

OLD DOMINION UNIVERSITY
BOARD OF VISITORS
2025 Interim Executive Summary of Activities

Document Title

Annual Executive Summary of the Interim Activity and Work of the Board of Visitors of Old Dominion University, January 1, 2025 – December 31, 2025.

Author

Old Dominion University

Enabling Authority

Code of Virginia, Chapter 13, Governing Boards of Public Institutions of Higher Education, [§§23.1-1300 through 1310](#) Code of Virginia, Chapter 20, Old Dominion University, [§§23.1-2000 through 2007](#)

Executive Summary

As required by [Virginia Code §23.1-1303\(13\)](#), the governing board of each public institution of higher education shall submit to the General Assembly and the Governor and make publicly available on the institution's website an annual executive summary of its interim activity and work no later than the first day of each regular session of the General Assembly. Questions regarding the Executive Summary can be addressed to Mary Jo Karlis, Director of Board Relations and Executive Operations, Office of the President, 757-683-5177, mkarlis@odu.edu.

Among the highlights of this past year are the following.

- On February 13, 2025, the University hosted the Forward-Focused Inaugural Event. This event highlighted the University's momentum and continued progress while outlining a robust plan for specialized areas of future growth and increasing impact on the campus and digital connection.
- On April 10, 2025, the University hosted two recognition programs to celebrate the contributions of our dedicated and outstanding employees across all categories, which included teaching and research faculty, administrative and professional faculty, and classified staff.
- On April 16, 2025, the first of three ground-breaking ceremonies was held. This event celebrated the expansion of the Barry Art Museum. The project will add a 25,200 square foot, three-story wing, to be named Waitzer Wing, that will include a multi-use event space, a community gallery, a media video gallery, an educational laboratory, and expanded art storage.
- On April 28, 2025, a second event was held to break ground and celebrate the construction of the Biological Sciences Building. The project will result in the addition of 162,586 square feet to the University's academic infrastructure.
- On May 5, 2025, the final ground-breaking ceremony was held to commemorate the Ellmer Family Baseball Complex at Bud Metheny Ballpark. The renovation to the University's baseball stadium will include 2,032 chairback seats, luxury suites, new team locker and training rooms, and updated fan amenities.
- On October 30, 2025, Old Dominion University and Google celebrated a first-of-its-kind AI incubator for higher education with the launch of the MonarchSphere powered by Google Cloud. This is part of a comprehensive partnership designed to accelerate discovery, research and digital transformation. The partnership uniquely positions the University as a national

leader in AI innovation and a model for how universities across the nation can prepare students, equip faculty with the latest technological tools, and support communities for a digital future.

- On December 1, 2025, the University announced the establishment of the Joan P. Brock Institute for Nutrition Science and Health to serve as a multidisciplinary hub that integrates sound nutrition and lifestyle medicine into medical and health professions education, basic science, and translational research, clinical innovation and community health.
- The University's School of Cybersecurity became the first institution to receive dual validation for its pioneering cyber and artificial intelligence programs from the National Security Agency (NSA). This is the first year of NSA's CyberAI Program of Study validations, and Old Dominion University is the first institution in the nation to receive both the AICyber and SecureAIrecognitions. The University is one of 10 higher education institutions in the nation and the only one in the Commonwealth of Virginia to have earned all three of NSA's Centers of Academic Excellence (CAE) designations, which include CAE Cyber Defense, CAE Cyber Operations, and Cyber Research.
- Six graduate programs and three schools at Old Dominion University were nationally recognized in the recently released and newly updated rankings for Best Graduate Schools by U.S. News & World Report. The Best Graduate Schools rankings evaluate programs in various categories, including business, education, nursing, and law.
- Old Dominion University has been recognized as a top performer in the 2026 U.S. News & World Report Best Colleges Rankings. The University was also recognized by Times Higher Education as one of only six universities in Virginia to be ranked nationally for the best education programs.
- The Carnegie Foundation and American Council of Education recognized Old Dominion University as a Research 1 institution of higher education for the second time in a row amid major updates to the classification structure. The current designation, based on 2023 data, does not yet account for Macon & Joan Brock Virginia Health Sciences at Old Dominion University, which was established in 2024 and includes Eastern Virginia Medical School (EVMS) and EVMS School of Health Professions.
- The University made continued progress on implementation of its strategic plan, Forward-Focused: Where Innovation Meets Possibilities and is currently at the mid-point of implementation efforts. All strategies are either in progress or have been completed.
- Old Dominion University celebrated its first year of Macon & Joan Brock Virginia Health Sciences at Old Dominion University. We have made significant progress in a number of operational and system areas and joined forces and created a partnership that spans many disciplines and organizations.
- The Monarch Internship & Co-Op Office was awarded the 2025 Innovation Award from the Hampton Roads Workforce Council in recognition of providing students with a variety of internship and work-based learning opportunities, as well as access to resources for professional growth, such as engaging events and worthwhile workshops featuring leading experts.

During 2025, the Board of Visitors of Old Dominion University held quarterly meetings on April 24-25, June 12-13, October 9-10, and December 11-12 with the June meeting designated as its annual meeting. An orientation session for new Board members was held on July 29, and the Board's annual retreat was held August 21-22.

The Board has six standing committees that address key functions within the University, including the Academic and Research Advancement Committee; the Administration and Finance Committee; the Athletics Committee, the Audit, Compliance, Human Resources and Governance Committee; the Student Enhancement and Engagement and Digital Learning Committee; and the University Advancement and University Communications. These committees meet in conjunction with the quarterly Board meetings. Also, Macon & Joan Brock Virginia Health Sciences at Old Dominion University Board of Directors met on April 24, June 12, October 9, and December 11.

A public forum on the University's proposed 2025-2026 tuition and fees was held on April 10. Students and other interested individuals were provided the opportunity to sign up in advance to make public comments following a briefing by the Executive Vice President for Administration and Finance and Chief Financial Officer. No individuals signed up to speak or asked to do so following the briefing.

Board members completed the annual self-assessment survey in early 2025, and the results were presented and discussed during the Governance Committee meeting on April 24 and again during the annual Board meeting on June 13. There was 100% participation by Board members on the self-assessment survey, and Board members expressed their high regard for President Brian O. Hemphill, Ph.D. and the leadership team.

The Board met with President Hemphill in closed session on June 13 to discuss progress and approve payment as part of his 2024-2025 annual performance plan; on December 12 the Board met with President Hemphill in closed session to discuss progress on his 2025-2026 performance plan and approve payments related to his performance.

During 2025, the Board received briefings and/or held discussions on the following topics.

- Quarterly financial updates
- Annual financial statements
- Proposed 2025-2026 tuition and fees
- Proposed FY2026 Macon & Joan Brock Virginia Health Sciences at Old Dominion University tuition and fees
- Proposed 2025-2026 operating budget and plan
- Amended 2025-2026 operating budget and plan
- 2024-2025 Financial Performance Report updates
- Six-Year Plan updates
- Minimum wage update
- Division of Talent Management and Culture 2025-2029 strategic plan
- ODU/EVMS integration, including operating budget, final budget action, and integration funding
- Commencement plans
- Financial performance report updates
- Student Representative to the Board of Visitors reports
- Strategic plan updates
- State and federal relations highlights
- Capital Campaign updates
- Brand project updates
- SCHEV actions updates
- Academic Affairs Leadership Academy

- Tech Talent Pipeline
- Navigating the changing federal research landscape
- National engagement as an R1 institution
- Strategic research thrust updates and progress
- Educational Foundation investment reports
- Athletic programs
- Athletics 2024-2025 updates and highlights
- Student-athlete honors
- NCAA legislation and NIL updates
- House Settlement updates
- Roster limits (cap and roster management)
- Research and development expenditures
- Forward-focused research impact-driven innovation strategic goals
- Recruitment and enrollment
- Engagement and retention
- Campus Life Services innovations
- Division of Digital Transformation and Technology updates
- Innovative learning partnerships
- Human Resources updates
- Budget amendments
- Artificial intelligence updates
- Student experience program
- 2025 Board Self-Assessment results
- Campus recruitment and retention efforts
- Capital projects and master plan updates
- Division of Administration overview
- Capital projects and maintenance reserve updates
- Public safety updates
- DHRM policy updates
- New programs for adult learners
- Entrepreneurship
- Review of federal grant terminations and modifications
- Innovation and commercialization
- Annual Red Flag Rule update
- CAPTRUST supplemental retirement plan updates
- Transforming Old Dominion University through AI
- 2025 Carnegie Classifications update
- Classified employee turnover rate
- Bank of America 2025 study
- University Licensing review
- Student experience
- Year over year first-year retention
- Forward-focused in action with AI teaching and learning tools and AI research tools
- DHRM overtime policy update
- Annual SWaM report
- Division of Administration ongoing strategic initiatives

- Old Dominion University and Virginia Business Higher Education Council
- Academic Affairs Summit
- General studies program
- Investing in faculty research
- Early Research Development Academy
- Stimulating Transdisciplinary Research (STaR)
- Forward-focused centennial research initiative
- Monarch Proof of Concept program
- Connecting arts and humanities with STEM2
- Vertically Integrated Program for Undergraduate Research (VIPUR)
- Information security journey
- Enrollment journey for on-campus and online students
- Tech enabled classroom and extended reality lab visit
- 2025 overall football success
- Partnership between Old Dominion University Athletics and EVMS Medical Group
- Reorganization of sports medicine and student-athlete mental health and well-being
- Master plan implementation
- Annual notification regarding indebtedness of state agencies
- University Audit Executive reports
 - *Audit Plan Updates – Completed Engagements*
 - *Audit Plan Updates – Active Engagements*
 - *Audit Plan Updates – Status of corrective actions*
 - *FY2025 Audit Plan Modification*
 - *FY2026 Audit Planning*
 - *FY2026 Audit Workplan Proposal*
 - *Compliance Program updates*
 - *Completed Audit Reports*
 - *Batten College of Engineering and Technology*
 - *EVMS Research and Development FY2024*
 - *Veteran Affairs Education Benefits Administration (Legacy EVMS Students)*
 - *Indigent Care Apportionment Administration*
 - *Graduate School*
 - *Police Department Fiscal Activities FY2025*
 - *Office of the President FY2025 Expenditures*
 - *Status of Open Audit Issues*
 - *Annual Risk Assessment Process*
 - *Status of FY2024 Financial Statement Audit*
 - *University Audit Department Quality Assurance and Improvement Program Annual Assessment FY2025*

At its annual retreat, the Board discussed the following topics.

- The Abundant University by Michael D. Smith, Ph.D.
- Forward Focused: Digital Transformation Implementation Update
- Corporate Partnerships: Mapping and Update
- The Future of Research
- PwC Briefing
- Master Plan: Areas of Focus and Priority

The following actions were taken by the Board during 2025.

- Approved revisions to Charter for Student Enhancement & Engagement and Digital Learning Committee and Audit, Compliance, Human Resources, and Governance Committees
- Approved Resolutions of Appreciation for outgoing Board members (Robert S. Corn, Jerri F. Dickseski, Ross A. Mugler, and Maurice D. Slaughter)
- Approved SCHEV Designation Resolution for Ellmer College of Health Sciences and Ellmer School of Nursing
- Approved SCHEV Designation Resolution for the School of Cybersecurity
- Approved honorary degrees
- Approved Delegation of Authority to Designate Real Property as Surplus
- Approved 2025-2035 Master Plan
- Approved 2025-2026 Old Dominion University Tuition and Mandatory Fees
- Approved 2024-2025 Old Dominion University Amended Operating Budget
- Approved 2025-2026 Old Dominion University Operating Budget
- Approved 2025-2026 Old Dominion University Amended Operating Budget
- Approved reaffirmation of Board of Visitors Policy 1107 – Electronic Meeting Policy
- Approved 2025 Six-Year Plan
- Approved Macon & Joan Brock Virginia Health Sciences at Old Dominion University 2025 Budget Adjustment
- Approved FY2025 Audit Plan Modification
- Approved Amended 2024 Six-Year Plan
- Approved merging the Audit, Compliance, and Human Resources Committee and the Governance Committee
- Approved the purchase of Parcel 21
- Approved Bylaws Revisions § 4.03. Standing Committees Subsection d
- Approved Deficit Provision Acknowledgement
- Approved student representative selection
- Approved gift acceptance and building naming
- Approved Provost appointment
- Approved Forward-Focused initiative and the visionary leadership of President Brian O. Hemphill offering its full support and approval to proceed as planned
- Approved federal compliance resolution
- Reviewed President Brian O. Hemphill's progress report for the 2024-2025 performance plan and approved second payment
- Approved President Brian O. Hemphill's contract amendment
- Approved President Brian O. Hemphill's special bonus due to his visionary leadership and exemplary service
- Reviewed President Brian O. Hemphill's progress report for the 2025-2026 performance plan and approved the first payment
- Approved President Brian O. Hemphill's compensation adjustment
- Approved resolution affirming the Board of Visitors' approval of the Faculty Handbook integration
- Approved amendment to the Supplemental Defined Contribution Plan

- Approved 160 Old Dominion University faculty appointments, 161 administrative and faculty appointments, 23 appointments with tenure, 13 emeritus/emerita appointments, one dual employment, and granted tenure to 23 faculty members
- Approved 90 Macon & Joan Brock Virginia Health Sciences at Old Dominion University faculty appointments, granted tenure to three faculty members, and four emeritus/emerita appointments
- Approved two Batten endowed chairs, one Redwood Distinguished Professorship of Psychiatry & Behavioral Medicine, one Oscar Edwards, MD Memorial Distinguished Professorship in Medicine, one Sentara Health Chair of EVMS Otolaryngology, one Kay W. Abiouness Distinguished Professorship in Pediatric and Adolescent Psychiatry, one John and Lillian Norfleet Professorship in Medicine, and one Jordan R. Asher, MD, MS Distinguished Professorship in Medicine
- Approved Waiver of Length Service Requirement for Judette M. Lewis, MD, MPH and Michael D. Henry, Ph.D.
- Approved the FY2026 Audit Plan
- Reviewed and approved to repeal Board of Visitors Policy 1012
- Reviewed and approved revisions to Board of Visitors Policy 1610
- Reviewed and approved new Board of Visitors Policy 1901 - Compensation to Student-Athletes for Use of their Name, Image, or Likeness
- Approved resolution to terminate agreement to participate in Virginia Consortium Program in Clinical Psychology
- Approved a Doctor of Philosophy in Biology
- Approved Master of Science in Criminology
- Approved Master of Science in Electrical and Computer Engineering
- Approved closure of the Doctor of Philosophy Clinical Psychology
- Approved the closure of the Bachelor of Arts program in Asian Studies
- Approved the closure of the Bachelor of Arts/Bachelors of Science in Women's Studies

The Old Dominion University Board of Visitors continues to operate in a transparent manner, to the extent required by law, in all Board actions. All meetings were open to the public; notice was provided pursuant to [Virginia Code §2.2-3707](#); agendas and minutes were published on the University's website and Virginia's Commonwealth Calendar; and full Board meetings were live-streamed on the Board's website. Any business that was conducted in closed session was done pursuant to the Virginia Freedom of Information Act. University Counsel and Senior Assistant Attorney General, or a designee from his office was present for all meetings and closed sessions. All meetings were held in person with two Board members participating via Zoom during the April quarterly meeting pursuant to Virginia Code [§ 2.2-3708.3.B](#) and as reflected in the meeting minutes.

The [Bylaws of the Old Dominion University Board of Visitors](#) are posted on the Board's website and note the requirements of the Board in order to ensure the transparency of its actions. Section 3.06 of the Board Bylaws require that all meetings of the Board be conducted in accordance with [Board Policy 1107, Board of Visitors Meeting Scheduling and Procedures](#), unless modified at the discretion of the Rector. Section 3.07 of the Board Bylaws specifies that 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](#)) and [Board Policy 1108, Board of Visitors Conflict of Interests Policy](#). 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.