

**OLD DOMINION UNIVERSITY  
BOARD OF VISITORS  
Friday, October 10, 2025**

**MINUTES**

A regular meeting of the Board of Visitors of Old Dominion University was held Friday, October 10, 2025 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  
Gregg Eure  
William Giandoni  
Leslie Henderson Murphy  
Kedar Lavingia  
E.G. (Rudy) Middleton, III  
Juan M. Montero, II  
Floencia Segura  
Robert M. (Bob) Tata  
Claire Wulf Winiarek  
D.R. (Rick) Wyatt  
Darcy Judd (*Student Representative*)

Absent from the Board:

Dennis Ellmer  
Andrew Hodge  
Brian K. Holland  
Elza Mitchum  
Bruce L. Thompson

Also present:

Brian O. Hemphill, President  
Alfred Abuhamad  
Austin Agho  
Corrin Allen  
Barbara Blake Gonzalez  
Alonzon Brandon  
Ken Fridley  
Annie Gibson  
Annamarie Ginder  
Melanie Graham  
Brandi Hephner LaBanc  
Adam Henken  
Stephanie Jennelle  
LaToya Jordan  
Mary Jo Karlis  
Amber Kennedy  
Susan Kenter

Sarah Jane Kirkland  
Tom Odom  
Kimberly Osborne  
Brian Payne  
Stacy Purcell  
Chad Reed  
Nina Rodriguez Gonser  
September Sanderlin  
Ashley Schumaker  
Wood Selig  
Fred Tugas  
Bruce Waldholtz  
JaRenae Whitehead  
Allen Wilson  
Wie Yusuf

## **CALL TO ORDER**

The Rector called the meeting to order at 11:46 a.m.

## **APPROVAL OF MINUTES**

Upon a motion made by Mr. Middleton and seconded by Dr. Lavingia, the minutes of the Board of Visitors meeting on June 13, 2025 and the minutes from the Board of Visitors Retreat on August 21 – 22, 2025 were unanimously approved.

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## **RECTOR'S REPORT**

P. Murry Pitts, Rector of the Board of Visitors, commenced by expressing gratitude to the Board members for their presence and involvement in the meetings and reception held yesterday. He conveyed that the previous day was highly productive, focusing on discussions about the continued progress and positive momentum of Old Dominion University. He also thanked the President and First Lady for hosting the Board in their home yesterday evening.

Rector Pitts then shared that President Hemphill and his team are fully engaged in monitoring the federal government shutdown. He is encouraged that, in the face of uncertainty, the University is maintaining operations and continuing our important work.

Rector Pitts informed the Board members that the Governor's Office asked that he draw attention to this year's SCHEV Orientation. This event is scheduled for November 12-13 at The Westin Richmond. A reception will take place at the Governor's Mansion on the evening of the 12th. The Governor's Office has requested that all new BOV members be present on both days, while current BOV members are asked to attend on the second day. Rector Pitts requested that you inform Mary Jo Karlis if you plan to attend, and she will ensure your registration. Traditionally, this program has been aimed at new board members. However, this year, there is a desire for all Board members to participate.

The University is currently collecting items for Monarchs Give Back, which is in its fourth year. This year's goal is 100,000 food items to support local schoolchildren and the campus. This initiative is a point of pride for the President and this institution. If you are interested in donating, please contact Mary Jo Karlis.

Finally, Rector Pitts noted that the University is achieving substantial advancements in Forward-Focused Digital Transformation. He conveyed his enthusiasm and complete endorsement for this initiative and its potential benefits. Additionally, he remarked that the Board shares his enthusiasm and support for this endeavor.

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## **PRESIDENT'S REPORT**

In his report to the Board, President Brian O. Hemphill, Ph.D. provided updates on the following events and activities:

President Hemphill began his report by acknowledging the hard work of our outstanding faculty and dedicated staff, who worked diligently on behalf of our institution to welcome our new and returning students for another outstanding and rewarding academic year. He then highlighted a number of activities and events from the start of the Fall 2025 semester at Old Dominion University.

### **Welcome Engagement Opportunities**

#### *New Student Welcome*

This fall, the institution proudly welcomed a class of 5,750 new students, both undergraduate and graduate, including 31 valedictorians and salutatorians - among them, twin sisters from Hampton High School who graduated as co-valedictorians. The broader student body of 23,425 now includes over 17,500 undergraduates and nearly 6,000 graduate and professional students. Over 7,300 students are fully online learners – with online graduate enrollment increasing by 6% over last year.

This year, more than 28,000 students applied to join the Monarch community, and an additional and unprecedented 8,000 applications were received for only 151 medical school seats. And, on August 22, 2025, the Monarch Nation officially welcomed new freshman and transfer students as part of *Your Monarch Moment: Academic Convocation* as they began their educational journeys. Following an outdoor celebratory ceremony on Kaufman Mall, a Community BBQ and Festival were held followed by a full offering of welcome activities in the weeks that followed.

The University's commitment to students is also demonstrated in other ways. Such progress is reflected in an impressive two-point increase in first-to-second year retention, rising to 79%, as well as the University's proven ability to attract students at record levels.

#### *Opening College and School Meetings*

As teaching faculty returned following the summer break, the academic deans hosted college and school meetings to introduce new faculty members and provide informational updates. As part of each meeting, the President highlighted the increased benefits and ongoing planning of our Forward-Focused Digital Transformation initiative. These meetings also featured a University update, as well as question-and-answer sessions to engage directly on items of interest.

#### *Open Forums for Students, Faculty, and Staff*

On October 6, 2025, the President was pleased to host a total of six open forums (five in-person and one virtual) with attendance from nearly 500 students, faculty, and staff. During each forum, he provided a series of University updates featuring a wide range of topics from federal impacts to student success, as well as the salary study and brand update. He also provided a broad overview and detailed information regarding our Forward-Focused Digital Transformation initiative. An engaging component of each session was the opportunity to receive feedback and answer questions from members of the campus community. On October 20, 2025, he will host two additional virtual forums (one for students and one for employees). The series of forums will conclude with spending the afternoon of November 3, 2025 on the medical campus in order to provide University updates and receive feedback regarding their personal experiences.

### **Monarch Internship and Co-Op Office Receives Innovation Award with Growing Impact**

The Monarch Internship & Co-Op Office recently celebrated a regional achievement by receiving the 2025 Innovation Award from the Hampton Roads Workforce Council in recognition of providing students

with a variety of internship and work-based learning opportunities, as well as access to resources for professional growth, such as engaging events and worthwhile workshops featuring leading experts. This is the first time that the University has been honored as part of this awards program.

With a 2027 requirement for all graduating students to have at least one internship or co-op experience, this initiative continues to grow. Last month, the Virtual Internship Office opened as an offshoot to this broader effort. And, next month, the University will host a meeting of the Virginia Business Higher Education Council to include a tour of the Monarch Internship & Co-Op Office and an overview of their work and impact.

### **National Rankings and Latest Accolades**

For the eighth consecutive year, Old Dominion University has been recognized as a top performer in the 2026 U.S. News & World Report Best Colleges Rankings. Listed as a Best National University for our full range of undergraduate, master's, and doctoral programs, as well as our commitment to groundbreaking research, the University was also one of only eight institutions ranked as a top public school in the Commonwealth of Virginia. Additional highlights include the following.

- For the second year in a row, the Ellmer School of Nursing's Bachelor of Science program climbed 31 spots in the national rankings and secured fifth place in Virginia.
- The Strome College of Business undergraduate business program moved up 26 spots from last year.
- The Batten College of Engineering and Technology undergraduate engineering program was one of only five programs in Virginia to be recognized.
- The College of Sciences undergraduate psychology and undergraduate computer science programs ranked in the top half of institutions nationally.

The University was also recognized by Times Higher Education as one of only six universities in Virginia to be ranked nationally for the best education programs. These national rankings and latest accolades reflect the incredible commitment of our faculty and staff and the talent and determination of our students. Old Dominion University continues to expand opportunities, drive innovation, and deliver academic excellence in preparing Monarchs to lead in their chosen fields and local communities.

### **National Spotlight on Impact and Innovation**

Every year, *The Chronicle of Higher Education* hosts The Chronicle Festival, commonly referred to as Chron Fest, which is an annual informational and development opportunity for higher education professionals. This year's event theme was *Innovation Amid Uncertainty* and included more than 12,000 registered attendees. As part of the program, the President was honored to participate in a dialogue with Ian Wilhelm, who serves as The Chronicle of Higher Education's Deputy Managing Editor, to discuss the University's impactful work. The conversation provided a national spotlight on Old Dominion University's innovative efforts, including our Forward-Focused Digital Transformation initiative.

### **Football Team and Upcoming Announcement**

President Hemphill then recognized our football team, which is having an outstanding season. Coach Ricky Rahne and his team are showcasing the prominence and reputation of Old Dominion University, which is strong in all facets of our mission and works both in the classroom and on the field. The energy and support being felt at S.B. Ballard Stadium are beyond comparison to prior seasons.

This level of energy is being matched throughout our University, operations, and impact. The President then encouraged everyone to join us in Chartway Arena's Big Blue Room morning of October 30, 2025, as Old Dominion University's impact takes another bold step forward through a one-of-a-kind partnership with a global leader in excellence and innovation!

This concluded his report.

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## **STUDENT REPRESENTATIVE REPORT**

Darcy Judd, the Student Representative to the Board of Visitors, articulated the significance of being a Monarch. The feedback from students highlighted the experience of being part of a vibrant and supportive community, enriched by diversity and opportunities, as well as feeling like a family and a leader. Additionally, there is a sense of pride associated with being a Monarch. Ms. Judd proceeded to provide a summary of the Signature Student Events that took place during the fall semester, which featured Greeks on the Quad, the Student Government Association Welcome Back Event, the First Home Football game, and the Virginia Tech watch party at S.B. Ballard Stadium. She then went on to enumerate some forthcoming events, including Monarchs Give Back, the Student & Campus Life Dinner and Dialogue, and Homecoming, among others. This concluded her report.

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## **REPORTS OF STANDING COMMITTEES**

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

Kedar Lavingia, member of the Academic and Research Advancement Committee, reported that during closed session, the committee discussed the recommendations for the initial appointment of eight faculty members with tenure and two Batten Endowed Chair appointments. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were unanimously approved by the Board.

### **INITIAL APPOINTMENT OF FACULTY MEMBERS WITH TENURE**

#### **Arif Akgul**

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Arif Akgul as Associate Professor with the award of tenure in the Department of Sociology and Criminal Justice in the College of Arts and Letters, effective July 25, 2025.

Salary: \$106,000 for 10 months

Rank: Associate Professor

The following contains my recommendation for the initial appointment with tenure of Dr. Arif Akgul in the Department of Sociology and Criminal Justice in the College of Arts and Letters.

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” (Tenure, § I). According to the policy on Initial Appointment of Teaching and Research Faculty, a request for initial appointment with tenure at the rank of professor must be “initiated by the chair and reviewed by all tenure review bodies” (§ II.D.1). The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member

who already has achieved a distinguished academic record and held a tenured position” (Initial Appointment of Teaching and Research Faculty, § II.D.2).

Based on the formal review of Dr. Akgul’s accomplishments, it is my determination that Dr. Arif Akgul meets the standards for tenure in the Department of Sociology and Criminal Justice.

### **Marwan Al-Haik**

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the

Board of Visitors approves the appointment of Dr. Marwan Al-Haik as Professor with the award of tenure in the Department of Mechanical and Aerospace Engineering in the Batten College of Engineering and Technology, effective July 25, 2025.

Salary: \$227,500 for 10 Months (includes a \$20,000 award from the Batten Endowment and \$7,500 stipend for serving as Chair of the Department of Mechanical and Aerospace Engineering)

Rank: Professor (designated as Chair, Department of Mechanical and Aerospace Engineering)

The following contains my recommendation for the initial appointment with tenure of Dr. Marwan Al-Haik in the Department of Mechanical and Aerospace Engineering in the Batten College of Engineering and Technology.

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” (Tenure, §I). According to the policy on Initial Appointment of Teaching and Research Faculty, a request for initial appointment with tenure at the rank of professor must be “initiated by the chair and reviewed by all tenure review bodies” (§II.D.1). The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position” (Initial Appointment of Teaching and Research Faculty, §II.D.2).

Based on the formal review of Dr. Al-Haik’s accomplishments, it is my determination that Dr. Marwan Al-Haik meets the standards for tenure in the Department of Mechanical and Aerospace Engineering.

### **Hicham Chaoui**

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Hicham Chaoui as Professor with the award of tenure in the Department of Electrical and Computer Engineering in the Batten College of Engineering and Technology, effective July 25, 2025.

Salary: \$190,000 for 10 months (includes a \$25,000 stipend provided from the Batten Endowment for serving as the Inaugural Director for the Institute for Autonomous and Connected Systems)

Rank: Professor (designated as Director, Institute for Autonomous and Connected Systems)

The following contains my recommendation for the initial appointment with tenure of Dr. Hicham Chaoui in the Department of Electrical and Computer Engineering in the Batten College of Engineering and Technology.

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” (Tenure, § I). According to the policy on Initial Appointment of Teaching and Research Faculty, a request for initial appointment with tenure at the rank of professor must be “initiated by the chair and reviewed by all tenure review bodies” (§ II.D.1). The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position” (Initial Appointment of Teaching and Research Faculty, § II.D.2).

Based on the formal review of Dr. Chaoui’s accomplishments, it is my determination that Dr. Hicham Chaoui meets the standards for tenure in the Department of Electrical and Computer Engineering.

### **Zaryab Iqbal**

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the

Board of Visitors approves the appointment of Dr. Zaryab Iqbal as Professor with the award of tenure in the Department of Political Science and Geography in the College of Arts and Letters, effective July 1, 2025.

Salary: \$295,000 for 12 months (includes a \$50,000 stipend for serving as Dean of the Perry Honors College)

Rank: Professor (designated as Dean, Perry Honors College)

The following contains my recommendation for the initial appointment with tenure of Dr. Zaryab Iqbal in the Department of Political Science and Geography in the College of Arts and Letters.

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” (Tenure, § I). According to the policy on Initial Appointment of Teaching and Research Faculty, a request for initial appointment with tenure at the rank of professor must be “initiated by the chair and reviewed by all tenure review bodies” (§ II.D.1). The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position” (Initial Appointment of Teaching and Research Faculty, § II.D.2).

Based on the formal review of Dr. Iqbal’s accomplishments, it is my determination that Dr. Zaryab Iqbal meets the standards for tenure in the Department of Political Science and Geography.

### **Ertunga Ozelkan**

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Ertunga Ozelkan as Professor with the award of tenure in the Department of Engineering Management and Systems Engineering in the Batten College of Engineering and Technology, effective July 25, 2025.

Salary: \$162,500 for 10 months (includes a \$7,500 stipend for serving as Chair of the Department of Management and Systems Engineering)

Rank: Professor (designated as Chair, Department of Management and Systems Engineering)

The following contains my recommendation for the initial appointment with tenure of Dr. Ertunga Ozelkan in the Department of Engineering Management and Systems Engineering in the Batten College of Engineering and Technology.

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” (Tenure, § I). According to the policy on Initial Appointment of Teaching and Research Faculty, a request for initial appointment with tenure at the rank of professor must be “initiated by the chair and reviewed by all tenure review bodies” (§ II.D.1). The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position” (Initial Appointment of Teaching and Research Faculty, § II.D.2).

Based on the formal review of Dr. Ozelkan’s accomplishments, it is my determination that Dr. Ertunga Ozelkan meets the standards for tenure in the Department of Engineering Management and Systems Engineering.

### **Marisol Perez**

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Marisol Perez as Professor with the award of tenure in the Department of Psychology in the College of Sciences, effective July 1, 2025.

Salary: \$300,000 for 12 months (includes a \$50,000 stipend for serving as Dean of the Graduate School)

Rank: Professor (designated as Dean, Graduate School)

The following contains my recommendation for the initial appointment with tenure of Dr. Marisol Perez in the Department of Psychology in the College of Sciences.

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” (Tenure, § I). According to the policy on Initial Appointment of Teaching and Research Faculty, a request for initial appointment with tenure at the rank of professor must be “initiated by the chair and reviewed by all tenure review bodies” (§ II.D.1). The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position” (Initial Appointment of Teaching and Research Faculty, § II.D.2).



Based on the formal review of Dr. Perez's accomplishments, it is my determination that Dr. Marisol Perez meets the standards for tenure in the Department of Psychology.

**Abdolhossein Sarrafzadeh**

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the

Board of Visitors approves the appointment of Dr. Abdolhossein Sarrafzadeh as Professor with the award of tenure in the Department of Electrical and Computer Engineering in the Batten College of Engineering and Technology, effective October 10, 2025.

Salary: \$245,000 for 47 weeks (includes \$15,000 stipend for serving as Associate Dean for Research and Innovation in the Batten College of Engineering and Technology)

Rank: Professor (designated as Associate Dean for Research and Innovation, Batten College of Engineering and Technology)

The following contains my recommendation for the initial appointment with tenure of Dr. Abdolhossein Sarrafzadeh, in the Department of Electrical and Computer Engineering in the Batten College of Engineering and Technology.

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" (Tenure, § I). According to the policy on Initial Appointment of Teaching and Research Faculty, a request for initial appointment with tenure at the rank of professor must be "initiated by the chair and reviewed by all tenure review bodies" (§ II.D.1). The policy also says, "Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position" (Initial Appointment of Teaching and Research Faculty, § II.D.2).

Based on the formal review of Dr. Sarrafzadeh's accomplishments, it is my determination that Dr. Abdolhossein Sarrafzadeh meets the standards for tenure in the Department of Electrical and Computer Engineering.

**Nikolas Xiros**

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Nikolas Xiros as Professor with the award of tenure in the Department of Engineering Technology in the Batten College of Engineering and Technology, effective December 25, 2025.

Salary: \$180,000 for 10 months

Rank: Professor

The following contains my recommendation for the initial appointment with tenure of Dr. Nikolas Xiros in the Department of Engineering Technology in the Batten College of Engineering and Technology.

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" (Tenure, § I). According to the policy on Initial Appointment of Teaching and Research Faculty, a request for initial appointment with tenure at the rank

of professor must be “initiated by the chair and reviewed by all tenure review bodies” (§ II.D.1). The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position” (Initial Appointment of Teaching and Research Faculty, § II.D.2).

Based on the formal review of Dr. Xiros’ accomplishments, it is my determination that Dr. Nikolas Xiros meets the standards for tenure in the Department of Engineering Technology.

## **APPOINTMENT OF THE BATTEN ENDOWED CHAIR IN THE BATTEN COLLEGE OF ENGINEERING AND TECHNOLOGY**

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Marwan Al-Haik as the Batten Endowed Chair in the Batten College of Engineering and Technology from 2025-2026 through 2029-2030. A summary of his career is included below for information purposes.

The *Old Dominion University Teaching and Research Faculty Handbook* states, “The purpose of the award of a named chair is to recognize and give support to a full professor who has demonstrated sustained excellence in research and teaching and will significantly contribute to the University.” Based on Provost Payne’s assessment, Dr. Al-Haik meets these standards.

### **Marwan Al-Haik**

#### **Chair, Department of Mechanical and Aerospace Engineering Batten College of Engineering and Technology**

Dr. Al-Haik has served as a faculty member at several institutions throughout his career. He launched his tenure-track faculty journey at the University of New Mexico before progressing to Virginia Tech, where he achieved the rank of Full Professor. He subsequently joined Embry-Riddle Aeronautical University, where he took on administrative roles, including Graduate Program Coordinator and Associate Department Head. Later, he transitioned to Kennesaw State University, where he served as Department Head, overseeing substantial increases in both student enrollment and research funding.

Dr. Al-Haik has served as PI or Co-PI on numerous externally-funded research projects, securing over \$9 million from the National Science Foundation, the U.S. Department of Education, various agencies within the Department of Defense, and industry partners. He has more than 140 publications, the majority of which are peer-reviewed journal articles, and holds seven patents. His research work is useful to other researchers, as reflected in his H-index of 32.

Dr. Al-Haik was appointed as Chair of the Department of Mechanical and Aerospace Engineering at ODU. The undergraduate mechanical engineering program, being the largest in the college, presents numerous growth opportunities and offers a diverse range of career paths. Aerospace engineering, for example, is a field that many students find particularly engaging. With his extensive experience in program development, Dr. Al-Haik is well-positioned to help ODU leverage the growing interest in aerospace engineering. The department is poised for increased research activity, and Dr. Al-Haik’s track record in boosting research productivity will be invaluable. Furthermore, his expertise in composite materials opens up possibilities for collaborations with industry and government entities in the Hampton Roads area.

## **APPOINTMENT OF THE BATTEN ENDOWED CHAIR IN THE BATTEN COLLEGE OF ENGINEERING AND TECHNOLOGY**

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Hicham Chaoui as the Batten Endowed Chair in the Batten College of Engineering and Technology from 2025-2026 through 2029-2030. A summary of his career is included below for information purposes.

The *Old Dominion University Teaching and Research Faculty Handbook* states, “The purpose of the award of a named chair is to recognize and give support to a full professor who has demonstrated sustained excellence in research and teaching and will significantly contribute to the University.” Based on Provost Payne’s assessment, Dr. Chaoui meets these standards.

**Hicham Chaoui**  
**Inaugural Director, Institute for Autonomous and Connected Systems**  
**Batten College of Engineering and Technology**

Dr. Chaoui has experience in both industry (7 years) and academia (10 years). Since joining academia, he has maintained a strong funding record and has been a prolific publisher, with over 70 refereed publications since 2020. His work is highly valuable to other researchers, as evidenced by his h-index of 37 and the more than 5,000 citations it has garnered. Dr. Chaoui has advised more than 50 students and has received numerous research awards.

Dr. Chaoui was recruited to ODU to serve as the Inaugural Director of the Institute for Autonomous and Connected Systems. His corporate and managerial experience, combined with his scholarly work, will enable him to lead the institute in a way that benefits and gains the support of industry. His individual research experience in adaptive control of power systems will complement the expertise of the other faculty members in the institute.

Dr. Chaoui will support the University’s strategic goals through both his individual work and leadership of the institute. The interdisciplinary collaboration within the institute and between its members and other researchers will generate teams that are competitive for external research funding. In addition, the institute will provide opportunities for research collaboration with partners in the region, as well as provide educational courses and programs on autonomous and connected systems.

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Committee members approved the appointment of forty-five faculty members and one emeriti appointment. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee were unanimously approved.

**FACULTY APPOINTMENTS**

RESOLVED that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the following faculty appointments.

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RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the proposals for new programs M.S. in Criminology, M.S. in Electrical and Computer Engineering, a Ph.D. in Biology, and a proposal for the closure of the Ph.D. program in Clinical Psychology were unanimously approved by the Board of Visitors. The resolutions follow.

## APPROVAL OF MASTER OF SCIENCE DEGREE PROGRAM IN CRIMINOLOGY

RESOLVED that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed Master of Science degree program in Criminology, effective with the Fall 2026 semester, pending approval by the State Council of Higher Education for Virginia.

***Rationale:*** Old Dominion University seeks approval to initiate a Master of Science (MS) degree program in Criminology. The proposed program will be administered by the Department of Sociology and Criminal Justice in the College of Arts and Letters and is to be implemented by Fall 2026.

The proposed program responds to current needs in the Commonwealth and the United States. Criminal justice and social welfare agencies account for a substantial portion of local, state, and national budgets, and public safety is the second-largest budget item in Virginia. To address recent increases in violent crime and improve public safety, scholars have argued that “police and policymakers should pursue violence-prevention strategies of proven effectiveness and enact needed policing reforms” that approach community stakeholders with empathy, emphasize healing with trauma-informed care, and invest in an anti-violence workforce. Within this space, the need for highly trained criminology and public policy professionals has never been greater.

Students will become familiar with the theoretical origins and practical aspects of crime, victimization, and violence, and develop their capacity to use research and the research process to critically evaluate public safety policies and practices. Graduates will be conversant in the causes of crime, the characteristics and behaviors of victims and offenders, local, state, and federal reactions to crime and victimization, as well as the connections between crime, victimization, and social institutions. Graduates will be prepared for positions in public and nonprofit organizations, from law enforcement, courts, and correctional agencies to think tanks, consultancies, or higher education, and will be well-suited for supervisory or leadership positions in various areas of public service.

Criminology is the study of crime and criminal behavior, with a foundation in both sociology and psychology. Criminologists examine the individual motivations and contextual factors that produce the ideal conditions for deviant behavior; they then apply this knowledge to develop evidence-based solutions aimed at minimizing the causes and consequences of crime. Criminology students aim to understand why crime occurs and devise strategies to address the individual and community factors that contribute to criminal behavior. Criminology graduates appeal not only to criminal justice agencies but also to private sector agencies and universities that analyze and predict crime.

An MS in Criminology would strengthen ODU’s growing reputation as a “public research university” committed to the goal of attaining a national reputation for excellence in graduate education. Crime, victimization, and social stratification issues directly “impact the economy, environment, health and wellness, and social justice.” Graduates will propose solutions to these issues, promote “equity and inclusion” in their future roles, and grow ODU’s reputation for providing “educational and professional growth opportunities.” Finally, as an online program, it will enhance ODU’s access to individuals outside the Hampton Roads area and/or those who do not live near an institution of higher learning.

The proposed MS in Criminology degree program will require 33 credit hours of graduate-level coursework and will offer both thesis and non-thesis options. Core courses provide specialized knowledge on the individual and social risk factors for, and consequences of, crime, victimization, and social (dis)order. Students will examine the nature and causes of crime, the characteristics and behaviors of individuals who commit crimes, societal reactions to crime, the roles of victims and offenders, and the connections between crime, social institutions, and public policy. Courses will also develop students’

methods, analytical, and writing skills, enabling them to conduct high-quality evidence-based research on policy issues pertaining to crime, victim well-being, and social disorder.

## **APPROVAL OF MASTER OF SCIENCE DEGREE PROGRAM IN ELECTRICAL AND COMPUTER ENGINEERING**

RESOLVED that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed Master of Science degree program in Electrical and Computer Engineering, effective with the Fall 2026 semester, pending approval by the State Council of Higher Education for Virginia.

***Rationale:*** Old Dominion University seeks approval to initiate a Master of Science (MS) degree program in Electrical and Computer Engineering to begin in the Fall of 2026. The proposed program will be administered by the Department of Electrical and Computer Engineering in the Batten College of Engineering and Technology.

In the 21<sup>st</sup> century, with the rise of artificial intelligence and robotics technology, the gap between jobs performed by humans and those performed by machines is rapidly closing. Richard Riley, former US Secretary of Education, described this challenge as: “We are currently preparing students for jobs that don’t yet exist, using technologies that haven’t been invented, in order solve problems we don’t even know are problems yet” Engineering Education has been regarded as the new “liberal arts degree” for the 21<sup>st</sup> century since it includes important technological literacy that is essential in today’s world<sup>1,2</sup>. According to the National Academy of Engineering, there is increasing isolation between engineering education and practice. It is anticipated that Electrical and Computer Engineering will play a big role in solving the biggest problems facing society, some of which have been designated by the National Academy of Engineering, USA, as the “engineering grand challenges”<sup>2,3</sup>.

The proposed MS Electrical and Computer Engineering degree program is designed to address these huge multidisciplinary challenges pertaining to the life, physical, and engineering sciences, such as brain reverse-engineering, medicine engineering, health informatics, personalized learning, and put an impetus on focusing our energies on developing effective electrical and computer engineers beyond the 2020s. The proposed MS Electrical and Computer Engineering degree program will not only provide students with the fundamental knowledge and hands-on experience they need to succeed in leadership roles, but also offer flexibility, encompassing the core of electrical engineering and the core of computer engineering, with computer science bridged the two.

The proposed MS in Electrical and Computer Engineering degree program offers engaging coursework that can help students become confident experts in the field; it also provides professionals with the opportunity to expand their in-demand industry skills. ODU is fully committed to offering the proposed degree program, ensuring that professionals are prepared and trained to meet the current and future needs of industry, government, research organizations, and educational institutions.

The proposed MS Electrical and Computer Engineering degree program aligns with the institution’s mission. The program will provide learning for students that “enriches their lives, promotes insightful and perceptive leadership, and motivates the pursuit of excellence” and offers a robust curriculum that trains individuals in the field of electrical and computer engineering addressing the shortage of employees and managers with the multidisciplinary electrical and computer engineering workforce, ODU’s commitment to contributing to the economy and workforce of the Hampton Roads region and the Commonwealth of Virginia by producing well-prepared graduates and trained professionals to enter and assume leadership in the engineering profession.

The proposed MS Electrical and Computer Engineering degree program requires a minimum of 31 credit hours of graduate study. The program offers three options: thesis, project, and course. Regardless of which option the student chooses, the core course expands on the key competencies for Electrical and Computer Engineering. Students will gain the necessary math skills for engineering analysis. Students will learn computer interfacing using graphical programming language, with a focus on the principles and operations of measuring instruments used in the design and configuration of automated systems. Students will understand the analysis and design of control systems found in automobiles, aircraft, autonomous vehicles, robots, and many other engineering systems. Students will gain a comprehensive understanding of the analysis of linear dynamical systems from both input-output and state-space perspectives. Students will learn the representation, processing, modeling, and analysis of signals, information, and physical phenomena, which is at the core of today's information technology. Students will participate in seminars to stay in touch with the latest research in Electrical and Computer Engineering.

## **APPROVAL OF DOCTOR OF PHILOSOPHY DEGREE PROGRAM IN BIOLOGY**

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 Biology, effective with the Fall 2026 semester, pending approval by the State Council of Higher Education for Virginia.

***Rationale:*** Old Dominion University seeks approval to initiate a Doctor of Philosophy (PhD) degree program in Biology. The proposed program will be administered by the Department of Biological Sciences in the College of Sciences and is to be implemented by Fall 2026.

The proposed PhD in Biology is designed to train biologists to conceptualize, coordinate, and supervise studies of biological phenomena and to direct biological research in industries, governmental agencies, or academic institutions. The program will provide students with training in the biological sciences, pertinent physical sciences, and analytical skills required to interpret biological data and conduct large-scale projects. Students will gain knowledge of the general theoretical principles of biology and their application to various ecosystems. Graduates will be able to develop hands-on research using quantitative analytical skills and competencies across various biological disciplines. The program will prepare graduates to work in various environments, including academic, federal government, state government, non-profit, and private sectors. Graduates will also be prepared to teach in K-12 and post-secondary educational institutions.

The proposed program addresses the demand for highly trained professionals who can tackle increasingly complex biological problems (e.g., anthropogenic impacts, disease outbreaks, climate change) and are capable of conducting interdisciplinary research and analysis. Traditionally, many disciplines in biology were field-based, requiring long hours spent outdoors to perform detailed observations and experiments. While this is still true for some disciplines, research has increasingly demanded that these field-based studies be combined with technical expertise in laboratory and computational analyses.

The proposed PhD in Biology will produce graduates with the knowledge and skills to address contemporary challenges in conservation biology, climate change impacts, and zoonotic disease outbreaks, among other issues. With a specific emphasis on innovative, integrated approaches to contemporary biological problems, the program will enable graduates to meet the increasing demands for improving conservation strategies, mitigating climate impacts, and reducing the likelihood of disease outbreaks.<sup>123</sup>

The proposed PhD in Biology aligns with the University's mission. The degree program supports the mission by offering a dynamic curriculum that prepares graduates for collaborative careers in biology, providing students with training utilizing advanced diagnostic and analytical equipment and approaches. The proposed degree program will also strengthen ODU's commitment to contributing to the economy and environment.

The core curriculum will provide students with the advanced knowledge and skills necessary to collect, process, analyze, and synthesize biological data. Students will gain a foundation in the biological sciences through a common core of study that spans and integrates multiple focal areas, as well as offers specialization for specific subdisciplines. The curriculum will train students in core concepts and fundamental skillsets in biological research, including ecology, evolution, physiology, cell and molecular biology, research ethics, statistics, experimental design, teaching pedagogy, scientific writing, and practical research skills. Students will study ethical issues and principles in biological research, with a focus on the responsible conduct of research and open, equitable scientific practices.

## **CLOSURE OF DOCTOR OF PHILOSOPHY DEGREE PROGRAM IN CLINICAL PSYCHOLOGY**

RESOLVED that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the closure of the Doctor of Philosophy in Clinical Psychology degree program, effective with the Spring 2026 semester, pending approval by the State Council of Higher Education for Virginia.

***Rationale:*** Old Dominion University requests approval to close the Doctor of Philosophy (PhD) degree program in Clinical Psychology, effective Spring 2026. The program is offered in the Department of Psychology in the College of Sciences.

Following the termination of Old Dominion University's participation in the Virginia Consortium Program in Clinical Psychology (as approved by the Board of Visitors on June 13, 2025), the Department of Psychology faculty members have proposed the closure of the PhD in Clinical Psychology as a stand-alone program. Clinical Psychology will instead be offered as an area of concentration within the existing PhD in Psychology program, which remains housed in the Department of Psychology in the College of Sciences.

This program closure will not affect faculty lines. A comprehensive teach-out plan will be implemented to ensure that all currently enrolled and admitted students can complete their degree in full before instruction concludes.

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Brian Payne, Provost and Executive Vice President for Academic Affairs, presented the report on SCHEV actions updates, a planned search and select achievements in Academic Affairs, the Tech Talent Investment Pipeline, and the Academic Affairs Leadership Academy. Dr. Mark Rehfuss, Professor and Chair of the Department of Counseling and Human Services, and Ms. Megan Lewis, an undergraduate student in the Human Services degree program, will give a presentation on ODU's Behavioral Health Workforce Education and Training Program.

Kenneth Fridley, Vice President for Research and Economic Development, provided updates on Old Dominion University's continued efforts to strengthen its research enterprise through strategic initiatives and national engagement, including the new federal model for indirect cost recovery in grantmaking, recent and pending legislation on research security and foreign influence, ODU's expanding collaborations as an R1 institution, and progress within the University's strategic research thrust areas.

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## **VIRGINIA HEALTH SCIENCES BOARD OF DIRECTORS**

Bruce Waldholtz, MD, Chair of the Virginia Health Sciences Board of Directors, stated the Macon & Joan Brock Virginia Health Sciences Board of Directors and its Finance Subcommittee met the prior morning. The Board unanimously approved Dr. Abuhamad's recommendations for faculty appointments. The following resolution was brought forth as a recommendation of the Board of Directors and was unanimously approved by the Board of Visitors.

### **Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School and EVMS School of Health Professions at Old Dominion University**

#### **Faculty Appointments**

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

<b><u>Name and Rank</u></b>	<b><u>Salary</u></b>	<b><u>Date</u></b>	<b><u>Term</u></b>
<b>Cassyanne L. Aguiar Lapsia</b> Assistant Professor Department of Medicine, Division of Rheumatology	N/A	6/16/2025	1 Year
Dr. Cassyanne Aguiar Lapsia received an MD from New York University School of Medicine and a B.A. in Psychology from Hunter College City University of New York. She completed a residency in Pediatrics at New York University Medical Center and a fellowship in Pediatric Rheumatology at the Hospital for Special Surgery/New York Presbyterian-Cornell. Currently, Dr. Aguiar holds a primary appointment in the Department of Pediatrics, Division of Rheumatology. (Joint Appointment)			
<b>Osama Alshakhatreh</b> Instructor Department of Medicine	N/A	07/01/2025	1 Year
Dr. Osama Alshakhatreh received an MD from The University of Jordan. Currently, Dr. Alshakhatreh is a Chief Resident and practicing physician in the Department of Medicine.			
<b>Debra S. Anderson</b> Assistant Professor Pediatrics, Division of General Academic Pediatrics	N/A	07/21/2025	1 Year
Ms. Debra Anderson received an M.S. in Clinical Nurse Specialist in Maternal-Health and Pediatric from Virginia Commonwealth University/MCV and a B.S. in Nursing from DePauw University. Currently, Ms. Anderson is a Pediatric Nurse Practitioner with Children's Hospital of The King's Daughters.			
<b>Vanessa Arientyl Mos.</b>	\$105,678	09/25/2025	12



Assistant Professor  
Surgery, Division of Acute Care Surgery

Dr. Vanessa Arientlyl received an MD from Keck School of Medicine of USC and a B.A. in Biological Science from Rutgers, The State University of New Jersey. She completed a residency in General Surgery at Montefiore Medical Center/Albert Einstein College of Medicine where she also served as Chief Resident. Additionally, she completed a fellowship in Surgical Critical Care/Trauma at Emory University School of Medicine. Currently, Dr. Arientlyl is a practicing physician in the Department of Surgery.

**Fnu Arti Mos.** **\$97,850** **09/25/2025 12**

Assistant Professor  
Department of Medicine, Division of Hospital Medicine

Dr. Fnu Arti received an MBBS from Liaquat University of Medical and Health Sciences. She completed a residency in Internal Medicine at Medstar Health Georgetown University. Currently, Dr. Arti is a practicing physician in the Department of Medicine.

**David M. Berger** **N/A** **07/11/2025 1 Year**

Assistant Professor  
Pediatrics, Division of Pathology

Dr. David Berger received an MD from Baylor College of Medicine and a B.S. in Chemistry and Biology from University of Texas Pan American. He completed an internship in General Surgery at Rush University Medical Center, a residency in Anatomic and Clinical Pathology at Baylor College of Medicine and a fellowship in Pediatric Pathology at Texas Children's Hospital. Previously Dr. Berger was an Assistant Professor in the Department of Pathology and Immunology at Baylor College of Medicine. Currently, Dr. Berger is a practicing physician at Children's Hospital of The King's Daughters.

**Shandi Brito Mos.** **\$122,000** **06/10/2025 12**

Assistant Professor  
EVMS School of Health Professions, Physician Assistant Program

Ms. Shandi Brito received an M.S.H.A. from Florida International University, an M.M.S. from Nova Southeastern University, and a B.A. in English from Florida International University. Previously, Ms. Brito was an Assistant Professor in the Department of Humanities, Health and Society at Herbert Wertheim College of Medicine in Florida International University. Currently, Ms. Brito is faculty in the EVMS School of Health Professions.

**Amanda G. Cecchini** **\$97,850** **07/01/2025 12**

**Mos.**  
Assistant Professor  
Department of Medicine, Division of Pulmonary and Critical Care Medicine

Dr. Amanda Cecchini received a DO from Lincoln Memorial University Debusk College of Osteopathic Medicine and a B.S. in Biology from Lincoln Memorial University. She completed a residency in Internal Medicine at East Tennessee State University and a fellowship in Pulmonary and Critical Care Medicine at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University. Currently, Dr. Cecchini is a practicing physician in the Department of Medicine.

**Jean-Philippe A. Daniel** **N/A** **09/22/2025 1 Year**

Assistant Professor  
Neurology

Dr. Jean-Philippe Daniel received an MD from Rush Medical College and a B.S. in Medical Laboratory Sciences from University of New Mexico. He completed a residency in Neurology at Emory University School of

Medicine where he also served as Chief Resident. Currently, Dr. Daniel is a practicing physician with Sentara Neurology Specialists.

<b>Emily K. Datyner</b> Assistant Professor Pediatrics, Division of Rheumatology	N/A	08/01/2025 1 Year
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Dr. Emily Datyner received an MD from Virginia Commonwealth University School of Medicine and a B.A. in Psychology from University of Virginia. She completed a residency in Pediatrics and a fellowship in Pediatric Rheumatology at Monroe Carell Jr. Children's Hospital at Vanderbilt. Currently, Dr. Datyner is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

<b>Alana R. Dopp</b> Mos. Assistant Professor Psychiatry and Behavioral Sciences	\$97,850	08/01/2025 12
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Dr. Alana Dopp received an MD and a B.A. in American Indian Studies from University of Minnesota. She completed a residency in Psychiatry at Medical University of South Carolina where she also served as Chief Resident. Currently, Dr. Dopp is a practicing physician in the Department of Psychiatry and Behavioral Sciences.

<b>Eric E. Engstrom</b> Assistant Professor Pediatrics, Division of Infectious Diseases	N/A	07/01/2025 1 Year
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Dr. Eric E. Engstrom received an MD from Virginia Commonwealth University School of Medicine and a B.S. in Food Science from Brigham Young University. He completed a residency in Pediatrics at Wright State University Boonshoft School of Medicine, where he also served as Senior Resident. Additionally, he completed a fellowship in Pediatric Infectious Diseases at Baylor College of Medicine/Texas Children's Hospital. Currently, Dr. Engstrom is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

<b>Amanda L. Gemmiti</b> Mos. Assistant Professor Otolaryngology, Division of Head and Neck Cancer	\$101,764	09/22/2025 12
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Dr. Amanda Gemmiti received an MD from SUNY Upstate Medical University and a B.S. in Biology from Siena College. She completed a residency in Otolaryngology-Head and Neck Surgery at SUNY Upstate Medical University and a fellowship in Head and Neck Oncology and Reconstructive Surgery at Medical University of South Carolina. Currently, Dr. Gemmiti is practicing physician in the Department of Otolaryngology.

<b>Catherine R. Glenn</b> Years Associate Professor Department of Pediatrics, Division of Adolescent and Child Psychiatry	N/A	09/08/2025 3
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Dr. Catherine Glenn received a Ph.D. and an M.A. in Clinical Psychology from Stony Brook University, and a B.A. in Psychology, with Distinction from the University of Virginia. She completed a clinical internship at the University of Mississippi Medical Center/VA Medical Center Consortium and her postdoctoral training at Harvard University. Currently, Dr. Glenn is a tenured Associate Professor in the Department of Psychology at Old Dominion University. (Joint Appointment)

<b>Reece Q. Hoerle</b> Instructor Department of Medicine	N/A	07/01/2025 1 Year
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Dr. Reece Hoerle received an MD from Eastern Virginia Medical School and a B.S. in Biological Systems Engineering from Virginia Polytechnic and State University. Currently, Dr. Hoerle is a Chief Resident and practicing physician in the Department of Medicine.

**Megan D. Howard** **\$97,850** **09/10/2025 12**  
**Mos.**

Assistant Professor  
Obstetrics and Gynecology, Division of Minimally Invasive Gynecology

Dr. Megan Howard received an MD from Eastern Virginia Medical School and a B.S. in Biology from The College of William and Mary. She completed a residency in Obstetrics and Gynecology at University of Virginia and a fellowship in Minimally Invasive Gynecologic Surgery at UPMC Magee-Women's Hospital. Currently, Dr. Howard is a practicing physician in the Department of Obstetrics and Gynecology.

**Linwood T. Joyner II** **\$97,850** **07/14/2025 12**  
**Mos.**

Assistant Professor  
Family and Community Medicine

Dr. Linwood T. Joyner II received an MD from Eastern Virginia Medical School and a B.S. in Biology from North Carolina State University. He completed a residency in Family Medicine at Portsmouth Family Residency Program at Eastern Virginia Medical School. Currently, Dr. Joyner is a practicing physician in the Department of Family and Community Medicine.

**Tara Kimbason** **N/A** **08/04/2025 1 Year**

Assistant Professor  
Neurology

Dr. Tara Kimbason received an MD from University of St. Eustatius School of Medicine, an M.P.H in Public Health from Bloomberg School of Public Health, Johns Hopkins University and a B.A. in Biology and English Literature & Rhetoric from Binghamton University. She completed a residency in Neurology at Geisinger Health System and a fellowship in Movement Disorders at MedStar Georgetown University Hospital. Currently, Dr. Kimbason is a practicing physician with Sentara Neurology Specialists.

**Carsten M. Kirby** **N/A** **07/01/2025 1 year**

Instructor  
Department of Medicine

Dr. Carsten Kirby received a DO from Pacific Northwest University of Health Science, an M.S. in Health Science and a B.S. in Cell Biology and Neuroscience from Montana State University. Currently, Dr. Kirby is a Chief Resident and practicing physician in the Department of Medicine.

**Amanda S. Lois** **\$120,000** **08/25/2025 12**  
**Mos.**

Assistant Professor  
EVMS School of Health Professions, Physician Assistant Program

Ms. Amanda Lois received an M.S. in Physician Assistant Studies from South University and a B.S. in Health Sciences from James Madison University. Previously Ms. Lois was an Assistant Professor in the Department of PA Studies at SUNY Upstate Medical. Currently, Ms. Lois is faculty in the EVMS School of Health Professions.

**Judette M. Louis** **\$900,000** **09/01/2025 12**  
**Mos.**

Professor  
Obstetrics and Gynecology

Dr. Judette Louis received an MD from MCP Hahnemann University School of Medicine, a M.P.H. in Epidemiology/Environmental Health from John Hopkins School of Hygiene and Public Health and a B.S. in Biology from Seton Hall University. She completed a residency in Obstetrics and Gynecology at Case Western Reserve University/MetroHealth/Cleveland Clinic Foundation, and a fellowship in Maternal-Fetal Medicine at Wayne State University/NIH Perinatology Research Branch. Previously Dr. Louis was a Professor in the Department of Obstetrics & Gynecology at University of South Florida. Currently, Dr. Louis is the Dean of Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.

<b>Rebecca S. Lundberg</b>	<b>N/A</b>	<b>07/01/2025 1 Year</b>
Assistant Professor		
Pediatrics, Division of Neonatology		

Dr. Rebecca Lundberg received an MD from University of Wisconsin School of Medicine and Public Health and a B.S. in Biology from University of Wisconsin-Madison. She completed a residency in Pediatrics at Eastern Virginia Medical School/Children's Hospital of The King's Daughters and a fellowship in Neonatal-Perinatal Medicine at Children's National Hospital. Currently, Dr. Lundberg is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

<b>Nathan E. Michalak</b>	<b>\$134,171</b>	<b>07/10/2025 12</b>
<b>Mos.</b>		
Assistant Professor		
Otolaryngology, Division of Audiology		

Dr. Nathan Michalak received an Au.D. and a B.A. in Communicative Disorders and Sciences from State University at Buffalo. Additionally, he completed a Clinical fellowship at Cleveland Clinic. Currently, Dr. Michalak is the Director of the Audiology Division in the Department of Otolaryngology.

<b>Shashidhara Murthy</b>	<b>N/A</b>	<b>08/04/2025 1 Year</b>
Assistant Professor		
Radiology		

Dr. Shashidhara Murthy received an MD and an M.S. in Biomedical Sciences from Eastern Virginia Medical School and a B.S. in Biology from Virginia Polytechnic Institute and State University. He completed a residency and fellowship in Vascular and Interventional Radiology at Icahn School of Medicine at Mount Sinai. Currently, Dr. Murthy is a practicing physician with Medical Center Radiologist.

<b>Sebastian J. Nasrallah</b>	<b>N/A</b>	<b>09/25/2025 12</b>
<b>Mos.</b>		
Instructor		
Obstetrics and Gynecology, Division of General Obstetrics and Gynecology		

Dr. Sebastian Nasrallah received an MD from Lebanese American University Gilbert and Rose-Marie Chagoury School of Medicine and a B.S. in Biology from American University of Beirut. He completed residencies in Obstetrics and Gynecology at American University of Beirut Medical Center and Inova Fairfax Medical Campus. Additionally, he completed a fellowship in Perinatology at Inova Fairfax Hospital. Currently, Dr. Nasrallah is a practicing physician in the Department of Obstetrics and Gynecology.

<b>Hemraj A. Persaud</b>	<b>N/A</b>	<b>08/04/2025 1 Year</b>
Assistant Professor		
Pediatrics, Division of Adolescent and Child Psychiatry		

Dr. Hemraj Persaud received an MD from St. George's University School of Medicine, and a B.Sc. in Kinesiology & Health Sciences from York University. He completed a residency in Psychiatry at East Tennessee State University and a fellowship in Child & Adolescent Psychiatry at University of Florida, College of Medicine. Currently, Dr. Persaud is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

<b>Stephen T. Petr</b>	<b>\$97,850</b>	<b>07/01/2025 12</b>
<b>Mos.</b>		
Assistant Professor		
Family and Community Medicine		

Dr. Stephen Petr received an MD from Eastern Virginia Medical School, an M.S. and B.S. from University of Maryland Baltimore County. He completed a residency in Family Medicine at MedStar Franklin Sq. Medical Center and a fellowship in Sports Medicine at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University. Currently, Dr. Petr is a practicing physician in the Department of Family and Community Medicine.

<b>Timothy S. Pike</b>	<b>\$123,600</b>	<b>06/10/2025 12</b>
<b>Mos.</b>		
Assistant Professor		
Department of Medicine, Division of General Internal Medicine		

Dr. Timothy Pike received a DO from Midwestern University-Chicago College of Osteopathic Medicine and an M.B.A. in Health Care Administration from Franklin Pierce University. He completed a residency in Internal Medicine at Loyola University. Currently, Dr. Pike is the General Internal Medicine Division Director and is a practicing physician in the Department of Medicine.

<b>Aaron C. Ritter</b>	<b>N/A</b>	<b>07/21/2025 1 Year</b>
Assistant Professor		
Ophthalmology		

Dr. Aaron Ritter received an D.P.M. from Barry University and a B.S. in Biomedical Science from University of South Florida. He completed a residency in Podiatric Surgery and Medicine at Miami Veterans Health Administration. Currently, Dr. Ritter is a practicing physician with the Hampton VA Medical Center.

<b>Caroline R. Shadowen</b>	<b>N/A</b>	<b>09/25/2025 12</b>
<b>Mos.</b>		
Instructor		
Obstetrics and Gynecology, Division of General Obstetrics and Gynecology		

Dr. Carolina Shadowen received an MD from Virginia Commonwealth University and a B.A. in English Literature from University of California. She completed a residency in Obstetrics and Gynecology at Virginia Commonwealth University. Currently, Dr. Shadowen is a practicing physician in the Department of Obstetrics and Gynecology.

<b>Mae M. Shaw</b>	<b>N/A</b>	<b>09/22/2025 1 Year</b>
Instructor		
Pediatrics, Division of Dermatology		

Ms. Mae Shaw received an M.S. in Physician Assistant Studies from Shenandoah University and a B.A. in Interdisciplinary Studies from Virginia Polytechnic Institute and State University. Currently, Ms. Shaw is a Physician Assistant at Children's Hospital of The King's Daughters.

<b>Lauren L. Siewerts van Reesema</b>	<b>\$97,850</b>	<b>08/01/2025 12</b>
<b>Mos.</b>		
Assistant Professor		
Obstetrics and Gynecology, Division of Minimally Invasive Gynecologic Surgery		

Dr. Lauren Siewerts van Reesema received an MD from Eastern Virginia Medical School and a B.S. in Biology from James Madison University. She completed a residency in Obstetrics and Gynecology at University of Kentucky, where she also served as Chief Resident. Additionally, she completed a fellowship in Minimally

Invasive Gynecologic Surgery at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University. Currently, Dr. Siewertsz van Reesema is a practicing physician in the Department of Obstetrics and Gynecology.

**Gideon P. Smith**

**\$326,250**

**07/01/2025 12**

**Mos.**

Professor

Dermatology

Dr. Gideon Smith received an MD from Weill Cornell Medical, a Ph.D. in Theoretical Geophysics from University of Leeds, an M.P.H. in Public Health from Harvard School of Public Health, and a B.Sc. in Physics from Imperial College. He completed a residency in Dermatology and a fellowship in Rheumatology and Transitional Medicine at New York University. Previously Dr. Smith was an Associate Professor in the Department of Dermatology at Harvard University. Currently, Dr. Smith is the new Department Chair of Dermatology. (Joint appointment in the Joint School of Public Health, Department of Health Behavior, Policy, and Management).

**Philip C. Smith**

**N/A**

**07/17/2025 1 Year**

Assistant Professor

Surgery, Division of Pediatric Surgery

Dr. Philip Smith received an MD, a Ph.D. in Pharmacology, and a B.S. in Biochemistry from University of Minnesota. He completed a residency in Surgery at Barnes Hospital at Washington University School of Medicine. Additionally, he completed a fellowship in Cardiovascular and Thoracic Surgery at University of Minnesota and a fellowship in Pediatric Cardiovascular and Thoracic Surgery at The Children's Memorial Hospital. Currently, Dr. Smith is a practicing physician at Children's Hospital of The King's Daughters. (Joint appointment in the Department of Pediatrics, Division of Surgery).

**Bryar S. Thompson**

**N/A**

**09/25/2025 12**

**Mos.**

Instructor

Obstetrics and Gynecology, Division of General Obstetrics and Gynecology

Dr. Bryar Thompson received a DO from Edward Via College of Osteopathic Medicine and a B.S. in Biology from University of Tennessee at Chattanooga. She completed a residency in OBGYN at Atrium Health Navicent/Mercer University School of Medicine. Currently, Dr. Thompson is a practicing physician in the Department of Obstetrics and Gynecology.

**Kristl V. Dorschner Tomlin**

**N/A**

**06/01/2025 3**

**Years**

Associate Professor

Pediatrics, Division of Child and Adolescent Gynecology

Dr. Kristl Tomlin received an MBBCh from The Royal College of Surgeon and a B.A. in Religious Studies from Poma College. She completed a residency in Obstetrics and Gynecology at Maricopa Medical Center & St. John's Hospital and a fellowship in Pediatric and Adolescent Gynecology at Phoenix Children's Hospital. Currently, Dr. Tomlin is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters. (Joint appointment in the Department of Obstetrics and Gynecology).

**Mary Katherine Vetter**

**N/A**

**09/01/2025 1 Year**

Assistant Professor

Pediatrics, Division of Critical Care

Dr. Mary Katherine Vetter received an MD from University of Queensland School of Medicine, and a B.A. in Biological Sciences from Binghamton University. She completed a residency in Pediatrics at Tulane University School of Medicine and a fellowship in Pediatric Critical Care Medicine at UTHealth Houston/Children's

Memorial Hermann Hospital/MD Anderson Cancer Center. Currently, Dr. Vetter is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

**Florian Weilke**  
Assistant Professor  
Radiology

N/A

**06/16/2025 1 Year**

Dr. Florian Weilke received an MD from Ludwig-Maximilians Universität. He completed two years of a Pediatric residency at State University of New York, Downstate Medical Center, and a residency in Diagnostic Radiology at University of Connecticut Health Center. Additionally, he completed a fellowship in Vascular and Interventional Radiology at Medical College of Wisconsin. Currently, Dr. Weilke is a practicing physician at Medical Center Radiologists.

**Abbigail K. Woll**  
**Mos.**  
Assistant Professor  
Obstetrics and Gynecology, Division of Urogynecology

**\$97,850**

**09/25/2025 12**

Dr. Abbigail Woll received an MD from Geisinger Commonwealth School of Medicine and a B.S. in Kinesiology from The Pennsylvania State University, Schreyer Honors College. She completed a residency in Obstetrics and Gynecology at Medical University of South Carolina and a fellowship in Urogynecology and Reconstructive Pelvic Surgery at Duke University. Currently, Dr. Woll is a practicing physician in the Department of Obstetrics and Gynecology.

### Community Faculty

Faculty	Rank	Department	Term
Nabiha Adams, DO	Instructor	Emergency Medicine	1 year
Raymond L. Benza, MD	Professor	Department of Medicine, Division of Cardiology	3 years
Prasad Bichu, MD	Assistant Professor	Department of Medicine, Division of Nephrology	1 year
Chelsea L. Bunce, DO	Instructor	Emergency Medicine	1 year
Theodore P. Chambers, MD	Assistant Professor	Medical Education	1 year
Ruth E. Compton, DO, MBA	Instructor	Emergency Medicine	1 year
Varea H. Costello, DO, MPH	Associate Professor	Department of Medicine	3 years
Meredith Culbertson, DO	Instructor	Emergency Medicine	1 year
W. Grant Day, MD	Assistant Professor	Department of Medicine, Division of Rheumatology	1 year
Alaina R. Dunaway, MD	Assistant Professor	Department of Medicine, Division of General Medicine	1 year
Shawnita A. Frisco, MD	Assistant Professor	Family and Community Medicine	1 year
Barbara J. Frisinger, RNC-LRN, MSN, CNS, NNP-BC	Instructor	Pediatrics, Division of Community Pediatrics	1 year
Jessica E. Gardner, MD	Assistant Professor	Pediatrics, Division of Community Pediatrics	1 year
Barton C. Gumpert, MD	Assistant Professor	Department of Medicine, Division of Pulmonary and Critical Care Medicine	1 year
Gabriela A. Gurrola, MD	Instructor	Emergency Medicine	1 year
Mary C. Hargis, MD	Assistant Professor	Radiology	1 year
William J. Hill, MD, MPH	Assistant Professor	Surgery, Division of Orthopedic Surgery	1 year

Eric M. Jablonka, MD	Assistant Professor	Surgery, Division of Plastic and Reconstructive Surgery	1 year
Telycia M. Johnson, DO	Assistant Professor	Family and Community Medicine	1 year
W. Rainey Johnson, MD	Assistant Professor	Department of Medicine, Division of Cardiology	1 year
Haley J. Kearns, MD	Instructor	Emergency Medicine	1 year
Hanna Kulbeth, MD	Instructor	Emergency Medicine	1 year
Jonathan J. Labbe, MD	Assistant Professor	Department of Medicine, Division of Critical Care Medicine	1 year
John P. Laurenzano, MD	Assistant Professor	Department of Medicine, Division of Gastroenterology	1 year
William A. Marshall, MD	Assistant Professor	Surgery, Division of Orthopedic Surgery	1 year
Clyde D. Martin III, MD	Assistant Professor	Family and Community Medicine	1 year
Dale-marie McKie, DO	Assistant Professor	Family and Community Medicine	1 year
Lauren M. McMichael, MSN, CPNP	Instructor	Pediatrics, Division of Community Pediatrics	1 year
Colin T. McNamara, MD	Assistant Professor	Surgery, Division of Plastic and Reconstructive Surgery	1 year
Fiora L. McRae, MD	Instructor	Radiology	1 year
John B. Moore, MD	Assistant Professor	Department of Medicine, Division of Hematology and Oncology	1 year
Maria E. Noel, MD	Instructor	Emergency Medicine	1 year
Vanessa Obas, MD	Assistant Professor	Department of Medicine, Division of Cardiology	1 year
Jessica L. Ochab, DO	Assistant Professor	Family and Community Medicine	1 year
Matthew Panicker, DO	Instructor	Emergency Medicine	1 year
Jeffrey F. Patton, MD	Assistant Professor	Medical Education	1 year
Alicia K. Philippou, MD	Assistant Professor	Department of Medicine, Division of Gastroenterology	1 year
Matthew J. Rossi, MD	Assistant Professor	Surgery, Division of Vascular Surgery	1 year
Daniel I. Salomonsky, DO	Assistant Professor	Family and Community Medicine	1 year
Katherine E. Schaffer, MD	Instructor	Emergency Medicine	1 year
Evan A. Schwartz, MD	Assistant Professor	Department of Medicine, Division of Pulmonary and Critical Care Medicine	1 year
Mary J. Scourboutakos, MD, Ph.D.	Assistant Professor	Family and Community Medicine	1 year
Ramsha Sultana, MD	Assistant Professor	Family and Community Medicine	1 year
Thomas W. Thomas Jr., MD	Assistant Professor	Surgery, Division of Anesthesiology	1 year
David A. Vennard Jr., DO	Assistant Professor	Family and Community Medicine	1 year
Megan S. Winning, MD	Instructor	Emergency Medicine	1 year

Terms:

12 Mos. = Salaried Faculty

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

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**APPROVAL OF ACADEMIC HONORS  
MASON & JOAN BROCK VIRGINIA HEALTH SCIENCES  
EASTERN VIRGINIA MEDICAL SCHOOL AT OLD DOMINION UNIVERSITY**



The Board of Directors approved Dr. Abuhamad's recommendations for academic honors for one faculty members, and faculty tenure waiver of length of service requirements for two new faculty members. The following resolutions were brought forth as recommendations from the Board of Directors and were unanimously approved by the Board of Visitors.

**Nomination of Dr. Timothy Pike for the Oscar Edwards, MD Memorial Distinguished Professorship in Medicine**

I am writing to nominate Dr. Timothy Pike, DO, MBA, FACP, CPE, for the Oscar Edwards, MD Memorial Distinguished Professorship in Medicine. As the current Chief for the Division of General Internal Medicine in the Department of Medicine at Macon & Joan Brock Virginia Health Sciences at Old Dominion University, Dr. Pike exemplifies the qualities of academic excellence, leadership, and dedication to medical education, patient care, and institutional advancement that this endowed position seeks to honor. With over three decades of distinguished service in internal medicine, healthcare administration, and medical education, Dr. Pike stands out as the most suitable candidate due to his profound impact on clinical practice, quality improvement, mentorship, and system-wide healthcare innovation. His extensive leadership experience, combined with a commitment to fostering high-reliability organizations and enhancing provider education, positions him uniquely to advance the mission of our institution through this prestigious appointment.

Dr. Pike's educational foundation and academic trajectory provide a strong basis for his nomination. He earned his Doctor of Osteopathic Medicine from Midwestern University - Chicago College of Osteopathic Medicine in 1994, following pre-medical studies at several institutions, including National Louis University and Northeastern University. He completed his internal medicine internship and residency at Loyola University in 1997, where he was recognized as Internal Medicine Resident of the Year and nominated for the Robert E. Carlson MD Award. Subsequently, he served as Chief Resident at MacNeal Hospital, affiliated with Loyola University and the University of Chicago. Dr. Pike further enhanced his expertise with a Master of Business Administration in Health Care Administration from Franklin Pierce University in 2020, equipping him with the administrative acumen necessary for high-level leadership roles. His academic appointments include his current position as Assistant Professor in the Division of General Internal Medicine at EVMS since 2025, as well as prior adjunct instructorships at Dartmouth Medical School (2003-2012) and Presbyterian Hospital in Dallas (2000- 2001). These roles underscore his longstanding commitment to medical education and his ability to integrate clinical expertise with teaching responsibilities.

What truly distinguishes Dr. Pike is his remarkable record of professional experience and leadership in healthcare administration. Over the past two decades, he has held progressively senior positions, including Chief Medical Officer and Chief Operating Officer at Seacoast Affiliated Medical Group (2024), Chief Medical Officer at York Hospital (2022-2024), Vice President and Chief Medical Officer at Sentara Virginia Beach General Hospital (2014-2022), and Chief Medical Officer at HCA HealthCare Portsmouth Regional Hospital (2011-2014). In these capacities, he has demonstrated exceptional skill in operational management, quality enhancement, and strategic planning. For instance, at Sentara Healthcare, he served as the system lead for Advanced Practice Professionals Integration (2017-2022), co-led the adoption of system-wide Medical Staff Bylaws (2017-2018), and was a key member of the CMS/Sentara Bundled Payment project (2017-2018). His leadership extended to chairing numerous committees, such as the Quality and Safety Committee at multiple institutions (2014-2024), and implementing high-reliability safety principles across three healthcare systems. These accomplishments have not only improved patient outcomes but also fostered collaborative environments that align clinical and operational goals, making him an ideal steward for an endowed professorship focused on academic and institutional excellence.

Dr. Pike's contributions to educational activities further affirm his suitability for this honor. He has been instrumental in teaching and curriculum development, hosting monthly student externships at Dartmouth Medical School (2003-2012) and mentoring medical students, interns, and residents at Loyola University/MacNeal Hospital (1998-2000) and Presbyterian Hospital (2000-2001). As Associate Program Director for the Transitional Medicine Year at MacNeal Hospital (1998-2000), he played a pivotal role in curriculum development for the transitional year internship. More recently, he developed system-wide staff education on high-reliability safety principles (2014-2024), implemented a Lean Six Sigma Yellow Belt Program (2016-2022), and created a medical staff plan to empower alignment with health system objectives (2014-2024). His mentoring efforts are equally impressive, including advising teams in Sentara Healthcare's Advance Physician Leadership Program (2014-2022) and chairing Medical Executive Committee Officers Forums across four systems (2011-2024). These initiatives have equipped numerous physicians and advanced practice professionals with leadership skills, driving quality improvements and enhanced care delivery.

Additionally, as GME liaison for student programs from Dartmouth College and Tufts University (2011-2014), he facilitated educational collaborations that enriched training opportunities. Dr. Pike's ability to assess learners through performance improvement tools, such as his Lean Six Sigma initiatives, ensures measurable outcomes in professional development.

In the realm of clinical and quality improvement activities, Dr. Pike has led transformative projects that enhance patient safety and operational efficiency. He developed operational and clinical dashboards for data-driven decision-making across four systems (2011-2024), implemented an incident reporting system with a "Just Culture" framework (2022-2024), and co-led accreditation task forces for Joint Commission preparation (2022-2024). His work on reducing hospital length of stay, mortality, and readmissions through clinical performance improvement teams (2014-2019) demonstrates a data-informed approach to healthcare optimization. Notable achievements include leading the adoption of the Mayo Safety Learning System (2014-2022), standardizing professionalism and practitioner health policies (2015-2020), and instituting unit-based hospitalist models (2011-2012). Furthermore, he spearheaded clinical variation reduction projects in surgery, gastroenterology, and cardiology (2014-2022), as well as antimicrobial stewardship initiatives that achieved a 13% reduction in unnecessary antibiotic use (2009-2011). These efforts reflect his dedication to evidence-based practice and his capacity to translate leadership into tangible improvements in patient care, aligning perfectly with the values of the Oscar Edwards, MD Memorial Distinguished Professorship in Medicine. Importantly, in a very short span of time since joining EVMS, he has led several quality improvement projects to enhance patient care with demonstrable effect.

Dr. Pike's professional service extends to national and regional levels, where he has contributed to broader healthcare advancements. He served on the HCA National Ethics Committee (2006-2014), National Quality Improvement and Safety Forum (2009-2014), and National Physician Leadership Council (2009-2011). Locally, he chaired disaster preparedness and education committees at Portsmouth Regional Hospital (2005-2014) and was involved in EPIC EMR integration at Anna Jaques Hospital (2024). His honors, including the McAfee Fellowship for Physician Executive Leadership (2014), New Hampshire Magazine's "Top Doctor" in Primary Care (2009), and finalist for Reserve Naval Medical Officer of the Year (1999), attest to his peer-recognized excellence. Board-certified by the American Board of Internal Medicine (1999-2029) and a Certified Physician Executive (2017-2018), Dr. Pike maintains active licenses in Virginia, New Hampshire, and Maine. His memberships in prestigious organizations, such as the American College of Physicians (Fellow since 1994) and the American Association of Physician Leadership, further highlight his commitment to the field.

Beyond his professional achievements, Dr. Pike's community service and military background add depth to his candidacy. He served as Chair of the Sea Care Board (2012-2014), a nonprofit providing free care access, and as a member of the Krempels Center for brain injury recovery (2010-2014). His military tenure includes roles as a Lieutenant Commander in the United States Navy Reserve (1998-2007), Flight Medic

in the Army National Guard (1986-1988), and Medic in the United States Air Force (1977- 1982), demonstrating a lifelong dedication to service.

In summary, Dr. Timothy Pike's unparalleled leadership, educational contributions, clinical innovations, and commitment to quality improvement make him the preeminent candidate for the Oscar Edwards, MD Memorial Distinguished Professorship in Medicine. This appointment would not only recognize his extraordinary career but also enable him to further elevate our institution's academic and clinical endeavors. I strongly endorse his nomination and am available to provide additional information as needed.

Rehan Qayyum, MD, MHS  
Professor and Chair  
Department of Medicine

#### **Waiver of Length of Service Requirement for Michael D. Henry, Ph.D.**

I am writing to respectfully request that Macon & Joan Brock Virginia Health Sciences Board of Directors waive the two-year service requirement for a tenure review for Dr. Michael D. Henry, inaugural Chair of the Department of Biomedical and Translational Sciences, in accordance with EVMS Faculty Tenure Policy ([Board of Visitor Policy #1705](#)).

This waiver is requested in recognition of Dr. Henry's exemplary record of professional accomplishment, leadership, and scholarship, as well as the unique strengths and vision he plans to bring to our institution. Since joining us, Dr. Henry has demonstrated a profound commitment to advancing our mission. I believe it is in the best interest of the institution to move forward with his tenure consideration at this time.

As then Dean of the School of Medicine, I approved the waiver of the two-year service requirement for Dr. Henry in accordance with the policy. The waiver request was presented to the Tenure Committee for their review and concurrence, which they provided. Additionally, in my role as Executive Vice President for Health Sciences, I also support the recommendation.

I respectfully request the Board's concurrence with this recommendation. A copy of my letter to the Tenure Committee, the Tenure Committee's response letter and Dr. Henry's curriculum vitae are enclosed for your review.

We appreciate your careful review of this request and the role you play in supporting the mission and success of our institution.

Alfred Z. Abuhamad, MD  
Executive Vice President, Health Sciences  
Dean of the School of Medicine

#### **Waiver of Length of Service Requirement for Judette M. Louis, MD, MPH**

I am writing to respectfully request that Macon & Joan Brock Virginia Health Sciences Board of Directors waive the two-year service requirement for a tenure review for Dr. Judette M. Louis, Dean, Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University, in accordance with EVMS Faculty Tenure Policy ([Board of Visitor Policy #1705](#)).

This waiver is requested in recognition of Dr. Louis' exemplary record of professional accomplishment, leadership, and scholarship, as well as the unique strengths and vision she brings to our institution. Since joining us, Dr. Louis has demonstrated a profound commitment to advancing our mission. I believe it is in the best interest of the institution to move forward with her tenure consideration at this time.

As the Executive Vice President for Health Sciences, I approved the waiver of the two-year service requirement for Dr. Louis in accordance with the policy. The waiver request was presented to the Tenure Committee for their review and concurrence, which they provided.

I respectfully request the Board's concurrence with this recommendation. A copy of my letter to the Tenure Committee, the Tenure Committee's response letter and Dr. Louis' curriculum vitae are enclosed for your review.

We appreciate your careful review of this request and the role you play in supporting the mission and success of our institution.

Alfred Z. Abuhamad, MD  
Executive Vice President, Health Sciences  
Dean of the School of Medicine

#### **AUDIT, COMPLIANCE, HUMAN RESOURCES, and GOVERNANCE COMMITTEE**

Rick Wyatt, Chair of the Audit, Compliance, and Human Resources Committee, reported that LaToya Jordan, Senior Associate Vice President for Audit and Compliance Zach Borgerding of the Auditor of Public Accounts (APA) provided presented the results of the university's fiscal year 2024 financial statement audit. The university received an unmodified opinion on its financial statements, confirming the statements are fairly presented in accordance with generally accepted accounting principles. Mr. Borgerding also discussed audit adjustments and nine internal control findings - four from the financial statement audit and five related to student financial aid issued as part of the Commonwealth's Statewide Single Audit.

LaToya Jordan, Senior Associate Vice President for Audit and Compliance, provided an update of the current audit plan, sharing results from five completed engagements – Provisioning of Affiliate Access, Onboarding Processes, IT Project Management, University Travel and Perry Honors College. All received an overall rating of "Partially Effective," or "Effective." Management concurred with all findings and provided corrective action plans.

SAVP Jordan also discussed the status of corrective action for open findings since June, noting management completed corrective action for 4 of the 15 previously cited findings. Additionally, 14 new findings as a result of recent report issuances.

SAVP Jordan presented the proposed FY2026 audit plan, covering October 2025 through June 2026. The plan realigns the audit cycle with the fiscal year and is designed to balance risk mitigation with strategic flexibility. Upon recommendation of the Audit, Compliance, Human Resources and Governance Committee, the Board unanimously approved the proposed FY2026 audit plan. SAVP Jordan ended her presentation by giving an update on the University's compliance program, specifically the recent launch of the university's Compliance Network.

September Sanderlin, Vice President for Talent Management and Culture, provided the Committee with an update on the Staff Compensation Study and reviewed compliance matters related to restrictions on the H-1B program, DHRM policies, the FY26 Workforce Plan, and the Employment Opportunities Plan.

VP Sanderlin also shared her appointment to the Virginia Retirement System's Defined Contribution Plans Advisory Committee (DCPAC) and highlighted ODU's participation in the National Workforce Development Month initiative.

Vice Sanderlin also presented the resolution to approve the Administrative and Professional Faculty and Clinical appointments to the Committee. Upon recommendation of the Audit, Compliance, Human Resources, and Governance Committee, the Board unanimously approved the following resolution.

**Administrative Faculty Appointments & Clinical Appointments**  
**May 25, 2025 – September 10, 2025**

<b>John Adams</b> Assistant Vice President for Budget and Financial Planning Office of Budget and Financial Planning, <i>Exceptional Opportunity</i>	\$225,000	6/1/2025	12mos.
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John Adams holds a Master of Business Administration from Mississippi State University and a Bachelor of Art in Interdisciplinary Studies from Coastal Carolina University. Adams brings experience as the Interim Chief Financial Officer with Appalachian State University.

<b>Sena Amegbletor</b> Registered Nurse Internal Medicine	\$84,000	9/10/2025	12mos
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Sena Amegbletor holds a Bachelor of Science in Healthcare Management from Excelsior University. Amegbletor brings experience from Naval Medical Center Portsmouth as a Registered Nurse in the Infectious Diseases Clinic (Outpatient).

<b>Jonathan Ceh</b> Director of Football Operations Athletics	\$86,000	6/3/2025	12mos.
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Johnathan Ceh holds a Master of Business Administration from Mississippi State University and a Bachelor of Science in Supply Chain & Information Systems from Pennsylvania State University. Ceh brings experience as the Director of Football Operations for Western Michigan University.

<b>David Clapper</b> Marketing Automation Architect Teletechnet Planning	\$125,000	6/25/2025	12mos.
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David Clapper holds a Bachelor of Science in Interdepartmental Studies in Communication from Northwestern University. Clapper brings experience as the Salesforce Marketing Cloud Architect/Email Specialist with NextActiv..

<b>Alaisa Core</b>	\$55,000	7/15/2025	12mos.
International Student Advisor (H1B Employee Advisor)			
Visa & Immigration Service			

Alaisa Core holds a Master of Science in Educational Leadership – Higher Education from Old Dominion University and a Bachelor of Arts in Global Affairs from George Mason University. Core brings experience as the International Student Advisor Quality Assurance with the University of Fairfax.

<b>Kailey Costabile</b>	\$60,000	7/10/2025	12mos.
Assistant Director of Orientation			
Center for Orientation, Retention, and Exploration			

Kailey Costabile holds a Master of Science in Student Affairs in Higher Education and a Bachelor of Science in Business Administration from Westminster College. Costabile brings experience as the Assistant Director for Student Activities at Miami University.

<b>Danyel Cuffee</b>	\$50,000	6/25/2025	12mos.
Student Success Coordinator			
Center of Orientation, Retention, & Exploration			

Danyel Cuffee holds a Master of Science in Education from Old Dominion University and a Bachelor of Science in Biological Science from Old Dominion University. Cuffee brings experience as the Academic Advisor for University of Connecticut.

<b>De’Jovia Davis</b>	\$65,000	5/29/2025	12mos.
Director of Women’s Basketball Operations			
Athletics			

De’Jovia Davis holds a Master of Science in Sports Administration from Kent State University and a Bachelor of Science in Urban Planning from the University of Pittsburg. Davis brings experience as the Director of Basketball Operations with Kent State University.

<b>Joseph Diasanta</b>	\$105,000	6/10/2025	12mos. Senior
CRM Administrator			
Division of Digital Transformation & Technology, <i>Exceptional Opportunity</i>			

Joseph Diasanta holds a Bachelor of Science in Information Systems & Technology from Old Dominion University. Diasanta brings experience as the Salesforce Administrator for Old Dominion University with High Trail.

<b>Dr. Marion Dykstra</b>	\$90,000	7/25/2025	12mos.
Scientist			
Biomedical Sciences			

Dr. Marion Dykstra holds a Doctor of Philosophy in Biology, Medicine and Health from the University of Caen Basse-Normandie, a Master of Science in Cellular Biology from the University of Caen Basse- Normandie, and a Bachelor of Science in Biology from the University of Caen Basse-Normandie. Dr. Dykstra brings experience from the University of Iowa as an Assistant Research Scientist.

<b>Emily Ferrao</b>	\$50,000	6/25/2025	12mos.
Student Success Coordinator Center of Orientation, Retention, & Exploration			

Emily Ferrao holds a Master of Education from James Madison University and a Bachelor of Arts in Political Science from Christopher Newport University. Ferrao brings experience as the UPB Graduate Assistant for James Madison University.

<b>Joshua Foe</b>	\$53,000	6/10/2025	12mos.
Marketing Coordinator Enrollment Management			

Joshua Foe holds a Bachelor of Science in Marketing and Business Analytics from Old Dominion University. Foe brings experience as the Social Media Strategist Intern for Old Dominion University.

<b>Theresa Foremaster</b>	\$80,000	8/10/2025	12 mos.
Grant & Contract Administrator - Post-Award Sponsored Program Administration			

Theresa Foremaster holds a Bachelor of Science in Business Administration from Old Dominion University. Foremaster brings experience as the Staff Administrator for Jefferson Science Associates, LLC.

<b>Annique Goldschmidts</b>	\$81,452	7/29/2025	12mos.
Registered Nurse Obstetrics & Gynecology			

Annique Goldschmidts holds a Bachelor of Science in Nursing from Villanova University. Goldschmidts brings experience from Virginia Mason Franciscan Health as a Registered Nurse.

<b>Marcus Gore</b>	\$88,000	6/10/2025	12mos.
Associate Creative Director Enrollment Management			

Marcus Gore holds a Master of Science in Marketing from American University and a Bachelor of Fine Arts in Communication Design from Pratt Institute. Gore brings experience as the Creative Coordinator for American University.

<b>Kylee Harbour</b>	\$53,000	6/10/2025	12mos.
Assistant Director Enrollment Management			

Kylee Harbour holds a Bachelor of Science in Communication from Old Dominion University. Harbour brings experience as the Enrollment Staffing Coordinator for Regent University.

<b>Hayley Hardenbrook</b>	\$68,000	9/10/2025	12mos.
Assistant Director of International Recruitment International Admissions			

Hayley Hardenbrook holds a Juris Doctorate from the College of William and Mary and Bachelor of Arts in Political Science from University of Florida. Hardenbrook brings experience as the International Admissions & Recruitment Manager for North Carolina State University.

<b>Juston Hart</b>	\$100,000	7/25/2025	12mos.
CRM Developer			
TV Production / Media, Division of Digital Transformation & Technology			

Juston Hart holds a Bachelor of Science in Computer Science from the University of Oklahoma. Hart brings experience as the Salesforce Developer/Administrator with the University of Oklahoma College of Law.

<b>Dr. Martin Irvine, Jr.</b>	\$250,000	6/6/2025	12mos.
Associate Vice President for National Defense Initiatives, <i>Exceptional Opportunity</i>			
Division of Research and Economic Development			

Dr. Martin Irvine, Jr. holds a Ph.D. in Mechanical Engineering from the University of Iowa, a Master of Science in Ocean Engineering from Virginia Polytechnic Institute and State University and a Bachelor of Science in Ocean Engineering from Virginia Polytechnic Institute and State University. Dr. Irvine, Jr. brings experience as the Executive Director of the Naval Surface Warfare Center and the Naval Undersea Warfare Center with the United States Navy.

<b>Elizabeth Jones</b>	\$100,000	6/25/2025	12mos.
Associate Athletic Director for Sports Medicine/Athletic Training			
Athletics			

Elizabeth Jones holds a Master of Science in Clinical Athletic Training from Bloomsburg University and a Bachelor of Science in Exercise Science and Athletics from Bloomsburg University. Jones brings experience as the Head Athletic Trainer with the College of William & Mary.

<b>Sarra Kennedy</b>	\$90,000	7/10/2025	12mos
Practice Manager II			
Radiation and Oncology			

Sarra Kennedy holds a Master of Business Administration in Finance and International Business from New York University, Stern School of Business, and a Bachelor of Business Administration from the College of William & Mary, Mason School of Business. Kennedy brings experience from Macon & Joan Brock Virginia Health Sciences at Old Dominion University as a Manager of Operations and Administration.

<b>Jason Klinkrad</b>	\$59,000	7/8/2025	12mos.
Assistant Field Hockey Coach, <i>Exceptional Opportunity</i>			
Athletics			

Jason Klinkrad holds a Bachelor of Arts Honours in Psychology from the University of South Africa. Klinkrad brings experience as the Interim Head Coach with the University of Delaware.

<b>Ezmerelda Kornmeyer</b>	\$79,000	6/10/2025	12mos.
Manager, Testing Center			
Office of Education			

Ezmerelda Kornmeyer holds a Master of Science in Instructional Design from Northcentral University, a Master of Art in Teaching (TESOL), and a Bachelor of Science in Biology. Kornmeyer brings experience from the Food and Drug Administration as an Instructional Systems Specialist.

<b>Andrew Larkin</b>	\$127,000	7/25/2025	12mos.
Assistant Director of Engagement, Institute for Coastal Adaptation and Resilience			
Institute for Coastal Adaptation and Resilience			

Andrew Larkin holds a Juris Doctorate from the College of William and Mary and a Bachelor of Arts in Political Science from the University of Florida. Larkin brings experience as the Senior Program Analyst for NOAA Restoration Center.



<b>Christopher Lawson</b> Coordinator, Outdoor Adventure Program Recreation Wellness	\$50,923	8/10/2025	12mos.
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Christopher Lawson holds a Master of Outdoor Adventure and Expedition Leadership from Southern Oregon University and Bachelor of Science in Adventure Leadership and Business Administration from Asbury University. Lawson brings experience as the Zip Line Guide for Rogue Valley Zip Line Adventures.

<b>Dr. Judette Louis</b> Dean, School of Medicine Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School	\$900,000	9/1/2025	12mos.
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Dr. Judette Louis holds a Doctor of Medicine from Drexel University College of Medicine and a Master of Public Health from Johns Hopkins University School of Hygiene and Public Health. Dr. Louis brings experience from the University of South Florida (USF) Health as a James M. Ingram Professor and Chair of the Department of Obstetrics and Gynecology in the Morsani College of Medicine with a joint faculty appointment in the USF Health School of Public Health.

<b>Eladra Ludvigsen</b> Advanced Practice Provider Internal Medicine	\$72,018	6/10/2025	12mos.
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Eladra Ludvigsen holds a Master of Science in Nursing from Purdue University Global and a Bachelor of Science in Nursing from Bethel University. Ludvigsen brings experience from Sentara Healthcare as a Registered Nurse.

<b>Tia Lunsford</b> Senior Director for Talent Acquisition and HR Services, <i>Exceptional Opportunity</i> Division of Talent Management and Culture	\$145,000	8/10/2025	12mos.
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Tia Lunsford holds a Master of Science in Community Health & Healthcare Management from Old Dominion University and a Bachelor of Science in Business Administration Management from Virginia Commonwealth University. Lunsford brings experience as the Senior Manager, Human Resource Business Partner with the College of William & Mary.

<b>LaFrancis McPherson</b> Athletic Director of Business and Finance Athletics	\$70,000	6/25/2025	12mos. Assistant
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LaFrancis McPherson holds a Bachelor of Science in Business Management from Regent University. McPherson brings experience as the Assistant Athletic Director of Business Operations with Hampton University.

<b>Dr. Ethlyn McQueen-Gibson</b> Research Associate II Department of Medicine	\$86,644	5/27/2025	12 mos.
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Dr. Ethlyn Gibson holds a Doctor of Nursing Practice from Ursuline College, a Master of Science in Nursing from the Medical College of Georgia, and a Bachelor of Science in Nursing from Ursuline College. Dr. Gibson brings experience from Norfolk State University School of Nursing as an Adjunct Associate Professor.

<b>Dr. Stephanie Morawo</b> Director of Advising College of Arts and Letters	\$78,000	8/25/2025	12mos.
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Dr. Stephanie Morawo holds a Ph.D. in Administion of Higher Education from Auburn University, a Master of Education, Administration of Higher Education from Auburn University and a Bachelor of Science in Political Science from Kennesaw State University. Dr. Morawo brings experience as the Associate Director for Student Care & Academic Initiatives with San Diego State University.

<b>Sandra Murray</b> University Bursar Finance Office	\$110,000	8/10/2025	12mos.
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Sandra Murray holds a Bachelor of Science in Business and Marketing Management from Virginia Polytechnic Institute and State University. Murray brings experience as the Operations Accounting Manager for ECPI University.

<b>Ifechukwu Nnam</b> Residence Hall Director Housing and Residence Life	\$43,888	8/6/2025	12mos.
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Ifechukwu Nnam holds a Master of Science in Higher Education and Student Affairs from Northen Illinois University and a Bachelor of Science in Applied Microbiology and Brewing from Enugu State University. Nnam brings experience as the Desk Operations Graduation Assistant for Enugu State University.

<b>Julie Oglesby</b> Advanced Nurse Practitioner Otolaryngology	\$130,203	9/10/2025	12mos.
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Julie Oglesby holds a Master of Science in Nursing from George Mason University and a Bachelor of Science in Psychology from Virginia Polytechnic Institute and State University. Oglesby brings experience from Dumfries Health Center as a Family Nurse Practitioner.

<b>John Oyewale</b> Academic Advisor Dean Health Science	\$51,912	6/10/2025	12mos.
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John Oyewale holds a Master of Science in Medical Microbiology from Obafemi Awolowo University and a Bachelor of Science in Microbiology from Olabisi Onabanjo University. Oyewale brings experience as a Group Tour Coordinator in the Welcome and Visit Experience Center with Old Dominion University.

<b>Rodolfo Pagsanjan</b> Director of Webb University Center Webb Center	\$115,000	8/25/2025	12mos.
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Rodolfo Pagsanjan holds a Master of Arts in Organizational Leadership from Gonzaga University and Bachelor of Arts in International Relations from University of California. Pagsanjan brings experience as the Director, Conferences & Event Services for Cleveland State University.

<b>Faith Quel</b>	\$50,000	6/25/2025	12mos.
Student Success Coordinator Center of Orientation, Retention, & Exploration			

Faith Quel holds a Master of Education in College Student Affairs Administration from University of Georgia and a Bachelor of Arts in Social Work from Christopher Newport University. Quel brings experience as the Intern for New Student Transition Programs for Indiana State University.

<b>Rahul Rachamadugu</b>	\$100,000	6/25/2025	12mos.
CRM Developer TV Production / Media, Division of Digital Transformation & Technology			

Rahul Rachamadugu holds a Master of Science in Data Science from the New Jersey Institute of Technology and a Bachelor of Science in Computer Engineering from Sinhgad Academy of Engineering. Rachamadugu brings experience as a Consultant with Deloitte.

<b>KreSean Reed-Franklin</b>	\$115,000	8/5/2025	12mos.
Assistant Football Coach, <i>Exceptional Opportunity</i> Athletics			

KreSean Reed-Franklin holds a Bachelor of Science in Business Administration / Management from Adams State University. Reed-Franklin brings experience as the Cornerbacks Coach with the University of Akron.

<b>Claire Rodriguez</b>	\$114,608	7/10/2025	12mos
Nurse Practitioner II Obstetrics & Gynecology			

Claire Rodriguez holds a Master of Science in Nursing from Georgetown University School of Nursing and Health Studies, a Bachelor of Science in Nursing from Rhode Island College School of Nursing, and a Bachelor of Science in Psychology from Brown University. Rodriguez brings experience from Southeastern Virginia Health Systems as a Staff Certified Nurse Midwife and Women's Health Nurse Practitioner.

<b>Justin Rogers</b>	\$30,000	7/21/2025	12mos. Football
Quality Control Coach, <i>Exceptional Opportunity</i> Athletics			

Justin Rogers holds a Master of Science in Educational Technology from Sul Ross State University and a Bachelor of Arts in Communications from the University of Texas at El Paso. Rogers brings experience as the Defensive Back / Returners Coach with Sul Ross State University.

<b>Elizabeth Ruello</b>	\$125,000	7/10/2025	12mos.
Clinical Transformation Project Manager Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical Group			

Elizabeth Ruello holds a Master of Science in Nursing Education and Leadership from Wilmington University and a Bachelor of Science in Nursing and Early Child Development from the University of Delaware. Ruello brings experience from Sentara College of Health Sciences as an Education Supervisor and Adjunct Assistant Professor of Nursing.

<b>Blake Steiner</b> Geospatial Data Scientist, <i>Exceptional Opportunity</i> Digital Transformation & Technology	\$80,381	7/10/2025	12mos.
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Blake Steiner holds a Master of Science in Natural Resources from the University of Arizona and a Bachelor of Science in Biological Science from Old Dominion University. Steiner brings experience as a Geospatial Developer – Analyst with Old Dominion University.

<b>Brooke Taylor</b> Director of Nursing Internal Medicine	\$112,000	5/26/2025	12mos.
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Brooke Taylor holds a Bachelor of Science in Nursing from Old Dominion University. Taylor brings experience from Virginia Surgery Center as an Ambulatory Surgery Center Manager.

<b>Lauren Thompson</b> Military Connection Center	\$50,000	7/10/2025	12mos. Assistant Director of the Military Connection Center
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Lauren Thompson holds a Master of Science in Higher Education and Student Affairs from Old Dominion University and a Bachelor of Arts in Psychology from Randolph-Macon College. Thompson brings experience as the Coordinator of Student Support & Programming for the Military Connection Center at Old Dominion University.

<b>Janay Ward</b> Assistant Athletic Trainer Athletics	\$59,000	8/5/2025	12mos.
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Janay Ward holds a Master of Science in Athletic Training from Townson University and a Bachelor of Science in Exercise Science from Townson University. Ward brings experience as Certified Athletic Trainer for University of Maryland Baltimore County.

<b>Melissa Willers</b> Digital Campaigns Manager DL Online Course Development	\$90,000	9/10/2025	12mos.
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Melissa Willers holds a Bachelor of Science in Marketing from the University of Colorado, Colorado Springs. Willers brings experience as the Marketing Coordinator, UCCS Online with the University of Colorado, Colorado Springs.

<b>Tamika Williams</b> Senior Accountant EVMS Medical Group	\$84,320	6/25/2025	12mos
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Tamika Williams holds a Master of Business Administration from Virginia Wesleyan University and a Bachelor of Business Administration from Howard University. Williams brings experience from the U.S. Department of Education as an Accountant.

**Ryan Wilson**  
Football Quality Control Coach  
Athletics

\$30,000

6/2/2025

12mos.

Ryan Wilson holds a Master of Arts in Sports Administration from Fairleigh Dickinson University and a Bachelor of Arts in Sports Administration from Fairleigh Dickinson University. Wilson brings experience as the Offensive Coordinator / QB Coach with Hampden-Sydney College.

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Ashley Schumaker, the Executive Vice President for Administration and Chief Operating Officer, introduced the proposed changes to the Board of Visitors policy 1610, which pertains to the Charter of the University Audit Department. A 15-day notice was sent on September 26, 2025. The redline modifications to the policy are incorporated in the materials provided to the Board. Upon recommendation of the Audit, Compliance, Human Resources, and Governance Committee, the Board unanimously approved the following resolution.

**NUMBER:** 1610

**TITLE:** Charter of the University Audit Department

**APPROVED:** November 14, 1981; Revised May 15, 1982; Revised April 5, 1990; Revised September 13, 2002; Revised June 17, 2010; Revised June 12, 2014; Revised September 24, 2015; Revised September 21, 2017; Revised September 20, 2018; Revised September 19, 2019; Revised September 14, 2021; Revised September 16, 2022; Revised September 13, 2024

**SCHEDULED REVIEW DATE:** September 2029

## **Purpose**

The purpose of the University Audit Department is to strengthen the University's ability to create, protect, and sustain value by providing the Board of Visitors and management with independent, risk-based, and objective assurance, advice, insight, and foresight.

The internal audit function enhances Old Dominion University's:

- Successful achievement of its objectives.
  - Governance, risk management, and control processes.
  - Decision-making and oversight.
  - Reputation and credibility with its stakeholders.
  - Ability to serve the public interest.
- Old Dominion University's internal audit function is most effective when:
- Internal auditing is performed by competent professionals in conformance with the IIA's Global Internal Audit Standards, which are set in the public interest.
  - The internal audit function is independently positioned with direct accountability to the Board of Visitors.
  - Internal auditors are free from undue influence and committed to making objective assessments.

## ***Commitment to Adhering to the Global Internal Audit Standards***

Old Dominion University's internal audit function will adhere to the mandatory elements of the Institute of Internal Auditors' International Professional Practices Framework, which are the Global Internal Audit Standards and Topical Requirements. The Chief Audit Executive will report annually to the Board of Visitors through the Audit, Compliance, Human Resources and Governance Committee and senior management regarding the internal audit function's conformance with the Standards, which will be assessed through a quality assurance and improvement program.

## **Mandate**

## ***Authority***

The internal audit function's authority is created by its direct reporting relationship to the Audit, Compliance, Human Resources and Governance Committee of the Board of Visitors. Such authority allows for unrestricted access to the Board of Visitors.

The Board of Visitors authorizes the internal audit function to:

- Have full and unrestricted access to all functions, data, records, information, physical property, and personnel pertinent to carrying out internal audit responsibilities. Internal auditors are accountable for confidentiality and safeguarding records and information.
- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques, and issue communications to accomplish the function's objectives.
- Obtain assistance from the necessary personnel of Old Dominion University and other specialized services from within or outside the University to complete internal audit services.

### ***Independence, Organizational Position, and Reporting Relationships***

The Chief Audit Executive will be positioned at a level in the organization that enables internal audit services and responsibilities to be performed without interference from management, thereby establishing the independence of the internal audit function. The Chief Audit Executive will report functionally to the Board of Visitors through the Audit, Compliance, Human Resources and Governance Committee and administratively (for example, day-to-day operations) to the President. This positioning provides the organizational authority and status to bring matters directly to senior management and escalate matters to the Board of Visitors, when necessary, without interference and supports the internal auditors' ability to maintain objectivity.

The Chief Audit Executive's oversight of the Office of Risk Management is structured to preserve independence and prevent conflicts of interest. As a safeguard, the operational activities of the Office of Risk Management will be subject to independent external audit or assurance reviews for objectivity.

The Chief Audit Executive will confirm to the Audit, Compliance, Human Resources and Governance Committee of the Board of Visitors, at least annually, the organizational independence of the internal audit function. If the governance structure does not support organizational independence, the Chief Audit Executive will document the characteristics of the governance structure limiting independence and any safeguards employed to achieve the principle of independence. The Chief Audit Executive will disclose to the Audit, Compliance, Human Resources and Governance Committee any interference encountered in the scope, performance, or communication of internal audit work and results. The disclosure will include communicating the implications of such interference on the internal audit function's effectiveness and ability to fulfill its mandate.

### ***Changes to the Mandate and Charter***

Circumstances may justify a follow-up discussion between the Chief Audit Executive, Board of Visitors, and senior management on the internal audit mandate or other aspects of the audit charter. Such circumstances may include but are not limited to:

- A significant change in the Global Internal Audit Standards.
- A significant reorganization within the organization.
- Significant changes in the Chief Audit Executive, Board of Visitors, and/or senior management.
- Significant changes to the organization's strategies, objectives, risk profile, or the environment in which the organization operates.

- New laws or regulations that may affect the nature and/or scope of internal audit services.

## **Chief Audit Executive Roles and Responsibilities**

### ***Ethics and Professionalism***

The Chief Audit Executive will ensure that internal auditors:

- Conform with the Global Internal Audit Standards, including the principles of Ethics and Professionalism: integrity, objectivity, competency, due professional care, and confidentiality.
- Understand, respect, meet, and contribute to the legitimate and ethical expectations of the organization and be able to recognize conduct that is contrary to those expectations.
- Encourage and promote an ethics-based culture in the organization.
- Report organizational behavior that is inconsistent with the organization's ethical expectations, as described in applicable policies and procedures.

### ***Objectivity***

The Chief Audit Executive will ensure that the internal audit function remains free from all conditions that impair the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of engagement selection, scope, procedures, frequency, timing, and communication. If the Chief Audit Executive determines that objectivity may be impaired in fact or appearance, the details of the impairment will be disclosed to appropriate parties.

Internal auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively such that they believe in their work product, do not compromise quality, and do not subordinate their judgment on audit matters to others, either in fact or appearance.

Internal auditors will have no direct operational responsibility or authority over any of the activities they review. Accordingly, internal auditors will not implement internal controls, develop procedures, install systems, or engage in other activities that may impair their judgment, including:

- Assessing specific operations for which they had responsibility within the previous year.
- Performing operational duties for Old Dominion University or its affiliates.
- Initiating or approving transactions external to the internal audit function.
- Directing the activities of any Old Dominion University employee that is not in the reporting line to the Chief Audit Executive, except to the extent that such employees have been appropriately assigned to internal audit teams or to assist internal auditors.
- To safeguard the independence of the Chief Audit Executive and the internal audit function, the University Audit Department will not conduct audits of the Office of Risk Management's operational activities. These functions will instead be subject to independent external reviews to ensure objective evaluation. Consideration of the Office of Risk Management for inclusion in the audit workplan will follow the University Audit Department's established risk assessment protocols and may also be directed for review by the Audit, Compliance, Human Resources, and Governance Committee. This separation of duties ensures internal auditors remain free from responsibilities that have the potential to impair, or appear to impair, the department's independence.

Internal auditors will:

- Disclose impairments of independence or objectivity, in fact or appearance, at least annually to appropriate parties, such as the Chief Audit Executive, Board of Visitors, senior management, or others as necessary. The Chief Audit Executive will include in the annual disclosure any potential or perceived impairments related to the oversight of the Office of Risk Management.
- Exhibit professional objectivity in gathering, evaluating, and communicating information.
- Make balanced assessments of all available and relevant facts and circumstances.
- Take necessary precautions to avoid conflicts of interest, bias, and undue influence.

### ***Managing the Internal Audit Function***

The Chief Audit Executive has the responsibility to:

- At least annually, develop a risk-based internal audit plan that considers the input of the Board of Visitors and senior management. Discuss the plan with the Audit, Compliance, Human Resources and Governance Committee and senior management and submit the plan to both the Committee and the full Board of Visitors for review and approval.
- Communicate the impact of resource limitations on the internal audit plan to the Board of Visitors and senior management.
- Review and adjust the internal audit plan, as necessary, in response to changes in University's business, risks, operations, programs, systems, and controls.
- Communicate with the Board of Visitors and senior management if there are significant interim changes to the internal audit plan.
- Ensure internal audit engagements are performed, documented, and communicated in accordance with the Global Internal Audit Standards.
- Follow up on engagement findings and confirm the implementation of recommendations or action plans and communicate the results of internal audit services to the Board of Visitors and senior management minimally four times a year and for each engagement as appropriate.
- Ensure the internal audit function collectively possesses or obtains the knowledge, skills, and other competencies and qualifications needed to meet the requirements of the Global Internal Audit Standards and fulfill the internal audit mandate.
- Identify and consider trends and emerging issues that could impact the University and communicate to the Board of Visitors and senior management as appropriate.
- Consider emerging trends and successful practices in internal auditing.
- Establish and ensure adherence to methodologies designed to guide the internal audit function.
- Ensure adherence to the University's relevant policies and procedures unless such policies and procedures conflict with the internal audit charter or the Global Internal Audit Standards. Any such conflicts will be resolved or documented and communicated to the Board of Visitors and senior management.
- Coordinate activities and consider relying upon the work of other internal and external providers of



assurance and advisory services. If the Chief Audit Executive cannot achieve an appropriate level of coordination, the issue must be communicated to senior management and if necessary escalated to the Board of Visitors.

- Follow Office of the State Inspector General Audit Directives that are created in accordance with their charge as established in Code of Virginia §2.2-307 et seq.

### ***Communication with the Board of Visitors and Senior Management***

The Chief Audit Executive will report at least annually to the Board of Visitors and senior management regarding:

- The internal audit function's mandate.
- The internal audit plan and performance relative to its plan.
- Internal audit budget.
- Significant revisions to the internal audit plan and budget.
- Potential impairments to independence, including relevant disclosures as applicable.
- Results from the quality assurance and improvement program, which include the internal audit function's conformance with The IIA's Global Internal Audit Standards and, if applicable, action plans to address the internal audit function's deficiencies and opportunities for improvement.
- Significant risk exposures and control issues, including fraud risks, governance issues, and other areas of focus for the Board of Visitors that could interfere with the achievement of the University's strategic objectives.
- Results of assurance services and other audit activities.
- Resource requirements.
- Management's responses to risk that the internal audit function determines may be unacceptable or acceptance of a risk that is beyond the University's risk appetite.

### ***Quality Assurance and Improvement Program***

The Chief Audit Executive will develop, implement, and maintain a quality assurance and improvement program that covers all aspects of the internal audit function. The program will include external and internal assessments of the internal audit function's conformance with the Global Internal Audit Standards, as well as performance measurement to assess the internal audit function's progress toward the achievement of its objectives and promotion of continuous improvement. The program also will assess the internal audit function's compliance with applicable laws and/or regulations. In recognition of the Chief Audit Executive's oversight of the Office of Risk Management, the quality assurance program will also evaluate the effectiveness of safeguards designed to preserve the independence and objectivity of the internal audit function.

Where applicable, the program will include action plans to address any identified deficiencies and opportunities for improvement.

Annually, the Chief Audit Executive will communicate with the Audit, Compliance, Human Resources and Governance Committee of the Board of Visitors and senior management about the internal audit function's quality assurance and improvement program, including the results of internal assessments (ongoing monitoring and periodic self-assessments) and external assessments. External assessments will be conducted at least once every five years by a qualified, independent assessor or assessment team from outside Old

Dominion University. At least one assessor must hold an active Certified Internal Auditor credential.

### **Scope and Types of Internal Audit Services**

The scope of internal audit services covers the entire breadth of the organization, including all Old Dominion University's activities, assets, and personnel. The scope of internal audit activities also encompasses but is not limited to objective examinations of evidence to provide independent assurance and advisory services to the Board of Visitors and management on the adequacy and effectiveness of governance, risk management, and control processes.

The nature and scope of advisory services may be agreed with the party requesting the service, provided the internal audit function does not assume management responsibility. Opportunities for improving the efficiency of governance, risk management, and control processes may be identified during advisory engagements. These opportunities will be communicated to the appropriate level of management.

The scope of internal activities may include but is not limited to the evaluating whether:

- Risks relating to the achievement of University's strategic objectives are appropriately identified and managed.
- The actions of the University's employees, and contractors or other relevant parties comply with the University's policies, procedures, and applicable laws, regulations, and governance standards.
- The results of operations and programs are consistent with established goals and objectives.
- Operations and programs are being carried out effectively, efficiently, ethically, and equitably.
- Established processes and systems enable compliance with the policies, procedures, laws, and regulations that could significantly impact the University.
- The integrity of information and the means used to identify, measure, analyze, classify, and report such information is reliable.
- Resources and assets are acquired economically, used efficiently and sustainably, and protected adequately.

The Committee then discussed the suggested amendments to the Student Enhancement & Engagement and Digital Learning Committee Charter. The redlined modifications to the Charter are incorporated in the Board materials. Upon recommendation of the Audit, Compliance, Human Resources, and Governance Committee, the Board unanimously approved the following resolution.

### **OLD DOMINION UNIVERSITY BOARD OF VISITORS STUDENT ~~AND~~ CAMPUS LIFE ~~ENHANCEMENT~~ ~~ENROLLMENT, & ENGAGEMENT & SERVICES~~ AND DIGITAL ~~LEARNING~~ ~~TRANSFORMATION & TECHNOLOGY~~ COMMITTEE CHARTER**

#### **Purpose and Authority**

To assist the Board of Visitors in fulfilling its oversight responsibilities for the student quality of life, fiscal affordability, [technology](#), university [information](#) security, enrollment, [online education experience](#), [public safety](#), and student engagement and success. The Committee has such authority as is provided for in the Code of Virginia, the Board Bylaws and as assigned by the Board as a whole.

## Composition

The Student ~~and Campus Life~~ Enhancement & Engagement and Digital Learning ~~Enrollment, Engagement & Services and Digital Transformation & Technology~~ Committee will consist of an odd number of members of the Board of Visitors. Committee members and the chair shall be appointed through the normal processes as defined in the Board Bylaws.

## Meetings

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

## Responsibilities

The Student ~~and Campus Life~~ Enrollment, Engagement & Services and Digital Transformation & Technology Enhancement & Engagement and Digital Learning Committee supports the Board's responsibilities for ensuring student quality of life, fiscal affordability, technology, university information security, enrollment, online education experience, public safety, and student engagement and success. The Committee's general responsibilities are defined in Section 4.02 (f) of the Board Bylaws:

The Committee is responsible for:

- Making recommendations to the Board on matters and policies pertaining to students and shall continuously assess and appraise the quality of student life.
- Reviewing policies relating to student rights, responsibilities, conduct, and discipline, including matters related to the Code of Student Conduct.
- Considering issues concerning student organizations and their funding, extracurricular activities (including intramural athletics), and matters related to student government and appropriate student participation in University governance by all types of students and on student recruitment and admissions criteria and policies.
- Maintaining awareness of the issues impacting the student experience.
- Maintaining awareness of the university's information security processes and any issues.
- Reviewing Emergency Management and Campus Security Plans.
- Receiving reports and information pertaining to Public Safety and Campus Security Dashboard.

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

- Student Success - Assuring the high quality of student life necessary to ensure that higher education achievement can take place in an environment conducive to a high level of learning, including ~~the release of student records (Va. Code §23.1-1303 B.5) and~~ posting a list of required textbooks (Va. Code §23.1-1308 B).
- Admissions - Establishing regulations or institution policies for the acceptance and assistance of students (Va. Code §23.1-1303 B.32) and agreements with each associate- degree-granting public institution of higher education (Va. Code §§23.1-907 and 23.1- 306).
- Financial Aid - Enforcing provisions related to eligibility for financial aid (Va. Code §23.1-1303 B.43).

- [Information Security – Receiving an annual briefing on the university’s information sharing practices and any information security issues \(Gramm-Leach-Bliley Act\).](#)

## Reporting Responsibilities

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

## Other Responsibilities

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

The Committee then received a briefing regarding the suggested amendments to the Audit, Compliance, Human Resources, and Governance Committee Charter. The redlined modifications to the Charter are incorporated in the materials provided to the Board. Upon recommendation of the Audit, Compliance, Human Resources, and Governance Committee, the Board unanimously approved the following resolution

## OLD DOMINION UNIVERSITY BOARD OF VISITORS AUDIT, COMPLIANCE, HUMAN RESOURCES, [GOVERNANCE](#) COMMITTEE CHARTER

### Purpose and Authority

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

### Composition

The Audit, Compliance, Human Resources [and Governance](#) Committee will consist of an **odd** number of members of the Board of Visitors. Committee members and the chair shall be appointed through the normal processes as defined in the Board Bylaws. Members of the Audit, Compliance and Human Resources Committee should have some basic knowledge of generally accepted accounting procedures and financial reporting and controls. Committee members should also have a basic knowledge of compliance programs and human resource management. Members of the Audit, Compliance and Human Resources Committee may serve on the Administration and Finance Committee; however, a majority of the Audit, Compliance and Human Resources Committee may not serve on the Administration and Finance Committee. The Chair should also not serve on the Administration and Finance Committee. [A quorum of the Committee shall be five](#)

members.

## **Meetings**

Meetings of the Committee will occur in conjunction with regular meetings of the Board of Visitors, which happen no less frequently than four times each year on such dates and in such places as may be set by the Rector and the Board of Visitors. The Committee will have the authority to convene additional meetings as circumstances require. All committee members are expected to attend each meeting – in person or via teleconference or videoconference. Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials. Minutes will be prepared and distributed in advance of subsequent meetings. The Committee will invite members of management, auditors, or others to attend meetings and provide pertinent information, as necessary. It will hold private meetings with auditors (see below) and executive sessions. Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials. Minutes will be prepared and distributed in advance of subsequent meetings.

## **Responsibilities**

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

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

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

### Internal Control

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

### Internal Audit

6. Discuss with the Chief Audit Executive and senior management the appropriate authority, role, responsibilities, scope, and services (assurance and/or advisory) of the internal audit function.
7. Participate in discussions with the Chief Audit Executive and senior management about the essential conditions described in the Global Internal Audit Standards, which establish the foundation that enables an effective internal audit function.
8. Ensure the Chief Audit Executive has unrestricted access to and communicates and interacts directly with

the Board of Visitors, including in private meetings.

9. Review with senior management and the Chief Audit Executive other topics that should be included in the charter, plans, activities, staffing, budget and expenses, and organizational structure of the internal audit function.
10. Review and provide input to the President on the Chief Audit Executive's performance.
11. Approve annual internal audit plans and receive updates on performance relative to the plan.
12. Periodically review and update the internal audit function's audit charter, which includes the internal audit mandate and the scope and types of audit services.
13. Ensure there are no unjustified restrictions or limitations, and review and concur in the appointment, replacement, or dismissal of the Chief Audit Executive.
14. Review the effectiveness of the internal audit function, including compliance with The Institute of Internal Auditors' *International Professional Practices Framework*. This includes ensuring a quality assurance and improvement program has been established and review the results annually.
15. Review the results of significant audit activities, audit reports, and management responses, and ensure the Committee is informed about fraud, illegal acts, deficiencies in internal control and other audit-related matters.
16. Monitor the adequacy and timeliness of corrective actions taken in response to audit activities.

#### External Audit

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

#### Compliance

21. Support leadership by promoting an institutional culture of ethical conduct and adherence to compliance requirements, ensuring appropriate resources to fulfill compliance requirements and expectations.
22. Review the effectiveness of the system for monitoring compliance with laws and regulations and the results of management's investigation and follow-up (including disciplinary action) of any instances of noncompliance, helping enforce accountability for compliance expectations.
23. Review the findings of any examinations by regulatory agencies and any other auditor observations.
24. Review the process for communicating the code of ethics to university personnel and for monitoring compliance therewith.
25. Obtain regular updates from management, internal audit, the compliance function, and University legal counsel regarding compliance matters.

#### Human Resources

26. Receive updates on new and revised policies having campuswide implications.
27. Review annual succession planning goals in accordance with Code of Virginia § 2.2-1209.
28. Periodically review employee census data reports.
29. Receive annual updates on mandatory Commonwealth of Virginia reporting requirements including telework, classified employee turnover, and the employment opportunities plan for hiring people with disabilities. Reporting Responsibilities
30. Regularly report to the Board of Visitors about committee activities, issues, and related recommendations.
31. Provide an open avenue of communication between internal audit, the external auditors, and the Board of Visitors.

#### Governance

32. Develop a set of qualifications and competencies for members of the Board of Visitors, as needed;
33. Serve as the nominating committee and recommends the process for Board elections for Board approval;
34. Develop and implement the Board's annual planning retreat;
35. Implement the Board's annual self-assessment process;
36. Oversees the formal review of the Board's Bylaws and policies and procedures; and
37. Assist with recommended Board nominations to the Governor

#### Other Responsibilities

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

Executive Vice President Schumaker introduced the new Board of Visitors Policy 1901, which pertains to the Compensation of Student-Athletes for the Use of their Name, Image, or Likeness. *Pursuant to § 23.1-408.1(D), Code of Virginia, the University is required to develop policies or procedures to govern the compensation of a student-athlete for the use of his or her name, image, or likeness. Such policies or procedures must be submitted to the Board of Visitors for approval.* This policy received approval from the Athletics Committee during the June Board Meeting. The specifics of the policy can be found in the Board materials. Upon recommendation of the Audit, Compliance, Human Resources, and Governance Committee, the Board unanimously approved the following resolution.

**NUMBER:** 1901

**TITLE:** Policy on Compensation to Student-Athletes for Use of their Name, Image, or Likeness

**APPROVED:** October 10, 2025

**SCHEDULED REVIEW DATE:** October 10, 2030

#### **A. PURPOSE**



The purpose of this policy is to address the payment of compensation by Old Dominion University (the University) to its student-athletes who participate in Name, Image, and Likeness (NIL) activities where state law provides discretion to the University.

## B. AUTHORITY

Section 23.1-408.1, Code of Virginia, as amended, authorizes the University to create and enforce a policy governing the compensation of a student-athlete for the use of his or her NIL. Consistent with the law, this policy and any future modifications must be approved by the Board of Visitors for the University.

## C. DEFINITIONS

**Athletic Activities** shall mean any activity that is considered *Countable Athletically Related Activities* or *Required Athletically Related Activities* as defined by the National Collegiate Athletic Association's (NCAA) Division I Manual, as amended from time to time.

**Compensation** shall mean any type of remuneration of anything of value. It does not include any (i) scholarship provided to a student-athlete that covers some or all of the cost of attendance at the University or (ii) benefit a student-athlete may receive in accordance with the rules of the relevant athletic association or conference.

**Student-athlete** shall mean an individual enrolled at the University who participates in intercollegiate athletics.

## D. SCOPE

This policy applies to all student-athletes, employees of the University's athletics department, and all volunteers associated with the athletics department. Employees include all staff, administrators, full-or part-time, and classified or non-classified persons who are paid by the University and assigned to the athletics department.

## E. POLICY STATEMENT

The University is committed to ensuring its student-athletes may participate fully in permissible NIL activities. As such, the following standards apply:

1. **Services Rendered:** A student-athlete is eligible to receive compensation for the use of his or her NIL for actual services rendered by the student-athlete related to his or her participation in an intercollegiate athletics program sponsored by the University. Compensation shall not be provided to student-athletes for their NIL rights for participation in academic or athletic activities.
2. **Outside Activities:** This policy is not meant to regulate activities unrelated to intercollegiate athletics, so long as such activities do not impact the student-athlete's eligibility as determined by the NCAA, the athletic conference, or university rules.
3. **Compensation:** Payments made subject to this policy are separate from any other student-athlete payments, including scholarships, provided by the University. Additionally, no student fees may be used to compensate a student-athlete for his or her NIL.
4. **Compliance:** Student-athletes must adhere to applicable law and all university and athletics department policies when engaging in NIL activities. Student-athletes must also remain in good standing with and be enrolled at the University to be eligible for compensation under this policy.



## **F. PROCEDURES**

### **1. Student-Athlete Participation:**

- a. Student-athletes must comply with all athletics department policies requiring the reporting of a student-athletes' NIL activity to the University. Such policies will be based on current NCAA and athletics conference rules and regulations as well as any legal requirements and will be subject to change as needed to maintain compliance with such authorities.
- b. Prior to participating in NIL activities, and thereafter annually, student-athletes must attend athletics department educational programs related to NIL.
- c. All compensation to be paid by the University to a student-athlete must be agreed upon in writing and fully executed by the University and student-athlete.

### **2. Restrictions:**

- a. Student-athletes shall not earn compensation for the use of their NIL in connection with any of the delineated prohibitions found in Section 23.1-408.1(F), Code of Virginia.
- b. Nothing permitted under this policy shall be construed to create an employment relationship between the student-athletes and the University or qualify a student-athlete as an employee of the University solely because the student-athlete engages in NIL activities.
- c. Student-athletes must receive written permission from the University prior to utilizing any university marks, intellectual property, issued apparel or equipment, or facilities in NIL activities.

The Deputy Athletics Director for Student-Athlete Advancement, Revenue Growth, and Competitive Strategy shall be responsible for implementation and compliance with this policy.

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

Chair Susan Allen, Chair of the Student Enhancement & Engagement and Digital Learning Committee, reported Dr. Brandi Hephner LaBanc, Vice President of Student and Campus Life shared updates on retention and student engagement.

VP Hephner LaBanc reported an increase in ODU's Fall 2024 first-time, full-time retention rate, representing a four-percentage point gain since Fall 2021. She highlighted key retention initiatives and reported full occupancy in Housing and Residence Life on the Main and Medical Campuses, with growth in graduate housing. Strategic investments in residential safety included lobby renovations in three residence halls and targeted training for student and professional staff.

VP Hephner LaBanc discussed student engagement. Notable trends included strong career and leadership interest among first-year students, a marked increase in food pantry visits, and the fourth year of Monarchs Give Back. Chief of Police and Assistant Vice President for Public Safety Garrett Shelton then provided the Public Safety report where he shared first year post-integration progress, expanded community partnerships, and the successful implementation of the ODU Safe App.

Vice President of Digital Transformation and Technology Nina Rodriguez Gonser

Vice President Rodriguez Gonser also shared enrollment information for Summer and Fall. She then spoke about the AI initiatives that are helping to position the University as a leader. Vice President Rodriguez Gonser stated

espite challenges in higher education, there was only a 1.3% decline in Fall enrollment. She highlighted positive trends in total, graduate, and transfer applications and in online graduate and out-of-state enrollments. Vice President Rodriguez Gonser emphasized AI initiatives that position ODU as a leader in the field.

Then, Senior Associate Vice President for Digital Innovation Chrysoula Malogianni, Executive Director of Digital Solutions and Innovation Brian Easton, and Executive Director of Digital Learning Programs Kenyon Gannon shared updates and faculty testimonials on the Forward-Focused initiative. This program integrates AI Teaching & Learning Tools, with support from our partnership with Google, to enhance innovation and creativity among faculty and students. Vice President Rodriguez Gonser noted that DTT continues to meet key milestones aligned with our strategic goals, promoting academic excellence and innovation.

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## **ADMINISTRATION AND FINANCE COMMITTEE**

Rudy Middleton, Chair of the Administration and Finance Committee, reported that Stephanie Jennelle, Senior Associate Vice President for Finance, presented the Annual Debt Management Report to comply with the University's Debt Management Policy. The presentation along with the written report included an overview of the University's debt management Portfolio and demonstrated compliance with the debt service guidelines established by policy. This included providing the University's debt burden ratio of 3.57% for fiscal year 2025, which is under the limit of 7.00%, as well as providing a debt service outlook through Fiscal Year 2036.

Chad Reed, Vice President for Finance and Chief Financial Officer shared the University's proposed 2027-28 Six-Year Plan for Committee action. The presentation included background on the six-year plan process and an overview of the key dates associated with the process. Additionally, an overview of the University's Fact Pack was provided including information on recent trends of Cost of Attendance, E&G fund split, and financial ratios. Mr. Reed covered the five defined strategic priorities as well as each of the variables associated with the six-year financial planning exercise highlighting the first two years of the upcoming biennium. The general fund strategies for the upcoming general assembly were reviewed which included a request of \$19.6M and is based on the continuation of 2024-25 one-time general funds and rightsizing the University's Virginia Military Survivors Dependent Education Program (VMSDEP) allocation to 2024-25 actuals. Upon recommendation of the Administration and Finance Committee, the Board unanimously approved the University's proposed Six Year Plan.

VP Reed then presented the University's Financial Performance Report as of June 30, 2025. The report illustrated a positive operating fiscal year close with a \$47.16 million surplus across all programs. This included total revenue activity of \$973.7 million and total expense activity of \$926.5 million. This is relative to the budget amounts of \$984.3 million and \$961.5 million respectively.

Ashley Schumaker, Executive Vice President for Administration and Chief Operating Officer presented an overview of the newly established Division of Administration. The presentation focused on the division's key areas of focus, organizational structure, and two strategic initiatives being implemented throughout the fall.

EVP Schumaker reported that the Division of Administration currently consists of six operational areas and approximately four hundred full-time and part-time employees. Areas of focus include Community Engagement and University Events, Environmental Health and Safety for both main campus and medical campus, Facilities Management and Construction, University Communications, University Planning and Strategy, and Outreach. These operational areas are led by six direct reports to the Executive Vice President for Administration and Chief Operating Officer.

EVP Schumaker then informed the committee that the division is managing two strategic initiatives for main campus this fall. First, a project to install six electric vehicle charging station ports is scheduled for completion by the start of the spring semester in January 2026. This project is managed in collaboration with Transportation and Parking Services. Installation of the six charging ports will support the University's compliance with the

Division of Engineering and Buildings' Electric Vehicle Parking Space and Charging Station Policy requirement set forth in the Construction and Professional Services Manual. Second, the division has initiated an exterior wayfinding and signage design project. This project is managed in partnership with SmithGroup Inc., as this initiative is an extension of the University's strategic plan and master plan. Wayfinding consultants, Nicolson Associates, LLC, are subcontracted by SmithGroup to lead in the analysis and design phases of the project, which will result in the installation of branded signage across campus – among a number of other deliverables and outcomes.

EVP Schumaker also provided an update on capital projects. There are currently fourteen total projects in either the construction or design phase. Detailed updates were provided for the Ellmer Family Baseball Complex, Engineering and Arts Building, and Public Safety Building. The presentation included a report on current timeline and budget challenges and future milestones for the Ellmer Family Baseball Complex, a critical design timeline and exterior and interior renderings for the Engineering and Arts Building, and current project details and future milestones for the Public Safety Building.

Michal Holliday, Assistant Vice President for Facilities Management and Construction, presented three maintenance reserve projects and five renovation and engineering projects on both main campus and the medical campus. The presentation detailed a significant increase in maintenance reserve investments from FY25 to FY26. Completed project maintenance reserve investments for FY25 totaled \$6.3 million and active projects for FY26 currently total \$10.4 million. Mr. Holliday also highlighted an increase in University-funded renovation and engineering projects, these investments increased from a total of \$10.7 million in completed projects in FY25 to a current investment of \$14.1 million in active projects thus far in FY26.

Lastly, Mike LaRock, Associate Vice President for Foundation, provided the Educational Foundation Investment Update which included highlighting the June 2025 investment value of the Educational Foundation portfolio of \$402.0 million and additional \$172.0 million attributed to the EVMS Foundation.

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

Claire Wulf Winiarek, Committee Member of the University Advancement and University Communications Committee, reported that Alonzo Brandon, Vice President for University Advancement, gave an update on the Capital Campaign. Fundraising progress for this fiscal year totaled \$33.4 million. The goal for this year is \$40 million. Additionally, VP Brandon reported that the Capital Campaign is currently at \$493.8 million, which represents approximately 98.76% of the \$500 million goal. VP Brandon introduced Dan Genard, Associate Vice President for Advancement, who provided an update on College Advisory Boards, in accordance with Board of Visitors policy 1840. VP Brandon also shared information on a proposed merger between the ODU Educational Foundation and the ODU Alumni Association. The primary reason for the merger is to better align the missions of both organizations and to provide deeper engagement with alumni and the broader community. Additionally, VP Brandon reported that the legacy EVMS advancement team has now integrated into the overall University Advancement group.

Kimberly Osborne, Vice President for University Communications and Chief Marketing Officer, shared updates regarding the Division of University Communications, including the hiring of a Senior Assistant Vice President for Integrated Marketing Communications and the addition of the college and school marketing and communications leaders to the Division. Diana Nichols, the new Senior AVP for Integrated Marketing Communications, comes to Old Dominion University from the University of South Alabama, where she most recently served as Senior Director of Marketing and Creative Services. The college and school marketing and communications leaders will continue to serve on their respective deans' leadership teams while reporting to University Communications, where their work is strategically aligned with the integrated marketing communications plan and the University's strategic plan. Also, VP Osborne reviewed the internal and external rollout of the University brand: Forward-Focused. She shared the environmental branding that is currently installed on campus and assets that are forthcoming as well as a variety of brand templates available for campuses-wide use. She also presented the newly launched external advertising campaign that is running now through

December. The University public relations team garnered an earned media reach of 6.44 billion, with 8,570 mentions from July 1 to date. University Licensing's royalty revenue is performing very well, with a fiscal year-to-date total of more than \$96,000 - a university record for the first three months of the fiscal year.

### **NOTIFICATION OF CHANGES TO BOARD POLICIES**

Allen Wilson, University Counsel, offered an overview of the editorial changes that have been made to Board Policies due to organizational changes that occurred in August. He referenced Board Policy 1110, where University Counsel can make such changes as they are primarily impacting titles, names of offices and division names. He then asked the Board members if they had any questions, and no one did.

### **MOTION FOR CLOSED SESSION**

The Rector, recognized Mr. Wyatt who read the following motion: "Mr. Rector, I move that this meeting be convened in closed session, as permitted by Virginia Code Section 2.2-3711(A), subsections (1), (8), (22), and (29) for the purposes of discussing the appointment and performance of specific employees; consultation with legal counsel regarding specific legal matters requiring the provision of legal advice; the discussion of proprietary, business-related information pertaining to the operations of Macon and Joan Brock Virginia Health Sciences including business development or marketing strategies and activities with existing joint partners for the delivery of health care and the disclosure of such information would adversely affect the competitive position of the University; and discussion of the award of a University contract involving the expenditure of public funds, and discussion of the terms or scope of such contract in an open session would adversely affect the University's bargaining position or negotiating strategy."

### **RECONVENE IN OPEN SESSION AND FOIA CERTIFICATION**

Rector Pitts reconvened in open session and stated: any person who believes that the Committee 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 meeting.

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 matter stated in the motion convening the closed meeting were discussed in the closed meeting say "aye." All those who disagree say "nay." The certification was approved by roll call vote.

### **ACTION ITEMS:**

***The following resolution was approved unanimously by the Board.***

Resolution 1: Old Dominion Faculty Early Retirement Program

### **Old Dominion University Board of Visitors RESOLUTION *Approval of the Old Dominion University Faculty Early Retirement Program* October 10, 2025**

Approval of the Old Dominion University Faculty Early Retirement Program;

**WHEREAS**, retirement incentives are recognized as a pivotal component of a comprehensive strategy to achieve operational and organizational efficiencies; and

**WHEREAS**, the *Code of Virginia* § 23.1-1302 states that the governing board of each public institution of higher education may establish a compensation plan designed to provide incentives for voluntary early retirement of teaching and research staff employed in nonclassified, faculty positions; and

**WHEREAS**, participation in the Old Dominion University Faculty Early Retirement Program ("Program") is voluntary for both the university and the faculty member; and

**WHEREAS**, the University administration has developed such a Program in compliance with the Code of Virginia, offering reasonable incentives that balance the needs of the university with those of eligible individuals who may be interested in voluntarily retiring; and

**WHEREAS**, as set forth in the Program, the University will establish a Supplemental Defined Benefit Plan for Faculty ("Plan"), qualified under Section 401(a) of the Internal Revenue Code, to facilitate payment of the Program's incentive benefits in a tax-advantaged manner;

**NOW, THEREFORE, BE IT RESOLVED** that the Old Dominion University Board of Visitors hereby officially approves the Old Dominion University Faculty Early Retirement Program as presented; delegates authority to the University President to adopt and sign the Supplemental Defined Benefit Plan for Faculty to the University President, and to provide an executed copy of the Plan to the Board; and authorizes University staff to take all necessary and appropriate action to implement the Program and the Plan.

The resolution was signed by Rector P. Murry Pitts and witnessed by Mary Jo Karlis, Director of Board Relations on Friday, October 10, 2025.

### **NEW BUSINESS:**

Rector Pitts reminded the Board members of the upcoming Board of Visitors Orientation hosted by the State Council of Higher Education (SCHEV). Information on the orientation was distributed during the meeting. It is scheduled for Wednesday, November 11 and Thursday, November 12, 2025 in Richmond, Virginia. He explained that day one is primarily for newly appointed Board members and day 2 was for all Board members. Rector Pitts encouraged everyone to attend.

### **Adjourn**

The meeting was adjourned at 2:46 p.m.