

**OLD DOMINION UNIVERSITY  
BOARD OF VISITORS  
Friday, April 24, 2026**

**MINUTES**

A regular meeting of the Board of Visitors of Old Dominion University was held Friday, April 24, 2026 beginning at 10:33 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*  
Robert S. Corn  
Peter G. Decker, III  
Dennis Ellmer  
Mark T. Fleming  
Brian Holland  
E.G. (Rudy) Middleton, III  
Juan M. Montero, II  
Charlene A. Moring  
Keith H. Newby, Sr.  
Bruce L. Thompson  
Claire Wulf Winiarek  
Darcy Judd (*Student Representative*)

Absent from the Board:

D.R. (Rick) Wyatt, Secretary  
Susan Allen  
Elza H. Mitchum

Also present:

Brian O. Hemphill, President  
Alfred Abuhamad  
Austin Agho  
Alonzo Brandon  
Alonzo Brandon  
Ken Fridley  
Annie Gibson  
Brandi Hephner LaBanc  
LaToya Jordan  
Stephanie Jennelle  
Mary Jo Karlis

Tom Odom  
Kimberly Osborne  
Brian Payne  
Stacy Purcell  
Chad Reed  
Nina Rodriguez Gonser  
September Sanderlin  
Ashley Schumaker  
Wood Selig  
Bruce Waldholtz  
Allen Wilson

**CALL TO ORDER**

Rector P. Murry Pitts called the meeting to order at 10:33 a.m.

**APPROVAL OF MINUTES**

Upon a motion made by Vice Rector Andrew Hodge and seconded by Dr. Mark Fleming, the minutes of the Board of Visitors meeting on December 12, 2025, March 12, and March 13, 2026 were unanimously approved.

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## **RECTOR'S REPORT**

Rector Pitts began by expressing his appreciation to the Board members for their attendance and participation in the meetings conducted over the last two days. He then asked the Board members and those in attendance to join him in a moment of silence for the March 12 tragedy, the loss of Lt. Col. Brandon Shah, the courageous cadets, and an entire community that has been deeply impacted.

Rector Pitts then acknowledged President Brian O. Hemphill, Ph.D. for his leadership. He has guided this institution for the past five years, but it is his commitment, resilience, resolve, and tenacity in the face of adversity and turmoil that have carried this University through the past month, which has been difficult on all Monarchs.

Rector Pitts welcomed the newest appointees to the Board of Visitors and asked them to take a moment to introduce themselves. Robert S. Corn, Peter G. Decker, III, Dr. Mark T. Fleming, Charlene A. Moring, Esq., Dr. Keith H. Newby, Sr., and Delegate Kenneth R. Plum introduced and shared background on themselves to the Board members and others in attendance.

Rector Pitts extended congratulations to Darcy Judd, Student Representative to the Board of Visitors, who will be graduating in May. He then acknowledged Ms. Judd for her engagement with this Board and advocacy on behalf of the Monarch student body. He explained that she has been very active on campus throughout her time as a Monarch, and from athletics to Greek life and everything in between, and has followed her passions and built lifelong friendships. The Rector asked Ms. Judd and President Hemphill to come forward where she was presented with a gift.

Lastly, the Rector concluded by stating he was honored to be a Board member with such a distinguished group of people. He then stated that this University is moving in a direction and at a speed that is both impressive and inspiring, as well as truly transformational. The University will overcome the barriers before us while remaining fully committed to our students – past, present, and future.

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## **PRESIDENT'S REPORT**

### **Becoming a Health Promoting University**

Old Dominion University is proud to be home to the largest academic health sciences center in the Commonwealth of Virginia as we educate tomorrow's healthcare leaders, while conducting cutting-edge research and providing critical care through community outreach, alongside our medical partners who are delivering world-class healthcare to our neighbors and friends. Our journey to reach this milestone was made possible due to partnership and perseverance. In 2024, we successfully completed the integration of Eastern Virginia Medical School into Old Dominion University following a multi-year process. In 2025, we announced the establishment of the Joan P. Brock Institute for Nutrition Science and Health. Now, in 2026, we are taking our expertise a step further through an intentional and shared commitment to becoming a Health Promoting University.

Becoming a Health Promoting University is a holistic approach that integrates well-being into all aspects of campus life from teaching and research to policies, environments, and daily experiences. This is a defining shift as health is no longer simply what we do – it is who we are. This framework offers a more intentional and coordinated way to support those who live, learn, and work within our communities. We are integrating well-being into our operations, systems, and spaces, thereby establishing a culture that is enduring and evolving

through a collective impact model. This commitment allows us to move upstream from individual behavior toward the social, environmental, and systemic determinants of health that shape how our community learns, works, and thrives.

To advance this critical and far-reaching initiative, a Health Promoting University Advisory Council has been appointed, which includes executive-level sponsorship through the direction of Executive Vice President for Health Sciences Alfred Abuhamad, MD; Vice President for Student and Campus Life Brandi Hephner LaBanc, Ed.D.; and Vice President for Talent Management and Culture September Sanderlin. Additionally, Drs. Anca Dobrian, Veleka Gatling, and Bridget Weikel, along with a growing Well-Being Collective Working Group, are guiding the creation of a shared agenda shaped by community-wide engagement and collective impact.

Across the University, our initial efforts in health promotion are already seen through innovative education as our programs prepare students to thrive as career-ready professionals and informed citizens in an evolving world. Now, the American College of Lifestyle Medicine (ACLM), the leading authority on lifestyle medicine education, is partnering with Old Dominion University as we embark on this inspiring journey. ACLM will support education, clinical practice, research, and community outreach and engagement at Old Dominion University.

Our intentional and shared commitment to becoming a Health Promoting University builds upon our strong foundation in these areas. Our impactful research already informs public health practices, addresses pressing societal challenges, and advances new solutions. Our longstanding service of care extends throughout the community through partnerships, clinics, and outreach initiatives designed to improve quality of life. Our Health Promoting University agenda will be grounded in evidence, guided by national benchmarks for campus health, and measured through shared indicators that hold us accountable to our community.

As a preeminent public research institution, we are uniquely positioned to pursue this worthwhile responsibility through the collective efforts of our students, faculty, and staff strengthening a culture that prioritizes care, connection, and meaningful impact. Because when our students, faculty, staff, and partners thrive, we all flourish. Together, we are creating a stronger culture of health and well-being. One where mental and physical health are supported; belonging and purpose are cultivated; and connection and resilience are strengthened. This important work will continue to evolve and be grounded in our shared commitment to one another and the future of Old Dominion University!

### **Second Annual Forward-Focused Event**

On February 26, 2026, I was honored to host the second annual Forward-Focused event and deliver a detailed presentation regarding the University's longstanding tradition of innovation and demonstrated examples of being first in many endeavors and initiatives. In a dynamic presentation, Old Dominion University's story from 1930 to the present and beyond was showcased from the construction of Alfred B. Rollins Jr. Hall in 1936 for \$123,000 to the first bachelor's degree programs in 1953 and pioneering for-credit television courses in 1958, when the University became the first higher education institution in Virginia to offer for-credit courses taught over open-circuit television. In Virginia, it was Old Dominion University that first realized the early role television played beyond entertainment and news.

In 1964, the University began offering master's programs followed by doctoral programs in 1971. In 1979, the University established an interdisciplinary doctoral program in biomedical sciences with Eastern Virginia Medical School — just six years after their founding. The 1990s were equally marked by momentum with the establishment of the Lambert's Point Summer Program in 1992; the launch of TELETECHNET, pioneering the nation's first and one of the largest distance learning initiatives, in 1994; and the signing of a formal partnership with NATO's Atlantic headquarters to support research opportunities for faculty in 1995. In 1996, sailors aboard the USS George Washington were the first to take live, interactive MBA courses at Old Dominion University through the "Ships at Sea" Program.

Throughout the presentation, Forward-Focused Digital Transformation was featured as the newest chapter in the University's nearly 100-year journey and as an institutional imperative to strengthen academics, expand access, and remain competitive in a rapidly evolving higher education landscape. The University will continue strengthening its infrastructure and embracing new technologies to enhance the experience for students, faculty and staff. And, with a strong foundation in place and momentum surging, Old Dominion University is shaping the future, not waiting for it. As shared during the event with a standing room only audience of approximately 800 individuals, "Innovation is not the disruption of tradition; it is the protection of the future,"

At the conclusion of the presentation, the winners of the Monarch Pillar of Innovation and Excellence Award were announced with collaboration, excellence, innovation, and professional service defining the four outstanding Monarchs.

- Student Recipient: Omotomilola "Lola" Jegede, Ph.D. candidate in the Joint School of Public Health
- Teaching and Research Faculty Recipient: Andrew Cohen, Master Lecturer in the Strome College of Business Department of Finance
- Administrative and Professional Faculty Recipient: Carrie John, Vice Provost and University Registrar
- Classified Staff Recipient: Lauren Larese (B.S. '12), Operations Manager for Macon & Joan Brock Virginia Health Sciences Ellmer College of Health Sciences at Old Dominion University

Reflecting the spirit of community and resilience within the Monarch Nation, each individual received \$10,000 in honor of their commitment to the University. Together, these four award winners embody what it means to move the University forward with purpose. Through innovation and excellence with a commitment to collaboration and professional service, the recipients demonstrated how they fuel collective progress and strengthen the University's impact both near and far in their daily engagements and overall efforts!

### **Monarch Milestones and Special Recognition**

In 2025, the University merged the stand-alone annual employee recognition event for classified staff with the joint event for administrative and professional faculty and teaching and research faculty. On April 8, 2026, that tradition carried on with a single employee focused event, as well as an additional Monarch Milestones event, specifically for students, to be held on May 12, 2026. This year's employee event celebrated service milestones for proud Monarchs and specialized awards for exemplary efforts, including the inaugural recipient of the Nina Brown Distinguished Faculty Service Award, which was posthumously awarded to Lt. Col. Brandon A. Shah '07. For 2027, the University will debut four additional awards, including the Clinical Excellence Award, Healthcare Innovation Award, Interprofessional Collaboration Award, and Community Impact Award.

### **May Commencement Exercises**

On May 15-16, 2026, the Monarch Nation will join together to celebrate the academic and personal achievements of participating members of our campus community during multiple ceremonies in which 2,869 Monarch students, including 1,929 undergraduate students, 800 graduate students, and 140 new medical doctors, registered to walk across the stage and receive their degrees. Additional graduates are expected as registrations are still coming in and walk-ins are permitted.

On Friday, Emergency Medicine Department Vice Chair, Assistant Program Director, and Professor Michael J. Bono, MD and Finance Department Chair and Associate Professor and Bruce L. Rubin, Ph.D. will serve as the featured speakers during two separate ceremonies as we celebrate the academic achievements of our advanced degree recipients. During Saturday's main program for undergraduate students, an audience of nearly 20,000 individuals will hear a Commencement address from Hampton Roads Chamber President and Chief Executive Officer Bryan K. Stephens. I look forward to members of the Board being in attendance for this important milestone in the life of our students and special occasion for our University!

### **Monarch Strong**

While my spring report to the Board traditionally ends with a Commencement preview, this year is different. I want to thank the Board for their unwavering support during the darkest moment in the nearly 100-year history of our beloved University. The March 12, 2026 tragedy has forever changed our institution, but we will not allow it to define us. What defines us is the individuals who are proud to call Old Dominion University their home for scholarship, research, and service. As we honor the life of Lt. Col. Shah, acknowledge the bravery of Army ROTC Monarch Battalion, and care for all of those impacted by this senseless tragedy, we remain hopeful, encouraged, and inspired. The upcoming issue of Monarch Magazine will serve as a memorial and tribute issue regarding the tragedy and our response of being resilient in the face of adversity and Monarch Strong above all else! This concluded President Hemphill's report.

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### **STUDENT REPRESENTATIVE REPORT**

Student Representative to the Board of Visitors Darcy Judd thanked the Board members for all they have done for her over the last year. While she will miss Old Dominion University, she is looking forward to her new adventure after Commencement.

Her presentation included discussions regarding Blue's Essential Assistance and Campus Outreach Network (BEACON) collaboration and Student Engagement and Traditions (SET) focus groups. In partnership with the Center of Retention and Engagement (CORE), the Beacon collaboration served one hundred and ninety students. The SET focus groups explored current Old Dominion University traditions and new ideas. The goal was to strengthen traditions and student engagement. A proposal was submitted to SET to explore next steps.

Ms. Judd then highlighted she will be celebrating commencement on May 16 and graduating with a Bachelor of Science in Cybersecurity and Cybercrime. She will attend a BOV Student Representative Conference at Virginia Tech representing Old Dominion University on April 25. She once again thanked the members of the Board and all those in attendance for their support.

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### **REPORTS OF STANDING COMMITTEES**

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

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

Committee members approved the appointment of forty-seven faculty members. The following which was brought forth as a recommendation of the Academic and Research Advancement Committee was unanimously approved.

### **FACULTY APPOINTMENTS**

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

#### **FACULTY APPOINTMENTS**

<b><u>Name and Rank</u></b>	<b><u>Salary</u></b>	<b><u>Effective Date</u></b>	<b><u>Term</u></b>
<b>Tabitha Asiedu-Gyamfi</b> Lecturer Department of Art	<b>\$58,000</b>	<b>07-25-2026</b>	<b>10 Months</b>

## Restricted Appointment

Ms. Tabitha Asiedu-Gyamfi received an MFA in Graphic Design from Ohio University and a BFA in Industrial Art from the Kwame Nkrumah University of Science and Technology (Ghana). She is currently a restricted-hire Lecturer in the Department of Art at Old Dominion University. (Restricted one-year appointment)

**Philip Austin**                                 **\$55,000**                                 **07-25-2026**                                 **10 Months**  
Lecturer  
Department of Sociology and Criminal Justice  
Restricted Appointment

Mr. Philip Austin received an MA and a BA in Criminology from Indiana University of Pennsylvania, Indiana. He is currently an Adjunct Instructor in the Department of Sociology and Criminal Justice at Old Dominion University. (Restricted one-year appointment)

**Genming Bai**                                 **\$100,000**                                 **07-25-2026**                                 **10 Months**  
Assistant Professor  
Department of Mathematics and Statistics  
Tenure Track

Dr. Genming Bai received a PhD in Applied Mathematics from The Hong Kong Polytechnic University, an MSc in Computational Science and Engineering from ETH Zürich (Swiss Federal Institute of Technology Zurich), and a BSc in Physics from Peking University (China). He is currently an Assistant Professor in the Department of Mathematics at the University of Michigan, Ann Arbor. (Appointment is contingent upon successful work authorization)

**Celeste Bell**                                 **\$75,000**                                 **07-25-2026**                                 **10 Months**  
Lecturer  
Department of Management

Ms. Celeste Bell received an MS in Human Resources Management and Development from New York University and a BS in Exercise Science from the University of North Carolina at Greensboro. She is currently an instructor at the Business College of Michigan State University.

**Jimesh Bhagatji**                                 **\$70,000**                                 **01-10-2026**                                 **12 Months**  
Lecturer  
Department of Mechanical and Aerospace Engineering  
Restricted Appointment

Mr. Jimesh Bhagatji received an MS in Mechanical Engineering from Old Dominion University. He was previously a Graduate Research Assistant in the Composite Modeling and Manufacturing Lab in the Department of Mechanical and Aerospace Engineering at Old Dominion University. (Restricted one-year appointment)

**Remica Bingham-Risher**                                 **\$175,000**                                 **01-25-2026**                                 **10 Months**  
Master Lecturer  
Department of English

Ms. Remica Bingham-Risher received an MFA in Writing, Literature, and Poetry from Bennington College and a BA in English from Old Dominion University. She previously served

as the Director of Quality Enhancement Plan Initiatives at Old Dominion University. (Designated as the Associate Vice Provost for Faculty Excellence and Engagement in the Division of Academic Affairs)

**Thomas Bryer**                      **\$182,000**                      **07-25-2026**                      **10 Months**  
Professor  
School of Public Service

Dr. Thomas Bryer received a PhD in Public Administration from the University of Southern California, an MPA in Public Administration from George Washington University, and a BA in Political Science from American University. He is currently a Professor in the School of Public Administration at the University of Central Florida. (\$15,000 stipend provided to establish and direct a center related to the cluster; Award of tenure is dependent upon tenure review and approval of the Board of Visitors)

**Matthew Carpenter**                      **\$95,000**                      **07-25-2026**                      **10 Months**  
Clinical Assistant Professor  
School of Rehabilitation Sciences

Dr. Matthew Carpenter received an OTD in Occupational Therapy from Virginia Commonwealth University and a BA in Sociology from The College of William & Mary. He is currently a restricted-hire Clinical Assistant Professor in the School of Rehabilitation Sciences at Old Dominion University. (No longer a restricted hire)

**Mengliu Cheng**                      **\$75,000**                      **07-25-2026**                      **10 Months**  
Assistant Professor  
Department of History  
Tenure Track

Ms. Mengliu Cheng received an MA in History from the University of Pennsylvania, an MA in Graduate Liberal Studies from Duke University, and a BA in English from Guangdong University of Foreign Studies (China). She is currently a Fellow at the University of Pennsylvania. (Rank is contingent upon the successful completion of the PhD degree by December 24, 2026)

**Olivia Cheskey**                      **\$65,000**                      **07-25-2026**                      **10 Months**  
Lecturer  
School of Rehabilitation Sciences

Ms. Olivia Cheskey received a BS in Health Science and Recreational Therapy from Old Dominion University and is expected to receive her MS in Recreational Therapy from Temple University in spring 2026. She is currently a Clinical Recreation Therapist at Sheltering Arms Institute. (Rank is contingent upon the successful completion of her master's degree)

**Erika Counts**                      **\$95,000**                      **07-25-2026**                      **10 Months**  
Clinical Assistant Professor  
School of Rehabilitation Sciences

Dr. Erika Counts received an OTD in Occupational Therapy from the University of St. Augustine and a BS in Occupational Therapy from Howard University. She is currently a restricted-hire Clinical Assistant Professor in the School of Rehabilitation Sciences at Old Dominion University. (No longer a restricted hire)

**Thomas Drake**                      **\$90,000**                      **01-10-2026**                      **12 Months**  
Lecturer  
Department of Professional Nursing  
Restricted Appointment

Mr. Thomas Drake received an MS in Nursing from Regent University and a BS in Nursing from Old Dominion University. He previously served as a Clinical Instructor at Paul D. Camp Community College and was an Online Adjunct Instructor for the Nursing program at Regent University. (Restricted one-year appointment)

**Stephanie Ewers**                      **\$100,000**                      **01-10-2026**                      **10 Months**  
Clinical Assistant Professor  
Department of Health Behavior, Policy, and Management

Dr. Stephanie Ewers received a PhD in Health Sciences and an MPH in Health Promotion and Education from Liberty University, as well as a BS in Health Services and Counseling from Old Dominion University. She previously was an Administrative Professional at Old Dominion University. (\$10,000 stipend for serving as the Director of Accreditation for the Joint School of Public Health)

**Anthony Garcia**                      **\$52,000**                      **07-25-2026**                      **10 Months**  
Lecturer  
Department of English  
Restricted Appointment

Mr. Anthony Garcia received an MEd in English Education Curriculum and Instruction, a BA in English and Professional Writing, and a BS in Psychology from Old Dominion University. He is currently a restricted-hire Lecturer in the Department of English at Old Dominion University. (Restricted one-year appointment)

**Catherine Gaspar**                      **\$84,000**                      **07-25-2026**                      **10 Months**  
Assistant Professor  
Department of Human Movement Studies and Special Education  
Tenure Track

Dr. Catherine Gaspar received a PhD in Special Education with a focus on Intellectual Disability and Autism and an MA in Developmental Disabilities from Columbia University, as well as a BS in Early Childhood Special Education from the University of Maryland. She is currently an Assistant Professor of Special Education at the University of Texas Rio Grande Valley.

**Lancelot Gooden**                      **\$77,000**                      **07-25-2026**                      **10 Months**  
Assistant Professor  
Department of Educational Leadership and Workforce Development  
Tenure Track

Dr. Lancelot Gooden received an EdD in Adult and Community Education from North Carolina State University at Raleigh, an MEd in Mathematics from Campbell University, and a BS in Industrial Mathematics and Computer Science from St. Augustine's University. He is currently a restricted-hire Lecturer in the Department of Educational Leadership and Workforce Development at Old Dominion University. (No longer a restricted hire; Updated rank)

**Sherron Gordon-Phan**                      **\$55,000**                      **07-25-2026**                      **10 Months**

Lecturer  
Interdisciplinary Studies

Dr. Sherron Gordon-Phan received an EdD in Educational Leadership from the University of New England, an MS in Special Education and Rehabilitation Counseling from Norfolk State University, and a BS in Human Services Counseling from Old Dominion University. He is currently a restricted-hire Lecturer in the Interdisciplinary Studies program at Old Dominion University. (No longer a restricted hire)

**Destini Harrell**                      **\$75,000**                      **07-25-2026**                      **10 Months**

Lecturer  
Department of Management  
Restricted Appointment

Ms. Destini Harrell received an MBA in Business Administration and a BS in Finance from Old Dominion University. She is currently the Founder and Chief Strategist of The Blessed Rogue. (Restricted one-year appointment)

**Brian Wesley Harrington**                      **\$83,000**                      **07-25-2026**                      **10 Months**

Assistant Professor  
Department of Counseling and Human Services  
Tenure Track

Mr. Brian Harrington received an MEd in School Counseling from Mississippi College and a BA in Counselor Education and Supervision from Tougaloo College. He is currently a Graduate Teaching Fellow at the Center for Teaching and Learning at the University of Mississippi. (Rank is contingent upon the successful completion of the PhD degree)

**Corey Haynes**                      **\$72,000**                      **07-25-2026**                      **10 Months**

Clinical Assistant Professor  
Department of Teaching and Learning

Dr. Corey Haynes received an EdD in Curriculum and Instruction from George Washington University, an MEd in Social Foundations of Education from the University of Virginia, and a BS in English Education from the University of Maryland Eastern Shore. She is currently a restricted-hire Lecturer in the Department of Teaching and Learning at Old Dominion University. (No longer a restricted hire; Updated rank)

**Kellan Head**                      **\$57,938**                      **07-25-2026**                      **10 Months**

Visiting Assistant Professor  
Department of Philosophy and Religious Studies  
Restricted Appointment

Mr. Kellan Head received an MA in Philosophy from Brandeis University and a BA in Linguistics as well as a BA in English and Creative Writing from the University of Rochester. He previously served as an Instructor of Philosophy at Syracuse University. (Restricted one-year appointment)

**Blair Heinz**                      **\$60,000**                      **07-25-2026**                      **10 Month**

Lecturer  
Department of Communication and Theatre Arts  
Restricted Appointment



**Jieun Kim**                                 **\$92,500**                         **07-25-2026**                         **10 Months**  
Assistant Professor  
School of Public Service  
Tenure Track

Ms. Jieun Kim received an MS in Regional Planning from Cornell University and a BFA and a BS in Architecture from the Rhode Island School of Design. She is currently an Affiliate at the Center on Technology, Data and Society at Arizona State University. (Rank is contingent upon the successful completion of the PhD degree)

**Jude Klena**                                 **\$65,000**                         **07-25-2026**                         **10 Months**  
Lecturer  
Department of Sociology and Criminal Justice

Mr. Jude Klena received a Juris Doctor from The College of William & Mary and a BS in Mathematics from the University of Pittsburgh. He currently serves as Counsel for the Naval Information Forces in the U.S. Navy Office of the General Counsel.

**Caleb Lane**                                 **\$67,500**                         **02-10-2026**                         **12 Months**  
Administrative Professional  
University Libraries

Mr. Caleb Lane received an MS in Library and Information Studies from Old Dominion University and a BS in Media Studies from Radford University. He was previously the Community Engagement Senior Librarian and Assistant Manager at Suffolk Public Library.

**Daniel Linford**                                 **\$65,000**                         **07-25-2026**                         **10 Months**  
Lecturer  
Department of Philosophy and Religious Studies

Dr. Daniel Linford received a PhD in Philosophy from Purdue University, an MA in Philosophy from Virginia Tech, and a BS in Physics from the University of Rochester. He is currently a restricted-hire Lecturer in the Department of Philosophy and Religious Studies at Old Dominion University. (No longer a restricted hire)

**Natalie MacCall**                                 **\$87,500**                         **07-25-2026**                         **10 Months**  
Lecturer  
School of Accountancy

Ms. Natalie MacCall received an MBA in Business Administration and a BS in Accounting from Old Dominion University. She is currently a restricted-hire Lecturer in the School of Accountancy at Old Dominion University. (No longer a restricted hire)

**Amanda Mohammad Mirzaei** **\$80,000**                         **07-25-2026**                         **10 Months**  
Assistant Professor  
Department of Teaching and Learning  
Tenure Track

Dr. Amanda Mohammad Mirzaei received a PhD in Education and Mathematics and an MS in Mathematics from the University of Delaware, as well as a BS in Mathematics from La Salle University. She is currently an Assistant Professor in the School of Education at Manhattanville University.

**Derek Munn**                                 **\$65,000**                                 **07-25-2026**                                 **10 Months**  
Lecturer  
Department of Art

Mr. Derek Munn received an MFA in Design from the School of Visual Arts and a BFA from Old Dominion University. He is currently a restricted-hire Lecturer in the Department of Art at Old Dominion University. (No longer a restricted hire)

**Zach NewCheever**                                 **\$93,000**                                 **06-10-2026**                                 **12 Months**  
Assistant Professor  
F. Ludwig Diehn School of Music  
Tenure Track

Dr. Zach NewCheever received a DMA in Wind Conducting and Literature from the University of Colorado Boulder, an MMus in Instrumental Conducting from Austin Peay State University, and a BMus in Theory and Composition from Trevecca Nazarene University. He is currently the Director of the Symphonic Band at Nebraska Wesleyan University. (Will hold the designation of the Director of Athletic Bands)

**Kelly Perriello**                                 **\$52,000**                                 **07-25-2026**                                 **10 Months**  
Lecturer  
Department of English  
Restricted Appointment

Ms. Kelly Perriello received an MA in English from Old Dominion University and a BA in English from Christopher Newport University. She is currently a restricted-hire Lecturer in the Department of English at Old Dominion University. (Restricted one-year appointment)

**Katherine Rocca**                                 **\$52,000**                                 **07-25-2026**                                 **10 Months**  
Lecturer  
Department of English  
Restricted Appointment

Ms. Katherine Rocca received an MA in English Literature from the University of Louisville and a BA in History and English from James Madison University. She is currently a restricted-hire Lecturer in the Department of English at Old Dominion University. (Restricted one-year appointment)

**Sangita Seaburg**                                 **\$93,630**                                 **06-10-2026**                                 **12 Months**  
Clinical Assistant Professor  
Department of Professional Nursing

Dr. Sangita Seaburg received a DNP in Nursing from Chamberlain University, an MS in Nursing from Western Governors University, a BS in Nursing from Sentara College of Health Sciences, and a BS in Business Administration from Old Dominion University. She is currently a restricted-hire Lecturer in the Department of Professional Nursing at Old Dominion University. (No longer a restricted hire; Updated rank)

**Danyel Smith**                                 **\$95,000**                                 **07-25-2026**                                 **10 Months**  
Assistant Professor  
Department of Psychology

## Tenure Track

Dr. Danyel Smith received a PhD in Health Psychology, an MS and a BS in Psychology, and a BA in African American Studies from Virginia Commonwealth University. He is currently a Postdoctoral Associate in the Office of Health Disparities at Georgetown University's Lombardi Comprehensive Cancer Center and an Oral Health Scholar at the George E. Richmond Foundation.

**Kimberly Smith**                      **\$147,500**                      **06-10-2026**                      **12 Months**  
Associate Professor  
School of Speech-Language Pathology

Dr. Kimberly Smith received a PhD in Communication Sciences and Disorders from the University of South Carolina and an MS and BS in Speech-Language Pathology from Old Dominion University. She is currently an Associate Professor and Chair of the Department of Speech Pathology and Audiology at the University of South Alabama. (Will hold the designation of Chair for the School of Speech-Language Pathology; Award of tenure is dependent upon tenure review and approval of the Board of Visitors)

**Sonnee Stanley**                      **\$62,000**                      **12-25-2025**                      **12 Months**  
Instructor  
Department of Counseling and Human Services  
Restricted Appointment

Ms. Sonnee Stanley received an MEd in Counseling Services with a concentration in Marriage and Family Therapy from Western Kentucky University, a BA in Sociology from both Western Kentucky University and Texas State University, and a BS in Chemistry and Math from Temple College and the University of Mary Hardin-Baylor. She was previously an Adjunct Professor in the Department of Counseling and Human Services at Old Dominion University. (Restricted one-year appointment)

**Holly Szumila-Vance**                      **\$98,000**                      **07-25-2026**                      **10 Months**  
Assistant Professor  
Department of Physics  
Tenure Track

Dr. Holly Szumila-Vance received a PhD and an MS in Physics from Old Dominion University, and a BS in Aerospace Engineering and a BS in Space Physics from Embry-Riddle Aeronautical University. She is currently an Assistant Professor at Florida International University.

**Deborah Wallace**                      **\$63,000**                      **07-25-2026**                      **10 Months**  
Lecturer  
Department of Communication and Theatre Arts

Ms. Deborah Wallace received a BA in English and Creative Writing from Old Dominion University. She is expected to receive a Master of Studies in Writing for Performance from the University of Cambridge in 2026. She is currently a restricted-hire Lecturer in the Department of Communication and Theatre Arts at Old Dominion University. (No longer a restricted hire)

**Carrol Warren**                      **\$77,000**                      **07-25-2026**                      **10 Months**  
Assistant Professor  
Department of Educational Leadership and Workforce Development

Tenure Track

Dr. Carrol Warren received an EdD in Adult and Community College Education from North Carolina State University, an MEd in Rehabilitation Counseling from the University of Texas at Austin, and a BA in Psychology from Meredith College. She is currently a Clinical Assistant Professor and the Director of the EdD program in Organizational Leadership and Learning at the University of North Carolina at Chapel Hill.

**Michael Weber**                      **\$53,560**                      **07-25-2026**                      **10 Months**  
Lecturer  
Department of English  
Restricted Appointment

Mr. Michael Weber received an MFA in Creative Writing from the University of Tampa, an MA in English from Binghamton University, and a BA in English from California State University, Long Beach. He is currently a restricted-hire Lecturer in the Department of English at Old Dominion University. (Restricted one-year appointment)

**Tammy Woodward**                      **\$60,000**                      **07-25-2026**                      **10 Months**  
Lecturer  
Department of STEM Education and Professional Studies

Ms. Tammy Woodward received an MS in Library and Information Sciences from the University of Wisconsin-Milwaukee and a BA in History from the University of Maryland. She is currently the Director/Supervising Archivist III at the Outer Banks History Center, part of the State Archives of North Carolina. (Tentative base salary increase of \$2,000 provided upon successful completion of PhD degree)

**Caleb Wyckoff**                      **\$65,000**                      **01-10-2026**                      **12 Months**  
Lecturer  
Department of Biological Sciences  
Restricted Appointment

Dr. Caleb Wyckoff received a PhD in Biomedical Sciences, an MS, and a BS in Biology from Old Dominion University. He was previously a Teaching Assistant in the Department of Biological Sciences at Old Dominion University. (Restricted one-year appointment)

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**FACULTY EMERITI APPOINTMENTS**

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the title of emeritus/emerita for the following eleven faculty members and faculty administrators.

<u>Name and Rank</u>	<u>Effective Date</u>
Kent E. Carpenter Eminent Scholar Emeritus and Professor Emeritus of Biological Sciences	September 1, 2026
John A. Doukas William B. Spong Jr., Endowed Chair Emeritus of Business, Eminent Scholar Emeritus, and Professor Emeritus of Finance	June 1, 2026

W. Steven Gray Associate Professor Emeritus of Electrical and Computer Engineering	June 1, 2026
Patricia A. Laverdure Associate Professor Emerita of Rehabilitation Sciences	June 1, 2026
Carolyn J. Lawes Associate Professor Emerita of History	June 1, 2026
John R. Lombard Associate Professor Emeritus of Public Service	January 1, 2026
Anastasia “Stacie” M. Raymer Professor Emerita of Speech-Language Pathology	July 1, 2026
Huseyin Sarper Teaching Professor Emeritus of Engineering Fundamentals	June 1, 2026
Gary Schafran Professor Emeritus of Civil and Environmental Engineering	July 1, 2026
Charles I. Sukenik University Professor Emeritus and Professor Emeritus of Physics	June 1, 2026
Linda Vahala Associate Professor Emerita of Electrical and Computer Engineering	September 1, 2026

### **Kent E. Carpenter**

Dr. Kent E. Carpenter, Professor and Eminent Scholar in Biological Sciences, joined Old Dominion University in Spring 1996 after a distinguished international career in marine science research at the Kuwait Institute of Scientific Research and the Fisheries Department of the Food and Agriculture Organization of the United Nations in Rome.

Over his 30-year teaching career, Dr. Carpenter taught courses in Ichthyology, Marine Biology, and Marine Conservation Biology. He mentored 23 master’s students, seven PhD students, two Fulbright scholars, and supported numerous research associates and undergraduate researchers. As a scientist, he published nearly 100 peer-reviewed articles and contributed to 14 books, including a highly cited article in *Science*. He also served as lead Principal Investigator on 67 research grants totaling over \$12.5 million through the ODU Research Foundation.

At Old Dominion University, Dr. Carpenter manages the Marine Biodiversity Unit for the International Union for Conservation of Nature, which assesses the extinction risk of marine species. Since 2006, the unit’s presence at the University has enhanced student support, advanced marine conservation biology research, and strengthened Old Dominion University’s international reputation. Dr. Carpenter’s honors include the Provost’s Award for Leadership in International Education (2008), Fulbright Senior Scholar Award (2011, 2024), College

of Sciences Distinguished Research Award (2013), and the SCHEV Outstanding Faculty Award (2019), among others.

### **John A. Doukas**

Dr. John A. Doukas holds the William B. Spong, Jr. Endowed Chair in Business and is an Eminent Scholar. He serves as an Honorary Finance Research Associate at the Judge Business School, University of Cambridge. He received the Graham and Dodd Award in 2004 for his article “Divergent Opinions and the Performance of Value Stocks.” He was named to Stanford University’s World’s Top 2% Scientists list in 2020, 2022, 2023, and 2024, and his work has been cited over 12,548 times.

Dr. Doukas has published over 150 academic articles on finance and business in leading journals. He is the founding and managing editor of *European Financial Management*, the foremost scientific journal in European finance, and the founder and past president of the European Financial Management Association. Dr. Doukas initiated and continues to organize the Annual EFM “Merton H. Miller” Doctoral Seminar in honor of the Nobel Laureate. He also serves as editor of the *European Finance Abstracts Journal*, a Financial Economics Network publication of Social Science Electronic Publishing, Inc., and Social Science Research Network. He has published seven books, co-edits the *JAI Press Annual Research Series in International Business and Finance*, and has served as collection editor for the Business Experts Press book series in Finance and Financial Management. He is also a member of the Editorial Board of the *Journal of International Business Studies*.

### **W. Steven Gray**

Dr. William “Steven” Gray earned a BS in Electrical Engineering from Purdue University, an MS in Electrical Engineering, an MS in Applied Mathematics, and a PhD in Electrical Engineering from the Georgia Institute of Technology. He joined Old Dominion University as a Visiting Associate Professor in the Department of Electrical and Computer Engineering in 1997 and was promoted to Associate Professor with tenure in 2002. His achievements in teaching, research, and service have been recognized with several awards, including the Department of Electrical and Computer Engineering Outstanding Teaching Award (2003, 2025), Outstanding Research Award (2005), the Batten College of Engineering and Technology’s Excellence in Research Award (2005) and Outstanding Teaching Award (2010), the Reign On Faculty Recognition Award (2020), the Dean of Students’ Shining Star Recognition Award (2015), and the Dean of Students’ Inspirational Faculty Member Award (2018).

Dr. Gray has advised 15 master’s and doctoral students at Old Dominion University. His administrative roles include co-director of the Systems Research Laboratory (2002-present), membership on the Department of Electrical and Computer Engineering graduate committee (1998-2008, 2010-2013, 2018-2024), and representing the University in the International Master’s Program (2000). He also served as an external expert for the Food and Agriculture Organization of the United Nations in 2016.

Dr. Gray’s research focuses on mathematical system theory and its applications in engineering, physics, and biology. He has published 250 papers, technical reports, and abstracts. He has received 19 grants totaling over \$3.1 million, delivered approximately 200 presentations at scientific meetings or invited seminars, and organized or co-organized 15 professional scientific meetings.

### **Patricia A. Laverdure**

Dr. Patricia A. Laverdure, OTD, OTR/L, BCP, CLA, FAOTA, serves as Associate Professor, Program Director of Occupational Therapy, and Chair of the School of Rehabilitation Sciences at Ellmer College of Health Sciences. She is a board-certified pediatric occupational therapist with over forty years of clinical, administrative, and academic experience in early intervention, school-based practice, hospitals, and community settings.

Dr. Laverdure specializes in pediatric practice, leadership, systems-level change, and health professions education. She has served as a pediatric practitioner, program manager, and academic leader, advancing evidence-

informed, occupation-centered practice in educational and healthcare systems. She is nationally recognized for her contributions to professional reasoning, practice innovation, workforce development, and advocacy for children and youth with disabilities.

Dr. Laverdure has published extensively in peer-reviewed journals, professional guidance documents, books, and edited volumes on school-based occupational therapy, leadership, mental health promotion, and high-leverage practices. Her scholarship focuses on knowledge translation, connecting research, policy, and practice to enhance participation, equity, and outcomes for children, families, and schools. She has also secured and contributed to state and federal grants supporting interdisciplinary personnel preparation and professional development.

Dr. Laverdure is a respected national and international speaker and has held key professional leadership roles, including chairing national special interest councils. As a Fellow of the American Occupational Therapy Association, she is dedicated to mentoring emerging scholars, educators, and practice leaders in the field.

### **Carolyn J. Lawes**

Dr. Carolyn J. Lawes joined Old Dominion University in 1993. She holds a BA in History from the University of Santa Clara (1980), followed by an MA (1984) and a PhD (1992) in U.S. History from the University of California, Davis. Before joining Old Dominion University, she served as a Lecturer in American Civilization at the Charles V Institute, University of Paris-VII (1986-1987), and as an Adjunct Instructor in the Department of Social Sciences at Mound Ida College (1991).

Dr. Lawes began at Old Dominion University as an Assistant Professor specializing in Early U.S. and Colonial History. She directed the American Studies Minor Program from 1999 to 2002 and was promoted to Associate Professor with tenure in 2001.

Dr. Lawes is an expert in Early U.S. History with a focus on women's history. Her book, *Women and Reform in a New England Community, 1815-1860* (University Press of Kentucky, 2000), and related articles are recognized contributions to the field. Since the early 2000s, she has developed online courses and pedagogical tools, launching her first undergraduate online course at Old Dominion University in 2005 and her first upper-division online course in 2009.

### **John R. Lombard**

Dr. John R. Lombard served at Old Dominion University for over 27 years, making lasting contributions to teaching, scholarship, leadership, and public service. His career reflects the high standards of emeritus status and a strong commitment to the University's mission and reputation.

During his tenure, Dr. Lombard held several academic and administrative leadership roles, including Associate Professor, Graduate Program Director, Interim Department Chair, and Director of the E. V. Williams Center for Real Estate and Economic Development. He consistently accepted leadership responsibilities during transitional periods, demonstrating his commitment to the school's and the University's stability and success. In these positions, he strengthened graduate programs, advanced interdisciplinary research, supported faculty development, and promoted engagement with regional and professional partners. His leadership is marked by integrity, collegiality, and a focus on institutional progress.

Dr. Lombard's scholarly work is both substantial and influential. He co-authored *Applied Spatial Modeling and Planning* (Routledge), a recognized contribution to regional economics and spatial analysis, and published extensively in peer-reviewed journals on public administration, economic development, governance, and spatial policy. His research informs academic discourse and applied practice, supporting the University's research mission and serving the public good.

Dr. Lombard is also dedicated to teaching and mentorship. He has taught a broad range of courses in the School of Public Service and mentored both doctoral and graduate students. He has chaired several doctoral dissertations and contributed significantly to student success and development. His excellence in advising earned him the Strome College of Business Outstanding Faculty Advising Award (2023).

Dr. Lombard has provided exemplary service to the University and his field. He has chaired and served on key committees, including promotion and tenure and faculty search committees, and represented the U.S. on the International Geographical Union Applied Geography Commission. His editorial board memberships, peer-review activities, and professional leadership further demonstrate his national and international stature.

### **Anastasia “Stacie” M. Raymer**

Dr. Anastasia “Stacie” M. Raymer, Ph.D., CCC-SLP, is a Professor in the School of Speech-Language Pathology at Old Dominion University and will retire in June 2026. She holds a BSEd in Communication Disorders from the University of Wisconsin-Madison and an MA (1982) and a PhD (1993) in Speech Pathology from the University of Florida. She also completed a postdoctoral fellowship at the University of Florida Department of Neurology.

Dr. Raymer joined Old Dominion University as an Assistant Professor in 1996, was promoted to Associate Professor in 2001, and became Professor in 2006. Over her 40-year career, including 30 years at Old Dominion University, she has focused on improving rehabilitation for individuals with communication impairments from stroke and dementia. Her research applies neuroplasticity principles to enhance therapy for stroke-induced aphasia, dysgraphia, and apraxia. She has led systematic reviews of treatment research in aphasia and cognition related to stroke and brain injury. Her work has received support from the National Institutes of Health (National Institute on Deafness and Other Communication Disorders) and the Department of Defense.

Dr. Raymer has published over 100 papers and chapters, edited a book, and delivered hundreds of presentations nationally and internationally. She is a past president of the Academy of Neurologic Communication Disorders and Sciences and is a Fellow of the American Speech-Language-Hearing Association. She also served as Old Dominion University’s Faculty Athletic Representative for the past seven years.

### **Huseyin Sarper**

Since 2014, Dr. Huseyin Sarper has served as a Teaching Professor (formerly known as “Master Lecturer”) in the Frank Batten College of Engineering and Technology. He began his academic career with a degree in Industrial Engineering. Before joining Old Dominion University, Dr. Sarper spent 26 years as a tenured Professor of Engineering at Colorado State University–Pueblo. He is also a licensed Professional Engineer in Colorado.

At Old Dominion University, Dr. Sarper has held several roles, including Frank Batten College of Engineering and Technology Director of Outreach and senior faculty member in the Engineering Fundamentals Division. He played a key role in developing and teaching new first-year engineering courses for all Frank Batten College of Engineering and Technology students. Over his 12-year tenure, Dr. Sarper taught many of our graduates and consistently received positive feedback for his teaching effectiveness.

### **Gary Schafran**

Dr. Gary Schafran has served in the Department of Civil and Environmental Engineering since 1987, including as Department Chair from 2006 to 2015. Throughout his nearly 40-year tenure at Old Dominion University, he has taught, mentored, and advised hundreds of students in environmental engineering.

Dr. Schafran is a founding co-director of the Potomac Aquifer Recharge Monitoring Laboratory, created by the Virginia General Assembly to monitor groundwater recharge impacts on a coastal plain aquifer. He has also researched reclaimed water recharge through the Hampton Roads Sanitation District Sustainable Water Initiative for Tomorrow project. Additionally, Dr. Schafran has been the faculty advisor for the American Society of Civil Engineers (ASCE) Student Chapter at Old Dominion University and has guided their steel bridge and concrete canoe teams for over 30 years.

### **Charles I. Sukenik**

Dr. Charles I. Sukenik earned a BA in Physics from Cornell University and a PhD in Physics from Yale University. He completed postdoctoral appointments at the University of Michigan-Ann Arbor and the University of Wisconsin-Madison before joining the Old Dominion University faculty as an Assistant Professor of Physics in 1997. He received tenure in 2003 and was promoted to Professor in 2011. Dr. Sukenik served as Chair of the Department of Physics for nine years (2011-2017 and 2020-2023) and previously as Chief Departmental Advisor for seven years.

Dr. Sukenik has served on numerous University, college, and departmental committees and was an interim Trustee on the ODU Research Foundation Board in 2017. His honors include the University Doctoral Mentoring Award (2024), the College of Sciences Above and Beyond Faculty Award (2019), the University Professor designation (2011), the College of Sciences Advisor of the Year Award (2005, 2011), the College of Sciences Distinguished Faculty Teaching Award (2007, 2010), and the Gene W. Hirschfeld Faculty Excellence Award (2004). He co-introduced active learning environments to the physics program in 2008 and significantly upgraded the advanced laboratory course for physics majors.

Dr. Sukenik's research focuses on experimental ultracold atomic, molecular, and optical physics. His work has received support from organizations such as the National Science Foundation, NASA, NOAA, Jefferson Laboratory, Argonne National Laboratory, SAIC, The Jeffress Memorial Trust, NATO, and the Virginia Space Grant Consortium. He has supervised 13 PhD students and 28 undergraduate senior theses.

### **Linda Vahala**

Dr. Linda Vahala earned a BS in Physics from the University of Illinois, an MS in Physics from the University of Iowa, and was the first to receive a PhD in Applied Physics from Old Dominion University. She joined the Department of Electrical and Computer Engineering as an Assistant Professor in 1987 and was promoted to Associate Professor in 1993, becoming the first woman in her department to receive tenure. From 2004 to 2016, she served as Associate Dean of the Batten College of Engineering and Technology.

Dr. Vahala has devoted significant effort to mentoring undergraduates and advising student organizations, including the Society of Women Engineers and the Amateur Student Radio Club. Her commitment to student success has been recognized by her selection as "the most inspirational faculty member" by a Kaufman Prize winner. She was named the 1995 Peninsula Engineer of the Year, the only faculty member in the college to receive this honor and received the 2012 Engineer's Club of Hampton Roads Distinguished Service Award.

Dr. Vahala has supervised 10 master's and doctoral students at Old Dominion University, with research interests in plasma fusion, mobile phone dynamics in commercial aircraft, and quantum computing. Her work has received support from NASA, the National Science Foundation, the U.S. Department of Energy (DOE), and the U.S. Department of Education. In 2005, she was part of a computational team that was a Gordon Bell finalist at the Supercomputer Conference for lattice Boltzmann turbulence simulations on the Japanese *Earth Simulator*, then the world's fastest supercomputer. The DOE selected only four codes for the *Earth Simulator*, requiring on-site work from 2004 to 2005. Her December 2023 simulation results were featured on the cover of *The Physics of Plasmas* and selected as the *Editor's Pick*. She has published over 110 papers, delivered more than 230 presentations at national and international conferences, and secured over \$4.8 million in theoretical grants and contracts.

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## APPROVAL OF MASTER OF SCIENCE DEGREE PROGRAM IN APPLIED BEHAVIOR ANALYSIS

RESOLVED that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed Master of Science degree program in Applied Behavior Analysis, 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 Master of Science (MS) degree program in Applied Behavior Analysis. The proposed program will be administered by the Department of Human Movement Studies and Special Education (HMSE) in the Darden College of Education and Professional Studies and is to be implemented by Fall 2027.

The purpose of the proposed MS in Applied Behavior Analysis degree program is to teach students to design, implement, and evaluate scientifically based behavioral programs for individuals with neurodevelopmental disabilities, including autism spectrum disorder (ASD) and intellectual disabilities. Applied Behavior Analysis is the application of the science of human behavior to address socially significant behavior and improve quality of life. The degree program will provide students with foundational knowledge of human behavior and its relation to environmental events. Students will learn to design and implement behavioral programs within the context of ongoing assessment and data-based decision-making. The program will emphasize the identification, selection, and implementation of evidence-based practices (EBPs) to promote positive outcomes for individuals with neurodevelopmental disabilities. Students will become competent in behavioral assessment, selection, implementation, and evaluation of EBPs.

Graduates will be knowledgeable about the principles of human behavior and prepared to implement effective and scientifically based behavioral programs to address the needs of clients with neurodevelopmental disabilities. Graduates will be eligible to take the national certification examination and apply for state licensure as behavior analysts. The program will prepare graduates to work for public and private educational agencies, including schools, residential facilities, alternative schools, and agencies that provide behavioral services to children and adults with neurodevelopmental disabilities.

The proposed MS in Applied Behavior Analysis program will address the need for graduate-level professionals with expertise in behavior analysis and training to assess and identify the learning needs of individuals with neurodevelopmental disabilities, develop and implement culturally relevant EBPs tailored to their individual needs, values, and preferences, collaborate with parents, caregivers, and other professionals in providing effective services, and advocate for their clients.

The proposed MS in Applied Behavior Analysis program will align with Old Dominion University's mission by offering a rigorous and "dynamic online learning" program to equip graduate students with the knowledge, skills, and dispositions and "motivate the pursuit of excellence" in behavior analysis. The program will "collaborate with strategic partners" to provide students with clinical experiences to "address challenges and propose solutions" that impact the "environment, health, and wellness" in their communities.

The proposed MS in Applied Behavior Analysis will require 36 credit hours of graduate-level coursework, including 6 credit hours of supervised experiential learning in behavior analysis. A capstone project will be required at the end of the program. The proposed project does not include subareas. The curriculum will focus on knowledge of human behavior, and behavioral principles and procedures needed to (a) change behavior, (b) increase independent functioning, and (c) improve quality of life.

## APPROVAL OF MASTER OF SCIENCE DEGREE PROGRAM IN GEOGRAPHIC INFORMATION SCIENCE AND TECHNOLOGY

RESOLVED that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed Master of Science degree program in Geographic Information Science and Technology, 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 Master of Science (MS) degree program in Geographic Information Science and Technology. The proposed program will be administered by the Department of Political Science and Geography in the College of Arts and Letters and is to be implemented by Fall 2027.

The purpose of the proposed MS in Geographic Information Science and Technology is to provide students with foundational knowledge in the core competencies of Geographic Information Systems (GIS) and applications. The program will focus on providing students with skills to acquire, analyze, visualize, and understand insights from geospatial data. Students will learn to acquire and create GIS data, analyze satellite, airborne, and drone data, design and implement GIS systems, and conduct spatial, statistical, and geovisualization analyses. The program will provide students with core competency coursework and project-based learning to discover and apply GIS data to better understand the world and to solve real-world problems.

Students will obtain knowledge and skills operating GIS software, Global Positioning Systems (GPS) hardware and data, remote sensing image processing software, and Uncrewed Autonomous Systems (UAS, aka drone) mapping, and data analysis. Students will learn to design, implement, and manage enterprise GIS systems and to create efficient and accurate workflows that analyze GIS data. Graduates of the program will be prepared for advanced positions in public agencies or the private sector that require design, advanced analyses, and data-driven geospatial solutions.

The proposed MS degree in Geographic Information Science and Technology will help meet workforce needs by providing students with the advanced skills to work as geospatial scientists, managers, and developers. Old Dominion University is fully committed to offering the proposed degree program to ensure professionals are prepared and trained to meet industry needs.

The proposed MS in Geospatial Information Science and Technology degree program aligns with the institution's mission. The degree program will provide a curriculum that will "foster dynamic...global online learning". The program will "collaborate with strategic partners" and engage in the "pursuit of excellence in dedicated fields and professions".

The proposed Master of Science in Geographic Information Science and Technology will require 30 credit hours. The foundational courses will provide students with the introductory breadth and depth of GIS data, software, and core analytical techniques. Students will gain a basic understanding of GIS data models and structures, databases and file formats, enterprise data handling for workstations and cloud-based GIS, and fundamental techniques for spatial analysis and GIS map design.

#### **APPROVAL OF MASTER OF SCIENCE DEGREE PROGRAM IN HUMAN SERVICES LEADERSHIP DEVELOPMENT**

RESOLVED that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed Master of Science degree program in Human Services Leadership Development, 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 Master of Science (MS) degree program in Human Services Leadership Development. The proposed degree will be located in the Department of Counseling

and Human Services in the Darden College of Education and Professional Studies, with an anticipated initiation in Fall 2027.

The purpose of the MS in Human Services Leadership Development degree program is to educate students in leadership, supervision, and organizational practice in human services organizations. The MS in Human Services Leadership Development degree program will provide students with a cogent understanding of the operations of diverse human services organizations and how they serve their clientele to actualize more just, equitable, and healthy communities.

The program will provide students with specific coursework to prepare them to manage the full spectrum of human services program development. It encompasses working alongside community stakeholders to assess community needs, design programs based on those, evaluate program effectiveness, and access necessary funding and human resources. Students will obtain essential knowledge and skills to develop, supervise, lead, and sustain human service organizations in diverse community settings and work across myriad differences with a variety of interests and aims.

Graduates of the proposed program will be prepared to develop, interpret, and apply policies as they relate to organizational operations and identify avenues for advocacy and change. The program will prepare graduates to engage with individuals, agencies, businesses, and governmental and non-governmental organizations that seek to connect community members with the services and support they need to thrive in their environments.

The proposed MS in Human Services Leadership Development degree program directly serves to fulfill the mission of Old Dominion University, such that it will foster “dynamic...learning” for students to become leaders in the community who can “address challenges and propose solutions” that promotes “health and wellness, and social justice” for high needs populations.

The proposed MS in Human Services Leadership Development degree program requires 30 credit hours. The curriculum for the Master of Science in Human Services Leadership Development will provide a comprehensive educational foundation, equipping students with the knowledge, skills, and competencies needed for leadership roles in human services organizations. Through a combination of coursework, case studies, and practical applications, students will gain expertise in the following key areas: 1) Emerging Trends in Human Services Delivery, 2) Knowledge and Theory of Human Systems, 3) Conditions that Promote and Inhibit Human Functioning, 4) Information Literacy, 5) Program Planning and Evaluation, 6) Administrative Leadership, and 7) Legal and Ethical Practice.

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## **CLOSURE OF BACHELOR OF SCIENCE IN EARLY CHILDHOOD EDUCATION**

RESOLVED that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the closure of the Bachelor of Science in Early Childhood Education 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 Bachelor of Science (BS) in Early Childhood Education, Pre-Kindergarten through 3rd Grade degree program, effective Fall 2026. The program is housed in the Department of Teaching and Learning in the Darden College of Education and Professional Studies.

In line with our continuous improvement efforts, degree programs have been updated to better reflect the needs of employers hiring Old Dominion University graduates. As part of these programmatic changes, we no longer require the BS in Early Childhood Education, Pre-Kindergarten through 3rd Grade degree, as students can now earn a BS in Elementary Education, Pre-Kindergarten through 6th Grade. This degree is more appropriate for our

students and workforce as it includes early childhood preparation, allows for expanded job opportunities, and typically results in higher-paying positions. After detailed discussions by curricula committees, program faculty, and program directors, the recommendation has been made to close the BS in Early Childhood Education, Pre-Kindergarten through 3rd Grade degree.

This closure will have no impact on faculty. A teach-out plan will be put in place to allow all currently enrolled and admitted students to either transfer to a comparable degree within the institution or complete the degree in full prior to the resolution of instruction.

## **CLOSURE OF MASTER OF SCIENCE IN EDUCATION IN EARLY CHILDHOOD EDUCATION**

RESOLVED that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the closure of the Master of Science in Education in Early Childhood Education degree program, effective with the Spring 2027 semester, pending approval by the State Council of Higher Education for Virginia.

Rationale: Old Dominion University seeks approval to close the Master of Science in Education (MSEd) in Early Childhood Education, with Concentration in Initial Licensure Pre-Kindergarten through 3rd Grade degree program, effective Spring 2027. The program is housed in the Department of Teaching and Learning in the Darden College of Education and Professional Studies.

In line with our continuous improvement efforts, degree programs have been updated to better reflect the needs of employers hiring Old Dominion University graduates. As part of these programmatic changes, we no longer require the MSEd in Early Childhood Education, with Concentration in Initial Licensure Pre-Kindergarten through 3rd Grade degree, as students can now earn a MSEd in Elementary Education, Pre-Kindergarten through 6th Grade. This degree is more appropriate for our students and workforce as it includes early childhood preparation, allows for expanded job opportunities, and typically results in higher-paying positions. After detailed discussions by curricula committees, program faculty, and program directors, the recommendation has been made to close the MSEd in Early Childhood Education, with Concentration in Initial Licensure Pre-Kindergarten through 3rd Grade degree.

This closure will have no impact on faculty. A teach-out plan will be put in place to allow all currently enrolled and admitted students to either transfer to a comparable degree within the institution or complete the degree in full prior to the resolution of instruction.

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

Dr. Bruce Waldholtz, Chair of the Macon & Joan Brock Virginia Health Sciences at Old Dominion University Board stated the Board and its Finance Subcommittee met the prior morning. The Board unanimously approved Dr. Alfred Abuhamad's recommendations for 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>Date</u>	<u>Term</u>
<b>Ahad Abid</b> Assistant Professor Medicine, Division of Hospital Medicine	<b>\$97,850</b>	<b>12/10/2025</b>	<b>12 Mos.</b>

Dr. Ahad Abid received an MD from University of South Carolina and a B.S. in Biology from College of Charleston. He completed a residency in Internal Medicine at University of North Carolina Chapel Hill. Previously Dr. Abid was an Assistant Professor of Clinical Medicine in the Department of General Internal Medicine & Public Health at Vanderbilt University School of Medicine. Currently, Dr. Abid is a practicing physician in the Department of Medicine.

<b>Hiba H. Alamin</b> Assistant Professor Pediatrics, Division of General Academic Pediatrics	<b>N/A</b>	<b>02/09/2026</b>	<b>1 Year</b>
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Dr. Hiba Alamin received an MBBS from University of Khartoum. She completed a residency in Pediatrics at University of Maryland Medical Center. Currently, Dr. Alamin is a practicing physician with Children's Hospital of The King's Daughters.

<b>Christine E. Anzalone</b> Assistant Professor Radiology	<b>N/A</b>	<b>04/06/2026</b>	<b>1 Year</b>
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Dr. Christine Anzalone received a DO from University of New England College of Osteopathic Medicine. She completed a residency in Diagnostic Radiology and a fellowship in Breast and Body Imaging at Dartmouth-Hitchcock Medical Center. Currently, Dr. Anzalone is a practicing physician with Medical Center Radiologists.

<b>Yen Vi T. Eickhoff</b> Instructor Pediatrics, Division of Administration	<b>N/A</b>	<b>12/01/2025</b>	<b>1 Year</b>
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Ms. Yen-Vi Eickhoff received an M.H.S.A. from Armstrong State University and a B.A. in General Studies with a minor in Public Health from Armstrong Atlantic State University. Currently, Ms. Eickhoff is a resident curriculum developer with Children's Hospital of The King's Daughters.

<b>Hassan A. Elzein</b> Assistant Professor Radiology	<b>N/A</b>	<b>03/30/2026</b>	<b>1 Year</b>
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Dr. Hassan Elzein received a DO from Edward Via College of Osteopathic Medicine and a B.S. in Biology from Old Dominion University. He completed a residency in Diagnostic Radiology and a fellowship in Musculoskeletal Imaging and Intervention at Virginia Commonwealth University. Currently, Dr. Elzein is a practicing physician with Medical Center Radiologists.

<b>Margaret Fergusson</b> Instructor Pediatrics, Division of Genetics	<b>N/A</b>	<b>12/01/2025</b>	<b>1 Year</b>
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Ms. Margaret Fergusson received an M.S. in Genetic Counseling from Virginia Commonwealth University and a B.A. in Biology from University of Virginia. Currently, Ms. Fergusson is a pediatric genetic counselor with Children's Hospital of The King's Daughters.

<b>Steven L. Goudy</b> Professor Otolaryngology	<b>\$400,000</b>	<b>01/01/2026</b>	<b>12 Mos.</b>
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Dr. Steven Goudy received an MD from University of Louisville School of Medicine, a Masters in Business Administration from Emory University and a B.S. in Biochemistry and Molecular Biology from Centre College. He completed a residency in Otolaryngology Head and Neck Surgery at University of Louisville School of Medicine and a fellowship in Pediatric Otolaryngology at University of Iowa Hospitals and Clinics. Previously Dr. Goudy was a Professor in the Department of Otolaryngology and Pediatrics at Emory University School of Medicine. Currently, Dr. Goudy is Department Chair and a practicing physician in the Department of Otolaryngology.

<b>Harutyun V. Gyurjyan</b> Assistant Professor Radiology	<b>N/A</b>	<b>04/06/2026</b>	<b>1 Year</b>
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Dr. Harutyun Gyurjyan received an MD from Eastern Virginia Medical School and a B.S. in Biomedical Engineering from the University of Virginia, School of Engineering and Applied Science. He completed a residency in Diagnostic Radiology and a fellowship in Vascular Interventional Radiology at Virginia Commonwealth University Health System/Medical College of Virginia. Currently, Dr. Gyurjyan is a practicing physician with Medical Center Radiologists.

<b>Tara H. Kelly</b> Assistant Professor EVMS School of Health Professions Nutrition Program	<b>\$110,000</b>	<b>02/01/2026</b>	<b>12 Mos.</b>
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Dr. Tara Kelly received a Ph.D. in Health Education and Health Promotion from University of Alabama at Birmingham, an M.S. in Nutrition and a B.S. in Nutrition and Dietetics from East Carolina University. Previously Dr. Kelly was an Instructor in the Department of Nutrition Sciences at University of Alabama at Birmingham. Currently, Dr. Kelly is a faculty in the Nutrition Program.

<b>Prashant Kumar</b> Assistant Professor Otolaryngology, Division of Research	<b>\$110,000</b>	<b>01/10/2026</b>	<b>12 Mos.</b>
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Dr. Prashant Kumar received a Ph.D. and an M.Sc. in Biotechnology from University of Hyderabad. Additionally, he completed Post Doctoral fellowships at Meharry Medical College and University of Tennessee Health Science Center. Currently, Dr. Kumar is a researcher in the Department of Otolaryngology.

<b>Stephen B. Parker</b> Assistant Professor Pediatrics, Division of Pharmacology	<b>N/A</b>	<b>12/15/2025</b>	<b>1 Year</b>
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Dr. Stephen Parker received a PharmD from University of Oklahoma Health Sciences Center and a B.S. in Chemistry from University of Oklahoma. He completed a residency in Pharmacy at Children's National Hospital. Currently, Dr. Parker is a clinical pharmacy specialist at Children's Hospital of The King's Daughters.



David A. Gilbert, MD	Associate Professor	Surgery, Division of Plastic and Reconstructive Surgery	1 year
Jacob T. Hall, MD	Assistant Professor	Medical Education	1 year
Lisa M. Harris, MD	Assistant Professor	Medical Education	1 year
Claude A. Hawkins, MD, M.B.A.	Assistant Professor	Surgery, Division of Plastic and Reconstructive Surgery	1 year
Emilie M. Heidel, DO	Instructor	Pediatrics, Division of Community Pediatrics	1 year
Justin Heizer, MD	Assistant Professor	Medical Education	1 year
Joshua T. Henderson, MD	Assistant Professor	Surgery, Division of Plastic and Reconstructive Surgery	1 year
Alexandra R. Johnston, MD	Assistant Professor	Medical Education	1 year
Ishraq K. Kabir, MD	Assistant Professor	Surgery	1 year
David J. Kobulnicky, MD	Assistant Professor	Medical Education	1 year
Sarah J. Lucente, DO	Assistant Professor	Medical Education	1 year
Iman E. Maiza, MD	Instructor	Pediatrics, Division of Community Pediatrics	1 year
John S. Mancoll, MD	Assistant Professor	Surgery, Division of Plastic and Reconstructive Surgery	1 year
Rebecca B. Martin, MD	Assistant Professor	Surgery	1 year
John C. Mattingly, MD	Assistant Professor	Medical Education	1 year
Rachel C. Mayer, MD	Assistant Professor	Pediatrics, Division of Community Pediatrics	1 year
Munir S. Patel, MD	Assistant Professor	Surgery, Division of Plastic and Reconstructive Surgery	1 year
Erica R. Pelletier, MD	Instructor	Pediatrics, Division of Community Pediatrics	1 year
LaTonya D. Russell, MD, M.P.H.	Assistant Professor	Medical Education	1 year
Shariq Shamim, MD	Assistant Professor	Medical Education	1 year
Ashley G. Shustak, MD, M.P.H.	Assistant Professor	Surgery	1 year
Brianne J. Sullivan, MD	Assistant Professor	Surgery, Division of Plastic and Reconstructive Surgery	1 year
Julie T. Tiffany, MD	Assistant Professor	Pediatrics, Division of Neonatology	1 year
Kyle Y. Xu, MD	Assistant Professor	Surgery, Division of Plastic and Reconstructive Surgery	1 year
Vincent G. Yang, MD	Assistant Professor	Medical Education	1 year

Terms:

12 Mos. = Salaried Faculty

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

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### APPROVAL OF FACULTY EMERITI APPOINTMENTS

RESOLVED that, upon the recommendation of the Macon & Joan Brock Virginia Health Sciences Board of Directors, the Board of Visitors approves the title of emeritus/emerita for the following faculty members. A summary of their accomplishments is included.

**Name and Rank**

Gerald J. Pepe, PhD

**Effective Date**

Professor Emeritus of Biomedical and Translational Sciences July 1, 2026

Howard D. White, PhD  
Professor Emeritus of Biomedical and Translational Sciences July 1, 2026

Thomas R. Grant, MD  
Professor Emeritus of Family and Community Medicine March 6, 2026

### **GERALD J. PEPE**

Dr. Gerald J. Pepe received a Ph.D. in Physiology from the University of Kansas, an M.S. in Biology from Northeastern University, and an A.B. in Biology from Providence College. He completed postdoctoral training at Case Western University and served as a senior staff fellow at National Institutes of Health, Eunice Kennedy Shriver National Institute of Child Health and Human Development. He joined Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School (EVMS) at Old Dominion University as an associate professor in 1978 and was promoted to professor in 1984 and tenured in 1989.

Dr. Pepe is an institutional pillar with extensive leadership experience. He has served as Chair of Physiological Sciences (1984-2006; 2011-2024); Associate Dean for Research (1995-1997); Interim Dean and Provost (2004-2005); Dean and Provost (2005-2012); and most recently, Interim Chair of the newly formed Department of Biomedical and Translational Sciences (2024-2025). Additionally, he has an extensive record of exceptional institutional governance, including service as Faculty Senate President, Tenure Committee Chair, and a long-standing member of the Dean's Executive Committee and Council of Chairs.

Dr. Pepe leads a nationally and internationally recognized research program in reproductive physiology, placental biology, fetal development, and estrogen regulation in primate pregnancy, sustained by NIH funding for more than four decades. He has authored a substantial body of peer-reviewed publications, including recent work in Endocrinology, Biology of Reproduction, Journal of Endocrinology, and Ultrasound in Obstetrics & Gynecology, and has received numerous honors for teaching, research, and leadership, including an Outstanding Achievement in Research Award and the Dean's Outstanding Faculty Award, to name few. He remains active in leading professional societies, including the Endocrine Society, American Physiological Society, Society for the Study of Reproduction, and the Association of American Medical Colleges.

### **HOWARD D. WHITE**

Dr. Howard D. White received a Ph.D. in Biochemistry from Brandeis University and a B.S. in Chemistry from University of Colorado. He completed a Helen Hay Whitney Foundation Postdoctoral fellowship in MRC Cell Biophysics at Kings College. He joined Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School (EVMS) at Old Dominion University as an associate professor in 1985 and was promoted to professor in 1990 and tenured in 1994.

Dr. White's academic career spans nearly five decades in biomedical sciences, marked by extensive institutional leadership including service on promotion and tenure committees, faculty senate, PhD program leadership and admissions, and chairing the Radiation Safety Committee. He has also contributed regionally and nationally through service on review panels for the American Heart Association and Virginia Heart Association.

Dr. White is internationally recognized for research in muscle biophysics, myosin structure and function, and cryo-electron microscopy. He maintained continuous extramural funding from 1976–2022, including NIH, NSF, American Heart Association, American Cancer Society, and Muscular Dystrophy Association grants, supporting multiple trainees and significant portions of salary. His scholarly productivity includes over 100 highly cited publications in journals such as Nature, PNAS, PNAS Nexus, Journal of Molecular Biology, Biochemistry, and Journal of General Physiology. He has participated extensively in national and international conferences, chaired sessions, served on numerous NIH study sections, and reviewed manuscripts for top-tier journals. Dr. White has received multiple prestigious fellowships, including two NIH Fogarty Senior International Fellowships.

## **THOMAS R. GRANT**

Dr. Thomas R. Grant received a B.A. from Wake Forest University and an MD from Bowman Gray School of Medicine at Wake Forest University. He completed residency in Ghent Family Medicine at Eastern Virginia Medical School. He joined Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School (EVMS) at Old Dominion University as an assistant professor in 1988 and was promoted to professor of clinical family and community medicine in 2003.

With more than 37 years of dedicated service, Dr. Grant has been instrumental in advancing the institution's mission, contributing to both academic programs and clinical initiatives. Dr. Grant has held key leadership roles, including Residency Director and Chief of Family Medicine at Sentara Hospitals, and he has actively participated in institutional governance through service on the Graduate Medical Education Council, Finance Committee, and Quality and Patient Safety initiatives. He has also supported the development and mentoring of students, residents, and faculty through curriculum guidance, committee service, and program oversight, shaping the next generation of clinicians and educators.

Dr. Grant has maintained an active academic clinical practice and is widely recognized for his contributions to patient care, teaching, and mentorship. He has been named a "Top Doc" by Hampton Roads Magazine for 17 consecutive years and featured in Virginia Living Magazine's Top Doctors list. His teaching and humanism have been honored with awards including the James P. Charlton Teacher of the Year Award, the Sir William Osler Award for Outstanding Physician, the Leonard Tow Humanism in Medicine Award, and student-selected Impact Awards. He was elected to the Gold Humanism Honor Society and Alpha Omega Alpha, contributed chapters to multiple editions of the Textbook of Family Medicine, and delivered presentations at national and regional conferences.

### **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 recommendations for academic honors for two faculty members. The following resolutions were brought forth as recommendations from the Board of Directors and were unanimously approved by the Board of Visitors.

#### **Nomination of Amanda Brooke Hooper, MD for the Charles M. Mansbach, III, MD Chair of Education in Nutrition Sciences at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University.**

Amanda Brooke Hooper, MD nominated for the Charles M. Mansbach, II, MD Chair of Education in Nutrition Science at Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University, effective May 10, 2026. As Associate Professor in the Department of Medicine and Assistant Vice Dean for Clinical Education, Dr. Hooper has made important contributions to medical education, clinical care, and institutional leadership.

For nearly six years, Dr. Hooper has served as Assistant Vice Dean for Clinical Education, where she has played a key role in shaping the clinical training experience of our medical students. She oversees major components of the clinical curriculum, chairs committees that guide clinical education, and directs the Transition in Practice Series. She also leads the MD Career Advising Program, providing guidance and mentorship to hundreds of students as they prepare for residency.

Dr. Hooper is widely recognized as an outstanding educator and mentor. Since joining the faculty in 2011, she has provided extensive clinical teaching to medical students and residents across multiple clinical settings. She

has also developed several innovative educational programs that support students as they transition into clinical training and residency. During the COVID-19 pandemic, she helped lead the rapid development of virtual learning experiences to maintain continuity in clinical education.

Her contributions to education and patient care have been recognized with several honors, including the Sir William Osler Award for Outstanding Physicians, the Leonard Tow Humanism in Medicine Award, and the EVMS Faculty Rising Star Award.

Dr. Hooper also maintains an active clinical practice as Medical Director of the Sentara Ambulatory Care Clinic and as an attending physician at Sentara Norfolk General Hospital. Her work focuses on providing primary care to patients who face barriers to access, including uninsured and underinsured populations.

In addition, Dr. Hooper contributes to the advancement of medical education through scholarship, educational grants, and presentations at national meetings. Her work focuses on learner development, transitions in training, and innovations in clinical education.

Through her leadership in education, dedication to patient care, and commitment to mentoring future physicians, Dr. Hooper has made a meaningful impact on our institution and our learners. I strongly support her nomination for the Charles M. Mansbach, II, MD Chair of Education in Nutrition Science.

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

Robert S. Corn, Vice Chair of the Audit, Compliance, Human Resources, and Governance Committee, reported that LaToya Jordan, Vice President for Audit, Compliance, and Risk Management provided an update on the current audit plan, sharing the results from three completed engagements – Audit of the Aramark Dining Services Contract Administration, Payment Card Industry Data Security, and the Amazon Web Services Cloud Computing Environment. Each engagement received an overall rating of “Partially Effective,” except for the audit of the Payment Card Industry, which received an overall rating of “Highly Effective.” The audit of the Payment Card Industry had no reportable findings, and management for both the Dining Services Contract Administration and the Amazon Web Services audits concurred with all findings and provided corrective action plans.

Vice President Jordan also outlined University Audit’s newly adopted corrective action status rating scale, which provides greater clarity regarding validation and degrees of progress. Using this updated framework, she then discussed the status of corrective action for open findings since December, noting management completed corrective action for 7 of the 25 previously cited findings. Additionally, during the reporting period, two new findings resulted from the issuance of the Dining Services Contract Administration report, and three new findings resulted from the issuance of the Amazon Web Services report.

Vice President Jordan then briefed the Committee on the recently issued University Audit Strategic Plan for 2026– 2028, which is aligned with Global Internal Audit Standards, University strategic objectives, and a risk-based planning approach. She noted that the plan is organized around four strategic pillars focused on effective audit planning and scoping, report clarity, responsible use of artificial intelligence, and enhanced outreach and advisory services, with a phased implementation timeline over the next two years.

Vice President Jordan concluded her presentation with an update on the University’s compliance program, highlighting that as University Compliance progresses into its third year post inception, the department’s work plan will focus on strategic alignment, enhanced advisory and risk-based support, and expanded coordination through the University Compliance Network including the addition of resources to the compliance resource hub and collaboration with compliance partners throughout the University.

September Sanderlin, Vice President for Talent Management and Culture, provided the Committee with an update on the new bill on Virginia Minimum Wage. The Commonwealth's goal is to gradually raise the minimum wage to \$15/hr. by 2028 and in 2029 the wage will be adjusted annually to reflect changes in the consumer price index.

Vice President Sanderlin also shared the CAPTRUST Annual Update. Assets in TIAA and Fidelity were discussed, and a recap of co-fiduciary services was provided. She also shared with the committee the Monarch Milestones event held April 8, 2026. The event celebrated over 200 award and service recognitions.

Vice President Sanderlin then presented the resolution to approve the Administrative and Professional Faculty appointments. Upon a motion by Rector Pitts, seconded by Vice Rector Hodge, the Committee approved the appointments by unanimous vote of the members present.

Ms. Ashley Schumaker, Executive Vice President and Chief Operating Officer, presented the Governance report. She gave a review of proposed changes to Board of Visitors Policies 1103, 1106, and 1110. BOV Policy 1103, *Recommended Qualifications and Competencies for Members of the Old Dominion University Board of Visitors*, is due for review in December 2026. The only proposed change to this policy is adding an additional bullet to reference the Board members' qualifications itemized in the Virginia Code to reduce the need for frequent policy updates if the code changes.

Then Ms. Schumaker reviewed BOV Policy 1106, *Public Comment on Undergraduate Tuition and Mandatory Fee Increases*. Two proposed updates were reviewed with the Board. The first was mention of the Tuition and Fee Public Comment session occurring on the established date in March when the Executive Committee met. Executive Committee meetings are scheduled as needed and are no longer monthly. The other proposed change was editorial in nature. The final policy reviewed was BOV Policy 1110, *Editorial Revisions to Board of Visitors Policies and Procedures*. This policy is also up for review in December 2026. All proposed changes are editorial in nature. The first is updating the Provost's title to include the word Executive in front of Vice President in the first paragraph and capitalizing two instances of the word university to match branding standards. All three policies will be presented at the June meeting for Board Approval

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**Administrative and Professional Faculty Appointments & Clinical Appointments**  
**October 25, 2025 to March 10, 2026**  
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**STUDENT ENHANCEMENT AND ENGAGEMENT AND DIGITAL LEARNING COMMITTEE**

Claire Wulf Winiarek, Ph.D., Vice Chair of the Student Enhancement and Engagement and Digital Learning Committee, welcomed Nina Rodriguez Gonser, Vice President for Digital Transformation and Technology, who introduced her team: Ashley Miller, Associate Vice President for Enrollment Management, Kate Ledger Associate Vice President for Strategic Enrollment and Outreach, and Rebecka Hall Executive Director of Web Innovation and Strategy. They outlined how enrollment strategy is adapting to industry changes.

Students expect speed, convenience, personalization, and clear support. ODUGlobal is moving to personalized engagement with rapid responses and free transcript procurement. Efforts include flexible courses, no enrollment caps, time management tools, and mental health resources. As early-contact strategies decline, programs are increasing intentional engagement to capture student information sooner and strengthen the pipeline. ODU's website supports this with self-service tools that streamline the path from browsing to application. As AI changes the way users search and interact with websites, ODU is optimizing for visibility and discoverability. Technology also helps prevent fraudulent applications and verify aid before disbursement. With increased streaming and connected TV use, ODU is expanding targeted outreach. Federal compliance changes require financial agility and digital accessibility. On-campus programs have increased need-based aid, while online programs use behavior-based aid to drive applications.

Vice President Rodriguez Gonser also highlighted efforts to remove barriers and expand access, including 8-week terms with six start dates for online students. Summer and Fall applications and admissions for online students have increased year over year. Increases were also noted for on campus applications and admissions.

Vice President for Student and Campus Life, Brandi Hephner LaBanc highlighted proactive efforts to positively impact first-year retention rates including the development of a year-round retention strategy. She then introduced Lieutenant Colonel Daniel O'Donnell, Professor of Military Science for Army ROTC, to discuss the student experience within the Army ROTC Monarch Battalion. He explained that the battalion operates under a "Scholar, Athlete, Leader" model, which challenges cadets to develop academically, personally, and professionally while also building a culture of care and resilience. Five current Army ROTC cadets shared how the program has shaped their individual student experiences at ODU.

Vice President Hephner LaBanc and Bridget Weikel, Associate Vice President for Well-Being and Belonging, outlined the university's transition from emergency response following the March 12 incident to a recovery phase focused on stabilizing campus well-being. During spring break, leadership prioritized faculty support, property retrieval from Constant Hall, and specialized outreach for the ROTC community. Upon the students' return to campus, a tiered mental health framework was implemented to provide appropriate levels of care while ensuring clinical services remained effective.

Chief of Police and Assistant Vice President for Public Safety, Garrett Shelton, provided the public safety report. He discussed the efforts of the Office of Emergency Management to coordinate the university's March 12 response efforts.

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## **ADMINISTRATION AND FINANCE COMMITTEE**

Rudy Middleton, Chair of the Administration and Finance Committee, reported that Chad Reed, Vice President For Finance and Chief Financial Officer provided an overview of the operating budget and presented a proposed adjustment for fiscal year 2025–26. Collectively, the adjustments reflect an overall revenue increase of \$7.1 million and an expenditure increase of \$22.09 million. The proposed adjustments result in a total fiscal year 2025–26 operating revenue budget of \$1.074 billion and total operating expenditures of \$1.034 billion.

The Committee voted in favor of recommending approval of the amendments to the University's fiscal year 2025-26 Operating Budget and it was brought before the full Board for approval. In a motion made by Chair Middleton and seconded by Robert Corn the amendments to the University's fiscal year 2025-26 Operating Budget were approved by the Board of Visitors.

Next, Mr. Reed provided the University's Financial Performance Report as of December 31, 2025. This report illustrated aligned expectations for the second quarter operating activity of fiscal year 2026 with revenues of \$719.75 million and \$509.32 million of expenses.

Mr. Reed presented a recommendation for action regarding Tuition and Fee rates. He discussed the fiscal considerations impacting tuition and fee planning which included economic outlook, legislative actions, enrollment projections, mandatory cost increases, and programmatic priorities. The Tuition and Fee proposal maintains the University's commitment to affordability while ensuring sufficient resources are generated to meet cost commitments. The following resolution was presented to the Board of Visitors for approval.

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

### **Resolution**

## *Approval of 2026-27 Tuition and Fees*

**April 24, 2026**

**WHEREAS**, §4-2.01.b (Higher Education Tuition and Fees) of the 2025 Acts of Assembly, Chapter 725 states:

*2. a) The Boards of Visitors or other governing bodies of institutions of higher education may set tuition and fee charges at levels they deem to be appropriate for all resident student groups based on, but not limited to, competitive market rates, provided that the total revenue generated by the collection of tuition and fees from all students is within the nongeneral fund appropriation for educational and general programs provided in this act.*

*b) The Boards of Visitors or other governing bodies of institutions of higher education may set tuition and fee charges at levels they deem to be appropriate for all nonresident student groups based on, but not limited to, competitive market rates, provided that: i) the tuition and mandatory educational and general fee rates for nonresident undergraduate and graduate students cover at least 100 percent of the average cost of their education, as calculated through base adequacy guidelines adopted, and periodically amended, by the Joint Subcommittee Studying Higher Education Funding Policies, and ii) the total revenue generated by the collection of tuition and fees from all students is within the nongeneral fund appropriation for educational and general programs provided in this act.*

*8. a) 1) Except as provided in Chapters 933 and 943 of the 2006 Acts of Assembly, Chapters 594 and 616 of the 2008 Acts of Assembly, Chapters 675 and 685 of the 2009 Acts of Assembly, and Chapters 124 and 125 of the 2019 Acts of Assembly, mandatory fees for purposes other than educational and general programs shall not be increased for Virginia undergraduates beyond three percent annually, excluding requirements for wage, salary, and fringe benefit increases, authorized by the General Assembly. Fee increases required to carry out actions that respond to mandates of federal agencies are also exempt from this provision, provided that a report on the purposes of the amount of the fee increase is submitted to the Chairmen of the House Appropriations and Senate Finance and Appropriations Committees by the institution of higher education at least 30 days prior to the effective date of the fee increase.*

*b) This restriction shall not apply in the following instances: fee increases directly related to capital projects authorized by the General Assembly; fee increases to support student health services; and other fee increases specifically authorized by the General Assembly.*

**WHEREAS**, Old Dominion University developed the 2026-27 Tuition and Fees recommendation with consideration of the economic outlook for Virginia and the Region, potential legislative actions, conservative enrollment planning, and balancing student affordability with the need to address mandatory cost increases and core operating infrastructure needs, and investments in strategic initiatives.

**THEREFORE, BE IT RESOLVED** the Board of Visitors of Old Dominion University approves the 2026-27 Tuition, Fees, Room and Board Rates as outlined below.

**Be it further resolved;** the Board of Visitors of Old Dominion University approves the 2025-26 Meal Plan Rates, and the 2027-28 Innovation Fee Rate as outlined below.

	<u>In-State</u>	<u>Out-of-State</u>	<u>Program Fee</u>
<b><u>Tuition - Old Dominion University (per credit hour)</u></b>			
Undergraduate	\$ 281	\$ 972	
Undergraduate - Active-Duty Military	250	250	
Graduate	510	1,361	
Technology-Delivered Courses Outside Virginia (UG)		453	
Technology-Delivered Courses Outside Virginia (GR)		662	
<b><u>Tuition - Differential Programs (per credit hour)</u></b>			
Biomedical Sciences -Medical 1yr	\$ 510	\$ 587	\$ 470
Biomedical Sciences -Medical 2yr	510	587	470
Biomedical Sciences - Research	510	660	
Biomedical Sciences (PhD)	510	660	
Counseling & Art Therapy	510	1,141	220
Health Sciences (DHSc) (Online)	510	800	200
Healthcare Administration	510	1,361	
Laboratory Animal Sciences (Online)	510	850	510
Medical & Health Professions (Online)	510	850	105
Medical Sciences (DMSc) (Online)	510	850	110
Pathologist's Assistant	510	760	210
Physician Assistant	510	800	340
Public Health	510	1,361	
Reproductive Clinical Science (MS) (Online)	510	850	625
Reproductive Clinical Science (PhD) (Online)	510	850	835
Surgical Assisting	510	660	
<b><u>Tuition - Differential Programs (annual)</u></b>			
Medical Doctor	\$ 38,016	\$ 61,012	
<b><u>Mandatory Fees (per credit hour)</u></b>			
Auxiliary Comprehensive Fee	\$ 162	\$ 162	
Capital Fee (out-of-state only)		20	
Innovation Fee (2027-28)	11	11	
<b><u>Mandatory Fees (per semester)</u></b>			
General Services Fee <sup>1</sup>	\$ 18	\$ 18	
Student Health Fee <sup>1</sup>	170	170	
Transportation Fee <sup>1</sup>	63	63	
ID Card Fee <sup>1</sup>	4	4	
Facilities Fee <sup>2</sup>	133	133	

**Notes:**

1) Applies to Old Dominion University students

2) Applies to Virginia Health Sciences students

In a motion made by Chair Middleton and seconded by Dr. Keith Newby the Board of Visitors of Old Dominion University approved the 2026-27 Tuition, Fees, Room and Board Rates, the 2025-26 Meal Plan Rates, and the 2027-28 Innovation Fee Rate were approved by the Board of Visitors.

Ashley Schumaker, Executive Vice President for Administration and Chief Operating Officer, provided informative updates on capital project budget closeouts submitted to the Commonwealth's Division of Engineering and Buildings, demolition of the Welcome Center, ongoing campus-wide facilities replacement cost analysis engagement with the Division of Risk Management, roof replacement for the New Health Sciences Building, and structural deficiencies at the entry of Kaufman Hall.

Executive Vice President Schumaker then provided an update on five ongoing capital projects and upcoming summer renovation. Included in the updates, were construction progress for the Biological Sciences Building, highlights detailing a projected timeline to project completion for the Ellmer Family Baseball Complex, GC Commercial contract award to start of the construction phase for the Public Safety Building, key milestones for the Engineering and Arts Building, and the anticipated timeline for the design phase of the Oceanography and Physical Sciences Building.

Executive Vice President Schumaker concluded her presentation with expressing appreciation and recognition for the Board and President Hemphill for their steadfast support of the Division of Administration and the entire University.

Lastly, Mr. Mike LaRock, Associate Vice President of Foundations, provided the Educational Foundation Investment Update which included recent committee actions, investment performance and cash flows. This report reflects a \$616.7 million endowment value as of December 2025, an increase of \$76.6 million over December 2024 values.

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

Brian Holland, Chair of the University Advancement and University Communications Committee, reported that Alonzo Brandon, Vice President for University Advancement, gave an update on the Capital Campaign. which concluded on March 31, 2026. The campaign not only met its goals but surpassed them, thanks to the leadership of President Brian O. Hemphill, Mr. Murry Pitts, and the Board of Visitors. While the final total will remain under embargo until the celebration on May 21, a full report will be shared at the June annual meeting. Mr. Brandon then introduced Mrs. Brooks Lively, Assistant Vice President for Development, who presented on the use of AI in fundraising practices, highlighting how it can be leveraged to build meaningful donor relationships, strengthen engagement, and enhance philanthropic support. Mr. Brandon also introduced Mrs. Kimberly Johnson, Senior Director for Alumni Relations, who shared the Old Dominion University oral history project related to and leading up to the 100-year anniversary, as part of the strategic plan. This key project aims to capture and preserve the rich history of our university.

Mrs. Kimberly Osborne, Vice President for University Communications and Chief Marketing Officer, shared updates on the performance of the University's Forward-Focused brand campaign, including awards won at the 41st Annual EDU Ad Awards. University Communications has a Macon & Joan Brock Virginia Health Sciences at Old Dominion University marketing campaign in market, as well as a brand awareness campaign for EVMS School of Health Professions at ODU launching. University Communications' charge is to supply campus partners with brand assets and tools to deliver consistent branded marketing and communications across the enterprise. Mrs. Osborne shared two specific tools in use to assist with delivering on that charge. Attention gained from the football team's win at the Cure Bowl and a new advertisement in Webb Student Center are among the many reasons why University Licensing's royalty revenue collection is performing well. The University has never breached \$300,000 in royalty revenue collection and is expected to do so this fiscal year. Mrs. Osborne also discussed a new research focused newsletter, local and national media engagement. Following last month's

tragedy, Monarch Strong was a message that brought the campus and greater community together. Through a special limited-time fundraiser, \$8,000 was raised benefiting the Army ROTC program.

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**MOTION FOR CLOSED SESSION**

Rector Pitts recognized Vice Chair 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), (7), (8), and (29) for the purposes of discussing the appointment and performance of specific employees; discussion of the acquisition of real property where discussion in an open meeting would adversely affect the University’s bargaining position or negotiating strategy; consultation with legal counsel and briefings by staff members pertaining to actual or probable litigation because doing so in an open meeting would adversely affect the University’s negotiating or litigating posture; consultation with legal counsel regarding a specific legal matter requiring the provision of legal advice by such counsel; and discussion of the award of a University contract involving the expenditure of public funds, and discussion of the terms or scope of such contract in an open session would adversely affect the University’s bargaining position or negotiating strategy.”

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**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 matter stated in the motion convening the closed meeting were discussed in the closed meeting say “aye.” All those who disagree say “nay.” The certification was approved by roll call vote. (*Aye: Corn, Decker, Ellmer, Fleming, Hodge, Holland, Middleton, Moring, Newby, Pitts, Plum, Thompson, and Wulf Winiarek; Absent: Mitchum, Montero, and Wyatt*)

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**ACTION ITEMS:**

***The following resolutions were approved unanimously by the Board.***

**Resolution 1: Establishment of the Old Dominion University Faculty Advisory Council**

**RESOLUTION AUTHORIZING AND SUPPORTING  
THE ESTABLISHMENT OF THE OLD DOMINION UNIVERSITY  
FACULTY ADVISORY COUNCIL**

WHEREAS, the Old Dominion University Board of Visitors and President Brian O. Hemphill, Ph.D. strongly value the importance and role of shared governance, especially in an institutional setting with multiple constituencies; and

WHEREAS, the University engages in direct interaction and strong partnership with the Student Government Association, Administrative and Professional Faculty Senate, and the Monarch Staff Development Committee as the Monarch Staff Senate structure is in the process of being finalized; and

WHEREAS, these active advisory bodies have placed a high-level of importance and priority on regular dialogue and close collaboration with the University's administration, which are defined by forward momentum and mutual respect for all campus constituencies; and

WHEREAS, Virginia's evolving economic landscape, coupled with a variety of policy changes, requires the University to prioritize high-demand and revenue-generating activities, programs, and services that align with student demands and emerging trends in order to navigate the rapidly-evolving and highly-competitive national environment facing higher education; and

WHEREAS, in accordance with the University's core values of accessibility; collaboration; excellence; global engagement; inclusion; innovation; and respect, there is a significant and unmet need for a clear path and effective method in which the University's administration, specifically President Hemphill, can engage with teaching and research faculty to gain critical insight through a faculty lens; and

THEREFORE, BE IT RESOLVED, with the Board's direct authorization, President Hemphill will convene and lead the Old Dominion University Faculty Advisory Council with a quarterly meeting cadence in order to provide University updates, hear faculty perspectives, and engage in open and shared discussion, including but not limited to planning, implementation, and evaluation of strategic priorities, current initiatives, and future efforts.

BE IT FURTHER RESOLVED, the Board fully supports the timely formation of the Old Dominion University Faculty Advisory Council to be comprised of at least 15 teaching and research faculty members that are representative across all college/school-level entities.

BE IT FURTHER RESOLVED, this direct action of the Old Dominion University Board of Visitors is being taken as a visible effort to reaffirm its confidence in President Hemphill, demonstrate its longstanding commitment to shared governance, and implement a comprehensive effort to ensure faculty voices that are not always heard have an opportunity to engage as part of an advisory body with regard to current initiatives, emerging issues, and future efforts.

## **Resolution 2: Honorary Degrees**

### **RESOLUTION FOR HONORARY DEGREES April 24, 2026**

**Now Therefore Be it Resolved**, the Board of Visitors approves the awarding of honorary degrees, as discussed in closed session and as submitted to the Honorary Degree Committee, to be presented during the May 16, 2026 Main Undergraduate Ceremony with the names and notes to be included in the minutes of this meeting.

#### **NAMES AND NOTES**

- Lt. Col. Brandon A. Shah  
Doctor of Public Service (*Posthumously*)
  
- Bryan K. Stephens
  - Doctor of Business

## **Resolution 3: Student Representatives**

**Now Therefore Be it Resolved**, that for the 2026-2027 academic year, the Board of Visitors approves the selection of Cade Franklin as the Student Representative to the Board of Visitors and Daniel Leter as the University's representative to the State Council of Higher Education for Virginia's Student Advisory Committee.

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**Adjourn**

The meeting was adjourned at 1:03 p.m.