

Robert S. Corn, Chair  
Ross A. Mugler, Vice Chair  
R. Bruce Bradley (ex-officio)  
P. Murry Pitts (ex-officio)  
Andrew Hodge  
Elza Mitchum

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Kay Kemper (via Zoom)

Rudy Middleton

Rick Wyatt

President

Amber Kennedy  
Brandi Hephner LaBanc  
Maggie Libby  
Donna Meeks  
Tom Odom  
Chad Reed  
September Sanderlin  
Ashley Schumaker  
Wood Selig  
Amanda Skaggs  
Rob Wells  
JaRenae Whitehead  
Allen Wilson

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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 (Ayes: Corn, Mugler, Bradley, Pitts, Hodge Mitchum; Nays: None)

VI. Report from the Vice President for Human Resources Diversity, Equity, and Inclusion – Vice President for Human Resources, Diversity, Equity and Inclusion September Sanderlin presented the report.

A. Policy Updates-

- i. FLSA- The Fair Labor Standards Act update is going to be rolled out in stages. Effective July 1, 2024, the minimum salary threshold will change from \$35,568 to \$43,888. However, on January 1, 2025, the minimum salary threshold will be updated to \$58,656. Additionally, the highly compensated rate will change from \$107,432 to \$132,964 July 1 and on January 1 it will change to \$151,164.

The committee was informed that salary threshold adjus (r)-0.179 Tw T\*j ( )Tja

While the program's immediate impact on the University is minimal due to the nature of its operations and the populations it serves, it is important to be aware of the broader employment landscape changes. ODU remains committed to supporting second chances where feasible.

Background checks will continue to be a crucial part of the hiring process for classified positions, wage positions, faculty, and administrative roles.

- iii. Title IX- VP Sanderlin introduced Title IX Coordinator, A. Kate Couch, to present to the committee on upcoming regulatory changes. Ms. Couch shared updates on the 2024 Title IX regulatory changes from the Department of Education and the Office for Civil Rights. The Title IX Statute has not changed; however, the regulations that the U.S. Department of Education uses to enforce the statute are changing August 1, 2024, and institutions must have updated policies by this date.

Ms. Couch shared three main terminology and scope changes with the term "sex-based harassment" replacing "sexual harassment," the definition of quid pro quo has been expanded, and a hostile environment was redefined. Sex discrimination now includes differential treatment, which provides a broader scope of protection and reporting. Off campus activities that create a hostile environment on campus or school-sponsored programs are now under the University's scope of responsibility. Also, included in the changes is a Federal mandate on annual training.

The implementation team which includes ODU and EVMS is working together drafting the new policy to meet the August 1 deadline and stay informed about potential legal changes that may affect the implementation timeline.

- B. Administrative and Professional Faculty Appointments- VP Sanderlin shared with the Committee that there were 650 Administrative and Professional Faculty appointments. The appointments will be reviewed for approval at the full board meeting on Friday, June 14, 2024.
  - i. ODU Faculty Appointments 17 appointments in total
  - ii. EVMS Faculty Appointments 393 appointments in total
  - iii. EVMS Restricted Medical Faculty Residents 544 appointments in total
  - iv. EVMS Librarians w/Rank 6 appointments in total

VII. Adjournment - There being no further business, the meeting adjourned at 12:07 p.m.