

OLD DOMINION UNIVERSITY  
BOARD OF VISITORS  
Friday, April 19, 2024

MINUTES

A regular meeting of the Board of Visitors of Old Dominion University was held Friday, April 19, 2024, at 9:00 a.m. in the Kate and John R. Broderick Dining Commons on the Norfolk campus. Present from the Board:

R. Bruce Bradley, Rector  
Susan Allen (via Zoom)  
Robert S. Corn  
Jerri F. Dickseski  
Dennis M. Elmer  
Andrew Hodge  
Brian K. Holland  
Kay A. Kemper (via Zoom)  
E.G. Middleton, III  
Elza H. Mitchum  
Juan M. Montero, MD  
Ross A. Mugler  
P. Murry Pitts  
Keshav Vermani (*Student Representative*)

Absent from the Board:

Larry R. Hill  
Toykea S. Jones  
Maurice D. Slaughter  
D.R. Wyatt

Also present:

Brian O. Hemphill, President	Brandi Hephner LaBanc
Alan Dawson	Maggie Libby
Mari Dawson	Donna Meeks
Ken Fridley	Alicia Monroe
Annie Gibson	Brian Payne
Nina Rodriguez Gonser	Chad Reed
Dennis Gregory	September Sanderlin
Adam Henken	Ashley Schumaker
Stephanie Jennelle	Wood Selig
Amber Kennedy	Amanda Skaggs
Sarah Jane Kirkland	Allen Wilson

CALL TO ORDER

The Rector called the meeting to order at 9:00 AM.

**SPECIAL PRESENTATION**

Director of Athletics Wood Selig introduced recently retired men’s soccer coach Alan Dawson and invited him and his wife Mari Dawson to the head of the room for a special presentation from Rector Bruce Bradley and President Brian Hemphill. The following resolution, which was approved by acclamation by the Board, was read by the Rector and presented by President Hemphill to Coach Dawson. Coach Dawson was joined by former soccer players, fellow coaches, and members of the Athletics staff for the presentation.

**OLD DOMINION UNIVERSITY  
BOARD OF VISITORS**

**RESOLUTION OF APPRECIATION  
Coach Alan Dawson  
April 19, 2024**

**WHEREAS**, Alan Dawson joined Old Dominion University in 1996 as head coach of the men’s soccer team after having served as a graduate assistant at UNC Greensboro for three seasons, helping lead them to the 1985 Division III national championship; as head coach at Methodist University for nine seasons, taking them to six consecutive NCAA Division II tournaments and to the 1985 national final; and one season as a part-time assistant coach at Division I University of North Carolina; and

**WHEREAS**, during his 27 years as head coach at ODU, the Monarchs won 262 games, went to 12 NCAA tournaments and won six conference tournament or regular-season titles; and

**WHEREAS**, Coach Dawson recruited and developed nine National Soccer Coaches Association All-Americans, five conference players of the year, five Academic All-Americans, and 11 Major League Soccer Super Draft selections at Old Dominion; and

**WHEREAS**

**WHEREAS**, it is only proper that we recognize Coach Dawson’s commitment to Old Dominion University, to the young men he coached and to the family he loves, to the children to whom he is an outstanding father, to the wife whom he says made all of his career success possible.

**THEREFORE, BE IT RESOLVED**, that the Old Dominion University Board of Visitors congratulates Coach Dawson on his retirement, thanks him for his nearly three decades of dedicated service to the University and wishes him and his entire family well in the next phase of his life.

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**APPROVAL OF MINUTES OF DECEMBER 1, 2023, BOARD OF VISITORS MEETING**

Upon a motion made by Mr. Mugler and duly seconded, the minutes of the Board of Visitors meeting held on December 1, 2023, were approved by roll-call vote (*Bradley, Corn, Dickeski, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Montero, Mugler, Pitts*).

**PROPOSED 2024-2025 TUITION AND FEES**

Mr. Chad Reed, Vice President for Administration & Finance and Chief Financial Officer, presented the administration’s 2024-2025 Tuition and Fee proposal. During the Administration and Finance Committee meeting yesterday, he discussed the financial structure of the University, a comprehensive look at how ODU compares with its peers, and how resources have changed over the last several years.

In its tuition and fee planning, the administration considered the economic outlook for Virginia and the region, including the uncertainty regarding the state budget and general fund resources; legislativ

applied; provide \$40 million in state funding to be distributed among institutions to cover a portion of waiving costs; and maintain existing rules for current recipients until July 1, 2025. ODU's share of the funding and the effects of the policy changes will be uncertain going into 2024-2025. Vice



<i>Graduate</i>				
In-state	\$459	\$472	\$13	2.83%
Out-of-state	1,281.50	1,320.50	39	3.04%
<i>Technology-Delivered Courses Outside Virginia</i>				
Undergraduate Out-of-state	\$426	\$439	\$13	3.05%



**RESOLUTION REGARDING FACULTY TERMINATION**

Ms. Dickeski made a motion to terminate the faculty member that was discussed and consistent with the Board’s deliberation on the effective date of the provided notice. The motion was seconded by Mr. Pitts and approval by roll-call vote (*Allen, Bradley, Corn, Dickeski, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Montero, Mugler, Pitts*).

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**RESOLUTION REGARDING FACULTY TERMINATION**

Ms. Dickeski made a motion to terminate the second faculty member that was discussed and consistent with the Board’s deliberation on the effective date of the provided notice. The motion was seconded by Mr. Pitts and approval by roll-call vote (*Allen, Bradley, Corn, Dickeski, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Montero, Mugler, Pitts*).

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**MOTION FOR CLOSED SESSION**

Ms. Dickeski 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), (8), and (11) for the purposes of discussing the appointment of specific employees and appointees; the investment of public funds where competition or bargaining is involved, where, if made public initially, the financial interest of the University would be adversely affected; and discussion on the award of Honorary Degrees.” The motion was seconded by Mr. Pitts and approved by roll-call vote (*Allen, Bradley, Corn, Dickeski, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

**RECONVENE IN OPEN SESSION AND FOIA CERTIFICATION**

At the conclusion of Closed Session, the Rector reconvened the meeting and the following Freedom of Information Act Certification was read: “Any person who believes that the Board 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 session were discussed in closed session say “aye.” All those who disagree say “nay.” The certification was approved by roll-call vote (*Allen, Bradley, Corn, Dickeski, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

Upon a motion made by Ms. Dickeski and properly seconded, the following resolution was approved by roll-call vote (*Allen, Bradley, Corn, Dickeski, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).





Commendation Medal (two awards), Army Achievement Medal, Afghanistan Campaign Medal and various other medals, unit awards and campaign ribbons.

**The Honorable Barry D. Knight**  
**Doctor of Humane Letters**  
*(honoris causa)*

The Honorable Barry D. Knight was first elected to the Virginia House of Delegates in January 2009. He currently serves as the Chairman of the House Appropriations Committee and is a member of both the General Laws and the Rules Committee.

Delegate Knight is a native of Virginia and has worked his entire life in agri-business with a strong dedication to supporting the local economy and protecting citizens' rights. He began working odd jobs at age 14 and worked on a neighbor's farm until he was 26 years old when he purchased his own farm. He also worked winters as a long-haul truck driver.

After hard work and dedication, he grew Barry D. Knight Farms to 640 acres and produced as many as 25,000 finished hogs per years. He served as President of the Tidewater Pork Producers from 1984-1990 and earned many awards and distinctions including Virginia Farm Bureau's Young Farmer of the Year, the Clean Water Farm Award, and Virginia Beach Man of the Year in Agriculture. He was appointed by two Governors to the Virginia Pork Board and served with the Virginia Beach Farm Bureau, Southern States Cooperative, and Creeds Ruritan Club.

As a Virginia Delegate, Knight has been frequently acknowledged for his outstanding service to the Commonwealth including being awarded "Champion of Free Enterprise" by the Virginia Chamber of Commerce and was named 2021 Legislator of the Year. He was also Legislator of the Year by the Virginia Sheriffs' Association, The Agribusiness Council's Man of the Year, and Port Champion by the Virginia Maritime Association. Other awards include: Virginia Beach Jaycees, Outstanding Young Farmer; National Pork Producers Council, Pork All-American; City of Virginia Beach Outstanding Agriculture Operation; Grand Winner Chowan River Basin Clean Water Farm Award; Virginia Chamber of Commerce, Chairman's Award; Lifetime Honorary Member of the Nature Conservancy; Virginia Court Clerks Association, Legislator of the Year; Virginia Treasurers' Association, Legislator of the Year; Virginia Soil and Water Conservation Boards, Legislator of the Year; and Virginia Agribusiness Council, Distinguished Friend of Agribusiness.

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Upon a motion made by Ms. Dickeski and properly seconded, the following resolution was approved by roll-call vote (*Allen, Bradley, Corn, Dickeski, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

**RESOLUTION REGARDING FORTHCOMING  
TIAA PLAN DOCUMENT CHANGES**

**Now Therefore Be it Resolved**, the Board of Visitors provides its strong support of the necessary plan document changes as recommended and facilitated by CAPTRUST for TIAA in order to ensure a seamless transition of EVMS legacy employees and a competitive offering to current ODU employees with a full commitment to formally approve such changes in the form of a legally binding document at the June meeting.

Upon a motion made by Ms. Dickseski and properly seconded, the following resolution was approved by roll-call vote (*Allen, Bradley, Corn, Dickseski, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

**RESOLUTION REGARDING SENIOR INSTITUTIONAL LEADER APPOINTMENT**

**Now Therefore Be it Resolved**, the Board of Visitors hereby approves the appointment of a senior institutional leader under the terms and conditions determined by President Brian O. Hemphill, Ph.D. and communicated to the Board by President Hemphill in closed session with the full name, position, and start date of the selected individual to be included in the minutes of this meeting.

Kimberly Berry Osborne  
Vice President for University Communications and Chief Marketing Officer  
Effective July 1, 2024

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**REPORTS OF STANDING COMMITTEES**

**ACADEMIC AND RESEARCH ADVANCEMENT COMMITTEE**

## **College of Arts and Letters**

Matthew DiLorenzo  
Department of Political Science and Geography

Andrew Kissel  
Department of Philosophy and Religious Studies

Margaret Konkol  
Department of English

Amy Lindstrom  
Department of English

James Morrow  
Department of Communication and Theatre Arts

Ruth Osorio  
Department of English

Taryn Raschdorf  
School of Music

## **Strome College of Business**

Li-Wei Chen  
Department of Management

Martin Goossen  
Department of Management

Jay O'Toole  
Department of Management

## **Darden College of Education and Professional Studies**

Dooyoung Choi  
Department of STEM Education and Professional Studies

Kristie Gutierrez  
Department of Teaching and Learning



professor positions are for a five-year period, and they are renewable based on an in-depth performance review. Each named professor shall receive a document from the Dean, with input from the department/school chair or center director where appropriate, outlining research, teaching, and service expectations over the next five years. The recipient will serve as a model of professional accomplishment and commitment to the mission of the University. The recipient must hold a full-time faculty or senior research appointment at Old Dominion University.”

**Justin A. Haegele**  
**Professor of Health and Physical Education**  
**Department of Human Movement Studies and Special Education**

I am writing this letter in enthusiastic support of the nomination of Dr. Justin Haegele for the Colgate Darden Endowed Professorship within the Darden College of Education and Professional Studies. Dr. Haegele is a Professor of Health and Physical Education in the Department of Human Movement Studies and Special Education. His exceptional contributions to the fields of adapted physical education and health have firmly established him as an internationally renowned scholar, making him an exemplary candidate for this distinguished professorship.

The criteria for the Colgate Darden Endowed Professorship explicitly specify that the endowment funds are to be awarded solely to faculty members holding the rank of full professor. Dr. Haegele was awarded the rank of full professor in Spring 2023.

In the realm of research, Dr. Haegele's work is nothing short of remarkable. He is internationally recognized for his groundbreaking contributions to the field of adapted physical education, with a specific focus on understanding how individuals with disabilities experience physical activity participation. His leadership and vision have led to the establishment of the Center for Movement, Health, and Disability, of which he is founding Director.

Since joining Old Dominion University, Dr. Haegele has published an impressive 227 national and international peer-reviewed journal articles, authored four books, and contributed 17 book chapters. His work has garnered substantial attention, as evidenced by his 5320 citations, an h-index of 36, and an i10-index of 123 according to Google Scholar. Dr. Haegele's prolific publication record stands as a testament to his dedication to scholarly inquiry and intellectual rigor, and it is worth noting that he has published more than any other scholar at our institution.

Furthermore, Dr. Haegele has had outstanding success in securing over \$10 million in externally funded grants for training and research. He has received funding for a faculty member in a college of education.

Dr. Haegele's exceptional contributions have been recognized on a global scale. In 2022, he received a \$2 million grant from the National Endowment for the Humanities to support his research on the history of physical education for people with disabilities.

in its Standards of Learning. Additionally, he holds fellowships in three national organizations in his field, further illustrating his prominence in the academic community.

Dr. Haegele highly values collaboration, as he partners with scholars from around the world, including Austria, Brazil, Canada, China, England, Germany, and South Korea. His research is presented on a global stage, and he has served as a keynote speaker at conferences in Canada, Chile, China, Italy, and Jordan. Dr. Haegele's international reach is further exemplified by his two visiting scholar appointments in Hong Kong and Austria, as well as his designation as a Fulbright Specialist.

In the realm of teaching, Dr. Haegele has exhibited a commitment to excellence. He imparts his knowledge and expertise to both undergraduate and graduate students in health and physical education courses. Dr. Haegele's contributions to our academic programs include the development of a master's level concentration and a certificate in adapted physical education. Under his leadership, the PhD Health and Sport Pedagogy concentration has not only been re-established but has also experienced significant growth. Furthermore, all nine PhD students in the program are fully funded through Dr. Haegele's grants, a testament to his commitment to nurturing the next generation of scholars.

Dr. Haegele's teaching abilities are highly regarded, as evidenced by consistently high ratings on undergraduate Student Opinion Surveys, where he averages a remarkable 4.6 out of 5. Students frequently commend his deep knowledge and inspiring instruction.

Beyond his academic and research pursuits, Dr. Haegele actively applies his expertise to benefit individuals with disabilities. His efforts include organizing a camp in Alaska, providing classroom assistance in Norfolk Public Schools, spearheading the Mighty Monarchs program, and establishing an overnight sports camp.

In addition to his teaching and research commitments, Dr. Haegele has undertaken significant leadership roles within the academic community. He serves as the Editor in Chief of the *Adapted Physical Activity Quarterly* and the journal *Quest*. Moreover, he holds the prestigious position of President of the North American Federation of Adapted Physical Activity.

The nomination materials for Dr. Haegele include his comprehensive CV, a compelling narrative describing his record of accomplishments that unequivocally merit his appointment as a named professor, a clear articulation of the ways in which his appointment aligns with the mission, goals, and strategic plan of Old Dominion University, and a statement outlining his future pursuits and how they will benefit our institution, the Darden College of Education and Professional Studies, and the Department of Human Movement Studies and Special Education.

The Colgate Darden Endowed Professorship provides approximately \$20,000 per year, which will be instrumental in supporting Dr. Haegele's proposed efforts.

In conclusion, Dr. Justin Haegele is an exceptional scholar, educator, and leader who has made profound contributions to the fields of adapted physical education and health. His dedication to research, teaching, and service, both locally and globally, sets him apart as an ideal candidate for

the Colgate Darden Endowed Professorship. I have no doubt he will continue to positively impact Old Dominion University, the Darden College of Education, his department, and the community, locally and globally, in his role as a named professor. I wholeheartedly endorse his nomination.

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

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Committee members approved the consent agenda items including the appointment of 27 faculty members and 14 emeriti appointments. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by roll-call vote (*Allen, Bradley, Corn, Dickseki, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

### FACULTY APPOINTMENTS

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
<b>Abdellatif Ait Lahcen</b> Post-Doctoral Research Associate, Center for Bioelectronics (Restricted)	\$45,000	3/10/24	12 Mos

Dr. Ait Lahcen received a Ph.D. in Analytical Chemistry, Faculty of Science and Techniques, and an M.Sc. in Chemistry both from Hassan II University of Casablanca, Morocco. He also received a B.Sc. in Chemistry from the University of Ibn Zohr-Agadir, Morocco. Previously he was a Postdoctoral Associate in the Department of Radiology at the Dalio Institute of Cardiovascular Imaging, Weill Cornell Medicine, New York. (Appointment is contingent upon successful work authorization)

<b>Suhas S. Akunte</b> Lecturer, Department of Engineering Technology (Restricted)	\$75,600	12/25/23	12 Mos
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Dr. Akunte received a Ph.D. in Mechanical Engineering from Tennessee Technological University, an M.S. in Design Engineering from the NBN Sinhgad School of Engineering, Pune, India, and a B.S. in Mechanical Engineering from the Maharashtra College of Engineering, Latur, India. Previously he was a Graduate Research Assistant at Tennessee Technological University. (Appointment is contingent upon successful work authorization)

<b>Travis T. Alexander</b> Assistant Professor, Department of English (Tenure Track)	\$77,000	7/25/24	10 Mos
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Dr. Alexander received a Ph.D. in English & Comparative Literature from the University of North Carolina at Chapel Hill and a B.A. from the University of Texas at Austin. Previously he was a Lecturer in Medical Humanities at Rice University.



**Mahmud Hasan** \$86,700 6/10/24 12 Mos  
Lecturer, School of Interdisciplinary Studies

Dr. Hasan received a Ph.D. in Computational Modeling and Simulation Engineering from Old Dominion University. He also received an M.S. and B.S. in Applied Physics, Electronics and Communication Engineering from the University of Dhaka, Bangladesh, India. Previously he was an Emergency Hire Lecturer in Game Development & Game Programming at Old Dominion University.

**Rajendran Jegan** \$45,000 4/25/24 12 Mos  
Post-Doctoral Research Associate, Center for Bioelectronics (Restricted)

Dr. Jegan received a Ph.D. from Anna University, Tamul Nadu, India an M. Tech in Embedded Systems from Karunya University, Tamul Nadu, India and a Bachelor of Engineering in Electrical and Computer Engineering from Anna University, India. Previously, he was a Post-Doctoral Research Assistant in the School of Engineering at Purdue University. (Appointment is contingent upon successful work authorization.)

**Carrie A John** \$195,000 12/10/23 12 Mos  
Associate Vice Provost & University Registrar, University Registrar, Academic Affairs



**Robert Podschwadt** \$100,000 1/10/24 12 Mos  
Research Assistant Professor, School of Cybersecurity (Restricted)

Dr. Podschwadt received a Ph.D. from Georgia State University, an M.S. in Computer Science and Media and a B.Sc.in Media Informatics from Stuttgart Media University, Stuttgart, Germany. Previously he was a doctoral student studying machine learning for security critical tasks. (Appointment is contingent upon successful work authorization.)

**Dineshkumar Rajendran** \$68,000 7/25/24 10 Mos  
Lecturer, Interdisciplinary Studies

Mr. Rajendran received an M.S. in Multimedia Technology from Anna University, Tamil Nadu, India and is pursuing his Ph.D. in Game-Based Learning from Vellore Institute of Technology, Vellore, India. Previously he was an Assistant Professor in the Department of Multimedia & Animation in the School of Design and Vellore Institute of Technology.

**Mary Victoria Reynolds** \$84,000 7/25/24 10 Mos  
Assistant Professor, Department of Communication Sciences & Disorders (Tenure Track)

Dr. Reynolds received a Ph.D. in the School of Paediatrics and Child Health from the University of Western Australia, Perth, Australia, a B.S. in Human Communication Science from Curtin University, Perth, Australia, and a Bachelor of Laws from Osaka University, Suita, Japan. Previously she was an Associate Professor in the Master of Science – Speech Language Degree program at Lewis University.



**Thea C. Williamson** \$75,000 7/25/24 10 Mos  
Assistant Professor, Department of English (Tenure Track)

Dr. Williamson received a Ph.D. and an M.Ed., in Curriculum and Instruction, Language and Literacy Studies from the University of Texas at Austin, and a B.A. in Spanish and Comparative Literature from Haverford College. Previously she was an Assistant Professor in the Department of Literacy Studies, in Seidel School of Education and Salisbury University.

**Natalie M. Yarish** \$90,000 7/25/24 10 Mos  
Assistant Professor, School of Kinesiology (Tenure Track)

Dr. Yarish received a Ph.D. in Health Behavior and Health Education from the University of Texas, an M.A. in Health Education from Columbia University and a B.A. in Psychology from the University of Colorado, Boulder. Previously she was a Research Scientist at the Veterans Medical Research Foundation in San Diego, CA.

**Yuting Zhu** \$87,000 7/25/24 10 Mos  
Assistant Professor, Department of Chemistry & Biochemistry (Tenure Track)





of the SCHEV Outstanding Faculty Award from the State Council of Higher Education for Virginia, ODU's Outstanding Researcher Award. In 2012 he was a recipient of a Carl B. Allendoerfer Award from the Mathematical Association of America (MAA). (The Award is made to authors of expository articles published in the MAA journal *Mathematics Magazine*.) During the period 1986-2005 he was recipient as Co-PI of approximately \$1.5M in grants from various agencies (including NSF and NASA).

He has published approximately 120 papers in mathematical and scientific journals and given over 180 talks and presentations in his capacity as an Old Dominion faculty member to professional and university/college groups. He has been a frequent contributor to *Earth Science Picture of the Day*. In addition, he is Section Editor of *Mathematics in Nature* for the journal *Virginia Mathematics Teacher*. He also writes a monthly column on "Guesstimation" for *The Physics Teacher*

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University of Hawaii's School of Ocean and Earth Science and Technology (SOEST). He joined the then-named Department of Oceanography at Old Dominion University as an Assistant

Isaac L. Flory IV received his B.S., M.S., and Ph.D. degrees in Electrical Engineering from Virginia Tech in 1984, 1993 and 2008 respectively. He has over 17 years of experience in the lighting industry, having served in several positions as an employee of Hubbell Lighting Incorporated including Manager of Electrical Engineering and Intellectual Property Coordinator. He currently serves as a technical consultant to the non-profit National Association of Architectural Metal Manufacturers. He has been awarded 25 United States Patents, served as an expert witness, and is a licensed Professional Engineer in the Commonwealth of Virginia.

**Lisa Horth**



Dr. Laroussi's research concerns the science and engineering of low temperature plasmas and their biomedical applications. He has published more than 200 papers in refereed journals and conference proceedings. He has an H-index of 56 in March 2024 (the highest in the BCET college) and his papers have been cited more than 19,000 times. He has consistently been ranked in the top 2% of researchers in the world. He has also authored and co-edited a total of 4 books and

Reciprocity between text and context was the emphasis. Mary strives to impart her love for language, narrative and art in a way that hopefully assures its relevance and power in our ever-changing lives and world.

**Zia Razzaq**

Dr. Zia Razzaq received a B.E. with Honors in Civil Engineering from University of S(nd pow)2 (e)4 (hi)-2 (t



instability analysis of columns and structural sub-assemblages in steel buildings including those in World Trade Center Towers 1 and 2 destroyed in the 9/11 events. He has published over 160 papers and presented several of them in 17 different countries. He has represented North America for built-up steel structural members, jointly with B.G. Johnston, in a 1986 international collaborative in Paris, France resulting in a chapter in a world view book related to stability of metal structures. He has served on numerous national and international task groups on stability of metal structures. He was elected Fellow of the American Society of Civil Engineers in 1988 and is a registered Professional Engineer in the Commonwealth of Virginia. He is also a Program Evaluator for the Accreditation Board for Engineering and Technology (ABET).

### **P. Thomas Vernier**

Research Professor P. Thomas Vernier came to Old Dominion University (ODU) in 2013 from the University of Southern California (USC), where he worked for 25 years as an electrical engineer. During his time at USC, he drew on his experience in semiconductor and microelectronics engineering and his previous training in microbiology and chemistry to earn an electrical engineering Ph.D. in what we could now call bioelectrical engineering. He accepted a research faculty position at USC and continued to shape and sharpen his signature research focus: to understand better, through hypothesis-driven, mechanism-based inquiry, the effects of membrane-permeabilizing pulsed electric fields on biological systems, by identifying and characterizing the initial cellular, subcellular, and molecular events after exposure to an intense electric field.

With a team of USC graduate students, Prof. Vernier developed a methodology that is an



Committee members approved the proposed Ph.D. in Electrical and Computer Engineering, the proposed M.S. in Electrical and Computer Engineering, and the recommended closure of the BSED program in Early Childhood Education. Vice Provost Payne asked the committee chair to table the program modification for the Master of Business Administration (MBA). The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by roll-call vote (*Allen, Bradley, Cor (l)-0 0 12 10lle0 Td(B)1 (T)-3 (l)-5e.35 (esct1 (t)-2*

Computer Engineers for New Market Opportunities and Global Competitiveness Advanced Technology in the USA. According to the U.S. Bureau of Labor Statistics (BLS), two occupations long associated with innovation – electrical and electronics engineering – have all but stalled in their growth. The slow rate of growth in most manufacturing sectors is getting much of the blame for the stall in this occupation. This bleak view of the field is in direct contrast with industry claims that the United States has a massive shortage of skilled electrical engineers. American companies maintain that this is not an issue of declining demand, but rather one of declining investment in U.S. workers in favor of lobbying Congress for access to inexpensive foreign labor. Some observers claim that the demand for American electrical engineers would improve if the U.S. insisted that rockets that launch astronauts, satellites, weather, and GPS equipment were made in the U.S. The BLS predicts that most opportunities for electrical and electronics engineers will be with engineering service firms, as companies seek to reduce costs by contracting. Electrical engineers familiar with developing technologies in the areas of solar arrays, semiconductors, and communications will be best positioned to find jobs.

According to a CNBC report, the software developer (one field of computer engineering) shortage will be alarming in 2022. According to the U.S. Bureau of Labor Statistics (BLS), by 2030, the number of software job vacancies would rise by almost 22%. The average growth rate of software developers in the USA is only 8% right now, and that clearly emphasizes there is already an overwhelming and severe shortage of skilled workers. The talent shortfall starts with college graduates and advanced professionals in the fields of science, technology, engineering and mathematics (STEM). While a shortage of STEM workers will not stop a company's day-to-day operations, it can hamper the pace of growth for the whole industry and, subsequently, have an impact on the competitiveness of entire countries or regions.

The doctoral program prepares students for academia, research laboratories, and industry careers. In 2023, universities in the state of Virginia posted positions for tenure-track and research faculty, including positions seeking expertise in cyber-physical systems (Hampton University), integrated microsystems design and fabrication (Virginia Tech), and statistical estimation, signal processing, and wireless communications (University of Virginia). With their unique electrical and computer engineering foundation, our doctoral students can succeed in these positions by integrating their expertise in electrical engineering and computer systems. The federal government (e.g., U.S. Army Corps of Engineers, Fort Belvoir) and industry (e.g., Amentum, Dahlgren) have positions for applicants with a Ph.D. degree who can design and develop systems at the crossroads of electrical

more factory jobs now demand education, technical know-how or specialized skills. And many of the workers set adrift from low-tech factories lack such qualifications<sup>4</sup>. In addition, although computer and information research scientists typically need a master's or higher degree in computer related field, such as electrical and computer engineering, employers prefer to hire candidates who have a Ph.D. Focusing on cutting edge education and training will be essential for Virginia's and U.S. high technology workforce and economic development as occupations in the electrical and computer industry are highly in demand and among the fastest growing in the economy.

The M.S. program in Electrical and Computer Engineering will provide a continuously improving learning environment to its students while maintaining high ethical, multicultural, and global standards. The master's program stresses both theoretical and practical aspects of Electrical and Computer Engineering by combining the teaching and research expertise of the ECE faculty with additional research resources in the Hampton Roads area through department labs and university centers/institutes. The first goal of this M.S. program is to prepare its graduates so they will be able to establish themselves as successful professionals in mid-level engineering positions in industry or government - by conducting themselves in a responsible, professional, and ethical manner. Graduates are employed as electrical and computer engineers supporting industries like automotive, manufacturing, systems integration, shipbuilding, aerospace, defense, telecommunications, etc. They are also employed as researchers by private research and development labs or by federally funded organizations (e.g., Jefferson Lab, NASA, or the Naval Research Laboratories). The second goal of M.S. program is to prepare its graduates so they will be able to demonstrate and assume positions of professional leadership in both industry and government. The third goal of this M.S. program is to prepare its graduates and encourage them to successfully pursue a doctoral degree in their specialty area if they so desire.

Graduates of the proposed M.S. in ECE will have the skills and abilities needed for employment and workplace competencies in the field of electrical and computer engineering.

The proposed degree program will prepare students for research and industry careers throughout the Commonwealth of Virginia. The additional training of these students will be sought by employers in southwest, southeast, central, and northern Virginia. For example, HII Newport News Shipbuilding values students with a master's degree that are proficient in controls and computer networks. Manufacturing and companies focusing on data analytics will also benefit from our graduates.

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**CLOSURE OF BACHELOR OF SCIENCE IN EDUCATION IN EARLY CHILDHOOD EDUCATION, PRE-KINDERGARTEN THROUGH 3<sup>RD</sup> GRADE**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the closure of the Bachelor of Science in Education in Early Childhood Education, Pre-Kindergarten through 3<sup>rd</sup> Grade degree effective with the spring 2025 semester pending approval by the State Council of Higher Education for Virginia.

*Rationale:* Old Dominion University seeks approval to close the Bachelor of Science in Education in Early Childhood Education, Pre-Kindergarten through 3<sup>rd</sup> Grade degree effective Spring 2025. The program is housed in the Department of Teaching and Learning in the Darden College of

Elementary Education, Pre-Kindergarten through 6<sup>th</sup> 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 Bachelor of Science in Education in Early Childhood Education, Pre-Kindergarten through 3<sup>rd</sup> Grade degree. This closure will have not impact on faculty. A teach out plan will be put in place to allow all currently enrolled and admitted students to either transfer to a comparable degree within the institution, or complete the degree in full prior to the resolution of instruction.

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Brian Payne, Vice Provost for Academic Affairs and Dean of Interdisciplinary Studies, discussed the four departmental name changes approved by SCHEV. The Department of Educational Foundations and Department of Leadership will be changed to the Educational Leadership and Workforce Development Department. The Department of Human Movement Sciences will be changed to the Department of Human Movement Studies and Special Education. The School of Kinesiology and Health Science will become the School of Exercise Science and the School of Communication Sciences and disorders will become the School of Speech-Language Pathology.

Ken Fridley, Vice President for Research, introduced David Flanagan, Assistant Vice President for Research Security and Export Control, and Shannon Robinson, Associate Vice President for Research and Executive Director of the ODU Research Foundation, who gave a presentation on the increasing complexity of Federal research compliance regulations.

### **ADMINISTRATION AND FINANCE COMMITTEE**

Rudy Middleton, chair of the Administration and Finance Committee, reported that Neal Kessler from the SmithGroup provided an update on the campus maser plan initiative. The presentation highlighted the project scope, planning process, engagement efforts, current timeline, and next steps. Mr. Kessler also highlighted how the ten-year plan will support continued implementation of ODU's five-year Forward-Focused strategic plan.

Vice President Chad A. Reed presented a budget overview as well as the 2024-25 Tuition and Fees Proposal. Highlights of these proposal were reported out earlier today and have been acted upon by the full Board.

Vice President Reed presented the Financial Performance Report and the Capital Projects Report to the Committee. He noted there are currently 11 projects in various stages of construction and design. These projects have total projected cost of \$437M. Of note, the Engineering and Arts Building is currently in the project implementation phase. He also reported on the new Health Sciences Building, the opening of Student Health and Wellness,

updates on the new Biology Building, ODU Baseball Stadium, and repairs to Rollins Hall to support space needs for ROTC program physical training.

The Committee received the Educational Foundation Investment Report from Assistant Vice President Mike LaRock and the Public Safety Report from R. Garrett Shelton, Chief of Police.

### **AUDIT, COMPLIANCE, AND HUMAN RESOURCES COMMITTEE**

Robert Corn, chair of the Audit, Compliance, and Human Resources Committee, reported that Chief Audit Executive, announced the creation of the University Compliance Department and introduced the members of both the University Compliance and University Audit Departments.

The Committee approved a motion to modify the Audit, Compliance, and Human Resources Committee Charter and it will be brought to the Governance Committee at its next meeting.

Ms. Skaggs presented the results of the completed audit reports on the Police Department's fiscal activities for FY2023 and the Office of the President FY2023 expenditures, which both received a strong audit rating with no reportable findings. She then presented the status of open audit issues since November, noting that nine are now complete with 24 remaining open, and shared the open audit projects.





Leadership - Higher Education from the College of William and Mary. He brings experience having served as a Student Conduct Assistant in the Office of Student Conduct & Academic Integrity with Old Dominion University.

<b>Andrea Byrom</b>	\$50,400	1/10/2024	12 mos.
Academic Advisor			
Instructor, College of Health Sciences			



**Matthew Hamilton**

\$50,000

3/16/2024

12 mos.

Assistant Men's Basketball Coach (*Emergency Hire*)

Instructor, Athletics

Matthew Hamilton holds a Bachelor of Science in Physical Education Teaching from Appalachian State University and a Master of Science in





**Nathan Jones** \$67,000 1/10/2024 12 mos.  
Associate Head Men's Soccer Coach (*Exceptional Hire*)  
Instructor, Athletics

Nathan Jones holds a Bachelor's degree in Sports Management from Urbana University and a Master's Degree in Sports Management and Leadership from Tiffin University. Prior to this appointment, Mr. Jones served as the Recruiting Coordinator and Assistant Coach for Men's Soccer at Old Dominion University. Additionally, he brings prior experience as the Goalkeeping Coach with Lionsbridge FC.

**Leigh Kelley** \$69,500 3/10/2024 12 mos.  
Creative Project Manager (*Emergency Hire*)  
Assistant Instructor, Virginia Degree Completion Network

Leigh Kelley holds a Bachelor of Fine Arts from the University of North Texas. She brings experience as the Creative Project Manager for Sally Beauty Holdings, Marketing Operations Manager with Rapaport Information Services, and Creative & Production Services Manager with American Campus Communities.

**Staci Kohen** \$62,003 12/10/2023 12 mos.  
Assistant Director for Advisor Support and Completion Initiatives  
Instructor, Center for Advising Administration and Academic Partnerships

Staci Kohen holds a Bachelor of Science in Family Science from Towson University and a Master of Science in College Student Personnel from Western Illinois University. Before this appointment, Ms. Kohen served as a Transfer Academic Advisor in the College of Arts and Letters and an Academic Success Advisor at ODU.

**Ryan Nadeau** \$125,000 3/21/2024 12 mos.  
Assistant Men's Basketball Coach (*Emergency Hire*)  
Assistant Instructor, Athletics

Ryan Nadeau holds a Bachelor of Science in Economics from Michigan State University. Mr. Nadeau served as the Director of Player Personnel for Virginia Tech, Basketball Op4 (nc)4 (e (1)-2)-2 (nt

**Julie Perez** \$130,000 1/1/2024 12 mos.  
Director of Undergraduate Admissions (*Exceptional Hire*)  
Instructor, Student Engagement and Enrollment Services

Julie Perez holds a Bachelor of Arts in Urban Studies from Rutgers University and a Master of Education in Higher Education Administration from Northeastern University. Before this appointment, Ms. Perez was the Interim Director of Undergraduate Admissions with Old Dominion University, Client Strategist with Spark451, and Associate Director, Undergraduate Admissions Recruitment with ODU.

**Kyle Pollock** \$65,000 1/19/2024 12 mos.  
Director of Player Personnel (*Emergency Hire*)  
Assistant Instructor, Athletics

Kyle Pollock holds a Bachelor of Science in Management Information Systems from Pennsylvania State University. With Ohio University, Mr. Pollock served as the Director of Recruiting, Assistant Director of Player Personnel, and Recruiting/Operations Assistant.

**Anthony Redifer, Jr.** \$45,000 12/10/2023 12 mos.  
Athletic Facility and Events Coordinator (*Emergency Hire*)  
Instructor, Athletics

Anthony Redifer, Jr. holds a Bachelor of Science in Health and Physical Education and a Master of Science in Sport Management from Old Dominion University. Prior to this appointment, Mr. Redifer, Jr. worked as an Events Manager and Assistant Marketing Coordinator with ODU Athletics.

**Ronald Riffle, Jr.** \$70,000 1/10/2024 12 mos.  
Director of Military Connection Center  
Instructor, Military Connection Center

Ronald Riffle, Jr. holds a Bachelor's Degree in Leadership Studies and a Master's Degree in Clinical Mental Health from Regent University. Prior to this appointment, he served as an Adjunct Professor at Regent University, Resident in Mental Health Counseling with New Vita Neurotherapy and as a Success Coach with the Regent University Center for Student Happiness. Additionally, he has over 20 years of service with the United States Navy.

**James Robinson, III** \$120,000 3/16/2024 12 mos.  
Assistant Men's Basketball Coach (*Emergency Hire*)  
Assistant Instructor, Athletics

**Carolina Rodriguez Ospina** \$70,000 2/25/2024 12 mos.  
Associate Director for Communications  
Instructor, Student Housing

Carolina Rodriguez-Ospina holds a Bachelor of Science in Marketing & Advertising from Universidad Politécnico Grancolombiana (Colombia) and a Master of Arts in Lifespan & Digital Communication from Old Dominion University. She brings previous experience as the Assistant Director for Communication and Communication Coordinator for Student Engagement & Enrollment Services with Old Dominion University.

**Christina Russell** \$106,000 2/10/2024 12 mos.  
University Compliance Officer  
Assistant Professor, University Audit

Christina Russell holds a Doctor of Business Administration from Wilmington College, a Bachelor of Science in Marketing and a Master of Science in Management and Organizational Leadership from Wilmington



**Jared Sykes**

\$49,965

3/10/2024

12 mos.

**David Weeks** \$117,500 1/3/2024 12 mos.  
 Assistant Football Coach (*Exceptional Hire*)  
 Assistant Instructor, Athletics

David Weeks holds a Bachelor of Science in Health Sciences from Seminole State College of Florida. Mr. Weeks joins Old Dominion University with experience as the Tight Ends Quality Control Analyst with the University of Tennessee and Wide Ends Coach/Pass Game Coordinator with Fordham University. With Fordham University, Mr. Weeks also served as the Tight Ends Coach, Offensive Quality Control-Quarterbacks and Defensive Quality Control- Defensive Line Coach.

**Sara Woodbury** \$75,000 1/10/2024 12 mos.  
 Curator of Art  
 Instructor, Barry Art Museum

Sara Woodbury holds a Bachelor of Arts in Art History from Lake Forest College and a Master of Arts in History of Art from the Williams College. She joins the Barry Art Museum with experience as a Guest Curator at ODU, Curator of Collections and Exhibitions at the Roswell Museum in New Mexico and as a Curatorial Fellow with the Shelburne Museum in Vermont.

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**GOVERNANCE COMMITTEE**

Ms. Jerri Dickeski, chair of the Governance Committee, reported that at the Governance Committee meeting on November 30, the Committee approved revisions to the Board's Bylaws. The first revision is to add Section 2.04, Athletic Collectives, prohibiting members of the Board to serve on an athletic collective. The second proposed revision is to delete Section 10.04, Board of Visitors Budget. In accordance with the Bylaws, notice of these proposed revisions was sent out 30 days in advance of today's meeting. Upon the recommendation of the Governance Committee, the revised Bylaws were approved by roll-call vote (*Brad (. T)1 (-)1 (ad)1(1)-60 (ol)-2 (w)-2 (n)-3.9,n)-4 (d)-4 (at)-6 (i)-6 (o)dancl (e)5*)

The Virginia statutes specific, or organic to the University, [Va. Code §§23.1-2000 through 23.1-2004](#), might be thought of as the University's charter. These statutes constitute the Board of Visitors as a public corporation named "Old Dominion University," and set the corporation's basic





determined by a majority vote of the board, or (ii) the educational programs sponsored by the State Council of Higher Education for Virginia, pursuant to [Va. Code §23.1-1304](#), in the first two years of membership without sufficient cause, as determined by a majority vote of the board, the remaining members of the board shall record such failure in the minutes of its next meeting and







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## **ARTICLE V**

### **Presidential Search**

§ 5.01. Presidential Search Committee. As necessary, but not later than the first regular meeting of the Board after the President expresses to the Board his/her intent to step down or leave the University or departs under other circumstances (e.g., prolonged illness or death), the Governance Committee shall appoint a Presidential Search Committee and its chair. The Committee shall consist of five or more Board members, one of whom serves as chair, along with two alternates and may include no more than five non-Board members as non-voting members to that committee. The Committee, whose mission is to search for and select the best possible choices for a new president, shall meet at the same meeting at which it is created to elect its chair who must be a voting member, regardless of whether nonmember appointments have been made. All Committee meetings shall be held in conformity with the provisions of the Freedom of Information Act and its exceptions.

(a) University Needs. The Presidential Search Committee shall consult with the Rector, the President, other members of the Board of Visitors, the faculty, the alumni and students, and the community about the needs of the University. The Committee, as authorized by the Board when it is appointed, may secure the services of a search firm or consultant to assist in the search and selection. The Board may also immediately commission an institutional review by a reputable agency or consultant.

(b) Practices and Procedures. The Committee shall prepare a search budget and a range of compensation for the next president, both of which shall be approved by the Board early in the search process. The Board shall be kept informed of the Committee's progress and expenses incurred and anticipated at regular Board and Executive Committee meetings by the committee chair. The search committee shall consider external and internal candidates equally, based on the depth of their experience and the needs of the University. The Committee's duties shall be completed when it recommends the requisite number of candidates previously specified by the Board to the Board for consideration, unless the Board requests that other candidates be brought forth or the search be continued. Approval

## **ARTICLE VI**

### **Board Officers**

§ 6.01. Officers Elected from the Board. The officers to be elected from the members of the Board of Visitors shall be the Rector, Vice Rector, and Secretary. In accordance with [Va. Code § 23.1-1300 J](#), The Rector or Vice Rector shall be a Virginia resident. Officers must have more than one year remaining in their terms of appointment or be eligible for reappointment. At the annual meeting in June of even numbered years, the Board shall elect its officers from its own body ([Va. Code §23.1-2002.C](#)). Newly elected officers shall take office on July 1 and shall serve for a term of two years, or until their successors have been elected. Officers must be elected by an affirmative vote of at least nine voting members of the Board. Officers may not hold the same office for more than one term. For purposes of the preceding sentence, service of a partial term of one year or less shall not be considered. In the nomination and election of the Vice Rector, the Board should integrate the principles associated with succession planning into the process. Additionally, the Rector will incorporate a development plan for the newly elected Vice Rector to prepare him or her for succession.

§ 6.02. Removal. At any meeting of the Board of Visitors, any elected officer may be

(b) Authority. The Rector has no authority to act on behalf of the Board or the University except as that authority is expressly delegated to the incumbent by these Bylaws or a majority vote of the Board prior to the initiation of such activities.

(c) Committees. The Rector shall serve as *ex-officio* member of all committees of the Board and appoint all standing and *ad hoc* committee.

(d) Board Meeting Agenda. The Rector shall determine, in consultation with the President, committee chairs, and other Board members, business to be brought before meetings of the Board, act as the Board's spokesperson, and perform such other duties as are incident to the presiding officer of the Board, or as may be assigned by the Board.

§ 6.06. Vice Rector. The Vice Rector shall serve as *ex-officio* member of all standing committees of the Board and shall perform the duties of the Rector in the Rector's absence and such other special duties as are assigned by the Rector.

§ 6.07. Secretary. The Secretary shall take or supervise the taking of minutes of the open meetings of the Board and the Executive Committee, have constructive custody of all books and records of the Board, supervise the issuance of notices of meetings of the Board and Executive Committee in advance of the meeting, have constructive custody of the Seal of the University and affix the Seal to any instrument as authorized by the Board, the Rector, the Vice Rector, or President. The Secretary shall represent the Board and preside at the meetings of the Board and its Executive Committee in the absence of the Rector and Vice Rector and perform such other duties as are incident to the office or as may from time to time be assigned by the Board. When directed by the Board, the Secretary shall take the minutes of closed meetings and be responsible for the

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(a) Responsibilities of the President include, but are not limited to:

- (1) Providing leadership in the development of the University's mission and programs;
- (2) Providing leadership for the governance of the University's faculty, all other University employees, and students;
- (3) Balancing the University's revenues and expenditures, managing the University's funds and other resources, assuring the financial integrity of the University, and reporting the financial condition of the University to the Board, on a regular basis.
- (4) Managing and personally participating in public and private fund-raising;
- (5) Managing the University's facilities;

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§ 7.03. Other University Officers. The University shall have such administrative officers as are appointed by the President with the approval of the Board. Such other administrative officers shall have duties and responsibilities as assigned to them by the President and shall serve at the pleasure of the President.

**ARTICLE VIII**  
**Staff Personnel Supporting the Board**

§ 8.01. Chief Audit Executive. The Chief Audit Executive (CAE) is appointed by the Board of Visitors and is the internal auditor for the University. The CAE is functionally accountable and reports to the Board but is a university employee reporting administratively to the President. The incumbent serves as an independent appraiser within the University for the review of University operations as a service to the Board and the President. The CAE shall report to the Board through the Audit and Compliance Committee, as directed by the Board, and shall perform such specific duties and responsibilities incident to the office as are assigned by the Board or the President. The Board shall delegate to the President or his designee the responsibility to hire, annually evaluate, recommend compensation increases, and dismiss the person serving in this position, based on recommendations of the Audit and Compliance Committee. The authorization of positions in the University Audit Department shall be reviewed and recommended to the Board for approval via the Audit and Compliance Committee.

- (a) Removal/Annulment recommendation by the University Administration to

meetings of the Board, Executive Committee, and other special committees in advance of each meeting; and performs such other duties and responsibilities incident to the Office of the Board of Visitors as may be assigned by the Board and the President or his/her designee relating to the incumbent's other duties in the University, if any. The President shall annually evaluate this individual in accordance with university policy, and may dismiss the person serving in this position, with the advice and counsel of the Board.

(a) Removal. Any decision by the University Administration to terminate the incumbent must be approved by the Board of Visitors. The Executive Secretary to the Board may be removed only by assent of at least nine voting Board members.

(b) Resignation. A resignation by the Executive Secretary to the Board must be submitted to the President and the Rector. Board members shall be notified immediately by the Rector or the President.

(c) Vacancy. When there is a vacancy in this position, the Rector shall request the President to fill the vacancy. The Board will be represented on the selection committee.

## **ARTICLE IX**

### **Board Policies and Procedures**

§ 9.01. Definition. Actions by the Board of Visitors establishing policies or procedures shall be known as Board Policies and Procedures. The Board Policies and Procedures are part of the Board Manual that includes the Board's Bylaws and statutory obligations of Board members.

§ 9.02. Adoption. Board Policies and Procedures may be adopted, amended, modified, or repealed, in whole or in part, at any meeting of the Board by an affirmative vote of at least nine of the voting members of the Board provided that notice of the proposed change has been given at least 15 calendar days prior to the meeting. Board Policies and Procedures shall be posted to the Board of Visitors website and indexed so that Board members can find and use them expeditiously.

§ 9.03. Effective Date. Board Policies and Procedures shall be effective on adoption by the Board unless a different date is established by the Board.

§ 9.04. Regular Review. Board Policies and Procedures shall be reviewed on at least a five-year cycle, as established by the Board's Governance Committee, or as necessary due to changes in the laws or regulations, or to reflect current practice. The Governance Committee shall designate, as appropriate, the University administrator responsible for reviewing specific policies. The results of such review shall be shared with the full Board, and the date the policy was reviewed shall be noted on each policy, even if no revisions are recommended. University Counsel shall review all proposed new policies or revisions to existing policies and report to the Governance Committee prior to Board approval.

§ 9.05. Maintenance of Policies and Procedures. The Executive Secretary to the Board shall maintain all Policies and Procedures and ensure that all current policies and procedures are posted on the Board of Visitors' website.



and capital requests by a majority vote. The Board shall review planning and financial feasibility studies for capital projects and approve them by a majority vote of voting members of the Board or the Executive Committee prior to submission to appropriate state agencies.

§ 11.04. Ratification of *Ultra Vires* Act. Any action taken in violation of these Bylaws is taken without authority. For such action to be legally binding, it must be ratified by an affirmative

## **B. AUTHORITY**

[Virginia Code Section 23.1-1301, as amended](#), grants authority to the Board of Visitors to make rules and policies concerning the institution. Section 7.01(a)(6) of the [Board of Visitors Bylaws](#) grants authority

1. **Ensure Ethical Use:** Prioritize ethical considerations and ethical use in AI deployment, in teaching, learning, research, and administration, promoting fairness, accountability, transparency and respect for human rights in all AI applications and AI related activities conducted within the University.
2. **Foster Innovation:** Encourage innovation and experimentation in AI integration to enhance teaching, learning, and research outcomes.
3. **Protect Privacy:** Safeguard the privacy and security of individuals' data by implementing robust data protection measures in compliance with state and federal regulations.
4. **Mitigate Risks:** Implement strategies to mitigate risks associated with AI technologies, including biases, discrimination, and data breaches.
5. **Promote Equity:** Ensure equitable access to AI resources and opportunities for all students, faculty, and staff, irrespective of background or demographics.
6. **Enhance Learning Experiences:** Leverage AI technologies to personalize learning experiences, cater to diverse learner needs, and improve student outcomes.

## **F. PROCEDURES**

1. The responsible office, the Division of Digital Learning, shall establish a standardized and transparent approval process for the acquisition, development, and/or deployment of AI technologies. The approval process requires the thorough review and ratification of AI technology by designated authorities in consultation with Procurement Services, Information Technology Services, and other relevant University departments to ensure compliance with University AI policy.
2. **Disclaimers and Transparency:**
  - a. All AI products or outcomes generated in educational settings must be accompanied by clear and comprehensive disclaimers that inform users about the limitations, assumptions, and potential biases of the AI system and clarify the roles and responsibilities of human users in interpreting and acting upon AI-generated information.
  - b. Promote transparency in AI usage by providing stakeholders with access to information about AI applications and decision-making processes.
3. **Mitigation of Third-Party Risks:**
  - a.

- b. Contracts with AI vendors should include provisions for data protection, privacy safeguards, in addition to clauses for non-compliance and dispute resolution by consulting with Procurement Services and following the software decision analysis process to ensure compliance.
  - c. Conduct regular audits and assessments in collaboration with ITS to monitor the performance and security of third-party AI solutions.
4. Protection of Student and Employee Data:
- a. Implement robust data privacy and security measures to safeguard sensitive information collected or processed by AI systems.
  - b. Ensure that AI systems comply with applicable laws and regulations governing the collection, storage, and use of student data, including the Family Educational Rights and Privacy Act (FERPA), the General Data Protection Regulation (GDPR), Health Insurance Portability and Accountability Act (HIPAA), and other relevant state and federal privacy laws.
5. Protection of Research Data:
- a. Strengthen provisions related to data privacy and security when using AI technologies, adhering to best practices for protecting sensitive information and obtaining informed consent for data collection and analysis.
  - b. Implement measures to ensure that confidential, sensitive, and other protected data are not entered into any AI research tool without proper risk analysis. Protected data may include information protected by FERPA, HIPAA, confidential personnel records, intellectual property, Human and Animal Subject data, and other sensitive or confidential institutional research data.
  - c. Any use of AI tools in the research process using humans or animals should be disclosed in the Institutional Review Board (IRB) application and address potential ethical considerations.
6. Implementation: The implementation of AI Policy Standards within Old Dominion University will be supported by the following strategies:
- a. **Training and Capacity Building:** Provide training and professional development opportunities for faculty, staff, and administrators on AI ethics, best practices, and compliance requirements. Foster a culture of responsible AI usage through awareness campaigns, workshops, and educational resources.
  - b. **Collaboration and Partnerships:** Forge partnerships with industry stakeholders, government agencies, and academic institutions to exchange knowledge, share best





**RESOLUTION TO APPROVE PROPOSED OFFICER ELECTIONS PROCESS**

BE IT RESOLVED, that upon the recommendation of the Governance Committee, the



The Rector congratulated Ross Mugler on his recent appointment as chair of the Association of Governing Boards. He asked Mr. Mugler to say a few words about the role of AGB. Following brief remarks, Mr. Mugler said that he is honored to lead this great organization and thanked the administration for its support.

The Rector announced that the Board selected Mallory Fields as the student representative to SCHEV and Raquan (Ray) Griffin as the student representative to the Board of Visitors. He also reminded the Board members of the meeting scheduled on May 1 from 7:30 AM to 11:30 AM to learn more about the Board's role in overseeing a medical school. He encouraged everyone to attend. A meeting of the Governance Committee will follow.

## **PRESIDENT'S REPORT**

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

### **Center of Excellence Designation**

Our University has boldly stepped forward to play a critical role in the maritime industry from an academic, research, and workforce perspective. This transformational work is made possible due to the engagement and partnership of many local and regional entities.

As such, the Hampton Roads Maritime Industries Education Alliance (HRMIEA), which includes both the Maritime Institute and ODU, was designated as a 2024 Center of Excellence (CoE) for Domestic Maritime Workforce Training and Education by the U.S. Department of Transportation's Maritime Administration. This federal recognition program was developed to support maritime workforce training and education at designated CoEs, including admission of additional students; recruitment and training of faculty; expansion of facilities; creation of new maritime pathways; and awarding credits to students for prior experience, including military service.

This new designation represents one of 32 CoEs selected from across the national for a five-year period based on qualifications to assist the maritime industry with training a skilled workforce. At this time, I would like to pause and acknowledge the commitment and leadership of the late John O. "Dubby" Wynne, who truly championed a focus on the maritime industry throughout our region. The President acknowledged Drs. Ken Fridley, Elspeth McMahon, and Brian Payne for their exemplary efforts in this critical area.

### **Student Recreation and Well-Being Center Opening**

Following an extensive project to both expand and remodel an existing facility, a ribbon-cutting ceremony and open house was held at the Student Recreation and Well-Being Center. This center now houses Counseling Services; Student Health Services; and the Health Promotion Office,



Student Representative Network brought student representatives from across the Commonwealth together to discuss shared challenges and possible solutions.

One of his most enjoyable activities this spring was participating in ODU Day in Richmond. He thanked President Hemphill for hosting this event. He also co-chaired the ODU Model United Nations Summit, an amazing opportunity where students get to test their diplomatic skills against each other.

He has tried to focus his efforts on informing the Board of the importance of ensuring that ODU remains an affordable institution. When speaking with students and asking why they chose ODU, what he hears the most is because of the quality of the education provided and the affordability of the institution. He is pleased that Raquan was chosen as his successor.

He concluded his remarks by sharing what he has learned over the past year while serving as the Board's student representative: ODU is an amazing University with immense academic and social offerings; he received a crash course in student leadership; he became better informed about the roles of education and government; and he has new-found respect and appreciation for all ODU faculty and staff who help make an ODU education possible.

### **FINANCIAL UPDATE**

Chad Reed, Vice President for Administration & Finance and Chief Financial Officer, provided a