

**OLD DOMINION UNIVERSITY
BOARD OF VISITORS
Friday, June 13, 2025**

MINUTES

A regular meeting of the Board of Visitors of Old Dominion University was held Friday, June 13, 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
Robert S. Corn
Jerri F. Dickseski
Dennis Ellmer
Andrew Hodge
Brian K. Holland
Kedar Lavingia
E.G. (Rudy) Middleton, III
Elza Mitchum
Ross A. Mugler
Bruce L. Thompson
Claire Wulf Winiarek
D.R. (Rick) Wyatt
Darcy Judd (*Student Representative*)

Absent from the Board:

Juan M. Montero, II

Also present:

Brian O. Hemphill, President
Alfred Abuhamad
Austin Agho
Alonzon Brandon
Ken Fridley
Annie Gibson
Stephanie Jennelle
LaToya Jordan
Mary Jo Karlis
Amber Kennedy
Susan Kenter
Casey Kohler
Brandi Hephner LaBanc

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

CALL TO ORDER

The Rector called the meeting to order at 12:00 P.M.

APPROVAL OF MINUTES

Upon a motion made and duly seconded, the minutes of the Board of Visitors meeting on April 25, 2025 were unanimously approved by roll call vote.

RECTOR'S REPORT

P. Murry Pitts, Rector of the Board of Visitors, began by thanking the Board members for their attendance and participation in yesterday's meetings and dinner. He expressed that yesterday was a great day with a lot of discussion about the continued progress and positive momentum of Old Dominion University.

Rector Pitts then welcomed Dr. Kedar Lavingia, Old Dominion University's newest Board of Visitors Member. This is his first full Board meeting. He is a lifelong Virginian, born in Norfolk, raised in Virginia Beach, and his parents are ODU alumni. He went to medical school at Virginia Commonwealth University and then attended EVMS for residency followed by a fellowship at Stanford University. Dr. Lavingia is a vascular surgeon in Richmond.

Rector Pitts mentioned that he had the honor of attending Commencement, including the Advanced Degree Ceremony, the Main Undergraduate Ceremony, and the medical school and health professions. All three events were a special tribute to the hard work of our newest graduates. Meagan Good gave an inspiring address that was felt by the energy and excitement of the stadium and the pride and smile on Speaker Don Scott's face was a sight to see and such a special moment!

He then discussed the Student Enhancement & Engagement and Digital Learning Committee and the AI Report that was distributed during the meeting. This report provided an update of what ODU is doing in this space, and it is very impressive. He offered congratulations to President Hemphill, Vice President Rodriguez Gonser, and all involved.

Rector Pitts then mentioned a very significant approval item, the 2025-2035 Master Plan. He reminded the Board members that the plan has been in development for some time and that the Board received and detailed briefing in April. The presentation of the Master Plan will occur later in this meeting followed by formal action.

PRESIDENT'S REPORT

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

Strategic Plan Mid-Point Summary

Following the December 2022 approval of the 2023-2028 Strategic Plan, "Forward-Focused: Where Innovation Meets Possibilities," by the Board of Visitors, the University has been consistently pursuing and diligently working toward successful achievement of the seven focal areas, 30 goals, and 103 strategies. When we began our implementation phase in January 2023, we had a daunting task

ahead. However, now at the mid-point of our implementation efforts, I am delighted to share that all strategies are either in progress or have been completed.

While a vast majority of the strategies remain in progress, we have made noteworthy advancement across all 103 strategies. From an up-to-date strategy status, the breakdown is as follows: 13 have begun, but progress may be delayed; 41 are on track; and 49 are successfully completed, but additional progress is expected/possible. This is a true testament to the resilient nature of the Monarch spirit. With much work ahead, this is a special time to celebrate how far we have come with a variety of specialized initiatives, such as academic advising and general education, as well as broader areas like branding and marketing, philanthropic giving, research growth, and student success – just to name a few.

Without question, this has been a University-wide effort involving our talented students, world-class faculty, and dedicated staff, as well as passionate alumni, caring community, and strong supporters. I am confident that we will maintain the Monarch momentum from our implementation thus far and look forward to offering continued updates and issuing a final report on our strategic plan, including our shared journey of opportunities and possibilities.

Integration Milestone

At this time last year, we were in the final stages of a multi-year planning process to bring a long-awaited vision to life. Today, we are less than a month away from celebrating the first year of Macon & Joan Brock Virginia Health Sciences at Old Dominion University. In our inaugural year, we made significant progress in a number of operational and system areas. The main campus and the medical campus have generated a great deal of synergy and engaged in new levels of collaboration. I am both encouraged and impressed by the manner in which we have joined forces and created a partnership that spans many disciplines and organizations. We are making a difference on campus, in the community, and across the Commonwealth. And, we are just getting started!

Groundbreaking Celebrations

During the Spring of 2025, Old Dominion University celebrated an exciting era of Monarch momentum and transformation culminating with a series of three groundbreaking events for historic capital investments that advance the University's position as a leading institution to study, research, create, and compete.

- The first groundbreaking, held on April 16, was for the \$25 million Barry Art Museum expansion, which will add a 25,200-square-foot, three-story wing. The project will include a multiuse event space, community gallery, media video gallery, educational laboratory, and expanded art storage. The expansion was funded by museum co-founders Carolyn and Dick Barry, Joan Brock, and the family of Leah and Richard Waitzer. Funding for this project will also establish an endowment for operations.
- On April 28, the University held a second event to break ground on a \$184 million Biological Sciences Building, funded by the Commonwealth of Virginia. The new, five-story and 162,586-square-foot building will house classrooms, teaching laboratories, a 120-seat lecture hall, and other student support spaces. The building is expected to be ready for students and faculty beginning in the Spring of 2028.

- On June 5, the University celebrated the third groundbreaking to mark the \$24 million Ellmer Family Baseball Complex at Bud Metheny Ballpark renovation. The project is expected to be completed in 2026 before the upcoming season. It will improve player and fan experiences by offering updated locker rooms and a players' lounge, an expansive hospitality area, donor lounges, donor suites, and accommodations for up to 3,000 guests. With lead funding from long-time donor and current Board of Visitors member Dennis Ellmer and his wife Jan, who were joined by approximately 120 additional donors, the renovation will ensure a bright future for a deserving team at a competitive level in a world-class facility.

It is rare for an institution to celebrate three new projects in such a short span of time, but it is even more special to place an emphasis and make an investment across the arts, academics, and athletics. This is a testament to Old Dominion University's long-standing commitment to provide a holistic, one-of-a-kind experience!

STUDENT REPRESENTATIVE REPORT

Darcy Judd, student representative to the Board of Visitors, introduced herself to the Board and gave some background on her path of study. She then outlined her goals for this position which included fostering an environment for collaboration, help our campus' sustainability through the Student Representative's initiative of Reduce, Reuse, and Reign On, continue building upon the previous Student Representative's student engagement plan, and raise awareness for the Student Representative position and encourage future applicants. Darcy also provided an overview of her actionable plans, expectations, and what information would be helpful to her from the Board members moving forward.

REPORTS OF STANDING COMMITTEES

ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE

Mr. Andy Hodge, Chair of the Academic and Research Advancement Committee reported that the committee discussed in closed session the recommendations for the initial appointment of one faculty member with tenure and one dual employment. 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 MEMBER WITH TENURE

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Elizabeth Reifsnider as Professor with the award of tenure in the Department of Advanced Practice Nursing in the Ellmer School of Nursing, effective July 25, 2025.

Salary: \$120,000

Rank: Professor (Designated as Director of Nursing Science Ph.D. Program)

The following contains my recommendation for the initial appointment with tenure of Dr. Elizabeth Reifsnider in the Department of Advanced Practice Nursing in the Ellmer School of Nursing. Dr.

Reifsnider received a Ph.D. in Community Health and Parent-Child Nursing from the University of Texas, an M.S. in Maternity Nursing and Education from the University of Oklahoma, and a B.S.N. from Avila College.

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” (§II.D.2).

Based on the formal review of Dr. Reifsnider’s accomplishments and the uniformly positive recommendations of the interim department chair, dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Elizabeth Reifsnider meets the standards for tenure in the Department of Advanced Practice Nursing at Old Dominion University.

**BOARD OF VISITORS
OLD DOMINION UNIVERSITY
RESOLUTION APPROVING DUAL EMPLOYMENT**

Whereas, pursuant to Virginia Code §2.2-3106(C)(2) immediate family members may both work at Old Dominion University if (i) they are engaged in teaching, research, or administrative support positions, (ii) this Board finds it is in the best interests of Old Dominion University to allow the dual employment, and (iii) the immediate family member does not have sole authority to supervise, evaluate or make personnel decisions regarding the other, and

Whereas the following individuals both work at the University, one within the Department of Engineering Technology and the other in the Office of Student Accountability and Academic Integrity, neither has the authority to evaluate, supervise, or make personnel decisions regarding the other,

Thong Le and Vivian Le, father/daughter

Be it Resolved that the Board of Visitors of Old Dominion University finds that it is in the best interests of the University and the Commonwealth for the dual employment of the above-named to exist.

Be it Further Resolved that the dual employment of those listed above is recognized and approved effective retroactively to the date of their respective hire.

Committee members approved the appointment of sixty-four faculty members and one emeriti appointment. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee were unanimously approved by roll call vote.

FACULTY APPOINTMENTS

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

| <u>Name and Rank</u> | <u>Salary</u> | <u>Effective Date</u> | <u>Term</u> |
|---|----------------------|------------------------------|--------------------|
| Abdullah Al Mamun Assistant Professor Department of Engineering Technology Tenure Track | \$95,000 | 07-25-2025 | 10 Months |

Dr. Al Mamun received his Ph.D. in Industrial and Systems Engineering from Mississippi State University, an M.S. in Manufacturing Engineering from Minnesota State University, Mankato, and a B.Sc. in Textile Technology from the University of Dhaka (Bangladesh). He is currently an Assistant Professor in the Department of Engineering and Industrial Professions at the University of North Alabama.

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| Marwan Al-Haik Professor Department of Mechanical and Aerospace Engineering | \$227,500 | 07-25-2025 | 10 Months |
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Dr. Al-Haik received his Ph.D. and an M.S. in Mechanical Engineering from Florida State University, as well as a B.S. in Mechanical Engineering from The University of Jordan. He is currently a Professor and Chair of the Department of Mechanical Engineering at Kennesaw State University. (\$20,000 awarded from Batten Endowment; \$7,500 stipend for serving as Chair of the Department of Mechanical and Aerospace Engineering)

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| Bonnie (Danette) Allen Research Professor Virginia Modeling, Analysis, and Simulation Center | \$224,000 | 06-10-2025 | 12 Months |
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Dr. Allen received a Ph.D. and an M.S. in Computer Science from The University of North Carolina at Chapel Hill, an M.E. in Computer Engineering from Old Dominion University, an M.B.A. from The University of Manchester (United Kingdom), and a B.S. in Computer Engineering and Electrical Engineering from North Carolina State University. She is currently a Senior Leader for the Autonomous Systems Capability Leadership Team at NASA. (Will hold the designation of Executive Director of the Virginia Modeling, Analysis, and Simulation Center)

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| Soumya Banerjee Research Assistant Professor School of Cybersecurity Restricted | \$80,000 | 07-25-2025 | 10 Months |
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Dr. Banerjee received a Ph.D. in Computer Science and an M.E. in Software Engineering from Jadavpur University (India) and a B.Tech. in Computer Science and Engineering from the Maulana Abul Kalam Azad University of Technology, West Bengal (India). He is currently a restricted-hire Research Assistant Professor in the School of Cybersecurity at Old Dominion University. (Restricted one-year appointment)

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| Chamint (Nicolas) Barati Ntechntezi | \$80,000 | 07-25-2025 | 10 Months |
| Research Assistant Professor | | | |
| School of Cybersecurity | | | |
| Restricted | | | |

Dr. Barati Ntechntezi received a Ph.D. in Electrical Engineering from the New York University Tandon School of Engineering and a Diploma of Engineering in Computer, Telecommunications, and Network Engineering from the University of Thessaly (Greece). He is currently a restricted-hire Research Assistant Professor in the School of Cybersecurity at Old Dominion University. (Restricted one-year appointment)

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| Tracy Barnett | \$58,000 | 07-25-2025 | 10 Months |
| Visiting Assistant Professor | | | |
| Department of History | | | |
| Restricted | | | |

Dr. Barnett received a Ph.D. in American History from The University of Georgia, an M.A. in American History from The University of Southern Mississippi, and a B.A. in History from Millersville University of Pennsylvania. She was previously an Assistant Teaching Professor of History at Loyola University Maryland. (Restricted one-year appointment)

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| DeAnne D. Brooks | \$114,767 | 07-25-2025 | 10 Months |
| Clinical Associate Professor | | | |
| School of Exercise Science | | | |

Dr. Brooks received an Ed.D. in Kinesiology from The University of North Carolina at Greensboro, an M.Ed. in Clinical Exercise Physiology and Sport Management from The University of Georgia, and a B.A. in Exercise and Sport Science from The University of North Carolina at Greensboro. She is currently an Associate Professor and the Graduate Program Director in Kinesiology at The University of North Carolina at Greensboro. (\$20,000 stipend for serving as the Graduate Program Director of the Doctor of Applied Science in Kinesiology program)

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| Rogers C. Buntin | \$57,000 | 07-25-2025 | 10 Months |
| Lecturer | | | |
| Department of Ocean and Earth Sciences | | | |
| Restricted | | | |

Mr. Buntin received an M.S. in Geology from The University of Kansas and a B.A. in Geosciences from Eckerd College. He is currently a Paleontologist for the Dinosaur Track ID Team at Dinosaur Ridge. (Restricted one-year appointment)

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| Hicham Chaoui | \$190,000 | 07-25-2025 | 10 Months |
| Professor Department of Electrical and Computer Engineering | | | |

Dr. Chaoui received a Ph.D. in Electrical Engineering, a D.E.S.S. in Project Management, an M.S. in Computer Science, and an M.S. in Electrical Engineering from the University of Quebec (Canada), as well as a B.S. in Electrical Engineering from the Institut Supérieur du Génie Appliqué (Morocco). He is currently an Associate Professor in the Department of Electronics at Carleton University (Canada). (\$25,000 stipend for serving as the Inaugural Director for the Institute for Autonomous and Connected Systems)

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| Jacklyn A. Collins | \$85,000 | 07-25-2025 | 10 Months |
| Lecturer School of Accountancy Restricted | | | |

Dr. Collins received an Ed.D. in Higher Education and an M.Pac. from The University of Miami, an M.B.A. with a concentration in Finance from St. John's University, and a B.B.A. with a concentration in Public Accounting from Iona University. She is currently an Adjunct Professor in the Department of Finance at Old Dominion University. (Restricted one-year appointment)

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| Alexandra N. Cumbie | \$62,000 | 07-25-2025 | 10 Months |
| Lecturer Department of Biological Sciences | | | |

Dr. Cumbie received a Ph.D. in Biomedical Sciences from Old Dominion University and a B.S. in Biology from Virginia Polytechnic Institute and State University. She is currently a restricted-hire Lecturer in the Department of Biological Sciences at Old Dominion University. (No longer a restricted hire)

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| Anh T. Dang | \$60,000 | 08-10-2025 | 10 Months |
| Lecturer Department of English | | | |

Ms. Dang received an M.A. in Teaching English as a Second Language from The University of Arizona and a B.A. in English Emphasis Linguistics from Boise State University. She is currently a Research Assistant at The University of Arizona.

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| Sean M. Donovan | \$60,000 | 07-25-2025 | 10 Months |
| Visiting Assistant Professor Department of Communication and Theatre Arts Restricted | | | |

Dr. Donovan received a Ph.D. in Film, Television, and Media from The University of Michigan, as well as an M.A. and a B.A. in Literature from American University Washington, D.C. He is currently a Marsh Postdoctoral Research Fellow in the Department of Communication and Media at The University of Michigan. (Restricted one-year appointment)

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| Adel El-Shahat Assistant Professor Department of Engineering Technology | \$95,000 | 07-25-2025 | 10 Months |
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Dr. El-Shahat received a Ph.D. and an M.Sc. in Electrical Power and Machines Engineering, as well as a B.Sc. in Electrical Engineering from Zagazig University (Egypt). He is currently an Assistant Professor in the School of Engineering Technology at Purdue University.

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| Matthew Espinosa Lecturer Department of Psychology | \$60,000 | 07-25-2025 | 10 Months |
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Mr. Espinosa received an M.S. in Experimental Social Psychology from Texas Christian University and a B.A. in Psychology from Boston University. He is currently a Graduate Researcher and Lab Manager at Texas Christian University.

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| Tamar Gaillard Lecturer Department of Professional Nursing | \$85,000 | 06-10-2025 | 12 Months |
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Ms. Gaillard received an M.S.N. from Chamberlain University-Chicago, a B.S.N. from The College of New Rochelle, and a B.A. in Biology from Pace University. She is currently a Hospice Nurse Practitioner for Sentara.

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| Nicole Galloway Librarian I University Libraries | \$69,000 | 07-25-2024 | 12 Months |
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Ms. Galloway received an M.L.I.S. from Old Dominion University, an M.S. in Earth Science and Ocean Mapping from the University of New Hampshire, and a B.S. in Marine Science from Coastal Carolina University. She is currently a Research Data Management Librarian at Old Dominion University.

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| Mohammad GhasemiGol Research Assistant Professor School of Cybersecurity Restricted | \$95,000 | 07-25-2025 | 10 Months |
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Dr. GhasemiGol received a Ph.D. in Computer Engineering and an M.Sc. in Computer Engineering from Ferdowsi University of Mashhad (Iran), as well as a B.Sc. in Computer Engineering from Payame Noor University (Iran). He is currently a restricted-hire Research Assistant Professor in the School of Cybersecurity at Old Dominion University. (Restricted one-year appointment)

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| Luke Giltz | \$60,000 | 07-25-2025 | 10 Months |
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Lecturer
Department of Biological Sciences

Mr. Giltz received an M.S. in Contemporary Human Anatomy from Eastern Virginia Medical School and a B.S. in Health Sciences from James Madison University. He is currently an Instructor of Biology at ECPI University.

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| Sherron Gordon-Phan | \$55,000 | 07-25-2025 | 10 Months |
| Lecturer Interdisciplinary Studies Restricted | | | |

Dr. Gordon-Phan received an Ed.D. in Educational Leadership from the University of New England in Portland, an M.A. in Special Education with a concentration in Rehabilitation Counseling from Norfolk State University, and a B.S. in Human Services from Old Dominion University. He is currently an Adjunct Professor and Student Development and Education Support Specialist at Tidewater Community College, an Adjunct Professor in the STEM Spartan Seminar at Norfolk State University, and an Adjunct Instructor in the Department of English at Old Dominion University. (Restricted one-year appointment)

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| Laura E. Grieneisen | \$90,000 | 07-25-2025 | 10 Months |
| Assistant Professor Department of Biological Sciences Tenure Track | | | |

Dr. Grieneisen received a Ph.D. in Biology from the University of Notre Dame, an M.S. in Biology from Bucknell University, and a B.S. in Biology from The College of William and Mary. She is currently an Assistant Professor of Biology at The University of British Columbia-Okanagan (Canada).

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| Kaitlin C. Gudger | \$95,000 | 07-25-2025 | 10 Months |
| Clinical Assistant Professor Department of Advanced Practice Nursing | | | |

Dr. Gudger received a DNP as well as an M.S.N. and a B.S.N. with a concentration in Pediatrics from Old Dominion University. She is currently a restricted-hire Clinical Assistant Professor in the Department of Advanced Practice Nursing at Old Dominion University. (No longer a restricted hire)

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| Kendra Hall | \$65,000 | 07-25-2025 | 10 Months |
| Lecturer Department of STEM Education and Professional Studies Restricted | | | |

Dr. Hall received a Ph.D. in Educational Psychology from Old Dominion University as well as an M.S.Ed. in Adult Education and Human Resource Development and a B.S. in Psychology from James Madison University. She is currently a restricted-hire Lecturer in the Department of STEM Education and Professional Studies at Old Dominion University. (Restricted one-year appointment)

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| Janice Hawkins Associate Professor Department of Advanced Practice Nursing | \$236,948 | 06-10-2025 | 12 Months |
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Dr. Hawkins received a Ph.D. in Nursing Education from Nova Southeastern University, an M.S.N. in Adult Health Clinical Nurse Specialist from The Medical University of South Carolina, and a B.S.N. from The University of South Carolina. She is currently an Associate Professor and the Interim Chair of the Department of Advanced Practice Nursing at Old Dominion University. (Will hold the designation of Vice Provost for Academic Affairs)

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| Julia Johnson Visiting Professor Department of English Restricted | \$95,000 | 07-25-2025 | 10 Months |
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Ms. Johnson received an M.F.A. in Poetry and a B.A. in English from The University of Virginia. She is currently a Professor in the Department of English at The University of Kentucky. (Restricted one-year appointment)

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| Jasmine Kirby Librarian II University Libraries | \$65,000 | 04-10-2025 | 12 Months |
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Ms. Kirby received an M.L.I.S. and a B.A. in History from The University of Illinois at Urbana-Champaign. She was previously an Assistant Librarian at The University of Utah. (Will hold the designation of Online Learning Librarian) *Updated Rank to Librarian II*

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| Thong Chi Le Senior Lecturer Department of Engineering Technology | \$83,500 | 07-25-2025 | 10 Months |
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Dr. Li received a Ph.D. in Electrical Engineering from The University of Arkansas, as well as an M.Sc. in Electronic Physics and a B.Eng. in Electronic Engineering from the Vietnam National University, Ho Chi Minh City. He is currently the Program Managing Associate of The SCENE and an Adjunct Professor of Engineering at Norfolk State University.

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| Jae Ho (Mike) Lee Assistant Professor Department of Mechanical and Aerospace Engineering Tenure Track | \$98,000 | 07-25-2025 | 10 Months |
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Dr. Lee received a Ph.D. in Mathematics from The University of North Carolina at Chapel Hill and a B.A. in Applied Mathematics from The University of California, Berkeley. He is currently a Research Collaborator in the Department of Mathematics at The University of North Carolina at Chapel Hill and a Chemical Engineer in the Division of Quantitative Methods and Modeling at the U.S. Food and Drug Administration.

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| Daniel Linford | \$56,250 | 07-25-2025 | 10 Months |
| Lecturer Department of Philosophy and Religious Studies Restricted | | | |

Dr. Linford received a Ph.D. in Philosophy from Purdue University, an M.A. in Philosophy from Virginia Polytechnic Institute and State University, and a B.S. in Physics from the University of Rochester. He is currently a restricted-hire Lecturer in the Department of Philosophy and Religious Studies at Old Dominion University. (Restricted one-year appointment)

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| Yuping Liu-Thompkins | \$245,206 | 06-10-2025 | 12 Months |
| Professor Department of Marketing | | | |

Dr. Liu-Thompkins received a Ph.D. in Management and an M.B.A. from Rutgers University, as well as a B.A. in Marketing from Renmin University of China. She is currently a Professor in the Department of Marketing at Old Dominion University. (Will hold the designation of Associate Dean for Research and Faculty in the Strome College of Business)

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| Natalie MacCall | \$85,000 | 07-25-2025 | 10 Months |
| Lecturer School of Accountancy Restricted | | | |

Ms. MacCall received an M.B.A. and a B.S.B.A. in Accounting from Old Dominion University. She is currently a restricted-hire Lecturer in the School of Accountancy at Old Dominion University. (Restricted one-year appointment)

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| Eva Maddox | \$80,000 | 07-25-2025 | 10 Months |
| Clinical Assistant Professor School of Exercise Science | | | |

Dr. Maddox received a Ph.D. in Human Movement Sciences from Old Dominion University, an M.S. in Cellular and Molecular Biology from San Francisco State University, and a B.S. in Biology from Austin Peay State University. She is currently a restricted-hire Clinical Assistant Professor in the School of Exercise Science at Old Dominion University. (No longer a restricted hire)

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| R. Bhanuka Mahanama | \$70,000 | 07-25-2025 | 10 Months |
| Lecturer Department of Computer Science | | | |

Mr. Mahanama received a B.Sc. in Computer Science and Engineering from the University of Moratuwa (Sri Lanka) and an Advanced Diploma in Management Accounting from the Chartered Institute of Management Accountants (United Kingdom). He is currently a Graduate Teaching Research Assistant at Old Dominion University. (Rank is contingent upon the successful completion of the Ph.D. requirements by July 25, 2025, and appointment is contingent upon successful work authorization)

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| Shelly C. Mann | \$70,000 | 07-25-2025 | 10 Months |
| Lecturer Department of Engineering Technology Restricted | | | |

Dr. Mann received a Ph.D. and an M.S. in Aerospace Engineering, as well as a B.S. in Mechanical Engineering, from Old Dominion University. She is currently a restricted-hire Lecturer in the Department of Engineering Technology at Old Dominion University. (Restricted one-year appointment)

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| Brian Martin | \$265,079 | 12-25-2024 | 12 Months |
| Professor Department of Health Behavior, Policy, and Management | | | |

Dr. Martin received a Ph.D. in Health Services Research and Administration, as well as an M.B.A. and a B.S.B.A. in Marketing and Management from The University of South Carolina. He previously served as a Professor and Associate Dean for Administration in the School of Health Professions at Eastern Virginia Medical School. (\$20,000 stipend for serving as Interim Chair of the Department of Health Behavior, Policy, and Management; \$20,000 stipend for serving as Associate Dean for Academic Affairs)

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| Christina A. Mirisis | \$60,000 | 07-25-2025 | 10 Months |
| Senior Lecturer Department of World Languages and Cultures | | | |

Dr. Mirisis received a Ph.D. and an M.A. in Hispanic Linguistics from The University of Minnesota, as well as a B.A. in Spanish from The College of New Jersey. She is currently a Visiting Assistant Professor of Spanish at Lakeland University.

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| Neda Moghim | \$84,048 | 07-25-2025 | 10 Months |
| Research Assistant Professor School of Cybersecurity Restricted | | | |

Dr. Moghim received a Ph.D. in Telecommunication Engineering from the Amirkabir University of Technology (Iran), as well as an M.Sc. in Telecommunication Engineering and a B.Sc. in Electronic Engineering from the Isfahan University of Technology (Iran). He is currently a restricted-hire Research Assistant Professor in the School of Cybersecurity at Old Dominion University. (Restricted one-year appointment)

| | | | |
|---|-----------------|-------------------|------------------|
| Emily R. Moore | \$55,000 | 07-25-2025 | 10 Months |
| Visiting Assistant Professor Department of History Restricted | | | |

Dr. Moore holds a Ph.D. and an M.A. in History from The College of William and Mary, as well as a B.A. in History from North Carolina State University. She is currently an Adjunct Instructor in the Department of History at Old Dominion University. (Restricted one-year appointment)

| | | | |
|---|-----------------|-------------------|------------------|
| Derek Munn | \$58,000 | 07-25-2025 | 10 Months |
| Lecturer Department of Art Restricted | | | |

Mr. Munn received an M.F.A. in Design from the School of Visual Arts and a B.F.A. at Old Dominion University. He is currently a restricted-hire Lecturer in the Department of Art at Old Dominion University. (Restricted one-year appointment)

| | | | |
|---|------------------|-------------------|------------------|
| Ertunga Cem Ozelkan | \$162,500 | 07-25-2025 | 10 Months |
| Professor Department of Mechanical and Aerospace Engineering | | | |

Dr. Ozelkan received a Ph.D. in Systems and Industrial Engineering and an M.S. in Systems Engineering from The University of Arizona, as well as a B.Sc. in Civil Engineering from Boğaziçi University (Turkey). He is currently a Professor of Industrial and Systems Engineering at The University of North Carolina at Charlotte. (\$7,500 stipend for serving as the Chair of the Department of Engineering Management and Systems Engineering)

| | | | |
|---|-----------------|-------------------|------------------|
| Katherine (Katie) Patrick | \$85,000 | 07-25-2025 | 10 Months |
| Lecturer School of Accountancy Restricted | | | |

Ms. Patrick received an M.S. in Accountancy and a B.S. in Accounting and Information Systems from Virginia Polytechnic Institute and State University. She is currently the Vice President of Real Estate Controller at Harbor Group Management Company. (Restricted one-year appointment)

| | | | |
|--|-----------------|-------------------|------------------|
| Calise D. Penn-Greenaway | \$85,000 | 06-10-2025 | 12 Months |
| Lecturer Department of Professional Nursing | | | |

Ms. Penn-Greenaway received an M.S.N. in Women's Health from Old Dominion University, a B.S.N. from Norfolk State University, and a B.S.N. from ECPI University. She is currently a Clinical Lecturer of Nursing at ECPI University and an Adjunct Clinical Instructor at the Ellmer School of Nursing at Old Dominion University.

| | | | |
|--|-----------------|-------------------|------------------|
| Lin Qiu | \$62,000 | 09-25-2025 | 12 Months |
| Postdoctoral Research Associate Department of Physics | | | |

Mr. Qiu received an M.Sc. in Theoretical Physics from the Institute of High Energy Physics (China) and a B.Sc. in Physics from the University of Chinese Academy of Sciences (China). He is currently a Ph.D. student at the Institute of High Energy Physics (China). (Rank is contingent upon the successful completion of the Ph.D. requirements by September 25, 2025)

| | | | |
|---|-----------------|-------------------|------------------|
| Javad Rafiei Asl | \$80,000 | 07-25-2025 | 10 Months |
| Research Assistant Professor School of Cybersecurity Restricted | | | |

Dr. Rafiei Asl received a Ph.D. in Computer Science from Georgia State University, an M.S.I.T. from the University of Tehran (Iran), and a B.Sc. in Computer Science from the University of Tabriz (Iran). He is currently a restricted-hire Research Assistant Professor in the School of Cybersecurity at Old Dominion University. (Restricted one-year appointment)

| | | | |
|--|-----------------|-------------------|------------------|
| Andy Ramlatchan | \$70,000 | 07-25-2025 | 10 Months |
| Lecturer Department of Computer Science | | | |

Dr. Ramlatchan holds a Ph.D. in Computer Science from Old Dominion University, an M.B.A. in Strategic Management from Averett University, and a B.S. in Biological Sciences from Old Dominion University. He is currently the Division Chief of the AI Integration Lab at the U.S. Department of Defense.

| | | | |
|---|-----------------|-------------------|------------------|
| Bobby K. Ratliff | \$65,000 | 07-25-2025 | 10 Months |
| Senior Lecturer Department of Mathematics and Statistics | | | |

Dr. Bobby Ratliff received an Ed.D. in Curriculum and Instruction from The University of Virginia, an M.S. in Mathematics from East Tennessee State University, and a B.A. in Mathematics and Education from King University. He is currently the Dean of Workforce and Continuing Education at Blue Ridge Community College.

| | | | |
|--|------------------|-------------------|------------------|
| Heather Richter | \$360,000 | 06-10-2025 | 12 Months |
| Professor Department of Epidemiology, Biostatistics, and Environmental Health | | | |

Dr. Richter holds a Ph.D. in Occupational and Environmental Health, an M.S. in Industrial Hygiene and Environmental Management, and a B.S. in Botany from The University of Oklahoma. She is currently a Research Associate Professor in the Joint School of Public Health at the Mason and Joan Brock Virginia Health Sciences at Old Dominion University. (\$100,000 stipend for serving as Executive Director for Hampton Roads Biomedical Research Consortium; \$20,000 stipend for serving as Co-Director of the Center for Accelerator Science at Old Dominion University)

| | | | |
|---|-----------------|-------------------|------------------|
| Sandip Roy | \$80,000 | 07-25-2025 | 10 Months |
| Research Assistant Professor School of Cybersecurity Restricted | | | |

Dr. Roy received a Ph.D. in Information Technology from Jadavpur University (India), an M.Tech. in Computer Science and Engineering, and a B.Tech. in Information Technology from Netaji Subhash Engineering College (India). He is currently a restricted-hire Research Assistant Professor in the School of Cybersecurity at Old Dominion University. (Restricted one-year appointment)

| | | | |
|--|-----------------|-------------------|------------------|
| Mohamadmahdi Samandari | \$95,000 | 07-25-2025 | 10 Months |
| Assistant Professor | | | |
| Department of Mechanical and Aerospace Engineering | | | |
| Tenure Track | | | |

Dr. Samandair received a Ph.D. and an M.S. in Mechanical Engineering from the University of Tehran (Iran), as well as a B.S. in Mechanical Engineering from the University of Tabriz (Iran). He is currently a Research Instructor and Co-Director of the Laboratory for Innovative Microtechnologies and Biomechanics at The University of Connecticut Health Center.

| | | | |
|---|------------------|-------------------|-----------------|
| Abdolhossein Sarrafzadeh | \$245,000 | 06-10-2025 | 47 Weeks |
| Professor | | | |
| Department of Electrical and Computer Engineering | | | |

Dr. Sarrafzadeh received a Ph.D. in Computer Science from the University of Wollongong (Australia), an M.Sc. in Computer Engineering from Middle East Technical University (Turkey), and a B.S. in Computer Science from Oklahoma State University. He is currently a University Distinguished Professor and the Director of the Center of Excellence in Cybersecurity Research, Education, and Outreach at North Carolina Agricultural and Technical State University. (Will hold the designation of Associate Dean for Research and Innovation in the Batten College of Engineering and Technology)

| | | | |
|-----------------------------------|-----------------|-------------------|------------------|
| Samantha Scarneo-Miller | \$90,000 | 07-25-2025 | 10 Months |
| Clinical Assistant Professor | | | |
| School of Rehabilitation Sciences | | | |

Dr. Scarneo-Miller received a Ph.D. and an M.S. in Exercise Science from The University of Connecticut, as well as a B.S. in Kinesiology and Athletic Training from the University of New Hampshire. She is currently an Assistant Professor in the Division of Athletic Training and the Program Director for the Athletic Training Program at West Virginia University.

| | | | |
|---|-----------------|-------------------|------------------|
| Aaron Shames | \$61,000 | 07-25-2025 | 10 Months |
| Instructor | | | |
| Department of Counseling and Human Services | | | |
| Restricted | | | |

Dr. Shames received a Ph.D. in Counselor Education and Supervision from Old Dominion University, an M.A. in Counseling from East Tennessee State University, and a B.A. in Psychology from Washington and Jefferson College. He is currently a Social Sciences Middle School Teacher at Southside STEM Academy at Campostella and an Adjunct Professor in the Department of Counseling and Human Services at Old Dominion University. (Restricted one-year appointment)

| | | | |
|---|-----------------|-------------------|------------------|
| Katherine Smith Assistant Professor Department of Engineering Technology Tenure Track | \$98,000 | 07-25-2025 | 10 Months |
|---|-----------------|-------------------|------------------|

Dr. Smith received a Ph.D. in Modeling and Simulation, an M.S. in Applied and Computational Mathematics, a B.S. in Mechanical Engineering, and a B.S. in Applied Mathematics from Old Dominion University. She is currently a Research Assistant Professor at the Virginia Modeling, Analysis, and Simulation Center at Old Dominion University.

| | | | |
|---|-----------------|-------------------|------------------|
| Ashlee Steele Lecturer Department of Health Behavior, Policy, and Management Restricted | \$73,542 | 07-25-2025 | 10 Months |
|---|-----------------|-------------------|------------------|

Ms. Steele received an M.P.H. from Eastern Virginia Medical School and a B.S. in Biology from East Carolina University. She is currently a restricted-hire Lecturer in the Department of Health Behavior, Policy, and Management at Old Dominion University. (Restricted one-year appointment)

| | | | |
|--|-----------------|-------------------|------------------|
| Qianqian Su Assistant Professor Department of Electrical and Computer Engineering Tenure Track | \$95,000 | 08-25-2025 | 10 Months |
|--|-----------------|-------------------|------------------|

Ms. Su received an M.Phys. and a B.E. in Physics from Tsinghua University (China). She is currently a Ph.D. student at The University of California, Los Angeles. (Rank is contingent upon the successful completion of the Ph.D. requirements by August 25, 2025)

| | | | |
|---|-----------------|-------------------|------------------|
| Miriam Thomas Instructor Department of STEM Education and Professional Studies Restricted | \$58,000 | 07-25-2025 | 10 Months |
|---|-----------------|-------------------|------------------|

Dr. Thomas received an Ed.D. in Literacy and an M.L.S. from Sam Houston State University, as well as a B.S. in Mass Communication from Virginia Commonwealth University. She is currently a restricted-hire Lecturer in the Department of STEM Education and Professional Studies at Old Dominion University. (Restricted one-year appointment)

| | | | |
|---|-----------------|-------------------|------------------|
| Heqiao Wang Assistant Professor Department of Human Movement Studies and Special Education Tenure Track | \$75,000 | 07-25-2025 | 10 Months |
|---|-----------------|-------------------|------------------|

Ms. Wang received an M.A. in Language Education from The Ohio State University and B.A. in English Linguistics from Northeast Normal University (China). She is currently a Graduate Research

Assistant at the CREATE for STEM Institute at Michigan State University and the University of Northern Colorado. (Rank is contingent upon the successful completion of the Ph.D. requirements by July 25, 2025)

| | | | |
|--|-----------------|-------------------|------------------|
| Chelsea M. Weaks Clinical Assistant Professor Department of Advanced Practice Nursing | \$95,000 | 07-25-2025 | 10 Months |
|--|-----------------|-------------------|------------------|

Dr. Weaks received a DNP from Old Dominion University, an M.Ed. in Adult Education from The Pennsylvania State University, a B.S.N. from Old Dominion University, and a B.A. in Psychology from North Carolina State University. She is currently a Clinical Nurse Specialist in the Advanced Heart Failure Unit and Cardiac ICU Unit at Sentara Heart Hospital.

| | | | |
|---|-----------------|-------------------|------------------|
| Kimberly Williams Assistant Professor Department of Human Movement Studies and Special Education Tenure Track | \$77,000 | 07-25-2025 | 10 Months |
|---|-----------------|-------------------|------------------|

Ms. Williams received an M.F.A. in Poetry from Cornell University and a B.S. in Psychology from Virginia Polytechnic Institute and State University. She is currently a Graduate Instructor of Record in the English Department at The University of Florida. (Rank is contingent upon the successful completion of the Ph.D. requirements by July 25, 2025)

| | | | |
|---|-----------------|-------------------|------------------|
| Mitchell James Wilson Senior Lecturer Department of Mathematics and Statistics | \$65,000 | 07-25-2025 | 10 Months |
|---|-----------------|-------------------|------------------|

Mr. Wilson received an M.S. in Applied Mathematics, a B.S. in Mechanical Engineering, and a B.S. in General and Applied Mathematics from The University of Arizona. He is currently a Lecturer in the Department of Mathematics at The University of Arizona.

| | | | |
|--|------------------|-------------------|------------------|
| Megan A. Witherow Research Assistant Professor Virginia Modeling, Analysis, and Simulation Center | \$126,000 | 06-25-2025 | 12 Months |
|--|------------------|-------------------|------------------|

Dr. Witherow received a Ph.D. in Electrical and Computer Engineering and a B.S. in Computer Engineering from Old Dominion University. She is currently a Postdoctoral Research Associate at the Old Dominion Research Foundation.

| | | | |
|---|------------------|-------------------|------------------|
| Nikolas Xiros Professor Department of Engineering Technology | \$150,000 | 07-25-2025 | 12 Months |
|---|------------------|-------------------|------------------|

Dr. Xiros received a D.Eng. in Naval Architecture and Marine Engineering from the National Technical University of Athens (Greece), an M.S. in Applied Physics and Mathematics from The University of New Orleans, and a Diploma of Engineering in Electrical and Computer Engineering from the National Technical University of Athens (Greece). He is currently a Professor in the Department of

Electrical and Computer Engineering and the School of Naval Architecture and Marine Engineering at The University of New Orleans.

| | | | |
|--|-----------------|-------------------|------------------|
| Monika Yadav Assistant Professor School of Data Science Tenure Track | \$95,000 | 07-25-2025 | 10 Months |
|--|-----------------|-------------------|------------------|

Dr. Yadav received a Ph.D. in Accelerator Physics from the University of Liverpool (United Kingdom), an M.Sc. in Applied Physics from Malaviya National Institute of Technology Jaipur (India), a B.Ed. from Indira Gandhi University (India), and a B.Sc. in Physics from Miranda House–Delhi University (India). She is currently a Postdoctoral Researcher at The University of California, Los Angeles. (Appointment is contingent upon successful work authorization)

| | | | |
|---|------------------|-------------------|------------------|
| Chunjiang Zhu Assistant Professor Department of Computer Science Tenure Track | \$112,000 | 07-25-2025 | 10 Months |
|---|------------------|-------------------|------------------|

Dr. Zhu received a Ph.D. in Computer Science from the City University of Hong Kong, an M.Eng. in Computer Science from the Chinese Academy of Sciences (China), and a B.Eng. in Computer Science from Guangxi University (China). He is currently an Assistant Professor and Interim Associate Head in the Department of Computer Science at The University of North Carolina at Greensboro.

EMERITUS/EMERITA APPOINTMENTS

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

| | |
|---|--|
| <u>Name and Rank</u> Scott B. Harrison Associate Vice President Emeritus for Administration in Student Enrollment, Engagement, and Services | <u>Effective Date</u> July 1, 2025 |
|---|--|

SCOTT B. HARRISON

Dr. Scott B. Harrison joined Old Dominion University's full-time staff in 1987 as the Assistant Director of Student Activities and has worked in numerous roles over his 38 years on campus. He currently serves as the Associate Vice President of Administration for Student Enrollment, Engagement & Services. He holds bachelor's degrees in psychology and business administration with a management concentration from Salisbury University, a master's degree in psychology with an industrial/organizational focus, and a Ph.D. in urban services with a higher education administration concentration from Old Dominion University. In 2019, Dr. Harrison received public recognition from the Association of University Administrators as the J. Worth Pickering Administrator of the Year and was later honored with the SEES Student Success Champion Award in 2025.

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the designation resolution was unanimously approved by the Board of Visitors. The resolution follows.

**TERMINATION OF AGREEMENT TO PARTICIPATE IN
VIRGINIA CONSORTIUM PROGRAM IN CLINICAL PSYCHOLOGY**

RESOLVED that, upon a recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves Old Dominion University's termination of the institution's agreement to participate in the Virginia Consortium Program in Clinical Psychology. Old Dominion University's participation in the consortium will terminate with an anticipated effective date of May 31, 2031.

Brian Payne, Provost and Executive Vice President for Academic Affairs, presented the report on Promotion in Academic Ranks effective in the 2025-2026 academic year, along with updates on Academic Affairs dean searches, faculty accolades, new programs for adult learners, and initiatives in entrepreneurship.

Kenneth Fridley, Vice President for Research and Economic Development, presented a review of federal grant terminations and modifications, as well as strategic goals for forward-focused, impact-driven research and innovation, and progress in innovation and commercialization.

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

| <u>Name and Rank</u> | <u>Salary</u> | <u>Effective Date</u> | <u>Term</u> |
|---|----------------------|------------------------------|--------------------|
| Meghan S. Coleman Assistant Professor Pediatrics, Division of Adolescent and Child Psychiatry | N/A | 05/27/2025 | 1 Year |

Dr. Meghan S. Coleman received a Ph.D. in School Psychology and an M.S. in Educational Psychology from Oklahoma State University, and a B.A. in Psychology from University of Oklahoma. Additionally, she completed a Trueman post-doctoral fellowship in Autism Treatment at Nationwide Children's Hospital. Currently, Dr. Coleman is a practicing physician Children's Specialty Group at Children's Hospital of The King's Daughters.

| | | | |
|--|-----|------------|--------|
| Dana B. Dasher | N/A | 04/21/2025 | 1 Year |
| Assistant Professor | | | |
| Pediatrics, Division of Physical Medicine and Rehabilitation | | | |

Dr. Dana B. Dasher received an MD from Eastern Virginia Medical School and a B.S. in Biology from University of Richmond. She completed a residency in Physical Medicine and Rehabilitation at Eastern Virginia Medical School and a fellowship in Pediatric Rehabilitation Medicine at University of Pittsburgh Medical Center. Currently, Dr. Dasher is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

| | | | |
|---------------------------------------|-----------|------------|---------|
| Michael D. Henry | \$400,000 | 06/01/2025 | 12 Mos. |
| Professor | | | |
| Biomedical and Translational Sciences | | | |

Dr. Michael D. Henry received a Ph.D. in Biology from Massachusetts Institute of Technology and a B.S. in Genetics from University of Georgia. Additionally, he completed a post-doctoral fellowship in Physiology and Biophysics at University of Iowa. Previously Dr. Henry was a tenured Professor in the Department of Molecular Physiology and Biophysics at University of Iowa. Currently, Dr. Henry is the new Department Chair of Biomedical and Translational Sciences.

| | | | |
|---|-----|------------|--------|
| Franklin C. Margaron | N/A | 05/14/2025 | 1 Year |
| Assistant Professor | | | |
| Surgery, Division of Pediatric Surgery (primary) | | | |
| Pediatrics, Division of Pediatric Surgery (secondary) | | | |

Dr. Franklin C. Margaron received an MD from Dartmouth Medical School, and a B.S. in Biology from Wheaton College. He completed a residency in General Surgery at Virginia Commonwealth University and a fellowship in Pediatric Surgery at Indiana University. Currently, Dr. Margaron is a practicing physician with Children's Surgical Specialty Group at Children's Hospital of The King's Daughters.

| | | | |
|--|----------|------------|---------|
| Alison J. Patev | \$80,000 | 04/28/2025 | 12 Mos. |
| Instructor | | | |
| Department of Psychiatry and Behavioral Sciences | | | |

Dr. Alison J. Patev received a Ph.D. in Health Psychology from Virginia Commonwealth University, an M.S. in Experimental Psychology from Mississippi State University, and a B.A. in Psychology from Stonehill College. Additionally, she completed a post-doctoral fellowship in Cancer Prevention and another a post-doctoral fellowship Tobacco Control at Virginia Commonwealth University.

Currently, Dr. Patev provides research support services within the Research and Infrastructure Service Enterprise (RISE).

Wylie H. Zhu
Assistant Professor
Neurology

N/A

05/19/2025

1 Year

Dr. Wylie H. Zhu received an MD from Shanghai Medical University and a Ph.D. in Molecular and Cellular Physiology from University of Cincinnati, College of Medicine. He completed a residency in Neurosurgery at SUNY Upstate Medical University where he also served as Chief Resident. Additionally, he completed a fellowship in Neurosurgery at Veterans Affairs Medical Center and University of Cincinnati Medical Center. Currently, Dr. Zhu is a practicing physician with Sentara Neurosurgery Specialist.

Community Faculty

| Faculty | Rank | Department | Term |
|-----------------------------|---------------------|--|--------|
| Caitlin J. Christoffel, MD | Instructor | Emergency Medicine | 1 year |
| Christopher H. Jackson, MD | Assistant Professor | Pediatrics, Division of Surgery - Orthopedic & Sports Medicine | 1 year |
| Joshua D. Lesko, MD | Assistant Professor | Emergency Medicine | 1 year |
| Petra S. Lynch, MD | Assistant Professor | Medicine, Division of Cardiology | 1 year |
| Raffaele J. Marchigiani, MD | Assistant Professor | Surgery | 1 year |
| Miguel A. Martinez, MD | Instructor | Emergency Medicine | 1 year |
| Stephen L. Noble, MD, MBA | Assistant Professor | Surgery | 1 year |
| Kaley L. Norris, DO | Assistant Professor | Pediatrics, Division of Community Pediatrics | 1 year |
| Matthew C. Oehler, MD | Instructor | Emergency Medicine | 1 year |
| Steven P. Pappas, DO | Instructor | Emergency Medicine | 1 year |

Terms:

12 Mos. = Salaried Faculty

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

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. The following resolution was brought forth as a recommendation of the Board of Directors and was unanimously approved by the Board of Visitors.

Jordan R. Asher, MD., MS Distinguished Professorship in Medicine

- Dr. Rehan Qayyum, Chair of the Department of Medicine

- Dr. Catherine J. F. Derber, Professor in the Department of Medicine, Division of Infectious Diseases

John and Lillian Norfleet Professorship in Medicine

- Dr. Rehan Qayyum, Chair of the Department of Medicine
- Dr. Seth Mark Berney, Professor in the Department of Medicine, Division of Rheumatology

Tenure Recommendations

Upon recommendation from Dr. Abuhamad, the Board of Directors recommends that the Board of Visitors approve the award of tenure for three faculty members. The following resolution was brought forth and was unanimously approved by the Board of Visitors.

- Rebecca C. Britt, MD, Professor, Department of Surgery
- Milton L. Brown, MD, Ph.D., Professor, Department of Medicine
- Elena S. Sinkovskaya, MD, Ph.D., Professor, Department of Obstetrics and Gynecology

GOVERNANCE COMMITTEE REPORT

Mrs. Jerri Dickeski, Chair of the Governance Committee, reviewed the 2025 Board Self-Assessment Survey results with the Committee. A power point was presented that provided overall results, the highlights, and general comments. The survey results will be discussed further during the full Board Meeting on June 13, 2025.

Chair Dickeski then discussed the reaffirmation of Board of Visitors Policy 1107. Virginia Code requires that the Board of Visitors adopt a remote participation policy annually. Currently the Participation in Board of Visitors Meetings by Electronic Means of Communication policy is a component of policy 1107. No notice is required as no changes are being made to the policy. The Governance Committee recommended that the Board of Visitors approve the reaffirmation of Board of Visitors Policy 1107, which the Board did unanimously.

| | |
|-------------------------------|---|
| NUMBER: | 1107 |
| TITLE: | Board of Visitors Meeting Scheduling and Procedures |
| APPROVED: | April 11, 2003; Revised June 12, 2014; Revised September 14, 2021 |
| SCHEDULED REVIEW DATE: | September 2026 |

All meetings of the Board of Visitors shall be conducted in accordance with the *Code of Virginia*, the Board's Bylaws, Board Policies and Procedures, and *Robert's Rules of Order Newly Revised*, in order of descending precedence. University Counsel shall serve as Board parliamentarian for purposes of interpreting *Robert's Rules of Order Newly Revised*. The University Counsel shall

attend all open and closed meetings and committee meetings except those where the President is being evaluated or presenting portions of his/her Annual Report dealing with the evaluation of university officers, unless otherwise directed by the Attorney General in accordance with [Va. Code §23.1-1303.B.1.iii](#).

The following procedures for regular meetings of the Board of Visitors shall generally be followed consistent with Article III of the Board of Visitors Bylaws.

Meeting Scheduling

Regular and Executive Committee meetings shall be scheduled one year in advance with care being taken to avoid significant events which may preclude the attendance of a large number of Board members (i.e.; national holidays, school openings and closings). The four regular meetings of the Board are scheduled quarterly, usually during the months of September, December, April and June of the academic year. Executive Committee meetings are scheduled during the months in which the full Board does not meet and may be canceled by the Rector if there is no need to meet.

Meeting Notices

In accordance with [Va. Code § 2.2-3707](#), notice of regular meetings of the Board shall be posted at least three working days prior to the meeting. Such notice shall be posted on the University's website and the State's Commonwealth Calendar, and distributed electronically to all members of the Board, the President, President's Cabinet, faculty and student representatives, staff who support the Board and its committees, media, and all others who specifically request such notice in writing to the Executive Secretary to the Board of Visitors. Meeting agendas and all supporting documents except those that are legally exempted are also made available to the public on the University's website. Notice of such meetings shall include the date, time, and location of the meeting.

Notice of special, emergency, or continued meetings, reasonable under the circumstances, shall be posted and distributed as described above at the same time such notice is provided to the members of the Board. Special meetings may be called by the Rector or the Vice Rector in his/her absence or

disability, or by any three members. In addition to the date, time and location of the meeting, the purpose of the meeting must also be stated in the notice.

Meeting Agendas

Matters to be placed on the Board's regular and special meeting agenda and requests for public comment shall be brought to the attention of the Rector or the President in writing at least 15 days in advance of the meeting at which the issue is to be addressed or public comment accepted. The purpose of the agenda process is to ensure: that only relevant issues requiring Board action are identified; that items brought before the Board have been fully analyzed and briefed; and that issues requiring Board action contain alternative recommended courses of action, if possible, to be considered for approval.

1. As part of this process, the Rector shall consult with his/her active committee chairs, Board representatives, and staff, and consider written requests of interested parties. The President shall consult with his/her principal staff, other appropriate parties, and consider written requests. Based on these consultations, the Rector and President shall then set the agenda.
2. Chairs of standing committees shall set their respective committee agendas with the responsible University administrator.
3. Reports of invited representatives and anticipated issues or resolutions requiring Board decisions under unfinished and new business and the point or points during the meeting where public comment will be accepted will be specified in the published pre-meeting agenda. Such agenda shall be distributed to all Board members at least seven days prior to each regularly scheduled Board meeting.
4. Supplementary agenda items originating after distribution of the pre-meeting agenda shall be provided to all Board members as soon as they are identified.
5. The Rector shall confer with all active committee chairs at least 15 calendar days before an Executive Committee meeting to determine if there are agenda items to be considered at that meeting before canceling such meeting.

Order of Business

The order of business shall be as follows, unless modified by the Rector with the approval of the Board:

- Convene Meeting
- Approval of Minutes of Previous Meeting
- Special Presentations (if any)
- Public Comment (if allowed)
- Rector's Report
- President's Report
- Reports of Standing Committees
- Reports of Special Committees
- Reports of Invited Representatives, if any
- Motion for Closed Session, if any
- Reconvene in Open Session and Freedom of Information Act Certification

Call for Unfinished Business
Call for New Business
Adjournment

Public Comment

Public comment shall be taken upon request of interested parties to an agenda issue. The request must be made in writing via the Executive Secretary to the Board to the Rector and President in accordance with the timeline provided in the meeting notice. The points at which public comment will be accepted shall be specified in the published meeting agenda.

Closed Meetings

While convened in closed meetings, board members must be confident that they may engage in full and open discussion of legitimate closed meeting topics without fear or concern that comments or statements made therein will be revealed or disclosed outside the presence of the convened body. All board members and invited guests present during closed meetings should be mindful that the confidentiality of discussions is dependent on informed recognition of the confidential and potentially sensitive nature of such dialogue. Disclosure of information or documents including “working papers,” revealed or discussed in closed meetings represents a breach of the confidentiality on which board members are legitimately entitled to rely. Additionally, unauthorized disclosures of closed meeting information could have the effect of inhibiting subsequent closed meetings.

The following requirements apply to closed meetings:

1. The Board must take a recorded vote in an open meeting approving a motion that identifies the subject matter and purpose of the closed meeting and cites the applicable exemption from open meeting requirements as authorized in [Virginia Code §2.2-3711.A](#). The matters contained in such motion shall be set forth in detail in the minutes of the open meeting. A general reference to the authorized exemptions or the subject matter of the closed meeting is not sufficient to satisfy the requirement for holding a closed meeting.

This provision does not apply to closed meetings of the Board held solely for the purpose of interviewing candidates for the position of president. Prior to any such closed meeting, the Board shall announce in an open meeting that such closed meeting will be held at a disclosed or undisclosed location within 15 days thereafter.

2. The Board must restrict its discussion during the closed meeting only to those matters specifically exempted and as identified in the motion.
3. At the conclusion of the closed meeting, the board must immediately reconvene in an open meeting and take a vote certifying that to the best of their knowledge, only public business matters lawfully exempted and as were identified in the motion were heard, discussed, or considered. If a board member believes that there was a departure from these requirements, prior to the vote he or she must state what he or she believes the substance of the departure was, which still be recorded in the meeting minutes.

4. The Board may permit nonmembers to attend a closed meeting if such person is deemed necessary or their presence will reasonably aid the Board in its consideration of a topic to be discussed. The nonmembers permitted to remain in the closed meeting will be noted in the meeting minutes.
5. University Counsel shall attend all closed meetings except those where the President is being evaluated or presenting portions of his/her annual report dealing with evaluation of university officers. In these cases, a representative from the Attorney General's office will be asked to participate.
6. No resolution or motion adopted, passed, or agreed to in a closed meeting will become effective unless the Board reconvenes in an open meeting to take a vote of the membership on such resolution.

Voting

1. The authority of the Board rests in its majority, therefore, Board voting on issues or candidates for a position shall require a majority of votes cast, versus a plurality, to pass a motion or elect an officer or representative, except where otherwise specified.
2. In cases where there are more than two choices, the following shall apply. If on the first ballot, no choice receives a majority, the one receiving the smallest number of votes shall not be considered on the next ballot, provided that at least two choices remain on the ballot. This shall continue until a choice has received a majority of the required vote. Should two or more choices receive the same number of low votes and the total of these two choices when combined with any one other member's vote not constitute a majority, then the choices receiving the same number of low votes shall be eliminated. Should the total of the same number of low votes received by two or more choices when combined with any one other member's vote constitute a majority, then no member shall be eliminated, and the balloting shall continue. Should more than one ballot be required, the proponent of each choice shall be allowed one minute to address the membership before the next ballot.
3. Except when a roll-call vote is specifically requested by any member of the Board or as otherwise required by law, motions shall be carried or defeated by voice vote, with the Secretary noting members supporting, opposing, or abstaining from the matter. However, all votes taken during electronic communication meetings shall be by roll-call and so recorded in the meeting minutes ([Va. Code §2.2-3708.2.D](#)). No proxies, secret, or written ballots are authorized in any Board meeting ([Va. Code §2.2-3710](#)). The roll-call vote shall be recorded in the minutes by the Secretary calling the roll. Should members attending the meeting be absent for the vote, their absence shall be noted in the minutes. The Student Representative to the Board of Visitors is a non-voting member, but his/her comment regarding an issue may be recorded in the minutes. Any action taken in a closed meeting must be approved in an open meeting before it can have any force or effect.
4. In accordance with *Robert's Rules of Order Newly Revised*, the Rector shall not vote on any issue except in the case of a tie. Committee chairs, however, are allowed to vote on all issues.

Meeting Minutes

Minutes should record action taken, policies adopted, resolutions passed, and discussions by the Board. Minutes shall be taken at all open regular, special, working session, retreat, and committee meetings as prescribed by the Freedom of Information Act ([Title 2.2, Chapter 37 of the Code of Virginia](#)). Minutes shall include the date, time, and location of the meeting, the members of the public body recorded as present or absent, a summary on the discussion of the matters proposed, deliberated, or decided, and a record of any votes taken.

These minutes, including draft minutes, and all other records of open meetings, including audio or audio/visual records are public records and subject to the provisions of the Freedom of Information Act. Audio recordings shall be retained for three years and shall be available to the public. Minutes or audio recordings of closed meetings may be taken at the discretion of the Board by an approved motion to do so. Minutes of closed meetings, including drafts and audio or audio/visual records, are not public records and are protected by the Freedom of Information Act. Minutes requirements for electronic communication meetings are described in the next section.

Draft minutes are considered public documents under the Freedom of Information Act. Since they are papers designed to produce a finished document and may be incomplete or incorrect, they shall be clearly marked as drafts, handled with care, and destroyed when the minutes are approved. Draft minutes shall be posted as soon as possible but no later than 10 working days after the conclusion of the meeting. The Executive Secretary to the Board shall notify the Board when draft minutes have been posted. If there are substantive errors, the draft minutes may be corrected by members by making a motion to correct the minutes on the agenda for the next regular meeting of the Board. Typographical errors can be forwarded to the Secretary for correction. Final approved minutes shall be posted within three working days of approval by the Board.

Participation in Board of Visitors Meetings by Electronic Means of Communication in the Event of Emergency or Personal Matter or Certain

Unless a state of emergency has been declared by the Governor, a quorum of board members must be physically assembled to conduct a meeting of the board or its committees. Individual board members may participate electronically only under specific conditions as provided in accordance with [Va. Code § 2.2-](#)

1. A member of the Board of Visitors may participate in a meeting through electronic means of communication from a remote location that is not open to the public only as follows:
 - A. On or before the day of a meeting, a member notifies the Rector that he or she is unable to attend the meeting due to an emergency or personal matter and identifies with specificity the nature of the emergency or personal matter, and the Rector approves the request to participate
 - i. The specific nature of the emergency or personal matter and the remote location from which the member participated is to be recorded in the meeting minutes. If a member's participation from a remote location is disapproved by the Rector because such

participation would violate the conditions noted in item 2 below, disapproval shall be recorded in the minutes with specificity.

ii. Such remote participation by the member shall be limited each calendar year to two meetings or 25 percent of the meetings of the public body, whichever is fewer.

B. A member notifies the Rector that he or she is unable to attend a meeting due to a temporary or permanent disability or other medical condition that prevents the member's physical attendance

The Board of Visitors is to record this fact and the remote location from which the member participated in its

2. Participation by a member of the Board of Visitors under Item 1 above shall be authorized only under the following conditions:

A. A quorum of the Board of Visitors is physically assembled at the primary or central meeting location

B. The meeting notice identifies the primary or central meeting location and any remote location open to the public, the electronic communication means by which the member participates the meeting and includes a telephone number that may be used to notify the primary or meeting location of any interruption in the telephonic or video broadcast of the meeting.

C. Any interruption in the telephonic or video broadcast of the meeting will result in the suspension of action at the meeting until repairs are made and public access is

D. Public access to the remote locations from which additional members of the public participate through electronic communication means is encouraged but not required. if three or more members are gathered at the same location, then such remote location must open to the

E. If access to remote locations is allowed, all persons attending the meeting at any of the remote locations shall be given the same opportunity to address the public body as persons attending at the primary or central location and a copy of the proposed agenda and supporting materials provided to the board shall be available at the remote location.

F. A public comment form prepared by the Virginia Freedom of Information Advisory Council will be made available to the

G. Meeting minutes must note which Board members were in attendance in person and which members participated

H. Votes taken during the meeting must be recorded by name in roll-call fashion.

In the event the Governor has declared a state of emergency, the Board may meet by electronic communication means without a quorum of the public body or any member of the governing board physically assembled at one location, provided that (i) the nature of the declared emergency makes it impracticable or unsafe for the public body or governing board to assemble in a single location; (ii) the purpose of meeting is to discuss or transact the business statutorily required or necessary to continue operations of the institution and the discharge of its lawful purposes, duties, and responsibilities; (iii) a public body makes available a recording or transcript of the meeting on its website; and (iv) the board distributes minutes of meetings by the same method used to provide notice of the meeting.

Requirements for electronic meetings under an emergency declaration include the following:

1. Public notice must be given using the best available method given the nature of the emergency and must be given at the same time notice is provided to the members of the Board.
2. Arrangements for public access to the meeting through electronic means including, to the extent practicable, videoconferencing technology must be made. If the means of communication allows, opportunity for comment must also be provided to the public.
3. The nature of the emergency, the fact that the meeting was held by electronic communication means, and the type of electronic communication means by which the meeting was held must be stated in the meeting minutes.

AUDIT, COMPLIANCE, AND HUMAN RESOURCES COMMITTEE

Robert Corn, Chair of the Audit, Compliance, and Human Resources Committee reported that LaToya Jordan, Senior Associate Vice President for Audit and Compliance provided a status update on the Auditor of Public Accounts (APA) audit of the university's fiscal year 2024 financial statements. The audit is still ongoing, with an estimated completion date of June 30th or earlier. Of the five internal control findings included in the fiscal year 2023 audit report, two have been resolved, and three remain under review as of the current update. The fiscal year 2024 report will include five student financial aid findings as a result of work completed by APA as part of the Commonwealth's Statewide Single Audit.

SAVP Jordan then provided an update on the university's current audit plan, beginning with results for the audit of Veteran Affairs Education Benefits Administration for Legacy EVMS Students, which included an overall rating of "Highly Effective" and no reportable findings. Next, she presented the results of the Indigent Care Apportionment Administration audit for legacy EVMS and Virginia Health Sciences. The audit concluded with a rating of "Partially Effective" and included one finding which management concurred with and provided a corrective action plan.

SAVP Jordan then discussed the status of corrective action for open audit findings since April noting management continues to make progress, completing corrective action for 5 of the 11 previously cited findings. Additionally, 9 findings were added during the reporting period based on April and June report issuances.

SAVP Jordan briefed the Committee on the remainder of the audit plan, noting five engagements have been completed since the Board approved the audit plan in December and anticipates the six engagements currently in the field work stage will be complete within the coming months.

SAVP Jordan then discussed planning for the FY2026 audit plan and provided an update on the University's compliance program.

September Sanderlin, Vice President for Talent Management and Culture, updated the committee on DHRM policies that have changed this year and gave a report on CAPTRUST financial services updates.

VP Sanderlin also shared Points of Pride, including the CVC Innovation Award and the Crown Gala: Handling with Care event for first responders.

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

Administrative Faculty Appointments & Clinical Appointments
March 26, 2025 – May 25, 2025

| <u>Name and Rank</u> | <u>Salary</u> | <u>Effective Date</u> | <u>Term</u> |
|--|----------------------|------------------------------|--------------------|
| Megan Alston Assistant Director, Employee Benefits Engagement Division of Talent Management and Culture | \$80,000 | 5/10/2025 | 12 mos. |

Megan Alston holds a Master of Science in HR Management from Troy University and a Bachelor of Arts in Psychology from Christopher Newport University. Alston brings experience as the Senior Benefits and Leave Specialist for the Division of Talent Management and Culture.

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|---|-----------|-----------|---------|
| Nabeel Akram Institute Administrator Internal Medicine Lawrence J. Goldrich Institute for Integrated Neuro-Health | \$140,000 | 5/12/2025 | 12 mos. |
|---|-----------|-----------|---------|

Nabeel Akram holds a Master of Science in Health Policy and Management from Aga Khan University. He also holds his Master of Business Administration from Preston University. His experience consists of project design, grant writing, leadership, and consulting.

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| Walter Anderson Director of Financial Operations Darden College of Education | \$90,000 | 5/10/2025 | 12mos. |
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Walter Anderson holds a Bachelor of Arts in Interdisciplinary Arts and Sciences from Arizona State University. Anderson brings experience as the Director of Finance with the Virginia Symphony Orchestra.

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| Stephen Barry | \$55,597 | 5/25/2025 | 12 mos. |
|----------------------|----------|-----------|---------|

Assistant Director of Undergraduate Admissions and Transfer Recruitment
Undergraduate Admissions

Stephen Barry holds a Bachelor of Science in Business and Marketing Management from Virginia Polytechnic Institute and State University. Barry brings experience as a Community & Business Outreach Manager with Old Dominion University.

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|--------------------|----------|-----------|---------|
| Atiq Bhatti | \$86,168 | 5/10/2025 | 12 mos. |
|--------------------|----------|-----------|---------|

Manager, Research
Internal Medicine

Dr. Atiq Bhatti holds his Doctor of Medicine degree from university de Vest “Vasile Goldis” din Arad. He also received his bachelor’s degree in biomedical sciences from Southwestern University. Dr. Bhatti holds over seven years of experience in neurosurgery research, healthcare innovations, and entrepreneurship.

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| Carey Clow | \$105,000 | 5/25/2025 | 12 mos. |
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Major Gift Officer
Development, *Exceptional Opportunity*

Carey Clow holds a Bachelor of Arts in Psychology from Christopher Newport University. Clow brings experience as the Director of Development with The College of William & Mary.

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| Stephanie Erica Cuffee | \$74,803 | 4/25/2025 | 12 mos. |
|-------------------------------|----------|-----------|---------|

Development Giving Officer
Development

Stephanie Cuffee earned a Bachelor of Science in Health Service Management from Norfolk State University. Cuffee brings experience with The Foodbank of Southeastern Virginia and the Eastern Shore where she was a Donor Engagement Officer.

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| Leslie Brooke Cundiff | \$112,000 | 5/25/2025 | 12 mos. |
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Director of Nursing
Internal Medicine

Leslie Cundiff holds a Bachelor of Science in Nursing from Old Dominion University. Cundiff brings experience as an Ambulatory Surgery Center Manager at Virginia Surgery Center, where she provided leadership and support to all ASC staff.

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| Kristen Duprey | \$90,000 | 4/21/2025 | 12 mos. |
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STEM Academy Program Manager
The STEM Academy

Kristen Duprey holds a Master of Education in Education Leadership from George Mason University, a Master of Education in Curriculum and Instruction Secondary Science from George Mason University, and a Bachelor of Arts in Biology from George Mason University. Duprey brings experience as Project Support Specialist for NASA LaRC

Science Directorate's Science Activation Team with NASA Langley Research Center/ADNET Systems Inc.

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| Luke Groves Database Analyst II Medical Group Administrator | \$75,336 | 3/26/2025 | 12 mos. |
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Luke Groves holds a Master of Science and a Bachelor of Science from The State University of New York at Plattsburgh. He began his career in Guardian Premier Solutions as a Database Administrator. While there, Groves was promoted to Data Analyst /Software Developer.

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| Helen Jacobson Assistant Registrar for Catalog and Curriculum Management Registrar's Office | \$67,000 | 4/25/2025 | 12 mos. |
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Helen Jacobson holds a Bachelor of Arts from Rutgers College. Jacobson brings experience as a Graduate Curriculum Coordinator with Old Dominion University.

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| Nicole Jones Registered Nurse Otolaryngology | \$81,452 | 5/10/2025 | 12 mos. |
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Nicole Jones obtained her Associate of Applied Science – Health Science in Registered Nursing from ECPI University. She has experience in multiple rehabilitation facilities including Bayside and Virginia Beach Health. She has been working in Otolaryngology for over a year, through a temporary agency where she has held duties as the clinical team lead.

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| Amy Kirner Major Gift Officer Development, <i>Exceptional Opportunity</i> | \$100,000 | 5/25/2025 | 12 mos. |
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Amy Kirner holds a Master of Arts in Management from Carnegie Mellon University and a Bachelor of Arts in Art History and French from Rutgers University. Kirner brings experience as an Associate Vice President of Development with Rutgers University Foundation.

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| Anthony Le Instructional Designer Academic Affairs (VHS) | \$80,680 | 4/25/2025 | 12 mos. |
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Anthony Le holds a Master of Engineering, Biomedical Engineering from Old Dominion. He also holds a graduate certificate from Old Dominion University in Secondary Education and Professional Studies. Le brings experience in project management, instruction, computer-aided design, and coaching.

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| Lakisha Mompremier Director of Budget Operations Budget Office | \$126,250 | 5/25/2025 | 12 mos. |
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Lakisha Mompremier holds a Bachelor of Science in Accounting from Norfolk State University. Mompremier brings experience as a Budget Analyst with Old Dominion University.

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| Elizabeth Nguyen | \$55,000 | 5/25/2025 | 12 mos. |
| Assistant Director for Cultural Well-being and Collaboration Office of Intercultural Relations | | | |

Elizabeth Nguyen holds a Master of Arts in Higher Education - Student Personnel and Administration from Saint Louis University and a Bachelor of Fine Arts from Fontbonne University. Nguyen brings experience as an International Admissions Officer with Old Dominion University and Faculty/Staff Advisor for the ODU Vietnamese Student Association with Old Dominion University.

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| Keitha ‘Dara’ Paleski, Esq. | \$75,000 | 4/10/2025 | 12 mos. |
| Research Security and Export Control Analyst V.P. For Research | | | |

Keitha ‘Dara’ Paleski, Esq. holds a Juris Doctor from American University, a Master of Laws in National Security and U.S. Foreign Relations from The George Washington University Law School, and Bachelor of Law from St. Mary’s University. Paleski brings experience as an Of Counsel with MNB Meridan Law Ltd.

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| Jose Rodriguez | \$105,000 | 5/10/2025 | 12 mos. |
| Accounting Manager, Foundation Financial Services – VHS | | | |

Jose Rodriguez holds a Master of Accounting and Financial Management from the Keller School of Graduate and a bachelor's degree from DeVry University. His most recent position was a controller with Diocese of Colorado Springs in which he brings expertise with account reconciliation and optimization of financial operations.

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| Patricia Schiaffini-Vedani | \$105,000 | 5/25/2025 | 12 mos. |
| Director of International Collaborations Graduate School | | | |

Dr. Patricia Schiaffini-Vedani holds a Ph.D. in Chinese Language and Literature from the University of Pennsylvania, a Master of Art in Asian Studies, Chinese Language and Chinese Studies from Stanford University and a Bachelor of Art in Ancient History from the Universidad Complutense de Madrid. Dr. Schiaffini-Vedani brings experience as the Director of International Collaborations with ODU Research Foundation.

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| Steven Sheetz | \$130,000 | 4/10/2025 | 12 mos. |
| Director of Professional Development Faculty Affairs | | | |

Dr. Steven Sheetz holds a Ph.D. in Educational Leadership from Virginia Polytechnic Institute and State University. He has vast experience working in academia. Before Dr. Sheetz joined Old Dominion University, he was Director of Learning Services at Cathexis.

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| Michael Stone | \$43,888 | 5/25/2025 | 12 mos. |
| Residence Hall Director Student Housing | | | |

Michael Stone holds a Bachelor of Arts in Psychology from the University of South Carolina. Stone brings experience as a Graduate Assistant Residence Life Coordinator with the University of South Carolina.

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| Otobong Udosen | \$69,000 | 5/10/2025 | 12 |
| mos. Research Associate INST Research and Assessment | | | |

Otobong Udosen holds a Master of Safety in Health and Environment from University of Ibadan, and a Bachelor of Science in Microbiology from University of Calabar. Udosen brings experience as a Graduate Administrative Assistant for Academic Affairs Administration at Old Dominion University.

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| Kyra White | \$68,272 | 4/25/2025 | 12 mos. |
| Creative Manager Development | | | |

Kyra White holds a Master of Arts in Strategic Communication from Regent University and a Bachelor of Science in Mass Communication from Norfolk State University. White has experience working in public relations and content management. Before she joined Old Dominion University, she was a Senior Reputation Specialist at CoStar.

STUDENT ENHANCEMENT & ENGAGEMENT AND DIGITAL LEARNING

COMMITTEE

Susan Allen, Chair of the Student Enhancement & Engagement and Digital Learning Committee reported Dr. Brandi Hephner LaBanc, Vice President of Student Enrollment, Engagement, and Services and colleagues shared updates on recruitment, enrollment, and Campus Life Services.

Ashley Miller, Associate Vice President for Enrollment Management, shared trends for confirmed students for Fall 2025, noting increases in the Hampton Roads market and in graduate student admissions. She shared financial aid information, including Pell grants awarded to eligible new students. She noted that engagement has increased on student and family social media platforms, as well as increased retention among students who attend new student orientation and overall, within the first-year cohort.

Then, Shannon Hurt, Assistant Vice President for Campus Life Services (CLS), shared that food delivery robots will deploy this fall. A partnership with Barnes & Noble College will yield store upgrades, new product lines, and increased commission structure. She also noted that on-campus childcare will transition from the Darden College of Education and Professional Studies to Bright Horizons on August 1st. Bright Horizons will provide on-campus childcare services to faculty, staff, and students, enabling academic and work-life balance.

Vice President of Digital Transformation & Technology Nina Rodriguez Gonser presented a Committee Charter update for review. The updates were approved and will be shared with Governance Committee for approval at the October 2025 meeting.

VP Rodriguez Gonser also shared enrollment information for Summer and Fall. She then spoke about the AI initiatives that are helping to position ODU as a leader. The Vice President shared the new AI publication, available online and in print, which presents an in-depth view of the University's strategic approach to integrating AI into its work.

ADMINISTRATION AND FINANCE COMMITTEE

Rudy Middleton, Chair of the Administration and Finance Committee, reported that Chad Reed, Executive Vice President of Administration and Finance and Chief Financial Officer, provided an update on the University's capital projects. The projects highlighted were the new Biological Sciences Building and the ODU Baseball Stadium, which are both in the construction phase. The ODU Police Station and Rollins Hall repairs are both in the design phase and the new Engineering & Arts Building and Batten Arts and Letters Renovation are in the planning phase.

EVP Reed presented a 2024-25 budget adjustment. The proposed adjustments reflect changes needed to account for Commonwealth related activities related to revenue received for charge card and interest earnings, tech talent program reductions, one-time support and June bonus activity. Additionally, technical adjustments are needed to properly align activities within E&G, auxiliaries as well as gifts and discretionary. These changes result an overall change of 2.5% to the operating revenue budget and 1% change for the operating expenditure budget. The proposed changes include a \$1.5M contribution to the

E&G reserve fund and further reserve \$10.8m in one-time E&G state support and \$2.1M in one-time financial aid state support for use in fiscal year 2026. In total, the adjustments reflect a proposed University 2024-25 total operating budget of \$984.26 million and total operating expenditure budget of \$961.51 million. Upon recommendation of the Administration and Finance Committee, the amendments to the University's 2024-2025 Operating Budget was unanimously approved by the Board.

EVP Reed then presented the University's Financial Performance Report as of April 30, 2025.

EVP Reed presented an Operating Budget Proposal for the 2025 – 26 fiscal year. He discussed fiscal considerations impacting tuition and fee planning, which included economic outlook, legislative actions, enrollment projections, mandatory cost increases, and institutional priorities. This also highlighted 2025-26 fiscal allocations outlined a change of 4.97 million in technical adjustments, an increase to the base budget of \$32.31 million and one-time funding of \$16.51million for operating revenues respectively.

In total, the 2025-26 proposed budget includes total operating revenue of \$977.53 million and total operating expenses of \$973.59 million. Upon recommendation of the Administration and Finance Committee, the University's 2025-2026 Operating Budget was unanimously approved by the Board.

Lastly, Chief Garrett Shelton presented the Public Safety Update to inform the committee of law enforcement the staffing alignments since the July 1, 2024 start of the integration with EVMS.

UNIVERSITY ADVANCEMENT AND UNIVERSITY COMMUNICATIONS COMMITTEE

Brian Holland, Chair 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 \$102.4 million, broken out into \$90.4 million for the Educational Foundation and \$12.0 million for the Athletic Foundation. The goal for this year is \$38 million. Additionally, VP Brandon reported that the Capital Campaign is currently at \$467.75 million, which represents approximately 93.55% of the \$500 million goal. Also, VP Brandon shared information on the ODU and EVMS Foundations data merging project, including the integration timeline, constituent types, legacy data details, and transaction and fund counts, with the final merged database scheduled for delivery in July 2025. Additionally, VP Brandon introduced Dr. Robert Wojtowicz, Executive Director for Old Dominion University Museum Foundation. Dr. Wojtowicz provided an update on the Barry Art Museum Expansion. He shared details about the groundbreaking ceremony held on April 16, 2025, the expansion's budget and construction timeline, and highlighted the Weiss Collection.

Kimberly Osborne, Vice President for University Communications and Chief Marketing Officer, provided reflections on recent efforts by University Communications and shared an update on the ODU Brand Project. Her report covered progress made, key initiatives underway, and next steps planned to enhance the university's brand presence.

MOTION FOR CLOSED SESSION

Mr. Rector, I move that this meeting be convened in closed session, as permitted by Virginia Code Section 2.2-3711(A), subsections (1), (3) and (8) for the purposes of discussing the appointment and performance of specific employees; discussion of the acquisition of real property where discussion in an

open meeting would adversely affect the University's bargaining position or negotiating strategy; and consultation with legal counsel on specific matters.

RECONVENE IN OPEN SESSION AND FOIA CERTIFICATION

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 Committee. 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 Resolutions, numbered 1-3 below, were approved unanimously as a block with one vote.

Resolution 1: Delegation of Authority to Designate Real Property as Surplus

OLD DOMINION UNIVERSITY BOARD OF VISITORS RESOLUTION

Delegation of Authority to Designate Real Property as Surplus

June 13, 2025

WHEREAS, Eastern Virginia Medical School previously owned a vacant lot located at 317 Fairfax Avenue in Norfolk, VA, known as Tax Parcel 84579110, as shown on the attached Exhibit A as "Subject Property;" and,

WHEREAS, by Chapter 778 of the 2023 Virginia Acts of Assembly (the "Merger Statute"), the University is vested with all rights, duties, contracts, and agreements and is responsible and liable for all liabilities and obligations of Eastern Virginia Medical School effective July 1, 2024, and the schools and divisions previously existing as Eastern Virginia Medical School are designated as the Eastern Virginia Health Sciences Center at the University (the "Health Sciences Center"). Specifically, **Chapter 778 – Acts of Assembly 2023 states:**

§ 23.1-2005. Property and liabilities of Eastern Virginia Medical School.

All real estate and personal property in the name of the corporate body designated "Eastern Virginia Medical School" transferred to, known and taken as standing in the name of, and under the control of the University is the property of the Commonwealth. The University is vested with all rights, duties, contracts, and agreements and is responsible and liable for all the liabilities and obligations of Eastern Virginia Medical School.; and

WHEREAS, the University seeks approval from the Board of Visitors to designate this real property asset as surplus to the current and reasonably anticipated future needs of the University; and

WHEREAS, Old Dominion University must have approval from the Board of Visitors to designate property as surplus as required by Code of Virginia § 2.2-1153; and

WHEREAS, the President briefed the Board of Visitors, in closed session, on this designation of the property as surplus.

NOW THEREFORE BE IT RESOLVED, that the Board of Visitors of Old Dominion University hereby approves the designation of the vacant lot located at 317 Fairfax Avenue in Norfolk, VA, as surplus to the current and reasonably anticipated future needs of the University; and

FURTHER BE IT RESOLVED, The Board of Visitors of Old Dominion University hereby authorizes and directs the President to execute all necessary documents, including the contract(s) and deed(s) for conveyance, to effect the designation of this real property asset as surplus, to include its sale in accordance with state policy, discussed during the aforementioned briefing and to evidence this approval by the Board of Visitors.

Resolution 2: President Brian O. Hemphill, Ph.D. Performance Plan

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

Resolution 3: President Brian O. Hemphill, Ph.D. Contract Amendment

Now Therefore Be it Resolved, that the Board of Visitors approves the contract amendment for President Brian O. Hemphill, Ph.D. as discussed by the Board in closed session; and delegates to the Rector the authority to execute said contract amendment between the Board and President Hemphill consistent with that discussion.

Master Plan Presentation

Chad Reed, Executive Vice President of Administration and Finance and Chief Financial Officer, presented to the Board of Visitors the final Master Plan. The 2025-2035 Master Plan presentation, highlighting an 18-month process divided into three phases: understand, explore, and realize. He outlined major recommendations, including improving student engagement, invigorating learning opportunities, and strengthening campus connections. The master plan emphasizes creating functional outdoor spaces, integrating resilient practices, and promoting health, wellness, and safety. Key ideas included concentrating and densifying campus, improving academic space quality, and consolidating the first and second-year experience. The master plan also included specific recommendations for new construction, renovations, and mixed-use developments to enhance campus life and address future needs. A draft campus master plan was presented, highlighting new construction, significant renovations, and mixed use

developments. The master plan included a new Engineering and Arts Building, a revamped Webb University Center, and a mixed-use district on the south side of campus. The north side of campus will feature a new upscale hotel, a Conference Center, and an Alumni Center, all with direct access to Monarch Way. The master plan also included relocating facilities operations to the east side of campus, freeing up valuable real estate for student recreation.

EVP Reed discussed the Monarch Walk, a main connector on campus that will be revamped with new pavement, seating, and landscape features. The plan includes a new Elizabeth River waterfront with a new boat house, an outdoor adventure center, and flexible event space. The master plan also included new recreation fields and facilities, creating a residential experience for first and second-year students. The revamped Whitehurst Beach will feature a new boat house, a boardwalk, a new lawn, and an open pavilion for small gatherings. At the end of the presentation the following resolution was presented and the recommendation to approve the 2025-2035 Master Plan made. The Board unanimously approved the 2025-2035 Master Plan.

OLD DOMINION UNIVERSITY BOARD OF VISITORS RESOLUTION
Approval of 2025-2035 Master Plan
Administration and Finance Committee
June 13, 2025

Item:

Approval of Old Dominion University 2025-2035 Master Plan.

Background:

The Old Dominion University 2025-2035 Master Plan was developed to build upon the Old Dominion University 2023-2028 Strategic Plan: Forward-Focused: Where Innovation Meets Possibilities. The Strategic Plan is built around seven focal areas: Academic Excellence; Branding, Marketing, and Communication; Corporate/Community Partnerships and Economic Development; Philanthropic Giving and Alumni Engagement; Research Growth; Strategic Enrollment Growth; and Student Engagement and Success. The various goals and strategies defined in these areas, along with their associated key performance indicators, help to bring the University's vision to successful fruition. This 10-year master plan is reflective of recent progress and expanding impact across all aspects of our complex institution and beyond. It includes both overall guidance and specific actions for enhancing the University's physical built environment as an integral part of this comprehensive strategic vision.

The comprehensive master planning process was developed in three phases over eighteen months: Understand, Explore, and Realize. The university began the planning process in January 2024 by conducting spatial and data analysis. A project website served as an information hub and outreach tool, which collected hundreds of suggestions. The daily life experience of university users was combined with detailed analyses of university facilities. Instructional spaces were assessed on how functional and flexible they are and how well they are scheduled. The planning team synthesized data and input collected in Phase 1 to develop a thorough understanding of ODU's needs and

opportunities. The planning team then consolidated the best ideas from the alternative development scenarios into a bold vision that is supported by realistic solutions.

The preparation of the 2025-2035 Master Plan provided a singular and significant opportunity for the entire University community to engage in the future development of the University and the surrounding community. The master plan is organized around the following overarching areas of emphasis: Concentrate and Densify Campus, Improve Academic Space Quality, Consolidate the On-Campus First- and Second-Year Experience, Better Connect Across Campus and Across Hampton Boulevard, Integrate Hampton Boulevard into the Design of Campus, Expand the Athletics and Recreation District, Connect with Alumni and Visitors with an Enhanced Hotel and Gateway Experience and Use Open Space as a Sponge to Absorb Future Flooding. The concepts illustrated in this plan represents a combination of initiatives designed to optimize institutional resources and adjacencies. Implementation of these projects will be a multi-year process and require coordination across multiple University stakeholders. The result is a plan that summarizes planning goals, key findings, and recommendations, setting the stage for future enhancements to the University. BE IT RESOLVED, Old Dominion University Board of Visitors approves the Old Dominion University 2025-2035 Master Plan, as presented.

Approval to Repeal Board of Visitors Policy 1012

Board of Visitors Policy 1012, Resolution Adopting Executive Order Number 1, and Executive Order was discussed during the April 25, 2025 meeting and the Governance Committee voted to repeal the policy. According to the Bylaws, to repeal or modify the policy requires a 15-day notice to the full Board which was sent on May 28, 2025. The Board of Visitor's unanimously voted to repeal the Board of Visitors Policy 1012.

2025 Board Self-Assessment Survey

The 2025 Board Self-Assessment Survey was discussed by the entire Board. The results were primarily positive and the outcomes were similar to those of years past. For the second year in a row, there was 100% participation by the Board members. Mrs. Dickeski thank the members for their time in completing the survey and the honesty in the comments. This survey helps to make the Board stronger as it can identify any questions or pockets that need to be addressed further.

Adjourn