

**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, Esq.
Dennis Ellmer
Mark T. Fleming, MD
Brian K. Holland
E.G. (Rudy) Middleton, III
Juan M. Montero, II, MD
Charlene A. Moring, Esq.
Keith H. Newby, Sr., MD
Bruce L. Thompson
Claire Wulf Winiarek, Ph.D.
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
Ken Fridley
Annie Gibson
Brandi Hephner LaBanc
Stephanie Jennelle
LaToya Jordan
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 meetings on December 12, 2025, March 12, and March 13, 2026 were unanimously approved.

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 the entire Monarch community that has been deeply impacted.

Rector Pitts then acknowledged President Brian O. Hemphill, Ph.D. for his leadership. He stated that President Hemphill 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, Esq., 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 then extended congratulations to Darcy Judd, Student Representative to the Board of Visitors, who is graduating in May. He 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, from athletics to Greek life and everything in between, and has followed her passions and built lifelong friendships. The Rector and President Hemphill presented Ms. Judd with a gift from the Board of Visitors in appreciation for her service.

Lastly, the Rector concluded his report 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.

PRESIDENT’S REPORT

President Brian O. Hemphill, Ph.D. provided a report highlighting the following items.

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, the President stated he 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 Business Department of Finance
- Administrative and Professional Faculty Recipient: Carrie John, Vice Provost and University Registrar
- Classified Staff Recipient: Lauren Larese (BS '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, 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 and walk-ins were permitted.

For the Friday event, 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 is expected with a Commencement address from Hampton Roads Chamber President and Chief Executive Officer Bryan K. Stephens. The President appreciates the participation of members of the Board for this important milestone in the life of our students and special occasion for our University!

Monarch Strong

While the spring report to the Board traditionally ends with a Commencement preview, this year is different. The President thanked 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.

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.

Ms. Judd's 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 Board of Visitors Student Representative Conference at Virginia Tech representing Old Dominion University on April 25. She once again thanked the Board and all those in attendance for their support.

REPORTS OF STANDING COMMITTEES

ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE

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

In closed session, the Committee discussed the recommendations for the award of tenure to twenty-three faculty members and the initial appointment of one faculty member with tenure. The

following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were unanimously approved by roll call vote.

TENURE RECOMMENDATIONS

The Old Dominion University Teaching and Research Faculty Handbook states, “The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission” (Tenure, §I). The promotion to the rank of Associate Professor is based on “established high quality of performance in teaching, research, and service and pre-eminence in at least one of these areas” (Academic Rank and Criteria for Ranks,

§I.A.2). RESOLVED that, upon the recommendation of the Provost, the Academic and Research Advancement Committee recommends that the Board of Visitors approve the award of tenure and promotion to associate professor for the following faculty members at Old Dominion University

TENURE RECOMMENDATIONS

RESOLVED that, upon the recommendation of the Provost and the Executive Vice President for Academic Affairs, the Academic and Research Advancement Committee recommends that the Board of Visitors approve the award of tenure and promotion to associate professor for the following faculty members at Old Dominion University. The tenure and promotion will be effective with the Fall 2026 semester.

Batten College of Engineering and Technology

Samuel Kovacic

Department of Engineering Management and Systems Engineering

Darden College of Education and Professional Studies

Yoseph Mamo

Department of Human Movement Studies and Special Education

Strome College of Business

John Crosby

Department of Finance

Md Mahmudul Hasan

School of Accountancy

Sheila Keener

Department of Management

Robert Pidduck

Department of Management

Ellmer School of Nursing

Kelli Garber

Department of Advanced Practice Nursing

College of Arts and Letters

Kate Mattingly

Department of Communication and Theatre Arts

Jeremy Saks

Department of Communication and Theatre Arts

Priya Vashist

Department of Communication and Theatre Arts

Brandi Woodell

Department of Sociology and Criminal Justice

College of Sciences

Vikas Ashok

Department of Computer Science

Kyle Lambert

Department of Chemistry and Biochemistry

Yet Tien Nguyen

Department of Mathematics and Statistics

Michael Pokojovy

Department of Mathematics and Statistics

Lisa Shollenberger

Department of Biological Sciences

Joseph Tamborski

Department of Ocean and Earth Sciences

Dr. Vikas Ashok

Department of Computer Science

Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Vikas Ashok, Assistant Professor in the Department of Computer Science in the College of Sciences.

Dr. Ashok has taught seven distinct undergraduate and graduate courses, both in person and online, in Data Science and AI Computer Science. He developed Natural Language Processing (CS 733/833) and Computer Vision (CS 740/840), which became popular among Computer Science and Data Science students. He also created 8-week online versions of Introduction to Artificial Intelligence (CS 480/580) and Natural Language Processing (CS 733/833) for the Graduate Certificate in Trustworthy AI. Reviews of Dr. Ashok's teaching portfolio, student opinion surveys, and peer evaluation reports provided evidence of his teaching effectiveness. Since arriving at ODU, Dr. Ashok has advised seven PhD students, served on five dissertation

committees, and mentored 14 MS and four BS students.

Dr. Ashok's research in the field of human-centered computing focuses primarily on developing systems for blind or visually impaired individuals. While at ODU, he has published an impressive 11 peer-reviewed journal articles and 39 peer-reviewed papers in prestigious conferences and workshops, including, among others, ACM CHI, IUI, ASSETS, and UIST, all with an acceptance rate of under 30%. Of these, 25 were co-authored with his students. He was awarded seven extramural research grants totaling over \$1.9 million, with his share exceeding \$380,000, from a diverse range of state and federal funding agencies, including the National Science Foundation and the National Institutes of Health.

Based on the formal review of Dr. Ashok's accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Vikas Ashok has earned tenure and promotion to the rank of Associate Professor in the Department of Computer Science.

Dr. John Crosby

Department of Finance

Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. John Crosby, Assistant Professor in the Department of Finance in the Strome College of Business.

Dr. Crosby has taught both online and face-to-face sections of International Financial Management (FIN 435), a course he is uniquely qualified to teach given his work experience and research expertise. He has dedicated significant time and effort to improving both formats and maintaining the integrity of student work and exams in this required course for all Finance and Personal Financial Planning majors. Reviews of Dr. Crosby's teaching portfolio, student opinion surveys, and peer evaluation reports all provide evidence of his teaching effectiveness. The college promotion and tenure committee noted that, as the sole instructor for this course, Dr. Crosby has demonstrated flexibility and pedagogical agility to meet the needs of the highly diverse student population.

Dr. Crosby's research focuses on how financial markets price risk, with an emphasis on derivatives, commodity markets, international finance, currency dynamics, macro-finance, and asset pricing. Over the six-year review period, he has published five peer-reviewed journal articles, including work in the Journal of Financial Economics and the Review of Financial Studies, two of the top three finance journals. Three articles appeared in A*-level journals, as classified by the Australian Business Deans Council journal list, and two were published in Financial Times Top 50 journals.

Based on the formal review of Dr. Crosby's accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. John Crosby has earned tenure and promotion to the rank of Associate Professor in the Department of Finance.

Dr. Kelli Garber
Department of Advanced Practice Nursing
Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Kelli Garber, Associate Professor in the Department of Advanced Practice Nursing in the Ellmer School of Nursing.

Dr. Garber has taught a broad range of courses within the Doctor of Nursing Practice (DNP) program at ODU. She has served as the lead faculty member on all DNP Advanced Practice Nursing Practicum Courses (NURS 865, 866, 867, 868), overseeing students and mentoring the 25 DNP faculty, including adjuncts, in their roles as student advisors responsible for the DNP student research projects. She also designed and led a new Pediatric Primary Care Mental Health Specialist Certification course, a new model established to improve the management of children with behavioral issues. Reviews of Dr. Garber's teaching portfolio, student opinion surveys, and peer evaluation reports provide evidence of her teaching effectiveness. She has served as the primary advisor for seven DNP students conducting Practice-Based Research projects, including two current students and five who have graduated. All five of the students whom she recently graduated have presented at either state or national conferences and have published their work.

Dr. Garber's research focuses on the application of telehealth to advance health equity. She has published 19 peer-reviewed publications, including eight as first author, and five co-authored with students, as well as four book chapters. Her works have been featured in leading journals such as The Journal for Nurse Practitioners, Academic Pediatrics, the Journal of Pediatric Health Care, the Journal of Nursing Regulations, Nurse Education, and the Journal of Nursing Education. She also conducted a 50-state systematic review of Advanced Practice Registered Nurse (APRN) telehealth laws, published in the Telehealth and Medicine Today and cited by the National Council of State Boards of Nursing's Environmental Scan. In 2025, she co-authored the National Organization of Nurse Practitioner Faculties (NONPF) White Paper on Telehealth Education, establishing standards for nurse practitioners' telehealth education. Recognized as an expert in education and telehealth, Dr. Garber has delivered 71 presentations since 2019, including 40 invited and 31 peer-reviewed presentations. Since joining ODU in 2023, she has presented 14 invited and 20 peer-reviewed presentations. Furthermore, Dr. Garber has also been successful in securing external grant funding, contributing to projects totaling over \$5.5 million as Co-Investigator and Program Director. In recognition of her contributions and impact, she was inducted as a Fellow into the American Association of Nurse Practitioners and the American Academy of Nursing.

Based on the formal review of Dr. Garber's accomplishments and the uniformly positive recommendations of the department chair, school dean, and the department, school, and University promotion and tenure committees, it is my determination that Dr. Kelli Garber has earned tenure in the Department of Advanced Practice Nursing.

Dr. Md Mahmudul Hasan
School of Accountancy
Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Md Mahmudul Hasan, Assistant Professor in the School of Accountancy in the Strome College of Business.

Dr. Hasan taught a broad range of online and face-to-face courses at both undergraduate and graduate levels during the review period, including Accounting Information System (ACCT 460), Managerial Accounting (ACCT 609), Strategic Cost Management (ACCT 727), and Seminar in Controllershship (ACCT 747). He also taught Principles of Managerial Accounting (ACCT 202) during Summer 2025. Reviews of Dr. Hasan's teaching portfolio, student opinion surveys, and peer evaluation reports provide evidence of his teaching effectiveness. Student opinion surveys of Dr. Hasan's classes are consistently positive. His students praise his availability, clear organization, and the effectiveness of his instructional materials, particularly his video explanations.

Dr. Hasan's research focuses on empirical studies in governance, managerial effects, auditing, financial reporting, trade credit, and cybersecurity. Over the six-year review period, he has published nine peer-reviewed journal articles. According to the Australian Business Deans Council journal rankings, his publications include one A*-level journal, six A-level journals, and two B-level journals, including two sole-authored A-level and one sole-authored B-level article. Dr. Hasan has also been awarded a \$10,000 research grant from the CFO Institute.

Based on the formal review of Dr. Hasan's accomplishments and the uniformly positive recommendations of the school chair, college dean, and the school, college, and University promotion and tenure committees, it is my determination that Dr. Md Mahmudul Hasan has earned tenure and promotion to the rank of Associate Professor in the School of Accountancy.

Dr. Sheila Keener

Department of Management

Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Sheila Keener, Assistant Professor in the Department of Management in the Strome College of Business.

Dr. Keener has taught four courses at both the undergraduate and graduate levels: Human Resource Management (MGMT 340), Advanced Human Resource Management: Contemporary Issues (MGMT 418), Human Resource Staffing Strategies (MGMT 440), and Managing Contemporary Organizations (MGMT 612). Several of these courses were newly developed or substantially revised under her leadership. Reviews of Dr. Keener's teaching portfolio, student opinion surveys, and peer evaluation reports provide evidence of her teaching effectiveness. Dr. Keener has supervised four honors research projects and 10 undergraduate student presentations, served on five doctoral dissertation committees (two completed and three in progress), and mentored three doctoral students. As a further testament to her teaching effectiveness, she received the Strome College of Business Outstanding Ann Scott Dougherty Tenure-Track Faculty Teaching Award and was named Most Inspirational Faculty Member by a Kaufman Award Finalist in 2020.

Dr. Keener's research, situated within industrial organizational psychology, focuses on employee selection and assessment, employee well-being, and advancing research methodology to enhance the credibility and quality of organizational research. During the review period, she has published seven peer-reviewed journal articles and one book chapter. She has also presented her research at 12 peer-reviewed conferences or symposia. Five of her journal articles were published in top-tier business journals and are rated in A* on the Australian Business Deans Council list, with three of these articles published in journals included on the prestigious Financial Times 50 (FT-50) list. One of these papers has already been cited over 400 times and was featured by multiple news outlets such as The Washington Post, Forbes, and The Virginian-Pilot.

Based on the formal review of Dr. Keener's accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Sheila Keener has earned tenure and promotion to the rank of Associate Professor in the Department of Management.

Dr. Samuel Kovacic
Department of Engineering Management and Systems Engineering
Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Samuel Kovacic, Assistant Professor in the Department of Engineering Management and Systems Engineering in the Batten College of Engineering and Technology.

Dr. Kovacic has taught several high-demand undergraduate and graduate courses on foundational and advanced systems engineering, a critical area of need for the Department of Engineering Management and Systems Engineering. He has also developed two new courses, Introduction to Systems Engineering (ENMA 415/515) and Systems Engineering Design (ENMA 661), significantly contributing to the department's curriculum. He has advised three PhD students to completion, currently advises seven additional PhD students, and regularly serves as a member of dissertation committees. Reviews of Dr. Kovacic's teaching portfolio, student opinion surveys, and peer evaluation reports provide evidence of his teaching effectiveness and ongoing positive development.

Dr. Kovacic's research centers on systems engineering, with a focus on digital transformation, maritime research, and systems reliability maintenance, which closely align with ODU's strategic initiatives related to maritime research and have made significant contributions to advancing digital transformation in maritime ecosystems. During the review period, Dr. Kovacic has secured seven external grants, serving as PI on each, with total funding exceeding \$1.8 million. The college dean noted that he has maintained consistent funding from the Military Sealift Command, reflecting a strong relationship with the sponsor and the delivery of satisfactory results. Additionally, Dr. Kovacic has published seven peer-reviewed journal articles and one book chapter and has presented his research at 13 conferences.

Based on the formal review of Dr. Kovacic's accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Samuel Kovacic has earned tenure and promotion to the rank of Associate Professor in the Department of Engineering Management and Systems Engineering.

Dr. Kyle Lambert
Department of Chemistry and Biochemistry
Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Kyle Lambert, Assistant Professor in the Department of Chemistry and Biochemistry in the College of Sciences.

Dr. Lambert has taught seven undergraduate and graduate organic chemistry courses, including Forensic Chemistry Laboratory (CHEM 495), a new forensic chemistry laboratory course he developed to support the new Forensic Science BS program. He has been instrumental in

developing this new degree program, securing funding from the College of Sciences Undergraduate Research program to develop the new laboratory course, and has collaborated with department colleagues to modernize the organic chemistry labs. Dr. Lambert has demonstrated an exceptional record of mentorship over the review period. He currently mentors four PhD students, one MS student, and four undergraduates. Previously, he advised one postdoctoral fellow, two MS students, and 22 undergraduate students. He has also served on 12 PhD dissertation committees, including four as chair. Reviews of Dr. Lambert's teaching portfolio, student opinion surveys, and peer evaluations provided evidence of his teaching effectiveness, receiving positive narrative comments and scores from students in his classes.

Dr. Lambert's research is focused on developing organic synthesis methods, supplemented by computational modeling and applications of machine learning. During his review period, he published 11 peer-reviewed publications, including eight original research articles, two reviews, and a book chapter. His publications have appeared in highly reputable journals in organic chemistry, including Chemical Communications, The Journal of Organic Chemistry, Tetrahedron Letters, and Tetrahedron. He has delivered 86 formal research presentations and received the 2025 American Chemical Society's (ACS) Organic Chemistry Young Academic Investigator Award. Dr. Lambert has secured \$47,500 in external grant funding, including \$20,000 from the Virginia Space Grant Consortium and \$27,500 from the American Chemical Society. Most recently, Dr. Lambert received a prestigious \$40,000 award from the ACS Green Chemistry Institute. Furthermore, Dr. Lambert has actively supported fellowship opportunities for his undergraduate and graduate students, resulting in 12 fellowships totaling more than \$220,000 from organizations such as the Virginia Space Grant Consortium, Pfizer/American Chemical Society, and the Barry Goldwater Scholarship.

Based on the formal review of Dr. Lambert's accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Kyle Lambert has earned tenure and promotion to the rank of Associate Professor in the Department of Chemistry and Biochemistry.

Dr. Yoseph Mamo

Department of Human Movement Studies and Special Education

Analysis and Recommendation:

The following contains my recommendation to award tenure to Dr. Yoseph Mamo, Assistant Professor in the Department of Human Movement Studies and Special Education in the Darden College of Education and Professional Studies.

Dr. Mamo has taught four different undergraduate and graduate courses in sport management and health and physical education, delivering courses in in-person, online, and hybrid formats. He contributed to the development of Sport Analytics (SMGT 780) and Topics in Human Movement Sciences: Social Media Research in Sport (HMS 895). The college's dean noted that Dr. Mamo revised existing courses and proposed the development of a certificate and concentration program in Sport Analytics, in partnership with the School of Data Science. Reviews of Dr. Mamo's teaching portfolio, student opinion surveys, and peer evaluations provided evidence of his teaching effectiveness. To improve his teaching effectiveness, he completed an online instructional design workshop through the Center for Faculty Development, which resulted in the creation of a graduate-level social media research course, HMS 895. Dr. Mamo has also supervised three graduate assistants, served on four dissertation committees, and served on eight MS

comprehensive exam committees.

Dr. Mamo's research focuses on sport management with an emphasis on corporate social responsibility within sport organizations by examining public perceptions and their effects on stakeholders, with attention to their broader societal impact. During the review period, Dr. Mamo has published 21 peer-reviewed publications, 14 as first author and five as second author, and three book chapters, and has presented 29 research papers at conferences. His work has been featured in leading journals in the field, including *Sport Marketing Quarterly* and the *Journal of Sport Management*. His department chair noted that external funding opportunities are extremely rare in the field of sport management and commended Dr. Mamo for his continued pursuit of external funding. In recognition of his achievements, the Darden College of Education and Professional Studies nominated Dr. Mamo for the SCHEV "Rising Star" Outstanding Faculty Award and President Hemphill's ODU nominee to the Junior Scholar to the Andrew Carnegie Fellows Program.

Based on the formal review of Dr. Mamo's accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Yoseph Mamo has earned tenure and promotion to the rank of Associate Professor in the Department of Human Movement Studies and Special Education.

Dr. Kate Mattingly

Department of Communication and Theatre Arts

Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Kate Mattingly, Assistant Professor in the Department of Communication and Theatre Arts in the College of Arts and Letters.

Dr. Mattingly has taught a broad range of undergraduate and graduate courses, with no fewer than 20 different course preparations. She has contributed significantly to curriculum development by creating three new asynchronous online courses for the Dance program, increasing access and flexibility for students. She also developed Arts Journalism (COMM 435) and redesigned *Dancing Power: Dance as Communication and Transformation* (DANC 389W). She has taught *Critical Methods and Digital Communication* (COMM 605) as a core faculty member in the Lifespan and Digital Communications graduate program. Reviews of Dr. Mattingly's teaching portfolio, student opinion surveys, and peer evaluations provide evidence of her teaching effectiveness. She has chaired three MA theses, served as a reader for four terminal MA projects or theses, and advised four additional students. In 2025, Dr. Mattingly served as a committee member for an MFA student at Jacksonville University, a rare invitation for an assistant professor from an external institution, as her chair noted. She also pursues professional development to enhance her teaching, participating in several workshops at Old Dominion University, including *What Inclusive Instructors Do* (Fall 2024) and the *QEP Pursue Truth* workshops (Spring 2025).

Dr. Mattingly's work focuses on the intersection of dance, culture, and history. During the review period, she has produced a significant body of scholarly work. Her achievements include authoring the monograph *Shaping Dance Canons: Criticism, Aesthetics, and Equity*, published by University Press of Florida. The book was shortlisted for the highly competitive de la Torre Bueno First Book Award and received the Selma Jeanne Cohen Prize in Dance Aesthetics from the American Society for Aesthetics. Additionally, she co-edited the anthology *Antiracism in Ballet Teaching*, published by Routledge, and served as editor for a special issue of *Dance Chronicle*,

contributing introductory chapters. She has published widely in respected journals and anthologies, including *Performance Research*, *Dance Research Journal*, and *Milestones in Dance History*. She has another monograph under contract, and her forthcoming book, *Contemporary Dance and Choreography in Europe*, is under contract and expected to be published by Routledge. Notably, she was also invited to serve as dramaturg for a new ballet commissioned from Jennifer Archibald, a project supported by a major grant from The Pew Center for Arts & Heritage.

Based on the formal review of Dr. Mattingly's accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Kate Mattingly has earned tenure and promotion to the rank of Associate Professor in the Department of Communication and Theatre Arts.

Dr. Yet Tien Nguyen
Department of Mathematics and Statistics
Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Yet Tien Nguyen, Assistant Professor in the Department of Mathematics and Statistics in the College of Sciences.

Dr. Nguyen has taught six distinct courses at both the undergraduate and graduate levels, including two Big Data Analytics courses that he developed: *Programming Languages for Data Science (BDA 401/501)* and *Modern Statistical Methods for Big Data Analysis (BDA 431/531)*. Reviews of Dr. Nguyen's teaching portfolio, student opinion surveys, and peer evaluations provided evidence of his teaching effectiveness. He has also demonstrated a strong commitment to professional development and graduate education. He has participated in numerous internal faculty development workshops to enhance his teaching. These workshops have addressed topics, including effective online teaching, undergraduate student learning, assignment redesign, and syllabus design. Furthermore, he has made substantial contributions to graduate education by serving on 10 PhD committees and one MS committee, mentoring an undergraduate student, and currently advising a doctoral student whose work has already resulted in a paper under review.

Dr. Nguyen's research centers on machine learning and high-dimensional data analysis, with a focus on RNA sequence data applications. His work is grounded in the principles of scientific computing that underpin modern data science. During the review period, he published six peer-reviewed articles in highly ranked statistical journals, including *Journal of Agricultural, Biological, and Environmental Statistics* and *Bioinformatics*. He also presented his research at 15 conferences and seminars at other institutions. Additionally, he developed two statistical R packages to support RNA-sequencing data analysis and to facilitate the practical application of his methods, thereby increasing accessibility for other researchers. Dr. Nguyen has also demonstrated sustained engagement in pursuing external funding. He served as a statistical consultant on a National Institutes of Health R15 grant and received \$6,000 through an internal mentoring program. Furthermore, he has submitted 15 external grant proposals as PI or Co-PI to various funding agencies, including the National Science Foundation. While most of these proposals have not yet been funded, the college dean observed that Dr. Nguyen participated in a workshop focused on strategic approaches to securing National Institutes of Health funding, reflecting his commitment to enhancing his prospects for future extramural support.

Based on the formal review of Dr. Nguyen's accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Yet Tien Nguyen has earned tenure and promotion to the rank of Associate Professor in the Department of Mathematics and Statistics.

Dr. Robert Pidduck
Department of Management
Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Robert Pidduck, Assistant Professor in the Department of Management in the Strome College of Business.

Dr. Pidduck has taught a broad range of undergraduate and graduate courses since joining ODU, including International Entrepreneurship (MGMT 336), Global Business (INBU 450, Capstone), Entrepreneurship: New Venture Creation (MGMT 426), Comparative International Management (MGMT 462), Business Policy and Strategy (MGMT 485W, Capstone), and Seminar in International Business (BUSN 800). Reviews of Dr. Pidduck's teaching portfolio, student opinion surveys, and peer evaluations provided evidence of his teaching effectiveness. The department's promotion and tenure committee further acknowledged his efforts in developing and redeveloping several courses to better meet the needs of students and the department. In recognition of his teaching, he was awarded the Strome College of Business Outstanding Ann Scott Dougherty Tenure-Track Faculty Teaching Award and was twice awarded the Shultz Family Foundation Grant for Entrepreneurship Education in 2020 and 2023.

Dr. Pidduck's research focuses on entrepreneurship and understanding how and why intercultural and social dynamics influence entrepreneurial psychology, behavior, and performance. During the six-year review period, he has published 30 journal articles, serving as first author on 18 and second author on eight, as well as seven book chapters and/or book reviews. Three of his publications have appeared in journals listed on the Financial Times Top 50 (FT-50). Four are ranked A* and 16 are ranked A on the Australian Business Deans Council list. Additionally, three are rated 4* and one is rated 4 in the Association of Business Schools Academic Journal Guide. In recognition of his scholarly impact, he was named to Stanford University's Top 2% Scientist list in 2024. He has received multiple honors, including the 2025 Strome College of Business Outstanding Ann Scott Dougherty Junior Research Award. His research achievements include the 2025 Best Paper Award at the LIFE Conference (Leading the Integration of Faith & Entrepreneurship), the 2022 Emerald Literati Award for outstanding author contribution for his article titled "Global Entrepreneurial Orientation (GEO): An Updated, Multidimensional View of EO," and selection as an Overall Best Paper Finalist at the AIB 2023 Conference.

Based on the formal review of Dr. Pidduck's accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Robert Pidduck has earned tenure and promotion to the rank of Associate Professor in the Department of Management.

Dr. Michael Pokojovy
Department of Mathematics and Statistics
Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Michael Pokojovy, Associate Professor in the Department of Mathematics and Statistics in the College of Sciences.

Dr. Pokojovy has taught a broad range of undergraduate and graduate courses in Mathematics, Statistics, and Data Science during his review period, including Introductory Linear Algebra (MATH 316), Nonparametric Statistics (STAT 449), and multiple courses in support of the department's Big Data Analytics curriculum. He has also extensively revised the curriculum for his courses to engage his students better. Reviews of Dr. Pokojovy's teaching portfolio, student opinion surveys, and peer evaluations provided evidence of his teaching effectiveness. Dr. Pokojovy's ongoing commitment to enhancing his students' learning experiences is further supported by his having earned a Certificate in Effective College Instruction from the Association of College and University Educators and the American Council on Education in August 2022, after completing a two-semester training program. He has also shown sustained dedication to mentoring. He has advised 15 students and currently advises four PhD students at Old Dominion University, in addition to co-advising one PhD student at the University of Texas at El Paso. At previous institutions, he supervised two PhD dissertations, four MS theses, three MS projects, and two undergraduate students.

Dr. Pokojovy's research centers on developing statistical methodologies for high-dimensional data, with applications in data mining, machine learning, quantitative finance, business analytics, multivariate statistics, statistical process control, and scientific computing. During the review period, he published 23 peer-reviewed journal articles, three refereed book chapters, and four conference publications. His work has appeared in flagship journals, including the Journal of the American Statistical Association and Nature Communications, as well as highly respected outlets, including Computational Statistics & Data Analysis and the SIAM Journal on Mathematical Analysis. Dr. Pokojovy has secured 10 external grants, serving as PI, Co-PI, or statistical consultant on projects funded by agencies including the National Science Foundation, the U.S. Department of Education, and the National Institute on Minority Health and Health Disparities, with total funding exceeding \$3.4 million. Additionally, he has presented his work at 16 national and international conferences and has delivered nine invited talks at university colloquia.

Based on the formal review of Dr. Pokojovy's accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Michael Pokojovy has earned tenure in the Department of Mathematics and Statistics.

Dr. Jeremy Saks
Department of Communication and Theatre Arts
Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Jeremy Saks, Assistant Professor in the Department of Communication and Theatre Arts in the College of Arts and Letters.

Dr. Saks taught nine distinct courses, both online and in-person, across two different departments, the Department of English and the Department of Communication and Theatre Arts. Following the University's decision to transfer the Journalism program from English to Communication and Theatre Arts, Dr. Saks became the sole faculty member dedicated to journalism education and research. His department chair noted that Dr. Saks managed this transition with professionalism and grace and commended him for his successful navigation of cultural and curricular variations and changes across two departments. Additionally, Dr. Saks designed and taught several new courses, including Algorithms and Society (ENGL 794/894), a PhD seminar, as well as Digital Writing (ENGL 307T), Introduction to New Media Technologies (COMM 372T), and Introduction to Strategic Communication (COMM 303). Dr. Saks also created asynchronous versions of his courses and is currently developing the Introduction to Journalism (COMM 363/ENGL 380) course for ODUGlobal. Reviews of Dr. Saks' teaching portfolio, student opinion surveys, and peer evaluation reports provide ample evidence of his teaching effectiveness.

Dr. Saks' research investigates legacy media in the digital age, with particular emphasis on the evolution of journalism practices in response to the affordances of social media and networked audiences. Employing empirical and content-analytic methodologies, he analyzes how news organizations, ranging from regional newspapers to major outlets such as The New York Times, use platforms including Instagram, Twitter, and Facebook. His scholarship further examines how the infrastructure of digital platforms shapes societal expectations of news, and how these evolving expectations influence the production and dissemination of journalistic content. Collectively, his work advances the literature on the transformation of legacy media and the development of contemporary journalistic practices. He has published seven peer-reviewed journal articles as lead author in high-quality scholarly outlets such as Journalism Practice and Electronic News. He has also presented his research at three conferences, including the Annual Conference of the Association for Education in Journalism and Mass Communication, one of the most prominent and well-established conferences in the field.

Based on the formal review of Dr. Saks' accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Jeremy Saks has earned tenure and promotion to the rank of Associate Professor in the Department of Communication and Theatre Arts.

Dr. Lisa Shollenberger
Department of Biological Sciences
Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Lisa Shollenberger, Assistant Professor in the Department of Biological Sciences in the College of Sciences.

Dr. Shollenberger taught six distinct courses, many of which are cornerstone courses that provide important training for students interested in biomedical sciences, including biology majors, pre-med students, and others. Among the courses she taught were Microbial Pathogenesis (BIOL 430W/530), Infectious Disease Epidemiology (BIOL 436W), Methods in Immunological Research (BIOL 440/540), and the newly developed graduate course, Advanced Vaccinology (BIOL 740/840). In addition, she taught the Biomedical Doctoral Seminar (BIOL 890). Reviews of Dr. Shollenberger's teaching portfolio, student opinion surveys, and peer evaluation reports provided evidence of her teaching effectiveness. Her department chair noted that Dr. Shollenberger's

teaching effectiveness scores are above the departmental and college means. She has demonstrated a sustained commitment to graduate mentoring through her service on 10 PhD dissertation committees, four MS thesis committees, and seven non-thesis master committees. Additionally, she has mentored two postdoctoral fellows, a Fulbright Scholar, three PhD students, numerous undergraduate researchers, post-baccalaureate students, and one high school student. She has received three awards in recognition of her teaching effectiveness and mentorship, including the 2024 College of Sciences Most Inspirational Faculty Member Award, and two departmental awards, including the 2024 Tenure-Track Distinguished Teaching Award and the 2021 Excellence in Graduate Teaching Award.

Dr. Shollenberger's research is in vaccinology, integrating immunology and infectious disease epidemiology, with a focus on vaccines and the immune system's response, particularly in the context of parasitic infections and their impact on vaccine effectiveness, and explores approaches to address this issue. Since joining the University, Dr. Shollenberger has published 11 peer-reviewed articles in high-impact journals, including PLoS One, Royal Society Open Science, Pathogens and Global Health, International Journal of Infectious Diseases, and Frontiers in Immunology. She has published eight peer-reviewed abstracts and co-authored 22 professional meeting presentations with undergraduate or graduate students. Additionally, she has secured over \$300,000 in external funding from both an NIH R03 and a Virginia Commonwealth Health Research Board grant. During the probationary period, Dr. Schollenberger received one patent and submitted a second patent application for review. In recognition of her research contributions, she received the 2024 Perry Honors College Certificate in Excellence in Undergraduate Research, as well as the department's 2023 Distinguished Research Award and the 2022 Outstanding Undergraduate Research Faculty Mentor Award.

Based on the formal review of Dr. Shollenberger's accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Lisa Shollenberger has earned tenure and promotion to the rank of Associate Professor in the Department of Biological Sciences.

Dr. Joseph Tamborski
Department of Ocean and Earth Sciences
Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Joseph Tamborski, Assistant Professor in the Department of Ocean and Earth Sciences in the College of Sciences.

Dr. Tamborski taught six distinct undergraduate and graduate courses, making significant contributions to the department's teaching mission. He redesigned and taught Geomorphology (OES 344W) and thoroughly updated the course materials for online instruction during the COVID-19 pandemic and again for in-person teaching. He comprehensively updated Hydrogeology (OES 420/520) in response to student opinion surveys and fully redesigned Wetlands and Hydrogeology (OEAS 622), effectively creating a new course. Dr. Tamborski also co-developed the OES Graduate Student Seminar (OES 895) and Advanced Topics in Geological Oceanography (OEAS 895). Reviews of Dr. Tamborski's teaching portfolio, student opinion surveys, and peer evaluation reports provide evidence of his teaching effectiveness. Furthermore, Dr. Tamborski exhibits a strong commitment to student mentorship and graduate education. He has supervised four MS students to graduate, is currently advising two PhD students, and has

mentored six undergraduate researchers. He also serves on three PhD committees and three MS committees at Old Dominion University and has also served on two external PhD dissertation committees.

Dr. Tamborski's research focuses on investigating groundwater-surface water interactions and their effects on coastal and nearshore environments. By employing advanced techniques such as radioisotopes (including radium, thorium, and radon) and heat signatures, he quantifies groundwater discharge and chemical fluxes that are typically challenging to detect. Additionally, his work uses isotope-based approaches to examine chemical weathering processes in estuarine and coastal systems. During his review period, he has published 29 peer-reviewed papers in high-impact journals, including *Geochimica et Cosmochimica Acta*, *Journal of Geophysical Research: Biogeosciences*, *Geophysical Research Letters*, *Limnology and Oceanography*, *Nature Geoscience*, *Nature Communications*, and *Water Resources Research*. He secured seven external grants, from the National Science Foundation, National Aeronautics and Space Administration, Environmental Protection Agency, and Department of Defense, acting as PI on two and Co-PI on five, with total funding exceeding \$6.5 million and his share totaling over \$1.7 million. In recognition of his achievements, Dr. Tamborski received the 2025 College of Sciences Early Career Distinguished Research Award, the 2023 and 2024 Certificate of Excellence in Undergraduate Research and was nominated for a SCHEV "Rising Star" Outstanding Faculty Award in 2024.

Based on the formal review of Dr. Tamborski's accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Joseph Tamborski has earned tenure and promotion to the rank of Associate Professor in the Department of Ocean and Earth Sciences.

Ms. Priya Vashist

Department of Communication and Theatre Arts

Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Ms. Priya Vashist, Assistant Professor in the Department of Communication and Theatre Arts in the College of Arts and Letters.

Professor Vashist taught nine distinct undergraduate and graduate courses across both in-person and online modalities, including Film Appreciation (COMM 270A), Post-Production I (COMM 342), Editing Aesthetics (COMM 361), and Documentary Production (COMM 380). She made significant contributions to teaching, mentorship, and curriculum development. She guided undergraduate students in developing film projects and has invited them to participate in her creative works. The department promotion and tenure committee noted that she played a pivotal role in the comprehensive revision of post-production coursework, which aligned instruction with industry-standard practices and ensured that students are well-prepared for competitive internships and employment after graduation. The committee further noted that in response to rapid technological advancements in film production, she has consistently engaged in professional development to remain current with emerging tools and techniques. At the graduate level, Professor Vashist taught Advanced Filmmaking (COMM 586), mentored a student through an independent study (COMM 597), supported a graduate student in organizing an Asian American Film Festival, and served on a master's thesis committee. She has participated in several professional development initiatives at Old Dominion University to enhance her instructional

effectiveness, including Improving Disciplinary Writing, Pursue Truth: Read Responsibly, Think Critically, Old Dominion University's QEP workshops, the Monarch Humanities Internship Academy: Humanities at Work workshop, and SafeSpace Ally Training. Her dedication to creating inclusive and supportive learning environments was recognized with the 2023 John R. Broderick Diversity Champion Award.

Professor Vashist's creative research examines the intersections of social justice, diasporic identity, and queer representation, with particular emphasis on the experiences of immigrants of color, especially queer South Asians in cinema. Through her filmmaking, she aims to challenge systemic marginalization and address stereotypical portrayals that frequently reduce these communities to simplistic tropes or render them invisible. Professor Vashist's scholarly portfolio includes 12 creative works. She served as writer, director, and editor for four projects; director and editor for three; videographer and editor for Triple Threat (2021); co-director and editor for Do You Know Me (2021); editor and sound designer for Hurricane Roads (2022); screenwriter for The Great Dismal (2020); and producer for So To Speak (2024). Seven of these works were selected for presentation at prominent national and international film festivals, including four that qualify for the Academy Awards. Ten of the twelve works received distinctions such as quarterfinalist, semifinalist, and finalist honors. Additionally, Professor Vashist published a review of Usha Iyer's Dancing Women: Choreographing Corporeal Histories of Hindi Cinema, which was recognized with an award from Dance Chronicle in 2024.

Based on the formal review of Professor Vashist's accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Ms. Priya Vashist has earned tenure and promotion to the rank of Associate Professor in the Department of Communication and Theatre Arts.

Dr. Brandi Woodell
Department of Sociology and Criminal Justice
Analysis and Recommendation:

The following contains my recommendation to award tenure and promotion to Dr. Brandi Woodell, Assistant Professor in the Department of Sociology and Criminal Justice in the College of Arts and Letters.

Dr. Woodell has taught a broad range of undergraduate and graduate courses, both online and in-person, including Honors: Introduction to Sociology (SOC 226S), Diversity and Society (SOC 203S), Sociological Theory (SOC 409W), and Qualitative Methods in Criminology and Criminal Justice (CRIM 810). Reviews of Dr. Woodell's teaching portfolio, student opinion surveys, and peer evaluation reports provided evidence of her teaching effectiveness. Dr. Woodell has consistently demonstrated a strong commitment to student-centered teaching and ongoing professional development by engaging in multiple University initiatives aimed at enhancing student learning and engagement, including Improving Disciplinary Writing and Pursue Truth: Read Responsibly, Think Critically, Old Dominion University's QEP workshops. She was selected for the competitive Culturally Competent Content Development Program to integrate more diverse perspectives into courses. Dr. Woodell also received a Faculty Commendation and was awarded the 2024 Diversity Champion Award for her participation in Old Dominion University's Learning through Active Discovery, Engagement, Reflection, and Showcase (LeADERS) program. She was recognized for her positive influence on first-year scholars at the 2025 First-Year Scholars Reception, and she also received the 2024 Joel S. Lewis Faculty Award

for Excellence in Student Mentoring. Beyond classroom instruction, she has mentored undergraduate students through independent studies and served on two dissertation committees.

Dr. Woodell’s research investigates the influence of social contexts on inequalities experienced by sexual minorities, with a focus on health, religion, and family life. Using both qualitative and quantitative methodologies, her scholarship analyzes sexual minority health disparities, particularly in rural areas; religious experiences of sexual minorities and heterosexuals; and family lives of sexual minorities. This approach has facilitated the examination of social support available to sexual minorities in rural, often politically conservative environments. During the review period, Dr. Woodell published five peer-reviewed articles, including one as sole author and two as first author. Her articles have been featured in highly ranked journals such as *Sexuality and Culture*, *Sexuality Research and Social Policy*, and the *Journal of Homosexuality*. She also contributed a peer-reviewed book chapter in the *Companion to Sexuality Studies*, published by Wiley-Blackwell, and one encyclopedia entry to *The Sage Encyclopedia of LGBTQ+ Studies*. Dr. Woodell presented her research at nine academic conferences, including the Southern Sociological Society and the Midwest Sociological Society. She secured two external grants, including a \$3,500 grant from the Midwest Sociological Society, and most recently, a \$40,000 award from the Center for Research, Health and Social Justice, through the National Institutes of Health.

Based on the formal review of Dr. Woodell’s accomplishments and the uniformly positive recommendations of the department chair, college dean, and the department, college, and University promotion and tenure committees, it is my determination that Dr. Brandi Woodell has earned tenure and promotion to the rank of Associate Professor in the Department of Sociology and Criminal Justice.

During closed session the Committee also discussed the recommendations of three initial appointments of faculty members with tenure and one dual employment. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were unanimously approved by the Board of Visitors.

INITIAL APPOINTMENT OF FACULTY MEMBERS WITH TENURE

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Brittany Hay as Associate Professor with the award of tenure in the Department of Professional Nursing in the Ellmer School of Nursing, effective January 10, 2026.

Salary: \$190,000 for 12 months (includes a \$25,000 stipend to serve as the Associate Dean of the Ellmer School of Nursing)

Rank: Associate Professor (designated as Associate Dean, Ellmer School of Nursing)

The following contains my recommendation for the initial appointment with tenure of Dr. Brittany Hay in the Department of Professional Nursing in the Ellmer School of Nursing.

The [Old Dominion University Teaching and Research Faculty Handbook](#) states, “The main purposes of tenure are to protect academic freedom and to enable the University to attract and retain a permanent faculty of distinction in order to accomplish its mission” (Tenure, § I).

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

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Brittany Hay meets the standards for tenure in the Department of Professional Nursing.

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Julia Johnson as Professor with the award of tenure in the Department of English in the College of Arts and Letters, effective July 25, 2026.

Salary: \$109,000 for 10 months

Rank: Professor

The following contains my recommendation for the initial appointment with tenure of Ms. Julia Johnson in the Department of English in the College of Arts and Letters.

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

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Julia Johnson meets the standards for tenure in the Department of English.

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Kimberly Smith as Associate Professor with the award of tenure in the School of Speech-Language Pathology in the Ellmer College of Health Sciences, effective June 10, 2026.

Salary: \$147,500 for 10 months

Rank: Associate Professor (designated as Chair of the School of Speech-Language Pathology)

The following contains my recommendation for the initial appointment with tenure of Dr. Kimberly Smith in the School of Speech-Language Pathology in the Ellmer College of Health Sciences.

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

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Kimberly Smith meets the standards for tenure in the School of Speech-Language Pathology.

The last item discussed in closed session was the appointment of Dr. Angela Eckhoff as the Rosanne Keeley Norris Endowed Chair in the Darden College of Education and Professional Studies. Upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Eckhoff as the Rosanne Keeley Norris Endowed Chair in the Darden College of Education and Professional Studies from 2026 through 2031.

A summary of her career is included below for information purposes.

**APPOINTMENT OF THE ROSANNE KEELEY NORRIS ENDOWED CHAIR IN THE
DARDEN COLLEGE OF EDUCATION AND PROFESSIONAL STUDIES**

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

**Angela Eckhoff
Chair, Department of Teaching and Learning
Darden College of Education and Professional Studies**

Dr. Angela Eckhoff offers an extensive, nationally recognized, and sustained record of excellence across research, funding, teaching, leadership, and service. Her scholarship, spanning participatory research with children, arts-based and Science, Technology, Engineering, the Arts and Mathematics (STEAM) learning, and educational policy, includes 36 peer-reviewed articles, three scholarly books, six STEAM curriculum texts, numerous policy briefs, and a forthcoming book with Teachers College Press. She has secured more than \$1.5 million in external funding across 16 projects, including more than \$1 million as a Principal Investigator, demonstrating her long-term capacity to support sustained research initiatives.

Dr. Eckhoff’s teaching spans undergraduate, Master of Arts in Teaching, and doctoral programs, and she leads the college’s only study abroad program for preservice teachers. Her extensive mentorship record includes chairing 10 dissertations and serving on more than 40 committees. Her

record of institutional service and leadership is also outstanding, and she has consistently leveraged her administrative roles to elevate research productivity, institutional partnerships, and statewide policy impact.

Dr. Eckhoff serves as Chair of the Department of Teaching and Learning, directs the Virginia Early Childhood Policy Center, and has played a significant role in the redesign of the PK–6 licensure program. Her ongoing grantsmanship and novel research agenda ensure that the Norris Professorship will support cross-disciplinary collaboration and expand external funding opportunities for ODU. Her five-year plan, which includes initiatives such as the Norris Forum on Elementary Education Policy and Practice, new doctoral courses, and longitudinal research on relational agency, is aligned strategically with ODU’s Forward-Focused Strategic Plan. Her leadership in teacher education and educational policy will continue to elevate the standing of the Department of Teaching and Learning, the Darden College of Education and Professional Studies, and Old Dominion University.

Committee members approved the appointment of forty-seven faculty members. Upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors unanimously approved the following faculty appointments, in addition to consideration of other items.

FACULTY APPOINTMENTS

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

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

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 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

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

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 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

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 Ph.D. 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

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 Ph.D. 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 Ed.D. 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 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 Ed.D. 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 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

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

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 Ph.D. degree)

Corey Haynes **\$72,000** **07-25-2026** **10 Months**
Clinical Assistant
Professor Department of
Teaching and Learning

Dr. Corey Haynes received an Ed.D. 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 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

Lecturer
Department of Art
Restricted Appointment

Daeun “Grace” Jung received an MFA, an MA, and a BS in Graphic Design from Pensacola Christian College. She is currently a restricted-hire Lecturer in the Department of Art at Old Dominion University. (Restricted one-year appointment)

Petros Katsioloudis **\$210,000** **02-25-2026** **12 Months**
Professor
Division of Research and Economic Development

Dr. Petros Katsioloudis received an Ed.D. in Technology Education from North Carolina State University, an MEd in Technology Education, and a BS in Industrial Technology from California University of Pennsylvania. He previously served as the Associate Dean of Faculty Affairs and Research in the Darden College of Education and Professional Studies at Old Dominion University. (Designated as the Assistant Vice President for Collaborative Research and Faculty Affairs in the Division of Research and Economic Development)

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

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 Ph.D. degree)

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

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

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 Ph.D. 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 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

Natalie MacCall received an MBA in Business Administration and a BS in Accounting from Old Dominion University. She is currently a 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 Ph.D. 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

Derek Munn received an MFA in Design from the School of Visual Arts and a BFA from Old Dominion University. He is currently a 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

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
Lecturer
Department of English
Restricted Appointment

\$52,000

07-25-2026

10 Months

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 Ph.D. 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

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 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 Ed.D. 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 Ed.D. 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

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

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 Ph.D. degree)

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

Dr. Caleb Wyckoff received a Ph.D. 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)

FACULTY EMERITI APPOINTMENTS

RESOLVED that, upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors unanimously approved 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 Ph.D. 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 risk of extinction 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* (EFM), 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 Ph.D. 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 Ph.D. (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 Mount 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, 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 Ph.D. (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 Ph.D. 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 served on numerous University, college, and departmental committees and was an interim Trustee on the Old Dominion University 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 Ph.D. 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 Ph.D. 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." 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 ten 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.

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 unanimously approved 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 six 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 unanimously approved 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 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 MS 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 unanimously approved 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 MS 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.

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 unanimously approved 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 unanimously approved 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.

VIRGINIA HEALTH SCIENCES BOARD OF DIRECTORS

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

Dr. Ahad Abid received an MD from University of South Carolina and a BS 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.

Hiba H. Alamin Assistant Professor Pediatrics, Division of General Academic Pediatrics	N/A	02/09/2026	1 Year
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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.

Christine E. Anzalone Assistant Professor Radiology	N/A	04/06/2026	1 Year
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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.

Dr. Tara Kelly received a Ph.D. in Health Education and Health Promotion from University of Alabama at Birmingham, an MS in Nutrition and a BS 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 member in the Nutrition Program.

Prashant Kumar	\$110,000	01/10/2026	12 Mos.
Assistant Professor Otolaryngology, Division of Research			

Dr. Prashant Kumar received a Ph.D. and an MSc 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.

Stephen B. Parker	N/A	12/15/2025	1 Year
Assistant Professor Pediatrics, Division of Pharmacology			

Dr. Stephen Parker received a PharmD from University of Oklahoma Health Sciences Center and a BS 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.

Jennifer M. Ragi	\$120,000	03/10/2026	12 Mos.
Assistant Professor Dermatology			

Dr. Jennifer Ragi received an MD from State University of New York at Buffalo and a BS in Cell Biology from Cornell University. She completed a residency in Internal Medicine at the Hospital of the University of Pennsylvania, and a residency in Dermatology at UMDNJ-Rutgers Robert Wood Johnson Medical School. Currently, Dr. Ragi is a practicing physician in the Department of Dermatology.

David F. Reilly	N/A	03/09/2026	1 Year
Assistant Professor Radiology			

Dr. David Reilly received an MD from Sidney Kimmel Medical College, Thomas Jefferson University and a BS in Neuroscience from Bucknell University. He completed a residency and a fellowship in Integrated Diagnostic & Interventional Radiology at University of California, Los Angeles, where he also served as Chief Resident and Chief Fellow. Currently, Dr. Reilly is a practicing physician with Medical Center Radiologists.

Christian W. Ruiz	N/A	12/15/2025	1 Year
Assistant Professor Pediatrics, Division of Pharmacology			

Dr. Christian Ruiz received a PharmD and a BS in Chemistry from Virginia Commonwealth University. He completed a residency in Pharmacy Practice of Emergency Medicine at St. Joseph’s/Candler Health System. Currently, Mr. Ruiz is a clinical pharmacist with Children's Hospital of The King's Daughters.

Erica R. Pelletier, MD	Instructor	Pediatrics, Division of Community Pediatrics	1 year
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LaTonya D. Russell, MD, MPH	Assistant Professor	Medical Education	1 year
Shariq Shamim, MD	Assistant Professor	Medical Education	1 year
Ashley G. Shustak, MD, MPH	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

APPROVAL OF FACULTY EMERITI APPOINTMENTS

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

Name and Rank	Effective Date
Gerald J. Pepe, PhD 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 MS in Biology from Northeastern University, and an AB 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 a 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 BS 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, Ph.D. 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 BA 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 on 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 recommendation for an academic honor for one faculty member. The following resolution was brought forth as a recommendation from the Board of Directors and was 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 is 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.

AUDIT, COMPLIANCE, HUMAN RESOURCES, and GOVERNANCE COMMITTEE

Robert S. Corn, Vice Chair of the Audit, Compliance, Human Resources, and Governance Committee, reported that Vice President for Audit, Compliance, and Risk Management LaToya Jordan provided an update on the

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 seven 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.

Vice President for Talent Management and Culture September Sanderlin 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 recommendation by the Audit, Compliance, Human Resources and Governance Committee, the Board unanimously approved the Administration and Professional Faculty appointments.

**Administrative & Professional Faculty Appointments
October 25, 2025 – March 10, 2026**

Alysia Anderson Clinical Trial Regulatory Specialist Office of Research	\$89,000	3/10/2026	12 mos.
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Alysia Anderson holds a Master of Science from Oregon College of Oriental Medicine and a Bachelor of Arts from the University of Pittsburgh. Anderson brings experience from the University of Pittsburgh Medical Center Children's Hospital as a Regulatory Affairs Research Coordinator.

Rachel Ashley	\$60,000	1/25/2026	12 mos.
Marketing Content Specialist DL Online Course Development			

Rachel Ashley holds a Master of Science in Communications from Purdue University and a Bachelor of Arts in English and Writing from Indiana Wesleyan University. Ashley brings experience as the Senior Content Strategist for the University of Colorado.

Hannah Bass	\$80,000	1/10/2026	12 mos.
IT Auditor University Audit Department			

Hannah Bass holds a Master of Science in Cybersecurity and a Bachelor of Science in Cybersecurity from Old Dominion University. Bass brings experience as an IT Cybersecurity Specialist Intern at Cybersecurity and Infrastructure Security Agency.

Samantha Bean	\$58,000	11/25/2025	10 mos.
Professional Counselor Office of Counseling Services			

Samantha Bean holds a Master of Arts in Clinical Mental Health Counseling from Regent University and a Bachelor of Science in Human Development from Virginia Polytechnic Institute and State University. Bean brings experience as a Resident in Counseling at The Up Center.

Emma Bennett	\$57,000	11/25/2025	12 mos.
Clinical Case Manager Student Health Services			

Emma Bennett holds a Master of Science in Clinical-Counseling Psychology from Radford University and a Bachelor of Science in Psychology from Radford University. Bennett brings experience as the Acute Case Manager at The Pavillon at Williamsburg Place.

Savannah Billot	\$46,983	2/10/2026	12 mos.
Admissions Counselor Undergraduate Admissions			

Savannah Billot holds a Bachelor of Arts in English from Old Dominion University. Billot brings experience as the Communications Assistant for Norfolk Yacht and Country Club.

Gabriel ‘Gabe’ Blakman Teran	\$80,000	1/10/2026	12 mos.
Assistant Director of Annual Giving Development			

Gabriel Blakman Teran holds a Master of Business Administration and a Bachelor of Science in Business Administration from Bluefield University. Blakman Teran brings experience from Bluefield University as a Director of Development.

Kaitlyn Cox	\$52,000	2/10/2026	12 mos.
Admissions Counselor Undergraduate Admissions			

Kaitlyn Cox holds a Master of Arts in Education from the College of William & Mary. Cox brings experience as the Administrative Assistant for Pre-Health Sciences and National Fellowships Advising for the College of William & Mary.

Cheryl Cushing-Oman	\$67,091	1/25/2026	12 mos.
Assistant Director, Enrollment Qualification Division of Digital Transformation & Technology, Exceptional Opportunity			

Cheryl Cushing-Oman holds a Bachelor of Fine Arts from Old Dominion University. Cushing-Oman brings experience as the Manager, Regional Enrollment with ODUGlobal.

Dr. Charlotte Dawson	\$111,500	11/10/2025	12 mos.
Mental Health Counselor Medical Education			

Dr. Charlotte Dawson holds a Ph.D. in Clinical Psychology from the Virginia Consortium Program in Clinical Psychology, a Master of Science in Psychology from Old Dominion University, and a Bachelor of Arts in Psychology from the University of Virginia. Dr. Dawson brings experience from Virginia Commonwealth University School of Medicine as a Clinical Psychology Postdoctoral Fellow.

Sarah Grace Demmin	\$46,983	11/25/2025	12 mos.
Transfer Military Recruiter & Counselor Undergraduate Admissions			

Sarah Grace Demmin holds a Bachelor of Science in Sociology from Old Dominion University. Demmin brings experience as the Restaurant Hostess and Front Desk Receptionist for The Norfolk Yacht and Country Club and the Market Representative and Administrative Assistant for Hungershop Condiments.

Catherine Duffy	\$94,000	2/25/2026	12 mos.
Nurse Manager Obstetrics and Gynecology			

Catherine Duffy holds a Bachelor of Science in Nursing from the University of Texas - El Paso. Duffy brings experience from Sentara Health as a Registered Nurse.

Denae Dwight	\$46,983	1/25/2026	12 mos.
Admissions Counselor Undergraduate Admissions			

Denae Dwight holds a Bachelor of Arts in World Cultural Studies from Old Dominion University. Dwight brings experience as a Global Mentor with the ODU Global Monarch Club.

Andrea Fore	\$62,399	1/10/2026	12 mos.
Assistant Director, Office of International Collaborations International Program Development			

Andrea Fore holds a Master of Science in Higher Education Leadership from Old Dominion University, Bachelor of Arts in International Studies from Old Dominion University, Bachelor of Science in Pedagogy from the

University of Campinas. Fore brings experience as the Office Manager in the Office of International Collaborations at Old Dominion University.

Melissa Fuquay	\$102,000	12/10/2025	12 mos.
Assistant Director of Academic Events and Ceremonies Development			

Melissa Fuquay holds a Master of Arts in Political Management from Regent University, and a Bachelor of Science in Government from Liberty University. Fuquay brings experience from Sentara College of Health Sciences and Sentara Foundation as a Development and Engagement Associate.

Robert Garibay	\$86,000	1/10/2026	12 mos.
Registered Nurse Endocrine and Metabolic Disorders			

Robert Garibay holds a Bachelor of Science in Nursing from California State University. He brings experience from Sentara Norfolk General Hospital as a Registered Nurse.

Dr. Steven Goudy	\$400,000	1/1/2026	12 mos.
Department Chair Otolaryngology			

Steven Goudy holds a Doctor of Medicine from the University of Louisville, a Master of Business Administration from Emory University, and a Bachelor of Science from Centre College. Dr. Goudy brings experience from Emory University School of Medicine, Children's Healthcare of Atlanta as the Director and Division Chief of Pediatric Otolaryngology.

Meisha Gourley	\$90,000	11/25/2025	12 mos.
Human Resource Business Partner Talent Management and Culture, Exceptional Opportunity			

Meisha Gourley holds a Bachelor of Arts in Arts Management and Communications for North Carolina State University. Gourley brings experience as the HR Business Partner and Payroll Administrator for the Virginia Museum of Fine Arts.

Andrea Grant	\$60,000	1/25/2026	12 mos.
Assistant Director for Experiential Learning Center for Career and Leadership Development			

Andrea Grant holds a Master of Science in Higher Education Administration from Old Dominion University and a Bachelor of Science in Psychology from Old Dominion University. Grant brings experience as the Coordinator of Student Professional Development at Virginia Wesleyan University.

DeAnne Grove	\$84,000	12/26/2025	12 mos.
Registered Nurse Internal Medicine			

DeAnne Grove holds a Bachelor of Science in Nursing from the University of South Carolina. She brings experience from Sentara Health as a Registered Nurse.

Rebecka Hall	\$140,000	11/25/2025	12 mos.
Executive Director of Web Innovation & Strategy Division of Digital Transformation & Technology, Exceptional Opportunity			

Rebecka Hall holds a Master of Business Administration and a Bachelor of Fine Arts: Drawing & Design from Old Dominion University. Hall brings experience as the Director of Web Innovation & Strategy with the Division of Digital Transformation & Technology at Old Dominion University.

Elizabeth ‘Lisa’ Handy	\$185,000	11/25/2025	12 mos.
Assistant Vice President for Data Analytics Data Intelligence & Analytics, Exceptional Opportunity			

Lisa Handy holds a Bachelor of Science in Computer Science from Randolph-Macon College. Handy brings experience as the Director of Program Management and Business Analytics at Genesys.

Collin Harris	\$46,983	11/25/2025	12 mos.
Admissions Counselor Undergraduate Admissions			

Collin Harris holds a Bachelor of Arts in Psychology and a Bachelor of Arts in Philosophy & Religion from the University of North Carolina at Wilmington. Harris has experience as the Sales Representative with Tidewater Scale & Butcher Supplies.

Dollaya Hirunyasiri	\$82,735	2/10/2026	12 mos.
Instructional Designer Teletchnet USA			

Dollaya Hirunyasiri holds a Master of Educational Technology and Applied Learning Science from Carnegie Mellon University and a Bachelor of Arts in French from Chulalongkorn University. Hirunyasiri brings experience as the Instructional Designer for the University of Oklahoma’s Center for Public Management.

Gina Hughes	\$170,000	3/1/2026	12 mos.
Assistant Vice President, Talent Strategy and HR Innovation Talent Management and Culture			

Gina Hughes holds a Bachelor of Science in Government from Liberty University. Hughes brings experience from Fannie Mae as a Human Resources Director.

Michael Johnson	\$40,000	1/13/2026	12 mos.
Football Quality Control Coach Athletics, Exceptional Opportunity			

Michael Johnson holds Bachelor of Arts in Communication from Bryant University. Johnson brings experience as the Cornerbacks Coach for Dartmouth College.

Shaun Jones	\$145,000	2/10/2026	12 mos.
Lead CRM Developer Distance Learning Support			

Shaun Jones holds a Bachelor of Science in Management from the University of Wyoming. Jones brings experience as the Senior Salesforce Developer with Cloud for Good.

Sisendar Reddy Kaipu \$73,855 11/25/2025 12 mos.
 Marketing Automation Email Specialist
 DL Online Course Development

Sisendar Reddy Kaipu holds a Master of Science in Information Technology from Clark University and a Bachelor of Technology in Electronics and Communication Engineering from Gandhi Institute of Technology and Management. Kaipu brings experience as the Salesforce Marketing Cloud Associate for M & T Bank.

Tanika Keagle \$121,800 3/10/2026 12 mos.
 Advanced Practice Provider
 Internal Medicine

Tanika Keagle holds a Master of Science in Nursing from Chamberlain University, and a Bachelor of Science in Nursing from Liberty University. Keagle brings experience from Alignment Heath - CareAnywhere as an Advanced Practice Clinician.

Casey Kohler \$77,800 12/10/2025 12 mos.
 Assistant Director for Webb Student Center
 Webb Center

Casey Kohler holds a Master of Science in Higher Education from Old Dominion University and a Bachelor of Science in Communication from Old Dominion University. Kohler brings experience as the Live Event Streaming & Production Studio Manager at Old Dominion University.

Dr. Lerlyne Lewis \$135,805 1/10/2026 12 mos.
 Advanced Practice Provider
 Surgery

Dr. Lerlyne Lewis holds a Doctor of Nursing Practice from the University of South Alabama, a Master of Science in Nursing from the University of South Alabama, and a Bachelor of Science in Nursing from Norfolk State University. Dr. Lewis brings experience from Sentara Virginia Beach General Hospital as a Patient Care Supervisor.

Dr. Magdalen Link \$106,200 11/25/2025 12 mos.
 Pelvic Floor Physical Therapist
 Obstetrics and Gynecology

Dr. Link holds a Doctor of Physiotherapy from Bond University, and a Bachelor of Science in Health and Exercise Science from the College of New Jersey. Dr. Link brings experience from Sentara Therapy Center - Healthy Way as a Pelvic Physical Therapist.

Nicholas Louvier \$42,500 2/10/2026 12 mos.
 Director of Football Scouting
 Football, Exceptional Opportunity

Nicholas Louvier holds a Bachelor of Business Administration in Marketing from Mississippi State University. Louvier brings experience as the Running Back Coach and Recruiting Coordinator with Mississippi Gulf Coast Community College.

Jennifer Olvey	\$84,000	12/26/2025	12 mos.
Registered Nurse Internal Medicine			

Jennifer Olvey holds an Associate of Science in Nursing from Southern University of Shreveport. Olvey brings experience from Macon and Joan Brock Virginia Health Sciences Comprehensive Sickle Cell Program as a Registered Nurse.

Carrie Pasquarello	\$72,080	3/10/2026	12 mos.
Program Administrator School of Health Professions			

Carrie Pasquarello holds a Bachelor of Science in Speech Language Pathology from James Madison University. Pasquarello brings experience from Macon and Joan Brock Virginia Health Sciences as the Assistant Director of Counseling and Art Therapy.

Komal Patel	\$82,735	1/10/2026	12 mos.
Instructional Designer Teletechnet USA			

Komal Patel holds a Master of Education in Instructional Design and Technology from Post University and a Bachelor of Science in Computer Science from Arcadia University. Patel brings experience as an Instructional Systems Specialist III with MLT Systems.

William Roberts	\$120,000	1/5/2026	12 mos.
Head Women’s Soccer Coach Athletics, Exceptional Opportunity			

William Roberts holds a Master of Business Administration from Lincoln Memorial University and a Bachelor of Business Administration from the University of Charleston. Roberts brings experience as the Head Women’s Soccer Coach with the University of Louisiana at Monroe.

Starr Robinson	\$52,000	1/25/2026	12 mos.
Academic Advisor Advising Administration & Academic Partnership			

Starr Robinson holds a Master of Education from Virginia Commonwealth University and a Bachelor of Arts in Political Science from Virginia Commonwealth University. Robinson brings experience as a Resident in Counseling with Health in Mind.

Alek Rodriguez	\$46,983	2/10/2026	12 mos.
Admissions Counselor Undergraduate Admissions			

Alek Rodriguez holds a Bachelor of Science in Business Administration from Old Dominion University. Rodriguez has experience as a Project Manager for SageWater, LLC.

Dr. Mariano Martínez Rubio	\$80,000	1/10/2026	12 mos.
Mass Spectrometry Specialist College of Sciences			

Dr. Mariano Martinez Rubio holds a Ph.D. in Organic Chemistry, a Master of Science in Organic Chemistry, and a Bachelor of Science in Chemistry from the University of Barcelona. Dr. Martinez Rubio brings experience as a Field Service Engineer with Thermo Fisher.

Aaron Sadoff	\$104,500	10/25/2025	12 mos.
Director, Desktop Support Program Division of Digital Transformation & Technology, Exceptional Opportunity			

Aaron Sadoff holds a Bachelor of Science in Criminal Justice from Old Dominion University. Sadoff brings experience as the Interim Director of Desktop Support and Infrastructure with Old Dominion University.

Jonathan Schramm	\$90,000	1/10/2026	12 mos.
Director of Enrollment DL Online Course Development			

Jonathan Schramm holds a Master of Education: Policy, Planning and Leadership from the College of William & Mary and a Bachelor of Arts in International Studies from Ohio University. Schramm brings experience as the Director of Online Recruitment for the University of Tennessee.

Dominique Scott	\$58,000	11/25/2025	10 mos.
Professional Counselor Office of Counseling Services			

Dominique Scott holds a Master of Arts in Counseling from Wake Forest University and a Bachelor of Science in Communications from James Madison University. Scott brings experience as the Counseling Intern for The Office of Counseling Services with Old Dominion University.

Natalie Seaton	\$84,000	1/10/2026	12 mos.
Registered Nurse Obstetrics and Gynecology			

Natalie Seaton holds a Bachelor of Science in Nursing from the University of North Carolina. Seaton brings experience from Ochsner University Hospital as a Registered Nurse.

Philip Serchia	\$235,000	1/6/2026	12 mos.
Assistant Football Coach Athletics, <i>Exceptional Opportunity</i>			

Philip Serchia holds a Master of Education in Education and Human Resource Studies from Colorado State University and a Bachelor of Science in Health and Exercise Science from Colorado State University. Serchia brings experience as an Offensive Analyst with the University of Tennessee.

Shubham Shah	\$80,000	11/25/2025	12 mos.
Analytics Engineer Data Intelligence & Analytics, Exceptional Opportunity			

Shubham Shah holds a Bachelor of Science in Computer Engineering from the University of Massachusetts. Shah brings experience as a Data Analyst for Genesys.

Michael Smith	\$165,000	1/6/2026	12 mos.
Assistant Football Coach Athletics, <i>Exceptional Opportunity</i>			

Michael Smith holds a Bachelor of Science in Social Sciences from Kansas State University. Smith brings experience as the Wide Receivers Coach with McNeese State University.

Timothy Smith	\$101,000	2/25/2026	12 mos.
Manager of Web Development DL Online Course Development			

Timothy Smith holds a Bachelor of Science in Information Technology from the University of Phoenix. Smith brings experience as a Senior Drupal Developer with Elevated Third.

Shenitta Spence	\$80,000	1/25/2026	12 mos.
Registered Nurse Obstetrics and Gynecology			

Shenitta Spence holds a Bachelor of Science in Nursing from Norfolk State University. Spence brings experience from Sentara Health as a Registered Nurse.

Kendrick Starks	\$57,000	2/25/2026	12 mos.
Talent & Organizational Development Consultant for DTT Teletechnet Planning			

Kendrick Starks holds a Master of Science in Education from Old Dominion University and a Bachelor of Arts in International Studies from Georgia Southern University. Starks brings experience as a Recruiter for Hamilton County Schools.

Jonathan Stephenson	\$80,000	2/25/2026	12 mos.
Student Information System (SIS) Program Manager Registrar's Office			

Jonathan Stephenson holds a Master of Business Administration from South University, a Bachelor of Science in Cyber & Network Security from ECPI University, and a Bachelor of Science in Exercise Science from Campbell University. Stephenson brings experience as the Technology Support Technician for Virginia Beach Public Schools.

Courtney Sumner	\$90,500	12/26/2025	12 mos.
Assistant Director of Special Events Development			

Courtney Sumner holds a Bachelor of Science in Communication and Marketing from Old Dominion University. Sumner brings experience from TowneBank as the Assistant Vice President of Event Management.

Jillian Talley	\$75,000	1/25/2026	12 mos.
Assistant Director of Donor Relations and Events Office of Development			

Jillian Talley holds a Bachelor of Arts in Anthropology from the University of Mary Washington. Talley has experience as the Manager, Events & Community Engagement at PRA Group.

Leslie Terrell-Payne	\$95,000	1/10/2026	12 mos.
Director of Enrollment Operations DL Online Course Development			

Leslie Terrell-Payne holds Master of Education in Adult Education from the University of Georgia and a Bachelor of Art in Art History from the University of Georgia. Terrell-Payne brings experience as a Prior Learning Operations Analyst with Purdue University.

Parish Thompson	\$46,983	11/25/2025	12 mos.
Admissions Counselor Undergraduate Admissions			

Parish Thompson holds a Bachelor of Science in Strategic Communication from Old Dominion University. Thompson brings experience as a Communications Office Intern with the Thomas Jefferson National Facility.

Norjan Faye Tomawis	\$110,000	1/5/2026	12 mos.
Advanced Practice Provider Internal Medicine			

Norjan Faye Tomawis holds a Master of Science in Nursing from ECPI University, and a Bachelor of Science in Nursing from Far Eastern University. Tomawis brings experience from Arthritis Consultants of Tidewater as a Rheumatology Nurse Practitioner.

Ryan Tomberlin	\$90,000	1/10/2026	12 mos.
Director of Financial Operations Darden College of Education			

Ryan Tomberlin holds a Bachelor of Science in Telecommunications, Multimedia, and Applied Computing from California State University, Monterey Bay. Tomberlin brings experience as the Director, Business Operations with the Defense Personnel Analytics Center.

Muhammad Usman	\$89,000	1/10/2026	12 mos.
Financial Analyst Internal Medicine			

Muhammad Usman holds a Bachelor of Commerce from the University of Punjab. Usman brings experience from Sharif Group as the Chief Financial Officer.

Aiyanna Vaughan	\$61,680	2/10/2026	12 mos.
TRiO McNair Program Coordinator Old Dominion University TRiO McNair			

Aiyanna Vaughan holds a Master of Educational Leadership from Old Dominion University and a Bachelor of Science in Biology from Old Dominion University. Vaughan brings experience as the Student Success Coordinator with Christopher Newport University.

Destiny Vaughan	\$75,000	1/25/2026	12 mos.
Clinical Contract Administrator Pre and Post Award Sponsored Programs			

Destiny Vaughan holds a Master of Science in Health Service Administration from Florida International University and a Bachelor of Science in Health Service Administration & Healthcare Management from Old Dominion University. Vaughan brings experience as a Graduate Student Researcher at Florida International University.

Diante Vines	\$40,000	2/23/2026	12 mos.
Football Quality Control Coach Athletics, Exceptional Opportunity			

Diante Vines holds a Bachelor of Science in Leadership, Interdisciplinary Studies from Old Dominion University. Vines brings experience as the Wide Receiver Coach & Passing Game Coordinator with The Taft School.

Lisa Wainwright-Pinion	\$145,000	1/10/2026	12 mos.
Director of Nursing Obstetrics and Gynecology			

Lisa Wainwright-Pinion holds a Master of Business Administration in Healthcare Management from Capella University, and a Bachelor of Science in Nursing from Kent State University. Wainwright-Pinion brings experience from DaVita Kidney Care as the Director of Clinical Services.

Kelichia Wellons	\$77,000	1/10/2026	12 mos.
Grant & Contract Administrator Pre-Award Sponsored Programs			

Kelichia Wellons holds a Master of Science in Organizational Leadership from Columbia Southern University and a Bachelor of Science in Business Administration from Columbia Southern University. Wellons brings experience as the Grant Management Specialist at HHS Administration for Strategic Preparedness and Response.

Hannah Whitaker	\$84,000	11/25/2025	12 mos.
Registered Nurse Obstetrics and Gynecology			

Hannah Whitaker holds a Bachelor of Science in Nursing from Longwood University. Whitaker brings experience from Sentara CarePlex Hospital as a Registered Nurse.

Dawn Witmer	\$100,000	12/10/2025	12 mos.
Director of Strategic Communications Strategic Operations, Exceptional Opportunity			

Dawn Witmer holds a Bachelor of Arts in Communications from Virginia Wesleyan University. Witmer brings experience as the Technical Marketing and Communications Specialist for Old Dominion University.

Dannetta White	\$84,000	12/26/2025	12 mos.
Registered Nurse Obstetrics and Gynecology			

Dannetta White holds a Bachelor of Science in Nursing from Southern New Hampshire University. White brings experience from Sentara Careplex Hospital as a Registered Nurse.

Quanta White	\$75,400	12/10/2025	12 mos.
Coding Specialist Surgery			

Quanta White holds a Bachelor of Science in Health Information Management from Texas State University. White brings experience from the Defense Health Agency as a Health Claims Analyst.

Lastly, Mr. Corn stated that Executive Vice President for Administration and Chief Operating Officer Ashley Schumaker 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 a 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 Executive Vice President 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 the section that stated that the Tuition and Fee Public Comment session would occur 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

STUDENT ENHANCEMENT AND ENGAGEMENT AND DIGITAL LEARNING COMMITTEE

Claire Wulf Winiarek, Ph.D., Vice Chair of the Student Enhancement & Engagement and Digital Learning Committee, welcomed Vice President for Digital Transformation and Technology Nina Rodriguez Gonser, who introduced her team: Associate Vice President for Enrollment Management Ashley Miller; Associate Vice President for Strategic Enrollment and Outreach Kate Ledger; and Executive Director of Web Innovation and Strategy Rebecka Hall. 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. Old Dominion University's website supports this with self-service tools that streamline the path from browsing to application. As artificial intelligence (AI) changes the way users search and interact with websites, Old Dominion University is optimizing for visibility and discoverability. Technology also helps prevent fraudulent applications and verify aid before disbursement. With increased streaming and connected TV use, Old Dominion University 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 by year. Increases were also noted for on campus applications and admissions.

Vice President for Student and Campus Life Brandi Hephner LaBanc, Ed.D. 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, 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 Old Dominion University.

Vice President Hephner LaBanc and Associate Vice President for Well-Being and Belonging Bridget Weikel, Ph.D. 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.

ADMINISTRATION AND FINANCE COMMITTEE

E.G. (Rudy) Middleton, III, Chair of the Administration and Finance Committee, reported that Vice President for Finance and Chief Financial Officer Chad A. Reed provided an overview of the operating budget and presented a proposed adjustment for Fiscal Year 2026. 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 2026 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 2026 operating budget and it was brought before the full Board for approval. Upon recommendation of the Administration and Finance Committee the Board unanimously approved the amendments to the University's Fiscal Year 2025-26 operating budget.

Next, Vice President 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.

Vice President 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 unanimously approved the 2026-27 Tuition, Fees, Room and Board Rates as outlined below.

Be it further resolved; the Board of Visitors of Old Dominion University unanimously approved the 2026-27 Meal Plan Rates, and the 2027-28 Innovation Fee Rate

	<u>In-State</u>	<u>Out-of-State</u>	<u>Program Fee</u>
<u>Tuition - Old Dominion University (per credit hour)</u>			
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	
<u>Tuition - Differential Programs (per credit hour)</u>			
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	
<u>Tuition - Differential Programs (annual)</u>			
Medical Doctor	\$ 38,016	\$ 61,012	
<u>Mandatory Fees (per credit hour)</u>			
Auxiliary Comprehensive Fee	\$ 162	\$ 162	
Capital Fee (out-of-state only)		20	
Innovation Fee (2027-28)	11	11	
<u>Mandatory Fees (per semester)</u>			
General Services Fee ¹	\$ 18	\$ 18	
Student Health Fee ¹	170	170	
Transportation Fee ¹	63	63	
ID Card Fee ¹	4	4	
Facilities Fee ²	133	133	

Notes:

- 1) Applies to Old Dominion University students
- 2) Applies to Virginia Health Sciences students

Executive Vice President for Administration and Chief Operating Officer Ashley Schumaker 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 update were construction progress for the Biological Sciences Building, highlights detailing a projected timeline for 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 by expressing appreciation and recognition for the Board and President Brian O. Hemphill, Ph.D. for their steadfast support of the Division of Administration and the entire University.

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

UNIVERSITY ADVANCEMENT AND UNIVERSITY COMMUNICATIONS COMMITTEE

Brian K. Holland, Chair of the University Advancement and University Communications Committee, reported that Vice President for University Advancement Alonzo Brandon 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, Ph.D., Rector Pitts, and the Board of Visitors. While the final total will remain under embargo until a later date, a full report will be shared at the June meeting. Vice President Brandon then introduced Assistant Vice President for Development Brooks Lively, 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. Vice President Brandon also introduced Senior Director for Alumni Relations Kimberly Johnson, 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.

Vice President for University Communications Kimberly Osborne shared updates on the performance of the University’s forward-focused brand campaign, including awards won at the 41st Annual Educational Advertising Awards (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 Old Dominion University launching. University Communications’ charge is to supply campus partners with brand assets and tools to deliver consistent branded marketing and communications across the enterprise. Vice President 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 is expected to do so this fiscal year. Vice President 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.

MOTION FOR CLOSED SESSION

Rector Pitts recognized Vice Rector Hodge, who read the following motion: “Mr. Rector, I move that this meeting be convened in closed session, as permitted by Virginia Code Section 2.2-3711(A), subsections (1), (3), (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

At the conclusion of closed session, Rector Pitts reconvened the meeting, and the following Freedom of Information Act Certification was read: “Any person who believes that the Committee discussed items, which were not specifically exempted by law or not included in the motion, must now state where they believe there was a departure from the law or a departure in the discussion of matters other than that stated in the motion convening the closed session. I shall now take a roll call vote of the Board. All those who agree that only lawfully exempted matters and specifically only the business matters stated in the motion convening the closed meeting were discussed in the closed meeting say “aye.” All those who disagree say “nay.” The certification was approved by roll call vote. (*Aye: Corn, Decker, Ellmer, Fleming, Hodge, Holland, Middleton, Moring, Newby, Pitts, Plum, Thompson, and Wulf Winiarek; Absent: Mitchum, Montero, and Wyatt*)

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.

Adjourn

The meeting was adjourned at 1:13 p.m.