

---

A regular meeting of the Board of Visitors of Old Dominion University was held Friday, December 1, 2023, 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  
Dennis M. Elmer  
Andrew Hodge  
Brian K. Holland  
Toykea S. Jones  
E.G. Middleton, III  
Elza H.

---

The Rector called the meeting to order at 9:01 AM.

---

Director of Athletics Wood Selig presented the Big East Conference Champions Women's Field Hockey Team and the two-time Sun Belt Conference Champions Women's Soccer Team. He introduced the coaches and the teams' players introduced themselves. Each team presented the Rector with a commemorative gift and received congratulations from the President, Rector and the Board.

---

Upon a motion made by Mr. Mugler and seconded by Mr. Pitts, the minutes of the Board of Visitors meetings held on August 15, 2023; August 24-25, 2023; September 14, 2023; and October 27, 2023, were approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Wyatt*).

---

The Rector noted how impressed he was when Women's Field Hockey Coach Andrew Griffith said during yesterday's Athletics Committee meeting that all team coaches phoned him to congratulate him after the team had won the Big East Conference Championship. This demonstrates the culture of camaraderie among the athletic teams at ODU.

The Rector congratulated President Hemphill on his excellent State of the University Address and noted that a video of his address is available online. He also complimented the President on how he continues to calmly navigate the twists and turns of the EVMS merger, as well as his fundraising skills that resulted in a \$5M gift from the Mellon Foundation.

The launch of the Institute of Data Science will put Old Dominion University on the map. It is located on the 10<sup>th</sup> Floor of the Armada Hoffler Building in Virginia Beach. The Rector congratulated Vice President Chad Reed on the renovation of the space.

The Rector concluded his report by urging Board members to attend all committee meetings on the first day of the two-day meetings to learn more about the University. The meeting schedule was restructured so that each Committee meets independently and allows for attendance by all Board members.

---

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



Science and a central place for collaboration and discovery with business and industry. The dedication and open included participation from a large contingent of regional leaders, including

College of Engineering and Technology; the College of Arts and Letters; the College of Sciences; and the School of Cybersecurity followed by a 12:30 PM ceremony with 704 graduates from the Darden College of Education and Professional Studies; the Strome College of Business; the College of Health Sciences; the School of Data Science; and the School of Nursing. On this memorable day, a total of 1,574 graduates, including 1,231 with bachelor's degrees, 279 with master's degrees, four as educational specialists, and 60 with doctoral degrees, will celebrate this significant achievement surrounded by their loved ones and campus champions in Chartway Arena. During both ceremonies, Congressman Bobby Scott, who is well-known and highly-respected in our community and across the Commonwealth, will serve as the keynote speaker. As a dedicated public servant, Congressman Scott will deliver a powerful address to our newest alumni as they prepare for the journey ahead in bo(pi)-2 (,v5a{2 ( of)3 ( C)-36 (a)4 (t)-2 (-2 (uni)p6 (r)3 (e)4 (l)-2

and commercialization pipeline around biohealth vertical development. She also shared a pilot program for generative AI for maternal fetal medicine.

Through this interconnected effort, Hampton Roads will be the national leader in health equity intervention. Strategic planning to make a focused and significant investment has identified critical mass in women's, children's health & mental health with environmental management and advanced analytics and can disrupt lifelong learning inequities where they start by nurturing strong families through bonding, nutrition, environmental stability, new clinical care models, biohealth innovations, information use, and strategic community.

---

Brian Holland, vice chair of the Academic and Research Advancement Committee, reported that the Committee discussed in closed session recommendations for the appointment of four faculty members with tenure and a dual employment. 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, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Wyatt*).

RESOLVED, that upon the recommendation of the Academic and Research Advancement Committee, the Board of Visitors approves the appointment of Dr. Trent D. Buskirk as Professor with the award of tenure in the Department of Information Technology & Decision Sciences in the Strome College of Business, effective November 25, 2023.

Salary: \$195,000 for 10 months  
Rank: Professor (designated as Data Science Fellow)

The following contains my recommendation for the initial appointment with tenure of Dr. Trent Buskirk in the Department of Information Technology & Decision Sciences. Dr. Buskirk received a B.S. in Mathematics from Presbyterian College, an M.S. in Mathematics from the University of South Alabama, and a Ph.D. in Statistics from Arizona State University. Prior to ODU, he was a Professor and the Director of the Center for Survey Research (August 2016 – January 2019) at the University of Massachusetts-Boston, a tenured Novak Family Distinguished Professor of Data Science (January 2019 – present) at Bowling Green State University, and an Affiliate Faculty member (January 2021 – present) for the Social Data Science Center at the University of Maryland.

The ODU *Teaching and Research Faculty Handbook* states, “The main purposes of tenure are to protect academic freedom and to (es)5 d4 2310 Td()3 (J)-1 (a)4 e (m)-6 ( an)-4 (er)-1 (s)-5 (i)-6 (t)-6 (y)-4 ( o.)-1

will be granted only to a faculty member who already has achieved a distinguished academic record and held a tenured position” (p. 28).

Recommendations in support of tenure for Dr. Buskirk were received from the departmental, college, and university promotion and tenure committees, as well as from the college dean.

The Promotion and Tenure Committee for the Department of Information Technology & Decision Sciences (6–0), the Promotion and Tenure Committee for the Strome College of Business (5–0), and the University Promotion and Tenure Committee (6–0), unanimously recommend appointment with tenure. Dr. Kenneth Kahn, Dean of the Strome College of Business, also recommends appointment with tenure.

Based on my independent evaluation of the materials submitted, including the above recommendations, it is my judgment that Dr. Trent Buskirk meets the standards for tenure in the Department of Information Technology & Decision Sciences at Old Dominion University.

-----







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>
----------------------	---------------	-----------------------	-------------

	\$60,000	11/10/23	12 Mos
--	----------	----------	--------

Post-Doctoral Research Associate, Department of Mathematics and Statistics

Dr. Fakhari received a Ph.D. in Mechanical Engineering from the City College of New York, an M. Sc. in Mechanical Engineering from the University of Tehran, Iran, and a B.Sc. in Physics from Zanjan University, Iran. Previously he was Consultant and Research & Development Engineer at ANSYS.

	\$120,000	1/10/24	12 Mos
--	-----------	---------	--------

Research Assistant Professor,  
Hampton Roads Biomedical Research Consortium

Dr. Golbazi received a Ph.D. in Ocean Engineering from the University of Delaware, an M.S. in Civil & Environmental Engineering from the University of New Haven and a B.S. in Architectural Engineering from the University of Tabriz, Iran. Previously she was a Graduate Doctoral Fellow at the University of Delaware.

	\$65,000	12/25/23	10 Mos
--	----------	----------	--------

Lecturer, Department of Computer Science

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 Jawaharial Nehru Technological University, India. Previously he was Principal Architect-AIOps, Betacom in Bellevue, Washington.

	\$97,000	12/25/23	10 Mos
--	----------	----------	--------

Associate Professor, Department of Biological Sciences

Dr. Simões received a Ph.D. in Biochemistry, an M.Sc. in Cell Biology, and a B.Sc. in Biochemistry all from the University of Coimbra, Portugal. Previously she was an Assistant Investigator at the Center for Neuroscience and Cell Biology at the University of Coimbra.

	\$80,000	9/25/23	10 Mos
--	----------	---------	--------

Research Assistant Professor, School of Cybersecurity

Dr. Singh received a Ph.D. in Computer Science from the University of Insubria, Italy, and an M.Sc. and B.Sc. in Information & Communication Engineering from Islamic University, Bangladesh. Previously he was a Postdoctoral Research Associate at VMASC, Old Dominion University.

	\$45,000	11/25/23	12 Mos
--	----------	----------	--------

Post-Doctoral Research Associate, Frank Reidy Research Center for Bioelectrics

Dr. Ullah received a Ph.D. in Materials Science from Huazhong University of Science and Technology, China, an M.Phil. in Applied Physics from Federal Urdu University of Arts, Science, and Technology, Pakistan, an M.Ed. and B.Ed. from Allama Iqbal Open University, Pakistan, and a B.S. in Physics from

Bahauddin Zakariya University, Pakistan. Previously he was a Special Research Assistant at the Suzhou Institute of Nano-Tech and Nano-Bionics at the Chinese Academy of Sciences, China.

-----

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>
Judy Bowman Assistant Vice President Emerita for Undergraduate Studies	January 1, 2024
David P. Swain University Professor Emeritus and Professor Emeritus of Kinesiology & Health Science	January 1, 2024
Charles E. Wilson, Jr. University Professor Emeritus, Professor Emeritus of English, and Dean Emeritus of the College of Arts and Letters	January 1, 2024

#### JUDY BOWMAN

Judy Bowman joined Old Dominion University in 1982 as the Assistant to the Vice President for Academic Affairs. In 1997, she became the Assistant Vice President for Undergraduate Studies, a role she has held for more than 25 years. Prior to Old Dominion, Bowman was a government and geography teacher at Cradock High School and an advisor at Tidewater Community College. She received an A.B. in Government and an M.Ed. in Counseling from the College of William & Mary.

Bowman has made numerous contributions as the Assistant Vice President for Undergraduate Studies. Her coordination of the Undergraduate Catalog, familiarity with undergraduate policies and procedures, management of the course credit system, maintenance of the Teaching and Research Faculty Handbook, and coordination of high-level meetings, executive searches, and

esl of ofr(r)3 (udi)-A(es)-(J-0.004 ( T)1 (e)-6 ((r)3 ()3 ( hvnde)4(e)4 ( )--7(y w)2 (i)-2 (TJ-0s)-1 (3outor)3 ( a)4 (

DAVID SWAIN



The proposed Master of Arts in Teaching degree programs in Elementary Education and Secondary Education have been developed in response to this call to increase the teacher pipeline. In addition, the proposed MAT degrees better differentiate the degree pathway for initial teacher licensure for first-time teachers from the existing Master of Science in Education (MSEd) pathway more appropriate for mid-career teachers seeking advanced pre

---

Rudy Middleton, chair of the Administration and Finance Committee, reported that Etta Henry, Executive Director for Strategic Sourcing and Payment Solutions, provided a SWaM report outlining strategies being used to promote the Commonwealth's and University's Supplier Diversity Program. The report detailed how ODU's 46.5% goal for supplier diversity exceeds the Commonwealth's goal of 42%.

Vice President Chad Reed presented the Capital Outlay Projects Status Report, sharing that there are currently ten University capital projects and two Real Estate Foundation projects in various stages of design and construction. Updates included status on construction of the new Health Sciences building, completion of the Student Health and Wellness building, and an update on the baseball stadium renovations. He also provided information regarding the opening of ODU's Virginia Beach Institute of Data Science, the Barry Art Museum expansion, and updates on the ODU Master Plan.

Vice President Reed presented a financial overview and briefed the Committee on mid-year budget and financial performance updates. This includes updates on enrollment and general revenue collections between the approved budget and year-to-date actuals. Additionally, the 2023 General Assembly amendments required modifications to E&G Programs and Undergraduate Financial Assistance adopted budget. The Committee voted in favor of recommending the Board approve the second quarter adjustments to the 2023-2024 operating budget in response to the increased support from the Commonwealth.

Mr. Middleton paused his report for Vice President Reed to provide additional details about the recommendation. The following resolution was brought forth as a recommendation of the Administration and Finance Committee and was approved by all members present and voting

Vice President Reed provided the Financial Performance Report as of October 21, 2023. He shared that the actual 2022-

---

Robert Corn, chair of the Audit, Compliance, and Human Resources Committee, reported that the Committee convened in closed session to discuss the performance of specific departments where such evaluation would necessarily involve discussion of the performance of specific individuals and specific vulnerabilities. No action was taken after the Committee reconvened in open session and voted on the FOIA Certification.

Ms. Amanda Skaggs, Chief Audit Executive, briefed the Committee on the Housing and Residence Life Audit, which included the following processes where improvements are needed: electronic door access, camp and conference contracts, contract administration, physical keys, revenue deposits and fees charged, employing housing arrangements, web-time entry overrides, and records management.

Ms. Skaggs presented the status of open audit issues since September 2023 and the status of open audit projects. She shared a proposed modification to the FY24 Audit Plan to add Salesforce TargetX – Customer Relationship Manager to the list of audits.

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

<u>Name and Rank</u>	<u>Salary</u>	<u>Effective Date</u>	<u>Term</u>
Instructor, Early Care & Education, Assistant Instructor, ODU Children's Learning & Research Center	\$42,500	9/10/2023	12 mos.

Dina Anderson holds a Bachelor of Arts in Communications with a Minor in African American Studies from Stockton State College. Prior to her appointment, Ms. Anderson served as the Lead

Montessori, and Property Manager for Airbnb.

2 0 00 0.27 Td vech)-43s61 Tw 0 Tc (t) Tm)-4 \$40,000 Canley/le)2023 si 12 mos. elg

positions with the City of Norfolk from 2009 to 2012. Her experience includes management and leadership experience within the City of Suffolk's finance office, overseeing all aspects of financial reporting and accounting to include budget and procurement.

\$48,968      9/17//2023      12 mos.

Student Success Advisor

Instructor, Center for Advising Administration and Academic Partnerships

Roberta Heggie earned a Master of Education degree in 2020 from Old Dominion University and a Master of Science in Secondary Education from the University of Bridgeport in 2014. She earned her undergraduate degree in English from Tuskegee University. Prior to her appointment to ODU, Roberta worked as a Secondary English Teacher in the Norfolk Public Schools system.

\$86,243      10/25/2023      12 mos.

Deputy Director, International Programs

Instructor, Visa & Immigration Service Advising

Ms. Rosemarie Igbo has an extensive background in international student services and the issues and maintenance of most types of visas. Ms. Igbo obtained a B.S. in International Relations from Schiller International University (Spain), a B.A. in Communications from the European Open University (UK), a M.S. in Adult Education from the University of Glasgow (UK) and is currently pursuing a Ph.D. in International Psychology at The Chicago School of Professional Psychology. She brings experience, having served as the Director of the Office of International Student & Faculty Services at Morgan State University, Director of Multicultural Affairs at Hanover College, and Director of the Center for Global Studies & English as a Second Language at Bennett College.

\$225,000      11/01/2023      12 mos.

Associate Vice President for Budget and

\$71,663      9/10/2023      12 mos.

Professional Counselor  
Instructor, Counseling Services

Sarah Kalafsky is a Licensed Professional Counselor in the State of Virginia. She received her Bachelor's in Psychology from James Madison University and her Master's in Counseling from ODU. Ms. Kalafsky has been working at ODU in Counseling Services since 2019 as a Triage Counselor and Outreach Coordinator for the Office of Counseling Services. She brings previous

served as a 7<sup>th</sup> Grade Math Teacher with Montevallo Middle School, 8<sup>th</sup> Grade Math Teacher at the Young Women's STEAM Academy at Balch Springs, and as an 8<sup>th</sup> Grade Math Teacher at Barbara Mann's Education Center.

\$85,000      9/11/2023      12 mos.

Assistant Dean of Students and Director of Student Conduct & Academic Integrity

*Exceptional Hire*

Assistant Professor, Student Engagement & Enrollment Services

Dr. Tony Miller, Jr. holds a Doctor of Philosophy of cadret, SM647162302132 108310EMC (F) 3.030-000

Transitions (NSOT) for the University of Massachusetts Amherst, Assistant Director, and Program Coordinator for New Student & Family Programs at Florida State University and as the Department Coordinator for Off-Campus & Commuter Services with the University of Tennessee.

\$155,000      10/10/2023      12 mos.

Assistant Vice President for Marketing  
Instructor, University Marketing

Christian Ponce holds a double major Communications and French Bachelor of Arts degree.

\$48,000      9/5/2023      12 mos.

Athletic Academic Advisor  
*Emergency Hire*  
Assistant Instructor, Athletics

Akilah Stroman holds a Bachelor of Arts in Communications from Coastal Carolina University. She joins Old Dominion University bringing experience having served as an Athletics Academic Achievement Intern with Towson University and a Mathematics Teacher with Charles County Public Schools in Indian Head, Maryland.

Portsmouth Campus Adjunct Student Development Instructor and Special Projects Coordinator for the Portsmouth Campus.

\$57,000      9/25/2023      12 mos.

Program Coordinator  
*Emergency Hire*  
Instructor, TRiO McNair

Faith Williams holds a Master of Science in Education, Clinical Mental Health & School Counseling, and a Bachelor of Science in Community & Public Health from Old Dominion University. Ms. Williams worked as a Program Coordinator for The Ronald E. McNair Program, Academic Skills Advisor & Counselor for the TRiO Student Support Services (SSS), and Research Assistant for The Ronald E. McNair Program at Old Dominion University.

\$115,000      10/16/2023      12 mos.

Assistant Controller-Foundations  
*Exceptional Hire*  
Assistant Instructor, University Advancement/Foundation Accounting

Caroline Wood holds a B.S. in Business Administration from Old Dominion University. She is a Certified Public Accountant and Certified Fraud Examiner. Ms. Wood brings experience serving as the Senior Vice President Accounting for Suburban Capital Inc., Senior Finance Manager at Cannon Information Technology Services, and Director of Accounting at SteamCo (Afton Hospitality LLC).

\$86,147      10/25/2023      12 mos.

Director for Office of Intercultural Relations  
*Exceptional Hire*  
Assistant Professor, Office of Intercultural Relations-SEES

Dr. Rachawan Wongtrirat holds a Ph.D. in Higher Education Administration from Old Dominion University, a Master of Education in Educational Psychology from Chulalongkorn University in Bangkok, Thailand, and a Bachelor of Education in Business Education from Kasetsart University in Thailand. Dr. Wongtrirat has served as the Interim Assistant Director for International Initiatives at Old Dominion University, the Assistant Director for International Education Initiatives at the University of North Carolina Charlotte and as the Assistant Director for International Initiatives with the Office of Intercultural Relations at ODU.

-----

---

Vice Rector Murry Pitts presided at the Governance Committee in the absence of the chair and vice chair. He reported that the Committee reviewed the Board's self-assessment survey for any proposed changes before it is sent out for Board members to complete in January. No revisions were proposed, and the Committee approved the survey with no changes. As discussed at the Board retreat in August, the survey will be set up so that individuals who complete the survey can be identified and follow-up can be done for those who do not. The goal is to have 100% participation.

The Committee also considered proposed revisions to the Board's Bylaws. The first revision is to add Section 2.04, Athletic Collectives, prohibiting members of the Board to serve on the board of athletic collective. This had been discussed and agreed to during the Board's retreat. The second proposed revision is to delete Section 10.04, Board of Visitors Budget. Given that the Board's operational budget is a small portion of the President's Office overall budget and is managed in accordance with existing University policies and procedures, the Committee felt that the Board does not need to be involved with this. In accordance with the Bylaws, notice of these proposed revisions will be sent to the full Board within the 30-day notice requirement, and will be presented to the Board for approval at its meeting in April.

The Committee approved proposed revisions to Board Policy 1412, Promotion in Rank. The revisions were reviewed and approved by the Faculty Senate during the spring semester and were approved by the Committee. The following resolution was brought forth as a recommendation of the Governance Committee and was approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Wyatt*).

1412

Promotion in Rank

September 26, 2013; Revised June 9, 2016 (eff.

- C. Promotion to the rank of full professor is normally considered no earlier than during the sixth year of a faculty member's service as associate professor at Old Dominion University. Exceptions are made only under the following circumstances:
1. A faculty member who has held the rank of associate professor at another institution and was initially appointed to Old Dominion University at the rank of associate professor may be considered for promotion at the time of the award of tenure.
  2. A faculty member of extraordinary merit may be considered for promotion to the rank of full professor before the sixth year as associate professor at Old Dominion University.
- D. The president, upon the recommendation of the Faculty Senate, shall establish procedures for consideration of promotion to the rank of full professor (as well as for the designation as eminent scholar). Such procedures shall require consideration and recommendation by faculty members at the department and college level, the chair, the dean, and the University Promotion and Tenure Committee. The decision concerning promotion is to be made by the provost and vice president for academic affairs. If the provost and vice president for academic affairs decides against promotion, the faculty member may request a review by the president. The decision of the president is final.

## II. Procedures for Promotion in Rank to Full Professor

### A. Considerations Concerning Promotion

1. Each faculty committee and administrator considering a promotion case must specifically consider factors listed below as they apply to each case in the written recommendations that are submitted up the line to the provost and vice president for academic affairs. In the case of committees, the vote must be recorded in the recommendation, and the reasons produced by the minority members must be specified.
2. Each committee and administrator making a recommendation concerning promotion considers evidence of the faculty member's performance over the total time in which the previous rank has been held as compared to the guidelines for the rank being considered as established by the Board of Visitors and any other



3. External reviews will be confidential; reviewers will be so advised. Requests for exception to the confidentiality of external reviews should be made directly to the provost and vice president for academic affairs before the reviewers are asked to submit evaluations. If an exception is approved, candidates for promotion will be allowed access to the substance of external reviews, but the authorship of specific external reviews and other identifying information contained therein will remain









- C. For those research faculty who only have appointments in one of the University-level research centers, the following promotion policy will apply. Research centers will establish a promotion committee to review faculty promotions and make recommendations to the center director. Appointments to this committee will follow the guidance of section II.C. of this policy pertaining to departments. This promotion committee should include at least one member from the academic department(s) most closely aligned to the center to ensure promotion considerations are being applied equitably between the faculty assigned to that department and those assigned to the center. In centers where fewer than three members hold appointments in the rank being considered or above, the center director will solicit members of the department(s) most closely aligned to the center, in consultation with the chair(s) of those department(s), to form a committee of at least three. The center director will review faculty promotion recommendations and will recommend to the vice president for research those members who have met the promotion criteria. The vice president for research will forward a recommendation regarding promotion to the Office of Academic Affairs for review by

credentials of the faculty member being recommended for promotion is required. If the



subsections (1), (6), (8), and (11) for the purposes of discussing the appointment and performance of specific employees; the investment of public funds where competition or bargaining is involved, where, if made public initially, the financial interest of the University would be adversely affected; consultation with legal counsel regarding a specific legal matter requiring the provision of legal advice by such counsel, and discussion on the award of an Honorary Degree.” The motion was seconded by Mr. Holland and approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Slaughter, Wyatt*).

In addition to the Board members in attendance, President Brian Hemphill asked Provost Agho, Vice President Reed, Vice President Rodriguez Gonser, Vice President Schumaker, Vice President Sanderlin, Interim Vice President Fridley, and Ms. Gibson to remain in the closed session.

Employment and Training Council, and improved health care benefits for women, infants, and children.

His 1992 election to Congress gave Congressman Scott the distinction of being the first African-American elected to Congress from Virginia since John Mercer Langston's election more than 100 years earlier during the Reconstruction era. Having a maternal grandfather

1991. As a young attorney, he founded the Peninsula Legal Aid Center to assist those who could not afford legal representation and served as one of the youngest branch presidents of the Newport News NAACP. He received an honorable discharge for his service in the Massachusetts National Guard and the United States Army Reserve.

Congressman Scott is a member of St. Augustine's Episcopal Church in Newport News and is a member of many professional, community, and civic organizations.

-----

Upon a motion by Mr. Mugler and properly seconded, the following resolutions were approved by all members present and voting (*Allen, Bradley, Corn, Ellmer, Hodge, Holland, Jones, Middleton, Mitchum, Mugler, Pitts, Wyatt*).

, that the Board of Visitors hereby approves payment as part of President Brian O. Hemphill's Performance Plan for 2023-2024 annual performance plan, as discussed in closed session on September 15, 2023, with a progress report provided on December 1, 2023, and that said plan pursuant to Sections D.2. and E. of President Hemphill's employment agreement is considered a personnel record.

-----

, that the Bos023olepion My (ph 657) 101.0012T6 (anR6c 0 (S)-4 (e)4 (c)

-----