

**OLD DOMINION UNIVERSITY
BOARD OF VISITORS
Friday, December 12, 2025**

MINUTES

A regular meeting of the Board of Visitors of Old Dominion University was held Friday, December 12, 2025 beginning at 12:19 p.m. in the Kate and John R. Broderick Dining Commons on the Norfolk campus. Present from the Board:

P. Murry Pitts, *Rector*
Andrew Hodge, Vice Rector
D.R. (Rick) Wyatt, *Secretary*
Susan Allen
Gregg Eure
William Giandoni
Kedar Lavingia
E.G. (Rudy) Middleton, III
Juan M. Montero, II
Florencia Segura
Robert M. (Bob) Tata
Claire Wulf Winiarek
Darcy Judd (*Student Representative*)

Absent from the Board:

Dennis Ellmer
Leslie Henderson Murphy
Brian K. Holland
Elza Mitchum
Bruce L. Thompson

Also present:

Brian O. Hemphill, President	
Alfred Abuhamad	Tom Odom
John Adams	Kimberly Osborne
Austin Agho	Brian Payne
Alonzo Brandon	Chad Reed
Ken Fridley	Nina Rodriguez Gonser
Annie Gibson	September Sanderlin
Brandi Hepner LaBanc	Ashley Schumaker
Adam Henken	Wood Selig
LaToya Jordan	Fred Tugas
Stephanie Jenelle	Bruce Waldholtz
Mary Jo Karlis	Allen Wilson
Amber Kennedy	

CALL TO ORDER

Rector Murry Pitts called the meeting to order at 12:19 p.m.

APPROVAL OF MINUTES

Upon a motion made by Mr. Rick Wyatt and seconded by Dr. Kedar Lavingia, the minutes of the Board of Visitors meeting on October 10, 2025 were unanimously approved.

RECTOR'S REPORT

P. Murry Pitts, Rector of the Board of Visitors, began by expressing his appreciation to the Board members for their attendance and participation in the meetings conducted over the last two days. He indicated that the previous day had been exceptionally fruitful, concentrating on discussions regarding the ongoing advancements and positive trajectory of Old Dominion University.

Rector Pitts also extended his gratitude to the President and First Lady for hosting the Holiday Reception at their residence the previous evening. It was a great event!

Subsequently, Rector Pitts addressed the correspondence he had received from the Faculty Senate and his prior response to them, which he had already shared with the Board members. He felt that his reply was appropriate and essential, ensuring that the Faculty Senate comprehended his perspective and the Board's endorsement of President Brian O. Hemphill.

PRESIDENT'S REPORT

Brian O. Hemphill, Ph.D., began his report by expressing his gratitude for the on-going opportunity to provide selected highlights regarding exciting initiatives on behalf of Monarch students, faculty, and staff. As the Fall 2025 semester comes to an end, President Hemphill is looking forward to embarking on the second half of the 2025-2026 academic year following a highly-anticipated and well-deserved holiday break.

Earning National Recognition for AI Cybersecurity Program Excellence

Old Dominion University's School of Cybersecurity recently reached a new level of recognition and set a new national benchmark in cybersecurity education in becoming the first institution to receive dual validation for its pioneering cyber and artificial intelligence programs from the National Security Agency (NSA). This groundbreaking achievement advances the University's growing efforts in preparing students for the rapidly evolving technological landscape where artificial intelligence intersects with cyber defense. This is the first year of NSA's CyberAI Program of Study validations, and Old Dominion University is the first institution in the nation to receive both the AICyber and SecureAI recognition. This NSA recognition comes at a time in which the University marks a decade of cybersecurity education following a 2015 launch with 11 students working toward an interdisciplinary major in cybersecurity. The School of Cybersecurity, officially established in 2020, has since grown to annually enroll approximately 1,700 students and graduated more than 1,500 alumni.

The School of Cybersecurity has expanded from a single interdisciplinary major to nearly a dozen undergraduate and graduate programs. To support this growing and in-demand area, the University has developed partnerships and connections with national agencies and companies, including local military bases, NSA, and Amazon, to create internship, research, and certification opportunities for students.

Launching MonarchSphere: First AI Higher Education Incubator in the Nation

On October 30, 2025, the University celebrated the launch of MonarchSphere, the nation's first AI incubator embedded directly within a higher education institution's core operations. At a morning event in Chartway Arena's Big Blue Room, more than 200 individuals from the Commonwealth of Virginia and Hampton Roads gathered alongside University and Google leaders to celebrate a first in our industry and nation. In the afternoon,

faculty researchers gathered in the Education Building to engage in informative and interactive sessions with University and Google representatives regarding AI generally and the MonarchSphere specifically.

Developed over the summer as the direct result of engagement and expertise of Monarchs and Googlers, MonarchSphere is designed as a shared ecosystem in which higher education, industry, and government can safely experiment, learn, and innovate with AI. MonarchSphere provides access to advanced AI capabilities within a secure, scalable environment built specifically for applied innovation. It also provides an AI-driven interface offering 24/7 student support and personalized learning assistance, leveraging Google's LearnLM to create tutors that adapt to individual needs.

In partnership with Google, the University is also ensuring that Google Career Certificates are directly integrated into degree programs so that students are able to graduate with industry-recognized credentials in data analytics, IT, and AI. Additionally, University researchers are combining MonarchSphere capabilities with existing expertise and strategic frameworks to dramatically reduce processing time and speed "time to science," thereby turning AI potential into meaningful public impact in coastal and climate resilience, healthcare and clinical research, cybersecurity, maritime and logistics operations, and emerging quantum-aligned computational exploration.

Early initiatives include healthcare data modernization pilots, coastal resilience modeling, cybersecurity applications, and maritime innovation projects. And, quickly following the event, the University began working with business and industry leaders to identify pilot projects with broad scale impact. Sentara Health and W.M. Jordan, as well as others, are in the midst of outlining frameworks and inputs for distinct MonarchSphere projects.

Celebrating Veterans with Annual Observance

On November 6, 2025, the University hosted its annual Veterans Day Observance, which featured a distinguished guest speaker, Vice Admiral Doug G. Perry, who serves as Commander of the Joint Force Command Norfolk; Commander of U.S. 2nd Fleet; and Director of Combined Joint Operations from the Sea Centre of Excellence. In the midst of a federal government shutdown, the coordination and planning for this year's event required additional support; however, it was a wonderful opportunity to pay tribute to those who have served our country. And, we were honored to have Congressman Bobby Scott in attendance. The event, which was moved from Kaufman Mall to Webb Center due to weather, featured standing room only as we proudly showcased Army ROTC and Navy ROTC students, as well as the critical work of the Military Connection Center and a strong partnership with the Student Veterans Association.

In addition to our annual event, which served as the kick-off, there were a variety of special events and unique activities held throughout the week culminating in an ESPN Thursday night nationally televised Monarch football victory over Troy as part of our Military Appreciation Game at S.B. Ballard Stadium. At Old Dominion University, we are proud of our veteran and military focus, which comprises approximately one third of our student population!

Establishing the Joan P. Brock Institute for Nutrition Science and Health

On December 1, 2025, Old Dominion University publicly announced the establishment of the Joan P. Brock Institute for Nutrition Science and Health. Due to Joan's personal health journey, combined with her monetary support and visionary plan, the University is excited to both formulate and implement an institutional effort to focus on nutrition and health across the region and beyond. The Joan P. Brock Institute for Nutrition Science and Health will serve as a multidisciplinary hub that integrates sound nutrition and lifestyle medicine into medical and health professions education, basic science and translational research, clinical innovation, and community health. This is an area in which Old Dominion University can and will emerge as a national leader.

It is important to note that this is the second recent transformative gift from Joan to advance the academic, health, wellness, and research ecosystem in Hampton Roads and beyond following the naming of Macon & Joan Brock Virginia Health Sciences at Old Dominion University just one year ago. Our institution, our region, and our state

owe a tremendous amount of sincere appreciation and lasting gratitude to Joan for her dedication, foresight, and generosity!

Preparing and Planning for Upcoming General Assembly Session

For the upcoming session of the General Assembly, which begins next month, the University has identified a number of priorities. We are heavily focused on ensuring greater levels of support for students and securing additional funding for on-going critical expenses for operations, programming, and services. Our top capital priority remains the Engineering and Arts Building. In order to plan and prepare for the session, the University has engaged in a multitude of discussions with state leaders, including recently elected individuals, especially the incoming Administration, to build awareness and support for these important items, as well as create general awareness about the University's mission and uniqueness.

In addition to the daily and on-going efforts of University leaders and team members, a group of approximately 30 students will travel to Richmond on January 27, 2026 for student-generated advocacy, connection, and outreach with state leaders. Additionally, we are proud to have six Monarch students that will live and work in Richmond during the 60-day session by actively serving in a total of 12 offices through the University's distinguished General Assembly Internship Program.

Honoring Newest Monarch Alumni with Commencement Exercises

Tomorrow (Saturday, December 13, 2025), our campus community will gather in Chartway Arena to celebrate our newest graduates, including the first graduates of the School of Supply Chain, Logistics, and Maritime Operations and the Joint School of Public Health. There will be two Commencement ceremonies to be held at 9:00 AM with 889 participating graduates from the Batten College of Engineering and Technology; College of Arts and Letters; College of Sciences; and Interdisciplinary Schools (Cybersecurity; Data Science; and Supply Chain, Logistics, and Maritime Operations) followed by 12:30 PM with 709 participating graduates from the Darden College of Education and Professional Studies; Ellmer College of Health Sciences; Ellmer School of Nursing; EVMS School of Health Professions; Strome College of Business; and Joint School of Public Health. On this memorable day, a total of 1,598 graduates, including 1,148 with bachelor's degrees, 353 with master's degrees, 14 as educational specialists, and 83 with doctoral degrees, will walk across the stage to celebrate this significant achievement surrounded by their loved ones and campus supporters.

During both ceremonies, R. Bruce Bradley '78, '10 HD, who is the past Rector of the Board of Visitors and current member of Macon & Joan Brock Virginia Health Sciences at Old Dominion University Board of Directors, will serve as the keynote speaker. Bruce is a distinguished business and community leader whose life reflects the service, dedication, and leadership that embody the spirit of Old Dominion University. A proud alumnus, he earned his Master of Business Administration from Old Dominion University after completing his Bachelor of Science at Villanova University. He was awarded an honorary doctoral degree from Old Dominion University in 2010 and a Distinguished Alumni Award in 2015. Guided by values that mirror Old Dominion University's mission, Bruce has championed education, opportunity, and community well-being throughout his distinguished career in the newspaper industry, including an exceptional 34-year tenure at Landmark Communications, which was marked by steady advancement and principled leadership. Bruce continues to inspire citizens across Hampton Roads, as well as current and future generations of Monarchs.

This concluded his report.

STUDENT REPRESENTATIVE REPORT

Darcy Judd, who serves as the Student Representative to the Board of Visitors, informed the Board members that she has accepted a position with Bank of America and will commence her new role following Commencement in May 2026.

Subsequently, Miss Judd provided an overview of the Fall Semester. She highlighted the Monarchs Give Back! Initiative, the announcement and partnership with Google, SGA Development Training, and VolunteerODU: Make one, take one.

In conclusion, she shared her plans for the Spring 2026 Semester, which include BEACON, Greek Week, Dinner & Dialogue, and the recruitment of the Board of Visitors Student Representative. She conveyed her excitement about graduating in May 2026 and extended her wishes for Happy Holidays to the Board members before wrapping up her report.

REPORTS OF STANDING COMMITTEES

ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE

Chair Andrew Hodge reported on the following items.

Committee members approved the appointment of seven faculty members and four emeriti appointments. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee were unanimously approved.

FACULTY APPOINTMENTS

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

FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Shirley Erickson Lecturer Department of Professional Nursing	\$90,000	01-10-2026	12 Months

Ms. Shirley Erickson holds an M.S.N. from Capella University, a B.S.N. from Virginia Commonwealth University, and a Diploma in Nursing from Sentara Norfolk General Hospital School of Nursing. She is currently the Nursing Simulation Coordinator and an Assistant Professor for Sentara College of Health Sciences.

Kaye Geaney Clinical Assistant Professor Department of Professional Nursing	\$95,000	01-10-2026	12 Months
--	-----------------	-------------------	------------------

Dr. Kaye Geaney holds a Family Nurse Practitioner Post-Master's Certificate, a DNP and M.S.N., and an M.S.Ed. from Old Dominion University, as well as a B.S.N. from California State University. She is currently a Nurse Practitioner for Eastern Virginia Medical School and an Associate Professor for Sentara College of Health Sciences.

Brittany Hay Associate Professor Department of Advanced Practice Nursing	\$190,000	01-10-2026	12 Months
---	------------------	-------------------	------------------

Dr. Brittany Hay holds a Ph.D. in Nursing from Indiana University of Pennsylvania, a DNP from the University of South Florida, an M.S.N. from Simmons University, and a B.S.N. from Boston University. She is currently an Associate Professor and the Associate Dean of Graduate Programs at the University of South Florida. (\$25,000 stipend for serving as Associate Dean for the Ellmer School of Nursing)

Julia Johnson Professor Department of English	\$109,000	07-25-2026	10 Months
--	------------------	-------------------	------------------

Ms. Julia Johnson holds an M.F.A. in Poetry from the University of Virginia and a B.A. in English from Hollins College. She is currently a Professor in the Department of English at the University of Kentucky.

Yezhou Li Research Assistant Professor School of Cybersecurity Restricted Appointment	\$80,000	12-10-2025	10 Months
---	-----------------	-------------------	------------------

Dr. Yezhou Li holds a Ph.D. and an M.S. in Mathematical Science from Clemson University. She is currently a Postdoctoral Researcher at Old Dominion University. (Restricted one-year appointment)

Linh Nguyen Librarian I University Libraries	\$67,500	11-10-2025	12 Months
---	-----------------	-------------------	------------------

Ms. Linh Nguyen holds an M.L.I.S. from Old Dominion University and a B.S. in Biology from Virginia Commonwealth University. She previously was the Reference and Training Specialist in the Learning Commons & Branch Libraries department of the University Libraries at Old Dominion University. (Will hold the designation of Sciences Librarian)

Emily Regan Clinical Assistant Professor School of Dental Hygiene	\$76,000	01-10-2026	10 Months
--	-----------------	-------------------	------------------

Ms. Emily Regan has an M.S. and a B.S. in Dental Hygiene from Old Dominion University. She is currently an Adjunct Clinical Assistant Professor in the School of Dental Hygiene at Old Dominion University.

Md Nazmul Kabir Sikder Research Assistant Professor School of Cybersecurity Restricted Appointment	\$84,000	12-10-2025	10 Months
--	-----------------	-------------------	------------------

Dr. Md Nazmul Kabir Sikder holds a Ph.D. and an M.S. in Computer Engineering from Virginia Polytechnic Institute and State University and a B.S. in Electrical and Electronics Engineering from the Bangladesh University of Engineering and Technology (Bangladesh). He is currently a Presidential

Postdoctoral Fellow at the Virginia Polytechnic Institute and State University. (Restricted one-year appointment)

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the resolutions proposing the closure of the Bachelor of Arts in Asian Studies and the Bachelor of Arts/Bachelor of Science in Women's Studies were unanimously approved by the Board of Visitors. The resolutions follow.

CLOSURE OF BACHELOR OF ARTS DEGREE PROGRAM IN ASIAN STUDIES

RESOLVED that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the closure of the Bachelor of Arts in Asian Studies 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 Arts (BA) in Asian Studies degree program, effective Fall 2026. The program is administered by the College of Arts and Letters.

As part of ongoing improvement efforts and the State Council of Higher Education for Virginia (SCHEV) Program Productivity Review process, the College of Arts and Letters has conducted a review of programs that do not currently meet SCHEV productivity standards.

The BA in Asian Studies degree program was included in this review process. Following thorough discussions with program faculty, the program director, the SCHEV Liaison, and institutional leadership, a recommendation has been made for the closure of the BA in Asian Studies degree program.

This program closure will not affect faculty or staff. All currently enrolled students can complete their degree, and the content area will continue to be incorporated into other degree curricula.

CLOSURE OF BACHELOR OF ARTS AND BACHELOR OF SCIENCE DEGREE PROGRAMS IN WOMEN'S STUDIES

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

Rationale: Old Dominion University seeks approval to close the Bachelor of Arts (BA) and the Bachelor of Science (BS) in Women's Studies degree programs, effective Fall 2026. The programs are offered in the Department of Women's and Gender Studies in the College of Arts and Letters.

As part of ongoing improvement efforts and the State Council of Higher Education for Virginia (SCHEV) Program Productivity Review process, the College of Arts and Letters has conducted a review of programs that do not currently meet SCHEV productivity standards.

The BA/BS in Women's Studies degree programs were included in this review process. Following thorough discussions with program faculty, the program director, the SCHEV Liaison, and institutional leadership, a recommendation has been made for the closure of the BA/BS in Women's Studies degree programs.

This program closure will not affect faculty or staff. All currently enrolled students can complete their degree, and the content area will continue to be incorporated into other degree curricula.

Brian Payne, Provost and Executive Vice President for Academic Affairs, provided updates on faculty accomplishments, work-based learning initiatives, insights from a recent roundtable with the Virginia Business

Higher Education Council, the AI curriculum, and outcomes from the Academic Affairs Summit. In addition, Dr. Laura Delbrugge, Dean of the College of Arts and Letters; Ms. Tanisha Bradley, Assistant Dean for Student Success and Academic Excellence in the College of Arts and Letters; Dr. Virginia Tucker, Director of Interdisciplinary Studies and Master Lecturer in English; and Mr. John Bush, an undergraduate student in the Interdisciplinary Studies program, will deliver a presentation on the General Studies major.

Kenneth Fridley, Vice President for Research and Economic Development, provided updates on initiatives designed to advance research through strategic planning and transdisciplinary collaboration. These initiatives include investments in faculty research, such as the Early Career Research Development Academy, Faculty Workshops for a Shifting Landscape, the Stimulating Transdisciplinary Research (STaR) program, the Forward-Focused Centennial Research Initiative, the Pre-Seed Program: Teaming for Transdisciplinary Research and Innovation (TTRI), the Monarch Proof-of-Concept Program: Fostering Research Commercialization Success, and Connecting Arts and Humanities with STEM2. The report will also highlight efforts to expand undergraduate engagement in team-based research through the Vertically Integrated Program for Undergraduate Research (VIPUR).

VIRGINIA HEALTH SCIENCES BOARD OF DIRECTORS

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

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

Faculty Appointments

Salaried and Non-Salaried Faculty

<u>Name and Rank</u>	<u>Salary</u>	<u>Date</u>	<u>Term</u>
Coleman J. Bryan Jr. Associate Professor Pediatrics, Division of Hematology and Oncology	N/A	10/01/2025	3 Years

Dr. Coleman Bryan received an MD from University of North Carolina School of Medicine, an M.S.P.H. from University of Alabama School of Public Health, and a B.S. in Chemistry from United States Naval Academy. He completed a residency in General Pediatrics at Naval Medical Center Portsmouth, and a fellowship in Pediatric Hematology/Oncology at University of Alabama School of Medicine. Previously Dr. Bryan Jr, was a Clinical Associate Professor in the Department of Pediatrics at Uniformed Services University. Currently, Dr. Bryan is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

Shannon M. Bush Assistant Professor Pediatrics, Division of Adolescent and Child Psychiatry	N/A	10/27/2025 1 Year
---	-----	-------------------

Dr. Shannon Bush received an MD from University of Florida School of Medicine and a B.A. in Human Biology from University of Virginia College of Arts and Sciences. She completed a residency in Psychiatry at University of Maryland/Sheppard Pratt Program. Additionally, she completed a fellowship in Child and Adolescent Psychiatry at University of Maryland/Sheppard Pratt Program. Currently, Dr. Bush is a practicing physician at Children's Hospital of The King's Daughters.

Robert C. Cajes Assistant Professor Department of Medicine, Division of Hospital Medicine	N/A	10/27/2025 1 Year
---	-----	-------------------

Dr. Robert Cajes received an MD from Cebu Doctors' College of Medicine and a B.S. in Biology from Cebu Doctors' College of Arts and Sciences. He completed a residency in General Surgery at Cebu Doctor's Hospital, where he also served as Chief Resident, and a residency in Internal Medicine at Eastern Virginia Medical School. Currently, Dr. Cajes is a practicing physician at Hampton VA Medical Center.

Sharon L. Conner Instructor Pediatrics, Division of Hematology and Oncology	N/A	11/10/2025 1 Year
---	-----	-------------------

Ms. Sharon Conner received an M.S.N. in Family Nurse Practitioner from University of Nevada, Reno and a B.S. in Nursing from University of Oklahoma Health Science Center, Oklahoma City. Currently, Ms. Conner is a practicing nurse practitioner at Children's Hospital of The King's Daughters.

Brooke E. Davidson Instructor Pediatrics, Division of Hospital Medicine	N/A	10/20/2025 1 Year
---	-----	-------------------

Dr. Brooke Davidson received an MD from Louisiana State University School of Medicine and a B.S. in Biology from University of Louisiana at Lafayette. She completed a residency in Pediatrics at Eastern Virginia Medical School where she also served as Chief Resident. Currently, Dr. Davidson is a practicing physician with Children's Specialty Group at Children's Hospital of The King's Daughters.

Mathilde W. Franklin Instructor Ophthalmology	N/A	10/10/2025 12 Mos.
---	-----	--------------------

Dr. Mathilde Franklin received an MD and an M.S. in Medical Biomedical Sciences from Eastern Virginia Medical School, and a B.S. in Chemical Engineering from University of Virginia. She completed a residency in Ophthalmology at Medical College of Georgia. Currently, Dr. Franklin is a fellow and practicing physician in the Department of Ophthalmology.

Erin R. S. Hamersley Assistant Professor Pediatrics, Division of Pediatric Surgery-Otolaryngology	N/A	10/01/2025 1 Year
---	-----	-------------------

Dr. Erin Hamersley received a DO from Edward Via Virginia College of Osteopathic Medicine and a B.S. in Biology from Bridgewater College. She completed a residency in Otolaryngology at Naval Medical Center Portsmouth and a fellowship in Pediatric Otolaryngology at Nationwide Children's Hospital. Currently, Dr. Hamersley holds a primary appointment in the Department of Otolaryngology, Division of Pediatric Otolaryngology. (Joint Appointment).

Jacob D. Johnson Assistant Professor EVMS School of Health Professions, Physician Assistant Program	N/A	10/06/2025 1 Year
---	-----	-------------------

Dr. Jacob Johnson received a DO from Arizona College of Osteopathic Medicine Midwestern University and a B.S. in Microbiology from Oregon State University. He completed a residency in Surgery at St. John's Episcopal Hospital and a fellowship in Vascular Surgery at Detroit Medical Center. Currently, Dr. Johnson is a practicing physician at Hampton VA Medical Center.

Elionora Katz Assistant Professor EVMS School of Health Professions, Physician Assistant Program	N/A	10/20/2025 1 Year
--	-----	-------------------

Dr. Elionora Katz received an MD from Andizhan State Medical Institute and a Ph.D. in Clinical Physiology from Russian Medical Academy of Postgraduate Education. She completed a residency in Psychiatry and Behavioral Sciences at Eastern Virginia Medical School and a fellowship in Psychosomatic Medicine at Harvard Medical School. Currently, Dr. Katz is a practicing physician at Hampton VA Medical Center.

John J. Kim Assistant Professor EVMS School of Health Professions, Physician Assistant Program	N/A	10/13/2025 1 Year
--	-----	-------------------

Dr. John Kim received an DPM from New York College of Podiatric Medicine and a B.S. in Chemistry from University of Maryland. He completed a residency in Podiatry at Womack Army Medical Center. Currently, Dr. Kim is a practicing podiatrist at Hampton VA Medical Center.

Suzanne M. Klaus Assistant Professor Surgery, Division of Acute Care Surgery	\$105,678	10/25/2025 12 Mos.
--	-----------	--------------------

Dr. Suzanne Klaus received an MD and Ph.D. from University of California, Irvine and a B.S. in Biochemistry from University of Iowa. She completed a residency in General Surgery at University of Arizona, and fellowships in Surgical Critical Care and Acute Care Surgery at University of Maryland R Adams Cowley Shock Trauma Center. Currently, Dr. Klaus is a practicing physician in the Department of Surgery.

Kanchan Kumari Assistant Professor Neurology	N/A	09/29/2025 1 Year
--	-----	-------------------

Dr. Kanchan Kumari received an MBBS from Shaheed Mohtarma Benazir Bhutto Medical University. She completed a residency in Neurology at University of Nebraska Medical Center. Currently, Dr. Kumari is a practicing physician with Sentara Neurology Specialists.

Vivienne M. LaRose Instructor Pediatrics, Division of Hospital Medicine	N/A	11/03/2025 1 Year
---	-----	-------------------

Ms. Vivienne LaRose received an M.S.N. in Child and Adolescent Health Nurse Practitioner and a B.S. in Nursing from University of Akron. Currently, Ms. LaRose is a nurse practitioner with Children's Specialty Group at Children's Hospital of The King's Daughters.

Kevin R. Lou N/A 11/10/2025 1 Year
 Instructor
 Pediatrics, Division of Adolescent and Child Psychiatry

Dr. Kevin Lou received a Ph.D. in Sport, Exercise, and Performance Psychology, an M.S. in Sport, Exercise, and Performance Psychology, and an M.A. in Clinical Mental Health Counseling from West Virginia University, and a B.S. in Clinical Psychology and an B.A. in Human Development from University of California, San Diego. Currently, Dr. Lou is a practitioner at Children's Hospital of The King's Daughters.

Dean L. Maynard N/A 10/06/2025 1 Year
 Assistant Professor
 Family and Community Medicine

Dr. Dean Maynard received an MD from Creighton University School of Medicine. He completed a transitional internship at Dwight Eisenhower Army Medical Center and residency in Family Medicine at AnMed Community Hospital. Currently, Dr. Maynard is a practicing physician at Hampton VA Medical Center.

Rajesh K. Mehta N/A 10/07/2025 1 Year
 Assistant Professor
 Pediatrics, Division of Adolescent and Child Psychiatry

Dr. Rajesh Mehta received an MBBS from Indira Gandhi Medical College. He completed a residency in Psychiatry at St. Louis University School of Medicine and a fellowship in Child and Adolescent Psychiatry at the Institute of Living-Hartford Hospital. Currently, Dr. Mehta is a practicing physician at Children's Hospital of The King's Daughters.

Reeva C. Morton N/A 10/27/2025 1 Year
 Instructor
 Pediatrics, Division of Adolescent and Child Psychiatry

Dr. Reeva Morton received a Ph.D. and M.S. in Educational Psychology from Mississippi State University and a B.S. in Psychology from West Virginia University. She completed a residency in Psychology at Beacon Pediatric Behavioral Health. Currently, Dr. Morton is a practicing psychologist at Children's Hospital of The King's Daughters.

Emmagene Worley N/A 11/10/2025 1 Year
 Assistant Professor
 Emergency Medicine

Dr. Emmagene Worley received an MD from Virginia Commonwealth University and a B.S. in Neuroscience from College of William and Mary. She completed a residency in Emergency Medicine at New York Presbyterian, where she also served as Chief Resident. Additionally, she completed a fellowship in Teaching at American College of Emergency Physicians. Previously Dr. Worley was an Assistant Professor in the Department of Emergency Medicine at Columbia University Vagelos College of Physicians & Surgeons. Currently, Dr. Worley is a practicing physician with Emergency Physicians of Tidewater.

Community Faculty

Faculty	Rank	Department	Term
Denise G.M. Alcantara, MD	Assistant Professor	Department of Medicine, Division of Hospital Medicine	1 year
Ian J. Beck, MD	Instructor	Pediatrics, Division of Hospital Medicine	1 year

Charles I. Beaudette, MD	Assistant Professor	Medical Education	1 year
John H. Bishop Jr., MD	Assistant Professor	Department of Medicine, Division of Pulmonary and Critical Care Medicine	1 year
Chrystal D. Braden, DO	Instructor	Pediatrics, Division of Community Pediatrics	1 year
Zachary V. Braig, MD	Assistant Professor	Surgery, Division of Orthopedic Surgery	1 year
Aldo C. Dumlaao, MD	Assistant Professor	Family and Community Medicine	1 year
Cory J. Everette, DO	Assistant Professor	Department of Medicine, Division of Hospital Medicine	1 year
Sarah E. Forsythe, DO	Assistant Professor	Medical Education	1 year
Greg R. Fuller, DO	Assistant Professor	Family and Community Medicine	1 year
Katherine N. Hines, MD	Assistant Professor	Obstetrics and Gynecology	1 year
Dejie John, MBBS	Instructor	Pediatrics, Division of Urgent Care	1 year
Anand M. Krishnan, MBBS	Assistant Professor	Medical Education	1 year
Benjamin M. Liu, BMed, PhD	Assistant Professor	Biomedical and Translational Sciences	1 year
Travis Livingston, DO	Assistant Professor	Family and Community Medicine	1 year
Jason Ly, DO	Instructor	Pediatrics, Division of Hospital Medicine	1 year
Mark Malone, MD	Instructor	Pediatrics	1 year
Austin B. May, MD	Assistant Professor	Medical Education	1 year
Charlotte M. McCrary, MD	Instructor	Pediatrics, Division of Hospital Medicine	1 year
Kristin L. Mooney, MS, RN, CNOR	Instructor	Pediatrics, Division of Administration	1 year
Anna C. Neder, MBBCh, BAO	Instructor	Pediatrics, Division of Hospital Medicine	1 year
Janice K. Quick, PA-C	Assistant Professor	EVMS School of Health Professions, Physician Assistant Program	1 year
Juan S. Salazar, MD	Assistant Professor	Family and Community Medicine	1 year
Rose G. Suaava, DO	Assistant Professor	Medical Education	1 year
Sasikala Vaddu, DVM, PhD	Assistant Professor	Biomedical and Translational Sciences	1 year
Gregory M. Weiss, MD	Assistant Professor	Medical Education	1 year

Terms:

12 Mos. = Salaried Faculty

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

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

The Board of Directors approved Dr. Abuhamad's recommendations for academic honors for 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 Dr. Steven L. Goudy - Sentara Health Chair of EVMS Otolaryngology

Judette M. Louis, MD, M.P.H. nominated Steven L. Goudy, MD, M.B.A., FACS, for the Sentara Health Chair of EVMS Otolaryngology. Dr. Goudy will join Macon & Joan Brock Virginia Health Sciences Eastern Virginia Medical School at Old Dominion University as Chair of the Department of Otolaryngology effective

January 1, 2026. He brings extensive experience and distinguished leadership to our institution. A nationally recognized clinician, educator, researcher, and leader in Pediatric Otolaryngology, Dr. Goudy has made significant contributions that have advanced patient care, medical education, and clinical innovation across the field.

Dr. Goudy earned his B.S. in Biochemistry and Molecular Biology from Centre College, his MD from the University of Louisville School of Medicine, and completed residency in Otolaryngology–Head and Neck Surgery at the University of Louisville. He also completed fellowship training in Pediatric Otolaryngology at the University of Iowa Hospitals and Clinics. He holds an Executive MBA in Healthcare from Emory University and is Lean Six Sigma Green Belt certified, supporting his commitment to quality improvement and systems-based care.

Leadership and Service

Dr. Goudy has served as Director and Division Chief of Pediatric Otolaryngology at Emory University School of Medicine and Children's Healthcare of Atlanta. In these roles, he expanded statewide access to pediatric ENT care, led significant quality and patient safety initiatives, and fostered interdisciplinary clinical and research programs. His leadership emphasizes collaboration, measurable outcomes, and innovative care delivery models.

Teaching and Mentorship

Dr. Goudy is a dedicated educator who has trained medical students, residents, fellows, and research scholars across multiple institutions. He has developed accredited fellowship programs, led surgical simulation efforts, and received recognition for teaching excellence. His mentorship has supported the career development of numerous emerging clinicians and scientists.

Research and Innovation

A respected academic leader, Dr. Goudy has authored over 100 publications and book chapters and has secured research funding including NIH support. He has led clinical trials, developed patented technologies, and co-founded medical device companies focused on improving pediatric airway care. Nationally, he serves in leadership roles within the American Cleft Palate Association and the American Academy of Otolaryngology - Head and Neck Surgery.

In conclusion, Dr. Goudy's extensive background and leadership will meaningfully strengthen our institution and the Department and Divisions of Otolaryngology. He embodies the standards of excellence associated with the Sentara Health Chair of EVMS Otolaryngology. I respectfully submit this nomination in recognition of his accomplishments and his continued dedication to advancing otolaryngologic care for patients and communities.

Nomination Dr. Mariam Rahmani – Kay W. Abiouness Distinguished Professorship in Pediatric and Adolescent Psychiatry

It is my pleasure to nominate Dr. Mariam Rahmani, MD, DFAACAP, Associate Professor, Department of Pediatrics in the Division of Child and Adolescent Psychiatry, for the Kay W. Abiouness Distinguished Professorship in Pediatric and Adolescent Psychiatry. Dr. Rahmani's leadership, mentorship, and national

prominence in child and adolescent psychiatry make her an ideal recipient of this honor, which recognizes those whose work has advanced the education and care of children and families.

Dr. Rahmani joined the faculty of Eastern Virginia Medical School and Children's Hospital of The King's Daughters in 2024, bringing with her a remarkable record of achievement in clinical care, education, and program development. She currently serves as the Program Director of the Child and Adolescent Psychiatry Fellowship and as the Interim Academic Chief of the Mental Health Service Line. In these roles, she has redefined excellence in psychiatric education by developing innovative, evidence-based curricula, establishing a culture of mentorship, and ensuring that trainees learn in an environment that models compassion, professionalism, and respect for families.

Her contributions to education have been recognized at both institutional and national levels. In 2025, she was inducted into the Fine Family Academy of Educators and received the Renaissance Award for outstanding leadership, teaching, and mentorship. She was also selected by fellows for the EVMS Child and Adolescent Psychiatry Mentorship Champion Award in 2024. Her influence extends nationally as a Distinguished Fellow of both the American Psychiatric Association and the American Academy of Child and Adolescent Psychiatry, and she has twice received the AACAP Outstanding Mentor Award.

Dr. Rahmani's academic record reflects her commitment to advancing the field through scholarship and collaboration. She has authored multiple peer-reviewed publications as a first author, including in Academic Psychiatry and Current Psychiatry Reports. She has led the development of nationally recognized model curricula through the American Association of Directors of Psychiatry Residency Training. Her work in educational innovation has shaped best practices in psychiatry training programs nationwide.

Equally impressive is her leadership and service. She has served on the ACGME Child Psychiatry Milestones Working Group, the Group for the Advancement of Psychiatry, and state and national committees dedicated to improving systems of care for children. Her efforts consistently demonstrate a rare blend of academic rigor, empathy, and vision.

Dr. Rahmani's work exemplifies the spirit of the Kay W. Abiouness Distinguished Professorship. She is deeply committed to educating future child psychiatrists and to improving the lives of children and families in our community. Her leadership has strengthened the partnership between EVMS and CHKD, elevated our training programs, and enhanced our national visibility. She is an extraordinary educator, scholar, and leader whose contributions already reflect the highest ideals of this recognition.

AUDIT, COMPLIANCE, HUMAN RESOURCES, and GOVERNANCE COMMITTEE

D.R. (Rick) Wyatt, Chair of the Audit, Compliance, and Human Resources Committee, reported that LaToya Jordan, Senior Associate Vice President for Audit and Compliance presented the status of the 2026 audit work plan, sharing results of recently completed engagements and open audit action items, and provided an administrative update.

Senior Associate Vice President Jordan, provided an update of the current audit plan, sharing results from three completed engagements – the Graduate School, Police Department's Fiscal Year 2025 Fiscal Activities, and the

Office of the President Fiscal Year 2025 Expenditures. The Graduate School Audit focused on assessing the design and effectiveness of internal controls, which were found to be partially effective. Opportunities for improvement included: enhancing GPA monitoring and academic standing practices, strengthening the budget reconciliation process, and developing standard operating procedures for key business processes. Police Department's Fiscal Year 2025 Fiscal Activities Audit is completed annually and focused on assessing the design and effectiveness of internal controls and supports the Police Department's compliance with CALEA. Controls were found to be effective, with no reportable conditions. The Office of the President Fiscal Year 2025 Expenditures Audit is also done annually and focused on assessing the design and effectiveness of internal controls, which were found to be effective with no reportable conditions.

Senior Associate Vice President Jordan briefed the committee on active engagements, including: Amazon Web Services (AWS) Cloud Computing, Endowment Spending, Dining Services Contract Administration, Environmental Health and Safety, Financial Reconciliations, Conflicts of Interest, and Indigent Care. The results of these engagements will be presented to the committee in the Spring. In response to a committee member's question regarding the duration of a typical engagement, SAVP Jordan clarified that most audits range between 200–250 hours, though the timeline may vary depending on the complexity and scope of the review.

Senior Associate Vice President Jordan reported progress on audit corrective action items, with several completed or in progress since October. Jordan shared that efforts are being made to increase transparency on remediation progress.

Senior Associate Vice President Jordan then briefed the committee on the results of the Audit department's Quality Assurance and Improvement Plan internal assessment. The department achieved full compliance with the majority of principles outlined in the revised Global Internal Audit Framework. The Fiscal Year 2025 assessment identified three opportunities for improvement: refining the protocol for communicating the department's operational structure and processes, updating the Audit Department's strategic plan, and enhancing Audit's root cause analysis process. Mrs. Jordan also briefed the committee on the audit department's fiscal year 2026 annual budget, noting personnel expenses make up 97% of the total budget and referencing vacancies in the audit director and one audit manager positions.

Senior Associate Vice President Jordan ended her presentation by giving an update on the University's compliance program, specifically the reach and engagement of the recently launched University Compliance Network and plans for expansion moving forward.

Chad Reed, Vice President for Finance and Chief Financial Officer, reported to the Committee about the Red Flag Rule. The Red Flag Rule relates to the federal regulations regarding identity theft. It is the University policy for the VP of Finance to affirm the Board annually that the University has met all requirements and that the University personnel have completed all training as required by the Red Flag Rule. Vice President Reed confirmed this has been completed.

September Sanderlin, Vice President for Talent Management and Culture, informed the Committee that as of December 1, 2025, the new DHRM Overtime Policy 3.20 has been implemented, replacing policy 3.15. This policy mitigates rise in overtime costs for state agencies, addresses inconsistent practices and strengthens FLSA compliance. Updates include modifications to compensatory leave provisions and the establishment of a new cap limiting overtime leave carryover to a maximum of 80 hours per fiscal year.

Vice President Sanderlin reported to the Committee that Old Dominion University has been recognized as a Healthiest Employer in Virginia for the past three consecutive years. She noted that for the 2025 award cycle,

ODU received sixth place in the expanded D.C., Virginia, and Maryland (DMV) regional rankings. This broader competitive field highlighted ODU as the only higher education institution recognized in the entire DMV region for wellness practices. Vice President Sanderlin further shared that the University was honored for several key programs, including the Tuition Assistance Program, the Dependent Scholarship Program, Employee Assistance Programs, and financial wellness services that collectively support employee well-being.

Vice President Sanderlin then reported that nineteen Administrative and Professional Faculty and Clinical appointments were provided for the committee's review in the OnBoard materials. The appointments reflected hire dates between September 10, 2025, and November 10, 2025. Upon a motion by P. Murray Pitts, seconded by Mr. Hodge, the committee approved the appointments by unanimous vote of the members present.

The resolution to approve the Administrative and Professional Faculty and Clinical appointments was approved by the Committee. Upon recommendation of the Audit, Compliance, Human Resources, and Governance Committee, the Board unanimously approved the following resolution.

Administrative Faculty Appointments & Clinical Appointments
September 10, 2025 – November 10, 2025

STUDENT ENHANCEMENT & ENGAGEMENT AND DIGITAL LEARNING COMMITTEE

Chair Susan Allen, Chair of the Student Enhancement & Engagement and Digital Learning Committee, reported Dr. Brandi Hepner LaBanc, Vice President for Student and Campus Life shared updates on strategic efforts to enhance student success, well-being, and safety.

Vice President Hepner LaBanc highlighted the division's focus on increasing first-year retention through the implementation of recommendations from the National Institute for Student Success (NISS) to develop student pathways for success and strengthen financial support. High-impact programs such as Living-Learning Communities (LLCs), the Learn and Earn Advantage Program (LEAP), and the First-Year Summer Institute (FSI) are yielding significant positive results for student retention. First-year students in these programs are outpacing their peers in returning for their second year by six, fourteen, and nine percentage points respectively. Vice President Hepner LaBanc also outlined that over \$10 million secured in grant funding for Pell-eligible students has been strategically deployed through completion grants, emergency support, and housing assistance to remove financial barriers and ensure persistence. To date, more than 1,000 Pell-eligible students have received awards ranging from \$199 to \$14,000.

Senior Associate Vice President for Student Engagement and Dean of Students, Evelyn Ashley, presented the division's holistic and proactive approach to well-being, emphasizing that student engagement with Counseling Services' TalkCampus peer-to-peer mental health app and the Dean of Students Office Extended Absence Notification (EAN) process resulted in improved first-year retention rates. The TalkCampus app has facilitated over 20,000 interactions in its eight months of use. Senior AVP Ashley also discussed how Dean of Students Office staff triage issues and coordinate care with specialized support teams such as the CARE team, THREAT team, and Title IX office to provide comprehensive support to students in need.

Chief of Police and Assistant Vice President for Campus Safety, Garrett Shelton, then introduced Director of Threat Assessment, Jennifer Tabacco, who provided the Public Safety report. Director Tabacco outlined how the work of the Threat Assessment team aligns with a student-centered care model through

proactively identifying concerning behavior and coordinating early, comprehensive intervention. She discussed how this preventative approach improves outcomes not only for the individual of concern but also for the entire campus community, positively contributing to campus safety and promoting student well-being.

Vice President of Digital Transformation and Technology Nina Rodriguez Gonser, introduced Chief Information Security Officer (CISO), Kate Rhodes. CISO Rhodes highlighted the University Information Security Office's (UISO) enhancements to build scalable, cloud-ready security as part of the Forward-Focused initiatives. These new cloud tools require heightened security and responsiveness. Key UIISO improvements are higher gap analysis scores, better Governance, Risk, and Compliance tools, and a university risk register. Since 2023, automation has accelerated Security Operations Center (SOC) incident management by 333% per hour. Adaptive security measures now counter ransomware and credential abuse, using cloud architecture and zero-trust principles. The Student SOC offers practical learning for workplace readiness.

Associate Vice President for Enrollment Management, Ashley Miller, outlined strategies aimed at increasing on-campus enrollment in response to demographic challenges. She highlighted efforts targeted at both traditional and transfer students that include offering competitive financial aid packages. There is significant growth in military/military-affiliated and first-generation groups, and 91% of on-campus students are Virginia residents. Marketing efforts include digital campaigns and geographical outreach, and partnerships with the Common App and Phi Theta Kappa. Expanded campus visits and recruiter coverage have led to a 33% increase in applications, and improved communication with students and parents has enhanced yield rates. Relationships are established early and maintained through enrollment.

Associate Vice President for Strategic Enrollment & Outreach, Kate Ledger, emphasized ODUGlobal's focus on adults with some college but no degree, in addition to transfer, military-affiliated, and graduate students. The program leverages a high-touch, high-tech approach, strong branding, and a student success-focused staff to distinguish ODUGlobal from competitors. Successful digital marketing and influencer partnerships have achieved above-average engagement rates. Enrollment processes, including fee waivers and rapid reviews, are streamlined by AI-driven transcript evaluations. The Fall 2026 expansion into 8-week asynchronous courses will offer greater enrollment flexibility. Updates show a 19% rise in applications and a 14% increase in registrations for Spring 2026. ODUGlobal provides comprehensive online support services to assist adult learners to earn their degrees.

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 a brief financial overview of the university's operating structure. This highlighted five major programmatic functions: E&G (Education and General), auxiliary enterprise, sponsored programs, student financial assistance, and capital outlay, noting the primary sources of revenue for E&G are the general fund, tuition, and fees. Discretionary and gift funds are also used to support programmatic activity across all functions.

The operating budget was outlined at \$977.5 million, with E&G representing the largest piece at \$584.2 million, followed by auxiliary enterprises, student financial assistance, sponsored activities, and gifts and discretionary funds.

Vice President Reed explained the shared cost model for Higher Education in Virginia, noting that the state seeks to contribute 67% share of the cost of education for in-state undergraduate students. The funding split for E&G

operations is 56% general fund and 44% non-general fund, with a history of fluctuations due to economic conditions and state allocations. Virginia Health Sciences (VHS) receives a significant portion of its funding from non-general funds, with 37% general fund and 63% non-general fund split. The combined fund split for the entire ODU operation is approximately 50-50 general fund and non-general fund.

Vice President Reed discussed the current year's enrollment, noting a total head count of 23,471, within 1% of the budgeted 23,743. The university budgets by credit hour, with a total of 258,000 credit hours in the fall, an increase attributed to graduate enrollment. The largest cost driver out of the university's control is the Virginia Military Survivors and Dependent Education Program (VMSDEP), with 15,179 students enrolled and projected costs exceeding initial projections. The university receives state funding to offset a portion of the impact of the program. The university is closely monitoring the VMSDEP impact and state funding allocations to ensure financial stability and support for students.

Vice President Reed presented a proposal to adjust the 2025-26 operating budget. In total, the adjustments reflect a revised total operating revenue budget of \$1.067 billion and total operating expenditure budget of \$1.012 billion. Specifically, the recommendation reflected an E&G adjustment of \$14,287,372 that included a \$15,927,053 carryforward, a \$778,471 central appropriation alignment, \$619,071 in funding for the Tech Talent Investment Program, \$25,695 for a VIVA Open grant, and a Virginia Health Sciences facilities and administrative cost adjustment for \$1,505,977. Student Financial Assistance changes included \$2,801,232 for one-time state support and a prior year carryforward of \$2,624,431. Additionally, a \$70,000,000 revenue adjustment was included representing the Sentara Transitional Support Program with an expenditure corresponding increase of \$7,509,370 for expected programmatic activity related to expansion in VHS. Lastly, a \$11,390,166 expenditure increase for Gifts and Discretionary is included for the inter-governmental transfer to DMAS.

A discussion was held regarding the VMSDEP program including its growth, the impact on the university's finances and the need for continued funding to support the program.

The resolution to present the Amended 2025-2026 Operating Budget was approved by the Committee. Upon recommendation of the Administration and Finance Committee, the Board unanimously approved the following resolution.

Resolution

Approval of Amendments to the Old Dominion University 2025-26 Operating Budget

December 12, 2025

BE IT RESOLVED, that upon the recommendation of the Administration and Finance Committee, the Board of Visitors of Old Dominion University approves amendments to the 2025-26 Operating Budget.

OLD DOMINION UNIVERSITY
Amendments to FY26 Operating Budget

Dollars in Millions	Adopted Budget	December Amendments	Adjusted Base Budget
Education & General Programs			
<u>Resources</u>			
GF	292.26	(0.16)	292.10
T&F	208.73	0.00	208.73
All Other	83.21	14.44	97.65
Total	<u>584.20</u>	<u>14.29</u>	<u>598.49</u>
<u>Expenditures</u>	<u>(584.19)</u>	<u>(14.29)</u>	<u>(598.48)</u>
Net	0.01	0.00	0.01
Student Financial Assistance			
Revenue	72.47	5.42	77.89
Expenditures	<u>(72.47)</u>	<u>(5.42)</u>	<u>(77.89)</u>
Net	0.00	0.00	0.00
Sponsored Programs			
Revenue	67.54	70.00	137.54
Expenditures	<u>(66.58)</u>	<u>(7.51)</u>	<u>(74.09)</u>
Net	0.96	62.49	63.45
Auxiliary Enterprises			
Revenue	197.77	0.00	197.77
Expenditures	<u>(194.81)</u>	<u>0.00</u>	<u>(194.81)</u>
Net	2.96	0.00	2.96
Gifts & Discretionary			
Revenue	55.55	0.00	55.55
Expenditures	<u>(55.55)</u>	<u>(11.39)</u>	<u>(66.94)</u>
Net	0.00	0.00	(11.39)
Total University			
Revenue	977.53	89.71	1,067.24
Expenditures	<u>(973.60)</u>	<u>(38.61)</u>	<u>(1,012.21)</u>
Net	3.93	51.10	55.03

Vice President Reed then presented the University's Financial Performance Report as of September 30, 2025. The report included revenue and expense breakdowns for general fund, tuition and fees, student financial assistance, sponsored programs, and auxiliary services. The University is on track with its financial performance, with 63% of tuition and fees recorded and 25.2% of payroll expenses incurred. It was illustrated that the report aligned with expectations for the first quarter operating activity of fiscal year 2026 with revenues of \$416.6 million and \$303.9 million of expenses.

Etta Henry provided an update on the University's SWaM (Small, Women-Owned, and Minority-Owned) activity, including economic impact, goals, and results. The details of the SWaM program's

structure was explained, along with its impact on the University's discretionary spending, and the recent integration with the medical campus. Etta Henry explained the SWaM program's goals, including the Commonwealth's 40% goal for SWaM utilization and the University's 40% goal for FY 26, highlighting fluctuations in SWaM spending. Opportunities and challenges associated with the recent integration were discussed, including the need for specialized equipment and services. Lastly, the updates cover the various methods and opportunities used to share the SWaM program with campus community members and external vendors.

Chief of Staff and Associate Vice President of Administration, JaRenae Whitehead-Cooper, provided updates on three strategic initiatives for the Division of Administration. She updated that the electric vehicle (EV) charging station project is on track for completion in January 2026. The installation of these charging stations will suffice to comply with the Commonwealth's Division of Engineering and Building requirements, which mandates a minimum of two EV charging stations per capital project based on the University's main campus size and parking capacity. While the Commonwealth of Virginia currently adheres to the 2023 National Electrical Code, the electrical design for the new charging stations will meet the 2026 standard—well ahead of the state's current requirement, which extends through 2030. This positions the University as a leader in infrastructure safety and innovation for EV charging stations.

The next update informed that committee that the planning phase for the Exterior Wayfinding Signage Design Project was completed over the fall semester. Consultants, Nicolson Associates, visited campus on October 14, 2025, to meet with key stakeholder groups, including University Advancement, Public Safety, and Parking and Transportation Services. Feedback focused on critical elements for the project, such as conducting a comprehensive building inventory, validating building names, accurately defining the campus perimeter, clarifying the campus' operational boundaries, and establishing navigational zones to enhance campus accessibility. Preliminary conceptualization for the design phase of the project is now underway. This includes benchmarking for design of the complete sign system.

Mrs. Whitehead-Cooper then presented recent outcomes of the Building Services Department's strategic culture change initiative. This initiative consists of recent recruitment efforts to address the department's high vacancy rate. This included a job fair which resulted in 9 full-time hires securing employment, which reduced the vacancy rate for academic building support from 61% to 38%. The department is also focused on strengthening accountability and operational excellence through personal and professional development, while addressing staff concerns through measures such as salary adjustments and hourly wage increases.

Michal Holliday, Assistant Vice President for Facilities Management and Construction, provided updates on several key projects. The Engineering and Arts Building remains on track for completion by 2030. The Biological Sciences Building experienced a \$300,000 cost increase due to unsuitable soil conditions; however, the project continues on schedule, with demolition, pile driving, and concrete foundation work progressing as planned. The Oceanography and Physical Sciences Building renovation is in the early design phase, with detailed planning and state approval anticipated by July 2027. Boiler replacements in the Barry Arts Building have been completed to ensure reliable HVAC performance during the winter season. Additionally, the Athletics Training Table dining facility in Whitehurst Hall has been renovated to support athletic operations, featuring a fully functional kitchen designed to provide tailored meals for student athletes. Safety enhancements were also made with the replacement of barrier cables in the VHS campus parking garage to maintain compliance and protect users.

Lastly, Mike LaRock, Associate Vice President for Foundation, presented the Educational Foundation investment report, highlighting the foundation's agreement to manage endowments for various entities. This report reflects a \$593 million endowment value as of September 2025, an increase of \$54.6 million over September 2024 values

UNIVERSITY ADVANCEMENT AND UNIVERSITY COMMUNICATIONS COMMITTEE

Claire Wulf Winiarek, Ph.D., member of the University Advancement and University Communications Committee, reported that Alonzo Brandon, Vice President for University Advancement, gave an update on the Capital Campaign. Fundraising progress for this fiscal year totaled \$62 million. The goal for this year is \$40 million. Additionally, Vice President Brandon reported that the Capital Campaign is currently at \$499 million, which represents approximately 99.80% of the \$500 million goal. Also, Vice President Brandon provided an overview of the 2025 Bank of America Study of Philanthropy, highlighting key trends and insights shaping donor behavior. He identified several areas of opportunity for strengthening donor engagement and emphasized the importance of aligning our efforts with emerging donor priorities, noting the implications for our fundraising strategies moving forward.

Kimberly Osborne, Vice President for University Communications and Chief Marketing Officer, shared updates on the Forward-Focused brand campaign, including a preview of the University's commercial. She discussed the impact of the paid media campaign, social media successes, and public relations engagements featuring faculty experts and University announcements. In October alone, ODU faculty were featured on CNN, Reuters and Wired. Vice President Osborne also recognized two University Communications employees: Mr. Doug Gardner and Mr. Brian Eubank. Mr. Gardner has provided exceptional public relations and photography services at the medical campus for more than 30 years and will retire this month. Mr. Eubank is the Executive Director of University Licensing and received accolades from Dick's House of Sport for ODU Fan Fest – which won a company award for best engagement event. Vice President Osborne then turned the meeting over to Mr. Eubank, who discussed the promotion, protection and profit collection of University Licensing. The University now works with a record 203 licensed vendors. Revenue collections are growing thanks to new product launches, new gift guides developed by University Communications and increased exposure through partnerships such as Dick's House of Sport and ESPN's SportsCenter visit to campus.

MOTION FOR CLOSED SESSION

The Rector Pitts recognized Mr. Wyatt who read the following motion: "Mr. Rector, I move that this meeting be convened in closed session, as permitted by Virginia Code Section 2.2-3711(A), subsections (1), (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."

RECONVENE IN OPEN SESSION AND FOIA CERTIFICATION

Rector Pitts reconvened in open session and stated: any person who believes that the Committee discussed items, which were not specifically exempted by law or not included in the motion, must now state where they believe there was a departure from the law or a departure in the discussion of matters other than that stated in the motion convening the closed meeting.

Mary Jo Karlis, Director of Board Relations and Executive Operations, took a roll call vote of the Board Members. All those present agreed 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: Allen, Eure, Giandoni, Hodge, Lavingia, Middleton, Montero, Pitts, Segura, Tata, and Wulf Winiarek; Absent: Ellmer, Henderson Murphy, Holland, Mitchum, and Thompson*)

ACTION ITEMS:

The following resolutions was approved unanimously by the Board.

Resolution 1: Faculty Handbook Integration

RESOLUTION AFFIRMING THE BOARD OF VISITORS' APPROVAL OF FACULTY HANDBOOK INTEGRATION

WHEREAS, on December 17, 2021, Sentara Healthcare, Old Dominion University, and Eastern Virginia Medical School (EVMS) signed a Memorandum of Understanding, agreeing to explore the value of aligning or affiliating their respective organizations to create an affiliated academic health center; and

WHEREAS, on July 28, 2022, Old Dominion University and EVMS signed a Memorandum of Understanding recognizing the commitment of each institution's Board of Visitors to developing a vision for co-creating a Health Sciences enterprise by fully integrating EVMS with Old Dominion University; and

WHEREAS, the Faculty Senate advised that the integration of the EVMS faculty appointment, promotion, and tenure polices into the Old Dominion University Teaching and Research Faculty Handbook could not be completed by the anticipated integration date of July 1, 2024; and

WHEREAS, on June 16, 2023, the Board of Visitors approved a Resolution to adopt the appointment, promotion, and tenure policies that apply to the School of Medicine and the School of Health Professions to become effective upon the integration of EVMS into the University, thereby recognizing that this action would require two faculty handbooks; and

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

WHEREAS, the Integration Management Office created a committee that included faculty senators to conduct a thorough review of the Old Dominion University Teaching and Research Faculty Handbook, and specifically the School of Medicine and School of Health Professions appointment, promotion, and tenure policies; and

WHEREAS, the Integration Management Office sent the proposed revisions to the School of Medicine and School of Health Professions appointment, promotion, and tenure policies to the Faculty Senate for consideration; and

WHEREAS, as involved faculty were provided two years prior to the integration and another two years after the integration to complete this critical work, it is vitally important to ensure this required work is completed in advance of the upcoming deadline, which cannot be either extended or waived regardless of the circumstances contributing to any and all additional delays.

THEREFORE, BE IT RESOLVED, in accordance with the Board of Visitors Resolutions adopted on June 16, 2023, the Board expects the Faculty Senate will complete its reconciliation, review, and update of the School of Medicine and School of Health Professions appointment, promotion, and tenure policies for presentation to and consideration by the Board at the Board's June 12, 2026 meeting.

BE IT FURTHER RESOLVED that in the absence of Faculty Senate approved School of Medicine and School of Health Professions appointment, promotion, and tenure policies, the Board will take immediate action on the revisions to those policies as presented by the Integration Management Office to the Faculty Senate.

BE IT FURTHER RESOLVED that in accordance with its June 16, 2023 Resolutions, the Board expects the Faculty Senate to approve a unified Teaching and Research Faculty Handbook prior to the two-year anniversary date of the integration, July 1, 2026 and failure to do so will result in Board action that will supersede any subsequent faculty action that may occur after the deadline has passed.

Resolution 2: Amendment to the Supplemental Defined Contribution Plan

Now Therefore Be it Resolved, that the Board of Visitors hereby approves an amendment to the Supplemental Defined Contribution Plan, as discussed in closed session on December 12, 2025; delegates authority to the Rector to execute final steps and sign any documents on behalf of the Board; and that said contribution plan is considered a personnel record.

Resolution 3: Annual Performance Plan

Now Therefore Be it Resolved, the Board of Visitors hereby approves payment as part of President Brian O. Hemphill's 2025-2026 annual performance plan with a progress report provided on December 12, 2025, and that said plan pursuant to Sections D.2. and E. of President Hemphill's employment agreement is considered a personnel record.

Resolution 4: Special Bonus

Now Therefore Be it Resolved, the Board of Visitors approves payment of a special bonus in the amount of \$25,000 to President Brian O. Hemphill, Ph.D. for his visionary leadership and exemplary service throughout his presidency, specifically in the second half of the 2025 calendar year and the first half of the

2025-2026 academic year in which there was extraordinary circumstances faced and significant progress made.

Resolution 5: Contract Amendment

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

Adjourn

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