstore revenue shall be counted in the calculation for state appropriations for student financial aid.
- G. Faculty should avoid requiring students to purchase materials that will not be used for pedagogical purposes in their courses. For instance, faculty are discouraged from requiring students to purchase technology or software simply to track attendance.

- H. Courses with zero- or low-cost educational resources should be advertised to students.

## **VI. Responsibilities of the Faculty**

- A. Faculty, departments and/or schools should provide required or assigned OER and non-OER course materials information for each particular course to the University Village Bookstore by the specified due date published by the University Village Bookstore. Exceptions will be made for faculty who are hired or assigned after the course adoption due dates. Chairs are encouraged to make the appropriate course adoption adjustments as soon as possible in these cases.
- B. Faculty members shall affirmatively confirm their intent to use each item in a bundled package when placing an adoption for such a package. If the faculty member does not intend to use all items in the bundle, he/she shall notify the University Village Bookstore of the items required, and the Bookstore shall order the individualized items when the store's procurement is cost effective for both the institution and students and such items are made available by the publisher.
- C. Departments offering courses that have adopted OER course materials should submit an OER course material adoption report to the Assistant Vice President for Auxiliary Services.
- D. Instructors of courses adopting OER course materials should post the resources online prior to the beginning of the semester and notify students in the class how to access it.

## **VII. Responsibilities of the University Village Bookstore**

- A. The University Village Bookstore Textbook Manager will communicate the requirements and due dates for course adoptions each academic session. Follow-up communications will be sent to the department chairs and the faculty if the requested materials are not available from the publisher or obtained in a timely manner.
  - 1. The University Village Bookstore continuously works directly with instructors and departments to collect adoptions throughout the process.
  - 2. The OER course material adoption report should be submitted prior to the beginning of the semester.
  - 3. Leading up to and after the due date passes, a course material adoption report is sent to the Assistant Vice President for Auxiliary Services and the Provost's Office to be forwarded to the deans and chairs. This process continues through the beginning of classes each semester.
  - 4. Approximately one month after the start of the fall and spring semesters, the University Village Bookstore alerts the Provost's Office about textbook submissions. The Provost's Office sends an email to deans, chairs, and instructors informing them that it is time to submit course material orders for the next semester to the University Village Bookstore.

- B. The University Village Bookstore shall provide a convenient course materials adoption process, including a web-based method, to expedite the ordering process for non-OER course materials.
- C. The University Village Bookstore shall note courses that utilize OER course materials on the course materials website.
- D. Centralized listings of course materials required or assigned for particular courses shall be available from the University Village Bookstore's website after the relevant instructor or academic department notifies the University Village Bookstore. The University Village Bookstore shall post the relevant information received from the faculty in a timely manner. The listings shall be in a standard format and include the International Standard Book Number (ISBN), when applicable, along with other relevant information.

#### **VIII. Responsibilities of the OER Committee**

The OER Committee reports to the Provost and Vice President for Academic Affairs on the development and enforcement of the University's Course Materials Adoption Policy. The Provost appoints Committee members, to include representatives from the faculty, University Libraries, Information Technology Services (ITS), University Bookstore, Institutional Effectiveness and Assessment, Student Engagement and Enrollment Services (SEES) representative (and/or student), Center for High Impact Practices (CHIP) representative, Center for Learning and Teaching (CLT), Center for Faculty Development, and senior University management. The Provost will solicit recommendations from the Deans for the faculty representatives, who will constitute the majority of the committee. The OER Committee may create subcommittees and task forces as needed to carry out its responsibilities.

Other Committee responsibilities include:

- A. Guiding updates to this policy.
- B. Developing strategies and actions, setting timelines, and determining outcomes that will advance the University's efforts to facilitate adoption of OER.
- C. Tracking local, national, and international developments within the area of OER.
- D. Implementing and coordinating a training program available to faculty on OER. Stimulating discussion, generating supporting material and developing venues for communication and education.
- E. Seeking collaborative ventures internally and with other institutions.
- F. Exploring and identifying possible high impact initiatives that the University could either launch or support, such as pilot projects that promote creation and/or adoption of OER.
- G. Consulting broadly with individuals, groups, and units as needed.

## **Contacts:**

The Office of the Provost and Vice President for Academic Affairs officially interprets this policy. The President may revise or eliminate any or all parts as necessary to meet the changing needs of Old Dominion University and the Commonwealth of Virginia.

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

Ms. Susan Allen, Chair of the Student Enhancement and Engagement Committee, reported that Brandi Hephner LaBanc, Vice President for Student Enrollment, Engagement & Services, and her colleague's shared information on Recruitment, Retention, and ODU Votes.

Ms. Ashley Miller, Associate Vice President for Enrollment Management, provided information about recruitment efforts. She highlighted the Fall recruitment events, Senior search, and increased marketing by a newly built in-house team. She indicated that they will focus on digital marketing, expanding on ground recruitment and merit scholarships to impact Fall 2025 enrollment.

Vice President Hephner LaBanc described some of the Fall activities for students including the variety of student organizations, football excitement, and homecoming activities, all designed to assist in increased engagement and retention efforts.

Dr. Katie Winstead Reichner gave an overview of another SEES initiative, ODU Votes, to drive interest and civic engagement in the voting process. She described their action plan as designed to increase registration turnout and increase students' sense of readiness and awareness about local and national elections.

Vice President Rodriguez Gonser provided a brief overview of the enrollment picture for Spring and Fall 2025. She also shared how they have reimaged the way they work within the new division of Digital Transformation and Technology to transform the digital landscape of ODU by enhancing the experience of students, faculty, staff, and external partners.

Chief Information Security Officer Kate Rhodes provided an overview of ODU's Cybersecurity program. The key initiatives involve people, processes, and technology, taking a layered approach to security and defense. The unit recently participated in a third-party assessment that identified priorities for continuous improvement of the security landscape at the University. Additionally, she updated the Committee on a security breach and detailed their response.

Mr. Kirk Dewyea, Interim Chief Information Officer, shared the vision for technology innovation at ODU, by integrating data, people, process, and technology they will create a resilient, adaptable digital infrastructure that supports ODU's long-term health and innovation. Their goal is to deliver scalable and resilient solutions that foster innovation and collaboration. He noted their work transforming technology as part of the EVMS integration that includes a strategic, phased approach that unites systems between ODU and EVMS, ensuring scalability, security and seamless experience across education, research, and clinical operations.

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

Dr. Brian Holland, chair of the University Advancement and University Relations Committee, reported Alonzo Brandon, Vice President for University Advancement, gave an update on the Capital Campaign. Fundraising progress for this fiscal year totaled \$30.3M, broken out into \$27.5M for the Educational Foundation and \$2.8M for the Athletic Foundation. The goal for this year is \$40 million. He also reported that the Capital Campaign is currently at \$394.09M, which represents approximately 78.82% of the \$500M goal.

Vice President Brandon introduced Harold Williams, Director of the Annual Fund, who presented “Annual Giving: Pathways to Philanthropy,” which focused on current trends and innovations in annual giving. He also introduced Ms. Sylvia Ameen, Senior Associate Vice President for Development & Alumni Relations, who gave an overview of the advancement operation at the Macon & Joan Brock Virginia Health Sciences at Old Dominion University.

Mrs. Kimberly Osborne, Vice President for Communications and Chief Marketing Officer, provided an update on key projects. ODU has partnered with Ologie, a nationally recognized higher education branding agency, which is in the discovery phase of the Brand Project, with completion expected in Spring 2025. This fall, University Communications ran marketing campaigns for Admissions recruitment, brand awareness, and Chemistry Ph.D. recruitment, with seven additional academic program campaigns in progress. ODU earned over 8 billion media impressions, with features in NPR, Rolling Stone, and The Washington Post. Trademark licensing highlights include community events like Dicks House of Sport and Miracle on Monarch, which doubled bookstore sales on one Saturday, as well as the launch of the ODU Burger in November and plans for ODU coffee in early 2025.

## **MOTION FOR CLOSED SESSION**

Mr. Rick Wyatt 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), (8), (11), and (22) for the purposes of discussing the appointment and performance of specific employees; consultation with legal counsel regarding a specific legal matter requiring the provision of legal advice by such counsel; discussion of the award of honorary degrees; and discussion of proprietary, business-related information pertaining to the operations of the Health Sciences Center where disclosure of such information would adversely affect the competitive position of the University.” The motion was properly seconded and approved by all members present and voting (*Allen, Campbell, Corn, Dickseski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Mugler, Pitts, Thompson, Wulf Winiarek, and Wyatt*).

In addition to the Board members in attendance, President Brian Hemphill asked the President’s Cabinet members to remain for part of the closed session agenda.

## **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 (*Allen, Campbell, Corn, Dickseski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Mugler, Pitts, Thompson, Wulf Winiarek, and Wyatt*).

## **ACTION ITEMS**

Upon a motion made and duly seconded, the following resolution was approved by all members present and voting *Allen, Campbell, Corn, Dickseski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Mugler, Pitts, Thompson, Wulf Winiarek, and Wyatt*).

## **HONORARY DEGREES RESOLUTION**

**Now, Therefore Be it Resolved**, the Board of Visitors approves the awarding of honorary degrees as discussed in closed session and as recommended by the Honorary Degree Committee to be presented during the Commencement Ceremony to be held on December 14, 2024, with the name and supporting information to be included in the minutes of this meeting.

### **Kay Kemper**

Kay Kemper is the Founder and former President of Kemper Consulting, a recognized leader in Virginia government relations. She was one of the state's most prominent lobbyists for 35 years.

Prior to founding Kemper Consulting, Ms. Kemper served as the first female Vice President in the history of Old Dominion University. In her capacity as Vice President for Institutional Advancement, she was responsible for all relations with the Virginia General Assembly, alumni, donors, the general public, and all University events and publications. For the past eight years, she has been a member of the ODU Board of Visitors where she was Rector of the Board and Chair of the Executive, Athletic, and Student Enhancement & Engagement and Digital Learning Committees.

Ms. Kemper has a long history of service. She is Past President of the Downtown Norfolk Rotary Club and was the first woman in the club's history to hold that position. She was also the Founding Executive Director of the CIVIC Leadership Institute and served on its Board of Directors for several years. Ms. Kemper served on the Executive Committee of the Greater Norfolk Corporation; the Board of Directors of The Williams School; the Board of Directors of the United Way of South Hampton Roads; the Hampton Roads Chamber of Commerce; the YMCA of South Hampton Roads; the Downtown Norfolk Association; the Virginia Living Museum; the Children's Hospital of The King's Daughters; the Norfolk Convention and Visitors Bureau; Virginia Beach Vision, and OpSail 2000. She was also Senior Warden of the Vestry of Christ and St. Lukes Episcopal Church.

Ms. Kemper has been the recipient of many awards, including the Pioneer of the Year from the Outstanding Professional Women of Hampton Roads, the Women of Distinction Award from the YWCA of South Hampton Roads, and the Port Champion Award from the Virginia Maritime Association. Most recently, she was recognized with a 2024 Distinguished Alumni Award. She is a 1980 graduate of the Strome College of Business.

### **Kelly Till**

Ms. Kelly Till is the first woman President and Publisher to lead the Richmond Times Dispatch in its 172-year history. Ms. Till, a 26-year veteran of the advertising industry, also serves as Vice President of Sales in the southeast region for Lee Enterprises Inc., the parent company of The Times-Dispatch.

Ms. Till became Vice President of Sales for The Times-Dispatch and Lee's Virginia, North Carolina, and New Jersey markets in November 2020 after serving as Vice President of Advertising at The Virginian-Pilot and Daily Press. She is credited with pioneering several new programs for Lee, including the launch of a full-service video studio and news network, the continued expansion of the Amplified Digital advertising program across the region, and the creation of En Forme, a statewide lifestyle magazine.

During her illustrious career, Ms. Till has earned numerous honors including the Women in Leadership Award and 100 People to Meet in 2023 both from Virginia Business; a "Women of Distinction" title from YWCA South Hampton Roads; and a Distinguished Alumni Award from Old Dominion University. She serves on several boards across Virginia including the Board of Directors for the Multi-Media Newspaper Advertising Association where she is a Past Chair. She also served on the Board of Directors for the Virginia Press Association.

Ms. Till's community outreach and ties run deep. She has served on the Child Abuse Advisory Board for Children's Hospital of the King's Daughters, as well as boards for An Achievable Dream; the Virginia Arts Festival; the United Way of Greater Richmond and Petersburg; ChamberRVA, and the Old Dominion University Athletic Foundation.

Ms. Till is also a Women's Initiative Network (WIN) member and mentors first generation female students at ODU. She earned a BSBA in marketing from Old Dominion in 1994. She and her husband, Keith, live in Richmond and have a blended family of five children.

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Upon a motion made and duly seconded, the following resolution was approved by all members present and voting *Allen, Campbell, Corn, Dickeski, Ellmer, Hodge, Holland, Middleton, Mitchum, Montero, Mugler, Pitts, Thompson, Wulf Winiarek, and Wyatt*).

**PRESIDENT BRIAN O. HEMPHILL, PH.D.**  
**2024-2025 PERFORMANCE PLAN**

**Now Therefore Be it Resolved**, the Board of Visitors hereby approves payment as part of President Brian O. Hemphill's 2024-2025 annual performance plan, as discussed in closed session on September 13, 2024, with a progress report provided on December 6, 2024, and that said plan pursuant to Sections D.2. and E. of President Hemphill's employment agree is considered a personnel record.

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With no old/unfinished or new business to come before the Board, the meeting was adjourned at 2:17 PM.



### **INFORMAL NOTATION**

Following approval of the December 6, 2024 Board of Visitors minutes, former Board Member Brian Campbell made a request for the following items to be included as part of these minutes, which were previously approved by the Board. This informal notation was prepared and posted in response to Mr. Campbell's request.

- *I brought to the attention of my fellow board members the JLARC report titled, "Spending and Efficiency in Higher Education" dated October of 2024 (<https://jlarc.virginia.gov/pdfs/reports/Rpt594.pdf>). I spoke specifically about Appendix J (spending on intercollegiate athletics). The report specifically drew attention to the amount that all students pay in tuition and fees to help offset the costs associated with intercollegiate athletics. I asked the Chair if the Athletics Committee should track this number to either attempt to lower it or prevent any increases. The Chair responded that he would "take this under advisement."*
- *As a follow-up to this conversation, I inquired why the Athletics Committee was the only Committee of the BOV that met twice per year versus four times per year (other BOV Committees). In addition, I shared that with all the changes with intercollegiate athletics that it seemed to me that this committee would need a more robust schedule simply to keep up with the policy changes and rapidly changing landscape. The Chair once again responded that he would "take these comments under advisement."*

As such, this notation was prepared and posted by the Office of the President on June 9, 2025.