

OLD DOMINION UNIVERSITY

BOARD OF VISITORS

Audit, Compliance, Human Resources, and Governance Committee

October 9, 2025

MINUTES

The Audit, Compliance, Human Resources, and Governance Committee of the Board of Visitors of Old Dominion University met on Thursday, October 9, 2025 from 3:00 p.m. to 4:30 p.m. in the Board Room of the Kate and John Broderick Dining Commons. Present from the Committee were:

D.R. (Rick) Wyatt, Chair
Kedar S. Lavingia, Vice Chair
P. Murry Pitts (*ex-officio*)
Andrew Hodge (*ex-officio*)
E.G. (Rudy) Middleton, III
Floencia Segura
Claire Wulf Winiarek
Wie Yusuf (*Faculty Representative*)

Absent from the Committee:

Elza Mitchum

Also present from the Board:

Gregg Eure
William Giandoni
Leslie Henderson Murphy
Juan Montero, II
Robert M. (Bob) Tata
Bruce Thompson

Also present were:

Brian O. Hemphill, President
Alfred Abuhamad
Austin Agho
Luanne Bowman

Zach Borgerding
Alonzo Brandon
Kirk Dewyea
Lauren Eady

Randall Ellis
Kenneth Fridley
Annie Gibson
AnnaMarie Ginder
Adam Henken
Etta Henry
Brandi Hephner LaBanc
Stephanie Jenelle
LaToya Jordan
Darcy Judd
Mary Jo Karlis
Amber Kennedy
Susan Kenter
Colby Kravchak

Tom Odom
Kimberly Osborne
Brian Payne
Stacy Purcell
Chad Reed
Nina Rodriguez Gonser
Tina Russell
September Sanderlin
Ashley Schumaker
Wood Selig
Fred Tugas
JaRenae Whitehead-Cooper
Glenn Wilson
Kimberly Wilson

- I. **Call to Order** – Committee Chair D.R. (Rick) Wyatt called the meeting to order at 3:16 p.m.

- II. **Approval of Minutes** – Upon a motion made and duly seconded the minutes of the Audit, Compliance, Human Resources Committee meeting held on June 12, 2025, as presented, were approved by all members present and voting. (*Wyatt, Lavingia, Pitts, Hodge, Middleton, Segura and Winiarek.*)

Upon a motion made and duly seconded, the minutes of the Governance Committee meeting held on June 12, 2025, as presented, were approved by all members present and voting.

- III. **Report from the Auditor of Public Accounts** – Mr. Zach Borgerding, Deputy Auditor of Public Accounts, presented the results of the University’s FY2024 financial statement audit. He shared that the APA issued an unmodified opinion on the financial statements, representing a clean opinion, meaning they are fairly stated in accordance with GAAP. He noted that the audit team worked closely with University management to finalize edits, with the final audited statements to be distributed soon. The report on internal controls and compliance will also be provided within the following week.

Mr. Borgerding discussed key adjustments, including a \$10.3 million increase to the beginning fund balance due to a new GASB requirement to capitalize immaterial assets in the aggregate. Other adjustments included the recognition or reclassification of certain transactions, impacting either the Statement of Net Position or Statement of Changes, and additional recognition of transactions with ODU foundations in the related footnote disclosures. While the audit for the past three years included a material weakness over financial reporting, this year APA reduced the severity of the finding to a significant deficiency, reflecting progress by management. He also highlighted ongoing improvements with financial reconciliations. Additionally, the team identified a new finding related to documenting approvals for tuition and fee waivers. He also discussed student financial aid findings issued to ODU as part of the Commonwealth’s Statewide Single Audit and referenced the team will continue to monitor the status of all findings as management works

to implement corrective action. Mr. Borgerding emphasized the positive and collaborative relationship with ODU management throughout the audit process.

Looking ahead to FY2025, Mr. Borgerding noted that the integration of EVMS will be a significant audit focus area. He commended the progress made in financial reporting and expressed confidence that both APA and University management are aligned in achieving timelier audit completion going forward.

IV. **Report from the Senior Associate Vice President for Audit and Compliance – SAVP**

LaToya Jordan presented the status of the 2025 audit work plan. She shared updates on recently completed engagements, open audit action items, and plans for FY2026.

A. **Audit Plan Update – Completed Engagements:**

- a. Provisioning of Affiliate Access – Controls were found to be partially effective, with recommendations to enhance the timely deactivation of access, improve role-based training, and promote consistent use of the online access form.
- b. Onboarding Processes – The onboarding audit was focused on pre-boarding and the first 30 days. Controls were found to be effective, with opportunities to ensure timely destruction of duplicate records, encourage timely completion of orientation training, and reinforce supervisors' roles.
- c. IT Project Management – Controls were found to be partially effective, with recommendations to strengthen governance. The University is working with a consultant to address these improvements.
- d. University Travel – Internal controls were found to be partially effective. Recommendations included improving efficiency in reimbursement approvals, enhancing training, and formalizing athletic travel policies.
- e. Perry Honors College – Controls were found to be partially effective, with recommendations related to budget reconciliation, record retention, and policy development for student eligibility and scholarships.

SAVP Jordan also reported progress on audit corrective action items, with several completed or in progress since June. A new audit dashboard is being developed to enhance tracking and transparency for leadership. Active engagements include Graduate School, Amazon Web Services Cloud Computing, Endowment Spending and Dining Services Contract Administration.

- B. **Audit Dept. Update-** SAVP Jordan shared proposed modifications to BOV Policy 1610 to reflect organizational changes. The changes support preserving the independence of the Internal Audit department, considering the Chief Audit Executive's new role in the Office of Risk Management. A motion to approve the revisions to BOV Policy 1610 was moved forward as part of the Report from the Executive Vice President for Administration and Chief Operating Officer – Ashley Schumaker.

Annual Organizational Independence - Based on the Institute of Internal Audit (IA) professional framework, SAVP Jordan confirmed the Internal Audit department remains objective and continues to perform work without hinderance.

- C. SAVP Jordan presented the FY2026 Audit Workplan and a motion to approve the workplan was approved by all members present and voting.
- D. Compliance Program Update– SAVP Jordan highlighted the recent launch of the University Compliance Network, providing a centralized resource for compliance owners. Phase II will introduce interactive dashboards and automated notifications for upcoming compliance deadlines.

V. **Report from the Vice President for Talent Management and Culture** – VP September Sanderlin provided updates on the staff compensation study, recent policy changes, Commonwealth reporting requirements, and administrative appointments.

- A. Staff Compensation Study- She reported the completion of the University’s first comprehensive staff compensation study, representing a \$1.9 million institutional investment. Conducted in partnership with The Segal Company, the study included classified and administrative and professional faculty. Salary increases ranged from \$250 to \$25,000 and were implemented in the October 16 paycheck. Approximately 200 staff members received increases based on market alignment, while others were already at or above market targets. Additionally, Teaching and Research Faculty and employees identified in the Police and Facilities Departments received compensation adjustments.
- B. Compliance- VP Sanderlin also provided compliance updates. She briefed the committee on a recent Presidential Proclamation: *Restriction on Entry of Certain Nonimmigrant Workers*, which imposes new restrictions on the H-1B Program. This applies to H-1B petitions effective September 21, 2025, and requires employers to pay \$100,000 fee per petition. The ODU Visa and Immigration Service Advising Office has issued an advisory communication to current H-1B holders. VP Sanderlin discussed the potential implications related to cost, a possible decline in visa issuance, recruitment challenges, and travel risks for H-1B employees abroad.

She also shared DHRM policy updates, including changes to the performance planning and evaluation process for classified employees. The new process introduces a five-tier rating system and four new competencies: problem solving, citizen and customer interaction, teamwork, and coaching and communication. VP Sanderlin described updates to Policy 4.35: Leave Sharing, which now allows probationary employees to participate and requires eligible employees to file VSDP claims before using shared leave donations.

VP Sanderlin also discussed the Strategic Workforce Plan, highlighting priorities and impacts focused on transformation, workforce analytics, and leadership development. She also shared updates on the Employment Opportunities Plan, noting that ODU continues to exceed the Commonwealth’s 5% goal for employing individuals with disabilities, reporting 12.4% in FY2025.

- D. VRS Appointment & Points of Pride- VP Sanderlin announced her appointment to the Virginia Retirement System (VRS) Defined Contribution Plan Advisory Committee (DCPAC) and highlighted TMC's efforts with September's Workforce Development Month, which included 22 professional development sessions attended by more than 200 employees.
- E. Upon a motion duly made and seconded by members present, the Committee approved bringing the 49 Administrative and Professional Faculty appointments to the Board for approval.

VI. **Report from the Executive Vice President for Administration and Chief Operating Officer** – EVP Ashley Schumaker presented four governance-related actions for committee consideration:

- A. Revision to Board Policy 1610, reflecting updated audit and risk management procedures under the oversight of the Senior Associate Vice President for Audit and Compliance. The committee voted to approve the revisions for full Board adoption.
- B. The committee also reviewed revisions to two committee charters. The Student Engagement and Digital Learning Committee charter was revised to reflect organizational changes. Additionally, the Audit, Compliance, Human Resources, and Governance Committees were formally merged into a single committee, requiring adoption of a consolidated charter.
- C. In addition, a new board policy was introduced regarding the compensation of student athletes for the use of their name, image, and likeness (NIL). All actions were approved unanimously by the committee.

VII. **Adjournment** – There being no further business, the meeting adjourned at 4:17 p.m.