

**OLD DOMINION UNIVERSITY  
BOARD OF VISITORS  
Friday, June 14, 2024**

**MINUTES**

The annual meeting of the Board of Visitors of Old Dominion University was held Friday, June 14, 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  
Robert S. Corn  
Jerri F. Dickseski  
Larry R. Hill  
Andrew Hodge  
Brian K. Holland  
Toykea S. Jones  
Kay A. Kemper  
E.G. Middleton, III  
Elza H. Mitchum  
Juan M. Montero, MD  
Ross A. Mugler  
P. Murry Pitts  
D.R. Wyatt  
Raquan Griffin (*Student Representative*)

Absent from the Board:

Dennis M. Elmer  
Maurice D. Slaughter

Also present:

Brian O. Hemphill, President	Donna Meeks
Austin O. Agho	Tom Odom
Alonzo Brandon	Brian Payne
Ken Fridley	Stacy Purcell
Annie Gibson	Chad Reed
Adam Henken	September Sanderlin
Jaime Hunt	Ashley Schumaker
Stephanie Jennelle	Wood Selig
Amber Kennedy	Amanda Skaggs
Brandi Hephner LaBanc	Allen Wilson

**CALL TO ORDER**

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

## **SPECIAL PRESENTATIONS**

The Rector and President presented Resolutions of Appreciation to Larry Hill, Toykea Jones, and Kay Kemper on the occasion of their retirement from the Board after having served eight years of service. The Vice Rector and President then presented a Resolution of Appreciation to Rector Bruce Bradley, who is also stepping down from the Board after having service eight years on the Board and the last three as Rector. Vice Rector Pitts thanked Rector Bradley for his leadership and mentorship in including him in his discussions with the President over the past year. The following Resolutions of Appreciation were approved by acclamation:

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

**Larry R. Hill '78  
June 14, 2024**

**WHEREAS**, Larry R. Hill was appointed by Governor Terry McAuliffe to the Old Dominion University Board of Visitors on July 1, 2016, and was reappointed to a second four-year term on July 1, 2020, by Governor Ralph Northam; and

**WHEREAS**, Larry served on the Board's Executive; Athletics; Audit, Compliance, and Human Resources; and University Advancement and University Communications Committees, and as Chair of the Administration and Finance Committee. He also served as the Board's representative to the Old Dominion University Real Estate Foundation; and

**WHEREAS**, in recognition of his generous support of Old Dominion University athletics, the L.R. Hill Sports Complex was named in Larry's honor; and

**WHEREAS**, during Larry's tenure on the Board, the University began several new initiatives, including, but not limited to: *ODUGlobal*; School of Cybersecurity; Hampton Roads Biomedical Research Consortium; Institute for Coastal Adaptation and Resilience; School of Data Science; School of Supply Chain, Logistics, and Maritime Operations; and the Center for Telehealth Education and Research at the Virginia Beach Higher Education Center. The University also earned the Carnegie R1 research designation for the first time in its history; and

**WHEREAS**, Old Dominion University's physical campus has transformed during Larry's tenure on the Board with the addition of the Barry Art Museum, the Owens House Residence Hall, the Broderick Dining Commons, the Chemistry Building, the Education Building, and the new Health Sciences Building; and

**WHEREAS**, Larry's eight years of service on the Board culminated with the merger of Old Dominion University and Eastern Virginia Medical School to become the Macon & Joan Brock Virginia Health Sciences at Old Dominion University, which will enhance healthcare, strengthen educational programs, bolster the workforce pipeline, and address health and economic disparities in the Hampton Roads region and the Commonwealth; and

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

**THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Old Dominion University expresses its gratitude to Larry R. Hill for his years of service on the Board of Visitors of Old Dominion University.

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

**Toykea S. Jones ’03 ‘05  
June 14, 2024**

**WHEREAS**, Toykea S. Jones was appointed by Governor Terry McAuliffe to the Old Dominion University Board of Visitors on July 1, 2016, and was reappointed to a second four-year term on July 1, 2020, by Governor Ralph Northam; and

**WHEREAS**, Toykea served as the Board’s Secretary from 2020 to 2021 and as Vice Rector from 2021 to 2022. She served on the Board’s Executive; Athletics; Audit, Compliance, and Human Resources; and Student Enhancement and Engagement and Digital Learning Committees, and as Chair of the Academic and Research Advancement and University Advancement and University Communications Committees; and

**WHEREAS**, Toykea’s generous support of Old Dominion University includes the establishment of three endowed scholarships in the Batten College of Engineering and Technology, the Strome College of Business, and the College of Sciences; and

**WHEREAS**, during Toykea’s tenure on the Board, the University began several new initiatives, including, but not limited to: ODUGlobal; School of Cybersecurity; Hampton Roads Biomedical Research Consortium; Institute for Coastal Adaptation and Resilience; School of Data Science; School of Supply Chain, Logistics, and Maritime Operations; and the Center for Telehealth Education and Research at the Virginia Beach Higher Education Center. The University also earned the Carnegie R1 research designation for the first time in its history; and

**WHEREAS**, Old Dominion University’s physical campus has transformed during Toykea’s service on the Board with the addition of the Barry Art Museum, the Owens House Residence Hall, the Broderick Dining Commons, the Chemistry Building, the Education Building, and the new Health Sciences Building; and

**WHEREAS**, Toykea’s eight years of service on the Board culminated with the merger of Old Dominion University and Eastern Virginia Medical School to become the Macon & Joan Brock Virginia Health Sciences at Old Dominion University, which will enhance healthcare, strengthen educational programs, bolster the workforce pipeline, and address health and economic disparities in the Hampton Roads region and the Commonwealth; and

**WHEREAS**, while her tenure on the Board is ending, Toykea’s commitment to her *alma mater* endures, and she will be witness to transformational changes that began under her stewardship.

**THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Old Dominion University expresses its gratitude to Toykea S. Jones for her years of service on the Board of Visitors of Old Dominion University.

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

**Kay A. Kemper ‘80  
June 14, 2024**

**WHEREAS**, Kay A. Kemper was appointed by Governor Terry McAuliffe to the Old Dominion University Board of Visitors on July 1, 2016, and was reappointed to a second four-year term on July 1, 2020, by Governor Ralph Northam; and

**WHEREAS**, Kay served as the Board’s Vice Rector from 2018 to 2020 and as Rector from 2020 to 2021. She served on the Board’s Executive; Academic and Research Advancement; Governance; and University Advancement and University Communications Committees; and as Chair of the Athletics and Student Enhancement and Engagement and Digital Learning Committees; and

**WHEREAS**, during her term as Rector, Kay led the University during an unprecedented time in the University’s history due to the impact of the COVID-19 Pandemic, appointed Brian O. Hemphill, Ph.D. as the ninth President of Old Dominion University, and appointed the Board’s inaugural Governance Committee; and

**WHEREAS**, during Kay’s tenure on the Board, the University began several new initiatives, including, but not limited to: ODU*Global*; School of Cybersecurity; Hampton Roads Biomedical Research Consortium; Institute for Coastal Adaptation and Resilience; School of Data Science; School of Supply Chain, Logistics, and Maritime Operations; and the Center for Telehealth Education and Research at the Virginia Beach Higher Education Center. The University also earned the Carnegie R1 research designation for the first time in its history; and

**WHEREAS**, Old Dominion University’s physical campus has transformed during Kay’s service on the Board with the addition of the Barry Art Museum, the Owens House Residence Hall, the Broderick Dining Commons, the Chemistry Building, the Education Building, and the new Health Sciences Building; and

**WHEREAS**, Kay’s eight years of service on the Board culminated with the merger of Old Dominion University and Eastern Virginia Medical School to become the Macon & Joan Brock Virginia Health Sciences at Old Dominion University, which will enhance healthcare, strengthen

educational programs, bolster the workforce pipeline, and address health and economic disparities in the Hampton Roads region and the Commonwealth; and

**WHEREAS**, while her tenure on the Board is ending, Kay's commitment to her *alma mater* endures, and she will be witness to transformational changes that began under her stewardship.

**THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Old Dominion University expresses its gratitude to Kay A. Kemper for her years of service on the Board of Visitors of Old Dominion University.

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

**R. Bruce Bradley '78  
June 14, 2024**

**WHEREAS**, R. Bruce Bradley was appointed by Governor Terry McAuliffe to the Old Dominion University Board of Visitors on July 1, 2016, and was reappointed to a second four-year term on July 1, 2020, by Governor Ralph Northam; and

**WHEREAS**, Bruce served as the Board's Vice Rector from 2020 to 2021 and has served as the Board's Rector since 2021. He served on the Board's Executive; Academic and Research Advancement; Audit, Compliance, and Human Resources; and University Advancement and University Communications Committees; and represented the Board on the Educational Foundation Investment Committee; and

**WHEREAS**, during his last three years as Rector, Bruce worked in close partnership with President Brian O. Hemphill, Ph.D. in transforming the operations of the Board. A two-day meeting model was introduced, which enabled Board members to attend all committee meetings to become more informed and engaged; an educational moment was added to the quarterly meeting agenda for the Board to take a deeper dive on issues of interest; and a greater focus has been placed on succession planning by working in partnership with the Vice Rector; and

**WHEREAS**, during Bruce's tenure on the Board, the University began several new initiatives, including, but not limited to: ODU*Global*; School of Cybersecurity; Hampton Roads Biomedical Research Consortium; Institute for Coastal Adaptation and Resilience; School of Data Science; School of Supply Chain, Logistics, and Maritime Operations; and the Center for Telehealth Education and Research at the Virginia Beach Higher Education Center. The University also earned the Carnegie R1 research designation for the first time in its history; and

**WHEREAS**, Old Dominion University's physical campus has transformed during Bruce's service on the Board with the addition of the Barry Art Museum, the Owens House Residence Hall, the Broderick Dining Commons, the Chemistry Building, the Education Building, and the new Health Sciences Building; and

**WHEREAS**, Bruce’s eight years of service on the Board culminated with the merger of Old Dominion University and Eastern Virginia Medical School to become the Macon & Joan Brock Virginia Health Sciences at Old Dominion University, which will enhance healthcare, strengthen educational programs, bolster the workforce pipeline, and address health and economic disparities in the Hampton Roads region and the Commonwealth; and

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

**THEREFORE, BE IT RESOLVED**, that the Board of Visitors of Old Dominion University expresses its gratitude to R. Bruce Bradley for his years of service on the Board of Visitors of Old Dominion University.

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Following the presentation of the Resolution of Appreciation to Rector Bradley, he noted that succession planning was a key issue over the last two years. He recognized Jerri Dickeski for working with him to include this in the Bylaws. During his tenure as Rector, he has been meeting with the President every other Wednesday, either by phone or Zoom, and Murry has been included in those conversations. He is confident that the Board will not miss a beat once Murry takes the helm.

### **APPROVAL OF MINUTES**

Upon a motion made by Mr. Mugler and seconded by Ms. Dickeski, the minutes of the Board of Visitors meeting held on April 19, 2024, and the Board Planning Retreat held on May 1, 2024, were approved by all members present and voting (*Allen, Bradley, Corn, Dickeski, Hill, Hodge, Holland, Jones, Kemper, Middleton, Mitchum, Montero, Mugler, Pitts, Wyatt*).

### **RECTOR’S REPORT**

Rector Bradley stated that the merger with EVMS is the most transformational event in the history of Old Dominion University. As a result of the merger, ODU’s research enterprise will grow from approximately \$72 million to \$100 million, its endowment will grow from \$350 million to \$500 million (making it first place among Sun Belt schools and three times that of JMU), and with the inclusion of ODU in the “research triangle” with Virginia Tech, UVA and VCU, ODU will attract additional research funding and bring businesses to Virginia. Joan Brock’s gift of \$20 million and Dennis Ellmer’s gift of \$20 million likely would not have happened were it not for the merger.

The Rector commented that transformational events do not happen without a transformational leader, and whenever President Hemphill receives accolades for making this happen, he is quick to say that it would not have happened without his leadership team. He added that it has been a huge honor and treat to have worked with President Hemphill over the past three years.

## **PRESIDENT'S REPORT**

The President recognized Ms. Jaime Hunt, ODU's the inaugural Vice President for University Communications, who is leaving the University to start her own business.

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

### **Artificial Intelligence (AI) Pillars**

Since the September 2023 Artificial Intelligence (AI) Campus-Wide Symposium, University officials have been working diligently to develop a comprehensive plan for specialized initiatives. From those in-depth discussions, the University has focused on three specific pillars: research, education and credentialing, and operations.

#### *Research*

In pursuit of the first pillar, a Research AI Working Group has been identified. The group is comprised of faculty researchers from diverse areas. This group will focus on identifying and solving the challenges and opportunities in shaping AI, addressing concerns within AI tools, evolving assessments of the effectiveness and overall use of AI, and collaborating with industry partners on AI-powered credible solutions. The first meeting will be held next month to begin the process of both establishing and pursuing the University's niche in this critical and growing area.

#### *Education and Credentialing*

For education and credentialing, both short-term and long-term goals have been identified for programs and certificates. Our initiatives aim to provide a wide range of credit and non-credit certificate programs in AI across various professional domains covering areas such as development, implementation, and utilization across industries. In the short-term, the University will launch and promote the initial set of programs to attract diverse participants from target industries; establish partnerships with key stakeholders to enhance program relevance and facilitate participant recruitment; evaluate program effectiveness through participant feedback; and adjust offerings as needed to optimize outcomes. For Fall 2024, the University will offer certificates in AI for Data Science Professionals, Cybersecurity, and Learning Technologies. Long-term activities include: expanding the portfolio of programs to cover emerging technologies and specialized domains; strengthening partnerships with industry, government, and academic collaborators to establish ODU as a hub for AI training, education, and research; and developing pathways for participants to transition from non-credit credentialed programs to credit-based degrees in AI-related fields. Additionally, ODU aims to establish itself as a recognized leader in AI education, training, and upskilling, thereby contributing to cutting-edge innovation, economic growth, and workforce development.

#### *Operations*

From an operations perspective, the University is embracing a culture of innovation by incorporating AI technologies into various institutional operations. By leveraging existing systems like Salesforce and Banner and integrating new technologies, this approach will benefit all units across the institution with operational efficiencies achieved through automation, performance analytics, program/staff/student performance tracking, and data mining. Recognizing the potential to transform the student experience, ODU is building an AI-powered integrated campus with a

data mesh framework to harness and analyze student data in order to inform personalized retention and graduation rates. Data integration from various systems will enable informed decision-making and personalized experiences, thereby enhancing human interactions and promoting holistic development.

AI in teaching and learning, as well as faculty support, will include personal teaching assistants, lesson plan and assessment support, adaptive learning, course development, and research proposal development. Enrollment management will be transformed with predictive analytics, personalized marketing, and outreach. Additionally, the University will expand its current offerings on AI through seminars and events to engage the community and showcase ODU's AI expertise through knowledge exchange, networking, and collaboration.

These initiatives position ODU at the forefront of AI advancement to enhance our reputation as a premier institution in AI research, education, and innovation. This strategic focus will attract top talent, students, and funding opportunities to drive economic growth through AI innovation and entrepreneurship as well as ensure the institution's relevance and impact in the rapidly evolving AI landscape.

### **Strategic Plan Update**

The strategic plan, as approved by the Board of Visitors in December 2022, has not been in place for 18 months. The first progress report for Spring 2023 and the second progress report for Fall 2023 have been finalized and added to the website. The Spring 2023 report was presented at last year's Board Retreat. At this year's Board Retreat, the Fall 2023 and Spring 2024 reports will be discussed in detail. The Spring 2024 report is now in process with submissions being collected through mid-July. For the previously collected Fall 2023 report, the following represents a breakdown regarding progress among the 103 strategies:

- Completed with no additional progress to occur (3);
- Completed, but continued progress to occur (7);
- In progress and ahead of schedule (1);
- In progress and on schedule (72)
- In progress, but behind schedule (10);
- No updated provided (9); and
- Not started (1).

The University continues to make significant progress across all seven focal areas with a great deal of synergy and traction in a multitude of areas, including fully online student enrollment, student work-based learning opportunities (i.e. paid internships), new and expanded partnerships across many sectors, and a tuition modeling review to examine access and affordability, among many others. A defining opportunity for significant progress is associated with the ongoing Salesforce planning and implementation, which will both modernize and streamline our ability to provide, as well as customize and track, an engaging and personalized experience for all constituents, especially students!

### **Master Plan Update**

As part of the April 2024 meeting, the Board received a report regarding the University's master plan effort, especially the initial phase of reviewing the current landscape and accessing future



needs through robust community engagement and subsequent feedback. Since that time, additional progress has been made, as follows:

- Additional meetings of the Master Planning Committee;
- Meeting with Norfolk's Department of City Planning;
- Presentation to the Real Estate Foundation Board; and
- Data analysis and detailed review of land use, landscape, mobility, and parking; flood/sea level rise; resiliency, facility condition, student housing, academic and administrative space utilization, and utilities.

The current phase will continue throughout the summer. In the fall, this important project will enter a new phase where the plan begins to take shape. This comprehensive effort remains on track for formal consideration by the Board in June 2025.

### **State Relations Highlights**

With the regular session of the General Assembly adjourning in March, I am please to share formal passage of the budget by both the House and Senate with Governor Youngkin's signature on May 13, 2024. For the upcoming budget cycle, the University received significant funding for a variety of initiatives, including base funding and integration support, as well as planning money for an Engineering and Arts Building. It is anticipated that the Senate will reconvene next week with the House reconvening the following week regarding the Virginia Military Survivors & Dependents Education Program (VMSDEP). The purpose of the special session is to consider VMSDEP funding for this state mandate, which requires institutions to provide a full waiver of tuition and mandatory fees for eligible participants with no identified funding source outside of existing resources. This unfunded mandate has grown from nearly \$3 million during the 2019-2020 academic year to nearly \$13 million during the 2023-2024 academic year.

### **Federal Relations Highlights**

During a Spring 2024 visit on Capitol Hill, ODU had an opportunity to share our latest successes and request support for new initiatives. Additionally, our Governmental Relations team, led by Associate Vice President Annie Gibson and supported by Assistant Vice President Kristin Dini, has experienced incredible levels of success through engagement with many of our campus partners and work with our federal delegation. In two federal budget cycles, the University has been awarded three projects with another two projects in process valued at \$10.5 million.

#### Federal Fiscal Year 2023

*\$643,000 through the U.S. Department of Labor for ODU's Virginia Digital Maritime Center:* This awarded project with examine the potential for unifying and streamlining training and certification standards with the maritime industry. By collaborating with key stakeholders, including employers, educational institutions, and industry associations, the Maritime Skilled Trades Alignment Project seeks to identify opportunities to enhance the effectiveness and efficiency of maritime workforce development in the region. This congressionally directed spending (CDS) project included the support of Senators Warner and Kaine with leadership from Maritime Trades at the Virginia Digital Maritime Center Senior Program Manager John Snell.

*\$1 million through the U.S. Department of Energy for ODU's Center for Secure and Intelligent Critical Systems:* This awarded project will provide funding to establish the new Cybersecurity Center for Offshore Wind Energy at ODU for research and development capability in Hampton

Roads geared towards developing standards and best practices for cybersecurity, specifically information sharing and engagement among offshore wind energy stakeholders. The center will develop a testbed for cybersecurity testing and evaluation, including an evaluation of attacks and impacts. A best practices playbook will be developed in partnership with the Idaho National Laboratory. This CDS project included the support of Senators Warner and Kain with leadership from Center for Secure and Intelligent Critical Systems Executive Director Sachin Shetty, Ph.D.

#### Federal Fiscal Year 2024

*\$1 million through the U.S. Department of Defense's Systems Engineering Research Center (SERC) for ODU's Center for Secure and Intelligent Critical Systems:* This award will provide additional funding to build on the new Cybersecurity Center for Offshore Wind Energy with strong support from Senators Warner and Kaine through the cutting-edge work of Dr. Shetty and his team.

*\$500,000 through the U.S. Small Business Administration (SBA) for ODU's Institute on Innovation and Entrepreneurship (IIE):* This award, if received, will identify veteran entrepreneurs in Hampton Roads, provide them with initial required and applicable certifications and registrations, and guide them toward regional and statewide SBA-funded entrepreneurial programs overseen by ODU. This request is being supported by Senators Warner and Kaine with institutional leadership from IIE Executive Director Paul Olsen.

*\$10 million through the U.S. Department of Defense for ODU's Center for Secure and Intelligent Critical Systems:* This award, if received, will provide funding for the development of a 5G-Radar testbed for testing, evaluation, and assessment of the impact of 5G interference on radar systems. This project is under the leadership of Dr. Shetty and in partnership with the Naval Surface Warfare Center located in Crane, Indiana.

#### **Integration Community Celebration**

Last Friday, Old Dominion University (ODU) hosted a community celebration to commemorate the integration of Eastern Virginia Medical School (EVMS). Program participants, both in person and by video, included Governor Glenn Youngkin; Speaker Don Scott; Chairman Luke Torian; Senator L. Louise Lucas; Delegate Barry Knight; Senator Mark Warner; Senator Tim Kaine; Congressman Bobby Scott; Congresswoman Jen Kiggins; EVMS Board of Visitors Rector Bruce Waldholtz, MD; EVMS President, Provost and Dean Alfred Abuhamad, MD; ODU Board of Visitors Vice Rector Murry Pitts; and Sentara Health President and Chief Executive Officer Dennis Matheis. ODU Community Engagement Liaison Cathy Lewis served as the event moderator with various program elements, including a legacy gift exchange of a mace and a medallion to symbolize the histories and legacies of both institutions.

The event attracted a large crowd of approximately 1,000 individuals and included historic announcements and name unveilings.

- With a generous \$20 million gift from Dennis and Jan Ellmer, a significant scholarship support will be provided to students pursuing health sciences degrees. Students will be eligible for the scholarships if they are enrolled in the EVMS School of Health Professions, the Joint School of Public Health, the ODU College of Health Sciences, or the ODU School of Nursing. The awards through the Dennis & Jan Ellmer Health Scholars Program and the Dennis & Jan Ellmer Nursing Scholars Program combines criteria of both need and merit. Within a decade of operation, the Dennis & Jan Ellmer Health Scholars Program alone will

provide a total of \$3.3 million in direct support of 275 total scholarship awards in both new and renewable formats. Additionally, the Ellmers' commitment to Hampton Roads is evident by a requirement for scholarship recipients to remain in the region of state following graduation. In recognition of their leadership in creating opportunities for current and future Monarchs, the University announced the naming of the Ellmer College of Health Sciences and the Ellmer School of Nursing, thereby forever etching the distinguished Ellmer family name as part of the University's legacy and its promise for this integration.

- In recognition of an additional \$20 million gift from Joan Brock, the Macon & Joan Brock Virginia Health Sciences at Old Dominion University was announced. This entity will serve as the overarching structure for all health sciences programming and operations, including the Ellmer College of Health Sciences, the Ellmer School of Nursing, the EVMS Medical Group, the EVMS School of Health Professions, the EVMS School of Medicine, and the Joint School of Public Health. This naming is a reflection of Joan's unwavering dedication to creating opportunities across the region. Her generous gift to establish and fund the Brock Opportunity Scholarship in the EVMS School of Medicine supports promising students with financial need who live in Virginia, are interested in caring for underserved populations, and plan to practice in Hampton Roads or Virginia upon completion of their residency or fellowship. Joan is also providing support to furthering the arts through the Barry Art Museum expansion project.

Also, during the event, the visual identity for Macon & Joan Brock Virginia Health Sciences at Old Dominion University was revealed with great fanfare and supported by the ODU Spirit Squads, Pep Band, and Big Blue, who donned his very first white coat. The logo features ODU's iconic crown, thereby boldly symbolizing a tradition of excellence and seamlessly integrating the Rod of Asclepius, which is the Greek symbol of medicine and healing. The snake faces East to signify Eastern Virginia as a preeminent destination for health education, clinical research, and healthcare delivery.

Without question, it was a milestone moment for our campus, our community, and our Commonwealth. It was wonderful to be joined by so many community leaders, including a majority of members from the Board of Visitors. We are now counting down the remaining days until the July 1, 2024 effective date!

President Hemphill recognized Dr. Austin Agho for his distinguished service as Provost and voiced his pleasure that Dr. Agho will continue at the University in his role as Chief Integration Officer and a member of the President's Cabinet.

The President shared a video on the ODU/EVMS integration that will be distributed to the campus community later today.

President Hemphill expressed his great appreciation for the partnership he has had with Rector Bradley over the last three years. Several other Board members offered their words of gratitude and appreciation.

## **ELECTION OF OFFICERS**

Ms. Jerri Dickeski, chair of the Governance Committee brought forth the following slate of officers recommended by the Committee:

Rector – P. Murry Pitts  
Vice Rector – Andrew Hodge  
Secretary – Rick Wyatt

Upon a motion duly made and seconded, Murry Pitts was elected Rector for the 2024-2026 term by all members present and voting (*Allen, Bradley, Corn, Dickeski, Hill, Hodge, Holland, Jones, Kemper, Middleton, Mitchum, Montero, Mugler, Pitts, Wyatt*).

Upon a motion duly made and seconded, Andrew Hodge was elected Vice Rector for the 2024-2026 term by all members present and voting (*Allen, Bradley, Corn, Dickeski, Hill, Hodge, Holland, Jones, Kemper, Middleton, Mitchum, Montero, Mugler, Pitts, Wyatt*).

Upon a motion duly made and seconded, Rick Wyatt was elected Secretary for the 2024-2026 term by all members present and voting (*Allen, Bradley, Corn, Dickeski, Hill, Hodge, Holland, Jones, Kemper, Middleton, Mitchum, Montero, Mugler, Pitts, Wyatt*).

## **GOVERNANCE COMMITTEE REPORT**

The report of the Governance Committee was moved up in the agenda due to the need for the Chair to leave early. Ms. Jerri Dickeski, chair of the Governance Committee, reported that at its meeting on April 18, the Committee approved revisions to the Board's Bylaws. These revisions were made to reflect the EVMS merger. Section 2.01, Composition, includes language from the Code effective July 1 that at least four members appointed by the Governor shall be physicians or other medical or health professionals with administrative or clinical experience in an academic center. A new Section 4.02, Health Sciences Center Board of Directors, sets out the composition and quorum requirements as well as the duties and authority of the Health Sciences Center Board of Directors.

In accordance with the Bylaws, notice of these proposed revisions was sent out 30 days in advance of today's meeting. The following revisions to the Board of Visitors Bylaws were presented as a recommendation of the Governance Committee and were approved by all members present and voting (*Allen, Bradley, Corn, Dickeski, Hill, Hodge, Holland, Jones, Kemper, Middleton, Mitchum, Montero, Mugler, Pitts, Wyatt*).

**BYLAWS  
OF THE OLD DOMINION UNIVERSITY  
BOARD OF VISITORS**

**PREFACE**

The Board of Visitors adopts the bylaws that follow for the orderly and efficient conduct of its meetings and the business of Old Dominion University. This preface is to provide a brief overview of the source of the Board's authority as a public institution of higher education, and a component of the executive branch of the government of Virginia.

The Virginia statutes specific, or organic to the University, [Va. Code §§23.1-2000 through 23.1-2004](#) Va. Code §§23.1-2000 through 23.1-2007, 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 purpose and authority. Other statutes apply to all Commonwealth institutions of higher education to impose other duties and confer additional powers. The University is also subject, along with all agencies of the executive branch of the state government, to such statutes as, for example, the Virginia Freedom of Information Act which governs, *inter alia*, the circumstances under which a public body, such as this Board, may meet in closed session. Ultimately, however, the University's operations are dependent on the terms of the Appropriations Act adopted bi-annually in the even numbered years by the Virginia legislature, the General Assembly, and amended in the odd numbered years. Finally, it is to be noted that the Commonwealth's agencies and institutions are not as a rule subject to the general statutes of Virginia, as well as the ordinances enacted by the local governments, unless the General Assembly expressly provides otherwise.

Members of the Board, the University staff, and the public should be aware at all times that the authority conferred on the Board of Visitors by the General Assembly resides solely in the Board. That is, no visitor or other individual, regardless of title or position, shall speak for or exercise the Board's authority except to the extent that the Board may so provide by delegation contained in these bylaws, or by other action of the Board.

The Commonwealth demands institutional direction by a Board composed of active, informed, and engaged visitors. As a measure of this need, the General Assembly provided that if any member of the Board should fail to perform the duties of a visitor for a year, without sufficient cause, the Board shall certify the same to the Governor; and the office of that member shall then be vacant.

**ARTICLE I  
Power, Authority, and Duties**

§ 1.01. Role and Responsibilities. As the body responsible for the University, the Board of Visitors' focus shall be on student success, academic freedom, serving the public purposes of higher education, preserving, and protecting institutional autonomy to the extent permissible under the Code of Virginia. The Board's trust includes the following responsibilities:

(a) Presidential Selection and Oversight. The Board's most important responsibility is selection (Article V of these Bylaws) and oversight (§7.01(f) of these Bylaws) of the University President. The President reports only to the Board, and it is the responsibility of the Board to ensure that the President is implementing the Board's formally adopted policies and efficiently and effectively accomplishing the University's goals.

(b) University Mission. The Board is responsible for ensuring that the University's mission reflects and directs the relative commitment to undergraduate, graduate, and professional programs, as well as an appropriate balance among instruction, research, and service. The University's Mission shall be reviewed every five years in conjunction with the development of the Strategic Plan, or more frequently if a significant activity or event necessitates further consideration.

(c) Strategic Planning. The Board is responsible for ensuring there is an ongoing strategic planning process that results in the Board approving a Strategic Plan at least every five years. The President is responsible for leading the strategic planning process and overseeing its implementation. In conjunction with the President, and in consultation with the faculty, other internal groups, and external constituencies, the Board shall take an active part in developing priorities and goals essential to the accomplishment of the University's mission, allocation of resources, and measurement of success.

(d) University Budget and Financial Statements. The Board is responsible for ensuring that the University's mission, priorities, and goals are visible in and expressed through its budget. The budget shall reflect the priorities developed in the strategic planning process. The Board shall work in conjunction with the President and his/her administration to receive budget related information in a meeting prior to approving the University's annual budget. The Board is responsible for oversight in submitting the annual financial statements to the Auditor of Public Accounts ([Va. Code §23.1-1303 B.10](#)), and reporting to SCHEV (the "Council") the required financial information contained in [Va. Code §23.1-1303 B.11](#) by December 1 of each year.

(e) Academic Integrity. The Board is responsible for advancing and protecting the academic quality of the education offered by the University including, but not limited to, considering strategic planning, admission standards, graduation requirements, grading policies, use of technology in the classroom, and faculty structure, development, productivity, priorities, and incentives for outstanding teaching.

(f) Research Integrity. The Board is responsible for promoting and preserving excellence in basic and applied research. In accordance with [Va. Code §23.1-1303 B.9](#) this also includes adopting regulations related to research involving human subjects along with submission of an annual report to the Governor, General Assembly, and University President if conducted.

(g) Student Success. The Board has a vested interest in student success and considers an array of factors related to student access. The Board is responsible for assuring the high quality of student life necessary to ensure that higher education achievement can take place in an environment conducive to a high level of learning, including the release of student records ([Va. Code §23.1-1303 B.5](#)) and posting a list of required textbooks ([Va. Code §23.1-1308 B](#)).

(h) Affiliated Foundations. The Board is responsible for assuring that priorities for fund raising, research, athletics, real estate acquisition and disposal, and other affiliated foundation activities are consistent with the University's mission, priorities, and goals. While the Board recognizes the independent governance of these private activities, the Board is responsible for private resources contributed to the University for public purpose. Guidelines for the exercise of this responsibility are contained in the Board Policies and Procedures Manual and affiliation agreements.

(i) Audit Planning and Review. The Board is responsible for the selection of accountability measures, review of results, and determination of how effectively its policies have been implemented through the audit process, i.e., whether the University's allocation of resources is consistent with the Board's priorities and with the University's financial position.

(j) Fiscal Efficiency and Integrity. In its review and approval of the University's annual operating budget and the setting of tuition and fees, the Board is ultimately responsible for assuring fiscal efficiency and integrity, including preserving and protecting University assets.

(k) University Advancement. The Board is responsible for promoting the academic purpose, strategic initiatives, service, and solvency of the University among its many constituents by communicating the institutions accomplishments, sharing its vision for the future, relating the community to the campus and the campus to the community, maintaining constituent trust, and engaging the larger local, national and international community in partnerships to achieve University goals and objectives.

(l) Admissions. The Board is responsible for establishing regulations or institution policies for the acceptance and assistance of students ([Va. Code §23.1-1303 B.2](#)) and agreements with each associate-degree-granting public institution of higher education (Va. Code §§[23.1-907](#) and [23.1-306](#)).

(m) Financial Aid. The Board is responsible for assisting the Council in enforcing provisions related to eligibility for financial aid ([Va. Code §23.1-1303 B.3](#)).

(n) Additional Responsibilities. The Code of Virginia also requires the Board to submit to the General Assembly and the Governor an annual executive summary of its activities ([Va. Code §23.1-1303 B.12](#)), provide to the Council annual data related to expenditures ([Va. Code §23.1-209](#)), and make available to any interested party upon request the most recent report of the Uniform Crime Reporting Section of the Department of State Police pertaining to institutions of higher education ([Va. Code §23.1-1303 B.13](#)).

## ARTICLE II Members

§ 2.01 Composition – The Board of Visitors is composed of 17 members appointed by the Governor, of whom at least 14 shall be residents of the Commonwealth, [at least four shall be physicians or other medical or health professionals with administrative or clinical experience in an academic medical center](#), and at least three shall be alumni of the University. The members are

appointed to a four-year term and are eligible for appointment to a second four-year term. ([Va. Code §23.1-2001 A](#)). A Board member may be appointed by the Governor after having served two four-year terms if at least four years has passed since the end of the previous consecutive four-year term ([Va. Code §23.1-1300 B](#)).

§ 2.02. Resignation. Any member of the Board of Visitors may resign at any time by providing notice to the Governor. Notice also shall be provided to the Rector so that the Board can take measures to accommodate said resignation. Such resignation shall take effect at the time specified in such notice and, unless otherwise specified therein, the acceptance of said resignation shall not be necessary to make it effective.

§ 2.03. Removal. Pursuant to [Va. Code §23.1-1300.E](#), if any member of the Board of Visitors fails to attend (i) the meetings of the board for one year without sufficient cause, as 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 notify the Governor, and the office of such member shall be vacated. If such situation arises, the Rector shall notify the Board member no less than ten days in advance that the Board will be discussing the Board member's non-attendance at Board meetings for one year without sufficient cause and/or the Board member's failure to participate in educational programs sponsored by SCHEV in the first two years of membership at an upcoming meeting without sufficient cause. The date, time and location of the meeting will be included in the notice as well as the Board member's right to attend to explain why there is sufficient cause for failing to attend. In addition, pursuant to [Va. Code §2.2-108](#), notwithstanding any provision of law to the contrary, the Governor may remove from office for malfeasance, misfeasance, incompetence, or gross neglect of duty any member of the board of any public institution of higher education or other educational institution of Virginia, and fill the vacancy resulting from the removal. Each appointment to fill a vacancy shall be subject to confirmation by the General Assembly.

§ 2.04. Athletic Collectives. No member of the Board of Visitors shall serve on the board of directors of an external athletic collective created in accordance with applicable Name, Image, and Likeness laws, regulations, or policies to benefit the University's athletic program, teams, or student athletes.

§ 2.05. Visitors Emeriti. In recognition of the invaluable service rendered to the University during their appointments to the Board of Visitors and the informed counsel they are capable of providing after their terms expire, former members of the Board shall be designated Visitors Emeriti.

### **ARTICLE III**

#### **Meetings**

§ 3.01. Regular Meetings. Regular meetings of the Board of Visitors shall be held no less frequently than four times each year on such dates and in such places as may be set by the Rector and the Board of Visitors. Regular meetings scheduled annually in excess of the four published regular meetings shall be announced to Board members, University staff, and the public at least



30 calendar days prior to the day the regular meeting is to be convened to assure maximum participation. The regular meeting during the month of June of each year shall be the annual meeting. Public notice for all open and closed meetings shall be provided in accordance with [Va. Code §2.2-3707 C](#), which requires notice at least three working days in advance of the date scheduled for the meeting, except in cases of emergency.

§ 3.02. Special Meetings. Special meetings of the Board may be called by the Rector, or, in his/her absence or disability, by the Vice Rector, or by any three Visitors at such dates, times, and places, with agenda, as may be specified in the call for such meeting.

§ 3.03. Emergency Meetings. Emergency meetings are special meetings and may be called by giving reasonable notice to all members and the public whenever, in the judgment of the Rector in consultation with the President, there exists an emergency. A quorum of five voting members shall be sufficient to transact any business with respect to said emergency, except declarations of fiscal exigency. Declarations of fiscal exigency only must be made by an affirmative vote of at least 12 voting members.

§ 3.04. Special and Emergency Meeting Notice. For special meetings under normal, non-emergency circumstances, three days' notice shall be given of the date, time, place, and agenda of all non-electronic communication meetings, by the Secretary/Executive Secretary of the Board. Emergency meeting notice shall be provided, as reasonably timely as possible under the circumstances, and be given contemporaneously to the public with notice provided to Board members.

§ 3.05. Quorum. A majority of voting members of the Board of Visitors serving at any time shall constitute a quorum ([Va. Code §23.1-2002](#)).

§ 3.06. Order and Conduct of Business. The order and conduct of business at meetings, including voting procedures and the taking of meeting minutes, is set forth in [Board Policy 1107, Board of Visitors Meeting Scheduling and Procedures](#), unless modified at the discretion of the Rector.

§ 3.07. Conflict of Interests. Board members are subject to the provisions of the State and Local Government Conflict of Interests Act and must file reports as required ([Va. Code §2.2-3114. B](#)). University Counsel will review filings in accordance with these provisions. Board members must disclose any conflicts to University Counsel and recuse themselves from any meeting discussions on related topics and abstain from voting. An example includes, but is not limited to, a board member having an interest in any entity with which the University transacts business or is proposing to conduct business.

## ARTICLE IV Committees

### § 4.01. Executive Committee.

(a) Composition. The Executive Committee shall consist of the elected officers of the Board and the chairs of each standing committee of the Board. Vacancies, other than Board officers who must be elected, may be filled at any time by appointment of the Rector.

(b) Quorum. A quorum of the Executive Committee shall consist of the majority of Executive Committee members. In the absence of standing committee chairs, standing committee vice chairs may serve on the Executive Committee for a specific meeting and count towards a quorum as directed by the Rector and confirmation by the Board. In the event a standing committee chair is also an elected officer, the vice chair of that particular standing committee shall be a member of the executive committee to maintain the executive committee membership at ten members.

(c) Duties and Authority. The Executive Committee shall meet upon the call of the Rector in consultation with the President. The Executive Committee shall have the power of the Board to take such actions as are necessary to direct the affairs of the University between meetings of the Board. The full Board must be notified of all actions taken by the Executive Committee and all actions must be ratified by the Board at its next regular or a special meeting called for that purpose in emergency situations. All members of the Board who are not members of the Executive Committee shall be invited to attend Executive Committee meetings in a non-voting capacity. Meeting notices shall be provided as set forth in §§ 3.01 and 3.04 of these Bylaws.

### § 4.02. Health Sciences Center Board of Directors

(a) Composition. The composition of the Board of Directors shall be as set forth in Va. Code §23.1-2002 G.

(b) Quorum. A majority of voting members of the Board of Directors serving at any time shall constitute a quorum.

(c) Duties and Authority. In accordance with Virginia Code § 23.1-2002.G, the Board of Directors shall oversee the Eastern Virginia Health Sciences Center at the University (Health Sciences Center) and may exercise such decision-making authority over the Eastern Virginia Health Sciences Center at the University as it deems necessary or appropriate under the authority of and in accordance with these bylaws. The Board of Directors shall oversee financial management of the Health Sciences Center and recommend the operating and capital budgets; strategic plan; and master facility plan regarding the Health Sciences Center to the Board for final approval. The President shall consult with the Board of Directors on the hiring or termination of the Executive Vice President of Health Sciences, which requires the agreement of the Board of Directors. As part of its responsibilities, the following actions require the approval of two-thirds of the members of both the Board of Directors and the Board: (i) changes to the process for hiring or firing the Executive Vice President of Health Sciences; (ii) changes to the process for hiring and firing the Dean of the School of Medicine; (iii) major changes in the scope of the Health Science Center; (iv) any material health sciences affiliation or joint venture between the University

and any hospital, health system, physician group, or medical school; (v) sale of all or substantially all assets, or divestiture of legacy assets of EVMS, the Health Sciences Center, or the EVMS Medical Group; and (vi) any change to the Health Sciences Center name, as either the legal or trade name, or any material change in the public use of this name.

(d) Chair and Vice Chair. The Board of Directors shall annually elect from its membership a Chair and Vice Chair.

(e) Reports to Board. The agenda for each regular Board meeting shall include a report from the Board of Directors, including actions taken and recommendations made for approval by the Board.

(f) Charter. The Board of Directors shall develop and implement a Charter that details its roles and responsibilities and includes a requirement for self-evaluation, which shall be presented to and approved by the Board.

§ 4.03. Standing Committees. In addition to the Executive Committee and the Board of Directors of the Health Sciences Center, the standing committees of the Board shall consist of the Academic and Research Advancement Committee, Administration and Finance Committee, Athletics Committee, Audit, Compliance and Human Resources Committee, Governance Committee, Student Enhancement and Engagement and Digital Learning Committee, and University Advancement and University Communications Committee. Except as otherwise set forth in the Code of Virginia or these bylaws, the chairs and members of the standing committees shall be appointed by the Rector, after consultation with the parties involved, and shall serve until their successors have been duly appointed. The Rector should consider rotating board members through various committees and leadership positions to plan for board officer succession. All members may be reappointed from year to year. Board members shall typically serve on two or more standing committees. Standing Committee chair vacancies (versus temporary absences) may be filled at any time by appointment of the Rector. A quorum of each of the standing committees shall consist of three voting Visitors who are committee members. The Rector and Vice Rector are deemed committee members for all purposes, including a quorum. The agenda for each regular Board meeting shall include reports by committees to the Board. Unless otherwise specifically provided by the Board, decisions/ recommendations of standing committees (except decisions by the Academic and Research Advancement Committee on review of negative tenure decisions) are advisory and must be ratified and approved by the Board of Visitors.

(a) Academic and Research Advancement Committee. The Academic and Research Advancement Committee supports the Board's responsibility to advance and protect the academic quality of the education and research offered by the University. The Committee shall make recommendations to the Board on the academic mission, purpose, strategic plans, important academic and research initiatives, and regular and special programs of the University; on awards and honorary degrees; on faculty personnel appointments, policies, sanctions, and procedures. The Committee shall receive briefings on accreditation reports, as appropriate. The Academic and Research Advancement Committee is designated by the Board as the committee with the responsibility of responding, on behalf of the Board, to requests from faculty for review of negative tenure decisions and appeals of severe sanctions. In the case the Committee recommends in favor of tenure, this must be approved by the Board. A negative decision in granting tenure or an appeal

thereof is final. The Committee may meet, as it deems necessary, with faculty, staff representatives, and other University members as requested through the President.

(b) Administration and Finance Committee. The Administration and Finance Committee supports the Board's responsibilities for the budget process, accountability, and fiscal efficiency in general. The Committee is responsible for making recommendations to the Board on matters pertaining to the purchase, lease, sale, construction, and maintenance of University-owned or controlled land and buildings; on fiscal policies; oversight of the fiscal accounts and operations of the University, including budget, investments, and the impact of the foregoing on the University's overall fiscal condition, mission and purpose.

(c) Athletics Committee. The Athletics Committee supports the Board's responsibilities for oversight of its Intercollegiate Athletics programs. The Committee shall review athletic policy and programs and make appropriate recommendations to the Board.

(d) Audit, Compliance, and Human Resources Committee. The Audit, Compliance, and Human Resources Committee helps the Board fulfill its financial oversight and compliance responsibilities. The Committee is responsible for (1) oversight of financial reporting and financial statement matters and any critical accounting and reporting issues; (2) reviewing annually the audited financial statements with external auditors, determining that the administration has been open and has acted in good faith in connection with the audit; (3) oversight of the internal audit function, including receiving reports and approval of the annual audit plan; (4) reviewing matters of compliance related to the University's human capital infrastructure; and (5) oversight of the University compliance function. Members of the Audit, Compliance and Human Resources Committee should have some basic knowledge of generally-accepted accounting procedures and financial reporting and controls. Committee members should also have a basic knowledge of human resource management. The Committee may also receive reports from the Chief Audit Executive on matters of economy, efficiency and effectiveness of operations and internal controls and from the Vice President for Administration and Finance on matters of compliance.

(e) Governance Committee. The Governance Committee provides oversight of functions relating to board governance and conduct of business. The Committee serves as the Board's nominating committee and recommends the process for Board elections for Board approval, develops and implements the Board's annual planning retreat, the Board self-assessment process, and the formal review of the Board's Bylaws and policies and procedures. The Committee also develops a set of qualifications and competencies for members on the Board of Visitors ([Board Policy 1103](#)), as needed, and assists with recommended Board nominations to the Governor.

(f) Student Enhancement and Engagement and Digital Learning Committee. The Student Enhancement and Engagement and Digital Learning Committee supports the Board's responsibilities for ensuring student quality of life and fiscal affordability, online education experience, and enrollment. The Committee is responsible for making recommendations to the Board on matters and policies pertaining to students and shall continuously assess and appraise the quality of student life. It shall review policies relating to student rights, responsibilities, conduct, and discipline. The Committee shall consider issues concerning student organizations and their funding, extracurricular activities (including intramural athletics), and matters related to student

government and appropriate student participation in University governance by all types of students and on student recruitment and admissions criteria and policies.

(g) University Advancement and University Communications Committee. The University Advancement and University Communications Committee supports the Board's responsibility for relations with affiliated foundations and is responsible for making recommendations to the Board on matters and policies pertaining to the University's fund raising, community relations, alumni activities, marketing and communications, and branding. The Committee recommends to the board the naming of anything associated with the University, including, but not limited to, academic colleges, buildings, building spaces or areas in recognition of benefactors in affiliation with University Advancement ([Board Policy 1810](#)).

(h) Additional Responsibilities. Each standing committee shall develop and implement a Charter that details its roles and responsibilities and includes a requirement for self-evaluation. Committee charters should be reviewed and updated as needed in light of changing external conditions, legal developments, and board practices. Charters shall be presented to and approved by the Board. The standing committees shall have such other duties and responsibilities as are assigned to them by the Board or by the Rector, subject to the Board's approval.

§ 4.034. Special Committees. Special or *ad hoc* committees may be created at any time either by action of the Board of Visitors, or by written direction of the Rector with the approval of the Board. Special committees shall consist of no fewer than three members appointed by the Rector who shall appoint the chair, and fill vacancies in consultation with the Chair. The Rector shall also have the power to change the membership of special committees at any time with the concurrence of the chair and the Board, unless it is the chair who is to be removed. In making initial or subsequent assignments of individuals to special committees, the Rector shall take volunteers into account. Special committees shall have a life specified by the Board at the time of constitution, shall be subject to annual reviews, and may be renewed for a specified period by action of the Board. At the time the special committee is created, its mission shall be specifically established and articulated either by action of the Board or by written direction of the Rector with approval of the Board. The resolution of the Board or the direction of the Rector shall specify the time the special committee is to make its report to the Board.

§ 4.045. Subcommittees. Committees may appoint subcommittees of not less than three voting Board members from within their memberships to consider such specific business as required, subject to Board approval of such subcommittee's creation.

§ 4.056. Appointment of Non-Board Advisors to Committees. Non-Board members cannot be appointed to Board of Visitors committees without the Board approving each individually named proposed member. The advisors who are approved for membership shall serve under the same conditions as Board members; however, they shall serve in a non-voting, advisory capacity.

§ 4.067. Attendance. Board of Visitors members are entitled to attend all Board functions, including open and closed meetings of Board committees. Where conflicts arise due to several committees meeting simultaneously, the Board member shall give priority to the standing committee to which he/she has been assigned, unless excused by the standing committee chair and the Rector.

§ 4.078. Notice and Conduct. The chair, or vice chair acting on behalf of the chair, or a majority of the membership of the committee or subcommittee, may call meetings. Committee meetings shall be noticed in the same manner as Board meetings as set forth in § 3.01 of these Bylaws. The conduct of business of any committee or subcommittee shall be governed by the procedures set forth in these Bylaws.

## **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 of a candidate requires the affirmative vote of at least nine voting members of the Board.

(c) Committee Vacancies. In the event a member of the Presidential Search Committee cannot serve, he/she shall resign from the Committee immediately. If the committee member who resigns is a Board member, the Rector shall promptly appoint an alternate as a replacement. If the committee member who resigns is a non-Board member, the Rector may appoint a non-board member replacement at his/her discretion. Should circumstances require additional alternates, they shall be appointed by the Rector.



§ 5.02 Unexpected Vacancy in the President's Position. In case of an unplanned vacancy in the position of the President, the Board shall expeditiously designate an Acting President to serve until a President shall be appointed by the Board and installed in the office. The Board shall hold an emergency meeting and proceed with the preceding provisions of this section of the Bylaws. The Presidential Selection Committee shall be tasked to select expeditiously the best possible choice for the Acting President following the procedures outlined in this section of the Bylaws. In the interim, the terms of [University Policy 1010, "Absence of the President,"](#) shall determine who shall exercise executive authority for the University.

## **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 removed, either with or without cause, by an affirmative vote of at least nine voting members of the Board of Visitors.

§ 6.03. Resignation. Any elected officer may resign at any time by giving written notice to the Board of Visitors, to the Rector, or to the Secretary. Any such resignation shall take effect at the time specified in such notice and the acceptance of such resignation shall not be necessary to make it effective.

§ 6.04. Vacancies. Vacancies in any office shall be reported to the Board as soon as possible after notice is received. The vacancy shall be filled for the unexpired term by the Board of Visitors at the meeting during which the vacancy is first created or discovered by immediately authorizing the Governance Committee as outlined in §4.03 of these Bylaws to establish the process for electing an officer or officers at the current, or special, or next regular meeting to fill vacancies. The election shall require an affirmative vote of at least nine voting members of the Board. In the temporary absence of all three officers, the Board shall elect one of its voting members to preside.

§ 6.05. Rector. The Rector shall serve as the presiding officer, spokesperson, and designated representative of the Board.

(a) Duties. The Rector shall preside at all meetings of the Board and its Executive Committee. As presiding officer, the Rector has an obligation to ensure that all sides of a pending question are heard and though not required, he/she may voluntarily step aside and have the next senior officer present preside or appoint a temporary chair if the Rector wishes to enter into the debate. The Rector's relationship with other Board members is as an equal among equals with no authority over other Board members except as stated in *Robert's Rules of Order Newly Revised*. The Rector is the liaison between the Board and the President who works for the entire Board. The Rector shall maintain the integrity of Board procedures and facilitate a high level of interest, involvement, and activity among the Board members.

(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 security of draft minutes and audio recordings of closed meetings. The Secretary shall be responsible for ensuring that all Board of Visitors' reports required by the Commonwealth are submitted in a timely manner by the Rector.

§ 6.08. Other Representatives of the Board. From time to time, the Rector may designate a member of the Board, who is not an officer, to represent the Board on special occasions or for special ceremonies. Any member so designated shall be limited in his/her actions on behalf of the Board by the express role delegated by the



Rector for each occasion. The Rector only shall delegate his/her role as Board spokesperson for policy and other Board matters to other Board officers.

## **ARTICLE VII**

### **University Administrative Officers**

§ 7.01. The President. The President of the University is appointed by the Board of Visitors and serves at the pleasure of the Board and may be removed only by an affirmative vote of at least nine voting Board members. The President is the chief executive and academic officer of the University and has direct charge of and is responsible to the Board for the operation of the University. The Board annually assesses the President's performance and establishes and reviews the President's compensation ([Va. Code § 23.1-1303.B.8](#)). The President shall submit to the Board, in writing, an annual report on the condition of the University.

- (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;
  - (6) Implementing the Policies and Procedures of the Board relating to university operations.
  - (7) Making recommendations to the Board concerning the initial appointment of faculty, the award of tenure to faculty, and the granting of emeritus status;
  - (8) Making recommendations to the Board concerning the comprehensive fee to be charged to students and setting other fees including, but not limited to, fees for certain vocational, non-credit, institute and specialized courses based on the type of courses and the cost of instruction;
  - (9) Recommending to the Board a management structure for the University and the organization of the University's academic

programs into colleges, schools, departments, divisions, and centers of instruction;

- (10) Making other recommendations, as necessary, to the Board or to Board committees with regard to matters falling within the authority of the Board;
- (11) Speaking on behalf of the University as its official spokesperson and representing the University as its designated representative;
- (12) Presiding over official meetings and functions of the University, except Board of Visitors meetings and Board-sponsored events;
- (13) Keeping the Rector informed and informing the Board of actions taken by the President on behalf of the Board and of the development of critical or controversial issues at the next regular Board meeting, or sooner via correspondence as the situation warrants;
- (14) Reviewing, accepting, modifying, or rejecting recommendations of the campus governance bodies, or causing such activities to be done, with respect to any matter concerning academic policy, programs, or procedures. To present to the Board all formal recommendations on such matters, ensuring that significant dissenting positions are reported. In turn, the President formally shall inform the faculty and other governance bodies of the Board's position in those areas where their interests and well-being are affected; and
- (15) Performing such other specific responsibilities as are required by the Policies and Procedures of the Board or by the laws and regulations of the Commonwealth of Virginia.

(b) As the University's designated representative, the President is delegated the general authority to act on behalf of the University and the Board of Visitors, except in the selection and contracting of a new president. The President or designee shall report to the Administration and Finance Committee, any budget changes of \$250,000 or more.

(c) The authority of the President to act on behalf of the University and the Board includes, but is not limited to, the authority:

- (1) To appoint and to reappoint all faculty and fix their salaries, subject to Board ratification;
- (2) To approve promotions in rank of faculty and to designate faculty to the honors of eminent professor or university professor;

- (3) To take final actions on behalf of the University in all other personnel matters concerning the University employees, except that the President shall not have the authority to make final decisions on faculty requests for Board review of negative tenure decisions or to make final decisions on severe faculty sanctions as set forth in the Board Policies and Procedures;
- (4) To recommend to the Board for approval the awarding of degrees and certificates to candidates who have completed all degree requirements and are recommended by the faculty of the appropriate college, school, or division, and the authority to confer such degrees and certificates.
- (5) To approve the use of university facilities;
- (6) To approve the use of the University's name and visual identification;
- (7) To execute contracts, leases, and other legal instruments;
- (8) To execute documents necessary to purchase, sell or otherwise convey interests in real property, subsequent to Board approval;
- (9) To accept gifts;
- (10) To write off uncollectible debts and to settle claims;
- (11) To make final decisions on student disciplinary matters;
- (12) To recommend to the Board for approval the comprehensive fee and to set other fees for certain vocational, non-credit, institute and specialized courses based on the type of courses and the cost of instruction; and
- (13) To exercise such other authority as is provided by the Policies and Procedures of the Board or by the statutes and regulations of the Commonwealth of Virginia.

(d) The President may designate another University officer or employee to exercise, in whole or in part, the authority provided to the President herein, provided that the President shall be responsible to the Board for the actions of his/her designee.

(e) The authority of the President, as provided herein, shall be exercised in accordance with all applicable federal and state laws and regulations and in accordance with the bylaws, policies, procedures, and specific instructions of the Board.

(f) Evaluation of the President. The Board is responsible for oversight of the President's performance (§1.01.a. of these Bylaws). In accordance with [Va. Code §23.1-1303.B.8](#), the Board shall meet with the President at least once annually in closed session pursuant to [§2.2-3711.A.1](#) and deliver an evaluation of the President's performance. Any change to the President's employment contract during any such meeting or any other meeting of the Board shall be made only by a vote of the majority of the Board's members. Prior to such evaluation, the President shall submit his/her annual report on objectives, specific and general, developed by the President and the Rector and agreed to by the Board for the past year. Objectives for each ensuing year shall also be presented at the annual meeting of the Board for approval.

#### § 7.02. Vice Presidents and Deans

(a) Appointment. Vice Presidents and Deans of the University shall be appointed by the President and affirmed by the Board of Visitors.

(b) Powers and Duties. Vice Presidents shall be responsible to the President and report to the President or the President's designee. The Vice Presidents shall be responsible for the coordination, supervision and direction of those activities assigned by the President or the President's designee. The Provost and Vice President for Academic Affairs is responsible for maintaining and applying for academic accreditation and credentials on behalf of the institution. Deans, as chief administrative officers of their respective colleges, are responsible to the Provost and Vice President for Academic Affairs for the operation and development of their respective colleges.

§ 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. Any recommendation by the University Administration to terminate the incumbent must be approved by the Board of Visitors. The CAE may be removed only by assent of at least nine voting Board members.

(b) Resignation. A resignation by the CAE must be submitted to the President, the chair of the Audit and Compliance Committee, and the Rector. Board members shall be notified immediately by the Rector or his/her designated representative.

(c) Vacancy. When there is a vacancy in this position, the Rector shall authorize the Governance Committee to recommend a process to conduct an executive search to fill the vacancy. The search committee shall include two members of the Board, with at least one member from the Board's Audit & Compliance Committee. The President may be involved in the process and an external audit of the University Audit Department may be deemed necessary. Final approval of the position remains with the Board and requires the vote of at least nine voting members of the Board.

§ 8.02. Legal Representation. The University's legal counsel is appointed by the Attorney General and provides all legal services as set forth in [Va. Code §2.2-507](#).

§ 8.03. Executive Secretary to the Board. The Executive Secretary to the Board is a university employee who shall be appointed by the President and serves at the pleasure of the Board. The Executive Secretary to the Board manages the Office of the Board of Visitors; provides staff support to the Board and its Secretary; maintains the Board of Visitors Manual and the official records of the Board; has actual custody of the Seal of the University and may affix the Seal to any instrument as authorized by the Board, the Rector, the Vice Rector, or President with approval of the Board Secretary; ensures that Board established policies and procedures are published on the Board's website; manages funds allocated to the Office of the Board of Visitors and submits the Board's budgetary needs as part of the University's annual budgeting process; issues notices of 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.

## **ARTICLE X**

### **Miscellaneous Provisions**

§ 10.01. Suspension of Bylaws. Except as set forth in this section, sections of these Bylaws or any portion thereof may be temporarily suspended at any meeting of the Board by a two-thirds majority affirmative vote of all voting members present provided that no section shall be suspended unless at least nine members vote affirmatively therefore. Articles I and II of these Bylaws and other portions pertaining to the *Code of Virginia*, as referenced in the text, shall not be subject to suspension by the Board under any circumstances.

§ 10.02. Institutional Review. The Board may periodically commission an institutional review. This review may also serve as the evaluation of the president as set forth in §7.01(f) of these Bylaws to preclude unnecessary duplication.

§ 10.03. Board Evaluation. The Board should conduct a self-evaluation annually at a Board retreat. The Board should have a formal evaluation of its processes and procedures every three years, which could be conducted by an external evaluator at the discretion of the Governance Committee. This formal review should assess the performance of the Board, its committees, and its members to confirm that the Board is conducting its business with appropriate transparency and is adhering to the highest ethical standards in compliance with applicable open meeting and public records laws.

## **ARTICLE XI**

### **Amendments and Procedural Irregularities**

§ 11.01. Procedure. The Bylaws may be amended at any regular or special meeting of the Board by a vote of at least two-thirds of the voting members of the Board of Visitors provided that notice of the proposed amendment has been given at least 30 calendar days prior to the meeting.

§ 11.02. Legislative Amendments. In the event any portion of the legislation pertaining to Old Dominion University is amended by Acts of the General Assembly in a manner in conflict with these Bylaws, the laws of the Commonwealth shall control, and these Bylaws will be amended thereby. Those portions of the Bylaws which are not affected by such legislation shall remain in full force and effect until and unless otherwise amended or repealed. Annual legislative amendments to the *Code of Virginia* may be initiated by the Board and the President; however, the Board must pass by a majority vote on all amendments, including annual budget amendments, to be submitted to the General Assembly on behalf of Old Dominion University.

§ 11.03. State Budget Requests. The Board shall participate in the formulation of the biennium budget request process. The Board or the Executive Committee must approve operating 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 vote of at least nine voting members of the Board.

§ 11.05. Adoption, Effective Date and Repealer. These Bylaws are hereby adopted and shall be effective as of the 9<sup>th</sup> day of December 2022. All former Bylaws of the Board of Visitors are hereby repealed.

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The Committee also reviewed the results of the Board Self-Assessment Survey. The key takeaways are that we had 100% Board participation, the results are all very positive, most board members feel very informed, there is a continued desire for more information on student and alumni interests, most board members like the two-day meeting format, and several made very positive comments about President Hemphill and his staff.

At its meeting on May 1, the Committee approved proposed edits to the Audit, Compliance, and Human Resources Committee Charter. These edits are being made in support of the University's new compliance program. The revisions to the Audit, Compliance and Human Resources Committee Charter were recommended by the Governance Committee and were approved by all members present and voting (*Allen, Bradley, Corn, Dickeski, Hill, Hodge, Holland, Jones, Kemper, Middleton, Mitchum, Montero, Mugler, Pitts, Wyatt*).

**OLD DOMINION UNIVERSITY BOARD OF VISITORS  
AUDIT, COMPLIANCE AND HUMAN RESOURCES  
COMMITTEE CHARTER**

**Purpose and Authority**

To assist the Board of Visitors in fulfilling its oversight responsibilities for the financial reporting process, the system of internal control, the internal and external audit processes, and the University's process for monitoring compliance with laws and regulations and the code of ethics and matters of compliance related to the University's human capital infrastructure. In so doing, it is the responsibilities of the Committee to maintain free and open communication among the Committee, independent auditors, internal audit and compliance leaders, ~~the internal auditors, Compliance Advisory Committee,~~ and management of the University. The Committee has such authority as is provided for in the Code of Virginia, the Board Bylaws and as assigned by the Board as a whole.

**Composition**

The Audit, Compliance and Human Resources Committee will consist of an odd number of members of the Board of Visitors. Committee members and the chair shall be appointed through the normal processes as defined in the Board Bylaws. Members of the Audit, Compliance and Human Resources Committee should have some basic knowledge of generally-accepted accounting procedures and financial reporting and controls. Committee members should also have a basic knowledge of compliance programs and human resource



management. Members of the Audit, Compliance and Human Resources Committee may serve on the Administration and Finance Committee; however, a majority of the Audit, Compliance and Human Resources Committee may not serve on the Administration and Finance Committee. The Chair should also not serve on the Administration and Finance Committee.

## **Meetings**

Meetings of the Committee will occur in conjunction with regular meetings of the Board of Visitors, which happen no less frequently than four times each year on such dates and in such places as may be set by the Rector and the Board of Visitors. The Committee will have the authority to convene additional meetings as circumstances require. All committee members are expected to attend each meeting – in person or via teleconference or videoconference. The Committee will invite members of management, auditors, or others to attend meetings and provide pertinent information, as necessary. It will hold private meetings with auditors (see below) and executive sessions. Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials. Minutes will be prepared and distributed in advance of subsequent meetings.

## **Responsibilities**

The Committee's general responsibilities are defined in Section 4.02 (d) of the Board Bylaws:

"The Committee is responsible for (1) oversight of financial reporting and financial statement matters and any critical accounting and reporting issues; (2) reviewing annually the audited financial statements with the external auditors, determining that the administration has been open and has acted in good faith in connection with the audit; (3) oversight of the internal audit function, including receiving reports and approval of the annual audit plan; and (4) reviewing matters of compliance related to the University's human capital infrastructure; and (5) oversight of the University's compliance function."

More specifically, the below are some of the duties of the Committee:

### Financial Statements

- Receive entrance and exit communications with the external auditors regarding their annual audit of the University and any other communications as necessary.
- Review with management and the external auditors the results of the audit, including any difficulties encountered.

### Internal Control

- Consider the effectiveness of the University's internal control system, including information technology security and control.
- Understand the scope of internal and external auditors' review of internal control over financial reporting, and obtain reports on significant findings and recommendations, together with management's responses.
- Determine whether internal control recommendations made by internal and external auditors have been implemented by management.

## Internal Audit

- Review with management and the Chief Audit Executive the charter, plans, activities, staffing, and organizational structure of the internal audit function.
- Approval annual internal audit plans.
- Periodically review and update the internal audit function's audit charter.
- Ensure there are no unjustified restrictions or limitations, and review and concur in the appointment, replacement, or dismissal of the Chief Audit Executive.
- Review the effectiveness of the internal audit function, including compliance with The Institute of Internal Auditors' *International Standards for the Professional Practice of Internal Auditing*. This includes receiving the results of periodic peer reviews conducted on the internal audit function.
- Review the results of significant audit activities, audit reports, and management responses, and ensure the Committee is informed about fraud, illegal acts, deficiencies in internal control and other audit-related matters.
- Monitoring the adequacy and timeliness of corrective actions taken in response to audit activities.
- On an as needed basis, meet separately with the Chief Audit Executive to discuss any matters that the Committee or internal audit believes should be discussed privately.

## External Audit

- Review with management and the external auditors all matters required to be communicated to the committee under generally accepted auditing standards.
- Review the external auditors' proposed audit scope and approach, including coordination of audit effort with internal audit.
- Monitor audits performed by the external auditors.
- On an as needed basis, meet separately with the external auditors to discuss any matters that the Committee or auditors believe should be discussed privately.

## Compliance

- Support leadership by promoting an institutional culture of ethical conduct and adherence to compliance requirements, ensuring appropriate resources to fulfill compliance requirements and expectations.
- Review the effectiveness of the system for monitoring compliance with laws and regulations and the results of management's investigation and follow-up (including disciplinary action) of any instances of noncompliance, helping enforce accountability for compliance expectations.
- Review the findings of any examinations by regulatory agencies and any other auditor observations.
- Review the process for communicating the code of ethics to university personnel and for monitoring compliance therewith.
- Obtain regular updates from management, internal audit, the compliance function, and University legal counsel regarding compliance matters.

### Human Resources

- Receive updates on new and revised policies having campuswide implications.
- Review annual succession planning goals in accordance with Code of Virginia § 2.2-1209.
- Periodically review employee census data reports.
- Receive annual updates on mandatory Commonwealth of Virginia reporting requirements including telework, classified employee turnover, and the employment opportunities plan for hiring people with disabilities.

### Reporting Responsibilities

- Regularly report to the Board of Visitors about committee activities, issues, and related recommendations.
- Provide an open avenue of communication between internal audit, the external auditors, and the Board of Visitors.

### Other Responsibilities

- Perform other activities related to this charter as required by the Board of Visitors.
- Review and assess the adequacy of the committee charter annually, requesting board approval for proposed changes, and ensure appropriate disclosure as may be required by law or regulation.
- Confirm annually that all responsibilities outlined in this charter have been carried out.
- Chair shall evaluate the Committee's performance and individual member participation on a regular basis.

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At its meeting yesterday, the Committee approved two action items for the Board's approval. The first is the proposed revisions to Board Policy 1530, Code of Student Conduct. The proposed revisions were reviewed and approved by the Student Enhancement & Engagement and Digital Learning Committee at its meeting in April and are endorsed by the Governance Committee.

The revisions to Board of Visitors Policy 1530, Code of Student Conduct, were recommended by the Governance Committee and were approved by all members present and voting (*Allen, Bradley, Corn, Dickeski, Hill, Hodge, Holland, Jones, Kemper, Middleton, Mitchum, Montero, Mugler, Pitts, Wyatt*).

**NUMBER:** 1530

**TITLE:** Code of Student Conduct

**APPROVED:** August 27, 1970; Revised April 5, 1979; Revised April 6, 1984; Revised February 14, 1985; Revised February 12, 1987; Revised December 8, 1994; Revised June 20, 1996, Revised June 18, 1998; Revised June 17, 1999; Revised September 14, 2000; Revised June 16, 2001; Revised December 10, 2004; Revised April 7, 2006; Revised June 13, 2008; Revised June 17, 2010; Revised September 15, 2011; Revised June 14, 2012; Revised December 3, 2015; Revised June 3, 2022; Revised June 14, 2024

**SCHEDULED REVIEW DATE:** June 2029

## **I. INTRODUCTION AND PURPOSE**

Old Dominion University ("the University") is committed to the holistic development of its students, fostering an environment that is safe, secure, and inclusive. This commitment encourages student accountability, academic integrity, student engagement, and success. The University expects students and student organizations/groups to uphold and follow the behavioral standards of the Code of Student Conduct ("the Code"). These behavioral expectations are embodied within core values, including personal and academic integrity, fairness, respect, community, and responsibility. The student accountability process exists to protect University interests and educate and respond to students and student organizations/groups whose behavior does not align with those expectations. Additionally, students and/or student organizations/groups may be held accountable for the behavior of their guests/visitors.

## **II. OBJECTIVES**

- A. Define clear behavioral expectations for all Old Dominion University (ODU) students in Norfolk, surrounding cities, and globally inside and outside the classroom.
- B. Promote an environment that provides the best academic integrity and learning opportunities.
- C. Facilitate a fair and equitable process to hold students accountable for violations of the Code.
- D. Protect the educational pursuits, health, and safety of all students.
- E. Educate the campus community about the behavioral expectations for students and student organizations/groups.

## **III. AUTHORITY**

Old Dominion University is governed by its Board of Visitors and supported by the Commonwealth of Virginia. The Board is expressly authorized to establish rules and regulations for the behavior of students in accordance with [Virginia Code Section 23-1301](#), as amended.

The Assistant Dean of Students and Director of Student Accountability & Academic Integrity ("Assistant Dean") is the University official with primary responsibility for administering the student accountability process. The Assistant Dean may delegate all or part of this responsibility

to other persons and take any necessary action to ensure fairness. If there is no Assistant Dean, the Vice President for Student Engagement & Enrollment Services or Dean of Students/Associate Vice President of Engagement will designate a university official to oversee this responsibility.

Faculty are responsible for managing the classroom environment and may direct a student to leave the class if the student engages in disruptive behavior. Longer separations from a class must be preceded by a student accountability meeting. Faculty who encounter disruptive classroom behavior are encouraged to follow the procedures outlined in the [Guidelines and Policy on Dealing with Disruptive Students](#) published in the Faculty Handbook. A student dismissed from class may be required to meet with a department chair, program director, faculty member, or the Assistant Dean or designee before the student may return to class.

Unless specifically noted in the Code, the Office of Student Accountability & Academic Integrity has no authority over decisions made by faculty or staff in academic programs, departments, or professional schools. The Code does not include decisions made by faculty about a student's character or professionalism needed for getting a degree or certificate, staying in a program, keeping an assistantship, or other things usually decided by faculty.

#### **Policies on Discrimination and Sexual Misconduct**

Policies regarding discrimination may be found in [University Policy 1005: Discrimination Policy](#) and policies regarding sexual misconduct violations in [University Policy 1008: Policy on Title IX and Sexual Misconduct](#).

#### **IV. APPLICABILITY**

Because the Code is based on shared values, it sets a range of expectations for university students, their guests and visitors, and student organizations no matter where or when their behavior may occur. The following are general categories of the applicability of the Code:

- A.** Jurisdiction: The University reserves the right to investigate and resolve reports of alleged misbehavior that fall within its jurisdiction. The Code applies to the following situations:
  - a. Incidents involving undergraduate, graduate, professional, and online students, a group of students, or a student organization/student group (academic or social) associated with any college, school, department, or the University as a whole. The University reserves the right to investigate and adjudicate through the student accountability process any enrolled and/or registered students who allegedly violate the Code before attending their first day of classes.
  - b. The Code applies to online learning, and the prohibited behavior in this document will be applied to the in-person classroom environment, online classroom environment, study abroad, internships, and the clinical learning environment.
  - c. Incidents occurring from the time a student is enrolled or registered for study at the University for any academic period until their withdrawal from the University or conferral of a degree. Covered incidents include but are not limited to those occurring:
    - i. During the academic year, before classes begin or after classes end, while pursuing credits earned off-campus (study abroad, internships, co-ops, etc.), or while

suspended, or off-campus when the violation adversely affects legitimate University interests.

- ii. If a student's enrollment lapses for more than one calendar year, based on a student's voluntary decision not to enroll, that student will no longer be subject to disciplinary action. If a student withdraws from the university with a pending case, they will have the opportunity to participate in their student accountability meeting, or it may be held in their absence. However, students separated from the university for academic or disciplinary reasons are still considered students for disciplinary purposes, regardless of the separation's duration.

- B. Reporting of Violations:** Those aware of an alleged code violation are encouraged to report it promptly to the Office of Student Accountability & Academic Integrity and/or University Police.
- C. Third-Party Misbehavior:** University guests, including those within its residence halls, are expected to follow all University policies. This includes virtual guests. Students are responsible and accountable for their guests' and animals' misbehavior. Student organizations are likewise responsible for ensuring compliance with the Code by their members and guests. The Code also protects visitors and guests and may initiate complaints for alleged violations of the Code allegedly committed against them by students.
- D. Student Organizations and Groups:** The Code applies to the behavior of individual students, student organizations, and student groups. Specifically, the behavior (which may be intentional or unintentional action) must involve five or more members of a student group or organization. Members may be general members, officers, new/associate members, or alums.

## V. DEFINITIONS

- A. Academic Exercise:** All forms of work (oral, written, electronic, or otherwise) submitted as a draft, extra credit, or for credit, grading, continuance, graduation, honors, awards, scholarships, or recognition at the University as well as materials submitted to other institutions, associations, or organizations for evaluation (e.g., awards, scholarships, or publication). The term "Academic Exercise" does not include "[Misconduct in Scientific Research and Other Scholarly Activity](#)" as defined in the Teaching and Research Faculty Handbook policy: [Policy, Procedures and Timeline for Responding to Allegations of Misconduct in Scientific Research and Scholarly Activity](#). However, students found to violate the policy may be referred to the Office of Student Accountability & Academic Integrity for application of pathway projects under this Code. For the purpose of the Code, any pathway project issued by the Office of Student Accountability & Academic Integrity will also be considered an academic exercise.
- B. Amnesty:** Exemption from Code of Student Conduct charges for behavior related to use and/or possession of alcohol or drugs if help is sought by another ODU student or the student themselves during the incident. Students granted amnesty may be required to complete educational activities or meet other conditions. Amnesty granted under the Code does not prevent action that a law enforcement agency may take.
  - a. **Title IX Incidents:** Students involved in Title IX-related incidents will generally be granted amnesty when the incident includes the use or possession of alcohol or drugs and/or other minor behaviors.

- b. *Hazing Reporting Immunity*: To remove any behavior(s) or action(s) that degrades, intimidates, or endangers the health, safety, and well-being of any individual in our community, individual(s) who report an ongoing or pending act of hazing shall be provided immunity from disciplinary action for hazing or for their personal consumption of alcohol or other drugs occurring at the time of the reported incident providing:
    - a) The disclosure is made by a survivor of or bystander who is not an active participant in such acts and
    - b) The disclosure is a good faith report of hazing made before or during an incident.
- C. **Appeals Reviewer**: University official(s) designated to review appeals of findings associated with the resolution process and/or outcomes. The Appeals Reviewer may not investigate or be involved in the case adjudication.
- D. **Behavioral Status**: A designation assigned to a student or student organization/group that violates the Code and informs them of their behavioral standing with the University.
- E. **Board Chairperson**: Facilitator of a University Accountability Board meeting.
- F. **Business Day**: Any weekday the University is open, regardless of whether classes are in session.
- G. **Crime of Violence**: Any incident involving arson, assault, burglary, robbery, homicide, sex offenses, destruction/damage/vandalism of property, and kidnapping/abduction.
- H. **Complainant**: The individual or group affected by the alleged incident or who reported the incident.
- I. **Conduct Educator**: A staff member trained in the student accountability process to resolve cases and has the authority and responsibility to assign pathway projects in an efficient, consistent, fair, and educationally meaningful manner. The Conduct Educator reserves the right to assign the most appropriate pathway project.
- J. **Consent**: As defined in [University Policy 1008: Policy on Title IX and Sexual Misconduct](#), is knowing, voluntary and clear permission, by word or action, which a reasonable person would interpret as a willingness to participate in mutually agreed-upon sexual acts.
- K. **Faculty Member**: Full-time or part-time university official who facilitates classroom, lab, or teaching activities, including practica/internships.
- L. **Final Resolution**: The outcome of a non-appealed accountability meeting or an appeal response.
- M. **Guest/Visitor**: Any person who is not a student, staff, or faculty member or any member of the University community, whether invited or uninvited, including but not limited to parents, guardians, or friends.

- N. No Contact Directive (NCD):** A written communication sent or delivered to the student that prohibits direct, indirect, or third-party contact (e.g., physical, written, verbal, telephone, electronic communication, or any other contact) between parties.
- O. Notice:** Written communication sent to a respondent, complainant, or other participant in an accountability case. Notice will be sent to a student's official University email address. The Student Accountability Meeting (SAM) or University Accountability Board (UAB) Meeting notice will include the alleged prohibited behavior, the date and location of the alleged incident, and information about the accountability meeting sent to the respondent's ODU email.
- P. Pathway Navigators:** Students who serve as a confidential resource to students participating in the student accountability process; these students also serve as accountability partners to ensure pathway plans are completed. A Pathway Navigator is optional for students participating in the student accountability process.
- Q. Pathway Plan:** The letter the student receives when they have concluded their Student Accountability Meeting or University Accountability Board Meeting.
- R. Pathway Project:** An educational activity assigned by the Conduct Educator or selected by the student if they accept responsibility for a policy violation. Students who meet with the University Accountability Board will not choose their pathway projects.
- S. Possession:** Control over an object (physical or electronically) with or without regard to ownership. A student may be in possession of an object when their personal information is on it or when it is in a place that the student controls, such as an assigned space or common area of a suite-style apartment.
- T. Preponderance of the Evidence:** The standard of evidence used in determining violations of the Code. This means that, based on the evidence provided, it is more likely than not that a violation occurred.
- U. Resolution Letter:** The letter a student receives when they are found not to be in violation of the Code.
- V. Respondent:** Any individual or student organization/group reported for allegedly violating the Code.
- W. School Day:** Any weekday the University is open and classes are in session.
- X. Student:** An individual enrolled or registered for study at the University for any academic period, including periods between academic sessions. A person shall also be considered a student during any period while the student is under suspension from the institution or when the person is attending or participating in any activity before attending classes, including, but not limited to, fraternity or sorority recruitment, orientation, placement testing, and residence hall check-in. Students who withdraw from the University after allegedly violating the Code will be considered "students" for the purposes of resolving alleged violations.



- Y. **Student Accountability Meeting (SAM):** A meeting with a Conduct Educator to resolve any alleged violations of the Code.
- Z. **Student Group:** Any assembly of five students with a common interest organized to work or act together but are not recognized, associated, or registered, or are not required to register, as a student organization (e.g., athletic teams, musical or theatrical ensembles, other clubs, etc.).
- AA. **Student Organization:** Any assembly of five students from a recognized, associated, or registered organization according to the Student Organization handbook with a common interest organized to work or act together (e.g., club sports, fraternities, sororities, etc.).
- BB. **Support Person:** A person chosen by the complainant or respondent to join them during a SAM or University Accountability Board meeting but who may not actively participate in the meeting.
- CC. **Trespass Order:** A formal notification from the ODU Police Department that prohibits an individual from entering or remaining on campus property, outlining any conditions and restrictions with the order.
- DD. **University Accountability Board (UAB):** A collection of trained faculty, staff, and students with authority to investigate and resolve alleged violations of the Code, including academic integrity cases, and to impose pathway projects for violations. The UAB can hear academic and non-academic cases.
- EE. **University Activity:** Any activity authorized, sponsored, or supervised by the University occurring on or off university premises.
- FF. **University Community:** Any student, faculty or staff member, University official, or other person employed by the University.
- GG. **University Official:** Any person given authority by the University to perform administrative or professional responsibilities (e.g., faculty, staff, University police, resident/community assistants, hall directors, and graduate/teaching assistants).
- HH. **University Premises:** All land, buildings, facilities, digital environments, and other property in possession of, owned, rented, controlled, or used for the 'institution's educational purposes.
- II. **Witness:** Someone with direct, personal knowledge of the incident. Witnesses do not have other roles in the meeting (e.g., support person, advisor). They may only be present during the witness portion of the meeting. The respondent may submit questions to be asked of a witness to the Conduct Educator/Board Chairperson to ask on their behalf. Character witnesses are not permitted.

## VI. GENERAL RULES

- A. **Incident Reporting:** There is no time limit on reporting incidents; however, it may be difficult for the University to obtain information and witness statements and make a determination regarding alleged violations as time progresses after an incident. While anonymous reports

may be challenging to investigate, the University takes all concerns and reports seriously. Reports can be made using the [Incident Report Form](#). Incidents involving sexual harassment, including but not limited to sexual assault, stalking, dating and/or domestic violence, and sexual exploitation, should be reported directly to the Office of Institutional Equity & Diversity -Title IX Coordinator. [University Policy 1008: Policy on Title IX and Sexual Misconduct](#) addresses the Title IX Coordinator's review of incidents of this nature.

- B. **Student Organizations/Groups:** The student organization accountability process may look different from the process that individual students experience due to the nuance and possible complexity of student organization cases. Notice for student organizations/groups will be emailed to the organization/group's representative (e.g., president/representative/captain on file with the Office of Student Engagement & Traditions, Recreation & Wellness, and University Intercollegiate Athletics).
- C. **Academic Integrity Incidents:** Incidents related to academic misbehavior will follow the procedures outlined in the Academic Integrity Procedures.
- D. **Location of Violation:** The Code also applies to behavior occurring off University premises when the Office of Student Accountability & Academic Integrity determines that the behavior affects a substantial University interest. A substantial University interest is any factor that adversely affects the University's mission and may include, but is not limited to, the following:
  - 1. **Crimes:** Violations, including allegations, of any local, state, federal law, or city ordinance. The student accountability process may be carried out prior to, concurrently with, or following criminal proceedings. Determinations made or measures of accountability imposed under this Code will not be subject to change because criminal charges arising out of the same set of facts were dismissed, reduced, or resolved in criminal court. The University may delay its investigation and/or meeting if information is unavailable due to criminal proceedings. The University may impose an interim suspension and determine what information is sufficient to proceed.
  - 2. **Health & Safety Concerns:** Any behavior of a student or student organization/group posing a substantial and immediate threat to the University community or the stability and continuance of normal University functions.
  - 3. **Infringements:** Significantly infringing upon the rights, property, or achievements of self or others or significantly disrupting the university community.

## VII. SPECIAL RULES

- A. **Student-Athletes:** As an NCAA member institution, student-athletes must comply with the Code of Student Conduct and all applicable rules and regulations of the NCAA and Conference partners, as published in the University Student-Athlete Handbook. The Director of Athletics and the Office of Student Accountability & Academic Integrity may impose accountability measures for any NCAA violation that also violates the Code. Incidents under this provision will be reported annually to the Board of Visitors in accordance with the [Code of Virginia § 23.1-1303](#).
- B. **Residence Halls:** This Code applies to all students, including those who live in or visit residence halls and apartment communities owned or controlled by the University. Misbehavior

occurring in university-owned or controlled residence halls or apartment communities will typically be addressed by Conduct Educators in Housing and Residence Life, regardless of where individual students live. The Assistant Dean, or designee, has authority over all case assignments.

- C. Students in Professional Clinical Programs:** For students enrolled in a professional clinical program, including but not limited to the School of Medicine, Physician Assistant, Surgical Assisting, Pathologist Assistant, Art Therapy, and Occupational Therapy, who accept responsibility or are found in violation for one or more policy violations, notification of the student's status and assigned accountability measures will be reported to their academic program for further review.

## VIII. PROHIBITED BEHAVIOR

The following prohibited behavior applies to students, student organizations/groups, and/or guests/visitors. The University will treat attempts to commit any of the prohibited behaviors listed in the Code as if those attempts had been completed. Being in the presence of others violating the Code is not in and of itself a violation, absent acts of assistance or encouragement.

Violations of [University Policy 1008: Policy on Title IX and Sexual Misconduct](#), which covers sexual harassment and sexual misconduct, including dating violence, domestic violence, sexual assault, and stalking will be referred to the Title IX Coordinator in the Office of Institutional Equity & Diversity.

### Academic Misbehavior

- A. Academic Sabotage:** An intentional effort to corrupt or negatively impact another student's academic work.
- B. Cheating:** Copying, collaborating, or completing an academic exercise with or for other students or parties without permission from the class-assigned faculty member; paying someone to complete assignments; using any unauthorized materials to assist on assignments; misusing study aids such as Chegg, Quizlet, Course Hero, etc., to complete or pass class assignments; using test banks or copying answers from another source or student. This also includes unauthorized use of artificial intelligence sites including, but not limited to, ChatGPT, Dall-E, Alpha Code, Tensor Flow, Scribe, etc., and any act or behavior that gives the student an unfair advantage.
- C. Fabrication:** Inventing, altering, falsifying, creating data, citation, or information in an academic exercise or for any improper purpose. Knowingly presenting false or falsified official documentation such as transcripts, doctor's notes, supervisor evaluations, application materials, etc.
- D. Facilitation:** Helping another person participate in any act of academic misbehavior (including, but not limited to, sharing course materials without permission).
- E. Misrepresentation:** Misleading an instructor as to the condition under which the work was prepared, including, but not limited to, undisclosed Artificial Intelligence (AI) use, substituting for another student, or permitting another person to substitute for oneself on any academic work.

- F. **Plagiarism:** Intentional or unintentional use of someone else's scholarly or academic work, language, ideas, or other material as your own without proper citation in an academic exercise (whether reproduced or presented verbatim or in paraphrased or summary form); recycling a previous assignment as a new assignment without appropriate citation or notification and approval from faculty members.

#### Non-Academic Misbehavior

- G. **Alcohol:** The unlawful production, consumption, distribution, possession, provision, or use of alcohol or alcohol paraphernalia, including public drunkenness; attendance or class participation in an academic setting while under the influence of alcohol; or any violation of [University Policy 6603](#).
- H. **Abuse of Animals:** Any intentional or reckless act that causes harm, suffering, distress, or death to an animal.
- I. **Assault:** Any physical attack on another person, including but not limited to choking, fighting, punching, slapping, striking, causing injury by animals, or any other form of contact resulting in physical harm.
- J. **Classroom Disruption:** Any disruptive or disorderly behavior that disturbs the classroom instructional environment (in-person or virtual classes or interrupts the facilitation of intended learning outcomes.)
- K. **Damaging Property:** Destroying, damaging, defacing, or vandalizing University property or the property of others.
- L. **Dishonesty:** Intentionally providing false, fraudulent, deceptive, or misleading information to University officials, faculty, or staff; forgery; falsification of documents; unauthorized duplication or distribution of university-issued keys or other University property.
- M. **Disorderly Conduct:** Behavior that creates a hostile, frightening, or intimidating environment or threatens the physical health, safety, or well-being of others. This behavior can include loud, unnecessary, unusual, disruptive, or continuous noise that disturbs the peace.
- N. **Drugs and Paraphernalia:** The unlawful creation, cultivation, growing, manufacturing, distribution, possession, or sale of any counterfeit, controlled, dangerous, illegal, or mind-altering drugs or prescription medication, including but not limited to Adderall, cannabis/marijuana, crack, cocaine, ecstasy, meth, etc.; the unlawful creation, manufacturing, distribution, possession, or sale of any drug paraphernalia (pipes, bongs, etc.); any violation of [University Policy 6603](#).
- O. **Failure to Comply:** Refusal to cooperate with or appropriately respond to a reasonable request by a University Official or law enforcement officer; failure to accurately identify oneself; disregard of a University policy, directive, regulation, or procedure.
- P. **Fire and Safety:** Changing, damaging, disabling, or misusing fire safety equipment; failing to immediately exit any university building when a fire alarm or other emergency notification has

sounded; unauthorized use, possession, or tampering with University fire safety equipment; unauthorized use or possession of fireworks or explosive materials; intentionally or recklessly causing a fire; causing a false fire alarm or report; and misuse of emergency call boxes.

- Q. Harassment:** Ongoing, unwelcome, aggressive, or intimidating behavior through physical contact or verbal, written, or digital-based (cyberbullying) communication that causes psychological or physical harm to another person.
- R. Hazing:** Recklessly or intentionally endangering the health or safety of a student or students; or to inflict bodily injury on a student or students in connection with or for initiation, admission into, or affiliation with or as a condition for continued membership in a club, organization, association, fraternity, sorority, or student body regardless of whether the student or students so endangered or injured participated voluntarily in the relevant activity. This includes endangering any person's mental or physical health and safety, whether or not the individual subjected to such behavior has "consented" to it, and any violation of the [University Hazing Policy](#).
- S. Housing and Residence Life Community Standards:** Any violation of the community living standards as described in the Guide to Living on Campus, including, but not limited to, community living standards, prohibited items, unauthorized key usage, noise, visitation, etc.
- T. Impersonation:** Acting or pretending to be someone else, including as a University Official, with the intention to deceive, manipulate, or mislead others.
- U. Interference with Freedom of Expression:** Any attempt to interfere with or suppress anyone's right to free expression or right of free assembly or any violation of University Policies [1011](#) and [1700](#).
- V. Misuse of Information Technology Resources:** Any unauthorized attempt to access or use University computers, networks, systems, programs, or data, including manipulations and fraudulent transmissions; any action that interferes with the proper functioning of systems or adversely impacts another user's rights, including but not limited to student or employee privacy; unauthorized download, creation, sale, posting, transfer, access, reproduction, or distribution of copyrighted or class material; any other violations of the [ODU Digital Millennium Copyright Act](#), or University Policies [3003](#) and [3500](#).
- W. Misuse of Official Identification:** Purchasing, possessing, selling, or using fake or altered identification or another person's state identification or license; sharing or using another student's University student ID card, number, or MIDAS ID; or allowing the use of your University-issued student ID card, number, or MIDAS ID.
- X. Pets:** Possession of unapproved pets or animals in a university building.
- Y. Retaliation:** Discriminating against, intimidating, threatening, coercing, or harassing any person because the person reported, complained, testified, assisted, participated, or refused to participate in an investigation, proceeding, or meeting authorized by law or University policy.
- Z. Sexual Harassment or Sexual Misconduct:** Any behavior prohibited by [University Policy 1008: Policy on Title IX and Sexual Misconduct](#). Sexual misconduct also includes any form of unwelcome, non-consensual sexual contact, including touching an unwilling person's private parts (defined as

genitalia, groin, breast or buttocks or clothing covering them), forcing an unwilling person to touch another's private parts, sexual exploitation, voyeurism and indecent exposure of ones' private parts.

- AA.** Smoking, Tobacco, and Vaping: Smoking or vaping of any kind inside or within 25 feet of building entrances and exits to a University facility; underage use or possession of tobacco or possession in a prohibited area; any violation of [University Policy 3220](#); and any use of tobacco, smoke, or vaping where smoking is strictly prohibited on portions of campus.
- BB.** Stealing: Taking or borrowing a thing of value or property (including intellectual property) from its owner without permission.
- CC.** Threat: An act, statement, or expression intended to cause damage, fear, injury, pain, or other intimidating action during an incident or altercation.
- DD.** Unauthorized Entry: Entering into or using University buildings, equipment, or property of others without permission.
- EE.** Unauthorized Recording: The creation, use, maintenance, display, or transfer of any recording (including audio, video, etc.) without permission where there is a reasonable expectation of privacy.
- FF.** Weapons: Except as expressly authorized by law, possessing or using dangerous items on University property including, but not limited to, firearms, guns, knives (larger than the approved blade length), tasers, stun guns, BB guns, replicas, nun chucks, or other devices designed to eject shells at a high rate of speed; any violation of the [Gun and Weapon Regulation](#).
- GG.** Violating Law or University Policy: Violating any local, state, or federal law or any [University policy](#).

## **IX. STUDENT RIGHTS AND RESPONSIBILITIES**

The University protects and provides certain rights for students, and as members of the University community, students accept specific responsibilities.

### **Student Rights**

All Respondents are provided the following rights throughout the university student accountability process:

- A. Right to receive written notification of any alleged violation against them via their University email address including a general summary of the complaint (when facing potential suspension or expulsion), contact information of their Conduct Educator to receive additional information, and the date by which such contact must occur.
- B. Right to receive no less than three (3) business days' notice of student accountability meeting date.
- C. Right to request reasonable accommodations with the Office of Educational Accessibility.
- D. Right to a fair, confidential, and objective accountability meeting.

- E. Right to read and review the incident or police report prior to the meeting date.
- F. Right to share their perspective of the incident that led to the allegations.
- G. Right to select the advisor of their choice who can also serve as a support person.
- H. Right to have relevant witnesses.
- I. Right to not attend the meeting and have the Conduct Educator or University Accountability Board make a decision with the information available to them.
- J. Right to receive notice of the outcome of their meeting.
- K. Right to have five (5) business days to appeal the decision and be informed of the appeal procedures.

### **Student Responsibilities**

All Respondents are expected to uphold these duties and responsibilities throughout the university student accountability process:

- A. Understand and follow all university policies and procedures, including but not limited to the Code of Student Conduct.
- B. Consistently check their university-issued email address as this is the University's official means of communication with students; students are responsible for reading all official communications delivered to their university email address.
- C. Be truthful, cooperative, and forthcoming during the student accountability proceedings.
- D. Complete any pathway projects by the assigned due date.
- E. Not attempt to disrupt or otherwise interfere with any student accountability proceeding.
- F. Members of student organizations/groups are expected to promptly report alleged violations by other members of the student organization/group of the Code or other University policies to the Office of Student Accountability & Academic Integrity, including the following information: a detailed description of the concerning behavior, including date, time, and location, and the name(s) of any individual(s) involved.

## **X. Student Accountability Process**

The [Office of Student Accountability and Academic Integrity](#) follows the steps below to address behavior that possibly violates the Code. Please note that every incident is different, and each incident's context, severity, and complexity may vary. Unique circumstances, especially those related to health and safety, may lead the office to move forward in the best way possible with the information available at the time. The Office of Student Accountability and Academic Integrity has sole discretion in the steps taken in particular cases.

The student accountability process is educational and wholly different from the legal or criminal process. Students may find themselves participating in both processes.

### **A. Individual Student Accountability Process**

1. Whenever the Office of Student Accountability & Academic Integrity receives reports from the Old Dominion University Police Department, Housing and Residence Life, students, faculty members, staff members, administrators, community members, or a concerned party, the office reviews the report to determine if the behavior may be a possible violation of the Code of Student Conduct.

2. If the office determines a possible violation of the Code of Student Conduct, a Student Accountability Meeting (SAM) notification letter is sent to the student(s) involved in the incident. The letter will include the date(s) of the alleged incident (if known) and the date, time, and location of the SAM.
3. The student will meet with their Conduct Educator or the University Accountability Board (UAB) to share their perspective of the incident. If the student accepts responsibility for the alleged policy violations, the student will have the opportunity to select their pathway projects. If the student does not accept responsibility for the alleged policy violations but is found in violation of the Code, the Conduct Educator will assign their pathway projects.
4. Following the SAM, the student will receive an email detailing the selected or assigned pathway projects and their due date for completion. Students who accept responsibility for policy violations and those who do not but are found in violation of policy will receive a letter titled Pathway Plan. The Pathway Plan will include the findings for each violation, the selected pathway projects, or any assigned pathway projects.
5. The Pathway Plan will detail how the student can appeal the decision. Students will have five (5) business days to appeal the decision of their Conduct Educator or the UAB.
6. The Office of Student Accountability and Academic Integrity uses the preponderance of the evidence as the standard of evidence when making decisions in student accountability cases. This means if the evidence shows that it is more likely than not that a violation of the Code occurred, the student or student organization/group will be found in violation.
7. The outcome of a SAM is considered part of the student's education record. The Family Educational Rights and Privacy Act (FERPA) protects it from unauthorized disclosure. However, the University may release the final resolution of any student accountability meeting without the student's prior consent in the following circumstances:
  - a. Complainants in sexual misconduct, sexual harassment, stalking, dating violence, domestic violence (i.e., Title IX), and other gender-based incidents will be informed of the outcome, appeal options, and appeal outcome of any complaint in writing, without condition or limitation.
  - b. Complainants of a crime of violence or non-forcible sex offense may request updates using the [Complainant of Crime of Violence Form](#) (or the Complainant's next of kin if the Complainant is deceased). Only the student's name, the finding(s), and any assigned pathway project(s) will be shared. Steps to confirm identity will be taken.
  - c. University officials whose notice requires their action. The faculty member will be notified of the final resolution to assign an appropriate grade in all academic integrity cases.

## **B. Student Organization/Group Accountability Process**

1. Whenever the Office of Student Accountability & Academic Integrity receives reports from the Old Dominion University Police Department, Housing and Residence Life, students, faculty members, staff members, administrator, community member, or a concerned party about a student group or student organization, the office reviews the report to determine if the behavior may be a violation of the Code of Student Conduct.



2. If the office determines that there is a potential violation and/or the health and safety of students are threatened, the office may issue a cease and desist directive, an interim suspension, or whatever other interim action is necessary to protect students. The directive will be sent to the student organization president, representative, or designee.
3. If it is determined that an investigation must occur, the student organization president, representative, or designee will receive written communication from the Office of Student Accountability & Academic Integrity via their ODU email address notifying them of an investigation. The notice of investigation shall include the date of the incident(s) or activity(ies) and the alleged policy violation(s).
4. The notification will inform the student organization president, representative, or designee that members will be selected randomly to interview with the Office of Student Accountability & Academic Integrity. All requested members of the organization shall appear at the designated location during the time requested. Only Class schedules will be taken into consideration and addressed accordingly. *Any individual refusing to cooperate with the Investigation Process may be charged with Failure to Comply.*
5. After the investigation, an investigation summary will be created. The Office of Student Accountability & Academic Integrity will schedule a meeting with the organization's president, designees, and the organization advisor (if available) to review and address the investigation findings.
6. The president will receive a Findings Letter to inform them of the investigation findings. This letter will also outline any concerns the Office of Student Accountability & Academic Integrity has and provide information on the next steps in the process. Student organizations found in violation of the Code of Student Conduct will have two options to resolve their case.
7. The first option is to work with the Office of Student Accountability & Academic Integrity to create an Organization Accountability Agreement (see definition in XII. Resolution Options). The second option is for the Office of Student Accountability & Academic Integrity to determine the accountability measures.
8. If a Student organization is found in violation of additional policies after an Organization Accountability Agreement (OAA) has been implemented or other measures of accountability have been assigned, the organization will be able to make an amendment(s) to the original OAA or the Office of Student Accountability & Academic Integrity will add additional measures of accountability.
  - a. In certain situations, the Office of Student Accountability & Academic Integrity reserves the right to withdraw the student organization's option of working on an Organization Accountability Agreement.

## **XI. INTERIM ACTIONS**

Based on the nature and circumstances of the referral, the Vice President of Student Engagement & Enrollment Services, Dean of Students/Associate Vice President of Engagement, the Office of Student Accountability & Academic Integrity, or designee may authorize interim measures or take

administrative action to ensure continuity of University operations, maintain safety, order and the well-being of the University Community. These measures and actions include, but are not limited to:

- A. **Interim Suspension:** A student's immediate and temporary separation from the University. Such separation prohibits attending any classes (in-person or virtual), events, other University functions, or visiting any University grounds or buildings (including Residence Halls) unless by advanced written permission from the Office of Student Accountability & Academic Integrity. The interim suspension also restricts any privileges for which a student might otherwise be eligible as a student of Old Dominion University. The interim suspension shall remain in effect until rescinded in writing or their case has reached a final resolution. The process includes the following:
  - a. A determination is made that a student's behavior is considered a concern for the health or safety of the campus community.
  - b. The Office of Student Accountability & Academic Integrity will send a letter notifying the student of their interim suspension.
  - c. The student will have the right to appeal their interim suspension to an Appeals Reviewer to determine whether their continued presence poses a substantial and immediate threat to the health or safety of the University community. The student must complete the [Interim Suspension Appeal Form](#). The decision of the Appeals Reviewer will be final.
  - d. A Student Accountability Meeting (SAM) will be scheduled as soon as possible to resolve any matters that significantly impact the student's ability to reasonably participate in the pursuit of their degree.
  
- B. **No Contact Directives (NCD):** Written communication emailed to the student that prohibits direct, indirect, or third-party contact (e.g., physical, written, verbal, telephone, electronic communication, or any other contact) between parties.
  - a. Students may request no-contact directives, or the Office of Student Accountability & Academic Integrity can issue them without a request if the office deems it necessary to prevent an incident from escalating.
  - b. The Office of Student Accountability & Academic Integrity has the authority to deny a request for an NCD if it determines that an NCD is unnecessary based on the information it has received.
  - c. Either party can request the directive be lifted, but each party must agree. If both parties do not agree, the directive will stay in place.
  - d. The Office of Student Accountability & Academic Integrity has the authority to lift an NCD at any time if it is determined the circumstances under which it was issued are no longer present.
  
- C. **Holds on Student Account:** The Office of Student Accountability & Academic Integrity may apply a hold to a student's account that prevents class registration and graduation. Situations in which holds may be applied include but are not limited to the following:
  - a. The student fails to complete pathway projects by assigned due dates.
  - b. The student has been issued an interim suspension.
  - c. The student is suspended and has a pending re-enrollment meeting.
  - d. The student is not presently enrolled and a SAM is pending.
  - e. The student has been expelled.

- f. The student has a pending student accountability matter that must be resolved.
- D. Campus Restriction: When a student is temporarily restricted to traveling and accessing only the necessary campus areas directly tied to pursuing their degree, their basic needs, and reasonable public spaces on campus.
    - a. A determination is made that a student's behavior is considered a concern for the health or safety of the campus community but does not rise to the level where the individual needs to be placed on interim suspension.
    - b. The Office of Student Accountability & Academic Integrity will send a letter notifying the student of their campus restrictions.
    - c. A SAM will be scheduled to resolve the pending matter as soon as possible.
  - E. Cease and Desist Directives/Order: A formal notice to a student organization or group to stop all activities and events due to alleged violations of the Code.
    - a. If the Office of Student Accountability & Academic Integrity is notified of alleged violations of the hazing policy or other forms of misbehavior, the president or leader of the organization, group, or team will receive the cease and desist letter on its behalf.
    - b. Depending on the initial information shared with the Office of Student Accountability & Academic Integrity, an investigation may be conducted to resolve the matter.
    - c. The cease-and-desist order will stay in effect until the investigation or another form of resolution has been completed.
  - F. Modification of Housing Assignment: A temporary relocation of individuals involved in an incident where the health, safety, and well-being of others is a concern.
    - a. Housing and Residence Life, the Office of Institutional Equity and Diversity, or the Office of Student Accountability & Academic Integrity may reassign students to temporary housing locations for the best interest of involved parties.
    - b. The student(s) will be informed about the modification of their housing assignment and provided with a sufficient time frame for moving.
    - c. Once the incident is resolved, the student may be returned to their original assignment, or, depending on the outcome, the relocation may be permanent.
  - G. Alteration of class or work schedules: Housing and Residence Life, the Office of Institutional Equity and Diversity, or the Office of Student Accountability & Academic Integrity may work with the necessary parties to alter a student's class or on-campus work schedule if it does not infringe upon that student's rights.

## **XII. RESOLUTION OPTIONS**

Informal and formal resolution options are available and may be assigned at the discretion of the Office of Student Accountability & Academic Integrity. When more than one student is involved in the same incident, student accountability meetings may be combined, though separate findings will be made for each student.

- A. **Student Accountability Meeting (SAM):** A Student Accountability Meeting is a formal resolution convened to address alleged violations of the Code. During this meeting, the alleged misbehavior is discussed, evidence may be presented, and the student has the

opportunity to respond. The goal is to reach a resolution that aligns with the University's policies and fosters a positive campus environment. All student accountability meetings are closed. Conduct Educators will determine the relevance of information and credibility of participants. The Office of Student Accountability & Academic Integrity may offer a SAM waiver, including proposed pathway projects, to a student. If accepted, the student will waive their right to a SAM, take responsibility for the allegations, and accept pathway projects without a SAM.

- B. **University Accountability Board Meeting:** The University Accountability Board Meeting is a formal resolution and gathering of Board members tasked with reviewing cases of alleged misbehavior that may require a higher level of assessment. This meeting involves a more structured process where the Board evaluates evidence, listens to the involved parties, and makes decisions regarding accountability and potential pathway projects. It is a more formalized approach to handling serious or multiple violations of the Code.
- C. **Information Meeting:** An information meeting is an informal resolution designed to provide students with the opportunity to provide their perspective on an incident that did not formally lead the student to participate in the student accountability process. However, the behavior still needs to be addressed because if it continues, alleged policy violations can be assigned in the future. The purpose of this meeting is to be educational, allow the Conduct Educator to learn the context of the incident, and intended to assist students in reflecting on their actions and connect them with other campus resources as needed.
- D. **Conflict Resolution Meeting:** A conflict resolution meeting is an informal resolution option offered to students and student organizations to address disputes, conflicts, or misunderstandings between individuals within the campus community. This meeting provides a platform for parties involved in the conflict to express their concerns, listen to each other's perspectives, work collaboratively toward a resolution, and move forward from the incident. This meeting is voluntary and students are not required to participate. All parties must agree to participate in the meeting.
- E. **Organization Accountability Agreement (OAA):** An OAA is an agreement created in collaboration with the Office of Student Accountability & Academic Integrity and the student organization (and their headquarters or advisor where applicable) to fulfill violation(s) of the Code. The student organization, their advisor, and national headquarters will decide which student leaders are present to participate in creating the OAA with the Office of Student Accountability & Academic Integrity. The OAA cannot be appealed due to the collaborative nature and agreement between the student organization and the Office of Student Accountability & Academic Integrity. The OAA typically needs to be finalized and signed within 60 days, or the Office of Student Accountability & Academic Integrity may move forward without the input of the student organization.

### **XIII. APPEAL PROCESS**

- A. Only students who attend their Student Accountability Meeting or University Accountability Board Meeting can appeal an outcome. All students have the right to appeal the following behavioral statuses: deferred suspension, suspension, and expulsion. Students who are removed from their housing or dining agreement or have their admission or degree revoked will also have the right to appeal. Appeal procedures for discrimination cases may be found in [University Discrimination Policy 1005](#) and cases involving sexual misconduct in [University Policy 1008: Policy on Title IX and Sexual Misconduct](#).
- B. Appeals must be submitted within five (5) business days from the date the Pathway Plan was sent using the [Appeal Submission Form](#). This form requires the student to identify the ground(s) of their appeal and explain their rationale. No appeal will be accepted if this form is not used. An Appeals Reviewer will be assigned to the case. The Appeals Reviewer can be anyone designated by the Assistant Dean. An appeal is the review of the case's facts, process, and evidence and not a re-adjudication of the case. The Appeals Reviewer may uphold, modify, overturn, or return (remand) the case to be reheard with instructions by a different Conduct Educator or composition of the UAB to remedy errors or consider new information. The decision of the Appeals Reviewer is final.
- C. During the appeal window or when a student submits an appeal, all measures of accountability (behavior status, pathway projects, etc.) originating from the original Pathway Plan or Resolution Letter will be on pause and not go into effect until the appeal decision has been made, except when such a delay may pose a health and safety risk to other members of the University community.
- D. A student may appeal for the following reasons:
  - 1. A behavioral status is either unreasonably harsh or inadequate based on precedent.
  - 2. A procedural error that significantly impacted the outcome of the Student Accountability Meeting or University Accountability Board Meeting.
  - 3. New and relevant information unavailable at the time of the accountability meeting could have significantly impacted the original decision and accountability measures.
  - 4. The Conduct Educator or member(s) of the University Accountability Board had a conflict of interest or bias for or against the complainant(s) or respondent(s) generally or specifically that affected the outcome of the case.

### **XIV. BEHAVIORAL STATUSES, PATHWAY PROJECTS, AND ACCOUNTABILITY MEASURES**

A behavioral status is the level of accountability that a student is assigned when found in violation of the Code. A behavioral status determines if a student is in good behavioral standing with the university. Behavioral statuses also inform the student of the severity of their incident(s) as it relates to the behavioral expectations of the university. All behavioral statuses will remain on file with OSAAI and as otherwise noted below.

The following statuses and pathway projects may be applied to any student or student organization/group, including, but not limited to.

- A. Informal Warning: This status indicates the lowest level violation of the Code has occurred but will not be reported as part of the student's behavioral record. If found in violation of the

- Code of Student Conduct again, a student can expect an elevated behavioral status, such as a formal warning, behavioral probation, deferred suspension, suspension, or expulsion.
- B. **Formal Warning:** This status indicates a minor violation of the Code has occurred but will not be reported as part of the student's behavioral record. Future violations can result in an elevated behavioral status, such as behavioral probation, deferred suspension, suspension, or expulsion.
  - C. **Behavioral Probation:** This status indicates a serious violation or two or more incidents have resulted in Code violations. The student or student organization/group is informed that further violations may result in suspension. This status may prevent a student from participating in other student leadership opportunities that require a student to be in good standing with the University. Behavioral probation may delay, but not deny participation in other student leadership opportunities.
  - D. **Deferred Suspension:** This status indicates a severe violation or multiple incidents have resulted in Code violations. The student or student organization/group has committed a suspendable offense; however, the Conduct Educator or University Accountability Board does not feel the student or student organization/group should be separated from the University. The student or student organization/group is informed that further violations may result in suspension. The student can attend classes normally due to the suspension being deferred and inactive. This status may prevent a student from participating in other student leadership opportunities that require a student to be in good standing with the University. Deferred suspension may delay, but not deny participation in other student leadership opportunities.
  - E. **Suspension:** A student or student organization/group is removed from the University for a specified period. When a student is suspended and required to leave the University community due to violations of the Code, he/she/they may not re-enter without a reentry meeting with the Assistant Dean or designee. If a student organization/group is suspended from campus, it does not include individual members unless they are suspended in an individual SAM or UAB proceeding. During a suspension, the student is not permitted to be on university premises or participate in university activities (in person or virtually) without express permission from the Assistant Dean or designee. A registration hold is placed on the student's account during the suspension. A postponement of the implementation of suspension may be appropriate in certain situations or circumstances.
  - F. **Expulsion:** Permanent separation from the University with no opportunity for reactivation/re-enrollment. The student is not permitted on university premises or at university activities, in person or virtually, without permission from the Office of Student Accountability & Academic Integrity and will be subject to trespass orders. A registration hold will be placed on the student's account. If a student organization/group is expelled, they will lose their recognition status and all the rights and privileges that come with being a student organization/group, such as university resources or support.
  - G. **Educational or Restorative Measures:** Any pathway projects designed to help students reflect or learn from their policy violation.
  - H. **Housing Expulsion:** Permanently canceling a student's Housing & Dining Agreement. The student remains financially responsible for the entire cost of the agreement period for the assigned building. The student is not permitted in any residential communities.

- I. **Housing Points:** Points assigned to residential students who violate the Code of Student Conduct, Guide to Living on Campus, or Housing and Residence Life Community Standards for incidents in or near the residence halls.
- J. **Housing Probation:** A status for residential students indicating multiple or serious violations within the residence halls for a specified period. Further violations within or near the residence halls may result in the student being removed from campus housing.
- K. **Housing Reassignment:** A change in a housing assignment.
- L. **Housing Suspension:** A student is removed from their on-campus housing assignment for a specific period of time. The student remains financially responsible for the entire cost of the agreement period for the assigned building.
- M. **Loss of Privileges:** Denial or restriction of privileges for a designated period of time. Loss of privileges may include, but is not limited to, restriction or exclusion from university premises or University activities, or from hosting visitors or guests on university premises; withdrawal or transfer from a course in which the student is currently enrolled.
- N. **Restitution:** Compensation for loss or damage to other's property, university property, funds, or premises applied to a student's financial account.
- O. **Revocation of Admission and/or Degree:** The University may revoke admission or a degree awarded for fraud, misrepresentation, or other violations of institutional standards in obtaining the degree or for other serious violations committed by a student before graduation.
- P. **Transcript Notation:** An official note placed on a student's academic transcript that indicates they have been found in violation of the University's Code of Student Conduct. A transcript notation may be visible to internal and external university community members who can see the student's transcript.

## **XV. TRANSCRIPT NOTATIONS**

- A. **Academic Misbehavior:** The Office of Student Accountability & Academic Integrity may issue a transcript notation for academic integrity violations. If the student has completed all pathway projects and conditions and has not been found in violation for additional violations of a similar nature, the student may request to have the notation removed by completing the [Transcript Notation Removal Form](#). A student may only request to have one notation removed.
- B. **Suspension and Expulsion:** If a student is suspended or expelled from the University, a notation will be included on the student's academic transcript. Notations placed for suspensions will be removed from the transcript one year after the resolution of that incident. Notations for expulsions will not be removed.
- C. **Sexual Misconduct:** In accordance with [Va. Code § 23.1-900](#), the University is required to place a notation on a student's transcript if suspended, dismissed, or expelled from the University after being found in violation of sexual misconduct or where the student respondent withdraws from the University during an investigation for sexual misconduct.

## **XVI. STUDENT BEHAVIORAL RECORD RETENTION AND REPORTING**

The Assistant Dean is the official keeper of student behavioral records and has decision-making authority on requested disclosures. The Office of Student Accountability & Academic Integrity retains records for no less than seven (7) years in compliance with the [Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act](#). Resolutions resulting in suspension or expulsion will be retained permanently. They may be reported with the student's consent to third-party entities such as graduate or professional schools, employers, military branches, etc., or as required by law. Resolutions resulting in behavioral probation or deferred suspension will be retained for seven years and may be reported with the student's consent upon request to third-party entities such as graduate or professional schools, employers, military branches, etc., or as required by law. Resolutions resulting in formal warnings or lower will not be reported to third-party entities. Records of pending incidents are kept indefinitely. Seven years from the resolution date, all eligible student behavioral records may be destroyed.

## **XVII. PARENT AND GUARDIAN NOTIFICATION**

The University believes parents and guardians can be influential and positive partners in encouraging healthy behaviors focused on student success. The [Family Educational Rights and Privacy Act \(FERPA\)](#) allows the University to notify parents or guardians about specific information from a student's behavioral record. The University may share information with parents or guardians when students are found in violation of our alcohol or drug policy and are under the age of 21. Other than FERPA exceptions, the student must consent before releasing the record to or sharing case-specific information with parents or guardians.

## **XVIII. INTERPRETATION AND REVISION**

The Code of Student Conduct shall be construed and applied to incorporate and conform to governing law. Any conflict in the Code with such law shall be deemed superseded and of no effect. Any question of interpretation or application of the Code of Student Conduct shall be referred to the Office of Student Accountability & Academic Integrity or designee for final determination. The Code of Student Conduct should be reviewed every three (3) years and revised as needed under the discretion of the Office of Student Accountability and Academic Integrity.

## **XIX. ADOPTION AND AMENDMENTS**

Additional policies or temporary guidance may be added during the academic year and will be updated on the website upon adoption.

## **XX. STUDENT BEHAVIORAL RECORD EXPUNGEMENT**

A student may request the expungement of their student behavioral record no sooner than one year after resolving their most recent incident. Multiple factors will be considered by the Office of Student Accountability & Academic Integrity when deciding to expunge a student's behavioral record. Some of these factors include, but are not limited to, the severity of the violation, overall impact on the campus community, pathway project completion, timeliness of pathway project



completion, and current standing with the University. Certain classifications of students may be ineligible for expungement according to program requirements. Expungement means the case will not be a reportable record to third parties. Due to the University's obligations under the Clery Act mentioned above, the record will not be destroyed until it is permitted by the Act.

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The Committee also received a briefing on a new Board policy to meet Department of Defense funding requirements. David Flanagan, Assistant Vice President for Research Security and Export Control, explained that the Department of Defense will not award funding to institutions that do not have a policy addressing foreign talent recruitment programs. Board Policy 1109, Prohibition on Participation in Malign Foreign Talent Recruitment Programs, was approved by the Committee.

Board of Visitors Policy 1109, Prohibition on Participation in Malign Foreign Talent Recruitment, was recommended by the Governance Committee and was approved by all members present and voting (*Allen, Bradley, Corn, Dickeski, Hill, Hodge, Holland, Jones, Kemper, Middleton, Mitchum, Montero, Mugler, Pitts, Wyatt*).

**NUMBER:** 1109

**TITLE:** Prohibition on Participation in Malign Foreign Talent Recruitment Programs

**APPROVED:** June 14, 2024

**SCHEDULED REVIEW DATE:** June 2029

**Purpose**

The purpose of this policy is to outline Old Dominion University’s approach to identifying, reporting, evaluating, managing, and resolving actual and potential research conflicts of interests and commitment to ensure the integrity of the University’s scholarship, research, sponsored programs, evaluation, and administration is not threatened.

**Definitions**

1. **Covered Individual:** An individual who:
  - a. contributes in a substantive, meaningful way to the scientific development or execution of a research and development project proposed to be carried out with a research and development award from a federal research agency; and
  - b. is designated as a covered individual by the federal research agency concerned.
  
2. **Foreign Country of Concern:** Means the People’s Republic of China, the Democratic People’s Republic of Korea, the Russian Federation, the Islamic Republic of Iran, or any other country determined to be a country of concern as determined by the Secretary of State.

3. **Foreign Talent Recruitment Program:** Any program, position, or activity that includes compensation in the form of cash, in-kind compensation, including research funding, promised future compensation, complimentary foreign travel, things of non de minimis value, honorific titles, career advancement opportunities, or other types of remuneration or consideration directly provided by a foreign country at any level (national, provincial, or local) or their designee, or an entity based in, funded by, or affiliated with a foreign country, whether or not directly sponsored by the foreign country, whether or not directly sponsored by the foreign country, to an individual, whether directly or indirectly stated in the arrangement, contract, or other documentation at issue.

Note: Consistent with Section 10632(d) of the CHIPS and Science Act, a FTRP program does not include the following international collaboration activities, so long as the activity is not funded, organized, or management by an academic institution or a foreign talent recruitment program on the lists developed under paragraphs (8) and (9) of Section 1286 (c) of the [John S. McCain National Defense Authorization Act for Fiscal Year 2019](#):

- a. Making scholarly presentations and publishing written materials regarding scientific information not otherwise controlled under current law;
- b. Participating in international conferences or other international exchanges, research projects or programs that involve open and reciprocal exchange of scientific information, and which are aimed at advancing international scientific understanding, and which are aimed at advancing international scientific understanding and not otherwise controlled under current law;
- c. Advising a foreign student enrolled at an institution of higher education or writing a recommendation for such a student, at such student's request; and
- d. Engaging in the following international activities:
  - i. Activities that are partly sponsored or otherwise supported by the United States such as serving as a government appointee to the board of a joint scientific fund (e.g., the U.S.-Israel Binational Industrial Research and Development Foundation); providing advice to or otherwise participating in international technical organization, multilateral scientific organizations, and standards setting bodies (e.g., the International Telecommunications Union, Intergovernmental Panel on Climate Change, etc.); participating in a Fulbright Commission program funded in whole or in part by a host country government; or other routine international scientific exchanges and interactions such as providing invited lectures or participating in international peer review panels.
  - ii. Involvement in national or international academies or professional societies that produce publications in the open scientific literature that are not in conflict with the interests of the federal research agency (e.g., membership in the Pontifical Academy of Sciences or The Royal Society).
  - iii. Taking a sabbatical, serving as a visiting scholar, or engaging in continuing education activities such as receiving a doctorate or professional certification at an institution of higher education (e.g., the University of Oxford, McGill University) that are not in conflict with the interests of the federal research agency.
  - iv. Receiving awards for research and development that serve to enhance the prestige of the federal research agency (e.g., the Nobel Prize).
  - v. Other international activities determined appropriate by the federal research agency head or designee.

4. **Malign Foreign Talent Recruitment Program:** As defined by the White House Office of Science and Technology Policy’s National Security Presidential Memorandum-33 Implementation Guidance:

Any program, position, or activity that includes compensation in the form of cash, in-kind compensation, including research funding, promised future compensation, complimentary foreign travel, things of non de minimis value, honorific titles, career advancement opportunities, or other types of remuneration or consideration directly provided by a foreign country at any level (national, provincial, or local) or their designee, or an entity based in, funded by, or affiliated with a foreign country, whether or not directly sponsored by the foreign country, to the targeted individual, whether directly or indirectly stated in the arrangement, contract, or other documentation at issue, in exchange for the individual:

- a. Unauthorized Intellectual Capital Transfer: Engaging in authorized transfer of intellectual property, materials, data products, or other nonpublic information owned by a United States entity or developed with a federal research and development award to the government or entity provided of a foreign country or an entity based in, funded by, or affiliated with a foreign country regardless of whether that government or entity provided support for the development of the intellectual property, materials, or data products;
- b. Recruitment: Being required to recruit trainees or researchers to enroll in such program, position or activity;
- c. Establishing Lab, Company or Taking Employment: Establishing a laboratory or company, accepting a faculty position; or undertaking any other employment or appointment in a foreign country or with an entity based in, funded by, or affiliated with a foreign country if such activities are in violation of the standard terms and conditions of a federal research and development award;
- d. Conflict of Commitment: Being unable to terminate the foreign talent recruitment program contract or agreement except in extraordinary circumstances;
- e. Scientific/Funding Duplication: Through funding or effort related to the foreign talent recruitment program, being limited in the capacity to carry out a research and development award or required to engage in work that would result in substantial overlap or duplication with a federal research and development award;
- f. Foreign Funding: Being required to apply for and successfully receive funding from the sponsoring foreign government’s funding agencies with the sponsoring foreign organization as the recipient;
- g. Prohibition on Acknowledgement: Being required to omit acknowledgement of the recipient institution with which the individual is affiliated, or the federal research agency sponsoring the research and development award, contrary to the institutional policies or standard terms and conditions of the federal research and development award;
- h. Disclosure Prohibitions: Being required to not disclose to the federal research agency or employing institution the participation of such individual in such program, position, or activity; or
- i. Conflict of Interest/Conflict of Commitment: Having a conflict of interest or conflict of commitment contrary to the standard terms and conditions of the federal research and development award; and
- j. A program that is sponsored by:
  - i. A foreign country of concern or an entity based in a foreign country of concern, whether or not directly sponsored by the foreign country of concern;

- ii. An academic institution on the list developed under section 1286(c)(8) of the [John S. McCain National Defense Authorization Act for Fiscal Year 2019](#); or
- iii. A foreign talent recruitment program on the list developed under section 1286(c)(9) of the [John S. McCain National Defense Authorization Act for Fiscal Year 2019](#).

### **Policy Statement**

The [Creating Helpful Incentives to Produce Semiconductors \(CHIPS\) and Science Act of 2022](#) (the “Chips Science Act”) requires federal research funding agencies (i.e., National Science Foundation (NSF), the National Institutes of Health (NIH), the Department of Energy (DOE)) to establish policies that require “covered individuals” to disclose all participation in foreign talent recruitment programs (FTRPs) and to certify at proposal, and annually for the duration of the award, that they are not a party to a malign foreign talent recruitment program (MFTRP), and that Old Dominion University certify that such individuals have been made aware of the requirement.

In addition, the Department of Defense (DoD) released [Countering Unwanted Foreign Influence in Department-funded Research at Institutions of Higher Education](#), that includes a Policy for Risk-Based Security Reviews of Fundamental Research and associated Decision Matrix. Under this new DoD policy and effective August 9, 2024, the DoD will deny funding if the proposing institution does not have a policy prohibiting participation in a MFTRP.

The [National Science Foundation \(NSF\) draft revised Proposal and Award Policies and Procedures Guide \(PAPPG\)](#) includes the definition of Malign Foreign Talent Recruitment Programs and explicitly prohibits participation of senior personnel in MFTRPs. All senior personal will be required to certify prior to proposal submission that they are not party to an MFTRP. In addition, the Authorized Organization Representative (i.e., the person who submits your proposals) will need to certify that all senior personnel associated with the proposal have been made aware of and have complied with their responsibility under that section to certify that they are not party to a malign foreign recruitment program.

In June 2019, the DOE issued the [DOE Order 486.1](#) that prohibits DOE employees, contractors, and certain subcontractors from currently or in the future participating in foreign talent recruitment programs of countries determined sensitive to DOE. To comply with federal regulations regarding the eligibility of federal research funding, Old Dominion University will:

1. Prohibit participation in malign foreign talent recruitment programs.
2. Require that Key Personnel or Covered Individuals comply with all sponsor policies and certification regarding MFTRP as they are developed and implemented and that disclosures are true, complete, and accurate to the best of the covered individual’s knowledge.
3. Require a Covered Individual to comply with federal research agency policies to:
  - a. Certify at proposal, and annually for the duration of the award, that they are not a party to a MFTRP, and
  - b. Disclose all participation in FTRP contracts, agreements, or other arrangements.
  - c. Certifications will not apply to awards made prior to August 9, 2022.
  - d. Old Dominion University must certify that Covered Individuals have been made aware of the requirements set forth in this policy.

## **Procedures**

Members of the Old Dominion University Board of Visitors, as appointed by the Governor, shall abide by the federal requirements regarding foreign influence. A board member shall not participate in a malign foreign talent recruitment program. Each board member has an obligation to disclose all foreign program affiliations when appointed and annually thereafter on or before February 1.

Disclosures are required from all faculty, and any ODU personnel:

1. who contribute in a substantive, meaningful way to the scientific development or execution of a research and development program proposed to be carried out with a research and development award from a federal research agency, and
2. any faculty who are designated as a Key Personnel or Covered Individual by the federal research agency concerned.

### Foreign Talent Recruitment Programs

1. Participation in FRTP must be fully disclosed on annual Conflict of Interest and Conflict of Commitment form in accordance with [University Policy 5201, Individual Research Conflict of Interest and Commitment](#).
2. Researchers engaged in federally funded research are required to disclose current or pending participation in, or applications to, an FTRP to the federal research agency in accordance with that agency's requirements. Requirements may include disclosure of the FTRP in the Biographical Sketch or Curriculum Vitae (CV) and/or in other/current and pending support documents.
3. Federal research agencies may require implementation of mitigation strategies related to the FTRP before awarding a proposal to the University (e.g., Department of Defense Policy for Risk-Based Security Reviews of Fundamental Research). Mitigation strategies could include, but are not limited to, training, increased frequency of required reporting, and/or replacement of personnel on the project.

### Malign Foreign Talent Recruitment Programs

1. Participation in MFTRP must be fully disclosed on annual Conflict of Interest and Conflict of Commitment forms in accordance with [University Policy 5201, Individual Research Conflict of Interest and Commitment](#).
2. Federal research agencies may require certification that each covered individual is not a party to an MFTRP in the proposal submission, and annually thereafter for the duration of the award.
3. Old Dominion University shall certify that covered individuals have been made aware of the requirement.

Prior to the University certification of the disclosures on any federal awards, Old Dominion University Research Security and Export Controls will perform open-source "due diligence" checks to verify the information provided in the conflict of interest disclosure.

The Rector called the Committee members' attention to the legislation effective July 1 regarding the composition of the Health Sciences Center Board of Directors, noting the requirement of the Rector to appoint four members to the Board. Murry Pitts said that he

intends to appoint Rob Broermann, Keith Newby, and Bruce Bradley to serve along with himself as the Board’s representatives to the Board of Directors. Mr. Wilson noted a change to the legislation will take effect July 1 that will reduce the number of EVMS Board members to seven. Board appointments will be staggered, with the Board of Visitors’ appointees serving two years. The chair and vice chair of the Board will be elected by the body.

The Committee continued its discussion on in-person vs. virtual attendance at Board meetings. The sections of the Bylaws and Board Policy 1107 provided by Al Wilson address removal of members who do not attend meetings and the number of meetings a board member can attend remotely. President Hemphill added that the Board should maintain flexibility in its policy to recognize that there are times when a Board member may need to miss a meeting. It was suggested that this topic be covered during the orientation for new Board members.

### **STUDENT REPRESENTATIVE REPORT**

Raquan “Ray” Griffin, student representative to the Board of Visitors, introduced himself and shared his goals for the upcoming year - student mental health and student awareness of resources. He noted that he will work towards these goals through engagement with students, including active participation in events, open forums, and tabling (personal connections to discuss his role). He asked Board members how he could help them better understand the student experience.

Ms. Dickeski suggested that Board members would benefit from hearing feedback he learns from students. The Rector asked that he make this a standing item on each of his reports to the Board, such as “here is what is on the students’ minds.”

### **FACT PACK DISCUSSION**

Rector Bradley said that the Secretary of Education distributed a “Fact Pack” a couple of months ago and it was distributed to Board members. He asked Chad Reed, Vice President for Administration and Finance and Chief Financial Officer, to provide a summary of key issues, what we are doing well, and where there are opportunities for improvement. Although not requested, he feels that a response to the Secretary of Education would be in the institution’s best interest to do so.

Vice President Reed provided background on the Six-Year Plan, noting that plans are reviewed by the “Op-Six” group comprised of policymakers and staff across the legislative and executive branches, specifically, the Secretary of Finance, Secretary of Education, Director of Department of Planning and Budget, Executive Director of SCHEV, staff director of the House Committees on Appropriations and the staff director of the Senate Committee on Finance and Appropriations. In 2023, the “OP-Six” brought in Boston Consulting Group to independently review data across three major categories: enrollment, program alignment and performance, and financial effectiveness and sustainability. Data was compiled into a Fact Pact presentation for each institution and used to guide the discussions with the “Op-Six during the Six-Year Plan meeting.

Vice President Reed discussed the benefits and drawbacks on the Fact Pack and stated that it provides a useful starting point for discussion but could be improved with additional context in key areas. He added that not every institution shares the same level of information with their Boards. He shared the key metrics of enrollment volume and composition, program alignment and performance, and financial effectiveness and sustainability. He noted that the Fact Pack demonstrates ODU's commitment to limiting personnel and salary growth to maintain value for students. He also described the University's Cost of Attendance over time and comparison with peer institutions.

Mr. Reed shared expenditure data but noted that there is inconsistent levels of analysis. He provided a comparison of E&G service areas to E&G programs, noting that service areas are at a more granular level than programs and some programs only have one service area. He showed a program comparison with aggregated data to produce a more consistent level of analysis, and the impact of COVID in fiscal years 2021 and 2022 that inflate institutional support expenditures.

Rector Bradley thanked Vice President Reed and made several observations: E&G expenditures for students have increased an average of 5% per year statewide, but 3% for ODU. There is a view that higher education has been "bloating" expenses in administration but that is a good number in our favor. Additionally, the diversity of our student body is a highlight, where the percentage of African-American students at ODU is 34% but statewide is only 10%. Pell students make up 27% of the student body statewide but Old Dominion serves 40% of Pell eligible students. In-state students comprise 80% of ODU's student body but statewide its 78%. Digital students make up 31% of the student body, which he believes is the highest number in the State. So, it appears that ODU is leading the pack and there is a lot to be proud of.

President Hemphill shared areas of focus for the upcoming year that align with the Strategic Plan. These include retention and graduation rates; decrease the admit rate, the new scholarship model for high school valedictorians and salutatorians; implementing the recommendations of the National Institute of Student Success (NISS), and improving reserve ratios. The merger with EVMS and the inclusion in the "research triangle will also increase research opportunities. Vice President Reed noted that the Fact Pack is on the agenda for next week's meeting of his statewide peers and will discuss a coordinated response.

## **REPORTS OF STANDING COMMITTEES**

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

Ms. Toykea Jones, chair of the Academic and Research Advancement Committee, reported that the Committee discussed in closed session a recommendation for dual employment. The following resolution was brought forth as a recommendation of the Academic and Research Advancement Committee and was approved by all members present and voting (*Allen, Bradley, Corn, Dickeski, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

## RESOLUTION APPROVING DUAL EMPLOYMENT

**Whereas**, pursuant to Virginia Code §2.2-3106(C)(2) immediate family members may both work at Old Dominion University if (i) they are engaged in teaching, research, or administrative support positions, (ii) this Board finds it is in the best interests of Old Dominion University to allow the dual employment, and (iii) the immediate family member does not have sole authority to supervise, evaluate or make personnel decisions regarding the other, and

**Whereas** the following individuals both work in the Office of Enterprise Research and Innovation, neither has authority to evaluate, supervise or make personnel decisions regarding the other,

Yiannis Papelis and Ginger Watson-Papelis, husband/wife

**Be it Resolved** that the Board of Visitors of Old Dominion University finds that it is in the best interests of the University and the Commonwealth for the dual employment of the above named to exist.

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

Committee members approved the appointment of thirty-five faculty members, six emeriti appointments, and the appointments of EVMS faculty and ODU faculty upon integration. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by all members present and voting (*Allen, Bradley, Corn, Dickeski, 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>Nasreen M. Arif</b> Lecturer, Department of Computer Science	\$65,000	7/25/24	10 Mos

Ms. Arif received an M.S. in Computer Science from Old Dominion University and a B.S. in Computer Engineering from Sir Syed University of Engineering & Technology, Pakistan. Previously she was a lecturer in the Department of Computer Science at Old Dominion University as a restricted/emergency hire. (Appointment is contingent upon successful work authorization; No longer restricted/emergency hire).

Effective



<u>Name and Rank</u>	<u>Salary</u>	<u>Date</u>	<u>Term</u>
<b>Kathryn C. Bennett</b> Lecturer, Department of English	\$51,081	7/25/24	10 Mos

Dr. Bennett received a Ph.D. in American Studies from The College of William and Mary, an M.A. in English from Boston College, and a B.A. in English from Montana State University. Previously she was an Instructor in the Department of English at Old Dominion University. (No Longer Restricted Hire).

<b>Kuntal Bhattacharyya</b> Professor, School of Supply Chain, Logistics & Maritime Operations	\$230,000	7/25/24	10 Mos
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Dr. Bhattacharyya received a Ph.D. in Operations Management from Kent State University, an MBA in Management from the University of Akron, an M.S. in Electrical Engineering from The University of Texas at Arlington and a B.S. in Electrical & Electronics Engineering from Kuvempu University, India. Previously he was a Professor of Operations & Supply Chain Management in The Scott College of Business at Indiana State University. (\$25,000 stipend provided for serving as Director of the School of Supply Chain, Logistics, & Maritime Operations).

<b>Kim E. Bullington</b> Assistant Professor, Department of Educational Foundations & Leadership (Tenure Track)	\$75,000	7/25/24	10 Mos
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Dr. Bullington received a Ph.D. in Higher Education, an Ed.S. in Educational Leadership, an M.S. in Applied Linguistics, and a B.A. in French all from Old Dominion University. Previously she was an Adjunct Associate Professor at Old Dominion University in the Department of Educational Foundations and Leadership

<b>Alexandra N. Cumbie</b> Lecturer, Department of Biological Sciences (Restricted)	\$72,916	5/10/24	12 Mos
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Dr. Cumbie received a Ph.D. in Biomedical Sciences from Old Dominion University and a B.S. in Biology from Virginia Polytechnic Institute and State University (Virginia Tech). Previously she was a Biology Instructor at ECPI University in Newport News, VA.

<b>Adam J. Fix</b> Lecturer, Department of Human Movement Sciences	\$62,000	7/25/24	10 Mos
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Dr. Fix received a Ph.D. in Environmental Studies from SUNY College of Environmental Science and Forestry, an M.S. in Animal Behavior, Ecology, and Conservation from Canisius College and a B.A. in Philosophy from the University of Buffalo. Previously he was a Visiting Assistant Professor in the Environmental Studies & Writing Program at Denison University.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
<b>Samuel D. Gedon</b> Lecturer, Department of Mathematics & Statistics	\$56,100	7/25/24	!0 Mos

Mr. Gedon received an M.S. in Computational and applied Mathematics and a B.S. in Mathematics from Old Dominion University. Previously he was a Lecturer in the Department of Mathematics & Statistics at Old Dominion University. (No longer emergency hire).

<b>Philippe J. Giabbanelli</b> Research Professor, Virginia Modeling, Analysis & Simulation Center	\$185,000	7/25/24	12 Mos
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Dr. Giabbanelli received a Ph.D. and an M.Sc. from Simon Fraser University, British Columbia, and a B.S. in Computer Science from the Université Côte d'Azur, France. Previously he was an Associate Professor in the Department of Computer Science and Software Engineering at Miami University.

<b>Nirmala Karunarathna</b> Lecturer, School of Data Science	\$70,000	7/25/24	10 Mos
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Dr. Karunarathna received a Ph.D. in Molecular Genetics, and an M.S. in Biology both from Texas State University, and a B.S. in Botany, Chemistry, and Zoology from the University of Peradeniya, Sri Lanka. Previously she was a Student Success Advisor in the Department of Computer Science at Old Dominion University.

<b>Carolyne M. King</b> Assistant Professor, Department of English (Tenure Track)	\$74,000	7/25/24	10 Mos
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Dr. King received a Ph.D. in English: Rhetoric & Composition and an M.A. in English from the University of Delaware, an M.Ed. in Curriculum & Instruction: Higher Education Leadership from Salisbury University, and a B.A. in English from The University of Scranton. Previously she was the Director of First Year Writing in the Department of English at Salisbury University. (Dr. King will hold the designation of Director of WAC/WID & STEM Initiatives for the Writing Center).

<b>Bruce D. McDonald, III</b> Professor, School of Public Service	\$160,000	12/25/24	10 Mos
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Dr. McDonald received a Ph.D. in Public Administration and Policy from Florida State University, an M.Sc. in Economic History from the London School of Economics, UK, and a B.A. in Communications from Mercer University. Previously he was a Professor of Public Budgeting and Finance in the Department of Public Administration at North Carolina State University and a Fellow at the International Centre of Public Accountability at Durham University. (\$20,000 stipend for serving as the Director of the School of Public Service).

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
<b>Jefferson M. Moody</b> Senior Lecturer, School of Community & Environmental Health	\$75,000	7/25/24	10 Mos

Dr. Moody received a Doctorate in Defense and Strategic Studies (DDSS) from Missouri State University, an M.S. in Public Health from the Uniformed Services University of Health Sciences, a B.S. in Environmental Health and a B.S. in Biology and Chemistry both from Old Dominion University. Previously he was a Lecturer at the Navy Medicine Professional Development and Leadership Command.

<b>Santosh Kumar Nukavarapu</b> Lecturer, Department of Computer Science	\$70,000	7/25/24	10 Mos
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Dr. Nukavarapu received a Ph.D. in Computer Science from Virginia Commonwealth University, an M.S. in Computer Science from Old Dominion University and a B. Tech in Computer Science and Engineering from Jawaharlal Nehru Technological University, India. Previously he was Data Scientist and Technical Writer for Primasoft/Navitas in Washington, D.C. (Appointment is contingent upon successful work authorization; No longer restricted/emergency hire.)

<b>William R. Pearson</b> Lecturer, F. Ludwig Diehn School of Music	\$52,000	7/25/24	10 Mos
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Dr. Pearson received a D.M.A. in Composition Studies from the University of Illinois at Urbana-Champaign, an M.Mus. in Music Composition and B.Mus. in Composition Studies from the State University of New York at Purchase. Previously he was an Assistant Professor of Music in the School of Music at DePauw University.

<b>Md Masud Rana</b> Lecturer, Department of Computer Science	\$72,000	7/25/24	10 Mos
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Dr. Rana received a Ph.D. in Computer Science and Engineering from the University of Technology Sydney, Australia, and M.S. in Computer Science and Engineering from Kyung Hee University, Seoul, South Korea, and a B.S. in Computer Science and Engineering from Khulna University in Engineering & Technology, Bangladesh. Previously he was a Research Assistant Professor in the School of Cybersecurity at Old Dominion University.

<b>Pratip Rana</b> Assistant Professor, Department of Computer Science (Tenure Track)	\$105,000	7/25/24	10 Mos
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Dr. Rana received a Ph.D. in Computer Science from Virginia Commonwealth University, an M. Tech in Nano Science & Technology from Jadavpur University, India, and a B. Tech from West Bengal University of Technology, India. Previously he was a Research Scientist at the US Army ERDC/Bennett.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
<b>Richard S. Roane, Jr.</b> Instructor, University Libraries	\$87,500	7/25/24	12 Mos

Mr. Roane received an M.S. in Library Science from the University of North Texas and a B.S. in Political Science and English from James Madison University. Previously he was an Electronic Resources Librarian at Northern Virginia Community College.

<b>Sandip Roy</b> Research Assistant Professor, School of Cybersecurity (Restricted)	\$80,000	7/25/24	10 Mos
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Dr. Roy received a Ph.D. in Information Technology from the Jadavpur University, West Bengal, India, an M. Tech in Computer Science and Engineering from Netaji Subhash Engineering College, Kolkata, India, and a B. Tech in Information Technology from Netaji Subhash Engineering College. Previously he was a Postdoctoral Research Associate at the Virginia Modeling, Analysis, and Simulation Center at Old Dominion University. (Appointment is contingent upon successful work authorization.)

<b>Sumaya Sanober</b> Lecturer, Department of Computer Science	\$70,000	7/25/24	10 Mos
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Dr. Sanober received a Ph.D. in Computer Science from Sri Padmavati University, India, a Masters in Computer Applications (MCA) and a B.Sc. in Computer Science from Osmania University, India. Previously she was a Lecturer in the Department of Computer Science at Prince Sattam bin Abdul Aziz University, Saudia Arabia. (Appointment is contingent upon successful work authorization.)

<b>Wai Yan Siu</b> Research Assistant Professor, Institute For Coastal Adaptation & Resilience	\$130,000	5/25/24	12 Mos
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Dr. Siu received a Ph.D. in Economics from Utah State University, an M.S. in Economics, and a B.S. in Economics Science both from Washington State University. Previously she was a Research Analysis Specialist at the Public Utilities Commission in the State of Minnesota. (Appointment is contingent upon successful work authorization)

<b>Jonathan S. Takeshita</b> Assistant Professor, School of Cybersecurity (Tenure Track)	\$105,000	12/25/24	10 Mos
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Dr. Takeshita received a Ph.D. and an M.S. in Computer Science and Engineering from the University of Notre Dame, a B.S. in Engineering from the University of Michigan and a B.A. in Combined Engineering and Music from Albion College. Previously he was a Software Engineer at Cornami, Inc.

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
<b>Qing Tang</b> Assistant Professor, Department of Civil & Environmental Engineering (Tenure Track)	\$92,000	7/25/24	10 Mos

Dr. Tang received a Ph.D. in Civil Engineering from The Pennsylvania State University, an M.S. in Actuarial Science from Central University of Finance and Economics, China, and a B.S. in Information and Computing Science from Hubei University of Education, China. Previously she was a Postdoctoral Fellow in the School of Civil and Environmental Engineering at Georgia Institute of Technology. (Appointment is contingent upon successful work authorization).

<b>Lobat Tayebi</b> Professor, Department of Electrical & Computer Engineering	\$204,000	8/10/24	10 Mos
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Dr. Tayebi received a DPhil in Engineering Science from the Institute of Biomedical Engineering at the University of Oxford, UK, a Ph.D. in Applied Science from the University of California-Davis, an M.S. in Engineering Physics from McMaster University, Canada and a B.S. in Physics from Sharif University of Technology, Iran. Previously she was a professor at the Marquette University School of Dentistry which was a joint appointment with the Department of Mechanical Engineering. (\$25,000 stipend provided for serving as Inaugural Director for the Institute for Engineering Medicine, Health, & Human Performance).

<b>Miriam Thomas</b> Lecturer, Department of STEM Education & Professional Studies (Restricted)	\$58,000	7/25/24	10 Mos
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Dr. Thomas received an Ed.D. in Literacy and an M.L.S. in Library Science from Sam Houston State University and a B.S. in Mass Communication from Virginia Commonwealth University. Previously she was a Lecturer in the School of Library and Information Science at the University of Houston Clear Lake.

<b>Ambrosio Valencia-Romero</b> Assistant Professor, Department of Engineering Management & Systems Engineering (Tenure Track)	\$92,000	7/25/24	10 Mos
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Dr. Valencia-Romero received a Ph.D. in Systems Engineering from Stevens Institute of Technology, an M.Sc. in Mechanical Engineering from Recinto Universitario de Mayagüez, Puerto Rico, and a B.Sc. in Mechanical Engineering from Universidad del Atlántico – Barranquilla, Atlántico, Colombia. Previously he was a Postdoctoral Research Fellow at the Roux Institute at Northeastern University. (Appointment is contingent upon successful work authorization).

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
<b>Thomas Valva</b> Lecturer, Department of Computer Science	\$70,000	7/25/24	10 Mos

Mr. Valva received an MBA in Computing & Information Systems from Rutgers University and a B.A. in Business Administration and Finance from William Patterson University. Previously he was the Chief Technology Architect at ADP, Inc.

<b>Qianlong Wang</b> Assistant Professor, Department of Electrical & Computer Engineering (Tenure Track )	\$105,000	7/25/24	10 Mos
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Dr. Wang received a Ph.D. in Computer Engineering from Case Western Reserve University, an M.E. in Electrical Engineering from the Stevens Institute of Technology, and a B.E. in Automation Engineering from Wuhan University, China. Previously he was an Instructor at Towson University.

<b>Wanting Wang</b> Assistant Professor, Department of Civil & Environmental Engineering (Tenure Track)	\$92,000	7/25/24	10 Mos
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Dr. Wang received a Ph.D. in Structural Engineering from Colorado State University, an M.S. in Structural Engineering from the University of Colorado Denver, and B.S. in Civil Engineering from Jilin University, China. Previously she was a Postdoctoral fellow in Multi-Disciplinary Community Resilience Modeling at Colorado State University. (Appointment is contingent upon successful work authorization).

<b>Ginger S. Watson Papelis</b> Research Professor, Virginia Modeling, Analysis, & Simulation Center	\$185,000	5/25/24	12 Mos
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Dr. Watson received a Ph.D. in Instructional Design & Technology, Psychological and Quantitative Foundations from the University of Iowa, an M.S.Ed. in Curriculum and Instruction from Southern Illinois University, and a B.S. in Business Education from Southern Illinois University. Currently, she is the Director & Research Faculty in Instructional Training Systems Research and the Director of Advanced Cognition, Learning, & Performance Laboratory, Virginia Modeling Analysis & Simulation Center at Old Dominion University. (Dr. Watson is no longer a restricted/emergency hire).

<b>Dana L. Willner</b> Senior Lecturer, School of Data Science	\$82,000	7/25/24	10 Mos
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Dr. Willer received a Ph.D. in Biology and an M.S. in Biostatistics from San Diego State University. She also received a B.A. in Biology and a B.S. in Biomedical Engineering from Washington University. Previously she was an Associate Teaching Professor of Data Science at The College of William and Mary.

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<u>Name and Rank</u>	<u>Salary</u>	<u>Date</u>	<u>Term</u>
<b>Jaison L. Wynne</b> Lecturer, School of Kinesiology & Health Science	\$60,000	7/25/24	10 Mos

Mr. Wynne received an M.S. in Human Movement Sciences and a B.S. in Exercise Science from Old Dominion University. He is expected to receive a Ph.D. in Human Movement Sciences from Old Dominion University. Previously he was an Adjunct Faculty Member in the Department of Human Movement Sciences at Old Dominion University. (Rank is contingent upon successful completion of Ph.D. requirements by July 25, 2024)

<b>Xuping Xie</b> Assistant Professor, Department of Mathematics & Statistics (Tenure Track)	\$95,000	7/25/24	10 Mos
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Dr. Xie received a Ph.D. and an M.S. in Mathematics from Virginia Polytechnic Institute and State University (Virginia Tech), and a B.S. in Computation Science from Chengdu University of Information Technology, China. Previously he was a Postdoctoral Research Associate at Los Alamos National Laboratory. (Appointment is contingent upon successful work authorization).

<b>Kevin M. Yeager</b> Professor, Department of Ocean & Earth Sciences	\$150,000	7/25/24	10 Mos
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Dr. Yeager received a Ph.D. in Geology from Texas A&M University, an M.S. in Geology from the University of Toledo, and a B.S. in Geology from Edinboro University of Pennsylvania. Previously he was the Director of Graduate Studies in the Department of Earth and Environmental Studies at the University of Kentucky. (\$30,000 stipend provided for serving as Chair of the Department of Ocean & Earth Sciences).

<b>Lida Zeitlin-Wu</b> Assistant Professor, Department of Communication & Theatre Arts (Tenure Track)	\$70,000	7/25/24	10 Mos
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Dr. Zeitlin-Wu received a Ph.D. and an M.A. in Film & Media, and an M. A. in Comparative Literature all from the University of California, Berkeley, and a B.A. in Slavic Languages & Literatures from The University of Chicago. Previously she was a Postdoctoral Research Fellow at the Digital Studies Institute in the University of Michigan. (Joint appointment with the Institute of Humanities).

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### EMERITUS/EMERITA APPOINTMENTS

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the title of emeritus/emerita for the following faculty members and faculty administrators. A summary of their accomplishments is included.

<u>Name and Rank</u>	<u>Effective Date</u>
Sushil Chaturvedi Professor Emeritus of Mechanical & Aerospace Engineering	June 1, 2024
Rod Evans Senior Lecturer Emeritus of Philosophy & Religious Studies	July 1, 2024
Deborah Gray Clinical Associate Professor Emerita of Nursing	August 1, 2024
Moustafa Moustafa Professor Emeritus of Engineering Technology	July 1, 2024
Rocco Schiavilla Eminent Scholar Emeritus and Professor Emeritus of Physics	August 1, 2024
Karen Vaughan Faculty Administrator Emerita, University Libraries	August 1, 2024

### **Sushil K. Chaturvedi**

Sushil K. Chaturvedi received a B.S. in Mechanical Engineering from Indian Institute of Technology Kharagpur, an M.Sc. in Fluid-Thermal Engineering from Case Institute of Technology, and a Ph.D. in Mechanical Engineering from Case Western Reserve. He joined Old Dominion as an assistant professor in 1978 and served the Mechanical & Aerospace Engineering Department for 46 years. Dr. Chaturvedi served as Department Chair for 7 years, during which he hosted a successful ABET visit that resulted in full accreditation of the BSME program. Recognition of his accomplishments in teaching, research and service include the Outstanding Faculty Award from the State Council of Higher Education for Virginia, ODU's Outstanding Researcher Award, ODU's Tonelson Faculty Award, and received the Virginia Engineering Educator Award, the Pletta Award. He was also named a Fellow of the American Society of Mechanical Engineers for his service to the profession and received 6 NASA achievement awards.

Dr. Chaturvedi served as the Graduate Program Director (GPD) for 7 years and Chief Department Advisor (CDA) for 23 years, advising and mentoring over 2,000 undergraduate students. He supervised and graduated approximately 40 graduate students, including 6 doctoral students at Old Dominion University.

Dr. Chaturvedi secured nearly \$3 million in grants and contracts, including a \$1 million grant from NSF. He also published over 100 technical papers in peer-reviewed journals and conference proceedings, and co-invented two US patents.

### **Rod Evans**

Rod Evans received a B.A. in Philosophy from Old Dominion University and an M.A. and a Ph.D. in Philosophy from the University of Virginia. He joined ODU as a Lecturer in 2007 and in 2013 was promoted to senior lecturer. The promotion committee and the data they examined revealed



that students consistently praised him for his knowledge, eloquence, enthusiasm, humor, organization, and concern for them. His awards include Outstanding Teacher of the Year for Students with Disabilities and the Armada Hoffler Weekend College Teaching Award. Dr. Evans has taught many courses over his time at ODU, most of which have contributed to our General Education curriculum, both online and in person. His most significant instructional contributions in recent years have been PHIL 110P: *Introduction to Philosophy*, PHIL 303E: *Business Ethics*, and PHIL 345E: *Bioethics*.

Dr. Evans has also published 18 books for a general audience with publishers such as Perigee (an imprint of Penguin Books), St. Martin's Press (an imprint of Macmillan), Warner Books (an imprint of Hachette), and Open Court, including *The Gilded Tongue: Overly Eloquent Words for Everyday Things* (Writer's Digest, 2006), *The Artful Nuance: A Refined Guide to Imperfectly Understood Words in the English Language* (Perigee, 2009), *Legalized Gambling: For and Against* (Open Court, 1998), *Matching Wits with the Million-Dollar Mind: The World's Hardest Trivia Quizzes from America's First Quiz Show Millionaire* (Berkley, 2002), *Tyrannosaurus Lex: The Marvelous Book of Palindromes, Anagrams, and Other Delightful and Outrageous Wordplay* (Perigee, 2012), and *Sorry, Wrong Answer: Trivia Questions That Even Know-It-Alls Get Wrong* (Perigee, 2010).

### **Deborah Gray**

Dr. Deborah Gray, FNP-C, RN, FAANP, FAAN a Clinical Associate Professor in the School of Nursing, received her undergraduate degree from the University of North Carolina (1980), Master of Science from McGill University (1986), and Doctorate in Nursing Practice (2012) and Post-Masters Certificates in Nursing Education (2013) and Global Health (2018) from Old Dominion University. During her 13 years teaching at ODU, she has served in several leadership roles in the School of Nursing, chaired doctoral research for 25 students, presented (54 scholarly presentations) nationally and internationally, and published widely (140 scholarly citations) including 3 book chapters. She has received awards at ODU for innovative teaching and outstanding professional service and was selected as an Entsminger Entrepreneurial Education Fellow and as a US Fulbright Scholar.

Dr. Gray was also awarded the ODU Provost's Award for Leadership in International Education for her contributions to global health and education as well as her work fostering significant partnerships and increasing ODUs's visibility on the international stage. As an expert advisor with a United Nations Foundation (UNF) team, she guided a Student Global Health Policy Fellowship, completed by nurses and other disciplines from ODU and 53 different universities. Additionally, Dr. Gray co-developed international rotations for students at ODU, enabling them to have clinical experiences in other countries, and was instrumental in developing, and receiving continuing grant funding for the first interprofessional global health service-learning study abroad program at ODU, continued yearly since 2015. As a Fulbright Scholar (2018-19) at the University of Botswana and University of Ghana-the only nurse selected for an award in Sub-Saharan Africa, she introduced distance learning enabling nurses to pursue continent-wide advanced practice nursing education. As a result of her continued efforts, these institutions were able to continue educating nurses and other health care professionals once the pandemic started, further impacting critical health care workforce in Africa. Her work with the African universities and WHO towards expanding care through mobile devices and telehealth education for providers in rural Botswana contributed to expanding health care delivery to over 20,000 vulnerable patients. She also served as an advisor for the US Agency for International Development's policy guidelines on Gender Equality and

Promoting Women's Empowerment which aided projects in 21 low-income countries. She has served on the International Board of the American Red Cross and the Board of the international NGO Colleagues in Care.

She has provided further partnerships and leadership in the advancement of nursing scholarship and education in the USA serving on the National DNP Curriculum Leadership Committee, and worldwide as Research Chair for International Council of Nurses (ICN) Advanced Practice Nursing (APN) Network based in Geneva, where she led cutting edge policy work in the mapping of APN competencies needed to assist countries in developing APN roles, and authored the international educational recommendations in the ICN Guidelines for Global Nurse Prescribing. Subsequently appointed as Deputy Director of the ICN Academy of Advanced Practice Research and Enterprise, she has furthered collaborations initiated with African nursing and regulatory leaders during the Fulbright, to lead an initiative between ICN, WHO, and other key stakeholders to develop advanced nursing education and roles in Africa to address the primary health care shortage. Based on her leadership and impact on national and global health care, nursing education, policy, practice, and scholarship Dr. Gray has been recognized as an inductee in both honorific societies, the Fellows of the American Academy of Nursing, and the Fellows of American Association of Nurse Practitioners.

### **Moustafa Moustafa**

Professor Moustafa joined the Mechanical Engineering Technology department at Old Dominion University in Norfolk, Virginia in August 1979. Professor Moustafa received his BS in Mechanical Engineering from the Higher Institute of Technology in Egypt in 1964. He received a Master of Engineering degree in Machine Design from the University of Illinois, 1976 (Mechanical and industrial Engineering Dpt.) and another Master of Engineering in Structures and Stress Analysis from the University of Illinois in 1979 (Aeronautical and Astronautical Engineering Dpt.).

Moustafa completed the Ph.D. course requirements in Structural Analysis in Civil Engineering at Old Dominion University. Professor Moustafa's interest is in the area of Mechanical Systems design such as computer-aided design, computer graphics, 3-D solid modeling, stress analysis and design for safety. As a certified manufacturing engineer, Professor Moustafa is active in professional societies such as SME, ASME, ASEE.

During his 45 years career at Old Dominion University, Moustafa has served in many executive capacities, received numerous awards, and presented several papers in scientific conferences.

Moustafa received the Frank Batten award for industrial partnering, received numerous student awards for favorite professor in engineering, and numerous service recognition awards from professional organizations.

Moustafa founded the Autodesk authorized training center at Old Dominion University and served as its director for 15 years. Moustafa taught several hundred continuing education classes training professionals in AutoCAD and other Autodesk software products.

As a consultant, Professor Moustafa has worked with local and out of state companies on projects such as stress analysis for a local locomotive manufacturing company to solve a problem on failure of the main shaft, analysis for a computer security company in New York for work done in Saudi Arabia, transformed a medium size machine shop from traditional manufacturing processes to

CAD-CAM. He also participated in a number of projects with the Technology Application Center at Old Dominion University.

Professor Moustafa has served as an independent expert witness in court cases involving industrial safety issues.

### **Rocco Schiavilla**

Rocco Schiavilla received his "Laurea in Fisica" from the University of Pisa, Italy, and Ph.D. in Theoretical Nuclear Physics from the University of Urbana-Champaign. After postdoctoral appointments at the DPhN/He in Saclay, France, and at Argonne National Laboratory as the Enrico Fermi Scholar, and a brief stint as a staff scientist at the INFN Lecce branch, Italy, he assumed an assistant professorship in the ODU Physics Department and, jointly, a staff scientist position in the JLab Theory Center in 1993, advancing to the rank of, respectively, professor and senior staff scientist in 2002. He was the interim Director of the JLab Theory Center in 2002-2003 and was designated an ODU eminent scholar in 2006. Recognition of his accomplishments in research, teaching, and service include, among others, the fellow designation from the Division of Nuclear Physics of the American Physical Society in 2002, the Faculty Research Achievement award from ODU in 2006, the chairmanship of the Few-Body Topical Group of the American Physical Society in 2002-2006 and of its Bonner Prize Committee in 2016, and the Excellence in Graduate Teaching Award from the ODU Graduate School in 2021. He has been a member of the editorial boards of the Physical Review C and Few-Body Systems.

Over the last three decades or so, Rocco Schiavilla has served as director of M.S. and Ph.D. research for 9 students in the ODU Physics Department and as research supervisor for 7 postdoctoral fellows in the JLab Theory Center. Many of these former students and postdocs are now in academic positions in universities and national labs in the US and abroad, in Italy, Germany, and Brazil.

Rocco Schiavilla's research work deals with the fundamental issues of understanding and explaining the structure and dynamics of nuclei from the underlying strong interactions among the nucleons, and the response of nuclei to electromagnetic and weak probes as it emerges from the coupling of these probes to individual nucleons and many-body clusters of them. He has over 170 publications, including refereed papers and published proceedings, and over 130 seminars, colloquia, and invited talks in conferences and workshops with no proceedings. According to Google Scholar, his publications have been cited over 16,500 times with an H-index of 63.

### **Karen Vaughan**

Karen Vaughan earned a BA in English from the University of California, Los Angeles, MLIS from the University of California, Berkeley, and MA in English from San Diego State University. She joined the ODU Libraries in 1988 as the Automated Reference Center Coordinator and has served in several roles within the Libraries over her 36 years of service, including Digital Initiatives Librarian, Digital Services Coordinator, Electronic Resources Coordinator, and Reference Librarian/Bibliographer. Since 2018 has been the Head of Scholarly Communication and Scholarly Publishing. She was promoted to Librarian III in 1998 and to Librarian IV in 2022. Ms. Vaughan has been recognized for her service to the University many times, including as ODU's Librarian of the Year in 2013, 2009, 1998, and 1994. She won the University Women's Caucus Award in 2009 for her service to that organization.

Ms. Vaughan's contributions to helping the Libraries integrate emerging technologies into our services cannot be overstated. She led the way in bringing networked research database services to our users. This was first done through local area network (aka the Automated Reference Center) and later through the Libraries' first rudimentary web site. A full decade before the Libraries hired our first professional archivist, Ms. Vaughan was digitizing archival content so more users could access it. While this work has become much more specialized over time, Ms. Vaughan's willingness to dive into information technology during the early growth of networks and the World Wide Web carried the Libraries forward during periods of great uncertainty.

In addition to her contributions in librarianship, Ms. Vaughan has an extensive resume of library instruction, primarily in the form of non-credit workshops on scholarly tools and methods including literature reviews, Google Scholar, EndNote, copyright, incorporating multimedia into scholarship, and many more. While librarians at ODU are not expected to publish extensively, Ms. Vaughan has one book chapter and one journal article to her credit, and currently serves as an Editorial Assistant for the Virginia Journal of Science. More relevant to her daily work are the roughly twenty exhibitions, digital collections, research guides, and official reports she has created during her tenure. These digital collections and exhibitions tell the story of the University and Hampton Roads on topics such as school desegregation in Virginia, coastal resilience, history of the local performing arts community, women's contributions to ODU and the history of the Women's Center, the ODU Annual Literary Festival, and others. Her curriculum vitae lists over fifty presentations on research related to scholarly communication, scholarly publishing, research impact measures, sustainable scholarship, data management and planning, predatory publishing, digital collections, information literacy, and more.

Ms. Vaughan has maintained an active and effective service profile from her very first years at ODU. Her curriculum vitae includes dozens of library committees, campus service including the Graduate Administrators Council, Research and Scholarly Data Governance Committee, SACSCOC Executive Committee, Faculty Senate, Open Education Resources Committee, University Women's Caucus, ODU Online Task Force, Strategic Planning Committee, 85th Anniversary celebration team, ePortfolio Committee, Ethics and Responsible Conduct Steering Committee, and many others. At the state level, Ms. Vaughan has been an active participant in committees, advisory boards, and interest groups for Virtual Library of Virginia, Virginia Research Libraries, and Virginia Tidewater Consortium.

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**RESOLUTION BY THE OLD DOMINION UNIVERSITY BOARD OF VISITORS  
APPROVING THE APPOINTMENTS OF THE EASTERN VIRGINIA MEDICAL  
SCHOOL (EVMS) SCHOOL OF MEDICINE AND SCHOOL OF HEALTH  
PROFESSIONS FACULTY TO THE  
OLD DOMINION UNIVERSITY FACULTY UPON INTEGRATION**

WHEREAS, all EVMS faculty become faculty at ODU upon integration; and

WHEREAS, the Board of Visitors of Old Dominion University formally recognizes that in March of 2023, the faculty of the EVMS School of Medicine (SOM) and School of Health Professions (SHP), as well as the Eastern Virginia Medical School Board of Visitors, approved the appointment, promotion, and tenure policies and acknowledged the ODU policies that will govern them upon integration; and

WHEREAS, in the policies and procedures of Old Dominion University an appointment is not considered final until it has been approved by the Board of Visitors of Old Dominion University; and

WHEREAS, over the past 24 months, the Division of Academic Affairs at Old Dominion University and the Office of Faculty Affairs at the Eastern Virginia Medical School have engaged in discussions and reviews to create pathways for faculty of the Eastern Virginia Medical School faculty, upon integration, to become members of the ODU academic community.

THEREFORE, BE IT RESOLVED, the Board of Visitors of Old Dominion University formally recognizes and approves the attached appointments of EVMS SOM and SHP faculty upon integration; and

BE IT FURTHER RESOLVED, the Board of Visitors recognizes and acknowledges that existing ODU policy and criteria for academic rank (tenure-track and non-tenure-earning faculty ranks) has been used with input from Eastern Virginia Medical School leadership to align the EVMS faculty ranks with ODU faculty ranks and that additional reviews of policies may be needed to update definitions, terms, and eligibility requirements for ranks and titles.

**Rationale:** This resolution formally approves the appointments of SOM and SHP faculty upon integration. It acknowledges that University faculty members play a critical role in advancing the teaching, research, scholarship, engagement, and service mission of the institution. Consistent with university's commitment to fairness, equity, and transparency, the resolution acknowledges ongoing efforts and plans to review applicable ODU policy and criteria for academic ranks to align EVMS faculty positions/titles with similar positions and ranks at ODU.

EVMS Faculty Master List						
Title	First Name	Middle Initial/Name	Last Name	Department	Current Rank	Term
Mrs.	Sarah	B.	Pitzen	Art Therapy Program	Adjunct Instructional Faculty	3 Years
Miss	Kerry	A.	Kruk-Borisov	Art Therapy Program	Assistant Professor	1 Year
Mr.	Edward	S.	Powers	Art Therapy Program	Assistant Professor	1 Year
Mr.	James	L.	Thompson	Art Therapy Program	Assistant Professor	1 Year
Dr.	Judy	T.	Jankowski	Art Therapy Program	Assistant Professor	2 Years
Miss	Laura		Maloney	Art Therapy Program	Assistant Professor	2 Years
Dr.	Eileen	K.	Douglas	Art Therapy Program	Associate Professor	3 Years
Miss	Robin	D.	Afton	Art Therapy Program	Instructor	1 Year
Dr.	Janet	K.	Kempf	Art Therapy Program	Instructor	1 Year
Dr.	Mary	R.	Roberts	Art Therapy Program	Professor	3 Years
Dr.	Matthew	G.	Bernier	Art Therapy Program	Professor	3 Years
Dr.	William	L.	McPheat	Biomedical Sciences PhD Program	Adjunct Instructional Faculty	3 Years
Dr.	Amanda	F.	Quillin	Doctor of Health Sciences Program	Assistant Professor	1 Year
Dr.	Gregory	T.	Scott	Doctor of Health Sciences Program	Associate Professor	3 Years
Dr.	Vincent	A.	Rhodes	Doctor of Health Sciences Program	FT Staff with Adjunct Appt	3 Years
Dr.	Julie	E.	Stoner	Doctor of Health Sciences Program	FT Staff with Adjunct Appt	3 Years
Dr.	LaTonya	D.	Hughes	Master of Healthcare Administration Program	Adjunct Instructional Faculty	3 Years
Dr.	Glenn	A.	Yap	Master of Healthcare Administration Program	Associate Professor	2 Years
Dr.	Frank	A.	Lattanzio	Master of Laboratory Animal Science Program	Adjunct Instructional Faculty	3 Years
Miss	Tracy		Parker	Master of Laboratory Animal Science Program	Adjunct Instructional Faculty	3 Years
Dr.	Megan	A.	Taliaferro	Master of Laboratory Animal Science Program	Adjunct Instructional Faculty	3 Years
Dr.	Alireza		Hosseini	Master of Laboratory Animal Science Program	Associate Professor	3 Years

Dr.	Kristine	D.	Coleman	Master of Laboratory Animal Science Program	Instructor	1 Year
Miss	Julie	E.	Martin	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Megan	D.	Adams	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Emily	L.	Bosch	Master of Physician Assistant Program	Assistant Professor	1 Year
Mr.	Gerald	F.	Dominick	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Cecil	V.	Gandia	Master of Physician Assistant Program	Assistant Professor	1 Year
Dr.	Jessica	E.	Gardner	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Sandra	J.	Layden	Master of Physician Assistant Program	Assistant Professor	1 Year
Mr.	Michael	P.	Malone	Master of Physician Assistant Program	Assistant Professor	1 Year
Dr.	Robert	A.	Moran	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	January-Jill	V.	Ogoy	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Mary Katherine		Pratt	Master of Physician Assistant Program	Assistant Professor	1 Year
Mr.	Kevin	F.	Rebeck	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Heather	B.	Richardson	Master of Physician Assistant Program	Assistant Professor	1 Year
Mr.	David	D.	Taylor	Master of Physician Assistant Program	Assistant Professor	1 Year
Dr.	Brooke	B.	Thomas	Master of Physician Assistant Program	Assistant Professor	1 Year
Dr.	Vishal	A.	Vasavada	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Jennifer	M.	Burke	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Anthony	C.	Cetrone	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Dennis	M.	Cruff	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Tammy	J.	DiChiara	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Cynthia	E.	Dorr	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Andrea	M.	Edwards	Master of Physician Assistant Program	Assistant Professor	2 Years
Mr.	Michael	P.	Fogel	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Tamara	N.	Graham	Master of Physician Assistant Program	Assistant Professor	2 Years
Mr.	Andrew	C.	Gray	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Michael	L.	Gross	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Sarah	C.	Harter	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Abdul	H.	Jamaludeen	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Amanda	M.	Jernigan	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Christian	H.	Joyner	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Carrie	G.	Kinas	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	David	K.C.	Langille	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Raul	A.	Rodriguez	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Deanna	R.	Salyer	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Soham	G.	Sheth	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Bobbie	J.	Sperry	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Dawn	P.	Vitto	Master of Physician Assistant Program	Assistant Professor	2 Years
Miss	Stephanie	N.	Zeiber	Master of Physician Assistant Program	Assistant Professor	2 Years
Mrs.	Angela	J.	Cerezo	Master of Physician Assistant Program	Assistant Professor	1 Year
Dr.	Lauren	K.	Paluch	Master of Physician Assistant Program	Assistant Professor	1 Year

Mr.	Christopher	M.	Roberts	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Megan	C.	Senter	Master of Physician Assistant Program	Assistant Professor	1 Year
Dr.	Amy	P.	Fantasky	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Joy	M.	Hampton	Master of Physician Assistant Program	Assistant Professor	2 Years
Mrs.	Amanda	K.	Kubin	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Gayle	A.	Barbuto	Master of Physician Assistant Program	Assistant Professor	1 Year
Mr.	Kevin	F.	O'Connor	Master of Physician Assistant Program	Assistant Professor	1 Year
Miss	Michelle	A.	Gideon	Master of Physician Assistant Program	Assistant Professor	2 Years
Mrs.	Michelle	L.	Rhodes	Master of Physician Assistant Program	Assistant Professor	2 Years
Dr.	Charles	D.	Frost	Master of Physician Assistant Program	Associate Professor	2 Years
Miss	Catherine	B.	Pearman	Master of Physician Assistant Program	Associate Professor	3 Years
Miss	Angela	M. E.	Conrad	Master of Physician Assistant Program	Associate Professor	1 Year
Mr.	W.	Travis	Kirby	Master of Physician Assistant Program	Associate Professor	1 Year
Dr.	Jennifer	M.	Wohl	Master of Physician Assistant Program	Associate Professor	1 Year
Mr.	Jeffrey	G.	Yates	Master of Physician Assistant Program	Associate Professor	1 Year
Dr.	Kimberly	K.	Dempsey	Master of Physician Assistant Program	Associate Professor	3 Years
Miss	Juliemarie		Vander Burg	Master of Physician Assistant Program	Instructor	1 Year
Mr.	Dandridge	H.	Yon	Master of Physician Assistant Program	Instructor	1 Year
Dr.	Patricia	R.	Jennings	Master of Physician Assistant Program	Professor	3 Years
Dr.	Daniel	T.	Thibodeau	Master of Physician Assistant Program	Professor	1 Year
Dr.	Thomas	G.	Parish	Master of Physician Assistant Program	Professor Emeritus	N/A
Dr.	Benjamin	D.	Dobrin	Master of Public Health Program	Adjunct Professor	2 Years

Dr.	Jennifer	M.	Mellor	Master of Public Health Program	Adjunct Professor	2 Years
Dr.	Donald	S.	Buckley	Master of Public Health Program	Assistant Professor	2 Years
Dr.	Bruce	A.	Cohen	Master of Public Health Program	Assistant Professor	2 Years
Dr.	Aditya		Chakraborty	Master of Public Health Program	Assistant Professor	1 Year
Dr.	Mohammad		Ebrahimi Kalan	Master of Public Health Program	Assistant Professor	1 Year
Dr.	Brett	J.	Sierra	Master of Public Health Program	Assistant Professor	1 Year
Dr.	Prachi	P.	Chavan	Master of Public Health Program	Assistant Professor	2 Years
Dr.	Mohan	D.	Pant	Master of Public Health Program	Associate Professor	1 Year
Dr.	Tanya	K.	Kearney	Master of Public Health Program	FT Staff with Adjunct Appt	3 Years
Dr.	Brian	C.	Martin	Master of Public Health Program	Professor (EVMS Tenure)	3 Years
Dr.	Anthony	M.	Bevilacqua	Master of Surgical Assisting Program	Assistant Professor	1 Year
Miss	Tessa	D.	Hamilton	Master of Surgical Assisting Program	Assistant Professor	1 Year
Dr.	Khadijah	Y.	Jordan	Master of Surgical Assisting Program	Assistant Professor	1 Year
Miss	Jessica	A.	Wilhelm	Master of Surgical Assisting Program	Associate Professor	3 Years
Mr.	R.	Clinton	Crews	Master of Surgical Assisting Program	Associate Professor	1 Year
Miss	Cynthia	D.	Ferguson	Master of Surgical Assisting Program	Associate Professor	1 Year
Miss	LaTanya	D.	Sykes	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	William	C.	Allen	Master of Surgical Assisting Program	Instructor	1 Year
Miss	Kelly		Bailey	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Daniel	D.	Baird	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Michael	A.	Brasko	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	LaMarcus		Davis	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Taurek		Erik-Soussi	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Aric	B.	Fickert	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Samuel	J.	Hertig	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Brandon		Holder	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	David	B.	Jennette	Master of Surgical Assisting Program	Instructor	1 Year
Miss	Airlia		Lotz	Master of Surgical Assisting Program	Instructor	1 Year
Dr.	Najeeb	Ur R.	Manalai	Master of Surgical Assisting Program	Instructor	1 Year
Miss	Helga	N.	Olson	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	Jeff		Punshon	Master of Surgical Assisting Program	Instructor	1 Year
Mr.	L.	Scott	Sprouse	Master of Surgical Assisting Program	Instructor	1 Year
Miss	Stacey	L.	Twisdale	Master of Surgical Assisting Program	Instructor	1 Year
Mrs.	Deborah	D.	Redmond	Master of Surgical Assisting Program	Instructor	1 Year
Dr.	Nicole	A.	Puccinelli-Ortega	Medical and Health Professions Education (MH)	Assistant Professor	2 Years
Dr.	Amanda	K.	Burbage	Medical and Health Professions Education (MH)	Assistant Professor	1 Year
Dr.	Margaret	E.	Gesing	Medical and Health Professions Education (MH)	Associate Professor	2 Years
Dr.	Molly	E.	O'Keefe	Medical and Health Professions Education (MH)	FT Staff with Adjunct Appt	3 Years
Dr.	Michelle	A.	Rogers-Johnson	Medical and Health Professions Education (MH)	FT Staff with Adjunct Appt	3 Years
Mr.	Robert	K.	Armstrong	Modeling and Simulation Program	Assistant Professor	1 Year
Dr.	Jennifer	L.	Styron	Modeling and Simulation Program	Assistant Professor (AP Faculty)	2 Years
Mr.	Geoffrey	T.	Miller	Modeling and Simulation Program	Associate Professor	3 Years
Dr.	Marlane	J.	Angle	Reproductive Clinical Science Programs	Adjunct Instructional Faculty	3 Years
Dr.	Earl	W.	Godfrey	Reproductive Clinical Science Programs	Adjunct Instructional Faculty	3 Years

Dr.	Kellie	D.	Robinson	Reproductive Clinical Science Programs	Adjunct Instructional Faculty	3 Years
Dr.	Laurel	A.	Stadtmauer	Reproductive Clinical Science Programs	Adjunct Instructional Faculty	3 Years
Dr.	Joseph	J.	Lancman	Reproductive Clinical Science Programs	Assistant Professor	1 Year
Dr.	Jennifer	L.	Winters	Reproductive Clinical Science Programs	Assistant Professor	1 Year
Dr.	Marie		Berenguer	Reproductive Clinical Science Programs	Assistant Professor	2 Years
Dr.	Raff	Z.	Moussa	Reproductive Clinical Science Programs	Assistant Professor	2 Years
Dr.	Minglei		Bian	Reproductive Clinical Science Programs	Assistant Professor	2 Years
Dr.	Liang		Yu	Reproductive Clinical Science Programs	Associate Professor	2 Years
Mr.	Jacob	F.	Shuman	Reproductive Clinical Science Programs	Instructor	1 Year
Dr.	Silvina	M.	Bocca	Reproductive Clinical Science Programs	Professor	1 Year
Dr.	Mahmood	S.	Morshedi	Reproductive Clinical Science Programs	Professor	1 Year
Dr.	Hang		Yin		Adjunct Assistant Professor	2 Years
Dr.	Beth		Cardier		Assistant Professor	1 Year
Dr.	Mekbib	L.	Gemeda		Assistant Professor	2 Years
Dr.	Kala	J.	Perkins-Holtsclaw		Assistant Professor (AP Faculty)	2 Years
Dr.	Cynthia	P.	Cadieux		Associate Professor	3 Years

Dr.	April	A.	Pace		FT Staff with Adjunct Appt	3 Years
Mr.	Robert	J.	Alpino		Instructor	1 Year
Mr.	Joshua	F.	Edwards		Instructor	1 Year
Mrs.	Melissa	J. H.	Scott		Instructor	1 Year
Dr.	C.	Donald	Combs		Professor (EVMS Tenure)	5 Years
Dr.	Herbert	B.	Allen	Dermatology	Adjunct Professor	3 Years
Dr.	Bruce	D.	Bauer	Dermatology	Assistant Professor	1 Year
Dr.	Lawrence	K.	Chang	Dermatology	Assistant Professor	1 Year
Dr.	Diego	R.	Dasilva	Dermatology	Assistant Professor	2 Years
Dr.	Robert	A.	Frazier	Dermatology	Assistant Professor	2 Years
Dr.	Brian	L.	Johnson	Dermatology	Assistant Professor	2 Years
Dr.	Edward	M.	Prodanovic	Dermatology	Assistant Professor	2 Years
Dr.	Donald	W.	Shenenberger	Dermatology	Assistant Professor	2 Years
Dr.	Andrew	R.	Villanueva	Dermatology	Assistant Professor	2 Years
Dr.	Clinton	W.	Enos	Dermatology	Assistant Professor	1 Year
Dr.	Thomas	W.	Chu	Dermatology	Assistant Professor	2 Years
Dr.	Alice	A.	Roberts	Dermatology	Assistant Professor	2 Years
Dr.	Molly	K.	Smith	Dermatology	Assistant Professor of Clinical	1 Year
Dr.	Ruaa	T.	Jasim	Dermatology	Instructor	1 Year
Dr.	David	M.	Pariser	Dermatology	Professor	2 Years
Dr.	Robert	J.	Pariser	Dermatology	Professor	3 Years
Dr.	Abby	S.	Van Voorhees	Dermatology	Professor	3 Years
Dr.	Antoinette	F.	Hood	Dermatology	Professor Emerita	N/A
Dr.	David Toan Vu		Nguyen	Emergency Medicine	Assistant Professor	2 Years
Dr.	Sean	M.	Stuart	Emergency Medicine	Assistant Professor	1 Year
Dr.	Levi	K.	Kitchen	Emergency Medicine	Assistant Professor	2 Years
Dr.	Daphne	P.	Morrison Ponce	Emergency Medicine	Assistant Professor	2 Years
Dr.	Michael	D.	Owens	Emergency Medicine	Assistant Professor	2 Years
Dr.	Eric	J.	Schmieler	Emergency Medicine	Assistant Professor	2 Years
Dr.	Manuel	A.	Armada	Emergency Medicine	Assistant Professor	1 Year
Dr.	Allison	R.	Ashe	Emergency Medicine	Assistant Professor	1 Year
Dr.	W.	Douglas	Browder	Emergency Medicine	Assistant Professor	1 Year
Dr.	Jonathan	M.	Byrne	Emergency Medicine	Assistant Professor	1 Year
Dr.	Jessica	G.	Cartoski	Emergency Medicine	Assistant Professor	1 Year
Dr.	Alan	J.N.	Enjetti	Emergency Medicine	Assistant Professor	1 Year
Dr.	Eleanor	A.	Erwin	Emergency Medicine	Assistant Professor	1 Year
Dr.	Ashley	M.	Fox	Emergency Medicine	Assistant Professor	1 Year
Dr.	Emily	M.	Harbin	Emergency Medicine	Assistant Professor	1 Year
Dr.	Michael	S.	Hurban	Emergency Medicine	Assistant Professor	1 Year
Dr.	David	E.	Jennings	Emergency Medicine	Assistant Professor	1 Year
Dr.	Susan	J.	Letterle	Emergency Medicine	Assistant Professor	1 Year
Dr.	Adam	B.	Longwater	Emergency Medicine	Assistant Professor	1 Year
Dr.	April	M.	Shackleford	Emergency Medicine	Assistant Professor	1 Year
Dr.	Zane	W.	Shuck	Emergency Medicine	Assistant Professor	1 Year
Dr.	J.	Scott	Welch	Emergency Medicine	Assistant Professor	1 Year
Dr.	Kathleen	H.	Anderson	Emergency Medicine	Assistant Professor	2 Years
Dr.	Michael	B.	Bennett	Emergency Medicine	Assistant Professor	2 Years
Dr.	Benjamin	L.	Chidester	Emergency Medicine	Assistant Professor	2 Years
Dr.	Wendy	M.	Curulla	Emergency Medicine	Assistant Professor	2 Years
Dr.	Lori	A.	Givonetti	Emergency Medicine	Assistant Professor	2 Years

Dr.	Paul	S.	Holota	Emergency Medicine	Assistant Professor	2 Years
Dr.	Brian	L.	Kerns	Emergency Medicine	Assistant Professor	2 Years
Dr.	Douglas	R.	Landry	Emergency Medicine	Assistant Professor	2 Years
Dr.	AJ		Langa	Emergency Medicine	Assistant Professor	2 Years
Dr.	Lawrence	F.	Leslie	Emergency Medicine	Assistant Professor	2 Years
Dr.	George	C.	Luis Kutty	Emergency Medicine	Assistant Professor	2 Years
Dr.	Nicholas	P.	Mancuso	Emergency Medicine	Assistant Professor	2 Years
Dr.	Stewart	W.	Martin	Emergency Medicine	Assistant Professor	2 Years
Dr.	Scott	D.	McCann	Emergency Medicine	Assistant Professor	2 Years
Dr.	Joel	C.	Michael	Emergency Medicine	Assistant Professor	2 Years
Dr.	Mark	E.	Noble	Emergency Medicine	Assistant Professor	2 Years
Dr.	Alex	P.	Reichmeider	Emergency Medicine	Assistant Professor	2 Years
Dr.	J. Roland		Roberson	Emergency Medicine	Assistant Professor	2 Years



Dr.	C.	Adam	Sawyer	Emergency Medicine	Assistant Professor	2 Years
Dr.	Stephen	M.	Skrip	Emergency Medicine	Assistant Professor	2 Years
Dr.	Eric	R.	Szymanski	Emergency Medicine	Assistant Professor	2 Years
Dr.	Thomas	L.	Vizioli	Emergency Medicine	Assistant Professor	2 Years
Dr.	Anjeza		Cipi	Emergency Medicine	Assistant Professor	1 Year
Dr.	Eric	R.	Deutsch	Emergency Medicine	Assistant Professor	1 Year
Dr.	Matthew	H.	Jones	Emergency Medicine	Assistant Professor	1 Year
Dr.	Joseph	P.	Lang	Emergency Medicine	Assistant Professor	1 Year
Dr.	Benjamin	D.	Blackwood	Emergency Medicine	Assistant Professor	2 Years
Dr.	Kean	O.	Feyzeau	Emergency Medicine	Assistant Professor	2 Years
Dr.	Gregory	S.	Weingart	Emergency Medicine	Assistant Professor	2 Years
Dr.	David	G.	Nesbitt	Emergency Medicine	Assistant Professor	1 Year
Dr.	Peter	A.	Ballantyne	Emergency Medicine	Assistant Professor of Clinical	1 Year
Dr.	Edwin	W.	McLaughlin	Emergency Medicine	Assistant Professor of Clinical	1 Year
Dr.	Jeffrey	J.	Olson	Emergency Medicine	Assistant Professor of Clinical	1 Year
Dr.	Evan	M.	Rekant	Emergency Medicine	Assistant Professor of Clinical	1 Year
Dr.	Heidi	A.	Best	Emergency Medicine	Assistant Professor of Clinical	2 Years
Dr.	Jaysun	K.	Cousins	Emergency Medicine	Assistant Professor of Clinical	2 Years
Dr.	Christopher	J.	Maples	Emergency Medicine	Assistant Professor of Clinical	2 Years
Dr.	Daniel		McCormack	Emergency Medicine	Assistant Professor of Clinical	2 Years
Dr.	Kirsten	N.	Pennell	Emergency Medicine	Assistant Professor of Clinical	2 Years
Dr.	Kelly	A.	Foley	Emergency Medicine	Associate Professor	2 Years
Dr.	Autumn	C.	Graham	Emergency Medicine	Associate Professor	2 Years
Dr.	Martin	D.	Klinkhammer	Emergency Medicine	Associate Professor	1 Year
Dr.	Carol	F.	McCammon	Emergency Medicine	Associate Professor	2 Years
Dr.	Felicia	M.	Toreno	Emergency Medicine	Associate Professor	3 Years
Dr.	Sandra	A.	Deane	Emergency Medicine	Associate Professor of Clinical	3 Years
Dr.	Jesse	P.	Cann	Emergency Medicine	Instructor	1 Year
Dr.	Thomas	C.	Hogan	Emergency Medicine	Instructor	1 Year
Dr.	Michael	G.	Hudson	Emergency Medicine	Instructor	1 Year
Dr.	Grace	H.	Gartman	Emergency Medicine	Instructor	1 Year
Dr.	Cornelia	W.	Hendley	Emergency Medicine	Instructor	1 Year
Dr.	Adam	S.	Bloom	Emergency Medicine	Instructor	1 Year
Dr.	Peter	M.	Cole	Emergency Medicine	Instructor	1 Year
Dr.	John	J.	Devlin	Emergency Medicine	Instructor	1 Year
Dr.	Megan	H.	Halliday	Emergency Medicine	Instructor	1 Year
Dr.	Alyssa	L.	Krepela	Emergency Medicine	Instructor	1 Year
Dr.	Adrianna	I.	Kyle	Emergency Medicine	Instructor	1 Year
Dr.	Grace	D.	Landers	Emergency Medicine	Instructor	1 Year
Mr.	Oliver	A.	Agustin	Emergency Medicine	Instructor	1 Year
Dr.	Lauren	E.	Apgar	Emergency Medicine	Instructor	1 Year
Dr.	Jennifer	A.	Beatty	Emergency Medicine	Instructor	1 Year
Dr.	Barbara	A.	Beauchamp	Emergency Medicine	Instructor	1 Year
Dr.	Samuel	K.	Berry	Emergency Medicine	Instructor	1 Year
Dr.	Patrick	J.	Bourke	Emergency Medicine	Instructor	1 Year
Dr.	Andy	C.	Bunch	Emergency Medicine	Instructor	1 Year
Dr.	Ryan	P.	Capps	Emergency Medicine	Instructor	1 Year
Dr.	Tyler	R.	Connine	Emergency Medicine	Instructor	1 Year
Mr.	Mark	S.	Crews	Emergency Medicine	Instructor	1 Year
Dr.	Derek	J.	Davies	Emergency Medicine	Instructor	1 Year
Dr.	Sirisha		Dukkipati	Emergency Medicine	Instructor	1 Year
Dr.	Timothy	R.	Faust	Emergency Medicine	Instructor	1 Year
Dr.	Ben	A.	Fickenscher	Emergency Medicine	Instructor	1 Year
Dr.	Lucie	R.	Ford	Emergency Medicine	Instructor	1 Year
Dr.	Lauren	M.	Gallion	Emergency Medicine	Instructor	1 Year
Dr.	Ruth	L.	Gordon	Emergency Medicine	Instructor	1 Year

Dr.	Michael	C.	Hayes	Emergency Medicine	Instructor	1 Year
Dr.	Hugh	H.	Hemsley	Emergency Medicine	Instructor	1 Year
Dr.	Aaron	M.	Hittson	Emergency Medicine	Instructor	1 Year
Dr.	Mark	A.	Innis	Emergency Medicine	Instructor	1 Year
Dr.	Cara	M.	Jackson	Emergency Medicine	Instructor	1 Year
Dr.	Anne	S.	Jones	Emergency Medicine	Instructor	1 Year
Dr.	Tyler	A.	Keith	Emergency Medicine	Instructor	1 Year
Dr.	Johnathan	P.	Kinzer	Emergency Medicine	Instructor	1 Year
Dr.	Leah	R.	Kream	Emergency Medicine	Instructor	1 Year
Dr.	Brooke	N.	Lindborg	Emergency Medicine	Instructor	1 Year
Dr.	Jennifer	F.	May	Emergency Medicine	Instructor	1 Year
Dr.	Mary	H.	McCarthy	Emergency Medicine	Instructor	1 Year
Dr.	Philip	C.	McCoy	Emergency Medicine	Instructor	1 Year
Dr.	Daniel		Mongeon	Emergency Medicine	Instructor	1 Year
Dr.	Julie	N.	Myers	Emergency Medicine	Instructor	1 Year
Dr.	Lexie	E.	Neubauer	Emergency Medicine	Instructor	1 Year
Dr.	Devon	K.	Peele	Emergency Medicine	Instructor	1 Year
Dr.	James		Reyes	Emergency Medicine	Instructor	1 Year
Dr.	Matthew		Rivera	Emergency Medicine	Instructor	1 Year
Dr.	Daniel	J.	Shook	Emergency Medicine	Instructor	1 Year
Dr.	Andrea	C.	Simms	Emergency Medicine	Instructor	1 Year
Mr.	Paul	N.	Snow	Emergency Medicine	Instructor	1 Year
Dr.	Patricia	B.	Stolle	Emergency Medicine	Instructor	1 Year
Dr.	Richard	J.	Tomasheski	Emergency Medicine	Instructor	1 Year
Dr.	Ryan	J.	Tomberg	Emergency Medicine	Instructor	1 Year
Dr.	Ariana	A.	Trautmann	Emergency Medicine	Instructor	1 Year
Dr.	Theodore	J.	Tzavaras	Emergency Medicine	Instructor	1 Year
Dr.	Megan	C.	Venezia	Emergency Medicine	Instructor	1 Year
Dr.	David	A.	Vennard	Emergency Medicine	Instructor	1 Year
Dr.	Jared	M.	Verga	Emergency Medicine	Instructor	1 Year
Dr.	Matthew	B.	Walton	Emergency Medicine	Instructor	1 Year
Dr.	Dylan	M.	Woolum	Emergency Medicine	Instructor	1 Year
Dr.	Jondavid	D.	Landon	Emergency Medicine	Instructor	1 Year
Dr.	Gavin	D.	Rogers	Emergency Medicine	Instructor	1 Year
Mrs.	Delicia	Y.	Peeples	Emergency Medicine	Lecturer	1 Year
Dr.	Charles	S.	Graffeo	Emergency Medicine	Professor	2 Years
Dr.	Donald	V.	Byars	Emergency Medicine	Professor	1 Year
Dr.	Barry	J.	Knapp	Emergency Medicine	Professor	1 Year
Dr.	Michael	J.	Bono	Emergency Medicine	Professor	1 Year
Dr.	Bruce	M.	Lo	Emergency Medicine	Professor	2 Years
Dr.	Francis	L.	Counselman	Emergency Medicine	Professor	2 Years
Dr.	Dennis		Koziol	Emergency Medicine	Professor Emeritus	N/A
Dr.	Travonia	B.	Hughes	Family and Community Medicine	Adjunct Assistant Professor	2 Years
Dr.	Joanne	M.	Braxton	Family and Community Medicine	Adjunct Professor	2 Years
Dr.	Michael	T.	Kalkbrenner	Family and Community Medicine	Adjunct Professor	2 Years
Dr.	Ian	M.	Blubaugh	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Randall	H.	Neal	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Meredith	C.	Starr	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Rosemary		Balderston	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Matthew	G.	Balderston	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Mark	A.	Bewley	Family and Community Medicine	Assistant Professor	1 Year
Dr.	John	E.	Brady	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Eric	M.	Byman	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Robert	B.	Campbell	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Shirley	S.	Chai	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Avtar	S.	Chana	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Michael	G.	Charles	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Christopher	J.	Ciccone	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Daniel	C.	Cochran	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Frank	S.	Dopp	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Randall	C.	Fedro	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Eric	C.	Fee	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Timothy	S.	Forsythe	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Joseph	L.	Frenkel	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Susan	B.	Grois	Family and Community Medicine	Assistant Professor	1 Year

Dr.	Liliana		Gomez-Medley	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Alesia	W.	Griffin	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Mark		Haggerty	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Albert	J.	Halls	Family and Community Medicine	Assistant Professor	1 Year
Dr.	David	K.	Hoshino	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Lisa	E.	Jefferson	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Beth	A.	Klug	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Prashanthi	B.	Koduri	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Frederick	W.	Kron	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Bradley	A.	Levitt	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Chantal	D.	Lewis	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Colette	W.	Lo	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Anna	C.	Loomis	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Lo		Lumsden	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Aaron	L.	Marlow	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Jennifer		McCord	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Jason	M.	McHugh	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Jacob	W.	Miller	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Brock	W.	Millet	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Banu	P.	Myneni	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Christopher	D.	Nein	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Marcia	N.	Newby-Goodman	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Emily	G.	O'Rourke	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Peter	D.	Paik	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Steven	D.	Pearman	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Joseph	L.	Perez	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Laura	I.	Petras	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Amanda	G.	Polsinelli	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Saunora	V.	Prom	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Pamela	C.	Reiser	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Meagan	M.	Roenger	Family and Community Medicine	Assistant Professor	1 Year
Dr.	David	B.	Rosenberg	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Merrell	R.	Sami	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Gilbert	F.	Schmidt	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Dharmesh		Shah	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Ohad		Sheffy	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Cassandra	M.	Sims	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Jason		Singh	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Alison		Skinner	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Basavalinga		Talur-Matadha	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Ayse	N.	Turgut	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Marilyn	R.	Van Horn	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Ana	H.	Vazquez	Family and Community Medicine	Assistant Professor	1 Year
Dr.	David	M.	Wallace	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Jennifer	L.	Ware	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Wendy	C.	Weinberg	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Janelle	M.	Wells	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Harry	T.	Williams	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Kent	E.	Wilyard	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Robin	N.	Anderson	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Christopher	W.	Asuncion	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Aida		Atiq	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Ronald	W.	Atwood	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Raja	M.	Bakhshi	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Biswa	R.	Bhattacharyya	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Reina	L.	Blackwood	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Aron	R.	Boney	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Joshua	E.	Brinkman	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Wayne	A.	Chen	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Kevin		Chou	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Nequita	A.	Dowling	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Daniel	J.	Frasca	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Michael	L.	Gardner	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Laurie	A.	Goldsticker Siegel	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Erin	M.	Healy	Family and Community Medicine	Assistant Professor	2 Years

Dr.	Jeffrey	A.	Irwin	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Vivek	K.	Jain	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Anand		Kapur	Family and Community Medicine	Assistant Professor	2 Years
Dr.	C.	Stokes	Kirkland	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Ted	M.	Kubicki	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Hayes	Y.	Lao	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Jonathan	C.	Lee	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Jesus	L.	Lizarzaburu	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Eric	M.	Madren	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Nidhi	K.	Malik	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Heather	M.	McKenzie	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Mohammad	I.	Mehmood	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Mahvash		Mujahid	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Masaru		Nishiaoki	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Christopher	M.	O'Connell	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Trupti	B.	Patel	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Andaleeb		Rahman	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Devon	A.	Shick	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Daryl	J.	Spak	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Margaret	M.	Stiles	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Christopher	J.	Thomas	Family and Community Medicine	Assistant Professor	2 Years
Dr.	James	C.	Tinsley	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Michelle	M.	Tran	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Stephen	E.	Vandenhoff	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Lindsey	D.	Vaughn	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Foroozan		Afsharchi	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Gregory	D.	Bentz	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Althea	O.	Gunther	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Kyulee		Park	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Genta		Baci	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Michael	S.	Layne	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Karo	G.	Ohanian	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Jessica	L.	Quirk	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Gordon	W.	Theisz	Family and Community Medicine	Assistant Professor	2 Years
Dr.	Martha	T.	Early	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Chinenye	O.	Ezedike	Family and Community Medicine	Assistant Professor	1 Year
Dr.	Adrienne	L.	Coqueran	Family and Community Medicine	Assistant Professor of Clinical	1 Year
Dr.	Edward	S.	Hanna	Family and Community Medicine	Assistant Professor of Clinical	1 Year
Dr.	Thomas		Hollandsworth	Family and Community Medicine	Assistant Professor of Clinical	1 Year
Dr.	Eric	C.	Lipton	Family and Community Medicine	Assistant Professor of Clinical	1 Year
Dr.	Mitchell	B.	Miller	Family and Community Medicine	Assistant Professor of Clinical	1 Year
Dr.	Vikas		Thakral	Family and Community Medicine	Assistant Professor of Clinical	1 Year
Dr.	Donald	L.	Cochran	Family and Community Medicine	Assistant Professor of Clinical	2 Years
Dr.	Richard	A.	Craven	Family and Community Medicine	Associate Professor	1 Year
Dr.	Jon	J.	Kaminer	Family and Community Medicine	Associate Professor	3 Years
Dr.	Mary	C.	Rubino	Family and Community Medicine	Associate Professor	1 Year
Dr.	John	E.	Snellings	Family and Community Medicine	Associate Professor	1 Year
Dr.	Richard	M.	Whalen	Family and Community Medicine	Associate Professor	1 Year
Dr.	Michael	T.	Kopec	Family and Community Medicine	Associate Professor	3 Years
Dr.	Kelly	M.	Latimer	Family and Community Medicine	Associate Professor	3 Years
Dr.	Robert	D.	Bradshaw	Family and Community Medicine	Associate Professor Emeritus	N/A
Dr.	Stanley	L.	Brittman	Family and Community Medicine	Associate Professor of Clinical	1 Year
Dr.	Sahira	A. A.	Humadi	Family and Community Medicine	Associate Professor of Clinical	1 Year
Dr.	Hamilton	L.	Bice	Family and Community Medicine	Instructor	1 Year
Dr.	Michael	T.	Chung	Family and Community Medicine	Instructor	1 Year
Dr.	Florence	V.	Paragas	Family and Community Medicine	Instructor	1 Year
Miss	Elizabeth	I.	Pruitt	Family and Community Medicine	Instructor	1 Year
Dr.	Robert	C.	Blackwood	Family and Community Medicine	Instructor of Clinical	1 Year

Dr.	Lynne	W.	Stockman	Family and Community Medicine	Instructor of Clinical	1 Year
Dr.	Richard	V.	Homan	Family and Community Medicine	President Emeritus	N/A
Dr.	Robert	B.	Taylor	Family and Community Medicine	Professor	1 Year
Dr.	Margaret	Y.	Baumgarten	Family and Community Medicine	Professor	3 Years
Dr.	Cynthia	C.	Romero	Family and Community Medicine	Professor	1 Year
Dr.	Agatha	C.	Parks-Savage	Family and Community Medicine	Professor	2 Years
Dr.	Alison	E.	Dobbie	Family and Community Medicine	Professor	2 Years

Dr.	Linda	R.	Archer	Family and Community Medicine	Professor	3 Years
Dr.	Christine	C.	Matson	Family and Community Medicine	Professor Emerita	N/A
Dr.	Daniel	A.	Bluestein	Family and Community Medicine	Professor Emeritus	N/A
Dr.	Terence	C.	Davies	Family and Community Medicine	Professor Emeritus	N/A
Dr.	Benjamin	P.	Eng	Family and Community Medicine	Professor Emeritus	N/A
Dr.	Bruce	S.	Britton	Family and Community Medicine	Professor of Clinical	3 Years
Dr.	Thomas	R.	Grant	Family and Community Medicine	Professor of Clinical	3 Years
Dr.	Richard	M.	Bikowski	Family and Community Medicine	Professor of Clinical	1 Year
Dr.	Robert	J.	Newman	Family and Community Medicine	Professor of Clinical	3 Years
Dr.	Ethlyn		McQueen-Gibson	Medicine	Adjunct Associate Professor	2 Years
Dr.	Sarah	M.	Verga	Medicine	Assistant Professor	2 Years
Dr.	Bahar		Niknejad	Medicine	Assistant Professor	2 Years
Dr.	Mily	J.	Kannarkat	Medicine	Associate Professor	1 Year
Dr.	Lauren	W.	Mazzurco	Medicine	Associate Professor	2 Years
Mrs.	Madeline	L.	Dunstan	Medicine	Instructor	1 Year
Dr.	Hamid	R.	Okhravi	Medicine	Professor	3 Years
Dr.	Andrew	H.	Lin	Medicine	Assistant Professor	1 Year
Dr.	Harish	R.	Chandra	Medicine	Assistant Professor	1 Year
Dr.	Erich	L.	Kiehl	Medicine	Assistant Professor	1 Year
Dr.	Matthew	R.	Summers	Medicine	Assistant Professor	1 Year
Dr.	Tania		Chao	Medicine	Assistant Professor	2 Years
Dr.	Sudip	K.	Saha	Medicine	Assistant Professor	2 Years
Dr.	Ashesh	N.	Buch	Medicine	Associate Professor	2 Years
Dr.	Peter	Z.	McIntyre	Medicine	Assistant Professor	1 Year
Dr.	Carolina	M.	Casellini	Medicine	Assistant Professor	2 Years
Dr.	Radwa	M.	Osman	Medicine	Assistant Professor	1 Year
Dr.	Chinelo	C.	Okigbo	Medicine	Assistant Professor	2 Years
Dr.	Manasi	S.	Shah	Medicine	Assistant Professor	2 Years
Dr.	Henri	Parson	Patten	Medicine	Associate Professor	2 Years
Dr.	Elias	S.	Siraj	Medicine	Professor	1 Year
Dr.	David	C.	Lieb	Medicine	Professor	3 Years
Dr.	Amie	L.	Harvey	Medicine	Assistant Professor	2 Years
Dr.	Amanda	L.	Boyd	Medicine	Assistant Professor	1 Year
Dr.	Edward	C.	Oldfield	Medicine	Assistant Professor	1 Year
Dr.	Alan	H.	Tieu	Medicine	Assistant Professor	2 Years
Dr.	Julie	M.	Chen	Medicine	Adjunct Associate Professor	3 Years
Dr.	Brian	N.	Bowes	Medicine	Assistant Professor	1 Year
Dr.	Michael	W.	Burns	Medicine	Assistant Professor	1 Year
Dr.	Thomas	R.	Hicks	Medicine	Assistant Professor	1 Year
Dr.	Meredith	L.	Olsen	Medicine	Assistant Professor	1 Year
Dr.	Julia	H.	Cheringal	Medicine	Assistant Professor	2 Years
Dr.	Yu		Chen	Medicine	Assistant Professor	1 Year
Dr.	Sarah	E.	Chen	Medicine	Assistant Professor	1 Year
Dr.	Ashley		Filo	Medicine	Assistant Professor	1 Year
Dr.	Elisabeth	G.M.	Kramer	Medicine	Assistant Professor	1 Year
Dr.	Pallavi	R.	Kuppireddy	Medicine	Assistant Professor	1 Year
Dr.	Donna		Lee	Medicine	Assistant Professor	1 Year
Dr.	Priya		Mathur	Medicine	Assistant Professor	1 Year
Dr.	Ehsan		Rajabirostami	Medicine	Assistant Professor	1 Year
Dr.	George Albert	A.	Rodriguez	Medicine	Assistant Professor	1 Year
Dr.	Susan	M.	Brown	Medicine	Assistant Professor	2 Years
Dr.	Reid	C.	Harrison	Medicine	Assistant Professor	2 Years
Dr.	Kristina	R.B.	Kratovil	Medicine	Assistant Professor	2 Years
Dr.	Man Si		Lou	Medicine	Assistant Professor	2 Years
Dr.	Rouzbek		Shams	Medicine	Assistant Professor	2 Years
Dr.	Waleed		Kassabo	Medicine	Assistant Professor	1 Year
Dr.	Alvin	M.	Maliakal	Medicine	Assistant Professor	1 Year
Dr.	Zahra		Tasneem	Medicine	Assistant Professor	1 Year

Dr.	Taylor	A.	Attar	Medicine	Assistant Professor	2 Years
Dr.	Emily	R.	Cunningham	Medicine	Assistant Professor	2 Years
Dr.	Madeeha	I.	Deo	Medicine	Assistant Professor	2 Years
Dr.	Roy	A.	Flemmer	Medicine	Assistant Professor	2 Years
Dr.	Melanie	N.	Miller	Medicine	Assistant Professor	2 Years
Dr.	Aaron	E.	Mills	Medicine	Assistant Professor	2 Years
Dr.	Saad		Mussarat	Medicine	Assistant Professor	2 Years
Dr.	Rachel	A.	Paul Jeyadhas	Medicine	Assistant Professor	1 Year

Dr.	Benjamin	M.	Goodman	Medicine	Associate Professor	1 Year
Dr.	Jody	P.	King	Medicine	Associate Professor	1 Year
Dr.	A.	Brooke	Hooper	Medicine	Associate Professor	3 Years
Dr.	Jennifer	L.	Ryal	Medicine	Associate Professor	1 Year
Dr.	Jacob	D.	McAuliffe	Medicine	Instructor	1 Year
Dr.	David	N.	Pierce	Medicine	Instructor	1 Year
Dr.	Ana Rosa		Vilela Sangay	Medicine	Instructor	1 Year
Dr.	Jeffrey	B.	Cole	Medicine	Professor	1 Year
Dr.	Sami	G.	Tahhan	Medicine	Professor	1 Year
Dr.	Mark	C.	Flemmer	Medicine	Professor	2 Years
Dr.	Thomas	J.	Manser	Medicine	Professor	3 Years
Dr.	Rehan		Qayyum	Medicine	Professor	3 Years
Dr.	Kelly	A.	Thomson	Medicine	Assistant Professor	1 Year
Dr.	Meredith	A.	Hays	Medicine	Assistant Professor	2 Years
Dr.	Kanishk	D.	Sharma	Medicine	Assistant Professor	2 Years
Dr.	Marissa	C.	Galicia-Castillo	Medicine	Professor	3 Years
Dr.	Amber	B.	Feinman	Medicine	Assistant Professor	1 Year
Dr.	Shira	R.	Paul	Medicine	Assistant Professor	2 Years
Dr.	Ligeng		Tian	Medicine	Assistant Professor	2 Years
Dr.	Rollin	R.	Reeder	Medicine	Assistant Professor	2 Years
Dr.	Sara	A.	Serji	Medicine	Assistant Professor	2 Years
Dr.	Michael	J.	Kavanaugh	Medicine	Assistant Professor	2 Years
Dr.	Cayleigh	M.	Blumrick	Medicine	Assistant Professor	1 Year
Dr.	Joseph	M.	DeBiase	Medicine	Assistant Professor	2 Years
Dr.	Catherine	J.F.	Derber	Medicine	Professor	2 Years
Dr.	Ronald	W.	Flenner	Medicine	Professor	2 Years
Dr.	Jennifer	A.	Hanrahan	Medicine	Professor	2 Years
Dr.	Edward	C.	Oldfield	Medicine	Professor	3 Years
Dr.	Thomas	R.	McCune	Medicine	Professor	3 Years
Dr.	Maxim	V.	Mirovski	Medicine	Assistant Professor	1 Year
Dr.	Amit	D.	Patel	Medicine	Assistant Professor	2 Years
Dr.	Ruben	M.L.	Colunga Biancatelli	Medicine	Adjunct Assistant Professor	2 Years
Dr.	Sherif	O.	El-Mahdy	Medicine	Assistant Professor	1 Year
Dr.	Andrew	N.	Githaiga	Medicine	Assistant Professor	1 Year
Dr.	Ian	A.	Grasso	Medicine	Assistant Professor	1 Year
Dr.	Joseph	C.	Gresens	Medicine	Assistant Professor	1 Year
Dr.	Nadeem		Inayet	Medicine	Assistant Professor	1 Year
Dr.	Arpana	P.	Mahalingashetty	Medicine	Assistant Professor	1 Year
Dr.	Dwayne	A.	Morris	Medicine	Assistant Professor	1 Year
Dr.	Hareesh	D.	Patel	Medicine	Assistant Professor	1 Year
Dr.	Ronak	R.	Patel	Medicine	Assistant Professor	1 Year
Dr.	Anthony	J.	Quaranta	Medicine	Assistant Professor	1 Year
Dr.	Timothy	S.	Fusiak	Medicine	Assistant Professor	2 Years
Dr.	Kavita	D.	Imrit-Thomas	Medicine	Assistant Professor	2 Years
Dr.	Patrick		Lindsay	Medicine	Assistant Professor	2 Years
Dr.	Dipan	H.	Oza	Medicine	Assistant Professor	2 Years
Dr.	Xian		Qiao	Medicine	Assistant Professor	2 Years
Dr.	Rishik		Vashisht	Medicine	Assistant Professor	2 Years
Dr.	Timothy	R.	Ori	Medicine	Assistant Professor	1 Year
Dr.	Elizabeth	K.	Batchelor	Medicine	Assistant Professor	2 Years
Dr.	Joe	J.	Fenn	Medicine	Assistant Professor	1 Year
Dr.	Joshua	M.	Sill	Medicine	Professor	1 Year
Dr.	Ikechukwu	V.	Mbonu	Medicine	Assistant Professor	2 Years
Dr.	Seth	M.	Berney	Medicine	Professor	2 Years
Dr.	Nancy	D.	Morewitz	Medicine	Assistant Professor	1 Year
Dr.	Nathaniel	T.	Gordon	Medicine	Assistant Professor	2 Years
Dr.	Edmond	A.V.	Roberts	Medicine	Assistant Professor	2 Years

Dr.	Marie	V.	Ozanne	Medicine	Adjunct Assistant Professor	1 Year
Dr.	Elza		Mylona	Medicine	Adjunct Professor	1 Year
Dr.	Sunita		Dodani	Medicine	Adjunct Professor	2 Years
Dr.	Jerry	L.	Nadler	Medicine	Adjunct Professor	2 Years
Dr.	Anne	E.	Sumner	Medicine	Adjunct Professor	2 Years
Dr.	Aaron	P.	Balinski	Medicine	Assistant Professor	1 Year
Dr.	Sean	F.	Cowley	Medicine	Assistant Professor	1 Year
Dr.	Michael	M.	Dore	Medicine	Assistant Professor	1 Year
Dr.	Sam	W.	Gao	Medicine	Assistant Professor	1 Year

Dr.	Lauren	A.	Hensley	Medicine	Assistant Professor	1 Year
Dr.	David	S.	Oliver	Medicine	Assistant Professor	1 Year
Dr.	Tara	R.	Ring	Medicine	Assistant Professor	1 Year
Dr.	Michael	J.	Roth	Medicine	Assistant Professor	1 Year
Dr.	Jonathan	M.	Sardina	Medicine	Assistant Professor	1 Year
Dr.	Nathaniel	C.	Sherwood	Medicine	Assistant Professor	1 Year
Dr.	Austin	L.	Parker	Medicine	Assistant Professor	2 Years
Dr.	Jacob	E.	Peterson	Medicine	Assistant Professor	2 Years
Dr.	Kathleen	G. C.	Anderson	Medicine	Assistant Professor	1 Year
Dr.	Anirudh		Aron	Medicine	Assistant Professor	1 Year
Dr.	Mary	S.	Baker	Medicine	Assistant Professor	1 Year
Dr.	Matthew	D.	Bernens	Medicine	Assistant Professor	1 Year
Dr.	Liza		Botros	Medicine	Assistant Professor	1 Year
Dr.	Brian	A.	Dummett	Medicine	Assistant Professor	1 Year
Dr.	John	R.	Dye	Medicine	Assistant Professor	1 Year
Dr.	Michael	P.	Evans	Medicine	Assistant Professor	1 Year
Dr.	Maia		Gakhokidze	Medicine	Assistant Professor	1 Year
Dr.	Kelvin		Hornbuckle	Medicine	Assistant Professor	1 Year
Dr.	Melhem	A.	Imad	Medicine	Assistant Professor	1 Year
Dr.	Glenn	C.	Jones	Medicine	Assistant Professor	1 Year
Dr.	Luke	C.	Kohan	Medicine	Assistant Professor	1 Year
Dr.	James	C.	La Rocque	Medicine	Assistant Professor	1 Year
Dr.	Sandeep		Magoon	Medicine	Assistant Professor	1 Year
Dr.	Jerry	A.	McQuain	Medicine	Assistant Professor	1 Year
Dr.	Daniel	P.	Mulcrone	Medicine	Assistant Professor	1 Year
Dr.	Kusuma	K.	Nanduri	Medicine	Assistant Professor	1 Year
Dr.	Parth	J.	Parekh	Medicine	Assistant Professor	1 Year
Dr.	Vandana	A.	Patel	Medicine	Assistant Professor	1 Year
Dr.	Michelle	M.	Perello	Medicine	Assistant Professor	1 Year
Dr.	Jason	M.	Rashkin	Medicine	Assistant Professor	1 Year
Dr.	Suresh	K.	Rijhwani	Medicine	Assistant Professor	1 Year
Dr.	Hessamaldin		Sadatsafavi	Medicine	Assistant Professor	1 Year
Dr.	Stephen	E.	Scranton	Medicine	Assistant Professor	1 Year
Dr.	Parimal	J.	Soni	Medicine	Assistant Professor	1 Year
Dr.	Seraphine	A.	Soosaimanickam	Medicine	Assistant Professor	1 Year
Dr.	Ke		Sun	Medicine	Assistant Professor	1 Year
Dr.	Aileen	V.	Tiro	Medicine	Assistant Professor	1 Year
Dr.	Angela	J.	Toepp	Medicine	Assistant Professor	1 Year
Dr.	Giorgi		Tserediani	Medicine	Assistant Professor	1 Year
Dr.	Jonas	P.	Wiltz	Medicine	Assistant Professor	1 Year
Dr.	Anthony	T.	Amabile	Medicine	Assistant Professor	2 Years
Dr.	Malik	A.	Anjum	Medicine	Assistant Professor	2 Years
Dr.	Anke		Hacker	Medicine	Assistant Professor	2 Years
Dr.	Harish	V.	Iyer	Medicine	Assistant Professor	2 Years
Dr.	Lloyd	J.	Kellam	Medicine	Assistant Professor	2 Years
Dr.	Lisa	J.M.	Lawson	Medicine	Assistant Professor	2 Years
Dr.	Ying		Li	Medicine	Assistant Professor	2 Years
Dr.	Charu		Maheshwary	Medicine	Assistant Professor	2 Years
Dr.	Varun		Malhotra	Medicine	Assistant Professor	2 Years
Dr.	Scott	A.	Miller	Medicine	Assistant Professor	2 Years
Dr.	Vishwas	J.	Patel	Medicine	Assistant Professor	2 Years
Dr.	Robert	B.	Patton	Medicine	Assistant Professor	2 Years
Dr.	Timothy	C.	Petersen	Medicine	Assistant Professor	2 Years
Dr.	David	E.	Rosenberg	Medicine	Assistant Professor	2 Years
Dr.	Humaira	A.	Siddiqi	Medicine	Assistant Professor	2 Years
Dr.	Leyla		Tafreshi Sahibzada	Medicine	Assistant Professor	2 Years

Dr.	Patty	T.	Wang	Medicine	Assistant Professor	2 Years
Dr.	Fang		Fang	Medicine	Assistant Professor	2 Years
Dr.	Christian	D.	Weaver	Medicine	Assistant Professor	2 Years
Dr.	LaConda	G.	Fanning	Medicine	Assistant Professor	1 Year
Dr.	Celine		Chaya	Medicine	Assistant Professor	1 Year
Dr.	Nahid		Rizvi	Medicine	Assistant Professor	1 Year
Dr.	Naveen	K.	Voore	Medicine	Assistant Professor	1 Year
Dr.	Mary	F.	Basco	Medicine	Assistant Professor	2 Years
Dr.	Shantha		Das	Medicine	Assistant Professor	2 Years
Dr.	Tajamul		Hasan	Medicine	Assistant Professor	2 Years

Dr.	Janet	L.	Henderson	Medicine	Assistant Professor	2 Years
Dr.	Juanita	L.	Smith	Medicine	Assistant Professor	2 Years
Dr.	Thomas	A.	Alberico	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Burton	F.	Alexander	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Daniel	R.M.	Atienza	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Nishidh	A.	Barot	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Joel	T.	Bundy	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Gregg	R.	Clifford	Medicine	Assistant Professor of Clinical	1 Year
Dr.	H.	Edward	Davidson	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Margaret	M.	Gaglione	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Norman	R.	Goldin	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Ranjit	K.	Goudar	Medicine	Assistant Professor of Clinical	1 Year
Dr.	H.	Courtenay	Harrison	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Sue	B.	Hudson	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Usama	T.	Hussein	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Madhukar		Kaloji	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Harry	L.	Kanter	Medicine	Assistant Professor of Clinical	1 Year
Dr.	John	F.	Kessler	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Scott		Kruger	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Michael	E.	Lee	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Steven	V.	Lewinski	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Donald	J.	Lipskis	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Charles	F.	Lovell	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Julius	S.	Miller	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Edward	C.	Miller	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Andrew	H.F.	Miller	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Gary	B.	Moss	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Daniel	A.	Neumann	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Keith	H.	Newby	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Gunadhar		Panigrahi	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Christina	W.	Prillaman	Medicine	Assistant Professor of Clinical	1 Year



Dr.	Doris	M.	Rice	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Paul	A.	Ricketts	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Susan	E.	Ring	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Scott	A.	Robertson	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Harlan	C.	Rust	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Hooman		Sadr	Medicine	Assistant Professor of Clinical	1 Year
Dr.	John	H.	Smith	Medicine	Assistant Professor of Clinical	1 Year
Dr.	David	H.	Stockwell	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Neil	M.	Sullivan	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Valiant	D.	Tan	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Syed Ismail	M.	Thiwan	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Bruce	D.	Waldholtz	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Leah	M.	Zuniega	Medicine	Assistant Professor of Clinical	1 Year
Dr.	David	H.	Adler	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Ramin		Alimard	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Glen	M.	Arluk	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Mohit		Bhasin	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Whitney	D.	Brooks	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Michael	R.	Cannon	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Abdul	W.	Chaudhry	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Allen	A.	Ciuffo	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Anant	S.	Damle	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Snehal	A.	Damle	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Brinda	M.	Dixit	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Mark	T.	Fleming	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Maruthi	V.	Gottimukkala	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Bhavdeep	K.	Gupta	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Amir		Hajimomenian	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Mosta	G.	Haque	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Pedro	D.	Hasas	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Venkat	R.	Iyer	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Kim		Jain	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Sarah	E.	Joyner	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Ramanaiah		Kakani	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Craig	S.	Koenig	Medicine	Assistant Professor of Clinical	2 Years

Dr.	Lea	S.	Laplace	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Peter	B.	Laplace	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Albert	H.	Lee	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Partha		Manchikalapudi	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Trent	D.	Martin	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Glenn	R.	McDermott	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Ronald	S.	McKechnie	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Angela	M.	Mercer	Medicine	Assistant Professor of Clinical	2 Years
Dr.	James	R.	Miller	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Wayne	D.	Old	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Julianne	S.	Orlowski	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Sanjay	G.	Shah	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Ronald	A.	Stine	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Deepak	R.	Talreja	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Ian		Woollett	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Sean	E.	Hesselbacher	Medicine	Assistant Professor of Clinical	1 Year
Dr.	Venu	G.	Koduri	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Fessehaie		Tekle	Medicine	Assistant Professor of Clinical	2 Years
Dr.	Otarod		Bahrani	Medicine	Associate Professor	2 Years
Dr.	Ikshvanku	A.	Barot	Medicine	Associate Professor	2 Years
Dr.	Michael	E.	Bohan	Medicine	Associate Professor	2 Years
Dr.	Michael	H.	Hooper	Medicine	Associate Professor	2 Years
Dr.	Edward	L.	Lilly	Medicine	Associate Professor	2 Years
Dr.	Robert	C.	Bernstein	Medicine	Associate Professor	3 Years
Dr.	David	Z.	Chang	Medicine	Associate Professor	3 Years
Dr.	James	G.	Dixon	Medicine	Associate Professor	3 Years
Dr.	Amin	A.	Yehya	Medicine	Associate Professor	3 Years
Dr.	Patrick	G.	Haggerty	Medicine	Associate Professor Emeritus	N/A
Dr.	Preston	L.	Judson	Medicine	Associate Professor of Clinical	1 Year
Dr.	Edward	R.	George	Medicine	Associate Professor of Clinical	2 Years
Dr.	J.	Mark	Lawson	Medicine	Associate Professor of Clinical	2 Years
Dr.	F.	Taylor	Wootton	Medicine	Associate Professor of Clinical	2 Years
Dr.	Roger	W.	Lidman	Medicine	Associate Professor of Clinical	3 Years
Dr.	John	P.	Parker	Medicine	Associate Professor of Clinical	3 Years
Dr.	Ignacio		Ripoll	Medicine	Associate Professor of Clinical	3 Years
Dr.	Eli		Arusi	Medicine	Instructor	1 Year
Dr.	Ian		Persaud	Medicine	Instructor	1 Year
Mrs.	Etta	J.	Vinik	Medicine	Instructor	1 Year
Dr.	John	E.	Brush	Medicine	Professor	1 Year
Dr.	John	M.	Herre	Medicine	Professor	1 Year
Dr.	David	A.	Johnson	Medicine	Professor	1 Year
Dr.	David	A.	Baran	Medicine	Professor	2 Years
Dr.	Mitchell	L.	Shiffman	Medicine	Professor	2 Years
Dr.	Milton	L.	Brown	Medicine	Professor	1 Year

Dr.	Ian	A.	Chen	Medicine	Professor	1 Year
Dr.	Robert	M.	Palmer	Medicine	Professor Emeritus	N/A
Dr.	Michael	J.	Ryan	Medicine	Professor of Clinical	1 Year
Dr.	James	J.	Stark	Medicine	Professor of Clinical	2 Years
Dr.	Woong-Ki		Kim	Microbiology and Molecular Cell Biology	Adjunct Professor	1 Year
Dr.	Lifang		Yang	Microbiology and Molecular Cell Biology	Assistant Professor	1 Year
Dr.	Petra		Popovics	Microbiology and Molecular Cell Biology	Assistant Professor	1 Year
Dr.	Kan		Wang	Microbiology and Molecular Cell Biology	Assistant Professor	1 Year
Dr.	Julius	O.	Nyalwidhe	Microbiology and Molecular Cell Biology	Associate Professor	2 Years
Dr.	Yan	Y.	Sanders	Microbiology and Molecular Cell Biology	Associate Professor	2 Years
Dr.	Aurora		Kerscher	Microbiology and Molecular Cell Biology	Associate Professor	3 Years
Dr.	Julia	A.	Sharp	Microbiology and Molecular Cell Biology	Associate Professor	3 Years
Dr.	Dianne	C.	Daniel	Microbiology and Molecular Cell Biology	Associate Professor Emerita	N/A
Dr.	William	J.	Wasilenko	Microbiology and Molecular Cell Biology	Associate Professor Emeritus	N/A
Dr.	Xin		Guo	Microbiology and Molecular Cell Biology	Instructor	1 Year
Dr.	Dean	A.	Troyer	Microbiology and Molecular Cell Biology	Professor	2 Years
Dr.	Rajasekaran		Koteeswaran	Microbiology and Molecular Cell Biology	Professor	1 Year
Dr.	Amy	H.	Tang	Microbiology and Molecular Cell Biology	Professor	1 Year
Dr.	Elena	V.	Galkina	Microbiology and Molecular Cell Biology	Professor (EVMS Tenure)	1 Year
Dr.	O.	John	Semmes	Microbiology and Molecular Cell Biology	Professor (EVMS Tenure)	2 Years
Dr.	Julie	A.	Kerry	Microbiology and Molecular Cell Biology	Professor (EVMS Tenure)	3 Years
Dr.	David	A.	Taylor-Fishwick	Microbiology and Molecular Cell Biology	Professor (EVMS Tenure)	3 Years

Dr.	David		Mu	Microbiology and Molecular Cell Biology	Professor (EVMS Tenure)	4 Years
Dr.	Ann	E.	Campbell	Microbiology and Molecular Cell Biology	Professor Emerita	N/A
Dr.	Richard	P.	Ciavarra	Microbiology and Molecular Cell Biology	Professor Emeritus	N/A
Dr.	Robert	M.	McCombs	Microbiology and Molecular Cell Biology	Professor Emeritus	N/A
Dr.	Kenneth	D.	Somers	Microbiology and Molecular Cell Biology	Professor Emeritus	N/A
Dr.	George	L.	Wright	Microbiology and Molecular Cell Biology	Professor Emeritus	N/A
Dr.	Michael	R.	Wagner	Neurology	Assistant Professor	1 Year
Dr.	Mary	A.	Bowles	Neurology	Assistant Professor	1 Year
Dr.	Carmen	R.	Fuentes	Neurology	Assistant Professor	1 Year
Dr.	Robert	J.	Lanoue	Neurology	Assistant Professor	1 Year
Dr.	Marcus	C.	Rice	Neurology	Assistant Professor	1 Year
Dr.	Krzysztof	E.	Romanowski	Neurology	Assistant Professor	1 Year
Dr.	Armistead	D.	Williams	Neurology	Assistant Professor	1 Year
Dr.	Martha	S.	Boulos	Neurology	Assistant Professor	2 Years
Dr.	Zhaoming		Chen	Neurology	Assistant Professor	2 Years
Dr.	Marie	T.	Holland	Neurology	Assistant Professor	2 Years
Dr.	Steven	T.	Kanarek	Neurology	Assistant Professor	2 Years
Dr.	Rachel	M.	Paul	Neurology	Assistant Professor	2 Years
Dr.	Ugur		Yilmaz Anatolian	Neurology	Assistant Professor	2 Years
Dr.	Bethany	D.	Gilstrap	Neurology	Assistant Professor	1 Year
Dr.	Christine	H.	Gow	Neurology	Assistant Professor	1 Year
Dr.	Daniel	A.	Graf	Neurology	Assistant Professor	1 Year
Dr.	Nayeem		Karim	Neurology	Assistant Professor	1 Year
Dr.	Dorothy	A.	Lyons	Neurology	Assistant Professor	1 Year
Dr.	Melissa		Pence-Hunter	Neurology	Assistant Professor	1 Year
Dr.	Hua		Wang	Neurology	Assistant Professor	1 Year
Dr.	James	R.	Wyant	Neurology	Assistant Professor	1 Year
Dr.	Alexander	A.	Grunsfeld	Neurology	Assistant Professor	1 Year
Dr.	Thomas	A.	Crum	Neurology	Assistant Professor	2 Years
Dr.	Kevin	H.	Ha	Neurology	Assistant Professor	2 Years
Dr.	Michael	R.	Halstead	Neurology	Assistant Professor	2 Years
Dr.	Firas		Beitinjaneh	Neurology	Assistant Professor of Clinical	1 Year
Dr.	Andrew	D.	Galbreath	Neurology	Assistant Professor of Clinical	1 Year
Dr.	Amelito	B. R.	Malapira	Neurology	Assistant Professor of Clinical	1 Year
Dr.	Daniel	A.	Cohen	Neurology	Associate Professor	1 Year
Dr.	Amrutlal	J.	Barot	Neurology	Associate Professor of Clinical	1 Year
Dr.	Karen	M.	Thomas	Neurology	Associate Professor of Clinical	2 Years
Dr.	Kamal	R.	Chemali	Neurology	Associate Professor of	3 Years

					Clinical	
Miss	Renee	S.	Walker	Neurology	Instructor	1 Year
Miss	Tracy	J.	Bowdish	Neurology	Instructor	1 Year
Mr.	Thomas	R.	Hunter	Neurology	Instructor	1 Year
Miss	Laura	A.	Jackson	Neurology	Instructor	1 Year
Dr.	Grace	A.	Jordan	Neurology	Instructor	1 Year
Miss	Leslie	A.	Matson	Neurology	Instructor	1 Year
Miss	Lauren	R.	Wheeler	Neurology	Instructor	1 Year
Dr.	Richard	M.	Zweifler	Neurology	Professor	2 Years
Dr.	Homaira		Hanif	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Reem	A.	Sharaf Alddin	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Meredith	R.	Clark	Obstetrics and Gynecology	Associate Professor	2 Years
Dr.	Gustavo	F.	Doncel	Obstetrics and Gynecology	Professor (EVMS Tenure)	4 Years
Dr.	Terry	A.	Jacot	Obstetrics and Gynecology	Research Assistant Professor	2 Years
Dr.	Hannah	S.	Palin	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Jeffrey	J.	Woo	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Joseph	L.	Hudgens	Obstetrics and Gynecology	Associate Professor	2 Years
Dr.	Mary		Ojo-Carons	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Barbara	N.	Saber	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Stephen	S.	Davis	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Stacy	King	Slat	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Alissa	B.	Thieke	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Rhiannon	K.	Byron	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Brian	B.	Hearn	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Leonard	J.	Kuskowski	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Renee	C.	Morales	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Rachel	C.	Carroll-Bennett	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Richard	N.	Willard	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Thomas	D.	Kimble	Obstetrics and Gynecology	Associate Professor	1 Year

Dr.	Gayatri		Kapur	Obstetrics and Gynecology	Associate Professor of Clinical	1 Year
Dr.	Christiana	T.	Bitas	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Laura	A.	Haworth	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Joshua	M.	Morris	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Emily	E.	Nuss	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Anna	H.	Nutter	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Alyssa	C.	Savelli Binsted	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Morgan	A.	Scaglione	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Lauren	L.	Siewertsz van Reesem	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Jerri	A.	Waller	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Karla		Bermudez Wagner	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Megan	G.	Lord	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Christine	C.	Nkemeh	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Marwan	G.M.	Ma'ayeh	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Lindsay	Speros	Robbins	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Gloria	T.	Too	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Julie	R.	Whittington	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Lea	M.	Porche	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Juliana	G.	Martins	Obstetrics and Gynecology	Associate Professor	1 Year
Dr.	Tetsuya		Kawakita	Obstetrics and Gynecology	Associate Professor	3 Years
Dr.	Malgorzata		Mlynarczyk	Obstetrics and Gynecology	Associate Professor	3 Years
Dr.	Camille	M.	Kanaan	Obstetrics and Gynecology	Professor	2 Years
Dr.	George	R.	Saade	Obstetrics and Gynecology	Professor	2 Years
Dr.	Elena	S.	Sinkovskaya	Obstetrics and Gynecology	Professor	1 Year
Dr.	Steven	L.	Warsof	Obstetrics and Gynecology	Professor	3 Years
Dr.	Alfred	Z.	Abuhamad	Obstetrics and Gynecology	Professor (EVMS Tenure)	3 Years
Dr.	Andrew	W.	Moore	Obstetrics and Gynecology	Associate Professor	3 Years
Dr.	Kindra	A.	Larson	Obstetrics and Gynecology	Associate Professor	2 Years
Dr.	Peter		Takacs	Obstetrics and Gynecology	Professor	1 Year
Dr.	Nansi	S.	Boghossian	Obstetrics and Gynecology	Adjunct Associate Professor	1 Year
Dr.	Erkan		Kalafat	Obstetrics and Gynecology	Adjunct Associate Professor	3 Years
Dr.	Susan	L.	Crockin	Obstetrics and Gynecology	Adjunct Professor	2 Years
Dr.	Joshua	C.	Combs	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Elizabeth	A.	Dubil	Obstetrics and Gynecology	Assistant Professor	1 Year

Dr.	Charlene	G.	Echague	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Janel	F.	Foster	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Kristen	R.	Heye	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Jonathan	T.	Hunt	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Emily	C.	Kemner	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Douglas	A.	Leach	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Horace	G.	Matthews	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Kaitlyn	H.	Mayer	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Kate	E.	Oliver	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Christine		Rojas	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Tracie	C.	Snider	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Andrew	S.	Thagard	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Amanda	E.	Bucknum	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Kelly	A.	Palumbo Sopko	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Adam	C.	Sischy	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Deborah	J.	Wiese	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Bunan		Alnaif	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Kelsey	L.	Arbogast	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Cynthia	N.	Austin	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Jennifer	L.	Balderston	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Jennifer	M.	Biggs	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Anna	K.	Childson	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Matthew	P.	Chow	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Laurie	U.	De Grand	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Karen	E.	Fish	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Elizabeth	B.	Golpira	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Derwin	P.	Gray	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Lisbet	M.	Hanson	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Norma	L.	Jones-Ives	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Carrie	C.	Klett	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Mary	E.	Kownack	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Kristin	D.	Kreider	Obstetrics and Gynecology	Assistant Professor	1 Year

Dr.	Lenny		Laureta	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	C. Vivia		Liang	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Vladimir		Markovic	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Michael	E.	McCollum	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Melanie	M.	McDowell	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Kristen	A.	Mosier	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Darine	A.	Moukalled	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Lee		Ouyang	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Mohamad Mehdi		Parva	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Hania		Qutub	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Shanthy	S.	Ramesh	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Craig	H.	Ruetzel	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Barbara	E.	Simpson	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Zachary	P.	Wohlgemuth	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Ana	C.	Basso	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Colleen	M.	Connor	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Laura	R.	Cordes	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Branden	A.	Deyerle	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Laura	M.	Galo	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Jennifer	M.	Godbout	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Derwin	P.	Gray	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Jill	C.	Hasling	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	William	P.	Irvin	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Rachel	D.	Lee	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Ashley	R.	Lubecki	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Elizabeth	R.	Lunsford	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Kathy	K.	O'Connell	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Angela	W.	Parson	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Pamela	G.	Pyle	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Ghias	A.	Rana	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Stacey	J.	Rogers	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Leonid		Stepanov	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Whitney	F.	Webber	Obstetrics and Gynecology	Assistant Professor	2 Years

Dr.	Toriseju	D.	Whyte	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Charles	A.	Wilkes	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Benjamin	S.	Harris	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Nicole	K.	Banks	Obstetrics and Gynecology	Assistant Professor	2 Years
Dr.	Ismail		El Moudden	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Timothy	E.	Sayles	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	Nazita		Yousefieh	Obstetrics and Gynecology	Assistant Professor	1 Year
Dr.	G.	Theodore	Hughes	Obstetrics and Gynecology	Assistant Professor of Clinical	1 Year
Dr.	Robert	C.	Squatrito	Obstetrics and Gynecology	Assistant Professor of Clinical	1 Year
Dr.	Athena	P.	Kourtis	Obstetrics and Gynecology	Associate Professor	1 Year
Miss	Karen	R.	Brayboy	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Jeanne	M.	Busch	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Richard	S.	Gist	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Thomas	E.	Basco	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Monique	N.	Crabb	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Morris	M.	Elstein	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Martha	T.	Fernandez	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Arlene	J.	Fontaneres	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Candice	A.	Geary	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Ilene	B.	Goldstein	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Denise	L.	Harris-Proctor	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Naved	A.	Jafri	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Obaid	H.	Jafri	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Peter	J.	Kemp	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Raegan		Kotsko	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Fenney		Kwan	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Charysse	J.	Manouilov	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Linda	J.	Mathison-Ezieme	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Raymond	L.	McCue	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Franklin	G.	Morgan	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Alexa	S.	Pascioni	Obstetrics and Gynecology	Instructor	1 Year
Dr.	David	R.	Peters	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Giniene	M.	Pirkle	Obstetrics and Gynecology	Instructor	1 Year

Dr.	Natalie	N.	Randolph	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Edward	F.	Roberts	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Sharon	L.	Sheffield	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Kimberly	J.	Stockmaster	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Christopher	P.	Stolle	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Reena		Talreja-Pelaez	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Jeffrey	M.	Wentworth	Obstetrics and Gynecology	Instructor	1 Year
Dr.	Marybeth	R.	Dixon	Obstetrics and Gynecology	Instructor of Clinical	1 Year
Dr.	David	F.	Archer	Obstetrics and Gynecology	Professor	1 Year
Dr.	Willette	L.	LeHew	Obstetrics and Gynecology	Professor Emeritus	N/A
Dr.	Henry	L.	Gabelnick	Obstetrics and Gynecology	Professor Emeritus	N/A
Dr.	Frederick	T.	Given	Obstetrics and Gynecology	Professor Emeritus	N/A
Dr.	Neelima		Chandra	Obstetrics and Gynecology	Research Assistant Professor	2 Years
Dr.	Brett	L.	Tompkins	Ophthalmology	Assistant Professor	1 Year
Dr.	Alfred	J.	Wolanin	Ophthalmology	Assistant Professor	1 Year
Dr.	Ruston	L.	Hess	Ophthalmology	Assistant Professor	2 Years
Dr.	Ian	C.	Uber	Ophthalmology	Assistant Professor	2 Years
Dr.	Laura	B.	Bejarano	Ophthalmology	Assistant Professor	1 Year
Dr.	Haoxing		Chen	Ophthalmology	Assistant Professor	1 Year
Dr.	Mark	M.	Fernandez	Ophthalmology	Assistant Professor	1 Year
Dr.	Fredric	J.	Gross	Ophthalmology	Assistant Professor	1 Year
Dr.	Barry	A.	Mandell	Ophthalmology	Assistant Professor	1 Year
Dr.	Peter	V.	Mitrev	Ophthalmology	Assistant Professor	1 Year
Dr.	Leonard	A.	Rappaport	Ophthalmology	Assistant Professor	1 Year
Dr.	Venkat	M.	Reddy	Ophthalmology	Assistant Professor	1 Year
Dr.	Teresa	A.	Shenouda	Ophthalmology	Assistant Professor	1 Year
Dr.	Rohit		Adyanthaya	Ophthalmology	Assistant Professor	2 Years
Dr.	Jason	A.	Alvarez	Ophthalmology	Assistant Professor	2 Years
Dr.	Evan	M.	Berger	Ophthalmology	Assistant Professor	2 Years
Dr.	Cheryl	G.	Cauthen	Ophthalmology	Assistant Professor	2 Years

Dr.	Samantha	S.	Dewundara	Ophthalmology	Assistant Professor	2 Years
Dr.	Thomas	J.	Joly	Ophthalmology	Assistant Professor	2 Years
Dr.	Christopher	J.	Kurz	Ophthalmology	Assistant Professor	2 Years
Dr.	Adam	T.	Lipman	Ophthalmology	Assistant Professor	2 Years
Dr.	Constance	O.	Okeke	Ophthalmology	Assistant Professor	2 Years
Dr.	David	M.	Salib	Ophthalmology	Assistant Professor	2 Years
Dr.	Arielle	R.	Spitze	Ophthalmology	Assistant Professor	2 Years
Dr.	Elizabeth		Yeu	Ophthalmology	Assistant Professor	2 Years
Dr.	Giovanni		DiSandro	Ophthalmology	Assistant Professor	1 Year
Dr.	Kimberly	K.	Anderson	Ophthalmology	Assistant Professor	2 Years
Dr.	Jason	S.	Goldberg	Ophthalmology	Assistant Professor	2 Years
Dr.	Eric	A.	Adams	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	Dietrich	A.	Fellner	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	John	F.	Frantz	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	Maria	L.	Gonzalez	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	Joel	K.	Lall-Trail	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	George	P.	Neatrou	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	Mark	A.	Pavilack	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	Kori	A.	Elkins	Ophthalmology	Assistant Professor of Clinical	2 Years
Dr.	Patrick	F.	Kilhenny	Ophthalmology	Assistant Professor of Clinical	2 Years
Dr.	Avrum	Z.	Meier	Ophthalmology	Assistant Professor of Clinical	2 Years
Dr.	Dawnielle	J.	Kerner	Ophthalmology	Assistant Professor of Clinical	1 Year
Dr.	Kapil	G.	Kapoor	Ophthalmology	Associate Professor	1 Year
Dr.	Alan	L.	Wagner	Ophthalmology	Associate Professor	1 Year
Dr.	Stephen	V.	Scoper	Ophthalmology	Associate Professor	2 Years
Dr.	Albert	Y.	Cheung	Ophthalmology	Associate Professor	3 Years
Dr.	Shannon	M.	McCole	Ophthalmology	Associate Professor	2 Years
Dr.	Mark	J.	McCarthy	Ophthalmology	Associate Professor of Clinical	3 Years
Dr.	Ayesha	M.	Rahman	Ophthalmology	Instructor	1 Year
Dr.	Earl	R.	Crouch	Ophthalmology	Professor	1 Year
Dr.	John	D.	Sheppard	Ophthalmology	Professor	1 Year
Dr.	Ira	R.	Lederman	Ophthalmology	Professor of Clinical	1 Year
Dr.	James	A.	Valone	Ophthalmology	Professor of Clinical	3 Years
Dr.	William	M.	Dougherty	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	Eric	J.	Dobratz	Otolaryngology-Head and Neck Surgery	Professor	3 Years
Dr.	Ashley	A.	Schroeder	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year

Dr.	Patrick	F.	Morgan	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Matthew	J.	Bak	Otolaryngology-Head and Neck Surgery	Associate Professor	1 Year
Dr.	Jonathan	R.	Mark	Otolaryngology-Head and Neck Surgery	Associate Professor	1 Year
Dr.	Daniel	W.	Karakla	Otolaryngology-Head and Neck Surgery	Professor Emeritus	N/A
Dr.	Benjamin	J.	Rubinstein	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	John	T.	Sinacori	Otolaryngology-Head and Neck Surgery	Associate Professor	2 Years
Dr.	Peter	G.	Volsky	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Stephanie	A.	Moody Antonio	Otolaryngology-Head and Neck Surgery	Professor	2 Years
Dr.	Barry		Strasnick	Otolaryngology-Head and Neck Surgery	Professor	3 Years
Dr.	Jordyn	P.	Lucas	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	Thomas	Q.	Gallagher	Otolaryngology-Head and Neck Surgery	Associate Professor	2 Years
Dr.	David	H.	Darrow	Otolaryngology-Head and Neck Surgery	Professor	1 Year
Dr.	Cristina	M.	Baldassari	Otolaryngology-Head and Neck Surgery	Professor	2 Years
Dr.	Craig	S.	Derkey	Otolaryngology-Head and Neck Surgery	Professor	2 Years
Dr.	Kent	K.	Lam	Otolaryngology-Head and Neck Surgery	Associate Professor	2 Years
Dr.	Joseph	K.	Han	Otolaryngology-Head and Neck Surgery	Professor	1 Year
Dr.	Marco	A.	Ayala	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Gregory	G.	Capra	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Jeffrey	P.	Radabaugh	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year

Dr.	Gabriel	F.	Santiago	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Virginia	P.	Teti	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Jessica	R.	Winters	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Tokunbo	I.	Ayeni	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	Michael	J.	Eliason	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	Colleen	F.	Perez	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	John	L.	Howard	Otolaryngology-Head and Neck Surgery	Assistant Professor	1 Year
Dr.	Denton	D.	Weiss	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	Erin	R.S.	Hamersley	Otolaryngology-Head and Neck Surgery	Assistant Professor	2 Years
Dr.	Eric	M.	Gessler	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Allen	O.	Mitchell	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Melvin	L.	Ford	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Alan	S.	Keyes	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Kevin	D.	Meakin	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Scott	R.	Morin	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Kimberly	M.	Pasquale	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Michael	N.	Shroyer	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	1 Year
Dr.	Richard	F.	Debo	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Brian	D.	Deutsch	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	David	B.	Dorofi	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Peter	T.	Galantich	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Klaus		Guter	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Ryan	P.	Hester	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	R.	Jeffrey	Hood	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Michael	G.	Ireland	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	John	T.	Kalafsky	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	James	E.	Krochmal	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Edilberto	O.	Pelausa	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Eric	J.	Simko	Otolaryngology-Head and Neck Surgery	Assistant Professor of Clinical	2 Years
Dr.	Lorenz	F.	Lassen	Otolaryngology-Head and Neck Surgery	Associate Professor of Clinical	1 Year
Dr.	Bruce	K.	Barr	Otolaryngology-Head and Neck Surgery	Instructor of Clinical	1 Year
Dr.	Neil	A.	Landy	Otolaryngology-Head and Neck Surgery	Instructor of Clinical	1 Year
Dr.	Bruce	I.	Longman	Otolaryngology-Head and Neck Surgery	Instructor of Clinical	1 Year
Dr.	David	P.	Mueller	Otolaryngology-Head and Neck Surgery	Instructor of Clinical	1 Year
Miss	Kristine		McCluskey	Pathology and Anatomy	Adjunct Assistant Professor	3 Years
Miss	Indu	J.	Sharma	Pathology and Anatomy	Adjunct Associate Professor	2 Years
Dr.	Hargsoon		Yoon	Pathology and Anatomy	Adjunct Associate Professor	2 Years
Mr.	Luke	J.	Giltz	Pathology and Anatomy	Adjunct Instructor	1 Year
Dr.	Carrie	A.	Elzie	Pathology and Anatomy	Adjunct Professor	2 Years
Dr.	Craig	W.	Goodmurphy	Pathology and Anatomy	Adjunct Professor	3 Years
Dr.	Jean	D.	Kemp	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Erik	E.	Shanahan	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	John	H.	Bisese	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Vladimir		Chereminskiy	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Stephen	I.	Fisher	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Stephen	A.	Gudas	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Jeffrey	R.	Kreutzberg	Pathology and Anatomy	Assistant Professor	1 Year



Dr.	Bradley	A.	Poore	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	James	D.	Post	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Michele	R.	Roulet	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Marc	L.	Silverberg	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Barbara	H.	Amaker	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Michael	A.	Bergevin	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Wendy	M.	Gunther	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Elizabeth	L.	Kinnison	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Li		Li	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Hassan	R.	Tahhan	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Daniel	V.	Unger	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Timothy	B.	Walls	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Janet	S.	Winston	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Maria	A.C.	Aguiar	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Lane	P.	Fickert	Pathology and Anatomy	Assistant Professor	1 Year
Dr.	Dorela	D.	Shuboni-Mulligan	Pathology and Anatomy	Assistant Professor	1 Year
Miss	Lauren	C.	Yoho	Pathology and Anatomy	Assistant Professor	1 Year
Miss	B.	Suzanne	Dickinson	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Natascha		Heise	Pathology and Anatomy	Assistant Professor	2 Years
Miss	Carlee	N.	Demeter	Pathology and Anatomy	Assistant Professor	2 Years
Dr.	Michael	M.	Romash	Pathology and Anatomy	Assistant Professor of Clinical	1 Year
Dr.	Joseph	J.	Legan	Pathology and Anatomy	Assistant Professor of Clinical	2 Years
Dr.	Clare	H.	Bryce	Pathology and Anatomy	Associate Professor	1 Year
Dr.	Jolanta		Kowalewska	Pathology and Anatomy	Associate Professor	1 Year
Dr.	Suhail		Nasim	Pathology and Anatomy	Associate Professor	1 Year
Dr.	Amy	M.	Tharp	Pathology and Anatomy	Associate Professor	2 Years
Dr.	Alice	L.	Werner	Pathology and Anatomy	Associate Professor	3 Years
Dr.	Ming-Lei		Guo	Pathology and Anatomy	Associate Professor	2 Years
Dr.	Jorge	L.	Jacot	Pathology and Anatomy	Associate Professor	2 Years
Dr.	Marta	A.	Ambrozewicz	Pathology and Anatomy	Associate Professor	3 Years
Mr.	Kerwin	M.	Kolheffer	Pathology and Anatomy	Associate Professor	3 Years
Dr.	Alberto	E.	Musto	Pathology and Anatomy	Associate Professor	3 Years
Dr.	Sheila	A.	Scoville	Pathology and Anatomy	Associate Professor Emerita	N/A
Mrs.	Mary	Ann	Clements	Pathology and Anatomy	FT Staff with Adjunct Appt	3 Years
Miss	Brandy	N.	Magruder	Pathology and Anatomy	Instructor	1 Year
Mr.	Christopher	E.	Mason	Pathology and Anatomy	Instructor	1 Year
Miss	Kathleen	M.	Nelsen	Pathology and Anatomy	Instructor	1 Year
Miss	Katherine		Van Winkle	Pathology and Anatomy	Instructor	1 Year
Miss	Madison	S.	Barber	Pathology and Anatomy	Instructor	1 Year
Mrs.	Lauren	T.	Roten	Pathology and Anatomy	Instructor	1 Year
Miss	Karen	C.	Owen	Pathology and Anatomy	Instructor	1 Year
Dr.	James	D.	Smith	Pathology and Anatomy	Instructor of Clinical	1 Year
Dr.	Richard	P.	Moriarty	Pathology and Anatomy	Professor	3 Years
Dr.	Paul	F.	Aravich	Pathology and Anatomy	Professor	1 Year
Dr.	Gyorgy		Lonart	Pathology and Anatomy	Professor	3 Years
Dr.	Larry	D.	Sanford	Pathology and Anatomy	Professor	3 Years
Dr.	Laurie	L.	Wellman	Pathology and Anatomy	Professor	3 Years
Dr.	Richard	M.	Conran	Pathology and Anatomy	Professor	3 Years
Dr.	Nancy	F.	Fishback	Pathology and Anatomy	Professor Emerita	N/A
Dr.	Dorothy	B.	Spangenberg	Pathology and Anatomy	Professor Emerita	N/A
Dr.	Kathleen	A.	Bennett	Pediatrics	Assistant Professor	1 Year
Dr.	Camille	I.	Carson-Bane	Pediatrics	Assistant Professor	1 Year
Dr.	John	M.	DiMichele	Pediatrics	Assistant Professor	1 Year
Dr.	Jana	L.	Elliker	Pediatrics	Assistant Professor	1 Year
Dr.	Anisha		Garg	Pediatrics	Assistant Professor	1 Year
Dr.	Nicole	L.	Kreiser Wells	Pediatrics	Assistant Professor	1 Year
Dr.	David	R.	Meyer	Pediatrics	Assistant Professor	1 Year
Dr.	Virginia	M.	Ramos Matias	Pediatrics	Assistant Professor	1 Year
Dr.	Lisa	G.	Roberts	Pediatrics	Assistant Professor	1 Year
Dr.	Diana	W.	Schofield	Pediatrics	Assistant Professor	1 Year
Dr.	Nasim		Shajihan	Pediatrics	Assistant Professor	1 Year
Dr.	Leslie	E.M.	Torbert	Pediatrics	Assistant Professor	1 Year
Dr.	Kelly	E.	Carpenter	Pediatrics	Assistant Professor	2 Years
Dr.	Jennifer	M.	Flaherty	Pediatrics	Assistant Professor	2 Years
Dr.	Jessica	K.	Hairston	Pediatrics	Assistant Professor	2 Years

Dr.	Thomas	B.	Henry	Pediatrics	Assistant Professor	2 Years
Dr.	Kevin	W.	Johnson	Pediatrics	Assistant Professor	2 Years
Dr.	Hannah	C.	Jones	Pediatrics	Assistant Professor	2 Years
Dr.	Margaret	M.	Lubas	Pediatrics	Assistant Professor	2 Years
Dr.	Lana	A.	Mahgoub	Pediatrics	Assistant Professor	2 Years
Dr.	Jennifer	M.	Moran	Pediatrics	Assistant Professor	2 Years
Dr.	Pamela	V.	Murillo	Pediatrics	Assistant Professor	2 Years
Dr.	Lynn	O.	Page	Pediatrics	Assistant Professor	2 Years
Dr.	Tamara	J.	Palka	Pediatrics	Assistant Professor	2 Years
Dr.	Carl	E.	Petersen	Pediatrics	Assistant Professor	2 Years
Dr.	Samuel	D.	Scott	Pediatrics	Assistant Professor	2 Years
Dr.	Daniel	B.	Spencer	Pediatrics	Assistant Professor	2 Years
Dr.	Andria	E.	Tatem	Pediatrics	Assistant Professor	2 Years
Dr.	Carrie	L.	Thornton	Pediatrics	Assistant Professor	2 Years
Dr.	Takehia	V.	Williams	Pediatrics	Assistant Professor	2 Years
Dr.	Jeffrey	J.	Wilson	Pediatrics	Associate Professor	1 Year
Miss	Shirl	S.	Dutton	Pediatrics	Instructor	1 Year
Mr.	Jimmy	W.	Spelts	Pediatrics	Instructor	1 Year
Miss	Mitzi	K.	Glass	Pediatrics	Instructor	1 Year
Miss	Laura	C.	Lang	Pediatrics	Instructor	1 Year
Miss	Anne	M.	Russell	Pediatrics	Instructor	1 Year
Dr.	Elise	M.	Fallucco	Pediatrics	Professor	1 Year
Dr.	Mary Margaret		Gleason	Pediatrics	Professor	2 Years
Dr.	Kyzwana	N.	Caves	Pediatrics	Assistant Professor	2 Years
Dr.	Mariel	A.	Focseneanu	Pediatrics	Assistant Professor	2 Years
Dr.	Whitney	L.	Wellenstein	Pediatrics	Assistant Professor	2 Years
Dr.	Clinton	P.	Dunn	Pediatrics	Assistant Professor	1 Year
Dr.	Lauren	L.	Smith	Pediatrics	Assistant Professor	1 Year
Dr.	Lindsey	E.	Moore	Pediatrics	Assistant Professor	2 Years
Dr.	Maripaz	B.	Morales	Pediatrics	Assistant Professor	2 Years
Miss	Ashlee	S.	Law	Pediatrics	Instructor	1 Year
Dr.	Angela	D.	Hogan	Pediatrics	Professor	2 Years
Dr.	Kelly	M.	Maples	Pediatrics	Professor	2 Years
Dr.	Liana	G.	Hosu	Pediatrics	Assistant Professor	1 Year
Dr.	Nathan	R.	Brakke	Pediatrics	Assistant Professor	1 Year
Dr.	Lauren	K.	Donahue	Pediatrics	Assistant Professor	1 Year
Dr.	Scott	J.	Hines	Pediatrics	Assistant Professor	1 Year
Dr.	Justin	M.	John	Pediatrics	Assistant Professor	1 Year
Dr.	Valbona		Kanarek	Pediatrics	Assistant Professor	1 Year
Dr.	Lida		Nadimi	Pediatrics	Assistant Professor	1 Year
Dr.	Miriam	U.	Schoepf	Pediatrics	Assistant Professor	1 Year
Dr.	Jeffrey	L.	Schubert	Pediatrics	Assistant Professor	1 Year
Dr.	Steven	P.	Zadora	Pediatrics	Assistant Professor	1 Year
Dr.	Steven	M.	DeFreitas	Pediatrics	Assistant Professor	2 Years
Dr.	Anzea	L.	Dukes	Pediatrics	Assistant Professor	2 Years
Dr.	Graham	M.	Fehr	Pediatrics	Assistant Professor	2 Years
Dr.	Jessica	J.	Kell	Pediatrics	Assistant Professor	2 Years
Dr.	Andrea	W.	Martineau	Pediatrics	Assistant Professor	2 Years
Dr.	Amelia	H.	Randall	Pediatrics	Assistant Professor	2 Years
Dr.	Silvio	M.	Sitarich	Pediatrics	Assistant Professor	2 Years
Dr.	Eva	J.	Waller	Pediatrics	Assistant Professor	2 Years
Dr.	Matthias	W.	Koenig	Pediatrics	Associate Professor	1 Year
Dr.	Mark	R.	Polak	Pediatrics	Associate Professor	3 Years
Dr.	Tracy	M.	Alderson	Pediatrics	Assistant Professor	1 Year
Dr.	Rose	M.	Cummings	Pediatrics	Assistant Professor	1 Year
Dr.	Robert	B.	Escalera	Pediatrics	Assistant Professor	2 Years
Dr.	Lopa	P.	Hartke	Pediatrics	Assistant Professor	2 Years
Dr.	Elliot	M.	Tucker	Pediatrics	Assistant Professor	2 Years
Dr.	John	H.	Reed	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Michael	S.	Vance	Pediatrics	Associate Professor	1 Year
Dr.	Alexander	R.	Ellis	Pediatrics	Associate Professor	2 Years
Dr.	Jonathan	T.	Fleenor	Pediatrics	Associate Professor	3 Years
Dr.	Elizabeth	M.A.	Wheeler	Pediatrics	Assistant Professor	1 Year
Dr.	Cassandra	L.	Elverum	Pediatrics	Assistant Professor	2 Years

Dr.	Kristina	M.	Golden	Pediatrics	Assistant Professor	2 Years
Dr.	Katlin	K.	Ternes	Pediatrics	Assistant Professor	2 Years
Dr.	Bavan	P.	Singh	Pediatrics	Instructor	1 Year

Miss	Quiana		Bradley	Pediatrics	Instructor	1 Year
Miss	Erinn	F.	Portnoy	Pediatrics	Instructor	1 Year
Miss	Laura	M.	Kanter	Pediatrics	Instructor	1 Year
Miss	Corinne	R.	Ponzi	Pediatrics	Instructor	1 Year
Dr.	Ellen	V.	Pudney	Pediatrics	Assistant Professor	1 Year
Miss	Sara	M.	Rothenberg	Pediatrics	Assistant Professor	2 Years
Dr.	Hongyun		Fu	Pediatrics	Associate Professor	1 Year
Dr.	Paul	T.	Harrell	Pediatrics	Associate Professor	2 Years
Miss	Amy	C.	Paulson	Pediatrics	Instructor	1 Year
Dr.	Kelli	J.	England	Pediatrics	Professor	3 Years
Dr.	Christopher	J.	Meeks	Pediatrics	Assistant Professor	1 Year
Dr.	Paul	F.	Whiteside	Pediatrics	Assistant Professor	2 Years
Dr.	Elisa	M.	Young	Pediatrics	Assistant Professor	2 Years
Dr.	Kristina	R.	Roth	Pediatrics	Assistant Professor	2 Years
Dr.	Gabriella	F.	Richardson	Pediatrics	Assistant Professor	2 Years
Miss	Marta	I.	Cox	Pediatrics	Instructor	1 Year
Miss	Alexandra	Z.	Laramie	Pediatrics	Instructor	1 Year
Miss	Stephanie	L.	Osler	Pediatrics	Instructor	1 Year
Dr.	Matthew	A.	Sachs	Pediatrics	Instructor	1 Year
Dr.	Brett	W.	Sharp	Pediatrics	Instructor	1 Year
Dr.	Thomas	J.	Cholis	Pediatrics	Assistant Professor	1 Year
Dr.	Meaghan	E.	Dominy	Pediatrics	Assistant Professor	1 Year
Dr.	Linette	J.	Ewing	Pediatrics	Assistant Professor	1 Year
Dr.	Christopher	K.	Foley	Pediatrics	Assistant Professor	1 Year
Dr.	Chie-Youn		Shih	Pediatrics	Assistant Professor	1 Year
Dr.	Jenna	L.	Fine	Pediatrics	Assistant Professor	2 Years
Dr.	Diana		Pang	Pediatrics	Assistant Professor	2 Years
Dr.	Erin	N.	Platter	Pediatrics	Assistant Professor	2 Years
Dr.	Julia	G.	Burden	Pediatrics	Assistant Professor	1 Year
Dr.	Judith	V.	Williams	Pediatrics	Associate Professor	3 Years
Dr.	Richard	J.	Gerber	Pediatrics	Assistant Professor	1 Year
Dr.	Kaitlin	R.	Blackard	Pediatrics	Assistant Professor	2 Years
Dr.	Janice	M.	Keener	Pediatrics	Assistant Professor	2 Years
Dr.	James	E.	Burhop	Pediatrics	Assistant Professor	1 Year
Dr.	Kelli	A.	Petronis	Pediatrics	Assistant Professor	1 Year
Dr.	Suzanne	C.	Sartori	Pediatrics	Assistant Professor	1 Year
Dr.	Melanie	A.	Weller	Pediatrics	Assistant Professor	1 Year
Dr.	Nicholas	J.	White	Pediatrics	Assistant Professor	1 Year
Dr.	Margaret	K.	Eason	Pediatrics	Assistant Professor	2 Years
Dr.	Kristin	E.	Herbert	Pediatrics	Assistant Professor	2 Years
Dr.	Courtney		Jacobs	Pediatrics	Assistant Professor	2 Years
Dr.	Nicole	M.	Schacherer	Pediatrics	Assistant Professor	2 Years
Dr.	Eliza	J.	Foley	Pediatrics	Assistant Professor	1 Year
Dr.	Michelle	K.	Arzubi-Hughes	Pediatrics	Associate Professor	1 Year
Dr.	Rupa		Kapoor	Pediatrics	Associate Professor	1 Year
Dr.	Bryan	D.	Upham	Pediatrics	Associate Professor	2 Years
Dr.	James	M.	Schmidt	Pediatrics	Associate Professor	3 Years
Dr.	Joel	M.	Clingenpeel	Pediatrics	Associate Professor	1 Year
Dr.	Alexandra	P.	Leader	Pediatrics	Associate Professor	1 Year
Dr.	Lisa	M.	Feagin	Pediatrics	Instructor	1 Year
Dr.	Sandip	A.	Godambe	Pediatrics	Professor	1 Year
Dr.	Michael	P.	Poirier	Pediatrics	Professor	2 Years
Dr.	Paul	C.	Mullan	Pediatrics	Professor	3 Years
Dr.	Eric	O.	Gyuricsko	Pediatrics	Assistant Professor	2 Years
Dr.	Nicole	L.	Nejedly	Pediatrics	Assistant Professor	2 Years
Dr.	Melinda	M.C.	Penn	Pediatrics	Assistant Professor	2 Years
Dr.	Michael	R.	Konikoff	Pediatrics	Assistant Professor	1 Year
Dr.	Nancy	U.	Yokois	Pediatrics	Assistant Professor	1 Year
Dr.	Sameer	P.	Lapsia	Pediatrics	Assistant Professor	2 Years
Dr.	Rana	F.	Ammoury	Pediatrics	Associate Professor	1 Year
Dr.	Michael	V.	Mendoza	Pediatrics	Associate Professor	1 Year
Dr.	Orhan		Atay	Pediatrics	Associate Professor	2 Years

Dr.	V.	Marc	Tsou	Pediatrics	Associate Professor	2 Years
Miss	Mary	A.	Smith	Pediatrics	Instructor	1 Year
Miss	Carolina		Molina-Martin	Pediatrics	Adjunct Instructor	2 Years
Dr.	Brian	G.	Norwood	Pediatrics	Assistant Professor	2 Years

Dr.	Heidi	K.	Flatin	Pediatrics	Assistant Professor	1 Year
Dr.	Lillian		Nalwoga	Pediatrics	Assistant Professor	1 Year
Dr.	Dionne	Y.	Palmer	Pediatrics	Assistant Professor	1 Year
Dr.	DeAnnah	M.	Jordan	Pediatrics	Assistant Professor	2 Years
Dr.	Stephen	C.	Restaino	Pediatrics	Assistant Professor	2 Years
Dr.	Natasha	K.	Sriraman	Pediatrics	Associate Professor	1 Year
Dr.	Carolyn	S.	Moneymaker	Pediatrics	Associate Professor of Clinical	2 Years
Dr.	Michelle	G.	Brenner	Pediatrics	Professor	3 Years
Dr.	Thomas	W.	Hubbard	Pediatrics	Professor of Clinical	2 Years
Miss	Teresa	M.	Heller	Pediatrics	Instructor	1 Year
Miss	Deborah	L.	Smith	Pediatrics	Instructor	1 Year
Dr.	Wilson	M.	File	Pediatrics	Assistant Professor	2 Years
Dr.	Melissa	San Julian	Mark	Pediatrics	Assistant Professor	2 Years
Dr.	Linda	D.	Pegram	Pediatrics	Assistant Professor	2 Years
Dr.	Kevin	E.	Todd	Pediatrics	Assistant Professor	2 Years
Dr.	William	C.	Owen	Pediatrics	Associate Professor	1 Year
Dr.	Herbert	E.	Bevan	Pediatrics	Professor	3 Years
Dr.	Eric	J.	Lowe	Pediatrics	Professor	3 Years
Dr.	Eric	J.	Werner	Pediatrics	Professor	3 Years
Dr.	Sanaz	B.	Devlin	Pediatrics	Assistant Professor	2 Years
Dr.	Cyrus	C.	Heydarian	Pediatrics	Assistant Professor	2 Years
Dr.	Danielle	E.	Russell	Pediatrics	Assistant Professor	2 Years
Dr.	Joanne	C.	Mendoza	Pediatrics	Associate Professor	1 Year
Dr.	Benjamin	E.	Nelson	Pediatrics	Associate Professor	2 Years
Dr.	Edward	A.	Johnson	Pediatrics	Associate Professor	3 Years
Dr.	Rianna	C.	Leazer	Pediatrics	Associate Professor	3 Years
Dr.	Kyrie	L.	Shomaker	Pediatrics	Associate Professor	3 Years
Dr.	Erika	T.	Rhone	Pediatrics	Associate Professor	1 Year
Miss	Reyna	D.	Nikolaus	Pediatrics	Instructor	1 Year
Dr.	Laura	A.	Sass	Pediatrics	Associate Professor	2 Years
Dr.	Randall	G.	Fisher	Pediatrics	Professor	1 Year
Dr.	Kenji	M.	Cunnon	Pediatrics	Professor	2 Years
Dr.	Alice	A.	Basinger	Pediatrics	Assistant Professor	1 Year
Miss	Lindsey	B.	Sawyer	Pediatrics	Instructor	1 Year
Dr.	Samantha	A.	Vergano	Pediatrics	Professor	3 Years
Dr.	Glen	A.	Green	Pediatrics	Associate Professor	1 Year
Dr.	Jamil	H.	Khan	Pediatrics	Associate Professor	1 Year
Dr.	Edward	H.	Karotkin	Pediatrics	Professor Emeritus	N/A
Dr.	Rachel	A.	Armentrout	Pediatrics	Assistant Professor	1 Year
Dr.	Kathryn	E.	Colacchio	Pediatrics	Assistant Professor	1 Year
Dr.	Kaitlin	M.	Ryan-Smith	Pediatrics	Assistant Professor	1 Year
Dr.	Susannah	P.	Dillender	Pediatrics	Assistant Professor	2 Years
Dr.	R.	Kirkland	Sallas	Pediatrics	Assistant Professor	2 Years
Dr.	Lana	N.	Zhang	Pediatrics	Assistant Professor	2 Years
Dr.	Kenneth	F.	Tiffany	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Tushar	A.	Shah	Pediatrics	Associate Professor	3 Years
Dr.	Brett	H.	Siegfried	Pediatrics	Associate Professor	3 Years
Miss	Lisa	M.	Miller	Pediatrics	Instructor	1 Year
Dr.	Irene	G.	Restaino	Pediatrics	Assistant Professor	2 Years
Dr.	J.	Bryan	Carmody	Pediatrics	Associate Professor	2 Years
Dr.	Ryan	P.	Williams	Pediatrics	Assistant Professor	1 Year
Dr.	Sarah	L.	Chagnon	Pediatrics	Assistant Professor	2 Years
Dr.	Nancy	J.	Como-Lesko	Pediatrics	Assistant Professor	2 Years
Dr.	Georg	J.	Dahl	Pediatrics	Assistant Professor	2 Years
Dr.	Wendy	S.	Edlund	Pediatrics	Assistant Professor	2 Years
Dr.	Ralph	S.	Northam	Pediatrics	Assistant Professor	2 Years
Dr.	Daley	L.	Owens	Pediatrics	Assistant Professor	2 Years
Dr.	Crystal	M.	Proud	Pediatrics	Assistant Professor	2 Years
Dr.	Swinder	S.	Toor	Pediatrics	Assistant Professor	2 Years

Miss	Jennifer	C.	Kalb	Pediatrics	Instructor of Clinical	1 Year
Dr.	Katrina	M.	Leshner	Pediatrics	Assistant Professor	2 Years
Dr.	Carlos	S.	Sendon	Pediatrics	Assistant Professor	1 Year
Dr.	Cynthia	E.	Epstein	Pediatrics	Assistant Professor	2 Years
Dr.	Jose	F.	Chocano	Pediatrics	Associate Professor	1 Year
Dr.	Cassyanne	L.	Aguiar Lapsia	Pediatrics	Assistant Professor	1 Year
Dr.	Christos	A.	Gabriel	Pediatrics	Associate Professor	2 Years

Dr.	Michael	J.	Strunc	Pediatrics	Assistant Professor	1 Year
Dr.	Aisha	S.	Joyce	Pediatrics	Assistant Professor	2 Years
Dr.	Micah	S.	Lamb	Pediatrics	Assistant Professor	2 Years
Dr.	David	V.	Smith	Pediatrics	Assistant Professor	2 Years
Dr.	Kristyn		Anselmo	Pediatrics	Instructor	1 Year
Dr.	Ashley	R.	Koto	Pediatrics	Instructor of Clinical	1 Year
Dr.	Joel	S.	Brenner	Pediatrics	Professor	3 Years
Dr.	Cara	D.	Novick	Pediatrics	Assistant Professor	1 Year
Dr.	Adam	M.	Conley	Pediatrics	Assistant Professor	1 Year
Dr.	Joseph	F.	Dilustro	Pediatrics	Assistant Professor	1 Year
Dr.	James	M.	Cardelia	Pediatrics	Assistant Professor	1 Year
Dr.	Jeffrey	L.	Bobrowitz	Pediatrics	Assistant Professor	1 Year
Dr.	Zaharoula	A.	Viennas	Pediatrics	Assistant Professor	1 Year
Dr.	Sheetal		Ajmani	Pediatrics	Assistant Professor	2 Years
Dr.	Caroline	A.	Christian	Pediatrics	Assistant Professor	2 Years
Dr.	Daniel		Garcia	Pediatrics	Assistant Professor	2 Years
Dr.	Benjamin	D.	Klick	Pediatrics	Assistant Professor	2 Years
Dr.	Luis	F.	Olmedo	Pediatrics	Assistant Professor	2 Years
Dr.	Wendy	E.	Schofer	Pediatrics	Assistant Professor	1 Year
Dr.	Katherine	K.	Garling	Pediatrics	Assistant Professor	1 Year
Dr.	Theresa	E.	Guins	Pediatrics	Associate Professor	2 Years
Mrs.	Jade	M.	Eves	Pediatrics	Instructor	1 Year
Miss	Tracy	A.	Lucas	Pediatrics	Instructor	1 Year
Miss	Susan	V.	Schloss	Pediatrics	Instructor	1 Year
Miss	Kelsey	A.	Stone	Pediatrics	Instructor	1 Year
Dr.	Jennifer	L.	Galiotos	Pediatrics	Instructor	1 Year
Dr.	Connie	S.	Ketten	Pediatrics	Instructor	1 Year
Dr.	Christopher	P.	Holstege	Pediatrics	Adjunct Associate Professor of	2 Years
Mr.	Haree		Pallera	Pediatrics	Adjunct Instructional Faculty	3 Years
Dr.	Charisse	D.	Carter	Pediatrics	Assistant Professor	1 Year
Dr.	Jane	M.	Robertson	Pediatrics	Assistant Professor	1 Year
Dr.	Lewis	H.	Curd	Pediatrics	Assistant Professor	2 Years
Dr.	Mark	C.	Downey	Pediatrics	Assistant Professor	2 Years
Dr.	Julia	P.	Frazer	Pediatrics	Assistant Professor	2 Years
Dr.	Noelle	M.	Gabriel	Pediatrics	Assistant Professor	2 Years
Dr.	Takara	S.	Jobe	Pediatrics	Assistant Professor	2 Years
Dr.	Jennifer	C.	Livingood	Pediatrics	Assistant Professor	2 Years
Dr.	Windy		Mason-Leslie	Pediatrics	Assistant Professor	2 Years
Dr.	Amy	D.	Riccio	Pediatrics	Assistant Professor	2 Years
Dr.	Usama	M.F.	Samaan	Pediatrics	Assistant Professor	2 Years
Dr.	Michele	R.	Wadsworth	Pediatrics	Assistant Professor	2 Years
Dr.	Amy	M.	Vyas	Pediatrics	Assistant Professor	1 Year
Dr.	Theresa	M.	Broderick	Pediatrics	Assistant Professor	2 Years
Dr.	Carl	R.	St. Remy	Pediatrics	Assistant Professor	1 Year
Dr.	Brian	L.	Feldman	Pediatrics	Assistant Professor	1 Year
Dr.	Jacob	M.	Wessler	Pediatrics	Assistant Professor	1 Year
Dr.	Rees	L.	Lee	Pediatrics	Assistant Professor	2 Years
Dr.	David	A.	Austin	Pediatrics	Assistant Professor	1 Year
Dr.	Ashwin	B.	Chakurkar	Pediatrics	Assistant Professor	1 Year
Dr.	Maia	M.	Jackson	Pediatrics	Assistant Professor	1 Year
Dr.	Nicole	B.	Marsh	Pediatrics	Assistant Professor	1 Year
Dr.	Susan	B.	Murray	Pediatrics	Assistant Professor	1 Year
Dr.	Viviana		Skansi	Pediatrics	Assistant Professor	1 Year
Dr.	Jennie	H.	Tabakin	Pediatrics	Assistant Professor	1 Year
Dr.	Nancy		Wick	Pediatrics	Assistant Professor	1 Year
Dr.	Jeniffer	M.	Campo	Pediatrics	Assistant Professor	2 Years
Dr.	Jane	L.	Die	Pediatrics	Assistant Professor	2 Years

Dr.	David	G.	Dorbad	Pediatrics	Assistant Professor	2 Years
Dr.	Charles	E.	Fayton	Pediatrics	Assistant Professor	2 Years
Dr.	Mark	L.	Radler	Pediatrics	Assistant Professor	2 Years
Dr.	Angela	P.	Saadat	Pediatrics	Assistant Professor	2 Years
Dr.	Kamil		Cak	Pediatrics	Assistant Professor	2 Years
Dr.	Michael	F.	Chicella	Pediatrics	Assistant Professor	1 Year
Dr.	Sarah	M.	Parsons	Pediatrics	Assistant Professor	1 Year
Dr.	Andrea	C.	Hornbuckle	Pediatrics	Assistant Professor	2 Years
Dr.	Brad	A.	Marino	Pediatrics	Assistant Professor	2 Years

Dr.	Ami	S.	Mehta	Pediatrics	Assistant Professor	2 Years
Dr.	Kim		Schock	Pediatrics	Assistant Professor	2 Years
Dr.	Katherine	D.	Watson	Pediatrics	Assistant Professor	2 Years
Mrs.	Judith	C.	Taylor-Fishwick	Pediatrics	Assistant Professor	2 Years
Dr.	John		Cawthorn	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Patrick	M.	Gerbus	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Peter	C.	Grosso	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Victor	H.	Mickunas	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Deena	S.	Obrokta	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Patricia	M.	Strauss	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Kelly	L.	Wright	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Lisa	B.	Bunting	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Fredric	N.	Fink	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Harvey	J.	Kagan	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Glenda	S.	Karp	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	James	W.	Mink	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Vernita	N.	Peeples	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Drusilla	S.	Powell	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Abhik		Biswas	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	James	Richard	Miller	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Eric	J.	Zintz	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Sandra	S.	Baucom	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Richard	L.	Curry	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	Glenn	C.	Snyders	Pediatrics	Assistant Professor of Clinical	1 Year
Dr.	C.	Rick	Ellis	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Ogubuike		Emejuru	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Michael		Joyce	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Joseph		Toland	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Nancy	M.	Welch	Pediatrics	Assistant Professor of Clinical	2 Years
Dr.	Burton	A.	Moss	Pediatrics	Associate Professor	2 Years
Dr.	Dana	W.E.	Ramirez	Pediatrics	Associate Professor	1 Year
Dr.	Heather	L.	Newton	Pediatrics	Associate Professor	3 Years
Dr.	Jane Elyce	F.	Glasgow	Pediatrics	Associate Professor	3 Years
Dr.	George	W.	Koehl	Pediatrics	Associate Professor Emeritus	N/A

Dr.	Robert	A.	Fink	Pediatrics	Associate Professor of Clinical	2 Years
Dr.	Lawrence	M.	Pasquinelli	Pediatrics	Associate Professor of Clinical	2 Years
Dr.	John	M.	de Triquet	Pediatrics	Associate Professor of Clinical	3 Years
Dr.	William	E.	Feldman	Pediatrics	Associate Professor of Clinical	3 Years
Dr.	Robert	D.	Lehman	Pediatrics	Associate Professor of Clinical	3 Years
Dr.	Katherine		Bischoff De Caires	Pediatrics	Instructor	1 Year
Dr.	Lindsey	A.	Crawford	Pediatrics	Instructor	1 Year
Dr.	Kaila	M.	Lessner	Pediatrics	Instructor	1 Year
Dr.	Shekinah	J.	Vaughn	Pediatrics	Instructor	1 Year
Miss	Wendy	R.	Davis	Pediatrics	Instructor	1 Year
Miss	Janice	M.	Thape	Pediatrics	Instructor	1 Year
Dr.	Kate	N.	Crandley	Pediatrics	Instructor	1 Year
Dr.	Danielle	J.	Lecky-Chaudhuri	Pediatrics	Instructor	1 Year
Dr.	Sarah		Lee	Pediatrics	Instructor	1 Year
Dr.	Jose	R.	Ongkingco	Pediatrics	Instructor	1 Year
Dr.	Emily	L.	Schank	Pediatrics	Instructor	1 Year
Dr.	Kimberly	B.	Schindler	Pediatrics	Instructor	1 Year
Dr.	Kathleen	A.	Swayne	Pediatrics	Instructor	1 Year
Dr.	Brittany	A.D.	Asaban	Pediatrics	Instructor	1 Year
Dr.	Kari		Ausherman	Pediatrics	Instructor	1 Year
Dr.	Christopher	J.	Bertani	Pediatrics	Instructor	1 Year
Mr.	Bernardo		Canga	Pediatrics	Instructor	1 Year
Dr.	Michelle	T.	Curry	Pediatrics	Instructor	1 Year
Dr.	James	E.	Dice	Pediatrics	Instructor	1 Year
Dr.	Cherubim	E.	Goldsby	Pediatrics	Instructor	1 Year
Dr.	Christina	M.	Hellauer	Pediatrics	Instructor	1 Year
Dr.	Kimberly	C.	Huber	Pediatrics	Instructor	1 Year
Dr.	Robert	A.	Johnson	Pediatrics	Instructor	1 Year
Dr.	Whitney	H.	Moore	Pediatrics	Instructor	1 Year
Dr.	Ligia		Nascente	Pediatrics	Instructor	1 Year
Dr.	Hawa	M.	Osime	Pediatrics	Instructor	1 Year
Dr.	Lindsay	M.	Patrick	Pediatrics	Instructor	1 Year

Dr.	Jessica	A.	Price	Pediatrics	Instructor	1 Year
Dr.	Thevarajani		Rajakumar	Pediatrics	Instructor	1 Year
Miss	Lydia	C.	Sa	Pediatrics	Instructor	1 Year
Mr.	Robert	J.	Sepanski	Pediatrics	Instructor	1 Year
Dr.	Andrew	J.	Stanley	Pediatrics	Instructor	1 Year
Dr.	Wilma	E.	Tagliente	Pediatrics	Instructor	1 Year
Dr.	Laureen	A.	Talty	Pediatrics	Instructor	1 Year
Mr.	Walter	L.	Williford	Pediatrics	Instructor	1 Year
Dr.	Kristin	K.	Hutchinson	Pediatrics	Instructor	1 Year
Mr.	Turaj		Vazifedan	Pediatrics	Instructor	1 Year
Dr.	Bonnie	C.	Revelle	Pediatrics	Instructor	1 Year
Mr.	Matthew	C.	Herman	Pediatrics	Instructor	1 Year
Miss	Elizabeth	K.	Parker	Pediatrics	Instructor	1 Year
Dr.	Rosemary	I.	Ashman	Pediatrics	Instructor of Clinical	1 Year
Dr.	Monica	G.	Baker	Pediatrics	Instructor of Clinical	1 Year
Dr.	Dorothy	M.	Ballard	Pediatrics	Instructor of Clinical	1 Year
Dr.	Michelle	L.	Bartimoccia	Pediatrics	Instructor of Clinical	1 Year
Dr.	Kathryn	F.	Brooks	Pediatrics	Instructor of Clinical	1 Year
Dr.	Dean	C.	Cauley	Pediatrics	Instructor of Clinical	1 Year
Dr.	Laura	A.	Charette	Pediatrics	Instructor of Clinical	1 Year
Dr.	Alka	P.	Cherry	Pediatrics	Instructor of Clinical	1 Year
Dr.	Ronda	W.	Davis	Pediatrics	Instructor of Clinical	1 Year
Dr.	Adam	L.	Drewes	Pediatrics	Instructor of Clinical	1 Year
Dr.	Scott	P.	Eichelberger	Pediatrics	Instructor of Clinical	1 Year
Dr.	Michelle	D.	Eichelberger	Pediatrics	Instructor of Clinical	1 Year
Dr.	Christy	De La Ossa	Fontana	Pediatrics	Instructor of Clinical	1 Year
Dr.	Jennifer	M.	Holland-Hinton	Pediatrics	Instructor of Clinical	1 Year
Dr.	Julie	A.	Holz	Pediatrics	Instructor of Clinical	1 Year
Dr.	Rajeshwari		Kaloji	Pediatrics	Instructor of Clinical	1 Year

Dr.	Bernadette	E.	Leidel	Pediatrics	Instructor of Clinical	1 Year
Dr.	Laura	I.	Leverone	Pediatrics	Instructor of Clinical	1 Year
Dr.	Elizabeth	H.	Meredith	Pediatrics	Instructor of Clinical	1 Year
Dr.	David	M.	Norris	Pediatrics	Instructor of Clinical	1 Year
Dr.	Scott	A.	Nottingham	Pediatrics	Instructor of Clinical	1 Year
Dr.	Leah	C.	Rowland	Pediatrics	Instructor of Clinical	1 Year
Dr.	Latricia	B.	Seusy	Pediatrics	Instructor of Clinical	1 Year
Dr.	Lynelle	W.	Slade-Byrd	Pediatrics	Instructor of Clinical	1 Year
Dr.	Steven	M.	Stolz	Pediatrics	Instructor of Clinical	1 Year
Dr.	Christopher	J.	Wrubel	Pediatrics	Instructor of Clinical	1 Year
Dr.	Joanne	R.	Wunderlich	Pediatrics	Instructor of Clinical	1 Year
Dr.	Omar	A.	Blanco	Pediatrics	Instructor of Clinical	1 Year
Dr.	James	V.	Batten	Pediatrics	Instructor of Clinical	1 Year
Dr.	Vernis	L.	Beverly	Pediatrics	Instructor of Clinical	1 Year
Dr.	Syamala		Chaganty	Pediatrics	Instructor of Clinical	1 Year
Dr.	Jacqueline	S.	Cotton	Pediatrics	Instructor of Clinical	1 Year
Dr.	Ashley	M.	deLalla	Pediatrics	Instructor of Clinical	1 Year
Dr.	Carol	E.	Downing	Pediatrics	Instructor of Clinical	1 Year
Dr.	Melissa	L.	Fritz	Pediatrics	Instructor of Clinical	1 Year
Dr.	Dionne		Harewood	Pediatrics	Instructor of Clinical	1 Year
Dr.	Deborah	C.	Holland	Pediatrics	Instructor of Clinical	1 Year
Dr.	Cami	U.	Jordan	Pediatrics	Instructor of Clinical	1 Year
Dr.	Patricia	L.	Kaufmann	Pediatrics	Instructor of Clinical	1 Year
Dr.	Ghazala	Y.	Khan	Pediatrics	Instructor of Clinical	1 Year
Dr.	Sung	Y.	Kim	Pediatrics	Instructor of Clinical	1 Year
Dr.	April	L.	Kirkner	Pediatrics	Instructor of Clinical	1 Year
Dr.	Robert	N.	Lowe	Pediatrics	Instructor of Clinical	1 Year
Dr.	Rhonda	S.	Mangrum	Pediatrics	Instructor of Clinical	1 Year
Dr.	Angela		Odom-Austin	Pediatrics	Instructor of Clinical	1 Year
Miss	Sara	J.	Rau	Pediatrics	Instructor of Clinical	1 Year
Dr.	Cathy	S.	Riopel	Pediatrics	Instructor of Clinical	1 Year
Dr.	David	J.	Riopel	Pediatrics	Instructor of Clinical	1 Year
Dr.	Valerie	R.	Southerland	Pediatrics	Instructor of Clinical	1 Year
Dr.	Marianne	G.	Springer	Pediatrics	Instructor of Clinical	1 Year
Dr.	Lisa	D.	Stephens	Pediatrics	Instructor of Clinical	1 Year
Dr.	Victoria	S.	Strasnick	Pediatrics	Instructor of Clinical	1 Year
Dr.	Paul	F.	Walker	Pediatrics	Instructor of Clinical	1 Year

Dr.	Eloise	D.	Woodruff	Pediatrics	Instructor of Clinical	1 Year
Dr.	Winfield		Young	Pediatrics	Instructor of Clinical	1 Year
Dr.	Christie	A.	Dry	Pediatrics	Instructor of Clinical	1 Year
Mr.	Matthew	S.	Warren	Pediatrics	Instructor of Clinical	1 Year
Dr.	Douglas	K.	Mitchell	Pediatrics	Professor	3 Years
Dr.	Scott	T.	Vergano	Pediatrics	Professor	3 Years
Dr.	Karen	L.	Remley	Pediatrics	Professor	3 Years
Dr.	John	W.	Harrington	Pediatrics	Professor	3 Years
Dr.	Suzanne	P.	Starling	Pediatrics	Professor	2 Years
Dr.	Clarence	W.	Gowen	Pediatrics	Professor & Chair	3 Years
Dr.	Faiqa	A.	Qureshi	Pediatrics	Professor Emerita	N/A
Dr.	William	T.	Bass	Pediatrics	Professor Emeritus	N/A
Dr.	Reuben	D.	Rohn	Pediatrics	Professor Emeritus	N/A
Dr.	Arno	L.	Zaritsky	Pediatrics	Professor Emeritus	N/A
Dr.	L.	Matthew	Frank	Pediatrics	Professor Emeritus	N/A
Dr.	Jennifer	C.	Quilter	Physical Medicine and Rehabilitation	Assistant Professor	1 Year
Dr.	Frederick		Bagares	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	Lisa	B.	Barr	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	JoAnn	W.	Dervay	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	David	S.	Levi	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	Naveen	S.	Khokhar	Physical Medicine and Rehabilitation	Assistant Professor	1 Year
Dr.	Sun	D.	Kwon	Physical Medicine and Rehabilitation	Assistant Professor	1 Year
Dr.	Krishna	Brahma Sastry	Topalli	Physical Medicine and Rehabilitation	Assistant Professor	1 Year
Dr.	Mark	A.	Caramore	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	Nataly	I.	Montes-Chinea	Physical Medicine and Rehabilitation	Assistant Professor	1 Year
Dr.	Ajay		Manhapra	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	Irma	C.	Valentin-Salgado	Physical Medicine and Rehabilitation	Assistant Professor	2 Years
Dr.	Steven	L.	Gershon	Physical Medicine and Rehabilitation	Assistant Professor of	1 Year



					Clinical	
Dr.	Paul	B.	Mitchell	Physical Medicine and Rehabilitation	Assistant Professor of Clinical	1 Year
Dr.	Mark	A.	Ross	Physical Medicine and Rehabilitation	Assistant Professor of Clinical	1 Year
Dr.	Chang	Y.	Ha	Physical Medicine and Rehabilitation	Assistant Professor of Clinical	2 Years
Dr.	Mikiso		Mizuki	Physical Medicine and Rehabilitation	Assistant Professor of Clinical	2 Years
Dr.	Beverly	L.	Roberts-Atwater	Physical Medicine and Rehabilitation	Associate Professor	1 Year
Dr.	Antonio		Quidley-Nevores	Physical Medicine and Rehabilitation	Associate Professor	1 Year
Dr.	Maria	R.	de Guzman	Physical Medicine and Rehabilitation	Associate Professor of Clinical	2 Years
Miss	Rebecca	S.	Pugmire	Physical Medicine and Rehabilitation	Instructor	1 Year
Miss	Emily	F.	Magee	Physical Medicine and Rehabilitation	Instructor	1 Year
Dr.	Jean	E.	Shelton	Physical Medicine and Rehabilitation	Professor Emerita	N/A
Dr.	Yuliya	S.	Dobrydneva	Physiological Sciences	Adjunct Assistant Professor	2 Years
Dr.	Anand		Iyer	Physiological Sciences	Adjunct Associate Professor	2 Years
Dr.	Sandeep		Samudre	Physiological Sciences	Assistant Professor	1 Year
Dr.	Gayle	N.	Scott	Physiological Sciences	Assistant Professor	1 Year
Dr.	Tara	S.	Reilly	Physiological Sciences	Assistant Professor	2 Years
Dr.	William	T.	Wightkin	Physiological Sciences	Assistant Professor	2 Years
Dr.	Yali		Kong	Physiological Sciences	Assistant Professor	1 Year
Dr.	Nehemiah	S.	Alvarez	Physiological Sciences	Assistant Professor	2 Years
Dr.	Pavla		Brachova	Physiological Sciences	Assistant Professor	2 Years
Dr.	Nagaraja		Nagre	Physiological Sciences	Assistant Professor	2 Years
Dr.	Mario	C.	Rodriguez	Physiological Sciences	Associate Professor	2 Years
Dr.	Eva		Forgacs-Lonart	Physiological Sciences	Associate Professor	1 Year
Dr.	Uzoma	S.	Ikonne	Physiological Sciences	Associate Professor	1 Year
Dr.	Vitold	E.	Galkin	Physiological Sciences	Associate Professor	3 Years
Dr.	Cristina	M.	Risi	Physiological Sciences	Instructor	1 Year
Dr.	Frank	J.	Castora	Physiological Sciences	Professor	1 Year
Dr.	Arun		Ram	Physiological Sciences	Professor	1 Year
Dr.	Deborah	H.	Damon	Physiological Sciences	Professor	3 Years
Dr.	Anca	D.	Dobrian	Physiological Sciences	Professor	3 Years
Dr.	Michael	J.	Solhaug	Physiological Sciences	Professor	3 Years
Dr.	Diane	M.	Duffy	Physiological Sciences	Professor (EVMS Tenure)	2 Years
Dr.	Gerald	J.	Pepe	Physiological Sciences	Professor (EVMS Tenure)	2 Years
Dr.	Khalid		Matrougui	Physiological Sciences	Professor (EVMS Tenure)	3 Years
Dr.	Howard	D.	White	Physiological Sciences	Professor (EVMS Tenure)	2 Years
Dr.	Miriam	D.	Rosenthal	Physiological Sciences	Professor Emerita	N/A
Dr.	Patricia	B.	Williams	Physiological Sciences	Professor Emerita	N/A
Dr.	Peter	F.	Blackmore	Physiological Sciences	Professor Emeritus	N/A
Dr.	Donald	C.	Meyer	Physiological Sciences	Professor Emeritus	N/A

Dr.	Karl	A.	Schellenberg	Physiological Sciences	Professor Emeritus	N/A
Dr.	Lawrence	S.	Betts	Physiological Sciences	Professor of Clinical	1 Year
Dr.	Richard	R.	Bruno	Podiatry	Assistant Professor	1 Year
Dr.	Patrick	S.	Agnew	Podiatry	Associate Professor	2 Years
Dr.	Timothy	A.	Sanderson	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	2 Years
Dr.	Sara Beth		Berner-Orcutt	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Ian	J.	Chapel	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Jessica	A.	Gurley	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Gregory	S.	Henderson	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Robert	E.	Lovern	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Gary	L.	Munn	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Justine	M.	Sprague	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Hamid	R.	Tavakoli	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	John	A.	Van Slyke	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Christopher	J.	Warner	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Martin	J.	Bayer	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Brooke	G.	Bierdz	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Michael	P.	Downes	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Stuart	D.	Kyllo	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Steven	C.	Miller	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Kristina	K.	Rached	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years

Dr.	Heather	L.	Shibley	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Daniel	N.	Shippy	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	William	C.	Aitken	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Zaffar		Ali	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Gara	A.	Alsaadi	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Leigh		Baltuch	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Kathleen		Duncan	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Bill	J.	Forte	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Michael	P.	Henderson	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Rosemary	A.	Jackson	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Matthew	M.	Keats	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Leslie	J.	Kryzanowski	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Ajay	S.	Kuchibhatla	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Phillip	B.	Marshall	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Paul	A.	Sayegh	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Kathleen	M.	Stack	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Kelly	A.	Sullivan	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Wiseman	L.	Wiseman	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Michelle	E.	Zavage	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Velma	A.	Bacak	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Andrew	C.	Buchholz	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Huma	M.	Hyder	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Robert	P.	Pitsenbarger	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Tracie	B.	Rivera	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Kathreen	T.	Tadrous	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Christine	J.	Truman	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Marilyn	M.	Bartholmae	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Kelsey	M.	Johnson	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	James	C.	Rapley	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Mark	S.	Cotterell	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Phoebe	T.	Hitson	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Abigail	J.	Mansfield	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Jessica		Mees-Campbell	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Cory	D.	Gerwe	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Abbey	E.	McLean	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Caitlin	E.	Carnell	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Victoria	A.	De Filippo	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Radhika	A.	Manhapra	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Justin	D.	Petri	Psychiatry and Behavioral Sciences	Assistant Professor	1 Year
Dr.	Armin		Ansari	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Shaista		Ashai	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Kathy	S.	Babel	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Elizabeth	K.	Collumb	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Martin	P.	Cruz	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Christian	T.	De Filippo	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years

Dr.	William	H.	Lemley	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Robert	G.	Marietta	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Stephanie	L.	Peglow	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Charmaine	G.	Silva-Gata	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Maninder	G.	Singh	Psychiatry and Behavioral Sciences	Assistant Professor	2 Years
Dr.	Joseph	B.	Clem	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	2 Years
Dr.	Edward		Goldenberg	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	1 Year
Dr.	Pierre	H.	Golpira	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	1 Year
Dr.	Scott	W.	Sautter	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	1 Year
Dr.	Belina	R.	Alfonso	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	1 Year
Dr.	Nena	M.	Laguerta	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	1 Year
Dr.	Roopam		Sood-Khandpur	Psychiatry and Behavioral Sciences	Assistant Professor of Clinical	1 Year
Dr.	Jennifer	A.	Hanner	Psychiatry and Behavioral Sciences	Associate Professor	3 Years
Dr.	Brynn	E.	Sheehan	Psychiatry and Behavioral Sciences	Associate Professor	1 Year

Dr.	Shriti	B.	Patel	Psychiatry and Behavioral Sciences	Associate Professor	1 Year
Dr.	Allison	P.	Knight	Psychiatry and Behavioral Sciences	Associate Professor	3 Years
Dr.	Daniel	J.	St. John	Psychiatry and Behavioral Sciences	Associate Professor	3 Years
Dr.	Jose	E.	Nieves	Psychiatry and Behavioral Sciences	Associate Professor of Clinical	3 Years
Dr.	William	W.	McDaniel	Psychiatry and Behavioral Sciences	Associate Professor of Clinical	1 Year
Dr.	Jorge	A.	Cortina	Psychiatry and Behavioral Sciences	Associate Professor of Clinical	2 Years
Miss	Rebecca	S.	Hastings	Psychiatry and Behavioral Sciences	FT Staff with Adjunct Appt	3 Years
Miss	Janet	N.	Schiff	Psychiatry and Behavioral Sciences	Instructor	1 Year
Dr.	David	R.	Spiegel	Psychiatry and Behavioral Sciences	Professor	1 Year
Dr.	Lisa	G.	Fore-Arcand	Psychiatry and Behavioral Sciences	Professor	3 Years
Dr.	Richard	W.	Handel	Psychiatry and Behavioral Sciences	Professor (EVMS Tenure)	4 Years
Dr.	Kathrin		Hartmann	Psychiatry and Behavioral Sciences	Professor Emerita	N/A
Dr.	Maria	R.	Urbano	Psychiatry and Behavioral Sciences	Professor Emerita	N/A
Dr.	John	D.	Ball	Psychiatry and Behavioral Sciences	Professor Emeritus	N/A
Dr.	Stephen	I.	Deutsch	Psychiatry and Behavioral Sciences	Professor Emeritus	N/A
Dr.	Jerry	H.	Morewitz	Psychiatry and Behavioral Sciences	Professor Emeritus	N/A
Dr.	Michael	L.	Stutts	Psychiatry and Behavioral Sciences	Professor Emeritus	N/A
Dr.	J.	Catesby	Ware	Psychiatry and Behavioral Sciences	Professor Emeritus	N/A
Dr.	Jerome	S.	Blackman	Psychiatry and Behavioral Sciences	Professor of Clinical	1 Year
Dr.	Gregory		Briscoe	Psychiatry and Behavioral Sciences	Professor of Clinical	1 Year
Dr.	Cynthia	E.	Keppel	Radiation Oncology and Biophysics	Adjunct Professor	2 Years
Dr.	Claire	M.	Carman	Radiation Oncology and Biophysics	Assistant Professor	1 Year
Dr.	Tyvin	A.	Rich	Radiation Oncology and Biophysics	Assistant Professor	1 Year
Dr.	Christopher	C.	Sinesi	Radiation Oncology and Biophysics	Assistant Professor	1 Year
Dr.	Allan	F.	Thornton	Radiation Oncology and Biophysics	Assistant Professor	1 Year
Dr.	Marshall	S.	Bonnie	Radiation Oncology and Biophysics	Assistant Professor	2 Years
Dr.	Edwin	F.	Crandley	Radiation Oncology and Biophysics	Assistant Professor	1 Year
Dr.	Mark	E.	Shaves	Radiation Oncology and Biophysics	Assistant Professor	2 Years
Dr.	Nathan	C.	Sheets	Radiation Oncology and Biophysics	Assistant Professor	2 Years
Dr.	Scott	S.	Williams	Radiation Oncology and Biophysics	Assistant Professor	2 Years
Dr.	Mark	S.	Sinesi	Radiation Oncology and Biophysics	Assistant Professor	1 Year
Dr.	Richard	A.	Britten	Radiation Oncology and Biophysics	Professor (EVMS Tenure)	1 Year
Dr.	Anas	M.	El-Mahdi	Radiation Oncology and Biophysics	Professor Emeritus	N/A
Dr.	James		Shaeffer	Radiation Oncology and Biophysics	Professor Emeritus	N/A
Dr.	Stafford	G.	Brown	Radiology	Assistant Professor	1 Year
Dr.	William	G.	Harshaw	Radiology	Assistant Professor	1 Year
Dr.	John	C.	Agola	Radiology	Assistant Professor	1 Year
Dr.	John	N.	Campbell	Radiology	Assistant Professor	1 Year
Dr.	Krishna	G.	Chaudhuri	Radiology	Assistant Professor	1 Year
Dr.	Deboki	N.	Chaudhuri	Radiology	Assistant Professor	1 Year
Dr.	Christopher	J.	Dobzyniak	Radiology	Assistant Professor	1 Year
Dr.	Dina	F.	Elgohary	Radiology	Assistant Professor	1 Year
Dr.	Nina	L.	Fabiszewski	Radiology	Assistant Professor	1 Year
Dr.	Lauren	R.	Granata	Radiology	Assistant Professor	1 Year
Dr.	Susanne	Ng	Grasso	Radiology	Assistant Professor	1 Year
Dr.	Dawn	M.	Hrelc	Radiology	Assistant Professor	1 Year
Dr.	Yoonah		Kim	Radiology	Assistant Professor	1 Year
Dr.	Chan	V.	Nguyen	Radiology	Assistant Professor	1 Year
Dr.	Eveleen	M.	Oleinik	Radiology	Assistant Professor	1 Year
Dr.	Christopher	A.	O'Neill	Radiology	Assistant Professor	1 Year
Dr.	Zeal	R.	Patel	Radiology	Assistant Professor	1 Year
Dr.	John	K.	Plemmons	Radiology	Assistant Professor	1 Year

Dr.	Robert	D.	Post	Radiology	Assistant Professor	1 Year
Dr.	Tracie	R.	Reh fuss	Radiology	Assistant Professor	1 Year
Dr.	Jason	E.	Rothschild	Radiology	Assistant Professor	1 Year
Dr.	Dmitri	E.	Samoilov	Radiology	Assistant Professor	1 Year
Dr.	Richard	J.	Thomas	Radiology	Assistant Professor	1 Year
Dr.	Neil	P.	Vachhani	Radiology	Assistant Professor	1 Year
Dr.	Peter	H.	Van Geertruyden	Radiology	Assistant Professor	1 Year
Dr.	Harlan	L.	Vingan	Radiology	Assistant Professor	1 Year
Dr.	Richard	R.	Barbu	Radiology	Assistant Professor	2 Years
Dr.	Christopher	J.	Barnett	Radiology	Assistant Professor	2 Years
Dr.	William	L.	Boyd	Radiology	Assistant Professor	2 Years

Dr.	Sarah	E.	Bumps	Radiology	Assistant Professor	2 Years
Dr.	Kathy		Byun	Radiology	Assistant Professor	2 Years
Dr.	John	P.	Conery	Radiology	Assistant Professor	2 Years
Dr.	Kirstin	F.	Davis	Radiology	Assistant Professor	2 Years
Dr.	Jaspreet	K.	Hira	Radiology	Assistant Professor	2 Years
Dr.	Suraj		Jaisinghani	Radiology	Assistant Professor	2 Years
Dr.	Frances	B.	Lazarow	Radiology	Assistant Professor	2 Years
Dr.	Phillip	D.	Luebbert	Radiology	Assistant Professor	2 Years
Dr.	Adam	C.	Lustig	Radiology	Assistant Professor	2 Years
Dr.	Kip	K.	Park	Radiology	Assistant Professor	2 Years
Dr.	Rachel	M.	Pevsner Crum	Radiology	Assistant Professor	2 Years
Dr.	Syed Mobeen		Reza	Radiology	Assistant Professor	2 Years
Dr.	Jennifer	L.	Rush	Radiology	Assistant Professor	2 Years
Dr.	Alex	J.	Solomon	Radiology	Assistant Professor	2 Years
Dr.	Swachchhand a		Songmen	Radiology	Assistant Professor	2 Years
Dr.	Kyle	P.	Spagnolo	Radiology	Assistant Professor	2 Years
Dr.	Adam	W.	Specht	Radiology	Assistant Professor	2 Years
Dr.	Prasanti	G.	Vachhani	Radiology	Assistant Professor	2 Years
Dr.	Shannon	B.	Wilson	Radiology	Assistant Professor	2 Years
Dr.	Baogang Jonathan		Xu	Radiology	Assistant Professor	2 Years
Dr.	Susan	E.	McKenzie	Radiology	Assistant Professor of Clinical	2 Years
Dr.	Sarah	C.	Shaves	Radiology	Associate Professor	3 Years
Dr.	John	F.	Donnal	Radiology	Associate Professor of Clinical	1 Year
Dr.	Garrison	J.	Glavich	Radiology	Instructor	1 Year
Miss	Thelma		Papini	Radiology	Instructor	1 Year
Dr.	Tapan	K.	Chaudhuri	Radiology	Professor	3 Years
Dr.	Jeffrey	R.	Crass	Radiology	Professor	3 Years
Dr.	Lester	S.	Johnson	Radiology	Professor & Chair	3 Years
Dr.	Richard	G.	Lester	Radiology	Professor Emeritus	N/A
Dr.	Ryan	A.	Carver	Surgery	Assistant Professor	1 Year
Dr.	Alexa	P.	Soult	Surgery	Assistant Professor	1 Year
Dr.	Jessica	R.	Burgess	Surgery	Associate Professor	2 Years
Dr.	Michael	T.	Martyak	Surgery	Associate Professor	3 Years
Dr.	Rebecca	C.	Britt	Surgery	Professor	2 Years
Dr.	Jay	N.	Collins	Surgery	Professor	3 Years
Dr.	L.	Delano	Britt	Surgery	Professor (EVMS Tenure)	2 Years
Dr.	Craig	L.	Bonnema	Surgery	Assistant Professor	1 Year
Dr.	Anna	L.	Hosig	Surgery	Assistant Professor	1 Year
Dr.	Mark	C.	Hubbard	Surgery	Assistant Professor	1 Year
Dr.	Jeffrey	L.	Moore	Surgery	Assistant Professor	1 Year
Dr.	Robert	F.	O'Donnell	Surgery	Assistant Professor	1 Year
Dr.	Elizabeth	M.	Slama	Surgery	Assistant Professor	1 Year
Dr.	Eric	T.	Stedje-Larsen	Surgery	Assistant Professor	1 Year
Dr.	Daniel	M.	Zink	Surgery	Assistant Professor	1 Year
Dr.	Gregory	J.	Booth	Surgery	Assistant Professor	2 Years
Dr.	Matthew	R.	McGee	Surgery	Assistant Professor	2 Years
Dr.	Grant	A.	Miller	Surgery	Assistant Professor	2 Years
Dr.	Richard	P.	Moses	Surgery	Assistant Professor	2 Years
Dr.	Adrian	C.	Proumen	Surgery	Assistant Professor	2 Years
Dr.	Victor	A.	Rivera	Surgery	Assistant Professor	2 Years
Dr.	Eric	M.	Cafini	Surgery	Assistant Professor	2 Years
Dr.	Joseph	W.	Cunningham	Surgery	Assistant Professor	2 Years
Dr.	Charles	W.	Curran	Surgery	Assistant Professor	2 Years
Dr.	William	A.	Dickinson	Surgery	Assistant Professor	2 Years
Dr.	Gilles	M.	Dongmo	Surgery	Assistant Professor	2 Years

Dr.	Timothy	J.	Holroyd	Surgery	Assistant Professor	2 Years
Dr.	A.	Morgan	Kelly	Surgery	Assistant Professor	2 Years
Dr.	Franchesca	T.	Meachem	Surgery	Assistant Professor	2 Years
Dr.	Michael	J.	Meddows	Surgery	Assistant Professor	2 Years
Dr.	Jason	E.	Morris	Surgery	Assistant Professor	2 Years
Dr.	Caroline	O.	Morris	Surgery	Assistant Professor	2 Years
Dr.	Livia Sofia		Negrea Dusa	Surgery	Assistant Professor	2 Years
Dr.	Maria	N.	Nguyen	Surgery	Assistant Professor	2 Years

Dr.	Justin	D.	Roberts	Surgery	Assistant Professor	2 Years
Dr.	David	B.	Schinderle	Surgery	Assistant Professor	2 Years
Dr.	Matthew	L.	Schlossberg	Surgery	Assistant Professor	2 Years
Dr.	Robert	L.	Smits	Surgery	Assistant Professor	2 Years
Dr.	Kenneth	D.	Snider	Surgery	Assistant Professor	2 Years
Dr.	Felipe		Vasconcelos-Torres	Surgery	Assistant Professor	2 Years
Dr.	Sarah	A.	Witt	Surgery	Assistant Professor	2 Years
Dr.	Renee	A.	Woodford	Surgery	Assistant Professor	2 Years
Dr.	Min		Yang	Surgery	Assistant Professor	2 Years
Dr.	Charles	C.	Yue	Surgery	Assistant Professor	2 Years
Dr.	Thomas		Rich	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Jennifer	N.	Georgi	Surgery	Assistant Professor of Clinical	1 Year
Dr.	James	L.	Pecsok	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Dana	E.	Adkins	Surgery	Assistant Professor	1 Year
Dr.	David	A.	Vincent	Surgery	Assistant Professor	2 Years
Dr.	Joseph	T.	McFadden	Surgery	Professor Emeritus	N/A
Dr.	Peter	T.	Moskal	Surgery	Assistant Professor	2 Years
Dr.	George	C.	Balazs	Surgery	Assistant Professor	1 Year
Dr.	Mark	P.	Coseo	Surgery	Assistant Professor	1 Year
Dr.	Colin	V.	Crickard	Surgery	Assistant Professor	1 Year
Dr.	James	E.	Hammond	Surgery	Assistant Professor	1 Year
Dr.	Andrew	D.	Henebry	Surgery	Assistant Professor	1 Year
Dr.	Eric	D.	Shirley	Surgery	Assistant Professor	1 Year
Dr.	Christopher	S.	Smith	Surgery	Assistant Professor	1 Year
Dr.	Ashton	H.	Goldman	Surgery	Assistant Professor	2 Years
Dr.	Kevin	A.	Pinkos	Surgery	Assistant Professor	2 Years
Dr.	Vanna	J.	Rocchi	Surgery	Assistant Professor	2 Years
Dr.	Suneel	B.	Bhat	Surgery	Assistant Professor	1 Year
Dr.	Christopher	D.	DiPasquale	Surgery	Assistant Professor	2 Years
Dr.	Joseph	S.	Gondusky	Surgery	Assistant Professor	2 Years
Dr.	Ian	S.	MacLean	Surgery	Assistant Professor	2 Years
Dr.	Chad	R.	Manke	Surgery	Assistant Professor	2 Years
Dr.	Blake	E.	Moore	Surgery	Assistant Professor	2 Years
Dr.	Caroline	R.	Triepel	Surgery	Assistant Professor	2 Years
Dr.	David	C.	Zupruk	Surgery	Assistant Professor	2 Years
Dr.	Lance	B.	Davlin	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Boyd	W.	Haynes	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Manish	A.	Patel	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Samuel	P.	Robinson	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Jack	L.	Siegel	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Felix	M.	Kirven	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Wilford	K.	Gibson	Surgery	Associate Professor	1 Year
Dr.	Bettina	M.	Gyr	Surgery	Associate Professor	1 Year
Dr.	Lawrence	M.	Shall	Surgery	Associate Professor of Clinical	1 Year
Dr.	Harry	J.	Molligan	Surgery	Instructor	1 Year
Dr.	Dirk	S.	Proffer	Surgery	Instructor	1 Year
Dr.	Kevin	F.	Bonner	Surgery	Professor	2 Years
Dr.	James	T.	Bennett	Surgery	Assistant Professor	1 Year
Dr.	Duane	S.	Duke	Surgery	Assistant Professor	2 Years
Dr.	Jamie	M.	Golden	Surgery	Assistant Professor	2 Years
Dr.	Natalie	A.	O'Neill	Surgery	Assistant Professor	2 Years
Dr.	Marcia	A.	Kuhn	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Robert	J.	Obermeyer	Surgery	Associate Professor	3 Years
Dr.	Michael	J.	Goretsky	Surgery	Professor	3 Years
Dr.	Robert	E.	Kelly	Surgery	Professor of Clinical	1 Year
Dr.	Tamara	L.	Kemp	Surgery	Assistant Professor	2 Years
Dr.	Kenneth	J.	Ortiz	Surgery	Assistant Professor	2 Years

Dr.	Eva	D.	Dentcheva	Surgery	Assistant Professor	1 Year
Dr.	Gianfranco	A.	Frojo	Surgery	Assistant Professor	1 Year
Dr.	Matthew	A.	Galumbeck	Surgery	Assistant Professor	1 Year
Dr.	Mark	J.	Kanter	Surgery	Assistant Professor	1 Year
Dr.	Robert	H.	Schnarrs	Surgery	Assistant Professor	1 Year
Dr.	Richard	O.	Tyrell	Surgery	Assistant Professor	1 Year
Dr.	Justin	C.	Cohen	Surgery	Assistant Professor	2 Years
Dr.	Roshan	P.	Morbia	Surgery	Assistant Professor	2 Years
Dr.	Manas		Nigam	Surgery	Assistant Professor	2 Years
Dr.	Guy		Trengove-Jones	Surgery	Assistant Professor	2 Years
Dr.	Yifan		Guo	Surgery	Assistant Professor	1 Year
Dr.	Jesus Gil	B.	Inciog	Surgery	Assistant Professor	1 Year
Dr.	E. Weston		Santee	Surgery	Assistant Professor	1 Year
Dr.	Theodore	W.	Uroskie	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Ramon	A.	DeJesus	Surgery	Associate Professor	1 Year
Dr.	William	P.	Magee	Surgery	Associate Professor	3 Years
Dr.	Jonathan	S.	Jacobs	Surgery	Associate Professor of Clinical	2 Years
Dr.	Howard		Levinson	Surgery	Professor	2 Years
Dr.	Lawrence	B.	Colen	Surgery	Professor of Clinical	3 Years
Dr.	Rachel	A.	Burke	Surgery	Assistant Professor	1 Year
Dr.	Winifred	M.	Lo	Surgery	Assistant Professor	2 Years
Dr.	Eric	C.	Feliberti	Surgery	Professor	1 Year
Dr.	Marybeth	S.	Hughes	Surgery	Professor	1 Year
Dr.	Christopher	D.	Murter	Surgery	Assistant Professor	1 Year
Dr.	Animesh		Rathore	Surgery	Assistant Professor	1 Year
Dr.	Priyam	K.	Vyas	Surgery	Assistant Professor	1 Year
Dr.	Hosam	F.	El Sayed	Surgery	Associate Professor	2 Years
Dr.	Jacob	H.	Cole	Surgery	Assistant Professor	1 Year
Dr.	Derek	L.	Foerschler	Surgery	Assistant Professor	1 Year
Dr.	Scott	B.	Hughey	Surgery	Assistant Professor	1 Year
Dr.	Mark	S.	Johnson	Surgery	Assistant Professor	1 Year
Dr.	Thomas	J.	Douglas	Surgery	Assistant Professor	2 Years
Dr.	Malinda	J.	Lyon	Surgery	Assistant Professor	2 Years
Dr.	Gregory	F.	Adams	Surgery	Assistant Professor	1 Year
Dr.	Anjali	A.	Gresens	Surgery	Assistant Professor	1 Year
Dr.	Mary	L.	Guye	Surgery	Assistant Professor	1 Year
Dr.	Daphne	M.	Lenox	Surgery	Assistant Professor	1 Year
Dr.	Samuel	N.	Steerman	Surgery	Assistant Professor	1 Year
Dr.	Amber	N.	Carrier	Surgery	Assistant Professor	2 Years
Dr.	David	L.	Eckelbarger	Surgery	Assistant Professor	2 Years
Dr.	Kara	E.	Friend	Surgery	Assistant Professor	2 Years
Dr.	Robert	G.	Gayle	Surgery	Assistant Professor	2 Years
Dr.	Justin	W.	Griffin	Surgery	Assistant Professor	2 Years
Dr.	G.	Wilkins	Hubbard	Surgery	Assistant Professor	2 Years
Dr.	Clinton	D.	Kemp	Surgery	Assistant Professor	2 Years
Dr.	Christopher	R.	Rettenmaier	Surgery	Assistant Professor	2 Years
Dr.	Nick	B.	Rettenmaier	Surgery	Assistant Professor	2 Years
Dr.	Craig	J.	Stopa	Surgery	Assistant Professor	2 Years
Dr.	Duncan	P.	Yoder	Surgery	Assistant Professor	2 Years
Dr.	Jennifer	A.	Castro	Surgery	Assistant Professor	1 Year
Dr.	Eugene		Chang	Surgery	Assistant Professor	1 Year
Dr.	Sadaf	S.	Ahanchi	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Marc	K.	Boustany	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Jared	L.	Brooks	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Beryl	S.	Brown	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Richard	J.	DeMasi	Surgery	Assistant Professor of Clinical	1 Year
Dr.	David	J.	Dexter	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Mark	A.	Fontana	Surgery	Assistant Professor of	1 Year

					Clinical	
Dr.	Todd	W.	Gensler	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Randolph	J.	Gould	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Charles	E.	Ives	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Joseph	R.	Newton	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Stephanie	K.	Repole	Surgery	Assistant Professor of Clinical	1 Year
Dr.	John	M.	Sayles	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Basil	S.	Skenderis	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Gordon	K.	Stokes	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Bethany	B.	Tan	Surgery	Assistant Professor of Clinical	1 Year
Dr.	Charles	S.	McEnroe	Surgery	Assistant Professor of Clinical	2 Years
Dr.	F.	Noel	Parent	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Jennifer	R. M.	Reed	Surgery	Assistant Professor of Clinical	2 Years
Dr.	James	J.	Schneider	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Ran	V.P.	Singh	Surgery	Assistant Professor of Clinical	2 Years
Dr.	James	G.	Snyder	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Stephen	D.	Wohlgemuth	Surgery	Assistant Professor of Clinical	2 Years
Dr.	Mark		Greenspan	Surgery	Associate Professor	1 Year
Dr.	Gregory	H.	Cross	Surgery	Associate Professor Emeritus	N/A
Dr.	Joan	H.	Rose	Surgery	Associate Professor of Clinical	1 Year
Dr.	William	P.	Grant	Surgery	Instructor of Clinical	1 Year
Dr.	Donald		Nuss	Surgery	Professor Emeritus	N/A
Dr.	Roger	R.	Perry	Surgery	Professor Emeritus	N/A
Dr.	Jock	R.	Wheeler	Surgery	Professor Emeritus	N/A
Dr.	Jean	M.	Panneton	Surgery	Professor of Clinical	2 Years
Dr.	Jack	M.	Zuckerman	Urology	Adjunct Assistant Professor	2 Years
Dr.	Louis	J.	Wojcik	Urology	Assistant Professor	2 Years
Dr.	Erik	T.	Grossgold	Urology	Assistant Professor	1 Year
Dr.	Jack	W.	Lambert	Urology	Assistant Professor	1 Year
Dr.	Janelle	A.	Fox	Urology	Assistant Professor	2 Years
Dr.	Victor	M.	Brugh	Urology	Assistant Professor	2 Years
Dr.	Douglas	C.	Kelly	Urology	Assistant Professor	1 Year
Dr.	John	B.	Malcolm	Urology	Assistant Professor	1 Year
Dr.	Jennifer	U.	Miles-Thomas	Urology	Assistant Professor	1 Year
Dr.	Raman		Unnikrishnan	Urology	Assistant Professor	1 Year
Dr.	Peter		Kwong	Urology	Assistant Professor	2 Years
Dr.	John	S.	Liu	Urology	Assistant Professor	2 Years
Dr.	Jefferson	Bo-Zi	Lin	Urology	Assistant Professor of Clinical	1 Year
Dr.	Edwin	L.	Robey	Urology	Associate Professor	2 Years
Dr.	Gregg	R.	Eure	Urology	Associate Professor	3 Years
Dr.	Michael	B.	Williams	Urology	Associate Professor	3 Years
Dr.	Michael	T.	Hailemariam	Urology	Instructor	1 Year
Dr.	Catherine	L.	Robey	Urology	Instructor	1 Year
Dr.	Brian	H.	Vaught	Urology	Instructor	1 Year
Dr.	Joshua	P.	Langston	Urology	Instructor	1 Year
Dr.	Akinwunmi		Ojo-Carons	Urology	Instructor	1 Year
Dr.	Ilya	J.	Sobol	Urology	Instructor	1 Year
Dr.	Michael	D.	Fabrizio	Urology	Professor	1 Year
Dr.	Robert	W.	Given	Urology	Professor	2 Years
Dr.	Paul	F.	Schellhammer	Urology	Professor	3 Years
Dr.	Kurt	A.	McCammon	Urology	Professor & Chair	1 Year

Dr.	Gerald	H.	Jordan	Urology	Professor Emeritus	N/A
Dr.	Donald	F.	Lynch	Urology	Professor Emeritus	N/A

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Committee members approved the proposed Ph.D. in Cybersecurity, and the recommended closure of the MS Program in Parks, Recreation, and Tourism by unanimous vote. The following resolutions were brought forth as recommendations of the Academic and Research Advancement Committee and were approved by all members present and voting (*Allen, Bradley, Corn, Dickeski, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

**APPROVAL OF DOCTOR OF PHILOSOPHY DEGREE  
PROGRAM IN CYBERSECURITY**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the proposed Doctor of Philosophy degree program in Cybersecurity effective with the fall 2025 semester pending approval by the State Council of Higher Education for Virginia.

*Rationale:* Old Dominion University seeks approval to initiate a Doctor of Philosophy degree program in Cybersecurity to begin in the fall of 2025. The proposed program will be administered in the interdisciplinary School of Cybersecurity.

The proposed research-based interdisciplinary PhD in Cybersecurity combines a strong technical foundation with policy, management, and social sciences perspectives. It is designed to educate students to become cybersecurity scholars capable of teaching about and studying complex topics related to the subject matter. Graduates of the program will be prepared to educate future cybersecurity professionals, so those professionals are able to develop solid solutions that secure the cyber space of individuals and organizations in various sectors of industry, military, and government. The program will prepare individuals who have a strong understanding of cybersecurity topics and the ability to translate subject matter to students seeking knowledge about topics such as cyber systems, cyber threats, cyber defense, and operation technologies. In addition, graduates will have the skills to enter research careers where they will be able to study the theory, technologies, skills, and practices necessary to address the daily challenges in protecting critical cyber infrastructure and assets. They will have enhanced oral and written communication skills to articulate cybersecurity problems and decisions in a cohesive and well-structured way. Finally, graduates will clearly understand ethical standards and rules for cybersecurity scholars, allowing them to promote social responsibility in cybersecurity coursework, research, and innovations. The interdisciplinary nature of the proposed program distinguishes it from traditional doctoral degree programs in computer science, engineering, or social sciences.

Old Dominion University began its formal cybersecurity initiative in 2015 with the creation of the Center for Cybersecurity Education and Research and the development of an interdisciplinary undergraduate major in cybersecurity. Since then, the Center evolved into one of the nation’s first Schools of Cybersecurity and degree programs were added at the bachelor’s and master’s levels. The School of Cybersecurity at ODU now houses one of the largest cybersecurity programs in the nation. It represents an interdisciplinary effort bringing together more than three dozen faculty members with a wide range of expertise in computer science, electrical and computer engineering,



information technology, criminal justice, cyber laws, psychology, and philosophy. The interdisciplinary team enables a holistic approach to cybersecurity problems. The School offers a BS in Cybersecurity with majors in cybersecurity and cyber operations, and an MS in Cybersecurity with a total of more than 1,500 students. It has been designated by NSA as a National Center of Academic Excellence in Cyber Operations (CAE-CO) and a National Center of Academic Excellence in Cyber Defense (CAE-CD). Cybersecurity research is flourishing in the School. The School works closely with the cybersecurity industry, military units, government agencies, and educational institutions, to promote cybersecurity workforce development and research and innovation.

The ODU School of Cybersecurity offers two degree programs – a BS degree and an MS degree. In Fall 2015, ODU established a cybersecurity major offered as an Interdisciplinary Studies (IDS) Bachelor of Science (BS) degree through the College of Arts and Letters. That major evolved into a standalone degree major while maintaining its interdisciplinary foundations. The 120-hour curriculum provides opportunities for students to integrate education and training with application of problem-solving skills in the laboratory. Courses are drawn from the disciplines of Philosophy, Computer Science, Computer Engineering, Modeling and Simulation, Information Technology, English, Interdisciplinary Studies, and Criminal Justice. The cybersecurity BS curriculum is divided into four sections: (1) the interdisciplinary core, (2) law and ethics, (3) cybersecurity foundations, and (4) cybersecurity applications. This curriculum is in addition to general education courses, prerequisites, and electives which students take to complete the 120 credit hours.

The primary advantage of the cybersecurity BS curriculum at ODU is that it responds to the interdisciplinary nature of cybersecurity. Building on the success of the undergraduate programming, ODU created a Master of Science in Cybersecurity in 2018. The MS program grew quickly from 14 students in Fall 2018 to 203 students in Fall 2023. The undergraduate program grew in even larger numbers. When the program was first created in 2015, 11 students were enrolled in the program. In Fall 2023, 1,244 students identified as cybersecurity majors. In other words, the cybersecurity programs experienced a more-than 100-fold over an eight-year time period.

To support the growth in the degree programs and enhance cybersecurity research, ODU has invested significantly to support the cybersecurity initiative, including about a half million dollars equipment fund to create a state-of-the-art cybersecurity infrastructure, named Cybersecurity Research Environment (CRE). This environment supports research, education, and outreach activities. It enriches course projects by implementation and experimental activities, providing students with hands-on experience, which has been shown to be an important factor in stimulating students' interest and sharpening their scientific reasoning and problem-solving skills. An additional \$3 million was invested in creating the Cyber Innovation Park, the physical location where the School is housed. The School occupies 10,000 square feet of newly renovated space for classrooms, student commons, cyber labs, offices, meeting rooms, and a data center. The School operates a unique cybersecurity research and education infrastructure, established in 2017 and enhanced since then by multi-million dollars of cyberinfrastructure grants and state investment. It enables students to carry out hands-on exercises, learn cybersecurity tools and techniques, and work with faculty on research projects.

In addition, Old Dominion University has taken a lead in developing and fostering community partnerships between businesses, non-profits, public service units, and regional contractors. Three programs central to these partnerships are the Hampton Roads Cybersecurity Education,

Workforce, and Economic Development Alliance (HRCyber), the Virginia Cyber Alliance, and the Coastal Virginia Cybersecurity Initiative. Created in 2016, HRCyber was designed to promote regional collaboration between high school programs, higher education institutions, businesses, and non-profits. Supported through a grant from the National Institute for Standards and Technology, HRCyber formalized degree pathways between regional institutions, led to the development of a regional cybersecurity internship program, created cybersecurity partnerships between businesses and higher education institutions, and resulted in ODU changing its cybersecurity curriculum to better meet the needs of the business community. The HRCyber Co-Laboratory expanded on HRCyber to create additional internships and a digital entrant program, which provides businesses salary support for hiring new cybersecurity workers. More recently, as part of Virginia's Commonwealth Cybersecurity Initiative, ODU led the development of the Coastal Virginia Center for Cyber Innovation. CoVA CCI provided an opportunity to fiscally sustain the HRCyber initiative and connects cybersecurity researchers, faculty, students, and businesses across the region and the state.

ODU's growth in cybersecurity programming, investment in its cybersecurity research infrastructure, and leadership in business partnerships provides the foundation needed for a vibrant and innovative PhD program in cybersecurity.

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**CLOSURE OF MASTER OF SCIENCE IN PARKS, RECREATION,  
AND TOURISM STUDIES**

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the closure of the Master of Science in Parks, Recreation, and Tourism program 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 Master of Science in Parks, Recreation, and Tourism effective Spring 2025. The program is housed in the Department of Human Movement Studies & Special Education in the Darden College of Education & Professional Studies.

Over the last several years, enrollment in the Master of Science (MS) in Parks, Recreation, and Tourism Studies has remained low. Averaging just six FTE and four graduates over the past five years, the program is well below the minimum expectations set by SCHEV for the program. SCHEV expects a minimum of 20 FTE and 7 graduates a year. We have also been unable to recruit and retain faculty to teach in the program. In fact, at this point there are no faculty assigned to the program.

After detailed discussions between the dean, the department chair, and department faculty, the recommendation is that the program be closed. No faculty will be affected by this closure.

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Austin Agho, Provost, and Vice President for Academic Affairs, presented the report on Promotions in Academic Rank effective 2024-2025.

Ken Fridley, Vice President for Research, presented a report on ODU's role within the Governor's Life Science Coalition with the University of Virginia, Virginia Tech, and Virginia Commonwealth University.

### **ADMINISTRATION AND FINANCE COMMITTEE**

Rudy Middleton, chair of the Administration and Finance Committee, reported that Vice President Reed presented the Capital Projects Report to the Committee. He provided a general update on the new Health Sciences and Biology buildings, and the ODU Baseball project. He also shared an update on the Master Plan schedule.

Vice President Reed presented the 2023-2024 budget update for approval of amendments to the current year operating budget. The following resolution was presented as a recommendation of the Administration and Finance Committee and was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

### **APPROVAL OF AMENDMENTS TO THE OLD DOMINION UNIVERSITY 2023-24 OPERATING BUDGET**

BE IT RESOLVED, that upon the recommendation of the Administration and Finance Committee, the Board of Visitors of Old Dominion University approves amendments to the 2023-24 Operating Budget.

(CONTINUED ON NEXT PAGE)

Old Dominion University 2023-24 Amended Budget					
\$ Millions	Adopted Budget	December Amendments	Adjusted Budget	Total Adjustments	Proposed Amended Budget
<b>Education &amp; General Programs</b>					
<u>Resources</u>					
GF	188.32	8.41	196.73	5.25	201.97
T&F	164.13	-	164.13	(2.38)	161.75
All Other	2.09	-	2.09	5.07	7.16
<b>Total</b>	<b>354.53</b>	<b>8.41</b>	<b>362.94</b>	<b>7.94</b>	<b>370.88</b>
Expenditures	(354.53)	(6.03)	(360.56)	(10.32)	(370.88)
<b>Net</b>	<b>-</b>	<b>2.38</b>	<b>2.38</b>	<b>(2.38)</b>	<b>-</b>
<b>Student Financial Assistance</b>					
Revenue	118.54	9.85	128.39	-	128.39
Expenditures	(118.54)	(9.85)	(128.39)	-	(128.39)
<b>Net</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Sponsored Programs</b>					
Revenue	25.84	-	25.84	-	25.84
Expenditures	(25.84)	-	(25.84)	-	(25.84)
<b>Net</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Auxiliary Enterprises</b>					
Revenue	124.17	-	124.17	14.95	139.12
Expenditures	(114.43)	-	(114.43)	(24.22)	(138.65)
<b>Net</b>	<b>9.74</b>	<b>-</b>	<b>9.74</b>	<b>(9.27)</b>	<b>0.47</b>
<b>Gifts &amp; Discretionary</b>					
Revenue	9.60	-	9.60	-	9.60
Expenditures	(9.60)	-	(9.60)	-	(9.60)
<b>Net</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total University</b>					
<b>Revenue</b>	<b>632.68</b>	<b>18.26</b>	<b>650.93</b>	<b>22.89</b>	<b>673.83</b>
<b>Expenditures</b>	<b>(622.94)</b>	<b>(15.88)</b>	<b>(638.82)</b>	<b>(34.54)</b>	<b>(673.36)</b>
<b>Net</b>	<b>9.74</b>	<b>2.38</b>	<b>12.12</b>	<b>(11.65)</b>	<b>0.47</b>

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Vice President Reed presented budget planning and fiscal factors for the proposed 2024-2025 operating budget totaling \$685.5 million. The following resolution was presented as a recommendation of the Administration and Finance Committee and was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

**APPROVAL OF THE OLD DOMINION UNIVERSITY  
2024-25 OPERATING BUDGET**

BE IT RESOLVED, that upon the recommendation of the Administration and Finance Committee, the Board of Visitors approves the proposed Old Dominion University 2024-25 Operating Budget.

Old Dominion University Fiscal Year 2024-25 Budget							
\$ Millions	FY 2024 Ending Base			Adjustments to FY 2024 Ending Base			FY 2025 Operating Budget
	FY 2024 Operating Budget	Technical - Remove One-Time Items	FY 2025 Beginning Base Budget	Base	One-Time	Total	Proposed Budget
<b>Education &amp; General Programs Resources</b>							
GF	201.97	(5.62)	196.36	16.67	-	16.67	213.03
T&F	161.75	-	161.75	1.00	-	1.00	162.74
All Other	7.16	(5.07)	2.09	-	-	-	2.09
<b>Total</b>	<b>370.88</b>	<b>(10.69)</b>	<b>360.19</b>	<b>17.67</b>	<b>-</b>	<b>17.67</b>	<b>377.86</b>
Expenditures	(370.88)	10.69	(360.19)	(18.74)	1.07	(17.67)	(377.86)
<b>Net</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(1.07)</b>	<b>1.07</b>	<b>-</b>	<b>-</b>
<b>Student Financial Assistance</b>							
Revenue	128.39	-	128.39	4.90	-	4.90	133.29
Expenditures	(128.39)	-	(128.39)	(4.90)	-	(4.90)	(133.29)
<b>Net</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Sponsored Programs</b>							
Revenue	25.84	-	25.84	-	-	-	25.84
Expenditures	(25.84)	-	(25.84)	-	-	-	(25.84)
<b>Net</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Auxiliary Enterprises</b>							
Revenue	139.12	(0.84)	138.28	(1.81)	1.40	(0.41)	137.87
Expenditures	(138.65)	21.56	(117.09)	(2.18)	(14.38)	(16.55)	(133.65)
<b>Net</b>	<b>0.47</b>	<b>20.72</b>	<b>21.18</b>	<b>(3.99)</b>	<b>(12.98)</b>	<b>(16.96)</b>	<b>4.22</b>
<b>Gifts &amp; Discretionary</b>							
Revenue	9.60	-	9.60	1.00	-	1.00	10.60
Expenditures	(9.60)	-	(9.60)	(1.00)	-	(1.00)	(10.60)
<b>Net</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total University</b>							
<b>Revenue</b>	<b>673.83</b>	<b>(11.53)</b>	<b>662.30</b>	<b>21.77</b>	<b>1.40</b>	<b>23.17</b>	<b>685.47</b>
<b>Expenditures</b>	<b>(673.36)</b>	<b>32.24</b>	<b>(641.12)</b>	<b>(26.82)</b>	<b>(13.30)</b>	<b>(40.13)</b>	<b>(681.24)</b>
<b>Net</b>	<b>0.47</b>	<b>20.72</b>	<b>21.18</b>	<b>(5.06)</b>	<b>(11.90)</b>	<b>(16.96)</b>	<b>4.22</b>

Vice President Reed presented the inaugural proposed EVHSC Tuition and Fees. The following resolution was presented as a recommendation of the Administration and Finance Committee and was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

**APPROVAL OF OLD DOMINION UNIVERSITY: EASTERN VIRGINIA HEALTH SCIENCES CENTER 2024-25 TUITION AND FEES**

**WHEREAS**, §4-2.01.b (Higher Education Tuition and Fees) of the 2022 Acts of Assembly, Chapter 2 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**, Eastern Virginia Medical School in conjunction with Old Dominion University considered the appropriate fiscal factors as well as the commitment to maintain the current tuition and fee structure for Eastern Virginia Medical School students in academic year 2024-25.

**THEREFORE, BE IT RESOLVED** the Board of Visitors of Old Dominion University approves the Eastern Virginia Health Sciences Center 2024-25 Tuition and Fees outlined below.

(CONTINUED ON NEXT PAGE)

**Table 1: Eastern Virginia Health Sciences Center 2024-25 Tuition and Mandatory Fees**

2024-25 Tuition Proposal				
	<u>Current Rate</u>	<u>Proposed Rate</u>	<u>Change</u>	
	2023-24	2024-25	Dollars-\$	Percent-%
<b><u>Tuition</u></b>				
Doctor of Medicine				
In-State	35,131	35,834	\$703	2.0%
Out-of-State	57,510	57,510	\$0	0.0%
Master of Biomedical Sciences - Research				
In-State	\$477/credit hour	\$477/credit hour	\$0	0.0%
Out-of-State	\$619/credit hour	\$619/credit hour	\$0	0.0%
Master of Biomedical Sciences - Medical				
In-State	\$41,577	\$41,577	\$0	0.0%
Out-of-State	\$54,671	\$54,671	\$0	0.0%
Master of Biomedical Sciences - Medical (2 Years)				
In-State	\$29,579	\$29,579	\$0	0.0%
Out-of-State	\$34,543	\$34,543	\$0	0.0%
Master of Surgical Assisting				
In-State	\$17,647	\$18,000	\$353	2.0%
Out-of-State	\$23,656	\$24,129	\$471	2.0%
Master of Art Therapy and Counseling				
In-State	\$1,020/credit hour	\$1,020/credit hour	\$0	0.0%
Out-of-State	\$1,394/credit hour	\$1,394/credit hour	\$0	0.0%
Master of Physician Assistant				
In-State	\$13,133/trimester	\$13,396/trimester	\$263	2.0%
Out-of-State	\$15,833/trimester	\$16,150/trimester	\$317	2.0%
Master of Public Health				
In-State	\$800/credit hour	\$800/credit hour	\$0	0.0%
Out-of-State	\$1,394/credit hour	\$1,394/credit hour	\$0	0.0%
Master of Reproductive Clinical Sciences				
In-State	\$1,246/credit hour	\$1,246/credit hour	\$0	0.0%
Out-of-State	\$1,610/credit hour	\$1,610/credit hour	\$0	0.0%

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Vice President presented the proposed resolution required to assume \$42.9M EVMS debt upon integration. The following resolution was presented as a recommendation of the Administration and Finance Committee and was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).



**APPROVAL OF OLD DOMINION UNIVERSITY: ASSUMPTION OF DEBT  
RELATED TO INTEGRATION WITH EASTERN VIRGINIA MEDICAL SCHOOL**

WHEREAS, Chapter 20, Title 23.1 of the Code of Virginia of 1950, as amended (the "Virginia Code"), establishes a public corporation under the name and style of Old Dominion University (the "University") which is governed by a Board of Visitors (the "Board"); and

WHEREAS, Title 23.1 of the Virginia Code classifies the University as an educational institution of the Commonwealth of Virginia; and

WHEREAS, by Chapter 778 of the 2023 Virginia Acts of Assembly (the "Merger Statute"), the University is vested with all rights, duties, contracts, and agreements and is responsible and liable for all liabilities and obligations of Eastern Virginia Medical School effective July 1, 2024, and the schools and divisions previously existing as Eastern Virginia Medical School are designated as the Eastern Virginia Health Sciences Center at the University (the "Health Sciences Center"); and

WHEREAS, the Merger Statute further provides that the University shall ensure that all tuition, funds appropriated, and clinical-affiliated financial support for the continued operation of the schools and divisions previously existing as the Eastern Virginia Medical School shall remain with those schools and divisions for their continued operation, and such funds shall remain separate from funds for the other academic units identified by the Board to be part of the Health Sciences Center (the "Legacy EVMS Revenues"); and

WHEREAS, Eastern Virginia Medical School has issued the debt and related obligations referenced on Exhibit A to this Resolution (collectively, the "Legacy EVMS Obligations"), and pursuant to the Merger Statute, the University shall be responsible and liable therefor effective July 1, 2024; and

WHEREAS, the Legacy EVMS Obligations financed and refinanced the projects described on Exhibit A to this Resolution (the "Legacy EVMS Projects"); and

WHEREAS, the University intends to evidence its obligations related to the Legacy EVMS Obligations (collectively, the "Replacement ODU Obligations") through the issuance of replacement bonds and related agreements in the name of the University pursuant to 23.1-1100, et. seq., of the Virginia Code (the "Act"); and

WHEREAS, the Replacement ODU Obligations may be secured by the Legacy EVMS Revenues and not by a general revenue pledge of the University and are not in any way a debt of the Commonwealth of Virginia (the "Commonwealth") and do not create or constitute any indebtedness or obligation of the Commonwealth, either legal, moral, or otherwise; and

WHEREAS, the Board desires to authorize the execution and delivery of Replacement ODU Obligations pursuant to Merger Statute and the Act to evidence the University's obligations related thereto and to evidence its pledge of Legacy EVMS Revenues in connection therewith.

RESOLVED, that the Board hereby finds that the Legacy EVMS Projects constitute "Projects" under the Act for which the University may issue bonds to refinance the cost of; and

RESOLVED FURTHER, that the Board hereby authorizes and approves the execution and delivery of the Replacement ODU Obligations, through (1) the issuance of bonds of the University and (2) the execution and delivery of amendments, restatements, replacements, supplements, or some combination of the foregoing, to the Legacy EVMS Obligations; and

RESOLVED FURTHER, that the Board hereby pledges the Legacy EVMS Revenues, consistent with the terms of the Legacy EVMS Obligations to secure the University's obligations related to the Replacement ODU Obligations, which pledge is hereby designated to be senior to any pledge by the University of its revenues generally to other University obligations; and

RESOLVED FURTHER, that the President of the University or the Vice President for Administration and Finance (the "Authorized Officers") are authorized to approve the final terms of the Replacement ODU Obligations, including, without limitation, their principal amounts and series, their maturity dates and amounts, redemption provisions, prices and interest rates, tax status of interest, provided that the aggregate principal amount of the Replacement ODU Obligations does not exceed the outstanding principal amount of the Legacy EVMS Obligations and the final maturity date of any Replacement ODU Obligation does not exceed the final maturity date of any Legacy EVMS Obligation; and

RESOLVED FURTHER, the Board hereby authorizes the Authorized Officers to enter into, modify, terminate, assume, novate or amend any of the Legacy EVMS Obligations that are "swaps" as defined under the Commodity Exchange Act or any other derivative transactions, and any agreements relating to the foregoing to hedge against interest rate fluctuations and in no cases with speculative intent (collectively, the "Swap Transactions"), and the Board hereby authorizes and directs each Authorized Officer to act on behalf of the University in trading, entering into, modifying, terminating, assuming, novating or amending and Legacy EVMS Obligation that is a Swap Transaction.

RESOLVED FURTHER, that the Board hereby authorizes the Authorized Officers to negotiate, execute and deliver all documents related to the Replacement ODU Obligations; and

RESOLVED FURTHER, that all officers of the University are authorized and directed to take all such further actions, as they shall deem necessary or desirable to carry out the terms of the plans presented to this meeting; and

RESOLVED FURTHER, pursuant to the Section 147(f) of the Internal Revenue Code of 1986, as amended, and applicable regulations thereunder, the University designates the Vice President for Administration and Finance of the University as the public hearing officer to hold any public hearings required in order to ensure the tax-exempt status of interest on all or a portion of the Replacement ODU Obligations; and

RESOLVED FURTHER that all acts of all officers of the University which are in conformity with the purposes and intent of this Resolution and in carrying out the plans presented to this meeting are ratified, approved and affirmed; and

RESOLVED FURTHER that, upon approval, this action shall take effect immediately.

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Vice President Reed presented the proposed 2024-2025 inaugural EVHSC Operating Budget of \$284M, which brings the total combined University operating budget to \$969.8M. The following resolution was presented as a recommendation of the Administration and Finance Committee and was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

**APPROVAL OF THE OLD DOMINION UNIVERSITY EASTERN VIRGINIA HEALTH SCIENCES CENTER 2024-25 OPERATING BUDGET**

BE IT RESOLVED, that upon the recommendation of the Administration and Finance Committee, the Board of Visitors approves the proposed Old Dominion University Eastern Virginia Health Sciences Center 2024-25 Operating Budget.

<b>Eastern Virginia Health Sciences Center Fiscal Year 2024-25 Budget</b>			
<b>State Program</b>	<b>EVMS Function</b>		<b>FY 2025 Operating Budget</b>
<b>E&amp;G</b>	Core - Instructional	GF	\$ 67,572,056
		T&F	43,824,327
		Other	28,110,009
		<b>Total</b>	<b>\$ 139,506,392</b>
		Expenditures	\$ (139,506,392)
<b>E&amp;G - Public Service</b>	GME	Resources	\$ 48,441,531
		Expenditures	\$ (48,441,531)
		<b>Net</b>	<b>\$ -</b>
<b>Student Financial Asst.</b>	Financial Aid	Resources	1,225,700
		Expenditures	(1,225,700)
		<b>Net</b>	<b>\$ -</b>
<b>Spons. Programs</b>	Research	Resources	\$ 70,018,420
		Expenditures	\$ (68,618,420)
		<b>Net</b>	<b>\$ 1,400,000</b>
<b>Auxiliary Enterprises</b>	Core - Instructional	Resources	8,731,442
		Expenditures	(8,731,442)
		<b>Net</b>	<b>\$ -</b>
<b>Gifts &amp; Discretionary</b>	Reserves	Resources	\$ 16,439,953
		Expenditures	\$ (13,541,001)
		<b>Net</b>	<b>\$ 2,898,953</b>
<b>Total Operating</b>		Resources	\$ 284,363,438
		Expenditures	(280,064,485)
		<b>Net</b>	<b>\$ 4,298,953</b>

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

### **ATHLETICS COMMITTEE**

Mr. Ross Mugler, chair of the Athletics Committee, reported that Coach Mike Jones, ODU Class of 1995, and Head Men's Basketball Coach, was introduced at the start of the meeting. Coach Jones shared his observations from his first one hundred days in the role, introduced his staff and current roster, and discussed his priorities for the upcoming season.

Ms. Amy Lynch, Director of Student-Athlete Services and Community Engagement, provided an academic and community service update for academic year 2023-2024. Ms. Danielle Cohea, Senior Associate AD for Compliance, Conduct, and Regulatory Affairs, shared NCAA legislative updates, ongoing legal proceedings, and the current state of Name, Image, and Likeness (NIL) in the Commonwealth of Virginia.

Dr. Wood Selig, Director of Athletics, ended the meeting with athletic highlights from the 2023-2024 academic year and notes from the 2023 Sun Belt Conference Football Media Valuation report.

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

Robert Corn, chair of the Audit, Compliance, and Human Resources Committee, reported that Amanda Skaggs, Chief Audit Executive, presented the Compliance Program Strategic Plan of the University Compliance Department. She then shared the results of the Athletic Business Office audit that included three processes needing improvement: department continuity plan, time and leave entries, and approvals and records management. The Activity and Status of Open Audit Issues since April were reported noting four action plans were completed by management.

Ms. Skaggs briefed the Committee on the current status of the open audit projects. The Committee approved to extend the FY2024 Audit Plan through calendar year 2024 in light of the pending merger to include approving the standard annual engagements to be conducted during FY2025 (Office of the President FY2024 Expenditures and Police Department Fiscal Activities FY2024). Upon recommendation of the Audit, Compliance, and Human Resources Committee, the request for the FY24 Audit Plan extension was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

The Committee convened in Closed Session to discuss the performance of specific departments where such evaluation involved discussion of the performance of specific individuals.

After reconvening in Open Session, September Sanderlin, Vice President for Human Resources, Diversity, Equity, and Inclusion, updated the committee on the FLSA Final Rules and the Second Chance Hiring Initiative for the Commonwealth. Kate Couch, Title IX Coordinator, gave a presentation on the new Title IX regulations effective August 1.

Vice President Sanderlin also presented the resolution to approve the Administrative and Professional Faculty appointments for ODU, EVMS, EVMS Restricted Medical (Residents) and EVMS Librarians. Upon recommendation of the Audit, Compliance, and Human Resources Committee, the resolution was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

**Administrative Faculty Appointments**  
**April 1, 2024 – May 25, 2024**

RESOLVED, that upon the recommendation of the Audit, Compliance, and Human Resources Committee, the Board of Visitors approves the following administrative faculty appointments.

<b>Alyshia Allison</b>	\$55,000	4/10/2024	12 mos.
Assistant Athletic Director for Marketing and Promotions Instructor, Athletics			

Alyshia Allison holds a Master of Science degree in Sports Management from Old Dominion University and a Bachelor of Science degree in Sport Management from Campbell University. Since 2019, Ms. Allison brings experience as the Director of Marketing and Assistant Marketing Coordinator with the Department of Athletics at Old Dominion University.

<b>Stephen Barry</b>	\$70,847	5/10/2024	12 mos.
Community/Business Enrollment Outreach Liaison Assistant Instructor, Undergraduate Admissions			

Stephen Barry holds a Bachelor of Science degree in Marketing from Virginia Tech. Since 2020, Mr. Barry brings experience as the Community and Business Enrollment Outreach Manager with Old Dominion University. Prior experiences include working as the Sales Consultant/Appraisal Specialist with CARMAX and as the VP/Account Director with Zimmerman Advertising.

<b>Haritha Saroja Visala Gayathri Buddhavarapu</b>	\$100,000	5/1/2024	12 mos.
CRM Developer Instructor, TV Production / Media			

Haritha Saroja Visala Gayathri Buddhavarapu holds a Master of Science in Computer Science from St. Cloud State University and a Bachelor of Technology in Computer Science from G. Narayanamma Institute of Technology and Science (*Shaikpet, Hyderabad, India*). Ms. Buddhavarapu brings experience as a Senior Salesforce Developer with Vtrix Technologies, Senior Technical Consultant with Perficient, USA, and as a Senior Technical Support Engineer with Salesforce, Inc.

**Jared Causby** \$61,985 5/28/2024 12 mos.  
Assistant Director of Outdoor Adventure Program  
Assistant Instructor, Recreational Sports

Jared Causby holds a Bachelor of Science in Sport Management from North Carolina State University. Mr. Causby brings experience as the Director of Operations and Camp Director for Rock Springs Ranch.

**Cristina Chonka** \$75,000 5/10/2024 12 mos.  
Instructional Technology Project Lead  
Instructor, Center for Learning and Teaching

Cristina Chonka holds a Master of Education in Educational Technology from Texas State University and a Bachelor of Science in Biology from Texas State University. Prior to this appointment, Ms. Chonka served as the Instructional Technology Coach with Newport News Public Schools, Educational Technology Coach with San Marcos Consolidated Independent School District, and Instructional Technologist with Luling Independent School District.

**Taylor Cobb, Esq.** \$80,000 4/25/2024 12 mos.  
Civil Rights / Title IX Investigator  
Assistant Professor, Institutional Equity & Diversity

Taylor Cobb, Esq. holds a Juris Doctor from Elon University School of Law and a Bachelor of Arts, English in Professional Writing as well as a Bachelor of Fine Arts, Studio Art, Ceramics and Printmaking from Appalachian State University. Ms. Cobb, Esq. joins Old Dominion University with experience as the Assistant Director of Title IX and Equal Opportunity with Christopher Newport University (CNU), Investigator with CNU, and as a Guardian Ad Litem for Guilford County in Greensboro, North Carolina.

**Minh Dao Le** \$90,000 4/1/2024 12 mos.  
Marketing Cloud Administrator  
Assistant Instructor, DL Online Course Development

Minh Dao Le holds a Bachelor of Science in Graphic Design from Arizona State University. Mr. Dao Le brings experience as a Salesforce Marketing Cloud Developer with Amyris Biotech, a Solutions Architect with ListEngage, LLC, Salesforce Marketing Cloud Admin with Arizona State University, and Solutions Consultant with Trendline Interactive.

**Amy Matzke-Fawcett** \$82,000 5/25/2024 12 mos.  
Director, Strategic Communications and Outreach  
Instructor, Dean, School of Public Health

Amy Matzke-Fawcett holds a Master of Art in Lifespan and Digital Communication from Old Dominion University and a Bachelor of Art in Communication from Virginia Tech. Ms. Matzke-Fawcett brings experience as the Assistant Director of Communications and Community Engagement with Norfolk Public Schools, Strategic Communications and Outreach Coordinator for the College of Arts and Letters with Old Dominion University and as the Communications Coordinator for the Office of Research with ODU.

**Gillian Gregory** \$55,000 5/10/2024 12 mos.  
Education and Athletic Support Specialist  
*Emergency Hire*  
Instructor, Athletics

Gillian Gregory holds a Master of Science in Education in Educational Leadership: Higher Education and a Bachelor of Science in Sports Management from Old Dominion University. Ms. Gregory brings experience in various roles with Old Dominion University including Student Athlete Academic Services Book Coordinator, Student Athlete Advising and Community Engagement Intern, and as the Educational Support Services Graduate Assistant.

**David Maldonado, Jr.** \$42,000 5/25/2024 12 mos.  
Residence Hall Director  
Assistant Instructor, Student Housing

David Maldonado, Jr. holds a Bachelor of Art in Psychology from Shippensburg University. Mr. Maldonado, Jr. joins Old Dominion University with experience as the Graduate Community Director with Clemson University, Residential Life Summer School Intern (ACUHO-I) with the University of Washington, and as the Resident Assistant with Shippensburg University.

**Joshua Martin** \$55,000 4/10/2024 12 mos.  
Assistant Director for Latine Initiatives  
Instructor, Office of Intercultural Relations

Joshua Martin holds a Master of Public Service & Administration from Texas A&M Bush School of Government and a Bachelor of Art in Political Science from Texas A&M University. Mr. Martin brings experience as the Project Coordinator for the City of Sugar land, Texas, Financial Analyst 1 in the Budgeting Office with the City of Portland, OR and as a Graduate Assistant Researcher for the Texas A&M Bush School of Government.

**Matthew Newton** \$175,000 5/10/2024 12 mos.  
Assistant Vice President for Business Optimization & CRM Architect  
*Exceptional Hire*  
Instructor, Digital Learning

Matthew Newton holds a Master of Public Administration from Old Dominion University and a Bachelor of Business Administration in Computer Information Systems from Western Michigan University. Prior this appointment, Mr. Newton was the Senior Cloud Consultant and Cloud Consultant for Cloud for Good. Mr. Newton previously served Old Dominion University from 2014 to 2022 as the Director of CRM and Integrated Systems and CRM Manager and Technical Analyst.

**Ogechukwu Nwandu-Vincent** \$60,000 5/15/2024 12 mos.  
Assistant Director, Monarch Internship Academy for the Humanities  
Instructor, Monarch Internship and Co-Ops

Ogechukwu Nwandu-Vincent holds a Master of Public Administration from Kennesaw State University and a Bachelor of Art in French Language from Covenant University (*Ogun State, Nigeria*). Ms. Nwandu-Vincent brings experience as the Graduate Student Researcher with Old

Dominion University and as the Community Development Planning Administrator with the City of Chesapeake.

**Poorva Patil** \$80,000 4/25/2024 12 mos.  
Data Analytics Team Lead  
*Emergency Hire*  
Instructor, Digital Learning

Poorva Patil holds a Master of Science in Information Technology Management from Golden State University and a Bachelor of Engineering in Information Technology from Shri Dadaji Institute of Technology and Science (*Pandhana, Madhya Pradesh*). Ms. Patil brings experience as the MTS 1 Lead – Business Systems Analyst with PayPal, Data Govern Analyst with the Bank of the West, and as the Senior Business Systems Analyst with First Republic Bank.

**Yaileen Pazos** \$44,286 5/10/2024 12 mos.  
Admissions Counselor  
Assistant Instructor, Undergraduate Admissions

Yaileen Pazos holds a Bachelor in Business Administration from The College of Westchester. Before Ms. Pazos’ appointment, she was the Admissions Assistant at The College of Westchester and the Area Banker/Head Teller for Citibank.

**Kristin Stephens** \$58,000 5/25/2024 12 mos.  
Assistant Director for Experiential Learning  
Instructor, Career Development Services

Kristin Stephens holds a Master of Science in Human Science from Oklahoma State University and a Bachelor of Science in Hotel Management from Northern Arizona University. Ms. Stephens served as member of the Business College Faculty with Western Governors University, Executive Director for Okinawa Leadership Seminar, and the Personal Financial Counselor with Zeiders Inc.

**Kendall Tate** \$58,000 5/10/2024 12 mos.  
Assistant Director for Black Initiatives  
Instructor, Office of Intercultural Relations

Kendall Tate holds a Master of Art in Ethics, Peace, and Human Rights from American University and a Bachelor of Art in Diplomatic Affairs & Religion from Salem College. Ms. Tate joins Old Dominion University with prior experiences as the Dialogue & Diversity Programs Community Director and Community Director for Diversity & Inclusion Programs with American University.

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**STUDENT ENHANCEMENT & ENGAGEMENT AND DIGITAL LEARNING COMMITTEE**

Kay Kemper, chair of the Student Enhancement and Engagement Committee, reported that Brandi Hephner LaBanc, Vice President for Student Enrollment, Engagement & Services, shared an update on the FAFSA process and its impact on students and enrollment. SEES and ITS staff have been working diligently to support students through these challenges.



Vice President Hephner LaBanc updated the Committee on campus-based enrollment and recruitment efforts, noting that overall trends are encouraging, and staff are working hard to ensure momentum continues. She introduced Dr. Pearson, Associate Dean and Director for the Center for Orientation, Retention, and Exploration, to discuss how they have re-envisioned orientation for new campus-based students. The new orientation has three intentionally-timed phases and can be customized to individual needs for student success.

Dr. Evelyn Ashley presented the new strategic plans for SEES, which is grounded in pillars designed to attract, retain, and graduate students and professional staff. The Division has also been restructured to support these goals.

Ms. Nina Rodriguez Gonser, Vice President for Digital Transformation and Technology, introduced Dr. Lisa Kivin who discussed the onboarding procedures for online students. She then presented four cases of ODUGlobal students and the high-tech, high-touch processes that the Student Experience unit tailors to support individual student needs. Dr. Kivin shared a personalized diploma video along with statistics about its reach.

Vice President Rodriguez Gonser presented a video created at this May's commencement ceremonies. Over 600 students traveled to Norfolk, and some wore an ODUGlobal stole to identify them as online students. She then provided an update on Fall 2024 enrollments, noting that applications and registrations are both showing significant increases over last year, especially in target populations. The first year of awarding scholarships is showing promising returns. She concluded by noting they are over 63% towards their new goal, increased to 7500 online students.

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

Brian Holland, chair of the University Advancement and University Communications Committee, reported that Mr. Alonzo Brandon, Vice President for University Advancement, gave an update on the Capital Campaign. Fundraising progress for this fiscal year totaled \$59.3M, broken out into \$52.4M for the Educational Foundation and \$7.9M for the Athletic Foundation. The goal for this year is \$40 million. He also reported that the Capital Campaign is currently at \$361.5M, which represents approximately 72.30% of the \$500M goal. He shared the major gift metrics report along with the regional prospecting data. He also provided an overview of the 2023 NACUBO Endowment report.

Dr. Krista Harrell, Associate Vice President for Alumni Relations, shared an update on Alumni Association events, including the 22<sup>nd</sup> Annual ODUAA Golf Tournament and Commencement celebrations. She also highlighted the 2024 Class of the ODUAA 40 Under 40, the incoming and outgoing board officers and members, alumni demographics, ongoing marketing initiatives, and the ODUAA Black Alumni Chapter and winning the Black Collective Rising Start Award.

## **MOTION FOR CLOSED SESSION**

The following motion was read by Vice Rector Pitts: “Mr. Rector, I move that this meeting be convened in closed session, as permitted by Virginia Code Section 2.2-3711(A), subsections (1) and (6) for the purposes of discussing the appointment and performance of specific employees; and 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 affect. The motion was seconded by Mr. Holland and approved by roll-call vote (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

In addition to the Board members in attendance, President Brian Hemphill asked the President’s Cabinet members to remain for part of the closed session agenda.

## **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, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

## **ACTION ITEMS**

Upon a motion made by Ms. Allen and seconded by Ms. Kemper the following resolution was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

### **FOURTH AMENDMENT TO SUPPLEMENTAL DEFINED CONTRIBUTION PLAN BOARD OF VISITORS RESOLUTION**

**Now Therefore Be it Resolved**, that the Board of Visitors hereby approves the Fourth Amendment to the Supplemental Defined Contribution Plan, as discussed in closed session on June 14, 2024, and that said contribution plan is considered a personnel record.

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Upon a motion properly made and seconded, the following resolution was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

**PRESIDENT BRIAN O. HEMPHILL, PH.D. COMPENSATION  
AUTHORIZATION OF ADJUSTMENT**

**Now Therefore Be it Resolved**, that based on President Brian O. Hemphill, Ph.D.'s exemplary performance during the 2023-2024 academic year leading Old Dominion University, the Board of Visitors approves the compensation adjustments under the terms and conditions discussed by the Board in closed session, which shall be reflected in the First Amendment to President Hemphill's contract.

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Upon a motion properly made and seconded, the following resolution was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

**PRESIDENT BRIAN O. HEMPHILL, PH.D. PERFORMANCE PLAN**

**Now Therefore Be it Resolved**, the Board of Visitors hereby approves payment as part of President Brian O. Hemphill's 2023-2024 annual performance plan, as discussed in closed session on September 15, 2023 with a progress report provided on June 14, 2024, and that said plan pursuant to Sections D.2. and E. of President Hemphill's employment agreement is considered a personnel record.

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Upon a motion properly made and seconded, the following resolution was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Kemper, Middleton, Mitchum, Mugler, Pitts*).

**PRESIDENT BRIAN O. HEMPHILL, PH.D. ONE-TIME INCENTIVE PAYMENT**

**Now Therefore Be it Resolved**, the Board of Visitors hereby approves a one-time incentive payment, under the terms discussed in closed session, as a direct result of President Hemphill's visionary leadership and diligent efforts, especially with regard to finalizing the Eastern Virginia Medical School integration.

With no old/unfinished or new business to come before the Board, the meeting was adjourned at 12:15 PM.