

**GOVERNANCE COMMITTEE MEETING**  
**Waitzer Hall Boardroom**  
**December 13, 2022**

**Board Members Present**

Hon. Daun S. Hester, Chair  
Rear Admiral Robert Bianchi  
George A. Faatz  
Conrad M. Hall  
Blythe A. Scott  
Bruce D. Waldholtz, MD

**Board Members Absent**

Naved A. Jafri, MD

**Officers and Staff**

Dr. Alfred Abuhamad, President, Provost and Dean (*via Zoom*)  
Stacy Purcell, General Counsel  
Tracy Morton, Recording Secretary  
Mekbib Gemedu, Vice President for Diversity and Inclusion (*via Zoom*)

**CALL TO ORDER**

Ms. Daun Hester, Chair, called the meeting to order at approximately 8:37 am. A quorum was reached for today's meeting.

**APPROVAL OF MINUTES**

Upon a motion made and seconded, the Governance Committee Meeting minutes of September 20, 2022, were approved as distributed.

**DIVERSITY STATEMENT**

Mekbib Gemedu, Vice President for Diversity and Inclusion, conveyed to the committee minor changes to the EVMS Diversity Statement, originally approved in 2013. The requested changes, sent out to the committee prior to the meeting, are related to the focus in terms of diversity constituents that we have at EVMS. The change has been reviewed by various stake holders, and approved by the EVMS Faculty Senate and Senior Management prior to today's meeting.



**RESOLVED**, that, upon a motion made and seconded, the committee voted to approve the Diversity Statement as presented.

There being no further business to discuss, the meeting adjourned at 8:42 am.

Respectfully Submitted:

Tracy Morton  
Recording Secretary

## **Resolution to Incorporate Legacy EVMS Policies into the ODU Faculty Handbook**

WHEREAS, EVMS and Old Dominion University (“ODU”) intend to integrate and create the Eastern Virginia Health Sciences Center at ODU (“EVHSC”); and

WHEREAS, in the spirit of shared governance ODU has agreed to preserve the following policies related to the rights of EVMS School of Medicine and School of Health Professions faculty with edits to reflect the structure of the EVHSC:

- 1) Policies and Procedures Relating to Faculty Appointment, Promotion and Tenure
- 2) Policies and Procedures for Faculty Appointment
- 3) Policies and Procedures for Promotion
- 4) Guidelines for Appointment and Promotion
- 5) Faculty Tenure Policy
- 6) Faculty Grievance Policy
- 7) Grounds for Dismissal of Faculty
- 8) Annual Review
- 9) Emeritus Policy
- 10) Sabbatical Leave

(collectively, the “EVMS Faculty Policies”); and

WHEREAS, the School of Medicine and School of Health Professions faculty will be subject to all other polices listed in the ODU faculty handbook and the following current EVMS policies will sunset and will be replaced by the corresponding ODU policies:

- 1) Adjunct Faculty Appointments and Promotions Policy
- 2) Non-Promotion Eligible Faculty
- 3) Institutes and Centers at EVMS
- 4) Policy on Consulting
- 5) Regulation on Off-Campus Speakers
- 6) Academic Freedom
- 7) Visiting Faculty Policy.

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Virginia Medical School Board of Visitors hereby acknowledges that Old Dominion University will adopt the EVMS Faculty Policies to be incorporated into the ODU Handbook and pertain to the faculty of the School of Medicine and the School of Health Professions, until such time as they are revised and updated by the integrated Old Dominion University Faculty Senate (which will include representation from the School of Medicine and the School of Health Professions) and any subsequent changes are approved by the Board of Visitors of Old Dominion University; and

BE IT FURTHER RESOLVED, that the Eastern Virginia Medical School Board of Visitors acknowledges that the School of Medicine and School of Health Professions faculty will be subject to all other polices listed in the ODU faculty handbook.