

OLD DOMINION UNIVERSITY
BOARD OF VISITORS
Friday, June 12, 2026

MINUTES

A regular meeting of the Board of Visitors of Old Dominion University was held Friday, June 12, 2026 beginning at 10:39 a.m. in the Kate and John R. Broderick Dining Commons on the Norfolk campus. Present from the Board:

P. Murry Pitts, *Rector*
Andrew Hodge, *Vice Rector*
D.R. (Rick) Wyatt, *Secretary*
Robert S. Corn
Peter G. Decker, III, Esq.
Dennis m. Ellmer
Mark T. Fleming, MD
E.G. (Rudy) Middleton, III
Elza Mitchum
Juan M. Montero, II, MD
Charlene A. Morring, Esq.
Keith H. Newby, Sr., MD
The Honorable Kenneth. R. Plum
Bruce L. Thompson
Claire Wulf Winiarek, Ph.D.
Cade Franklin (*Student Representative*)

Absent from the Board: Brian K. Holland

Also present:

President Brian O. Hemphill, Ph.D.	Brian Payne, Ph.D.
Alfred Abuhamad, MD	Stacy Purcell, Esq.
Austin Agho, Ph.D.	Chad Reed
Ashleigh Boothe	Nina Rodriguez Gonser
Alonzo Brandon	September Sanderlin
Melanie Campbell	Ashley Schumaker
Annie Gibson	Wood Selig, Ed.D.
Brandi Hephner LaBanc, Ed.D.	Fred Tugas, Ed.D.
Stephanie Jennelle	Bruce Waldholtz
LaToya Jordan	JaRenae Whitehead Cooper
Mary Jo Karlis	Allen Wilson, Esq.
Kimberly Osborne	Kimberly Wilson

CALL TO ORDER

Rector P. Murry Pitts called the meeting to order at 10:41 a.m.

APPROVAL OF MINUTES

Upon a motion made by Vice Rector Andrew Hodge and seconded by Dr. Keith H. Newby, Sr., the minutes of the Board of Visitors meeting on April 24, 2026 were unanimously approved.

ACKNOWLEDGEMENT OF DEPARTING BOARD MEMBERS

Rector Pitts and President Brian O. Hemphill, Ph.D. presented Resolutions of Appreciation to Dennis M. Ellmer, Brian K. Holland, E.G. (Rudy) Middleton, III, and Elza H. Mitchum on the occasion that their tenure on the Old Dominion University Board of Visitors is ending after four years of service. The following resolutions were approved by acclamation:

OLD DOMINION UNIVERSITY BOARD OF VISITORS RESOLUTION OF APPRECIATION

**Dennis M. Ellmer, '11 HA
JUNE 12, 2026**

WHEREAS, Mr. Dennis M. Ellmer was appointed by Governor Glenn Youngkin to the Old Dominion University Board of Visitors on July 1, 2022; and

WHEREAS, Mr. Ellmer served on the Board's Student Enhancement & Engagement and Digital Learning; University Advancement and University Communications; and Executive Committees, as well as Chair of the Athletics Committee; and

WHEREAS, in recognition of Mr. Ellmer's generous support of Old Dominion University, and influential leadership role in Hampton Roads, his sound guidance and active involvement in advising on critical matters and emerging opportunities for the advancement and betterment of the campus, community, and Commonwealth have created new prospects and endless possibilities; and

WHEREAS, during Mr. Ellmer's tenure, the University began several new initiatives, including, but not limited to: School of Data Science and School of Supply Chain, Logistics, and Maritime Operations; and the completion of three new capital projects advancing STEM-H programs and campus resiliency; completion of the merger of Old Dominion University and Eastern Virginia Medical School to become Macon & Joan Brock Virginia Health Sciences at Old Dominion University, which will enhance healthcare, strengthen educational programs, bolster the workforce pipeline, and address health and economic disparities in the Hampton Roads region and the Commonwealth; and most recently, Forward-Focused Digital Transformation Initiative, which is a multi-year plan to modernize Old Dominion University's academic delivery, research, and administrative systems to include accelerated programs, shorter "semesters," and rolling start times which included the launch of *Mobility Mindset* and MonarchSphere powered by Google Cloud, a comprehensive partnership with Google designed to accelerate discovery, research, and digital transformation; The University also earned the Carnegie R1 research designation for the first time in its history; and

WHEREAS, Old Dominion University's physical campus has transformed during Mr. Ellmer's service on the Board with the addition of the new Student Recreation and Well-Being Center and the new Ellmer College of Health Sciences Building, as well as a historic season of groundbreakings in the Spring of 2025 for the \$25 million donor-funded Barry Art Museum expansion, the \$184 million state-funded Biological Sciences Building construction, and the \$24 million donor and University-funded Ellmer Family Baseball Complex at Bud Metheny Ballpark renovation; and

WHEREAS, Mr. Ellmer's leadership and engagement with the Board and the University came at a pivotal time in which a new strategic plan and a new master plan were developed with implementation to continue the trajectory and momentum of lasting change and growing impact for generations to come; and

WHEREAS, while Mr. Ellmer's tenure on the Board is ending, his enduring commitment to Old Dominion University remains, and he will be witness to transformational changes that began under his stewardship.

THEREFORE, BE IT RESOLVED, that the Board of Visitors of Old Dominion University expresses its everlasting gratitude and sincere appreciation to Mr. Dennis M. Ellmer for his years of service on the Board of Visitors of Old Dominion University.

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

**Brian K. Holland, '93
JUNE 12, 2026**

WHEREAS, Mr. Brian K. Holland was appointed by Governor Glenn Youngkin to the Old Dominion University Board of Visitors on July 1, 2022; and

WHEREAS, Mr. Holland served on the Board's Executive Committee; is Vice Chair of the Academic and Research Advancement Committee as well as Chair of the University Advancement and University Communications Committee; and

WHEREAS, in recognition of Mr. Holland's generous support of Old Dominion University, and influential leadership role in Hampton Roads, his sound guidance and active involvement in advising on critical matters and emerging opportunities for the advancement and betterment of the campus, community, and Commonwealth have created new prospects and endless possibilities; and

WHEREAS, during Mr. Holland's tenure, the University began several new initiatives, including, but not limited to: School of Data Science and School of Supply Chain, Logistics, and Maritime Operations; and the completion of three new capital projects advancing STEM-H programs and campus resiliency; completion of the merger of Old Dominion University and Eastern Virginia Medical School to become Macon & Joan Brock Virginia Health Sciences at Old Dominion University, which will enhance healthcare, strengthen educational programs, bolster the workforce pipeline, and address health and economic disparities in the Hampton Roads region and the Commonwealth; and most recently, Forward-Focused Digital Transformation Initiative, which is a multi-year plan to modernize Old Dominion University's academic delivery, research, and administrative systems to include accelerated programs, shorter "semesters," and rolling start times which included the launch of *Mobility Mindset* and MonarchSphere powered by Google Cloud, a comprehensive partnership with Google designed to accelerate discovery, research, and digital transformation; The University also earned the Carnegie R1 research designation for the first time in its history; and

WHEREAS, Old Dominion University's physical campus has transformed during Mr. Holland's service on the Board with the addition of the new Student Recreation and Well-Being Center and the new Ellmer College of Health Sciences Building, as well as a historic season of groundbreakings in the Spring of 2025 for the \$25 million donor-funded Barry Art Museum expansion, the \$184 million state-funded Biological Sciences Building construction, and the \$24 million donor and University-funded Ellmer Family Baseball Complex at Bud Metheny Ballpark renovation; and

WHEREAS, Mr. Holland’s leadership and engagement with the Board and the University came at a pivotal time in which a new strategic plan and a new master plan were developed with implementation to continue the trajectory and momentum of lasting change and growing impact for generations to come; and

WHEREAS, while Mr. Holland’s tenure on the Board is ending, his enduring commitment to his beloved *alma mater* remains, and he will be witness to transformational changes that began under his stewardship.

THEREFORE, BE IT RESOLVED, that the Board of Visitors of Old Dominion University expresses its everlasting gratitude and sincere appreciation to Mr. Brian K. Holland for his years of service on the Board of Visitors of Old Dominion University.

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

**E.G. (Rudy) Middleton, III ’81
JUNE 12, 2026**

WHEREAS, Mr. E.G. (Rudy) Middleton, III was appointed by Governor Glenn Youngkin to the Old Dominion University Board of Visitors on July 1, 2022; and

WHEREAS, Mr. Middleton served on the Board’s Academic and Research Advancement; Audit, Compliance, Human Resources and Governance; and Executive Committees, as well as Chair of the Administration and Finance Committee; and

WHEREAS, in recognition of Mr. Middleton’s generous support of Old Dominion University, his service on the Old Dominion Athletic Foundation (ODAF) Board of Trustees and his sound guidance and direct engagement by advising on critical issues and new opportunities for the advancement and betterment of the University; and

WHEREAS, during Mr. Middleton’s tenure, the University began several new initiatives, including, but not limited to: School of Data Science and School of Supply Chain, Logistics, and Maritime Operations; and the completion of three new capital projects advancing STEM-H programs and campus resiliency; completion of the merger of Old Dominion University and Eastern Virginia Medical School to become Macon & Joan Brock Virginia Health Sciences at Old Dominion University, which will enhance healthcare, strengthen educational programs, bolster the workforce pipeline, and address health and economic disparities in the Hampton Roads region and the Commonwealth; and most recently, Forward-Focused Digital Transformation Initiative, which is a multi-year plan to modernize Old Dominion University’s academic delivery, research, and administrative systems to include accelerated programs, shorter “semesters,” and rolling start times which included the launch of *Mobility Mindset* and MonarchSphere powered by Google Cloud, a comprehensive partnership with Google designed to accelerate discovery, research, and digital transformation; The University also earned the Carnegie R1 research designation for the first time in its history; and

WHEREAS, Old Dominion University’s physical campus has transformed during Mr. Middleton’s service on the Board with the addition of the new Student Recreation and Well-Being Center and the new Ellmer College of Health Sciences Building, as well as a historic season of groundbreakings in the Spring of 2025 for the \$25 million donor-funded Barry Art Museum expansion, the \$184 million state-funded Biological Sciences Building construction, and the \$24 million donor and University-funded Ellmer Family Baseball Complex at Bud Metheny Ballpark renovation; and

WHEREAS, Mr. Middleton’s leadership and engagement with the Board and the University came at a pivotal time in which a new strategic plan and a new master plan were developed with implementation to continue the trajectory and momentum of lasting change and growing impact for generations to come; and

WHEREAS, while Mr. Middleton’s tenure on the Board is ending, his enduring commitment to his *alma mater* remains, and he will be witness to transformational changes that began under his stewardship.

THEREFORE, BE IT RESOLVED, that the Board of Visitors of Old Dominion University expresses its everlasting gratitude and sincere appreciation to Mr. E.G. (Rudy) Middleton, III for his years of service on the Board of Visitors of Old Dominion University.

OLD DOMINION UNIVERSITY BOARD OF VISITORS RESOLUTION OF APPRECIATION

**Elza H. Mitchum, ’21 HA
JUNE 12, 2026**

WHEREAS, Mr. Elza H. Mitchum was appointed by Governor Glenn Youngkin to the Old Dominion University Board of Visitors on July 1, 2022; and

WHEREAS, Mr. Mitchum served on the Board’s Administration and Finance; Audit, Compliance, Human Resources, and Governance; and Student Enhancement & Engagement and Digital Learning Committees as well as Vice Chair of the Athletics Committee; and

WHEREAS, in recognition of Mr. Mitchum’s generous support of Old Dominion University, and influential leadership role in Hampton Roads, his sound guidance and active involvement in advising on critical matters and emerging opportunities for the advancement and betterment of the campus, community, and Commonwealth have created new prospects and endless possibilities; and

WHEREAS, during Mr. Mitchum’s tenure, the University began several new initiatives, including, but not limited to: School of Data Science and School of Supply Chain, Logistics, and Maritime Operations; and the completion of three new capital projects advancing STEM-H programs and campus resiliency; completion of the merger of Old Dominion University and Eastern Virginia Medical School to become Macon & Joan Brock Virginia Health Sciences at Old Dominion University, which will enhance healthcare, strengthen educational programs, bolster the workforce pipeline, and address health and economic disparities in the Hampton Roads region and the Commonwealth; and most recently, Forward-Focused Digital Transformation Initiative, which is a multi-year plan to modernize Old Dominion University’s academic delivery, research, and administrative systems to include accelerated programs, shorter “semesters,” and rolling start times which included the launch of *Mobility Mindset* and MonarchSphere powered by Google Cloud, a comprehensive partnership with Google designed to accelerate discovery, research, and digital transformation; The University also earned the Carnegie R1 research designation for the first time in its history; and

WHEREAS, Old Dominion University’s physical campus has transformed during Mr. Mitchum’s service on the Board with the addition of the new Student Recreation and Well-Being Center and the new Ellmer College of Health Sciences Building, as well as a historic season of groundbreakings in the Spring of 2025 for the \$25 million donor-funded Barry Art Museum expansion, the \$184 million state-funded Biological Sciences Building construction, and the \$24 million donor and University-funded Ellmer Family Baseball Complex at Bud Metheny Ballpark renovation; and

WHEREAS, Mr. Mitchum’s leadership and engagement with the Board and the University came at a pivotal time in which a new strategic plan and a new master plan were developed with implementation to continue the trajectory and momentum of lasting change and growing impact for generations to come; and

WHEREAS, while Mr. Mitchum’s tenure on the Board is ending, his enduring commitment to Old Dominion University remains, and he will be witness to transformational changes that began under his stewardship.

THEREFORE, BE IT RESOLVED, that the Board of Visitors of Old Dominion University expresses its everlasting gratitude and sincere appreciation to Mr. Elza H. Mitchum for his years of service on the Board of Visitors of Old Dominion University.

RECTOR’S REPORT

Rector Pitts began by thanking President and First Lady for hosting the celebratory dinner the previous evening honoring Dennis M. Ellmer, E.D. (Rudy) Middleton, III, And Elza H. Mitchum and their service on the Old Dominion University Board of Visitors. Rector Pitts explained that while Brian K. Holland was unable to attend the dinner last evening or the Board of Visitors meeting today, he also honored and acknowledged his service as well.

Rector Pitts then publicly thanked Governor Abigail Spanberger for the recent appointments that she made to our Board and many others throughout the state. He expressed his gratitude at being reappointed, but also his appreciation of the caliber and commitment of the other appointees. Rector Pitts stated he looks forward to welcoming the following new appointees to the Old Dominion University Board of Visitors in July: Robert Broermann, Captain Janet Days, Karla Johnson, and Martha Mugler. He also extended his appreciation to Secretary Candi Mundon King and her team.

Rector Pitts welcomed Cade Franklin, Student Representative to the Board of Visitors, who was participating in his first meeting and will give in inaugural report later on during this meeting.

Rector Pitts announced a few upcoming Board activities, namely the New Member Orientation, on Monday, July 27, 2026. Both the recently appointed Board members and those from earlier this year will be invited to attend. The orientation will be held in the Board Room of the Broderick Dining Commons. Also, this summer, the Annual Summer Board Retreat will be held on Thursday, August 20 and Friday, August 21, 2026, at The Historic Cavalier Hotel in Virginia Beach.

Lastly, the Rector concluded his report by expressing his appreciation to the Board members for their attendance and participation in the meetings conducted over the last two days and for the engagement and support over the past year. It has been a memorable one through both the highs and lows stating that this is truly an outstanding Board.

PRESIDENT’S REPORT

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

Reminiscing about Spring 2026 Commencement

Our campus truly came alive on May 15-16, 2026 as we celebrated our 144th Commencement Exercises, with more than 3,000 new graduates walking across the stage and into the global workforce. As part of the Main Undergraduate Ceremony, Dr. Bryan K. Stephens '26, President and Chief Executive Officer of the Hampton Roads Chamber and a distinguished U.S. Army veteran, delivered an inspiring keynote address at S.B. Ballard Stadium. His address deeply resonated with our graduating class and a packed stadium, which was nearing capacity in terms of attendance. Dr. Michael J. Bono '83 addressed our newly minted medical doctors and their guests in Chartway Arena. Dr. Bruce L. Rubin served as the featured speaker at the Advanced Degree Ceremony, also held in Chartway Arena, with a record-breaking number of participating graduates who utilized floor seating and nearly an entire section of arena seating. This was certainly a sight to see! For the Board members who attended, I am certain they will agree that the unique opportunity to honor Lt. Col. Brandon A. Shah with an honorary Doctor of Public Service posthumously by presenting it to his wife, Katherine, will forever be etched in our minds and in the historic legacy of Old Dominion University.

Establishing the National Security Institute

As formally announced earlier this week, Old Dominion University is now home to our new National Security Institute. This strategic move is specifically designed to accelerate research and technology solutions for the country's most pressing security challenges. By uniting our University's exceptional strengths in artificial intelligence, autonomous systems, cyber resilience, and modeling and simulation, we are uniquely positioned to address mission-driven challenges right here in Coastal Virginia. Old Dominion University's National Security Institute will provide a pathway to leverage our robust regional partnerships and proximity to major military, maritime, and logistics operations in order to deliver real-world impact. As he shared in our recent announcement, this will further support our research experts, as well as our robust, established partnerships, to advance critical research for the betterment of our country's national security and harness creative solutions right here in Coastal Virginia. This is a game-changer for our research enterprise and positions us to significantly enhance our overarching goals and related efforts.

Reporting on Strategic Plan Progress

Last June, he provided a mid-point summary of our strategic plan with a broad status report. Of our 103 strategies, 11 were delayed, 42 were on track, and 50 were completed. And, one year ago, we celebrated them as a testament to our collective resilience. But, as our preliminary reporting shows for this year, the Monarch spirit does not stand still. We have reignited our initial momentum from 2023 into truly remarkable acceleration during the most recent calendar year. Today, our proven track record takes on the form of accountability and transparency through action and execution. We have successfully driven our completed strategies from 50 up to 72, representing a significant year-over-year increase, while simultaneously narrowing our delayed strategies from 11 to just five. With 70 percent of our total strategic plan now realized, we are moving decisively toward our 2027 and 2028 goals of 85 and 100 percent completion respectively. Whether redefining general education requirements, refining academic advising, expanding research, elevating our brand, or offering rolling start times and shorter "semesters" just to name a few, every corner of our campus has risen to the occasion. We are proud of our collaborative efforts to date and look forward to the final two academic years in this strategic planning period.

Honoring our Integration Milestone

Marking two years of Macon & Joan Brock Virginia Health Sciences at Old Dominion University is a proud milestone that reflects the power of partnership and perseverance. When we finalized the integration of Eastern Virginia Medical School on July 1, 2024, we had a bold vision to tackle regional health disparities, strengthen the clinical workforce pipeline, and transform the health and economy of Hampton Roads. Today, this historic integration stands as the largest and most complex academic health sciences center in the Commonwealth. Over the past two years, our shared journey has been amplified by numerous achievements and overarching success from expanding crucial nursing cohorts to launching the Joan P.

Brock Institute for Nutrition Science and Health and debuting our Health Promoting University agenda. This evolution is a defining shift for our institution; health is no longer simply what we do, it is who we are. I am deeply grateful to the visionary leaders, generous donors, and our dedicated Monarch community who made this passion and purpose their own, thereby paving the way for a lasting culture of care, connection, and generational impact.

Reflecting on the Past Five Years

Serving as President of Old Dominion University has been the honor of his professional career. The remarkable progress of the past five years belongs to our talented students, world-class faculty, dedicated staff, passionate alumni, generous donors, and community partners. Together, we have built a foundation that positions Old Dominion University to lead in areas that matter most, from education and research to healthcare, workforce development, and economic growth. Individuals often ask me what I am most proud of. My answer is simple: this defining era in Old Dominion's history. The President truly believes that we are making history right here and right now. Our success includes, but is certainly not limited to, the historic integration of health sciences with a growing impact; national leadership in technology; strategic capital investments; record-setting growth in philanthropy; unprecedented growth in research and innovation; and above all else – student success first and foremost. As we look back at the last five years and prepare to celebrate our centennial in a few short years, he expressed that he is deeply grateful to the Board of Visitors for their confidence and partnership, as well as their courage and pride, as we continue to build an even brighter future for the Monarch Nation.

Celebrating a True Monarch Leader

For my last item, I would like to ask the Board to join me in a celebration of a Monarch leader, Dr. Augustine Agho. Dr. Agho came to Old Dominion University in the Summer of 2016. For a decade, he has dedicated his career to serving our campus, our community, and our Commonwealth. As Provost and Vice President for Academic Affairs, he led our academic enterprise. For the past two years, he has served as the Chief Integration Officer and Senior Advisor to the President. Following a sabbatical, he will return to his love of teaching. To know Dr. Agho is to both acknowledge and appreciate his kind soul and generous spirit. He is one-of-a-kind and has forever left his mark on Old Dominion University. Today, on behalf of past, present, and current Monarchs, we proudly present him with a *Commemoration of Selfless Leadership and Dedicated Service*.

This concluded President Hemphill's report.

STUDENT REPRESENTATIVE REPORT

Student Representative to the Board of Visitors Cade Franklin began his presentation by giving the Board members some background on himself. He is a Maritime and Supply Chain Management major planning to graduate in 2027. He is a native of Smithfield, Virginia and an avid Baltimore Orioles fan.

Mr. Franklin's presentation began by stating his goals for the year, which included Student Engagement, Community Involvement, and the Monarch Pride. For Student Engagement he plans to support and collaborate with the Office of Student Engagement and Traditions, the Center of Retention and Engagement, the Military Connect Center and the Student Government Association. He has also planned meetings with the Student Representatives at local universities and intends to play a large role in the Monarchs Give Back initiative by serving on that committee. Lastly, he would like to show those outside the University what Monarch Pride really means at Old Dominion University. Monarchs are diverse, unique, and innovative. Mr. Franklin concluded his presentation by asking the Board members "What information, insights, or connections would help me best support the Board and strengthen the student

voice?” Rector Pitts answered that the Board wants to hear the views of the students and the Monarchs Mr. Franklin interacts with. The Rector further explained that the Board wants to know what the students are thinking and that Cade Franklin, as the Student Representative to the Board of Visitors, is that conduit between them.

REPORTS OF STANDING COMMITTEES

ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE

Andrew Hodge, Chair of the Academic and Research Advancement Committee, reported on the following items.

In closed session the Committee discussed the recommendations for an initial appointment of a 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 of Visitors.

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. Thomas Bryer as Professor with the award of tenure in the School of Public Service in the Strome College of Business, effective July 25, 2026.

Salary: \$182,000 for 10 months (includes a \$15,000 stipend to establish and direct a center related to the cluster hire)

Rank: Professor

The following contains my recommendation for the initial appointment with tenure of Dr. Thomas Bryer, Professor in the School of Public Service at the Strome College of Business.

The [*Old Dominion University Teaching and Research Faculty Handbook*](#) states, “The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission” (Tenure, § I). According to the policy on Initial Appointment of Teaching and Research Faculty, a request for initial appointment with tenure at the rank of professor must be “initiated by the chair and reviewed by all tenure review bodies” (§ II.D.1). The policy also says, “Normally, an initial appointment with tenure will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position” (Initial Appointment of Teaching and Research Faculty, § II.D.2).

Based on my independent evaluation of the materials submitted, it is my judgment that Dr. Thomas Bryer meets the standards for tenure in the School of Public Service.

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 Ocean and Earth Sciences and the other in the Department of English, neither has the authority to evaluate, supervise, or make personnel decisions regarding the other.

Kevin Yeager and Julia Johnson, husband/wife

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.

The Committee approved the appointment of fifty faculty members. Upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors unanimously approved the following faculty appointments.

FACULTY APPOINTMENTS

Name and Rank	Salary	Effective Date	Term
Rudolfo Agustin Clinical Assistant Professor Department of Professional Nursing	\$100,000	07-25-2026	10 Months

Dr. Rudolfo Agustin holds a DNP, an MSN, and a BSN, as well as a Certificate in Nurse Education, all earned from Old Dominion University. He is currently a Clinical Assistant Professor in the Ellmer School of Nursing at Old Dominion University. (No longer a restricted hire)

Ian E. Azarov Research Associate Professor Frank Reidy Research Center for Bioelectronics	\$90,000	07-25-2026	10 Months
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Dr. Ian Azarov holds a Ph.D. in Biological Sciences from the Higher Attestation Board of the Ministry of Education and Science of the Russian Federation. He is currently an Associate Professor in the Department of Biomedical Technology at the Czech Technical University (Czech Republic), a Professor in the Department of Biochemistry and Physiology at the Medical Institute of Pitirim Sorokin Syktyvkar State University (Russia), and a Chief Researcher in the Department of Cardiac Physiology at the Institute of Physiology of Komi Science Center of the Ural Branch of the Russian Academy of Sciences.

Reshmi Banerjee Postdoctoral Research Associate Center for Bioelectronics	\$46,350	06-10-2026	12 Months
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Dr. Reshmi Banerjee holds a Ph.D. in Biomedical Engineering from Florida International University and an MS in Bioengineering from San Diego State University. He is currently a Research Assistant at the Florida International University Electronics Packaging Lab.

Soumya Banerjee Research Assistant Professor School of Cybersecurity Restricted Appointment	\$82,400	07-25-2026	10 Months
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Dr. Soumya Banerjee holds a Ph.D. in Computer Science and a ME in Software Engineering from Jadavpur University (India) and a BTech in Computer Science and Engineering from the Maulana Abul Kalam Azad University of Technology (formerly West Bengal University of Technology), India. He is currently a restricted-hire Research Assistant Professor in the School of Cybersecurity at Old Dominion University. (Restricted one-year appointment)

Ananda Bhattacharjee Assistant Professor Department of Civil and Environmental Engineering Tenure Track	\$100,000	07-25-2026	10 Months
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Dr. Ananda Bhattacharjee holds a Ph.D. in Environmental Engineering from the University of Utah, an MPhil in Zoology and an MSc in Environmental Studies from the University of Delhi (India), and a BSc in Microbiology, Biochemistry, and Chemistry from Osmania University (India). He is currently an Assistant Research Professor in the Department of Civil and Environmental Engineering at the University of South Florida.

Abdullah M. Braik Assistant Professor Department of Civil and Environmental Engineering Tenure Track	\$97,000	07-25-2026	10 Months
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Dr. Abdullah Braik holds a Ph.D. in Civil Engineering from Texas A&M University, an MSc in Data Analytics from the Georgia Institute of Technology, an MSc in Civil Engineering from Case Western Reserve University, and a BSc in Civil Engineering from the University of Jordan. He is currently a Postdoctoral Research Associate in the Zachry Department of Civil and Environmental Engineering at Texas A&M University.

Terainer Brown Assistant Professor Department of Educational Leadership and Workforce Development Tenure Track	\$79,000	07-25-2026	10 Months
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Dr. Terainer Brown holds a Ph.D. in Educational Leadership, Research, and Policy and an MA in Educational Leadership from The University of Colorado and a BFA in K-12 Dance Education from Wayne State University. She is currently a Lecturer in the Department of STEM Education and Professional Studies and serves as the Assistant Dean of the Graduate School at Old Dominion University. (New rank, position, and department)

Erin P. Burke Teaching Assistant Professor Department of Philosophy and Religious Studies Restricted Appointment	\$55,938	07-25-2026	10 Months
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Erin Burke holds an MA in Religious Studies from the University of Virginia and a BA/BS in Religious Studies and Anthropology from the College of Charleston. She is currently the Copyeditor for the Journal of Tibetan Literature. (Restricted one-year appointment)

Morgan Capstick	\$120,000	07-25-2026	12 Months
Clinical Assistant Professor			
Department of Advanced Practice Nursing			
Restricted Appointment			

Morgan Capstick holds an MSN from Old Dominion University, a BSN from James Madison University, and a BA in Gender Studies from West Virginia Wesleyan College. She currently serves as a Family Nurse Practitioner at the ODU Community Care Clinic and a restricted-hire Clinical Assistant Professor in the Ellmer School of Nursing at Old Dominion University. (Restricted one-year appointment)

Jane Carrington	\$60,000	06-10-2026	12 Months
Clinical Professor			
Department of Professional Nursing			

Dr. Jane Carrington holds a Ph.D. in Nursing from the University of Arizona, an MSN from the University of Pennsylvania, a BSN from Arizona State University, and a BS in Physical Education and Health from the University of Wisconsin-La Crosse. She is currently a restricted-hire Clinical Professor at the Ellmer School of Nursing at Old Dominion University. (Will hold designation of Interim Chair of the Department of Advanced Practice Nursing in the Ellmer School of Nursing; Restricted one-year appointment)

Chen Chen	\$95,481	07-25-2026	10 Months
Teaching Assistant Professor			
Department of Finance			
Restricted Appointment			

Dr. Chen Chen holds a Ph.D. in Business Administration from Old Dominion University, an MS in Quantitative Finance from Hofstra University, and a BS in Finance from Shanghai University of International Business and Economics (China). He is currently a restricted hire Lecturer in the Department of Finance at Old Dominion University. (Restricted one-year appointment) Appointment is contingent upon successful work authorization)

Wonjun Choi	\$77,000	07-25-2026	10 Months
Assistant Professor			
Department of Human Movement Studies and Special Education			
Tenure Track			

Dr. Wonjun Choi holds a Ph.D. in Recreation, Sport, and Tourism from the University of Illinois Urbana-Champaign has an MA in Sport Management from the University of Michigan, Ann Arbor, and a BS in Community Sport from the Korea National Sport University (South Korea). He is currently a Senior Lecturer and Program Coordinator in the Department of Kinesiology at the University of New Hampshire.

Katharine “Kate” A. Clemons	\$68,654	07-25-2026	10 Months
Teaching Assistant Professor			
Department of Communication and Theatre Arts			

Restricted Appointment

Katharine “Kate” Clemons holds an MFA in Theatre Performance Pedagogy from Virginia Commonwealth University and a BA in English from Regent University. She is currently a restricted-hire Lecturer in the Department of Communication and Theatre Arts at Old Dominion University. (Restricted one-year appointment; \$5,000 stipend for serving as Program Co-Director for Theatre)

Christopher Connaboy Professor School of Exercise Science	\$200,000	07-25-2026	10 Months
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Dr. Christopher Connaboy holds a Ph.D. in Motor Control and Biomechanics and an MSc in Research Education from the University of Edinburgh (Scotland) and a BSc in Sport and Exercise Science from Lancaster University (United Kingdom). He is currently an Associate Professor and Director of the Center for Lower Extremity Ambulatory Research at the Rosalind Franklin University of Medicine and Science. (\$20,000 stipend provided for serving as an Endowed Professor pending approval; Award of tenure is dependent upon tenure review and approval of the Board of Visitors)

Karam Daoud Teaching Assistant Professor Department of Engineering Technology	\$74,000	07-25-2026	10 Months
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Karam Daoud holds an MS in Civil Engineering from Texas Tech University and a BS in Civil Engineering from the Jordan University of Science and Technology. He is currently a Teaching Assistant at Texas Tech University.

Maria Silvina Doncel Teaching Assistant Professor Department of World Languages and Cultures Restricted Appointment	\$55,000	07-25-2026	10 Months
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Maria Doncel holds an MA in Humanities with a specialization in Latin American Studies from Old Dominion University and a BA in Literary, Scientific, and Technical Translator of English/Spanish from the National Institute of Higher Education in Modern Languages Juan Ramon Fernandez (Argentina). She is currently an Adjunct Instructor in the Department of World Languages and Cultures at Old Dominion University. (Restricted one-year appointment)

Hsin Fang Assistant Professor Department of Art Tenure Track	\$70,000	07-25-2026	10 Months
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Hsin Fang holds an MFA from National Taiwan Normal University, as well as a BA in Art and Design and a BE in Psychology and Counseling from National Taipei University of Education. She is currently a

Teaching Assistant in the Department of Art Education at Florida State University. (Rank is contingent upon the successful completion of doctoral degree requirements by 12/24/2026)

Phylicia R. Fontenot	\$65,000	07-25-2026	10 Months
Clinical Assistant Professor			
Department of Counseling and Human Services			
Restricted Appointment			

Phylicia Fontenot holds a MEd in Counseling from the College of William and Mary and a BS in Psychology from Virginia Commonwealth University. She is currently an Adjunct Professor at Regent University and a School Counseling and Career Consultant at Pearson Virtual Schools. (Restricted one-year appointment)

Kendra Y. Hall	\$68,000	07-25-2026	10 Months
Teaching Assistant Professor			
Department of STEM Education and Professional Studies			
Restricted Appointment			

Dr. Kendra Hall holds a Ph.D. in Educational Psychology from Old Dominion University, as well as an MEd in Adult Education and Human Resource Development and a BS 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)

Md Shamim Hasan	\$97,000	07-25-2026	10 Months
Assistant Professor			
Department of Engineering Technology			
Tenure Track			

Dr. Md Shamim Hasan holds a Ph.D. in Electrical Engineering from the University of North Carolina at Charlotte and a BSc in Electrical and Electronic Engineering from the Bangladesh University of Engineering and Technology (Bangladesh). He is currently a Postdoctoral Research Associate at the Power System Resilience Group at Oak Ridge National Laboratory. (Appointment is contingent upon successful work authorization)

Robert A. Hill	\$73,000	07-25-2026	10 Months
Teaching Assistant Professor			
Department of Counseling and Human Services			

Dr. Robert A. Hill holds a Ph.D. in Educational Management and Higher Education Administration from Hampton University, as well as an MA in Urban Education, PreK-12 School Counseling, and a BS in Tourism and Hospitality Management from Norfolk State University. She is currently an Adjunct Faculty Member at Buena Vista University and a School Counselor at the Williamsburg James City County Public Schools.

Khan Iftekharuddin	\$322,000	07-10-2026	12 Months
Dean of Interdisciplinary Schools			
Interdisciplinary Schools			

Dr. Khan Iftekharuddin holds a Ph.D. and an MS in Electrical Engineering from the University of Dayton and a BSc in Electrical and Electronic Engineering from Bangladesh Institute of Technology (Bangladesh). He is currently a Professor in the Department of Electrical and Computer Engineering and Director of both the Vision Lab and the Institute of Data Science at Old Dominion University. (\$50,000 for serving as Dean of Interdisciplinary Schools)

Deama Khader Assistant Professor Department of STEM Education and Professional Studies Tenure Track	\$74,000	07-25-2026	10 Months
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Dr. Deama Khader holds a Ph.D. and a BS in Information Science from the University of North Texas. She is currently an Adjunct Professor in the Department of Information Science at the University of North Texas.

Sayop Kim Assistant Professor Department of Mechanical and Aerospace Engineering Tenure Track	\$97,000	07-25-2026	10 Months
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Dr. Sayop Kim holds a Ph.D. in Aerospace Engineering from Georgia Institute of Technology and a BS in Mechanical Engineering from Hanyang University (South Korea). He is currently a Research Associate in the Division of Engineering at New York University Abu Dhabi (United Arab Emirates).

Isaac K. Kumi Teaching Assistant Professor Department of Engineering Fundamentals Division	\$74,000	07-25-2026	10 Months
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Dr. Issac Kumi holds a Ph.D. and an ME in Mechanical Engineering from Old Dominion University and a BS in Biomedical Engineering from Kwame Nkrumah University of Science and Technology (Ghana). He is currently a restricted-hire Lecturer in the Department of Engineering Fundamentals Division at Old Dominion University. (No longer a restricted hire)

Celine Lamb Teaching Assistant Professor Department of Art Restricted Appointment	\$59,000	07-25-2026	10 Months
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Dr. Celine Lamb holds a Ph.D. in Anthropology from the University of Kentucky and an MA in Environmental Archaeology and an MA in Archaeology, as well as a BA in Art History and Archaeology from Université Paris 1 Panthéon-Sorbonne. She is currently a restricted-hire Lecturer in the Department of Art at Old Dominion University. (Restricted one-year appointment)

Carolyn L. LaRoche Teaching Assistant Professor Department of Chemistry and Biochemistry	\$63,000	07-25-2026	10 Months
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Carolyn LaRoche holds an MS in Forensic Chemistry from the University of New Haven and a BA in Biological Science and Forensic Chemistry from the State University of New York. She is currently an

Adjunct Instructor in the Department of Biology at Tidewater Community College and an Adjunct Instructor at Chesapeake Public Schools Virtual High School.

Yezhou Li Research Assistant Professor School of Cybersecurity Restricted Appointment	\$80,000	07-25-2026	10 Months
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Dr. Yezhou Li holds a Ph.D. and an MS in Mathematical Science from Clemson University. She is currently a restricted-hire Research Assistant Professor in the School of Cybersecurity at Old Dominion University. (Restricted one-year appointment)

Cristina L. Loyola Teaching Assistant Professor F. Ludwig Diehn School of Music Restricted Appointment	\$63,000	07-25-2026	10 Months
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Cristina Loyola holds an MME and a BME from Old Dominion University. She is currently an Adjunct Instructor in the F. Ludwig Diehn School of Music at Old Dominion University. (Restricted one-year appointment)

Winnie Maina Teaching Assistant Professor School of Accountancy Restricted Appointment	\$85,000	07-25-2026	10 Months
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Winnia Maina holds an MS in Accounting and a BS in Finance from Dedan Kimathi University of Technology (Kenya). She is currently an Adjunct Faculty in the School of Accountancy at Old Dominion University and an Accounting Lead at iWorks Corporation. (Restricted one-year appointment)

Shelly C. Mann Teaching Assistant Professor Department of Engineering Technology Restricted Appointment	\$72,100	07-25-2026	10 Months
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Shelly Mann holds an MS in Aerospace Engineering and a BS 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)

Elizabeth “Liz” J. Marsh Clinical Assistant Professor Department of Advanced Practice Nursing Restricted Appointment	\$120,000	07-10-2026	12 Months
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Elizabeth “Liz” Marsh holds an MSN from Old Dominion University and a BSN from the University of Hawaii at Manoa. She is currently a Palliative Care Specialist Nurse Practitioner at Sentara Leigh and Sentara Princess Anne Hospitals. (Restricted one-year appointment)

Hossein Mohammadi	\$80,000	07-25-2026	10 Months
Research Assistant Professor			
School of Cybersecurity			
Restricted Appointment			

Dr. Hossein Mohammadi holds a Ph.D. in Computer Science and Engineering from Wright State University, an MS in Computer Engineering from Azad University (Iran), and a BS in Computer Hardware Engineering from Isfahan University (Iran). He is currently a Graduate Teaching and Research Assistant in the Department of Computer Science and Engineering at Wright State University. (Restricted one-year appointment)

Emily R. Moore	\$58,000	07-25-2026	10 Months
Visiting Assistant Professor			
Department of History			
Restricted Appointment			

Dr. Moore holds a Ph.D. and an MA in History from the College of William and Mary, as well as a BA 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)

Chamint “Nicolas” Barati Ntechntezi	\$100,000	07-25-2026	10 Months
Research Assistant Professor			
School of Cybersecurity			
Restricted Appointment			

Dr. Chamint Barati Ntechntezi holds 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)

Emily Owens Pickle	\$93,000	07-25-2026	10 Months
Assistant Professor			
Department of Epidemiology, Biostatistics, and Environmental Health			
Tenure Track			

Dr. Emily Owens Pickle holds a Ph.D. in Epidemiology from the University of South Carolina, an MPH from Rollins College, and a BS in Telecommunications from the University of Florida. She is currently a Postdoctoral Researcher in the Laboratory for Vector-Borne and Zoonotic Diseases at the University of South Carolina.

Rebeca Peacock	\$75,000	07-25-2026	10 Months
Assistant Professor			
Department of STEM Education and Professional Studies			
Tenure Track			

Dr. Rebeca Peacock holds an Ed.D. in Educational Leadership, Instructional Design, and Technology from Idaho State University, an MEd in Instructional Technology from Wayne State University, an MS in

Library and Information Science from Syracuse University, and a BA in Secondary Education and Biology from St. Thomas University. She is currently a Clinical Assistant Professor and a COE Instructional Designer in the Department of Educational Technology and Foundations at the University of West Georgia.

Danielle Preston	\$65,000	07-25-2026	10 Months
Teaching Assistant Professor Department of Communication and Theatre Arts			

Danielle Preston holds an MFA in Costume Design from the University of North Carolina School of the Arts and a BA in Theater Production from Meredith College. She is currently a Professional Costume Designer for multiple theater productions across the country.

Javad Rafiel Asl	\$82,400	07-25-2026	10 Months
Research Assistant Professor School of Cybersecurity Restricted Appointment			

Dr. Javad Rafiei Asl holds a Ph.D. in Computer Science from Georgia State University, an MSIT from the University of Tehran (Iran), and a BSc 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)

Sandip Roy	\$82,400	07-25-2026	10 Months
Research Assistant Professor School of Cybersecurity Restricted Appointment			

Dr. Sandip Roy holds a Ph.D. in Information Technology from Jadavpur University (India), an MTech in Computer Science and Engineering, and a BTech 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)

Olivia Ryan	\$74,000	07-25-2026	10 Months
Teaching Assistant Professor Department of Engineering Fundamentals Division			

Olivia Ryan holds an MS in Engineering Mechanics from Virginia Polytechnic Institute and State University and a BS in Engineering from Roger Williams University. She was previously a Graduate Teaching Assistant and a Graduate Research Assistant in the Department of Engineering Education at Virginia Polytechnic Institute and State University.

Aaron Shames	\$65,000	07-25-2026	10 Months
Instructor Department of Counseling and Human Services Restricted Appointment			

Dr. Aaron Shames received a Ph.D. in Counselor Education and Supervision from Old Dominion University, an MA in Counseling from East Tennessee State University, and a BA in Psychology from

Washington and Jefferson College. He is currently a restricted-hire Instructor in the Department of Counseling and Human Services at Old Dominion University. (Restricted one-year appointment)

Md Nazmul Kabir Sikder	\$80,000	07-25-2026	10 Months
Research Assistant Professor School of Cybersecurity Restricted Appointment			

Dr. Md Nazmul Kabir Sikder holds a Ph.D. and an MS in Computer Engineering from Virginia Polytechnic Institute and State University and a BS in Electrical and Electronics Engineering from the Bangladesh University of Engineering and Technology (Bangladesh). He is currently a restricted-hire Research Assistant Professor in the School of Cybersecurity at Old Dominion University. (Restricted one-year appointment)

Ashlee Steeley	\$77,000	07-25-2026	10 Months
Teaching Assistant Professor Department of Health Behavior, Policy, and Management			

Ashlee Steeley holds an MPH from Eastern Virginia Medical School and a BS 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. (No longer a restricted hire)

Zahide Sunal	\$70,000	07-25-2026	10 Months
Clinical Assistant Professor Department of Counseling and Human Services Restricted Appointment			

Dr. Zahide Sunal holds a Ph.D. in Counselor Education and Supervision from Old Dominion University, an M.C. in Clinical Mental Health Counseling from Arizona State University, and a BA in Psychological Counseling and Guidance from Ankara University (Turkey). She is a Program Coordinator and an Assistant Professor in the Department of Psychology and Counseling at the University of Texas at Tyler. (Restricted one-year appointment)

Miriam Thomas	\$59,740	07-25-2026	10 Months
Teaching Assistant Professor Department of STEM Education and Professional Studies Restricted Appointment			

Dr. Miriam Thomas received an Ed.D. in Literacy and an MLS from Sam Houston State University, as well as a BS 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)

Subodh Toraskar	\$74,000	07-25-2026	10 Months
Teaching Assistant Professor Department of Mechanical and Aerospace Engineering Restricted Appointment			

Subodh Toraskar holds an MS in Mechanical Engineering from Old Dominion University and a BE in Mechanical Engineering from Mumbai University (India). He is currently a Graduate Assistant at the Thermo-Fluids Lab at Old Dominion University. (Rank is contingent upon completion of Ph.D. degree by July 25, 2026; Restricted one-year appointment)

David Williams-Tortolini	\$57,938	07-25-2026	10 Months
Teaching Assistant Professor			
Department of Philosophy and Religious Studies			
Restricted Appointment			

David Williams-Tortolini holds an MA in Humanities and a BA in English from Old Dominion University. He is currently a Teaching Assistant in the School of Interdisciplinary Studies at Purdue University. (Restricted one-year appointment)

Nathan T. Workman	\$60,000	07-25-2026	10 Months
Teaching Assistant Professor			
Department of Communication and Theatre Arts			
Restricted Appointment			

Nathan Workman holds an MA in Humanities and a BA in English from Old Dominion University. He is currently a Graduate Teaching Assistant in the Department of Communication Arts at the University of Wisconsin-Madison. (Restricted one-year appointment)

Nanzi Yang	\$84,000	07-25-2026	10 Months
Research Assistant Professor			
School of Cybersecurity			
Restricted Appointment			

Dr. Nanzi Yang holds a Ph.D. in Cyberspace Security and a BS in Information Engineering from Xidian University (China). He is currently a Postdoctoral Associate in the Department of Computer Science at the University of Minnesota. (Restricted one-year appointment)

FACULTY EMERITI APPOINTMENTS

The Committee approved the appointments of ten faculty emeriti. Upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors unanimously approved the title of emeritus/emera for the following ten faculty members and faculty administrators.

<u>Name and Rank</u>	<u>Effective Date</u>
Przemyslaw Bogacki Associate Professor Emeritus of Mathematics and Statistics	September 1, 2026
Christopher K. Hanna University Professor Emeritus and Professor Emeritus of Communication and Theatre Arts	June 1, 2026
Barbara Y. Hargrave Professor Emerita of Biological Sciences	September 1, 2026

Karen A. Karlowicz Associate Professor Emerita of Nursing	August 1, 2025
Michelle L. Kelley Eminent Scholar Emerita and Professor Emerita of Psychology	September 1, 2026
Gordon Melrose Associate Professor Emeritus of Mathematics and Statistics	June 1, 2026
Douglas T. Owens F. Ludwig Diehn Endowed Chair Emeritus of Instrumental Music Education and Professor Emeritus of Music	September 1, 2026
Lynn L. Ridinger Professor Emerita of Human Movement Studies and Special Education	June 1, 2026
Elizabeth A. Smith Faculty Administrator Emerita	June 1, 2026
John Toomey University Professor Emeritus, Louis I. Jaffe Endowed Professor Emeritus of Music, and Professor Emeritus of Music	September 1, 2026

Przemyslaw Bogacki

Dr. Przemyslaw Bogacki earned his Ph.D. in Mathematical Sciences from Southern Methodist University in 1990 and joined the Old Dominion University faculty that same year. He taught calculus, linear algebra, and numerical methods and has been active in integrating technology into collegiate mathematics. His research focuses on computer-aided geometric design and numerical methods for initial value problems in ordinary differential equations.

Over 36 years at Old Dominion University, he has delivered 50 presentations and workshops, published 27 articles, and authored or co-authored four textbooks. He co-directed the “Development of a Computer-Based Calculus Curriculum” project (1992–1994), funded by a Funds for Excellence grant from the State Council of Higher Education for Virginia.

Honors include the Old Dominion University University Professor designation (2015), Old Dominion University College of Sciences Distinguished Teaching Awards (2008, 2015), recognition as a Distinguished Fellow of the Collegium of Eminent Scientists of Polish Origin and Ancestry by the Kosciuszko Foundation (2015), the Old Dominion University College of Sciences Above and Beyond Faculty Award (2020), and five Shining Star Awards.

He served five years as Associate Chair of the Department of Mathematics and Statistics, was a Faculty Senate member, participated on numerous committees (including 10 University committees), and served on nine Ph.D. dissertation committees.

Christopher K. Hanna

Professor Christopher K. Hanna is a stage director, playwright, actor, and artistic leader. He has a professional relationship with Virginia Stage Company that spans three decades, where he now serves as Artistic Director Emeritus. During that time, he directed, wrote, and performed in over 30 productions,

including more than a dozen world premieres. His play, *Line in the Sand*, premiered at Virginia Stage and was nominated for the Pulitzer Prize in Drama.

Beyond Virginia Stage Company, Professor Hanna has directed premieres on stages in New York, Chicago, Edinburgh, San Diego, and Alaska. He served on the play development staffs of both London's Royal Court Theatre and the New York Shakespeare Festival and has regularly supported the new plays process with Sundance, Theatre Communications Group, the Dramatists Guild, and New Dramatists. He is a Trustee of the American Dream Theatre, where he has guided the development of new stage musicals by Bart Kuebler and James Rubio. Professor Hanna has had a long-term investment in actor training. He has served as Resident Director for the Juilliard School's Drama Division and Artistic Associate for the Chautauqua Conservatory Theatre and has operated his own acting studio in New York City.

He is currently a Full Professor in the Department of Communication and Theatre Arts at Old Dominion University in Norfolk, Virginia, where he served as Theatre Program Director for 16 years.

Professor Hanna holds an MFA from the University of California, San Diego, and is a member of the Society of Directors and Choreographers (SDC).

Barbara Y. Hargrave

Dr. Barbara Y. Hargrave began her academic career at Old Dominion University as an Assistant Professor in the Department of Biology in 1989. She was promoted to Associate Professor with tenure in 1996 and to full Academic Professor in 2015. In 1997, she was the recipient of the Old Dominion University Hugo A. Owens Award.

Dr. Hargrave earned her Ph.D. from Wake Forest University-The Bowman Gray School of Medicine, Winston-Salem, NC, in 1985. In 1989, she completed a 3-year postdoctoral fellowship at the University of California, San Francisco School of Medicine.

At both the undergraduate and graduate levels, she has taught courses in Physiology, Pharmacology, and Molecular Biology. She has also served as Chair and committee member on several master's and doctoral thesis committees.

She is a research contributor on a patent that was licensed to a company. During her tenure at Old Dominion University, she has received both internal and external grant funding that resulted in published research. She has also served as the Graduate Program Director for the Biomedical Sciences Ph.D. program at Old Dominion University and was co-director of the planning committee formed to merge the Old Dominion University and Eastern Virginia Medical School biomedical programs.

Dr. Hargrave's community service includes participating in several summer science programs for high school students and serving as a judge at multiple science fair events. In 2026, she served on the University Grievance Committee for Faculty sanctions.

Karen A. Karlowicz

Dr. Karen A. Karlowicz is a distinguished nurse educator, academic leader, and champion for professional nursing development, best known for her long-standing leadership at Old Dominion University. Over several decades of foundational service, Dr. Karlowicz served as the Chair of the School of Nursing, where she played a pivotal role in shaping the curriculum, expanding programmatic offerings, and guiding the school through early growth phases that laid the groundwork for its elevation into the standalone Ellmer School of Nursing.

Holding a Doctorate in Education (Ed.D.) alongside her advanced credentials as a Registered Nurse (RN) and Master of Science in Nursing (MSN), her academic and clinical research focuses heavily on pedagogical innovation, workforce readiness, and nursing leadership. As a dedicated educator, she has mentored generations of baccalaureate, master's, and doctoral nursing students, instilling a deep commitment to evidence-based practice and community health.

Beyond her administrative stewardship at Old Dominion University, Dr. Karlowicz is a highly active voice in regional and national nursing organizations, contributing significantly to healthcare advocacy and academic accreditation standards across the Commonwealth of Virginia. Her work emphasizes regional strategic collaboration, bridging the gap between rigorous classroom education and complex clinical environments. Today, her legacy continues to influence the school's forward-looking mission within the Macon & Joan Brock Virginia Health Sciences, leaving an enduring mark on the nursing workforce and the advancement of nursing science throughout the Hampton Roads region and beyond.

Michelle L. Kelley

Dr. Michelle L. Kelley earned her Ph.D. in psychology from the University of Houston in 1988 and joined the Department of Psychology at Old Dominion University that year. She earned the rank of Eminent Scholar. She is an award-winning teacher, researcher, and mentor, including winning the 2025 State Council of Higher Education for Virginia Outstanding Faculty Award. She has published nearly 200 peer-reviewed articles and has been cited more than 13,700 times. Dr. Kelley has secured approximately \$7 million in federal research funding. Dr. Kelley has chaired 45 master's theses and 30 dissertations.

She was the first scientist to longitudinally examine how wartime deployment affects military personnel and their families and how Navy families cope with deployment. Her findings were cited in the 2010 Department of Defense report on deployment and children, and received national media attention, including on ABC News, CNN, and MSNBC.

More recently, Dr. Kelley's research has focused on moral injury among veterans. Through her National Institutes of Health-funded project, she developed Mindfulness to Manage Moral Injury (MMMI), a 7-week live, web-based group intervention for veterans. MMMI was found to be effective in reducing shame, guilt, grief, remorse, impaired functioning, post-traumatic stress disorder symptoms, and suicidality. The program may expand access to care for veterans who do not receive or qualify for Veterans Affairs services.

Currently, she is working with both Norfolk Fire Rescue and the Virginia Beach Fire Department to assess mental health associated with long-term employment in a physically and emotionally taxing occupation. She is also working with international humanitarians. She is in the process of modifying the MMMI for first responders.

Gordon Melrose

Dr. Gordon Melrose received his BSc (Hons) in Mathematics from the University of Glasgow, Scotland, United Kingdom, in 1979, and a Ph. D. in Computational and Applied Mathematics from Old Dominion University in 1984. He joined the faculty of Old Dominion University the same year. He achieved the rank of Associate Professor in 1989. He served the department in numerous roles throughout his career, culminating in serving as Department Chair from 2020 until his retirement in 2026.

Dr. Melrose was the thesis supervisor of one doctoral student and co-advisor of two others. In addition, he served on numerous other dissertation committees. His primary research was in singular integral equations, obtaining closed-form solutions for a variety of problems. He was part of a group to receive external funding from the State Council of Higher Education for Virginia to bring technology into the calculus curriculum in 1992. He received numerous accolades throughout his career for his teaching style and remains passionate about teaching.

Douglas T. Owens

Dr. Douglas T. Owens is a Professor of Music, the F. Ludwig Diehn Endowed Chair in Instrumental Music Education, Graduate Program Director, and past Chair of the F. Ludwig Diehn School of Music. Dr. Owens previously taught at the University of Massachusetts Dartmouth and the University of Southern Maine. A music educator since 1983, Dr. Owens also taught elementary, middle, and high school band in Wisconsin and California.

Dr. Owens teaches courses at the undergraduate and graduate levels. He continues to serve as a guest conductor, clinician, and adjudicator of concert bands and jazz ensembles. Dr. Owens has served as director of the 2024 All-Virginia High School Jazz Band, the 2024 Maine All-State High School Jazz Band, and conductor of the 2019 Maine All-State High School Band, among others.

Dr. Owens' publication, "Interactive Composing in School Jazz Ensembles," appears in *The Oxford Handbook of Music Composition Pedagogy*. He has published research in the *National Band Association Journal*, the *Medical Problems of Performing Artists*, and *The Instrumentalist*. His chapter on music entrepreneurship appears in the book *Disciplining the Arts: Teaching Entrepreneurship in Context*. He has presented research and/or performed at multiple national music conferences, including the Midwest Clinic International Band and Orchestra Conference, the national meetings of the College Music Society, and many others.

As the lead trumpet in the Portland Jazz Orchestra (PJO), Dr. Owens performed with Bob Mintzer, the New York Voices, Conrad Herwig, Wayne Bergeron, Greg Hopkins, and Denis DiBlasio. He appears on the 2009 PJO recording *Nor'easter*.

Lynn L. Ridinger

Dr. Lynn Ridinger, Professor of Sport Management, has worked at Old Dominion University since 2000. She has served in several administrative roles, including Undergraduate Program Director, Graduate Program Director, and Department Chair. Dr. Ridinger is a Research Fellow of the North American Society for Sport Management (NASSM). Her research focused on sport involvement, referee retention, and women's sports. She was also a recipient of the NASSM Distinguished Sport Management Educator Award. Prior to pursuing her doctorate, she worked as a high school athletic director, teacher, and coach at Norfolk Academy.

Elizabeth A. Smith

Elizabeth Smith is retiring from Old Dominion University after more than three decades of distinguished service spanning research, education outreach, interdisciplinary program development, and institutional leadership. She joined Old Dominion University in 1994 as a self-supporting research professional at the Center for Coastal Physical Oceanography, where she developed nationally recognized educational materials on remote sensing and Earth science, trained regional teachers through partnerships with NASA, Virginia Sea Grant, and Norfolk Public Schools, and founded the Blue Crab Bowl, Old Dominion University's regional competition of the National Ocean Sciences Bowl, which she directed for 10 years and which continues today.

In 2012, Ms. Smith joined Academic Affairs through the Climate Change and Sea Level Rise Initiative, where she founded the Hampton Roads Sea Level Rise and Flooding Adaptation Forum, now a thriving regional community of practice in coastal resilience and adaptation. As Director of Interdisciplinary Initiatives in the Graduate School from 2014 to 2022, she helped launch degree and certificate programs in Data Science, Cybersecurity, Cyber Systems Security, and Maritime, Ports and Logistics Management, coordinated Old Dominion University's first National Security Agency Center of Academic Excellence

designation, and stewarded a National Science Foundation CyberCorps grant. She is a co-author on a peer-reviewed publication on high-impact practices in cybersecurity education.

Ms. Smith concluded her career as Program Manager for the Old Dominion University and Eastern Virginia Medical School Integration Management Office, leading accreditation coordination and U.S. Department of Education documentation for the historic institutional merger. A past president of Old Dominion University's Association of University Administrators chapter, Ms. Smith has also served the broader community through the American Council on Education Women's Virginia Network, the Old Dominion University Women's Caucus, and the Commonwealth Offshore Wind Task Force.

John Toomey

Professor John Toomey has been recognized for excellence in teaching several times, including his designation as University Professor for Excellence in Teaching, an honorary title awarded to less than 2 percent of the faculty at the University. Other honors include TELETECHNET Professor of the Year and winner of the prestigious State Council of Higher Education for Virginia Award for Excellence in Teaching. In addition, Professor Toomey was appointed a Louis J. Jaffe Endowed Professor in Music in 2018, which is an endowed professorship awarded to those who excel in research, teaching, and service. He served as Chair in the F. Ludwig Diehn School of Music for nine years. In 1991, Professor Toomey was designated a cultural specialist in Jazz by the United States Information Agency and was sent to Botswana, Africa, in this capacity to teach and perform.

In the area of research, Professor Toomey serves as both director and performer for the Attucks Jazz Series under the umbrella of the Virginia Arts Festival, performs for the Diehn Concert Series with various jazz artists, and previously served as performer and Music Director for Havana Nights, a state-of-the-art jazz club in the Tidewater region. He continues to perform regularly with top Jazz artists across the country.

Before his tenure at Old Dominion University, Professor Toomey performed and toured the world with jazz trumpet legend Maynard Ferguson, with whom he recorded two CDs, High Voltage 2 and Big Bop Nouveau. His compositions can be heard via soundtracks he has composed for the History Channel, the Learning Channel, the Discovery Channel, and the ABC network.

The Committee approved the following designation resolutions. The resolutions were presented to the Board of Visitors for their approval.

APPROVAL OF DOCTOR OF PHILOSOPHY DEGREE PROGRAM IN DATA SCIENCE

RESOLVED that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed Doctor of Philosophy degree program in Data Science, effective with the Fall 2027 semester, pending approval by the State Council of Higher Education for Virginia.

Rationale: Old Dominion University seeks approval to initiate a Doctor of Philosophy (Ph.D.) degree program in Data Science. This proposed program will be housed in the School of Data Science and scheduled to begin in Fall 2027.

The proposed Ph.D. in Data Science degree program is designed to prepare scholars capable of advancing knowledge and teaching in the rapidly evolving field of data science. The program focuses on developing

expertise in the theoretical foundations, computational methods, and practical applications of data science, including machine learning, artificial intelligence, data analytics, data visualization, and communication. Through rigorous coursework and research training, students will gain the ability to investigate the theoretical, computational, and methodological aspects of data science and contribute new knowledge to the discipline. Graduates will be equipped to educate future data science professionals and to communicate complex technical concepts and research findings effectively through strong oral and written communication.

Graduates of the program will develop advanced analytical, computational, and methodological skills needed to succeed in today's data-driven environment, particularly in senior technical, research, and leadership positions. Data science is transforming a wide range of sectors, including business, healthcare, finance, agriculture, engineering, and public policy, by enabling organizations to derive actionable insights from large and complex datasets. Students will gain proficiency in modern programming languages, data science platforms, and analytical tools used for large-scale data analysis. In addition, graduates will be trained to design and implement statistical models, machine learning and artificial intelligence methods, and scalable data-driven systems that support decision-making, innovation, and scientific discovery. The program also emphasizes data management practices such as data collection, cleaning, integration, and organization to ensure data quality and effectiveness in analysis and visualization.

The proposed Ph.D. in Data Science aligns with the University's mission by (1) providing rigorous doctoral education in data science with advanced analytical, computational, and research training, (2) advancing interdisciplinary research across scientific, engineering, business, and health domains, and (3) supporting workforce and economic development through data-informed innovation.

The Ph.D. in Data Science is a 78-credit-hour degree program. A dissertation is required. Students who begin the Ph.D. program after having earned a master's degree will complete a 48-credit-hour degree program.

CLOSURE OF BACHELOR OF ARTS AND BACHELOR OF SCIENCE DEGREE PROGRAMS AFRICAN AMERICAN AND AFRICAN STUDIES

RESOLVED that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the closure of the Bachelor of Arts and Bachelor of Science in African American and African Studies degree programs, effective with the Fall 2026 semester, pending approval by the State Council of Higher Education for Virginia.

Rationale: Old Dominion University seeks approval to close the Bachelor of Arts (BA) and Bachelor of Science (BS) in African American and African Studies degree programs, effective Fall 2026. The programs are administered by the College of Arts and Letters.

In line with continuous improvement efforts and the pending State Council of Higher Education (SCHEV) for Virginia Program Productivity Review process, the College of Arts and Letters has engaged in a review of programs not currently meeting SCHEV's established productivity standards.

The BA/BS in African American and African Studies degree programs were a part of this review process. After detailed discussions, the program director and the dean of the College of Arts and Letters recommended closure of the programs. University leadership agrees with the recommendation to close the BA/BS in African American and African Studies degree programs.

Students currently enrolled in the program will be given the opportunity to complete their degree through an approved teach-out plan.

CLOSURE OF MASTER OF ARTS IN APPLIED LINGUISTICS

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

Rationale: Old Dominion University seeks approval to close the Master of Arts (MA) in Applied Linguistics degree program, effective Fall 2026. The program is housed in the Department of English in the College of Arts and Letters.

In line with continuous improvement efforts and the pending State Council of Higher Education (SCHEV) for Virginia Program Productivity Review process, the College of Arts and Letters has engaged in a review of programs not currently meeting SCHEV's established productivity standards.

The MA in Applied Linguistics degree program was a part of this review process. After detailed discussions with program faculty, the Applied Linguistics program director, department chair, and dean of the College of Arts and Letters, a recommendation was made to close the program. University leadership concurs with the recommendation to close the MA in Applied Linguistics degree program.

Students currently enrolled in the program will be given the opportunity to complete their degree through an approved teach-out plan.

Provost and Executive Vice President for Academic Affairs Brian Payne Ph.D. provided an overview of the Promotion in Academic Ranks effective in the 2026-2027 academic year, information about student and faculty achievements, an overview of centralized graduate admissions, and a Strengthening Institutional Programs grant funded by the Department of Education. Those approved for the Promotion and Academic Ranks are listed below.

PROMOTION IN ACADEMIC RANK* EFFECTIVE 2026-2027

Promotions in academic rank have been approved for the following faculty members, effective with the 2026-2027 academic year.

PROMOTION TO FULL PROFESSOR

College of Arts and Letters

Regina Karp

Department of Political Science and Geography

Brian Nedvin

F. Ludwig Diehn School of Music

Emily Ondracek-Peterson

F. Ludwig Diehn School of Music

Kerstin Steitz

Department of World Languages and Cultures

Joshua Zingher
Department of Political Science and Geography

Strome College of Business

Lin Guo
Department of Marketing

Ryan Klinger
Department of Management

Veronica Thomas
Department of Marketing

Lei Zhang
Department of Finance

Weiyong Zhang
Department of Information Technology and Decision Sciences

Darden College of Education and Professional Studies

Laura Chezan
Department of Human Movement Studies and Special Education

Gulsah Kemer
Department of Counseling and Human Services

Batten College of Engineering and Technology

Michael Seek
Department of Engineering Technology

Ellmer School of Nursing

Tina Gustin
Department of Advanced Practice Nursing

Joint School of Public Health

Abdullah Al-Taiar
Department of Epidemiology, Biostatistics, and Environmental Health

James Blando
Department of Epidemiology, Biostatistics, and Environmental Health

College of Sciences

Yusuke Yamani
Department of Psychology

PROMOTION TO CLINICAL ASSOCIATE PROFESSOR

Mira Mariano
School of Rehabilitation Sciences

PROMOTION TO RESEARCH ASSOCIATE PROFESSOR

Joseph Brobst
Center for Educational Partnerships

PROMOTION TO RESEARCH PROFESSOR

Jose Padilla

Virginia Modeling, Analysis, and Simulation Center

PROMOTION TO LIBRARIAN IV

Lucinda Wittkower

University Libraries

**The names listed above were validated and confirmed by the Division of Academic Affairs on Tuesday, June 23, 2026.*

Senior Associate Vice President for Applied Research Eric Weisel Ph.D. provided an update on federal funding, observations from the University and across higher education, and an overview of the Old Dominion University National Security Institute.

VIRGINIA HEALTH SCIENCES BOARD OF DIRECTORS

Dr. Bruce Waldholtz, Chair of Macon & Joan Brock Virginia Health Sciences at Old Dominion University Board of Directors stated the Board and its Finance Subcommittee met the prior morning. The Board unanimously approved Dr. Alfred Abuhamad's recommendations for the following faculty appointments.

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>
Anna-Christina Bevelaqua Assistant Professor Physical Medicine and Rehabilitation	\$125,000	04/25/2026	12 Mos.

Dr. Anna-Christina Bevelaqua received an MD from New York University School of Medicine and a B.S. in Neuroscience Discipline from The College of William and Mary. She completed a residency in Physical Medicine and Rehabilitation at New York Presbyterian Columbia and Cornell University and a fellowship in Sports and Spine Medicine at Columbia University School of Medicine. Currently, Dr. Bevelaqua is a practicing physician in the Department of Physical Medicine and Rehabilitation.

Matthew Carpenter Assistant Professor Biomedical and Translational Sciences, Education Division	\$116,000	05/10/2026	12 Mos.
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Mr. Matthew Carpenter received an M.S.H.P.A. from Eastern Virginia Medical School and a B.S. in Medical Laboratory Sciences from Old Dominion University. Currently, Mr. Carpenter is an educator in

the Department of Biomedical and Translational Sciences. (Joint appointment in the EVMS School of Health Professions, Pathologists' Assistant Program.)

3 Years

Associate Professor

Pediatrics, Division of Developmental Pediatrics

Dr. Christine Houlihan received an MD from Georgetown University School of Medicine and a B.S. in Biology from University of Scranton. She completed a residency in Pediatrics at Virginia Commonwealth University/MCV and a fellowship in Developmental Behavioral Pediatrics at University of Virginia. Previously Dr. Houlihan was an Associate Professor in the Department of Pediatrics at University of Virginia. Currently, Dr. Houlihan is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

3 Years

Associate Professor

Pediatrics, Division of Emergency Medicine

Dr. Rupa Kapoor received an MD from the University of Texas School of Medicine at San Antonio and a B.A. in Biology from Harvard College. She completed a residency in Pediatrics at Case Western Reserve University and a fellowship in Combined Pediatric Emergency Medicine and Global Health at Baylor College of Medicine. Previously Dr. Kapoor was a Clinical Associate Professor in the Department of Pediatrics at West Virginia University. Currently, Dr. Kapoor is a practicing physician with Children's Specialty Group at Children's Specialty Group at Children's Hospital of The King's Daughters.

Community Faculty

Faculty	Rank	Department	Term
Michelle F. Buckingham, M.H.A.	Instructor	Pediatrics, Division of Administration	1 Year
Brian Chapman, DO	Assistant Professor	Department of Medicine, Division of General Internal Medicine	1 Year
Lei Chen, MD, Ph.D.	Assistant Professor	Department of Medicine, Division of Nephrology	1 Year
Ravi G. Chhatrala, MBBS	Assistant Professor	Department of Medicine, Division of Gastroenterology	1 Year
Clifford A. Cutchins V, MD	Assistant Professor	Medical Education	1 Year
Maria C. Geba, MD	Assistant Professor	Department of Medicine, Division of Infectious Diseases	1 Year
Albrecht M. Heyder III, MD	Assistant Professor	Department of Medicine, Division of Pulmonary and Critical Care Medicine	1 Year
Stephen O. Hunley, MD	Assistant Professor	Department of Medicine, Division of Cardiology	1 Year
Ruth H. Innes, MD	Assistant Professor	Department of Medicine, Division of Hospital Medicine	1 Year
Ertle C. Jones Jr., MD	Assistant Professor	Medical Education	1 Year
Ikuko Laccheo, MD	Assistant Professor	Department of Medicine, Division of General Internal Medicine	1 Year

Leslie M. Levin, MD	Assistant Professor	Department of Medicine, Division of General Internal Medicine	1 Year
Lisa C. Merrill, MD	Assistant Professor	Department of Medicine, Division of General Internal Medicine	1 Year
Temitayo Ogundipe, MBBS, M.P.H.	Assistant Professor	Department of Medicine, Division of Hospital Medicine	1 Year
Anoosha Ponnappalli, MBBS	Assistant Professor	Family and Community Medicine	1 Year
Kristina N. Powell, MD	Assistant Professor	Medical Education	1 Year
Jennifer L. Schneider, MD	Assistant Professor	Medical Education	1 Year
Michael P. Stolz, MD	Assistant Professor	Medical Education	1 Year
Abel Yimer, MD	Assistant Professor	Department of Medicine, Division of Endocrine and Metabolic Disorders	1 Year
Matthew I. Yoder, MD	Instructor	Pediatrics, Division of Urgent Care	1 Year
Bo Zhao, MD	Assistant Professor	Department of Medicine, Division of Hematology and Oncology	1 Year

Terms:

12 Mos. = Salaried Faculty

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

APPROVAL OF AWARD OF TENURE

RESOLVED that, upon the recommendation of Macon & Joan Brock Virginia Health Sciences Board of Directors and Dr. Alfred Abuhamad, the Board of Visitors unanimously approved that the following faculty members be awarded Tenure effective July 1, 2026.

Dr. Kelli J. England

Dr. Kelli J. England is recommended for tenure in the Department of Pediatrics at the Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University. I have known Dr. England for over twenty years, since my arrival in 2004, when our shared interests in research first led us to collaborate. Although our research areas differ, mutual respect for the effort involved in research has fostered our professional relationship. Over the past two decades, I have watched her evolve into a nationally recognized scholar, an outstanding academic leader, and an indispensable member of our department and institution.

Dr. England earned her B.S. and M.S. in Experimental Psychology from Old Dominion University, her Ph.D. in Clinical Psychology from Virginia Tech, and completed her residency training in clinical psychology at Eastern Virginia Medical School. She has held a primary academic appointment as a Professor in the Department of Pediatrics since 2016 and has a secondary appointment as a Professor in the Department of Psychology. She is part of the faculty in both the ODU and Virginia Consortium Clinical Psychology PhD programs and has built a career that connects behavioral science, pediatrics, public health, and community-engaged research. Her professional journey aligns with our institution's mission and demonstrates a strong commitment to improving the health and safety of children and families through rigorous scholarship and practical application.

Research and Scholarly Activity (50%, Level 3)

Dr. England's research portfolio clearly meets and exceeds Level 3 expectations, demonstrating sustained, externally funded, high-impact scholarship with national and international significance. Her research

program focuses on risk communication, examining how individuals and communities understand, interpret, and respond to health and safety messages. This work is distinguished by its methodology, rigor, complexity, and exceptional translational impact.

She has served as Principal Investigator or Multiple Principal Investigator on more than \$10 million in competitive external funding since beginning her career at EVMS, including major awards from the National Institutes of Health, the Centers for Disease Control and Prevention, the U.S. Department of Transportation, the Virginia Department of Health, and other state and federal agencies. Since becoming a full professor, she has secured nearly \$9 million in external grants as PI/MPI and an additional \$2 million as a co-investigator.

Her current NIH-funded projects include an NCI R01 studying smoke-free housing policy implementation and an NIMHD U01 assessing a community-led COVID-19 intervention designed to address mistrust and improve access among public housing residents. These projects demonstrate her commitment to community health and exemplify EVMS's vision "as the most community-oriented school of medicine and health professions in the United States," fostering pride in her community impact.

Dr. England's longest standing and most influential work focuses on child occupant protection and transportation safety, an area where she has dedicated over two decades to advancing the science of health behavior change. Her research has directly contributed to the development of nationally recognized, evidence-based interventions, including Boost 'em in the Back Seat and Car Safety Now, both featured in the national Countermeasures That Work Guide for State Highway Safety Offices. One of her intervention videos has been viewed by over 23 million people worldwide, and her CarSafetyNow.org platform serves as the Virginia DMV's official resource for child passenger safety information, with a global reach.

Importantly, Dr. England has maintained a strong record of traditional academic scholarship alongside her applied work, with more than 30 peer-reviewed publications in respected journals, including Accident Analysis and Prevention, Transportation Research, Addictive Behaviors, and Drug and Alcohol Dependence. These are top journals in the fields of traffic safety and tobacco use, and she has been cited 530 times since she became a full professor. She has authored numerous abstracts, technical reports, and invited presentations, and her scholarship continues to produce meaningful scientific contributions through ongoing manuscripts and funded projects. She authored two chapters in the Handbook of Traffic Psychology, the international flagship textbook for the field (published by Elsevier), and I understand she has again been invited to author a chapter for its new addition, which will be in press this spring.

Her unique expertise and health behavior research contributions are well respected regionally, nationally, and internationally. This is evidenced by her many invited workshops, keynotes, and plenary sessions, including to the International Transportation Research Board (2015, 2017, and 2019), National Lifesavers Conference (2017), National Safe Kids Convention (2015 and 2019), National Reduce Tobacco Use Conference (2018), and the National Action Plan for Child Injury Prevention (convened jointly by Centers for Disease Control and Prevention, Children's Safety Network, and National Association of County and City Health Officials, 2014). The impact of her innovations in research has also been recognized with high international and national honors, including being named a Global Leader in Road Safety by the United Nations, receiving the Best of Injury Prevention Literature Award from the National Association of Children's Hospitals, and two Governor's awards – one for Outstanding Contribution to Transportation Safety and another for Outstanding Contribution to EMS for Children. Her expertise and research innovations have been featured in news media stories 41 times since her promotion to a full professor, ranging from local feature stories on our evening news and on the front page of the Virginian-Pilot, to national platforms like the Today Show. Finally, Dr. England was invited and served for many years on the Editorial Board of Transportation Research Part F: Traffic Psychology and Behavior, an international journal.

In originality, methodological rigor, sustained funding, dissemination, and national impact, Dr. England's research program exemplifies excellence and achieves Level 3, reflecting the highest standards of academic achievement.

Leadership and Service (34%, Level 3)

Dr. England's leadership and service contributions are exceptional and clearly meet Level 3 expectations. Since 2019, she has served as Director of the Division of Community Health and Research (CHR) within the Department of Pediatrics. Under her leadership, the CHR has grown from a division of approximately 20 employees to more than 45, including eight faculty members and 39 professional staff, most of whom are supported by extramural funding.

Since assuming this role, Dr. England has overseen 76 grant awards totaling more than \$37 million, demonstrating her ability to lead substantial initiatives that drive departmental and institutional growth, strengthen administrative infrastructure, improve fiscal oversight, and mentor faculty and staff. During the pandemic, she helped each of the PIs in her division successfully work with funders to adjust methods and transition to alternate aims that could be completed virtually, which meant no grant funds were lost and staff kept their jobs. During our institution's recent merger, she worked relentlessly with sponsored programs to transition her division's active grants and agreements from EVMS to ODU, so that projects could continue without delay and grant-funded staff would not experience breaks in pay. Leading a division with so many full-time employees who are fully grant funded (35!) requires her constant attention to and anticipation of funding gaps, so that she can find needs and opportunities and mentor faculty in writing grant applications so that staff can stay fully funded. Her leadership as Director of the Division of Community Health and Research is essential to the department's research goals and community involvement. I have the utmost confidence in her ability to positively influence our institution's future in line with its mission.

Beyond her division, Dr. England has made significant service contributions to the department, institution, and profession. She has served as Vice Chair for Research in Pediatrics (2020–2024), and chaired the Pediatrics Research Committee, helping to shape the direction of research in our department. For example, she led the creation of and formalized a call for applications for Pediatrics Research Funds, including forming a 13-member faculty committee to review, award, and oversee the use of the funds. Beyond our department, she has served as vice chair of the Institutional Review Board, participated in more than 30 institutional committees, and led the Community-Engaged Research and Equity Initiative. She has shaped our institution's directions with her repeated invitations to serve on (or chair) search committees and steering committees.

Her co-leadership of the Housing Collaborative Community Advisory Board (CAB) continues to help connect institutional research priorities with community-driven concerns. Nationally, she has served on advisory committees for the CDC, NHTSA, and professional societies, and she is a recognized leader in health communication and injury prevention. This is evidenced by her election to the Board of the American Academy of Health Behavior, her service as a national advisor to the CDC's Prevent Injury Project, and her inclusion on the planning group for our National Child Passenger Safety State of Knowledge Report, among other activities.

Teaching and Mentoring (15%, Level 2)

Dr. England's teaching and mentoring contributions meet Level 2 expectations, with notable excellence in mentorship and community-based education. She has taught and mentored hundreds of learners at undergraduate, graduate, doctoral, medical, and professional levels. She serves as faculty in two Clinical Psychology PhD programs, has chaired or served on more than 30 dissertation and thesis committees, and actively mentors junior faculty and research staff.

She is Director of the CHKD & EVMS Summer Scholars Program, which provides intensive mentored research experiences to 50–60 students annually, and she has received excellent evaluations from both students and mentors. Dr. England has also developed nationally accredited continuing education curricula, including Keeping 4–12-Year-Olds in Boosters and Belts and the Rethink Vape Provider Toolkit, the latter of which provided Maintenance of Certification credit and measurably improved pediatric preventive counseling practices.

Her teaching is consistently evaluated as highly effective, relevant, and impactful, particularly in translating evidence into practice. While her role does not emphasize traditional classroom teaching, her educational reach is local, national, and international, consistent with a Level 2 achievement.

Clinical Activity (1%, Level 1)

Dr. England's clinical activities meet Level 1 expectations and align with her role as a clinical psychologist whose primary work is in applied community research. She maintains her license as a Licensed Clinical Psychologist, supervises doctoral trainees, and has long-standing certification as a Child Passenger Safety Technician. Her clinical impact is achieved through evidence-based interventions that directly benefit children, families, and communities.

Institutional Impact

Dr. Kelli England is essential to the Department of Pediatrics and to Eastern Virginia Medical School at Old Dominion University. She provides intellectual leadership, sustained funding, national recognition, mentorship ability, and institutional stewardship, making her the exact type of faculty member required for a well-ordered department and deserving of tenure. The long-term commitment to Dr. England through tenure will ensure the continued strength, balance, and excellence of our department's research mission, while reinforcing our institutional identity as a leader in community-engaged scholarship.

Dr. Michael D. Henry, Ph.D.

Dr. Michael D. Henry, Ph.D. is recommended for tenure at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University. Dr. Henry earned a Ph.D. in Biology from the Massachusetts Institute of Technology and a B.S. in Genetics from the University of Georgia, followed by a post-doctoral fellowship in Physiology and Biophysics at the University of Iowa Cardiovascular Center. Since assuming the role of Professor and inaugural Chair of Biomedical and Translational Sciences in July 2025, he has already brought his exceptional record of scholarship, leadership, and teaching to bear in advancing the mission of the department.

Administration/Leadership 50%

Dr. Henry has an exceptional record of administrative leadership. Since becoming chair, he has begun to engage meaningfully with the Department of Biomedical and Translational Sciences, contributing to the development of departmental priorities, fostering interdisciplinary collaboration, and supporting faculty growth and mentoring. What sets Dr. Henry apart is his ability to drive collaborative innovation as he has advanced cancer research and drug discovery by fostering cross-departmental partnerships and bridging basic science with clinical applications. His prior leadership experience at the University of Iowa's Holden Comprehensive Cancer Center, where he served in progressively senior roles that strengthened both the research enterprise and the center's national reputation, provides a strong foundation for these efforts. In these roles, he guided major research programs, secured federal funding, fostered a productive research environment, and elevated the center's national prominence. He plays a central role in faculty recruitment and mentoring, including initiatives such as the Iowa Cancer and Obesity Initiative, and his co-directorship of the Drug Discovery and Development Core at the Institute for Clinical and Translational Sciences resulted in significant advancements in translational research, fostering key collaborations between basic scientists and clinicians. His service extended to key governance positions, including membership on the

Executive Committee of the Carver College of Medicine and Faculty Advisor in the Department of Internal Medicine's Division of Hematology/Oncology. In his brief tenure at Eastern Virginia Medical School, Dr. Henry has already demonstrated **excellence in leadership**. His vision, organizational insight, and collaborative approach will position the department for continued growth, and he is exceptionally well poised to leverage his experience to lead organizational transitions and further the institution's research, educational, and translational missions over the long term.

Teaching 10%

Dr. Henry brings an extensive record of educational excellence established at the University of Iowa, where he served as Professor across six departments and taught cornerstone courses such as Molecular and Cellular Biology of Cancer, Medical Cell Biology, and Human Physiology. His mentorship spans undergraduates, graduate students, and postdoctoral fellows, many of whom have secured faculty positions and leadership roles at leading institutions, including the Broad Institute, University of Iowa, and Ohio State University. Beyond classroom instruction, he demonstrated exceptional work in graduate and professional education by directing the Cancer Biology PhD program, contributing to the Medical Scientist Training Program, and serving as Urology Residency Research Director, strengthening research training, facilitating publications, and preparing trainees for competitive careers. Since joining EVMS, Dr. Henry actively advises and mentors trainees at multiple levels, including M1 students engaged in lab-based and clinical research projects, medical students completing research rotations, and a faculty member receiving career mentoring. He also teaches M1 lectures in Cell Adhesion and Extracellular Matrix and an Introduction to Cancer, courses he previously taught at Iowa and now teaches at EVMS.

Scholarship / Research 40%

Dr. Henry has established a distinguished record of outstanding scholarship that bridges fundamental cancer research and translational applications. His research focuses on understanding the molecular and cellular basis of prostate cancer progression and metastasis to develop innovative methods for diagnosis and treatment. At the University of Iowa's Holden Comprehensive Cancer Center, he played a pivotal role in advancing research initiatives, strengthening the center's national prominence, and fostering integration of basic science with clinical application. In 2016, he co-founded SynderBio, Inc., translating academic discoveries into commercial innovations that improve patient outcomes through advanced diagnostic technologies. Furthermore, Dr. Henry's funding record is exceptional, with competitive support from the National Institutes of Health, Department of Defense, and private sector sources. He currently serves as principal investigator on two NIH grants totaling more than \$14 million and has completed over twenty-five additional grants. His publication record includes 80+ original research articles in peer-reviewed journals, more than a dozen invited reviews and book chapters, and six patents, reflecting the translational impact of his work. A frequently invited speaker at national and international conferences and an active contributor to professional organizations, advisory committees, and mentoring programs, Dr. Henry's funding, publications and national reputation demonstrate **research excellence**.

Dr. Marybeth Hughes, MD, FACS

Dr. Marybeth Hughes, MD, FACS is recommended for tenure at Eastern Virginia Medical School at Old Dominion University, with excellence in the areas of clinical and administration (locally, regionally and nationally). Dr. Hughes's impactful career has indelibly affected the Department of Surgery, Eastern Virginia Medical School, the Hampton Roads region, and American surgery/medicine.

Dr. Hughes was awarded her medical degree from Eastern Virginia Medical School in 1997. She completed her residency in General Surgery at Eastern Virginia Medical School in 2002. Dr. Hughes completed a fellowship in Surgical Oncology at the National Cancer Institute, National Institutes of Health in Bethesda, Maryland in 2000. She is board-certified in General Surgery with the American Board of Surgery.

With respect to clinical activities, Dr. Hughes' commitment to patient care is unparalleled. She is recognized as a leader in Surgical Oncology locally, regionally, and nationally, particularly in adrenocortical cancer. She serves as the division chief for surgical oncology, which consistently has a robust referral base that has seen an increase annually. Our pancreatic program is a high-volume center which is also on a continued growth trajectory. In addition, the division has also shown clinical metrics at or above national reported outcomes.

In the realm of administration and leadership, Dr. Hughes has played a pivotal role in shaping the future of surgical oncology at EVMS and throughout the nation. As division chief, she has grown the division with more expertise and has excellent clinical outcomes which are better than most national benchmarks. She is actively involved in the initiative to expand our footprint to serve the Peninsula where there is a paucity of Surgical Oncologists, as well as recruiting colorectal expertise at Sentara Norfolk General Hospital to expand our services to patients. Beyond our division, she serves as a Chair of the Committees on Committees which remains responsible for all the committees servicing Macon and Joan Brock Virginia Health Sciences. In the community, Dr. Hughes works closely with Sentara and Virginia Oncology Associates (medical oncology) in strategic development of the cancer program. Regionally, she is on the council for American College of Surgeons Virginia Chapter. Nationally, she serves as a chair of a committee for the American Association of Endocrine Surgeons and has served as the President of the Association of Women Surgeons. Currently, she is a Governor for the American College of Surgeons.

Dr. Hughes' remarkable body of work (numerous peer-reviewed publications, national presentations, and research initiatives) are well chronicled and documented in her comprehensive academic dossier - underscoring her unwavering dedication to advancing the science of and education. The true beneficiaries of Dr. Marybeth Hughes' time, effort, and expertise are the countless number of students, residents, faculty and national colleagues.

Dr. Uzoma (Samuel) Ikonne

Dr. Uzoma (Samuel) Ikonne is recommended for tenure at Eastern Virginia Medical School, Macon & Joan Brock Virginia Health Sciences at Old Dominion University. I will briefly summarize his career path. Dr. Ikonne earned his PhD in Biomedical Sciences at the University of North Texas Health Science Center followed by postdoctoral training at the University of North Carolina, Pembroke where he worked on therapeutic approaches to neurologic diseases. He began his independent career as an Assistant Professor in the Department of Basic Medical Sciences at A.T. Still University, Mesa, AZ (2014-19) where he began to focus on medical education and was promoted to Associate Professor in 2019. That same year he was recruited as an Associate Professor to the Department of Physiological Sciences at EVMS. In 2025, Dr. Ikonne was promoted to Professor in the Department of Biomedical and Translational Sciences. He will be 1 year in rank as of July 1, 2026.

My comments below are supported by those in letters from three arms-length external reviewers who are senior, nationally/internationally recognized experts in medical education (Dr. Neil Osheroff, PhD, Professor Biochemistry and Medicine, John G. Coniglio Chair in Biochemistry, Vanderbilt University School of Medicine; Dr. Jacqueline Powell, PhD, Assistant Dean of Undergraduate Medical Education – Preclinical Curriculum, Vice Chair of Physiology for Educational Affairs, Professor of Physiology, Department of Physiology, Morehouse School of Medicine; Dr. Sarah K. Wood, MD, FAAP, Director Harvard Macy Institute, Harvard Medical School) as well as three internal reviewers (Dr. Catherine Derber, MD, FACP, FIDSA, Professor, Department of Medicine, Division Chief of Infectious Diseases; Dr. Julie Kerry, PhD, Professor and Vice Chair of Faculty Development, Department of Biomedical and Translational Sciences; and Dr. Jerry Pepe, PhD Professor and EVMS Endowed Chair in Biomedical Sciences). All six referees uniformly support Dr. Ikonne's award of tenure. I will use illustrative comments from these letters below in my assessment of Dr. Ikonne's teaching, scholarship, and service accomplishments over the term of his independent career at EVMS.

Education/Teaching

Dr. Ikonne dedicates 55% of his efforts to education/teaching. He has a substantial teaching portfolio and accomplishments both at EVMS and nationally/internationally. At EVMS his teaching focuses on M1/M2 and Medical Masters students. He began teaching as Co-course/module director in General Mechanisms of Disease (2020-21) becoming Module Director (2021-present) and Hormones and Reproductive Health (2020-present). He is Course Director for Clinical Pharmacology and Medication Safety (2023-present) and was selected as the inaugural Course Director for Introduction to Organ Systems which he was responsible for developing as a part of the pre-clerkship curriculum redesign, Care Forward Curriculum 2.0 (2023-present). Student evaluations of his teaching are consistently high with a mean of 4.31-4.57 last academic year. In 2024 he received the Crystal Apple Award from the Medical Masters Students and the EVMS Legacy Faculty Achievement Award for Excellence from EVMS recognizing his excellence in teaching.

Dr. Ikonne abundantly shares his teaching expertise nationally and with the world. After attending the prestigious Harvard Macy Institute (HMI) in 2023, he was invited to serve as a faculty member for the HMI Leading Innovations in Healthcare and Education course. From his experiences there he developed a peer-reviewed blog that has been accessed over 400 times. He is a faculty member for the National Board of Osteopathic Medical Examiners, where he writes and review exam items. He has been invited to review RxBricks for ScholarRx, a company that creates educational materials for medical schools and students. He creates and reviews preclinical pharmacology questions for OnlineMedEd, which provides a question bank for students with membership. He also leads a group within the Association of American Medical Colleges (AAMC) Undergraduate Medical Education Group on Education Affairs (GEA) workgroup, where he is developing a toolkit to mentor students in delivering scientific presentations entitled “Lights, Camera, Action: A Faculty Resource for Mentoring in Student Presentation Skills.”. He is on the Program Committee for International Association of Medical Science Educators (IAMSE) (2021-present) and was elected Chair in 2025, where he played an important role in organizing this important international meeting focused on medical education. Each one of these roles defines excellence in education along with his scholarly works on education which I will discuss further below.

Scholarship

Dr. Ikonne dedicates 10% of his effort to research/scholarship. Dr. Ikonne’s recent scholarship is focused on medical education where he has drawn on his insights from the classroom and experience with education on the national front. Since coming to EVMS in 2019, he has published eight manuscripts (eleven total) that have focused on medical education. In six of these, he has served as first or senior author. These works have been published in important journals in his field including *British Journal of Pharmacology* (IF=7.7), *Pharmacology Research and Perspectives* (IF=2.3) and *Medical Science Educator* (IF=1.9). Importantly, the pace of Dr. Ikonne’s scholarly work is increasing with five publications since 2024 contributing to his growing status as a scholar of medical education. He has been invited to speak about his work at the Center for Excellence in Education at the University of Virginia. He has presented numerous posters at national/international meetings. He has mentored students in his scholarly endeavors. His mentees have been selected for oral presentations at national/international meetings, won awards for their work, and have contributed to authorship on Dr. Ikonne’s manuscripts. He has served as a grant reviewer for the Southern Group on Educational Affairs. His expertise in medical education is recognized by invitation to join the Editorial Board of BMC Medical Education. In summary, one can see a growing body of Dr. Ikonne’s scholarly work in medical education developing that promises to increase his stature in his field in the years to come.

Service

Dr. Ikonne dedicates 35% of his effort to administration/leadership. He contributes service/leadership at the institutional and national/international levels. At EVMS, he has served on 8 committees with increasing levels of responsibility evident. Most notably, he serves on the Admissions Committee (2022-present),

Faculty Senate (2022-24), and Appointments and Promotions Committee (2024-present). He was elected to the position of Assistant Director of the Fine Family of Educators in 2025. I would like to note that Dr. Ikonne has taken on some of the more difficult assignments chairing the Grievance committee for A&P and the MD Secondary Appeals Committee. I truly appreciated Dr. Ikonne's willingness to co-organize the BTS Department Seminar series that we revamped after my arrival. He invited our first external speaker from Dartmouth who gave a wonderful talk on AI in medical education. Dr. Ikonne also has a robust portfolio of national/international leadership and service. He has been extensively involved with IAMSE over the years. Initially, he served on several committees including the Oversight Committee, the Web Audio Seminar (WAS) Committee, and the Program Committee. His success in these roles led to his appointment as Chair of the 2025 IAMSE Annual Meeting Program Committee. He led efforts to develop the conference theme, select plenary speakers, and approve focus session proposals for the meeting held in Calgary, Alberta, Canada. In 2025, in recognition of his extensive service he was elected to the IAMSE Board of Directors. These accomplishments demonstrate Dr. Ikonne's excellent leadership at the national/international level. Moreover, one can see from the comments from referees that Dr. Ikonne's leadership style is highly valued, and I believe that he is well equipped to take on greater leadership roles both at EVMS and beyond in the future.

Summary

Dr. Uzoma (Samuel) Ikonne, is a highly valued member of the BTS Department, EVMS/ODU, and the community of professional medical educators. He is highly regarded as a teacher both by students and colleagues at EVMS and he has managed to extend the influence of his pedagogy beyond our walls on multiple platforms. He has increasingly converted his experience as an educator and the questions that arise from it into scholarly productivity, bringing students under his mentorship into this experience. I think we are only seeing the earliest stages of what he can accomplish as a scholar, and I think that he embraces the opportunity for growth in this area. In Service and Leadership, he has demonstrated both locally and nationally/internationally that he can be relied upon for success. I expect that his accomplishments in this arena will continue to grow. In reviewing his career, one thing that strikes me is that Dr. Ikonne has been adept at taking advantage of small opportunities that come his way and converting them into larger scale achievements. I think this speaks to his character, personality, and work ethic. I have no doubt that these qualities will continue to drive his success well into the future. In my opinion Dr. Ikonne is Excellent (3) in both Teaching and Service and is Meritorious (2) in Scholarship.

Judette Louis, MD, M.P.H.

Judette Louis, MD, M.P.H. is recommended for tenure at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University. Dr. Louis is a Professor in the Department of Obstetrics and Gynecology and serves as Dean of Eastern Virginia Medical School (EVMS), a role she assumed on September 2, 2025. In this capacity, she provides strategic oversight of the School of Medicine's education, research, and clinical missions, guiding institutional priorities, advancing interdisciplinary collaboration, and positioning the school for continued growth and impact. Although her current responsibilities in the School of Medicine are fully administrative, the effort percentages reflected in this review align with those from her previous positions.

Dr. Louis' extensive experience in academic medicine, executive leadership, and clinical practice uniquely positions her to advance the School's mission in education, research, and service.

Per the Faculty Appointments and Promotions Guidelines, promotion to and tenure at the rank of Professor requires a sum of domain impact rankings of at least six across three or fewer domains, with national or international recognition. As detailed below, Dr. Louis demonstrates excellence (Level 3) in three domains, Administration/Service, Research/Discovery, and Teaching and meritorious achievement (Level 2) in Clinical Care, yielding a cumulative impact ranking of 11. This far exceeds the minimum threshold and reflects sustained national and international impact across virtually every dimension of academic life.

A highly accomplished physician and public health professional, Dr. Louis earned her MD from MCP Hahnemann University School of Medicine (now Drexel University) and her M.P.H. from the Johns Hopkins School of Hygiene and Public Health. She completed her residency in Obstetrics and Gynecology at Case Western Reserve University and a fellowship in Maternal-Fetal Medicine at Wayne State University/NIH Perinatology Research Branch, establishing a strong foundation in women's and reproductive health. She also completed a Physician Leadership Certificate at the University of South Florida and the Executive Leadership in Academic Medicine (ELAM) Fellowship (2023–2024), further preparing her for executive-level academic leadership.

Administration/Service - Level 3 (Excellent)

Dr. Louis demonstrates sustained excellence in administration and service at both institutional and national levels. Prior to joining EVMS, she held progressive senior leadership roles at the University of South Florida's Morsani College of Medicine, including Vice Chair of Clinical Research (2013–2018), Division Director of Maternal-Fetal Medicine (2015–2020), and Chair of Obstetrics and Gynecology (2019–2025), and served as Chief of the Women's Institute and Women and Children's Service Line at Tampa General Hospital (2018–2025). In these roles, she led large-scale programmatic growth, expanded clinical services such as fetal therapy and midwifery, recruited multidisciplinary teams, and ensured financial sustainability, resulting in measurable institutional and clinical impact.

Nationally, Dr. Louis is a recognized leader in maternal-fetal medicine. As President of the Society for Maternal-Fetal Medicine (SMFM) (2020–2021), she led national initiatives including the development of clinical guidance, advocacy with the FDA and CDC, and efforts to ensure access to COVID-19 therapies for pregnant individuals. Under her leadership during the pandemic, SMFM became the primary source of clinical guidance for managing pregnant patients with COVID-19. She established a national COVID-19 Task Force, and her team produced 17 clinical documents, offered 16 educational webinars, and published 10 coding and billing guidance documents along with patient education materials in multiple languages. Most consequentially, SMFM was the first professional society to publicly advocate for pregnant individuals to have access to COVID-19 vaccines, directly influencing the FDA and CDC to not list pregnancy as an exclusion criterion for vaccination—a decision that preserved patient autonomy and saved lives nationwide.

Her national service extends further to roles such as Assistant Treasurer of the American Gynecological Obstetric Society, member of the U.S. News & World Report Maternity Working Group, and contributor to national guideline development panels. She serves on the Boards of Trustees of March of Dimes and the Society for Women's Health Research, where she has led advocacy efforts with legislators on extending postpartum insurance coverage. She chairs the Data and Safety Monitoring Board for the PCORI ASPIRIN Trial and serves on the DSMB for the NHLBI ENRICH Trial. She is a member of the Maternal-Fetal Medicine Division of the American Board of Obstetrics and Gynecology, with oversight of the maintenance of certification process for MFM specialists nationally and develops examination questions for both written and oral certifying exams. She also serves as an Oral Board Examiner for the American Board of Obstetrics and Gynecology and has participated in numerous national grant review panels and professional committees, reflecting sustained national recognition and influence. She currently chairs the SMFM Publications Committee, overseeing the development of national clinical practice guidelines, and serves as Associate Editor of the American Journal of Obstetrics & Gynecology - Maternal Fetal Medicine.

In addition, Dr. Louis has demonstrated a strong commitment to mentorship and professional development, mentoring faculty, trainees, and early-career investigators across multiple institutions, many of whom have advanced to leadership roles, achieved promotion, and contributed to national scholarship. Notably, she has coached nine faculty members through the department chair application process, all of whom are currently serving in chair positions. She has also presented to the Virginia State Assembly's Commission on Women's Health, reflecting her commitment to translating clinical expertise into policy impact. Since

joining EVMS, she has already begun applying her leadership expertise to strengthen institutional strategy, enhance program development, and support faculty success.

Teaching - Level 3 (Excellent)

Dr. Louis has a long-standing record of excellence in teaching, educational leadership, and mentorship. At the University of South Florida, she served as Professor of Public Health and Obstetrics and Gynecology and as Fellowship Director for Maternal-Fetal Medicine (2014–2020), where she oversaw fellowship training and achieved recognition for her leadership in graduate medical education. She has taught and mentored hundreds of medical students, residents, and fellows, with many mentees achieving academic promotion, leadership positions, and national scholarly recognition. Her mentoring record is extensive: she has supervised dozens of residents and fellows in research, resulting in peer-reviewed publications and national conference presentations, and has served as capstone/research mentor for numerous medical students and graduate students.

Her educational leadership includes serving as Course Faculty for Entrustable Professional Activities (EPA) programs, developing curriculum and mentoring programs, and leading national educational efforts through organizations such as SMFM, ACOG, and the American Academy of Pediatrics. She developed a team science approach to student research that was subsequently adopted and expanded institution-wide by the medical school leadership. She served as course faculty for the American Academy of Pediatrics Section on Neonatal-Perinatal Annual Seminar for five years (2015–2019), with her initial three-year commitment extended due to consistently positive evaluations and served for six years as course faculty for the SMFM First Year Fellow's Conference. She has served as a course director for national CME programs and has been invited to deliver Grand Rounds and presentations at institutions across the country. Her invited presentations include multiple named and endowed lectureships at premier institutions, including the Helen O. Dickens Endowed Lectureship at the University of Pennsylvania, the Eastman Endowed Lecture at Johns Hopkins University, and the Copeland/Zuspan Endowment Lecture at Ohio State University each reflecting the highest level of national recognition in academic medicine.

Dr. Louis provides educational leadership at the national level through her service as one of the editors of Creasy & Resnik's Maternal-Fetal Medicine: Principles and Practice (9th and forthcoming 10th editions), the principal textbook for the subspecialty, and as author of the UpToDate chapter on Obstructive Sleep Apnea in Pregnancy, a widely used clinical reference. She also serves as a member of the Maternal-Fetal Medicine Division of the American Board of Obstetrics and Gynecology, where she develops national board examination questions for certification and maintenance of certification, a Level 3 assessment activity directly shaping the evaluation of physician competency nationwide.

Dr. Louis has received multiple teaching and mentoring awards, including the ACOG Faculty Mentor of the Year Award and institutional teaching awards, the Berlex Resident Teaching Award, and the Robert A. Good Honor Society induction at the USF Morsani College of Medicine, reflecting recognition of her excellence in education. Her mentorship extends beyond institutional boundaries, demonstrating national impact in faculty and trainee development.

Clinical - Level 2 (Meritorious)

Dr. Louis is board certified in Obstetrics and Gynecology and Maternal-Fetal Medicine and has maintained an active and impactful clinical career. She has dedicated her work to improving outcomes for mothers and infants, particularly in high-risk populations. She has led statewide initiatives through the Florida Perinatal Quality Collaborative, developing and implementing evidence-based protocols to improve maternal outcomes, including initiatives addressing obstetric hemorrhage (2012–2017), severe hypertension in pregnancy (2015–2019), and maternal opioid use (2019–2022).

Her clinical expertise includes management of complex obstetric conditions, including hypertensive disorders, cardiometabolic disease, and sleep-related disorders in pregnancy. As a nationally recognized expert in these areas, patients have sought her care from across the state of Florida and from other states including Illinois, Ohio, North Carolina, Georgia, and Texas, based on her reputation and published work. She used data analytics to improve quality of care and reduce postpartum readmissions. She has contributed to national guideline development and clinical recommendations through SMFM and other professional organizations and has collaborated with national advocacy organizations such as the Preeclampsia Foundation. She planned and led the SMFM President's Workshop on Preeclampsia, a two-day course hosting an international panel of experts, and developed patient-centered social media content that increased SMFM's Instagram following by 20%.

Dr. Louis has received national recognition for clinical excellence, including repeated designation as a Castle Connolly Top Doctor (annually since 2020) and inclusion in America's Best Doctors (annually since 2011). She has been recognized by Doximity as among the Top 10% Most Press Mentions and Top 10% Most Cited in her specialty (2024–2025). Her clinical expertise has made her a sought-after media source, with interviews by the New York Times, NPR, CNN, ProPublica, USA Today, Wall Street Journal, and Al Jazeera on topics including maternal mortality, COVID-19 in pregnancy, and medication safety. Her work reflects a commitment to advancing clinical care through innovation, education, and dissemination of best practices, with measurable impact at institutional, state, and national levels.

Note: While Dr. Louis's clinical accomplishments include several indicators meeting Level 3 criteria (ABOG board examination contributions, national guideline authorship, national media recognition, and cross-state patient referrals), the Level 2 rating reflects that her clinical effort during the review period was 20%, with her primary contributions concentrated in administration, research, and teaching. The committee may consider whether the totality of clinical evidence warrants a Level 3 designation.

Research - Level 3 (Excellent)

Dr. Louis has established a sustained and impactful research program focused on hypertensive disease in pregnancy, maternal morbidity, and the cardiometabolic consequences of sleep disorders. As one of few obstetricians with expertise in sleep disorders in pregnancy, she was among the first to establish data on the prevalence of obstructive sleep apnea in pregnancy and to substantiate the relationship between sleep apnea and preeclampsia—foundational work that helped inform assumptions for the NHLBI-funded NuMoM2b Sleep Study, the most extensive prospective study of sleep apnea in pregnancy to date. She has authored over 90 peer-reviewed publications, 13 review articles, 5 book chapters, and numerous published abstracts, and has made significant contributions to national clinical guidelines and scientific discourse. These include lead authorship on SMFM/ACOG Obstetric Consensus Care: Interpregnancy Care (endorsed by multiple national organizations), SMFM Guidelines on maternal sepsis, and current leadership of the SMFM preeclampsia guideline—addressing top causes of maternal death in the United States. She has also published in the highest-impact venues, including a JAMA editorial (2023).

Her research is supported by sustained extramural funding, including grants from the National Institutes of Health, Centers for Disease Control and Prevention, the Robert Wood Johnson Foundation, and state and private agencies. She has served as Principal Investigator on multiple funded projects, including recent awards totaling several million dollars, demonstrating her ability to lead complex, multidisciplinary research initiatives. During the review period (2022–2026), her funded grants include: PI on two Florida Department of Health awards for Reducing Maternal Morbidity and Mortality Through Telehealth (\$1M and \$2.8M), Co-PI on CDC MAT-LINK studies (\$300K and \$475K), and PI on a TD Bank Health Equity Grant (\$75K). Her career research funding portfolio exceeds \$5 million in direct PI and co-PI awards. In addition, she has served as site Principal Investigator and collaborator on numerous multicenter studies, contributing to study design, implementation, and dissemination.

Dr. Louis has also demonstrated excellence in mentoring the next generation of researchers, guiding trainees and junior faculty in scholarly work that has resulted in peer-reviewed publications, national presentations, and career advancement. Her role in national committees, editorial activities, and invited presentations further reflects her recognition as a leader in her field. She has received the SMFM President's Award for Research Excellence (2011 and 2014), the American Academy of Sleep Medicine Young Investigator Award (2013), and the Perinatal Research Society NICHD Young Investigator Award (2013). She served as a standing member of the NIH Sleep Disorders Research Advisory Board (2020–2023), contributing to national research priority-setting. She serves as Associate Editor of AJOG–Maternal Fetal Medicine and has served as guest editor for three special issues of Seminars in Perinatology on topics of national significance. She has reviewed manuscripts for the highest impact journals in the field, including JAMA and Nature Communications.

In summary, Dr. Louis demonstrates excellence across administration, scholarship, clinical care, teaching, and service, with a sustained record of national leadership and impact in maternal-fetal medicine. Her distinguished career is marked by significant contributions to academic medicine, including leadership of major institutional programs, a robust and funded research portfolio, national influence on clinical practice and policy, and a deep commitment to mentoring future leaders in the field.

Dr. Arun Ram, MD, MBA, FCP

Dr. Arun Ram, MD, MBA, FCP is recommended for tenure at Eastern Virginia Medical School, Macon & Joan Brock Virginia Health Sciences at Old Dominion University. I will briefly summarize his career path. Dr. Ram obtained his MBBS in Medicine and Surgery at Dr. MGR Medical University in Chennai, India. He followed this with an MD degree at the same institution and then did a residency in Clinical Pharmacology at the Institute of Pharmacology at Dr. Rajaji General Hospital in India. He then became an Assistant Professor in the Department of Pharmacology at Sri Ramachandra Medical College & Research Institute in Chennai, India (2003) and Assistant Professor in the Department of Pharmacology at the Pondicherry Institute of Medical Sciences, Pondicherry, India (2003-04). Following this he was an Associate Professor in the Department of Pharmacology and Clinical Therapeutics at St. Matthews University School of Medicine, Grand Cayman, Cayman Islands (2011-2016). He was recruited as an Associate Professor in the Department of Physiological Sciences at EVMS in 2016 and was promoted to Professor in 2021. He will be 5 years in rank as of July 1, 2026.

My comments below are supported by those in letters from three arms-length external reviewers who are senior, internationally recognized experts in the field of Clinical Pharmacology (Dr. Manjunath P. Pai, PharmD, FCP, Chung-Chang and Fung-Hwa Hsu Professor of Clinical Pharmacy, College of Pharmacy, University of Michigan; Dr. John van den Anker, MD, PhD, FCP, FAAP, Professor of Pediatrics, George Washington University School of Medicine and Health Sciences; and Dr. Liang Zhao, Professor and Vice Chair, Department of Bioengineering and Therapeutic Sciences, University of California, San Francisco Schools of Pharmacy and Medicine); as well as three internal reviewers (Dr. Kim Dempsey, PA-C, EdD, Program Director, Physician Assistant Program, EVMS School of Health Professions; Dr. Julie Kerry, PhD, Professor and Vice Chair of Faculty Development, Department of Biomedical and Translational Sciences; and Dr. Laurie L. Wellman, Professor and Vice-Chair for Education, Department of Biomedical and Translational Sciences, Assistant Dean for Pre-Clinical Education; Academic Affairs, EVMS). All six referees uniformly support Dr. Ram's award of tenure. I will use illustrative comments from these letters below in my assessment of Dr. Ram's teaching, scholarship, and service accomplishments over the term of his independent career at EVMS. *Note:* My comments below draw heavily from those of Dr. Wellman, who has more direct oversight of Dr. Ram's activities along with my review of his CV and additional documents.

Education/Teaching

Dr. Ram dedicates 70% of his effort to education/teaching. Dr. Ram is heavily involved in teaching across multiple programs. He has developed and redesigned the curriculum and assessments of three courses that

he is currently a course director for: Clinical Pharmacology I, II (Physician Assistant (PA) students, began 2016), and II (PA students, began in 2021). He also teaches pharmacology in the medical curriculum, acting as pharmacology discipline director from 2020-22 and participating in the medical Care Forward Curriculum 2.0 redesign, which launched in AY2023-24 shortening the preclinical phase to 18 months. His teaching in both programs uses innovative methods which enhance student engagement, exemplified by his flipped classroom and real-world pharmacotherapy insights in a clinically focused approach. Looking forward, Dr. Ram is developing a new module entitled “The Business of Medicine” for M4 medical students leveraging his recently acquired Executive MBA degree. He has identified an important gap in our medical education and I expect he will bring an innovative approach to this important topic to our students. Dr Ram receives some of the highest evaluation scores of the PA faculty, consistently scoring above 4.5/5 from his students. In the MD program as well, he consistently scores high. Comments from his students are glowing and too numerous to recount here. His teaching has earned him teaching awards from both St. Matthews University School of Medicine as well as EVMS (as recently as 2023 with a Crystal Apple Award). He was also awarded an honorary induction into the Pi Alpha National Honor Society (similar to AOA for physicians) by the PA program in 2019. Nationally and internationally, he has similarly been recognized for his efforts in pharmacology education. In 2018, he was named fellow of the Academy of Medical Educators (AoME) which recognizes those who are established in medical education and have made significant commitment, expertise and achievement as a medical educator. In 2020, he also was granted fellow of the ACCP, a status which is awarded to distinguished members, by their peers, for significant contributions to clinical pharmacy practice, research, education, publications, and service to ACCP.

Dr Ram also has a national/international presence in education. In 2020, he was an invited faculty member for the 6-day intensive Harvard Macy Institute “Leading Innovations in Healthcare and Education” course. He was also an invited speaker for the Tamil Nadu Medical Council CME program twice, first in 2021 speaking on “Clinical Study Protocol Writing” and then in 2023 speaking on “Recent Advances in Endocrine Pharmacology”. Likewise in 2023, Dr Ram was responsible for leading the American College of Clinical Pharmacology (ACCP) initiative to translate eight Journal of Clinical Pharmacology articles into “Clinical Pharmacology Education: Pearls for Practice®” educational video modules targeted to fourth year medical and pharmacy students. In his role, he collaborated with pharmacologists and clinical experts nationwide to review and synthesize content from the articles. Dr. Ram has also been involved in national professional organizations related to pharmacology education. He was elected to be co-chair of the ACCP Education Committee from 2017-21. In this role, he helped strengthen the educational offerings from ACCP, leading to increased participation in these activities by 30–50%. For the 2019 American Society for Pharmacology and Experimental Therapeutics (ASPET) meeting, Dr Ram received the Pharmacology Educator Travel Award and co-chaired the symposium Surviving an Existential Threat-Creating a Niche for Basic Science Educators. In 2020, he was a member of the Program Committee for the annual ACCP Annual Meeting. This led to him co-chairing the Program Committee for the 2022 ACCP Annual Meeting, during which he helped lead the decisions on scientific programming, faculty selection, and member engagement for that meeting. Furthermore, in 2025 at the ACCP Annual Meeting, he co-chaired the symposium Artificial Intelligence in Clinical Pharmacology Education: Harnessing Technology for Future-ready Healthcare Professionals and gave a talk titled “AI Powered Educational Tools in Clinical Pharmacology”.

Scholarship

Dr. Ram dedicates 5% of his effort to research/scholarship. Since coming to EVMS in 2016, he has published 5 manuscripts related to biomedical research and education. Most notably he was included as a contributing author on a practice/policy guidance related to diabetes published in the *American Journal of Lifestyle Medicine* in 2025 where he collaborated with endocrinology colleagues. He also serves on the editorial board for the Journal of Clinical Pharmacology.

Service

Dr. Ram dedicates 20% of his effort to administration/leadership. Dr. Ram contributes service/leadership at the institutional and national/international levels. At EVMS, from 2016-2018, he was a member of the American Medical Association's Accelerating Change Initiative, which EVMS received national funding for. From 2020-22 he was an interviewer for the MD Admissions Committee and a member of the Student Progress Committee. Since 2022, he has been a member of the Fine Family Academy of Educators Membership committee as well as a member of the very time intensive Institutional Review Board (IRB) committee. Finally, since 2024, Dr Ram served as co-Chair, then Chair, of the institutional CME Committee. On a national level, Dr Ram has played significant leadership roles. As mentioned above he served as co-Chair of the American College of Clinical Pharmacology (ACCP) Education Committee (2017-21). He served as the EVMS voting delegate for the United States Pharmacopeia (2018-22) where he acted as a representative for EVMS, shaping USP's strategic direction by voting on bylaws, electing leadership, adopting resolutions that guide future work, and communicating these outcomes back to the institution. Dr Ram was also elected to the Board of Regents for ACCP (2021-26). Finally, he was elected as Chair of the Finance Committee for ACCP (2024-26) reflecting high regard for his additional training in business administration.

Summary

Dr. Arun Ram is a highly engaged senior faculty member in the BTS Department and a significant asset to EVMS/ODU. Indeed, it was a great pleasure for me to review his tenure package and learn of his significant accomplishments in teaching and service, both locally and at the national level. Locally he is known as one of the best educators at EVMS and is regarded as so by both students and colleagues. He brings innovative approaches to his teaching, making complex concepts in pharmacology accessible, and looks for new opportunities to enrich the education of our medical and PA students. He provides important service functions at EVMS/ODU. Dr. Ram really shines in his national roles in leadership and service, which is recognized by others around the country/world and clearly burnishes the reputation of EVMS/ODU in these many roles. Clear evidence for this is found in the words of his external referees. Dr. Ram's scholarship is more limited, commensurate with his small effort in this area, but even there he looks to have his expertise in pharmacology to have an impact. In my opinion Dr. Ram is Excellent (3) in both Teaching and Service and is Competent (1) in Scholarship. I believe Dr Ram will continue to make substantial contributions in these domains in the years to come, for example, by establishing the Business of Medicine elective and continuing to incorporate AI-driven tools into educational practice.

Dr. George R. Saade

Dr. George R. Saade, Professor and Chair of the Department of Obstetrics and Gynecology, is recommended for tenure at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University. As the Dean of Eastern Virginia Medical School, I have had the honor of knowing with Dr. Saade for more than ten years. His outstanding qualifications, steadfast commitment to academia, international reputation and substantial contributions to the realm of maternal fetal medicine supports my confidence in wholeheartedly endorsing his tenure appointment.

Dr. Saade's educational journey reflects his dedication to excellence. He received his medical degree at the American University of Beirut Medical School in June 1985 followed by starting a residency in obstetrics and gynecology at the same institution. It was interrupted as he emigrated to the United States. He went on to complete another residency in OB/GYN at Union Memorial Hospital followed by a Maternal-Fetal Medicine fellowship at Baylor College of Medicine in Houston, TX in June 1994

Administration/Leadership 60%

Dr. Saade brings a distinguished record of leadership in Obstetrics and Gynecology, with extensive experience in academic medicine. Prior to joining our institution, he served at The University of Texas Medical Branch as Director of the Perinatal Research Division, Chief of Obstetrics, and Director of the Maternal-Fetal Medicine Division, as well as Director of the Fellowship Training Program in Maternal-

Fetal Medicine for 13 years. Since joining our school, Dr. Saade has continued to demonstrate exceptional leadership and has served on multiple institutional committees, including **national leadership searches** and academic committees. Appointed Chair of the Department of Obstetrics and Gynecology, one of the largest departments at EVMS, in January 2023, he strengthened departmental operations while advancing research and educational initiatives. In addition, he serves as **Associate Dean for Women's Health**, promoting programs that improve outcomes and access for women, and as Foundation Chair for Women's Health, championing fundraising, research, and community engagement. In recognition of his leadership, Governor Glenn Youngkin appointed him in September 2023 to the Maternal Mortality Review Team, where he helps identify pregnancy-associated deaths in the Commonwealth and develop interventions to prevent them. Together, these roles reflect Dr. Saade's sustained leadership and administrative acumen in advancing the department, shaping institutional programs, and promoting community and statewide initiatives, alongside his commitment to clinical excellence and academic scholarship.

Teaching

Dr. Saade is a Professor in the Department of Obstetrics and Gynecology. He began his academic career as an Assistant Professor at Baylor College of Medicine and later became an Associate Professor at The University of Texas Medical Branch, where he attained full Professor status in 2002. During his extensive career, he played a pivotal role in shaping the Maternal-Fetal Medicine Fellowship training program at the University of Texas Medical Branch, including the development and updating of curriculum materials and evaluation tools as Fellowship Director. As an educator, he passionately imparts knowledge to medical students, residents, and fellows through lectures and clinical precepting, accumulating nearly three decades of teaching experience. He is also the editor of Critical Care Obstetrics and Maternal Medicine, a leading textbook in the specialty. Dr. Saade is also dedicated to mentoring and emphasizes collaboration and diversity. Currently, Dr. Saade mentors two professional colleagues in their scholarship activities but he mentors a substantially larger number of trainees at EVMS and across the United States, **a testament to his excellence in education.**

Scholarship / Research

Dr. Saade's remarkable contributions to maternal fetal medicine encompass groundbreaking research on critical areas like preeclampsia, preterm labor, and fetal therapy. As principal and collaborating investigator on multiple NIH-funded projects including long-standing R01 and U10 grants, and a key collaborator on numerous multicenter studies, and **author of over 800 peer reviewed publications, other scholarly works**, including books and book chapters, his dedication to advancing scientific knowledge is evident. His reputation is underscored by recognition from peers and experts, while his pursuit of innovative research projects reflects his commitment to reshaping maternal fetal medicine. Serving as Editor in Chief of the American Journal of Perinatology and reviewing for 49 esteemed journals highlights his impact evidence-based medicine, and his participation in NIH study sections and advisory roles demonstrates his dedication to broader scientific progress and national reputation. He is a former member of the Advisory Council at the Eunice Kennedy Shriver National Institute of Child Health and Human Development, where he provided expert guidance in shaping policies, funding, and research directions for the institute. Dr. Saade's **excellence in research** is evident from the volume of his collaborations on federally funded grants with investigators across the country, his volume of publications and research service.

Clinical 40%

With over 38 years of experience in the medical field, Dr. Saade's commitment to patient care complements his scholarly and research endeavors. His clinical proficiency and empathetic manner in engaging with patients have garnered him the trust and appreciation of both patients and their families, as reflected in his recognition as Best Doctor and repeated selection to Super Doctors. He engages in interdisciplinary collaborations and comprehensive patient care. At EVMS, he staffs the high-risk obstetrical clinic, providing care for pregnant and postpartum patients with complex maternal or fetal conditions. He also founded the Obstetrical Quality and Safety Committee and continues to be actively involved in quality and

safety initiatives at EVMS and Sentara Norfolk General Hospital. Due to his clinical expertise, he was a long-standing board examiner in Maternal Fetal Medicine. The national level of recognition is commensurate with his **clinical excellence**.

In summary, Dr. Saade's distinguished achievements, steadfast commitment to patient care, and substantial contributions to research and education underscore his unquestionable qualifications for tenure. His illustrious career is marked by numerous accolades, including the prestigious 2018 Lifetime Achievement Award from the Society for Maternal-Fetal Medicine.

Dr. Laurie Wellman

Dr. Laurie Wellman has been recommended for tenure at Eastern Virginia Medical School, Macon & Joan Brock Virginia Health Sciences at Old Dominion University. I will first briefly summarize her career path. Dr. Wellman earned her PhD in neuroscience at Georgetown University followed by postdoctoral training at EVMS where she focused on sleep science with Dr. Larry Sanford. She became a Research Assistant Professor in the Department of Pathology and Anatomy (2009-10) and then Assistant Professor in the same Department (2010-15). She was promoted to Associate Professor in 2015 and to Professor in 2022. In addition to these academic appointments, she serves EVMS in administrative roles as Assistant Dean for Pre-Clinical Education, Academic Affairs and as Vice Chair for Education in the Department of Biomedical and Translational Sciences. She will be 4 years in rank as of July 1, 2026.

My comments below are supported by those in letters from three arms-length external reviewers who are senior, nationally/internationally recognized experts in medical education (Dr. Susan M. Cox, MD, Dean and Professor of Medical Education, University of Texas-Tyler; Dr. Sean J. Evans, MD, Professor of Neurosciences, Distinguished Teacher, Associate Dean for Undergraduate Medical Education, University of California San Diego; and Dr. David R. Norris, MD, MA FAAP, Professor, Family Medicine, Assistant Dean for Academic Affairs, University of Mississippi Medical Center) as well as three internal reviewers (Dr. Ron Flenner, MD, FACP, FIDSA, James E. Etheridge Jr. Distinguished Professor of Internal Medicine, Chair, Department of Medical Education, Vice Dean for Academic Affairs; Dr. Julie Kerry, PhD, Professor and Vice Chair of Faculty Development, Department of Biomedical and Translational Sciences; and Dr. Larry Sanford, PhD, Professor and EVMS Endowed Chair in Biomedical Sciences). All six referees uniformly support Dr. Wellman's award of tenure. I will use illustrative comments from these letters below in my assessment of Dr. Wellman's teaching, scholarship and service accomplishments over the term of her independent career at EVMS.

Education/Teaching

Dr. Wellman dedicates 30% of her effort to education/teaching. She has a substantial teaching portfolio and accomplishments both at EVMS and nationally/internationally. At EVMS her didactic teaching focuses on teaching anatomy to M1, M4 and MM students. She has been co-director of the M1 anatomy course (2017, 2023-present) a core part of the medical curriculum. She also teaches neuroscience and is Module Director for Brain Mind and Behavior for M2 students as well as neuroanatomy and elective neuroscience courses in the Biomedical Sciences program. She has worked to bring innovative teaching methods to the classroom including gamification and virtual reality experiences which she has converted into scholarship. Students think highly of her teaching style and effectiveness as cited in some illustrative comments in her portfolio. Her teaching excellence has been recognized through numerous awards. She has been nominated for the SGA Crystal Apple award twice (2016 and 2018) and won this award in 2019 for Outstanding Teaching in the M1/M2 Basic Sciences. Also in 2019, was inducted into Alpha Omega Alpha Honor Society and received the President's Faculty Award for Excellence related to her efforts in Brain, Mind & Behavior and the Care Forward Curriculum as well as her research and service work. She received the Impact Award for the MD Class of 2021 and was elected to the Gold Humanism Honor Society that same year. She also provides considerable mentorship to graduate students and junior faculty. Her mentees have achieved recognition through presentations at local/national meetings, winning national awards/fellowships, authored publications or through promotion in the case of junior faculty. Dr Wellman is also heavily

involved in educational leadership through her roles as Vice Chair for Education in the BTS Department (and formerly as Vice-Chair for the Pathology and Anatomy Department) where she oversees all anatomy education. She helped build the Care Forward Curriculum and curriculum reform for CFC2.0. She played an important role in the EVMS/ODU merger on the Academic Programs Subgroup, and she is now Assistant Dean for Pre-Clinical Education. Some of these leadership roles will be expanded on below.

Dr. Wellman also has significant impact on education/teaching at the national level, most notably with her service on USMLE committees. She has authored STEP1, STEP2CK and STEP 3 national board exam questions (2017-20). During this period, she authored 160 questions on the Neurology and Neuroscience Test Material Development Committee with 96% selected for use. To ensure EVMS students are equipped with the tools required for success, she used her experience gained from USMLE committees to bring back best practices in evaluation to EVMS's Phase I (pre-clerkship) curriculum. Her effectiveness with USMLE has been recognized with further assignments including: USMLE Item Review Committees (IRCs) for both STEP 1 and Cross-STEP Neuro/Psych. She also served as a Form Reviewer for STEP 1 since 2022, and as an Item Reviewer for STEP 1 Key Validation since 2024. Finally, in 2025 she was asked to serve as a subject matter expert for the Practice Analysis Study for USMLE based on her valuable experience. Additionally, she has published peer-reviewed articles on education and delivered 4 lectures at national meetings on educational topics most recently at the FD-AMEE Conference in Lyon, France which accrues to this domain.

Scholarship

Dr. Wellman dedicates 25% of her effort to research/scholarship. Dr. Wellman's research has two dimensions. One is in basic/translational neuroscience, and the other is in medical education. In both areas she has achieved success. In her basic science work, more recently focused on the neurobiological effects of space flight, she has published 55 manuscripts, 10 as first author since becoming an Assistant Professor in 2009. These have been published in journals of record including *Brain Research* (IF=3.2), *Journal of Neuroscience* (IF=4.0), and *Sleep* (IF=3.5). As a member of the Sleep Lab team, she has contributed as Co-I to eight funded research grants from NIH, NASA and internal grants. She has presented her work in posters at national meetings and invited talks at Georgetown and USUHS. Impressively, she has also built a record of scholarly activity on educational topics and has published 6 manuscripts in this area since 2021. These leverage her teaching experiences and classroom innovations. In her scholarly pursuits she has mentored many PhD and MD students who have won awards/fellowships and participated in co-authorship on manuscripts. She has presented this work at national meetings as well.

Service

Dr. Wellman dedicates 45% of her effort to administration/leadership. She contributes significantly to service/leadership at EVMS/ODU, in the community and nationally. At EVMS she has played key roles in Departmental leadership since 2015 when she was appointed as Vice Chair of Pathology and Anatomy where she began to oversee the activities of the Human Anatomy Lab and Clinical Anatomy Surgical Training Lab as well as the anatomy teaching in the Department. She has continued as Vice Chair of Education for the BTS Department where she indispensably helps me manage the budget and activities of 24 primary faculty members, in the Education Division as well as Community faculty that contribute to teaching across the SOM, SOHP and BMS Program. Simply put, in my short time at EVMS I have found her leadership and contributions to the Department exemplary, and I cannot imagine a better leader to work with in this role. As mentioned above she also held significant educational leadership positions including being the current Assistant Dean for Pre-Clinical Education. Also at an institutional level, she was the Founding Director of the EVMS Biorepository which she led to successful College of American Pathologists (CAP) national accreditation in 2015, a relatively rare achievement of biorepositories in my experience and the first in Virginia. She has chaired 5 national faculty search committees and has served since 2011 and now chairs the Medical Education Committee which is a Dean's standing committee proximally charged with maintaining LCME accreditation. She is committed to bringing educational

experiences to the Hampton Roads community. For example, she is the education liaison to the Maury High Medical and Health Specialties program and since 2022 has been bringing high school students in the area into the EVMS@ODU Anatomy Plus program which this year will bring ~600 local high school for an educational experience that promises to be a springboard for their medical careers.

At the national level, she has served on National Board of Medical Examiners (NBME) committees where, as related above, she has made important contributions to USMLE exams. Since 2018 she has served on LCME survey teams at 7 institutions across the country, serving as Team Secretary in 2025 and has been able to bring back best practices to EVMS from this experience. As the EVMS elected representative on the AAMC Council of Faculty and Academic Societies (CFAS) (2021-present) she has worked to ensure that both clinical and foundational science teaching faculty are adequately provided T&E for the effort and ultimately provided opportunities to promote with the recognition that education is critical to the academic health centers' mission. Her access to the AAMC biomedical research "community convening" Zoom calls have benefited the institution as well as our future research students. Thus, she has served in several national venues where her leadership had had an impact at the national level, accruing to the reputation of EVMS and enabling her to bring back knowledge and practices from the national front to promote the success of EVMS.

Summary

Dr. Laurie Wellman is a vital member of the BTS Department, EVMS/ODU and at a national level. She is a highly skilled educator as recognized by both students and peers. She is an educational leader at the highest level at EVMS/ODU and combines meticulous attention to detail, attention to trends in education, fairness and a personable approach to her teaching and educational leadership. Her scholarship has been remarkable both from a basic/translational research and more recently medical education research perspective. She is a highly valued team player in this domain and brings both types of research experiences to students and trainees here. Finally, she has demonstrated a progressive increase in Administrative Leadership roles where she excels. She has the emotional intelligence and focus on managing success that sets the stage for her to continue to excel in this arena. I have already come to rely on her leadership insights and efforts in the Department and Vice Chair but can easily see her ascending to greater leadership positions in the future. I sincerely hope that she charts that course at EVMS/ODU! In my opinion Dr. Wellman is Excellent (3) in both Teaching and Service and is highly Meritorious (2) in Scholarship.

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

The Board of Directors approved Dr. Abuhamad's recommendation for an academic honor for one faculty member. The following resolution was brought forward as a recommendation from the Board of Directors and was unanimously approved by the Board of Visitors.

Nomination of Carl Petersen, DO, DFAACAP, Assistant Professor in the Department of Pediatrics (Division of Child and Adolescent Psychiatry for the Fine Family Professorship in Adolescent and Pediatric Psychiatry

Carl Peterson, DO, DFAACAP, Assistant Professor in the Department of Pediatrics (Division of Child and Adolescent Psychiatry has been nominated for the Fine Family Professorship in Adolescent and Pediatric Psychiatry at the Children's Hospital of the King's Daughters, effective July 1, 2026. Dr. Petersen is an exceptional clinician-leader and educator whose career has advanced children's and adolescents' mental health care through sustained program leadership, clinical excellence, and a deep commitment to training the next generation of child psychiatrists.

Dr. Petersen currently serves as Chief of the Mental Health Service Line at Children's Hospital of The King's Daughters (CHKD) and as Division Director of Child Psychiatry and Child Psychology. Since assuming these roles in 2020, he has provided steady, mission-driven leadership for a major pediatric mental health enterprise, ensuring high-quality, compassionate care for patients and families while strengthening the systems that support clinicians, psychologists, and trainees.

His leadership is grounded in broad and distinguished service across academic medicine and the U.S. Navy. Prior to joining CHKD, Dr. Petersen served in progressive roles, including Chair, Department of Psychiatry at Naval Medical Center Portsmouth (2015–2020), Vice President and Director, Mental Health (2017–2020), and Navy Medicine Internship Specialty Leader (2013–2018). These appointments reflect the confidence placed in him to guide complex clinical programs, develop and standardize training, and lead teams in high-stakes environments.

Dr. Petersen completed fellowship training in Child and Adolescent Psychiatry at Johns Hopkins Hospital (2005–2007) following residency in the National Capital Consortium Psychiatry Residency Program at Naval Medical Center Bethesda (2002–2005). He is board-certified in General Psychiatry and Child and Adolescent Psychiatry by the American Board of Psychiatry and Neurology and completed recertification in 2024. His clinical expertise spans the diagnostic and therapeutic breadth of child and adolescent psychiatry, informed by both academic and operational medicine experience.

A hallmark of Dr. Petersen's career has been his dedication to education. At CHKD, he teaches child psychiatry fellows, pediatric residents, and medical students in the Child Psychiatry Clinic. Earlier in his career, he provided extensive didactic and clinical teaching for general psychiatry residents and medical students at Naval Medical Center Portsmouth, including lectures on ADHD, pediatric anxiety, pediatric psychotic disorders, and psychiatry in operational settings. His teaching is complemented by meaningful experience in educational administration, including service as Rotation Director for the pediatric resident rotation in child psychiatry and as Director of Post Graduate Educational Year One training programs. In addition to teaching, Dr. Petersen has developed durable, systems-level educational innovations. He co-developed a comprehensive simulation-based curriculum for first-year graduate medical education trainees, implemented it across Navy GME training sites, and helped design and implement the Simulation Training for Operational Medicine Providers (STOMP) program. He also co-developed a Serious Mental Health Clinic and psychiatry resident clinical rotation focused on new-onset psychotic disorders and developed a comprehensive child mental health clinical rotation for pediatric residents. This work mirrors the Fine Family Professorship's emphasis on elevating the training environment for pediatric mental health care.

Dr. Petersen embodies the intent of the Fine Family Professorship in Adolescent and Pediatric Psychiatry through his exemplary clinical leadership, long-standing dedication to education, and scholarship aimed at strengthening systems of care for youth. His work has advanced the partnership between Macon & Joan Brock Virginia Health Sciences and CHKD, elevated pediatric mental health services in our region, and strengthened training environments that prepare clinicians to meet the growing needs of children and families.

Then, Rear Admiral Robert Bianchi summarized the meeting of the Finance Subcommittee and financial performance through March 31, 2026. Results are strong with an overall positive budget variance of \$40 million, primarily due to the timing of receipts and program expenditures from the Sentara Affiliation and Transitional Support agreements. The E&G net excess through March is \$3.5 million and is expected to be close to budget at year-end.

The proposed EVMS Legacy Fiscal Year 2027 budget is \$296.8 million, with an anticipated excess of \$35.8 million. The excess is primarily due to the Sentara Transitional Support agreement's budgeted

support exceeding the budgeted spending. The budget includes a 2% increase for eligible employees and 13% increase in health insurance benefits based on budget assumptions for Commonwealth Actions. Upon recommendations of the Finance Subcommittee, the Board of Directors unanimously approved the EVMS Legacy 2026-2027 proposed budget as presented. These items will be brought to the Board of Visitors for approval through the Administration and Finance Committee.

Po Chou, Chief Executive Officer of Virginia Health Sciences EVMS Medical Group at Old Dominion University, and Dr. Judette Louis, Dean of the School of Medicine, provided a report on the Medical Group, noting the continuous improvement in revenue cycle metrics, with a focus on payment collections.

ATHLETICS COMMITTEE

Dennis M. Ellmer, Chair of the Athletics Committee, reported that Associate Athletics Director Amy Lynch, presented academic and community service achievements for the 2025-26 academic year. Old Dominion University student-athletes earned a cumulative GPA of 3.359, marking the highest departmental GPA on record and the sixth consecutive year the department has established a new record. Women's Tennis posted the highest team GPA with a 3.692, while Men's Swimming led all men's programs with a 3.559 cumulative GPA. Overall, student-athletes donated 12,619 hours of community service, ranking fourth in the country. Lilly Cleal of Women's Swimming was recognized as the top female student-athlete in Division I for community service hours contributed.

Director of Athletics Dr. Camden Wood Selig reported on the athletic accomplishments during the 2025-2026 academic year. Will Roberts was introduced as the new Women's Soccer coach following the retirement of Angie Hind. The football program ended the season 10-3 with a win in the StaffDNA Cure Bowl. The Thursday night game against Troy in which Old Dominion University won 33-0 was the most watched Sun Belt Conference game last season. The Women's Tennis program won their sixth straight conference championship and the Men's Tennis program won their fourth straight conference championship. Men's Tennis advanced to the round of 32 in the NCAA Championship for the first time since 2007. Barbara Car won the Sun Belt Conference individual championship and represented Old Dominion University at the NCAA Women's Golf Championships. Austin Phillips was introduced as the new head coach of the Men's Golf program following the retirement of Dr. Murray Rudisill. The department had numerous victories over ranked opponents and power four opponents with Virginia Tech being defeated by Old Dominion University in football, women's soccer and men's tennis. For the upcoming football season, a new student seating plan was presented, adding 756 seats in the northeast corner along the sideline. The athletic department opened a Nutrition Center in Whitehurst Hall that currently serves approximately 1,346 meals per week. It was shared that Lauren Gunning has been hired as the new head women's lacrosse coach.

Women's Lacrosse student-athlete and SAAC Vice President for Community Engagement, Brynn Bowen discussed the impact the Old Dominion University Athletics Nutrition Center has had on her student-athlete experience. She noted that it aided in team building, nutrition, and recovery.

Dr. Selig then reported on the success Old Dominion Athletic Foundation (ODAF) has experienced in the past year. During calendar year 2025, fundraising totaled more than \$17 million. Fundraising for fiscal year 2025 exceeded \$13 million. ODAF increased its donor base by nearly 100 donors during the past year. The ODAF team focused on raising funds towards the baseball stadium and golf course/practice facility projects. ODAF established five new endowed scholarships and continued growth of the "M Society," which now includes 19 donors who have contributed more than \$1 million to Old Dominion University during their lifetime.

Thurmond Family Old Dominion University Head Football Coach Ricky Rahne highlighted the football program's sustained academic success, including multiple semesters with a team GPA above 3.0, discussed the team's positive culture, and emphasized the importance of staff stability. He shared that the team would have a new offense but the majority of the defense will return. He expressed his excitement for the upcoming season and shared his appreciation for the support the program continues to receive.

Dr. Wood Selig closed the meeting by sharing the 2026 Jeff and Billye Chernitzer ODU Athletics Hall of Fame inductees. The induction ceremony will be held on September 25 in Chartway Arena, with inductees also being recognized during the football game against James Madison University the following day. The 2026 inductees are Maggie Simmermacher (Women's Golf), Sarah Breen (Field Hockey), Tim Hopkinson (Men's Soccer), Daniel Hudson (Baseball), and Taylor Heinicke (Football).

AUDIT, COMPLIANCE, HUMAN RESOURCES, and GOVERNANCE COMMITTEE

D.R. (Rick) Wyatt, Chair of the Audit, Compliance, Human Resources, and Governance Committee, reported that Vice President for Audit, Compliance, and Risk Management LaToya Jordan provided an update on the University's Compliance program, specifically its continued evolution toward an advisory-focused model that aligns with the University's decentralized operating environment. The presentation highlighted University Compliance's focus on providing guidance, coordination, and value-added resources to support compliance owners through ongoing stakeholder engagement and continual expansion of the University Compliance Network.

Vice President Jordan also discussed the status of corrective action for open findings since April, noting management completed corrective action for 2 of the 21 previously cited findings. Vice President Jordan also noted that most outstanding findings transitioned in status, demonstrating continued progression to completion. Additionally, during the reporting period, one new finding resulted from the issuance of the Statement of Economic Interest report, three new findings resulted from the Environment Health & Safety report, one new finding resulted from the Indigent Care report, and one new finding resulted from the Medica report.

Vice President Jordan then presented the proposed University Audit Fiscal Year 2027 Work Plan for approval, noting its alignment with the University's risks and priorities, its focus on assurance activities, advisory support, and ongoing efforts in risk monitoring and regulatory preparedness. Upon recommendation from the Audit, Compliance, Human Resources, and Governance Committee the Board unanimously approved the proposed University Audit Fiscal Year 2027 Work Plan.

Vice President Jordan concluded her presentation with an update on the current audit plan, sharing the results from one recently completed advisory engagement – Review of Innovation Fund Procurement, and four audit engagements, consisting of Environmental Health & Safety, Statement of Economic Interest, Indigent Care Apportionment Plan Administration, and Medica Electronic Health Records System. The advisory review of the Innovation Fund found no matters that would indicate expenditures reviewed were inconsistent with the objectives of the Fund. Additionally, while there were opportunities to enhance documentation in limited areas, University Audit did not identify noncompliance. For the audit engagements, each audit received an overall rating of "Partially Effective," and management concurred with all findings and provided corrective action plans accordingly.

The Committee then convened in Closed Session to discuss the results of one audit which included a specific cybersecurity vulnerability where discussion in an open meeting could jeopardize the security of the University's information technology system or software programs as permitted by the Code of Virginia Section 2.2-3711 (A)(1) and (19). The Committee then reconvened in Open Session with the FOIA Certification and a roll call vote.

September Sanderlin, Vice President for Talent Management and Culture, presented the resolution to approve the Administrative and Professional Faculty appointments. Upon recommendation of the Audit, Compliance, Human Resources, and Governance Committee the Board unanimously approved the thirty-five Administrative and Professional appointments as presented.

Ashley Schumaker, Executive Vice President for Administration and Chief Operating Officer provided the Governance portion of the agenda. Executive Vice President Schumaker and Allen Wilson, University Counsel, began by presenting the Revision to Board Policies Resolution regarding the following appointment, promotion, and tenure policies 1401, 1402, 1411, 1412, 1414, 1441, 1450, 1463, and 1470. The Board was provided with a 15-day notice on May 27. The resolution also repeals Legacy EVMS appointment, promotion, and tenure policies 1701 through 1710. The resolution and subsequent policies were included in the OnBoard materials. Upon recommendation of the Audit, Compliance, Human Resources, and Governance Committee the Board unanimously approved the resolution as presented.

REVISION TO BOARD POLICIES RESOLUTION June 12, 2026

WHEREAS, on June 16, 2023, the Board of Visitors approved a Resolution to adopt the appointment, promotion, and tenure policies of Eastern Virginia Medical School (EVMS) as Board of Visitors Policies 1701 through 1710, to apply to the School of Medicine and the School of Health Professions effective upon the integration of EVMS into the University, thereby recognizing that this action would require two faculty handbooks; and

WHEREAS, in that Resolution, the Board affirmed "its long-standing commitment to shared governance and looks forward to the future forward-focused efforts of the Old Dominion University Faculty Senate," and acknowledges that upon seating senators from the School of Medicine and the School of Health Professions, the Faculty Senate "will develop a unified handbook in accordance with the established policies and procedures of University Governance;" and

WHEREAS, the Integration Management Office created a committee that included faculty senators to conduct a thorough review of the Old Dominion University Teaching and Research Faculty Handbook, and development of the unified handbook; and

WHEREAS, the Integration Management Office proposed revisions to the Board's policies that incorporate the necessary and relevant provisions of the School of Medicine and School of Health Professions' appointment, promotion, and tenure policies, and sent the proposed revisions to the Faculty Senate for consideration; and

WHEREAS, the Faculty Senate completed its review of the proposed revisions to the Board's policies; and

WHEREAS, the Board has reviewed and considered the proposed revisions to the relevant Board policies.

THEREFORE, BE IT RESOLVED, that the Board of Visitors approves the presented revisions to the following Board of Visitors Policies with highlighted revisions as attached hereto:

Policy 1401 - Initial Appointment of Teaching and Research Faculty

Policy 1402-Reappointment/Annual Review or Non-Reappointment of Faculty

Policy 1411 - Tenure

Policy 1412-Promotion in Rank

Policy 1414-Policies and Procedures on Post-Tenure Review

Policy 1441-Emeritus/Emerita Faculty Appointments

Policy 1450-Faculty Sanctions

Policy 1463-Dismissal of Faculty from Employment Due to Financial Exigency, as declared by the Board of Visitors, or Discontinuance of a Program of Study or a Department of Instruction

Policy 1470-Faculty Grievance

BE IT FURTHER RESOLVED, that the Board hereby repeals Policies 1701, 1702, 1703, 1704, 1705, 1706,

1707, 1708, 1709, and 1710. Notwithstanding the rescission of these policies, the Board directs, through adoption of this Resolution, that any appointment, promotion, or tenure decision, grievance, appeal, investigation, hearing, disciplinary matter, or other due process proceeding initiated under one of these policies prior to July 1, 2026, shall continue to be governed by the terms of the rescinded policy as though it remains in full force and effect. Such matters shall proceed in accordance with all provisions of the rescinded policy, including any procedural requirements, deadlines, and timeframes, through final resolution of the matter, including any applicable appeals.

BE IT FURTHER RESOLVED, that the above actions eliminate the need to maintain two separate Faculty Handbooks: Accordingly, the Board hereby repeals the Macon & Joan Brock Virginia Health Sciences at Old Dominion University Faculty Handbook effective July 1, 2026.

Then, Executive Vice President Schumaker provided a brief overview of proposed changes to Board of Visitors policies 1103, 1106, and 1110. They were previously noticed and discussed during the Audit, Compliance, Human Resources, and Governance Committee on April 23. The proposed changes are included in your OnBoard materials. Upon recommendation of the Audit, Compliance, Human Resources, and Governance Committee the Board unanimously approved the proposed changes to Board of Visitors policies 1103, 1106, and 1110.

Lastly, Executive Vice President Schumaker presented the required reaffirmation of Board of Visitors Policy 1107. Virginia Code requires that the Board adopt a remote policy annually. The remote participation policy is a component of Board Policy 1107. No notice was required as no changes are being made to the policy. Upon recommendation of the Audit, Compliance, Human Resources, and Governance Committee the Board unanimously approved the reaffirmation of Board policy 1107.

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

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

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 § 2.2-3708.2.

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 in the meeting from a remote location.

- 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 minutes.

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 in the meeting and includes a telephone number that may be used to notify the primary or central 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 restored.

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

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 public.

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

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.

STUDENT ENHANCEMENT AND ENGAGEMENT AND DIGITAL LEARNING COMMITTEE

Susan Allen, Chair of the Student Enhancement and Engagement and Digital Learning Committee, welcomed Vice President for Student and Campus Life, Brandi Hephner LaBanc, Ed.D., highlighted divisional efforts to move toward the university's Fall 2028 strategic plan first-time, full-time retention goal of 82%. To achieve this goal, the division is focused on sustained investments in the student experience, including mental health care, success coaching, and fostering a sense of belonging. A critical component of this work is targeted summer outreach to identify and address barriers to fall enrollment, helping students register for classes and supporting institutional retention goals. Vice President Hephner LaBanc also described the launch of the Big Blue Bundle, a new flat-fee course materials program that will begin this fall. The program will strengthen retention efforts by improving affordability and equitable access, ensuring all course materials are available by the first day of class, and supporting faculty in delivering course content that promotes student success. National data shows program participants are 16% more likely to complete their courses and 72% more likely to remain enrolled.

Vice President Hephner LaBanc introduced Fred Tugas, Ed.D., Chief of Staff and Assistant Vice President for Strategic Operations, to discuss student employment as a student success strategy. Dr. Tugas reported that students participating in on-campus employment experience higher retention rates compared to their peers. He outlined how student employment supports affordability, builds career readiness, and fosters a sense of belonging. Krystal Allen, Ph.D., Director of Residence Education, then provided a deeper look at the impact of student employment through the Resident Assistant experience. She noted that Resident Assistants must meet position eligibility requirements and serve in roles that support student belonging through mentorship, community building, and support referrals. She highlighted the Responsibility, Opportunities, Accountability, Respect, and Self (ROARS) programming model used by Resident Assistants to foster belonging through structured programming and to guide referral of students to appropriate campus resources. Dr. Allen also described how the role supports the development of leadership

and career competencies. She reported that more than 80% of Resident Assistants maintain a GPA of 3.0 or higher.

Continuing the discussion of student development through experiential learning opportunities, Garrett Shelton, Chief of Police and Assistant Vice President for Public Safety, provided the public safety report. He highlighted student engagement initiatives, including internships, the Police Cadet Program, and the Citizens Academy. These programs build relationships between students and public safety officers, offer insight into emergency management operations, and provide students interested in public safety careers with knowledge and skills to support their professional preparation. He also described a new partnership with Old Dominion University's Darden College of Education and Professional Studies that will provide counseling graduate students with applied learning experiences supporting first responder mental health needs. The program aims to create a workforce pipeline of trauma-informed professionals equipped to support the lived realities of first responders across the region and beyond.

Vice President for Digital Transformation and Technology Nina Rodriguez Gonser reported strong year-over-year growth in new student applications, up 21%, and admissions, up nearly 23%, across on-campus and online programs. Registrations of first-time campus students are 55.6% ahead of last year, and orientation registrations have increased by 33%. Growth in online applications and admissions reflects demand for the University's new asynchronous accelerated online programs. With ten weeks remaining before the fall semester and the strongest online recruitment period still ahead, the University has reached 65% of its enrollment goal.

Vice President Rodriguez Gonser also highlighted how investments in digital infrastructure are advancing the University's mission areas. The cloud research ecosystem supports more than 100 research projects and 85 researchers through scalable computing resources, AI tools, secure data environments, and high-performance storage. Examples included AI, digital twin, and neural network research. She welcomed Kiran Karande, Ph.D., Professor of Marketing, who discussed research on consumer interactions with AI-powered systems and digital experiences.

Vice President Rodriguez Gonser next introduced Nikos Chrisochoides, Ph.D., Richard T. Cheng Endowed Chair Professor and Eminent Scholar in the Computer Science and Physics Departments. Dr. Chrisochoides said Old Dominion University's adoption of a top R1 institution framework that integrates advanced research into the classroom strengthens student career readiness. He highlighted the Quantum Information Science program, the AI-enabled Intelligent Tutoring Assistant System, and MonarchSphere, the University's secure enterprise AI environment. Together, these initiatives expand computing access, support personalized learning, foster innovation, and maintain data privacy and security. He noted that technology accelerates research while transforming teaching, learning, and workforce development.

Rachel Jones, Director of Media and Digital Operations, reported on the Extended/Virtual Reality Lab which enables learning experiences not possible in a traditional classroom. Lauren Robins, Ed.S., Clinical Assistant Professor and Distance Learning Coordinator, described customized virtual reality simulations that enhance clinical training and prepare students for practicum experiences through repeated practice, exposure to diverse client presentations, and immediate analytical feedback.

Dr. Robins and other faculty presenters expressed appreciation for the Division's partnership and support, and Director Jones reaffirmed the Division's commitment to advancing innovative teaching and research initiatives. Vice President Rodriguez Gonser concluded by reaffirming the Division's goal of positioning Old Dominion University as a leader in innovation across the Commonwealth.

ADMINISTRATION AND FINANCE COMMITTEE

E.G. (Rudy) Middleton, III, Chair of the Administration and Finance Committee, reported that Executive Vice President and Chief Operating Officer Ashley Schumaker, introduced Joe Atkins from VMDO Architects to present the University's Engineering and Arts Building new construction project. VMDO's presentation included design updates on immediate site context, floor plans, and prominent interior and exterior view images.

Executive Vice President Schumaker then introduced Neal Kessler, Director of Campus Planning, for a progress update on the 2025-2035 Master Plan. Mr. Kessler shared an overview of the Master Plan process, highlights of future components of the forward-focused plan, and updates on prioritized projects identified in the summer of 2025 shortly after the initial Master Plan approval. These project updates included the Biological Sciences Building, Barry Art Museum expansion, Public Safety Building renovation, Engineering and Arts Building, Monarch Walk, Hampton Boulevard Crossing, and Whitehurst Beach in addition to student housing needs and mixed-use space.

Vice President for Finance and Chief Financial Officer Chad Reed provided the University's Financial Performance Report as of April 30, 2026. This report presented operating activity showing total revenues of \$990.9 million and \$810.35 million of expenses through April 2026.

Next, Vice President Reed presented an Operating Budget proposal for the 2026-27 fiscal year. He discussed fiscal considerations impacting budget planning, which included economic outlook, legislative considerations, enrollment projections, mandatory cost increases, and institutional priorities. The proposed budget results in a total fiscal year 2026–27 operating revenue budget of \$1.09 billion and total operating expenditures of \$1.06 billion. The budget reflects a conservative use of resources and will be updated, if necessary, upon adoption of the final budget by the General Assembly. A revised update will be provided in September to reflect any resulting changes. Upon recommendation from the Administration and Finance Committee the Board unanimously approved the proposed Old Dominion University 2026-2027 Operating Budget as presented.

OLD DOMINION UNIVERSITY BOARD OF VISITORS

Resolution

Approval of the Old Dominion University 2026 – 27 Operating Budget

June 12, 2026

BE IT RESOLVED, that upon the recommendation of the Administration and Finance Committee, the Board of Visitors approves the proposed Old Dominion University 2026-27 Operating Budget

FY27 Adjustments							
	FY26 Adjusted Budget	Remove One-Time	FY27 Beginning Base	Technical Adjustments	Base	One-Time	FY27 Proposed
Education & General Programs							
Revenue							
General Fund	\$ 294.99	\$ (3.07)	\$ 292.26		\$ 15.29		\$307.55
Tuition & Fees	\$ 208.73		\$ 208.73	\$ 1.13	\$ 4.93		\$214.79
All Other	\$ 100.43	\$ (30.38)	\$ 70.05	\$ 0.70	\$ 1.65		\$72.40
Total Revenue	\$ 604.16	\$ (33.45)	\$ 571.04	\$ 1.82	\$ 21.87	\$ -	\$ 594.73
Expenditures	\$ (604.16)	\$ 25.67	\$ (578.83)	\$ 0.19	\$ (16.10)		\$ (594.73)
Net	\$ 0.00	\$ (7.79)	\$ (7.79)	\$ 2.02	\$ 5.77	\$ -	\$ 0.00
Student Financial Assistance							
Revenue	\$ 79.02	\$ (8.69)	\$ 70.33	\$ 0.24		\$ 2.14	\$ 72.71
Expenditures	\$ (79.02)	\$ 8.69	\$ (70.33)	\$ (0.24)		\$ (2.14)	\$ (72.71)
Net	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sponsored Programs							
Revenue	\$ 137.54	\$ (70.00)	\$ 67.54	\$ 0.60	\$ 63.16		\$ 131.30
Expenditures	\$ (74.09)	\$ 7.51	\$ (66.58)	\$ (1.56)	\$ (36.43)		\$ (104.57)
Net	\$ 63.45	\$ (62.49)	\$ 0.96	\$ (0.96)	\$ 26.73	\$ -	\$ 26.73
Auxiliary Enterprises							
Revenue	\$ 197.77	\$ (1.23)	\$ 196.54	\$ (0.70)	\$ 9.22		\$ 205.06
Expenditures	\$ (194.81)		\$ (194.81)	\$ 0.70	\$ (7.43)	\$ (6.00)	\$ (207.54)
Net	\$ 2.96	\$ (1.23)	\$ 1.73	\$ -	\$ 1.79	\$ (6.00)	\$ (2.48)
Gifts & Discretionary							
Revenue	\$ 55.82	\$ (0.27)	\$ 55.55		\$ 26.60		\$ 82.15
Expenditures	\$ (82.24)	\$ 26.69	\$ (55.55)		\$ (20.92)		\$ (76.47)
Net	\$ (26.42)	\$ 26.42	\$ -	\$ -	\$ 5.68	\$ -	\$ 5.68
Total University							
Revenue	\$ 1,074.30	\$ (113.64)	\$ 961.00	\$ 1.97	\$ 120.85	\$ 2.14	\$ 1,085.96
Expenditures	\$ (1,034.31)	\$ 68.55	\$ (966.10)	\$ (0.91)	\$ (80.88)	\$ (8.14)	\$ (1,056.03)
Net	\$ 40.00	\$ (45.09)	\$ (5.10)	\$ 1.06	\$ 39.97	\$ (6.00)	\$ 29.93

\$ millions

Lastly, Associate Vice President of Foundations, Mike LaRock provided the Educational Foundation Investment Update which included recent committee actions, investment performance and cash flows. This report reflects a \$614.7 million endowment value as of March 2026, an increase of \$65.89 million over March 2025 values.

UNIVERSITY ADVANCEMENT AND UNIVERSITY COMMUNICATIONS COMMITTEE

Clair Wulf Winiarek, Ph.D., member of the University Advancement and University Communications Committee, reported that Vice President for University Advancement Alonzo Brandon provided an update on the University's final capital campaign report, which launched on July 1, 2017, and will officially conclude in June 2026. The capital campaign review highlighted key fundraising results, major campaign successes, donor participation trends, the geographic distribution of donors, gift summaries, and fundraising outcomes across the University's colleges and units. Vice President Brandon also shared the key drivers of endowment growth and reflected on lessons learned throughout the campaign, including strategic insights, data-driven realities, and implications for future fundraising efforts. The review identified key focus areas to scale future campaigns, including strengthening donor pipelines, enhancing donor outreach strategies, and expanding fundraising capacity. Vice President Brandon also shared the successful merger of the Educational Foundation and Alumni Association, which strengthened alignment and constituent connections in support of the University's mission.

Executive Vice President for Administration and Chief Operating Officer Ashley Schumaker provided a preliminary preview for Old Dominion University's Centennial Celebration to be held in 2030. The celebration will honor the institution's 100-year history under the working theme "Honoring the Past, Celebrating the Present, and Shaping the Future." It will span a multi-stage timeline from late 2028 through

early 2031 and be anchored by two, large-scale signature events, including a Centennial Kickoff in March 2030 and a Centennial Gala in September 2030.

Managed by a University-wide Steering Committee, core subcommittees, and potential working groups, the initiative will encompass engaging programming, fundraising projects, comprehensive branding campaigns, and structured post-event assessments. Executive Vice President Schumaker noted that pre-planning will continue through a quiet phase approach with cross-functional collaboration as we move closer to 2028 and a dedicated website launch and general awareness campaign in late 2029.

MOTION FOR CLOSED SESSION

Rector Pitts recognized Vice Rector Hodge who read the following motion: “Mr. Rector, I move that this meeting be convened in closed session, as permitted by Virginia Code Section 2.2-3711(A), subsections (1), (3), and (8) for the purposes of discussing the appointment, discipline, performance, resignation and salaries of specific employees; discussion of the acquisition of real property for a public purpose and the disposition of publicly held 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

At the conclusion of closed session, Rector Pitts reconvened the meeting and the following Freedom of Information Act Certification was read: “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 session. I shall now take a roll call vote of the Board. All those who agree that only lawfully exempted matters and specifically only the business matters stated in the motion convening the closed meeting were discussed in the closed meeting say “aye.” All those who disagree say “nay.” The certification was approved by roll call vote. (*Aye: Corn, Decker, Ellmer, Fleming, Hodge, Holland, Middleton, Mitchum, Montero, Moring, Newby, Pitts, Plum, Thompson, Wulf Winiarek, and Wyatt; Absent: Holland*)

ACTION ITEMS:

The following resolution was approved unanimously by the Board.

Resolution 1: Faculty Termination

Now Therefore Be it Resolved, the Board of Visitors terminates the faculty member that was discussed in closed session, consistent with the Hearing Panel’s recommendation and the Board’s deliberation regarding the effective date of the provided notice.

The following resolution was approved unanimously by the Board, with Mr. Hodge abstaining from the vote.

Resolution 2: Student Housing Expansion Project

Now Therefore Be it Resolved, the Board of Visitors approves the student housing expansion project as discussed in closed session and authorizes to the President to enter into agreements related to such project.

The following resolution was approved unanimously by the Board.

Resolution 3: President Brian O. Hemphill's 2025-2026 Annual Performance Plan

Now Therefore Be it Resolved, the Board of Visitors hereby approves payment as part of President Brian O. Hemphill's 2025-2026 annual performance plan, as discussed in closed session with a progress report provided, and that said plan pursuant to Sections D.2. and E. of President Hemphill's employment agreement is considered a personnel record.

The following resolution was approved unanimously by the Board.

Resolution 4: President Brian O. Hemphill's Special Bonus

Now Therefore Be it Resolved, the Board of Visitors approves payment of a special bonus to President Brian O. Hemphill, Ph.D. for his visionary leadership and exemplary service throughout his five-year tenure, specifically the 2025-2026 academic year.

The following resolution was approved unanimously by the Board.

Resolution 5: President Brian O. Hemphill's 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.

Adjourn

The meeting was adjourned at 1:32 p.m.